

MEMORANDUM OF UNDERSTANDING

WSNA – MultiCare Health System

RE: Pediatric Cardiac Team

It is MultiCare's intent to create and staff a pediatric cardiac surgery team to work with Dr. Woods at both the Tacoma General OR and the Swedish Medical Center OR. The Employer and WSNA agree that effective with the execution of this MOU by both parties, the terms outlined below constitute the agreement by and between the parties in regards to implementation of the MultiCare Health System Pediatric Cardiac Team. Any other terms and conditions of the collective bargaining agreement not modified herein will remain in effect.

1. The Peds Cardiac Surgery Team (herein after "Team") will initially consist of 6 RNs and 6 OR Techs. Positions will be posted per MHS policy and collective bargaining agreements.
2. The Team will be considered a part of TG OR staffing on days they are not assigned to Peds Cardiac cases.
3. With the exception of the compensation for Peds Cardiac cases at Swedish and other specific terms as noted herein, all terms and conditions of the applicable CBA will apply.
4. The nurse will be paid a flat rate of pay for cases performed at Swedish. Case length for this surgeon can be as high as 5.6 hours and as low as less than one hour, the average case length is 3 hours. Anticipating travel and prep time, the parties agree to a flat rate of pay of \$355.00 based on the following formula:
 - o 15 year staff RN rate X 1.5 X 6 hours.
 - o $\$37.07 \times 1.5 \times 6 = \355.00

This rate supersedes and replaces compensation as outlined in Articles 8, 9 and 10 of the collective bargaining agreement with the exception of participation in a Swedish case during a regularly scheduled shift, which will be paid as outlined in paragraph 6, below.

5. Should the nurse be required to travel to Swedish on a regularly scheduled day, s/he would be paid at regular rate for the scheduled shift plus the flat rate as described above.
6. Should the nurse be called in on a weekend or evening from standby to participate in a case at Swedish, s/he would receive the flat rate of pay for the call back. This flat rate would supersede and fully replace the required 3 hours at 1.5X rate in the CBA.
7. Callback response times will be established by the Team and the Physician.
8. MHS will pay for mileage at the IRS rate when the nurse is called to work at Swedish in the course of a normal duty day. If the nurse is assigned to Swedish as her first case of the day and does not first report to TG, mileage will not be paid.

9. Parking will be paid as a part of the joint program expenses. Should the nurse be required to pay for parking, MHS will reimburse the nurse's parking fees at Swedish when the nurse is called to Swedish for a case.
10. Should the nurse be required to stay overnight on standby due to a case at Swedish, MHS will pay the contractual standby rates for the time the nurse is on standby. MHS will reimburse any lodging expenses for required overnight stays. All call back while on standby for the case will be paid at the flat rate as noted in paragraph 5 above,
11. While performing duties at Swedish, the nurse remains covered by MultiCare's Worker's Compensation.

WASHINGTON STATE NURSES ASSOCIATION

MULTICARE HEALTH SYSTEM

Dated this 4th day of Aug, 2008.

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By Hanna Welander
Hanna Welander, RN
WSNA Representative

By Jody Lyn Smith
Jody Lyn Smith, MBA, PHR
Director, Employee/Labor Relations
MultiCare Health System