TENTATIVE AGREEMENT

Between
Yakima HMA, LLC, d/b/a
Toppenish Community Hospital (the "Hospital)
and
Washington State Nurses Association (the "Association)
July 18, 2017

This Tentative Agreement resolves all open proposals for both parties. Any proposals not previously agreed to nor memorialized below are considered withdrawn by both Parties.

Article 6 – Wages
Section 6.1

Modified Employer Package Proposal dated 5/19/17.

6.1 Wage Increases.

6.1.1 Effective the first full payroll period following ratification ~~on~~ or ~~after~~ August 1, ~~2016~~2017, whichever is later, employees will receive a one ~~and one-half~~ percent ~~(1.5%)~~ (1.0%) increase.

Effective Date	~~8/1/16~~	8/1/17
Years	~~1.50%~~	1.00%
Base	~~$27.09~~	$27.36
1 Year	~~$27.84~~	$28.12
2 Year	~~$28.74~~	$29.03
3 Year	~~$29.62~~	$29.92
4 Year	~~$30.50~~	$30.81
5 Year	~~$31.40~~	$31.71
6 Year	~~$32.40~~	$32.72
7 Year	~~$33.32~~	$33.65
8 Year	~~$34.32~~	$34.66
9 Year	~~$35.37~~	$35.72
10 Year	~~$36.41~~	$36.77

Initials: LT

12 Year	~~$37.69~~	$38.07
14 Year	~~$39.04~~	$39.43
15 Year	~~$39.04~~	$39.43
16 Year	~~$40.20~~	$40.60
18 Year	~~$41.36~~	$41.77
20 Year	~~$42.61~~	$43.04
25 Year	~~$43.88~~	$44.32
27 Year	~~$45.21~~	$45.66
30 Year	~~$46.56~~	$47.03

Article 20 – Effective Date and Duration of the Agreement

Modified Employer Package Proposal Dated 5/19/17.

This Agreement shall become effective the first full payroll period following ratification or ~~on~~ August 1, ~~2016~~ 2017, whichever is later, and shall continue in effect to and including July 31, ~~2017~~2018. Written notice to negotiate a new Agreement shall be given ninety (90) days prior to July 31, ~~2017~~2018.

Housekeeping:

- Update cover page with term of Agreement.
- Update signature page.

Tentatively Agreed:

Washington State Nurses Association

By: Lane Toensmeier

Lane Toensmeier
Its Chief Negotiator
Date: 7-20-17

Yakima HMA, LLC, d/b/a Toppenish Community Hospital

By: _____

Leonard W. Sachs
Its Chief Negotiator
Date: 7-18-17