

Memorandum of Agreement

By and Between Virginia Mason Medical Center

And

Washington State Nurses Association

Recognition of Seniority for Registered Nurses Moving from Buck Outpatient Roles
Into Jones 5 Inpatient Roles

Virginia Mason Medical Center ("VMMC") and Washington State Nurses Association have had a long-standing history of working collaboratively to address the challenges and business needs faced by VMMC over the last several decades. In conjunction with this partnership, both parties agree to the following:

- I. VMMC has decided to restructure positions that were formerly located in its outpatient Interventional Radiology, Gastroenterology and Cath Lab clinics at its Buck Facility to become positions in its Integrated Procedure Unit on Jones 5. The parties agree that such positions shall be included in the bargaining unit. Accordingly, when the positions are filled, the Registered Nurses filling those positions shall be entitled to all rights and benefits, and subject to the obligations, of the current Collective Bargaining Agreement dated November 16, 2013, to November 15, 2016. (It is recognized that the positions in the Cath Lab will not be restructured until February, 2015.)
- II. The positions, after the restructure, are described in Attachment A to this Memorandum of Agreement. The recognition of seniority as described below for Staff Nurses moving from Interventional Radiology, Gastroenterology and Cath Lab into the Integrated Procedure Unit on Jones 5 (hereinafter referred to as "transferring employees") is based upon VMMC moving the jobs identified in attachment A to the bargaining unit as described in Paragraph I above.
- III. The current Collective Bargaining Agreement in effect will apply to RNs in the new units with certain modifications as follows:

With respect to seniority, a "picket fence" shall be established around these new units. This shall result in seniority being recognized for transferring employees only within the Integrated Procedure Unit for a period of one year. At the end of that one-year period, the transferring employees' seniority will be recognized house-wide. Seniority shall be recognized pursuant to the terms and restrictions of the Collective Bargaining Agreement from the date of the RN's most recent employment in Interventional Radiology, Gastroenterology or Cath Lab.

The one year period referred to above shall commence upon the later of (a) the employee's transfer into the Integrated Procedure Unit; or (b) the

ratification of this Memorandum of Agreement, except that if ratification occurs after March 20, 2015 the one year period shall commence on March 21, 2015.

It is further agreed that:

1. The parties acknowledge that all parties have fulfilled their obligations to engage in collective bargaining over the subjects contained in this Agreement.
2. Any dispute regarding the interpretation and/or application of this Agreement shall be handled pursuant to the terms of the applicable Union's grievance procedure.
3. The parties agree that this Memorandum of Agreement is contingent upon ratification by a majority of votes by WSNA members at VMMC.

For Virginia Mason Medical Center

Date: 4-2-15

For Washington State Nurses Association

Date: 4/14/15

Virginia Mason - Integrated Procedure Center (Jones 5) - Posted Positions

| Department and minimum qualification | Jones 5 fte | Call |
|--|-------------|------|
| RN Inpatient - Therapeutic GI | | |
| Variable Start; 7a-9a | 1.00 | Y |
| Mon-Sat | 0.90 | Y |
| Current WA State RN license is required. | 0.90 | Y |
| CPR certification is required every two years or as specified by the work. | 0.80 | Y |
| Recent complex/therapeutic GI endoscopy RN experience preferred. | per diem | Y |
| ACLS certification required within 6 months of hire | 0.75 | Y |
| RN Inpatient - Interventional Radiology | | |
| Variable Start; 7:30a-9:30a | 1.00 | Y |
| Mon-Fri | 0.80 | Y |
| Current WA State RN license is required. | 0.80 | Y |
| CPR certification is required every two years or as specified by the work. | 0.60 | Y |
| Recent RN IR procedure experience preferred. | 0.40 | N |
| ACLS certification required within 6 months of hire | 0.60 | Y |
| | 0.40 | N |
| | 0.50 | Y |
| | 0.30 | N |
| | per diem | N |
| | per diem | N |

Virginia Mason - Integrated Procedure Center (Jones 5) - Offered Positions

| Name | Hire date | Current Department name | FTE |
|---|-----------|--------------------------|---------------|
| Asuncion, Glecly D | 08/12/96 | Cardiac Cath Lab | 1.0 |
| Perry, Anita Jo | 09/25/06 | Cardiac Cath Lab | 1.0 |
| Couvreur, Noelle Catherine | 09/19/13 | Cardiac Cath Lab | 1.0 |
| Young, Brenda Nicole | 07/07/08 | Already EP RN (WSNA) | per diem |
| Wu, Roberta (transfer from PACU 3/15) | 5/26/1998 | Previously under WSNA | 1.0 |
| Perry, Katherine (transferred from Level 9 2/15/15) | 09/08/08 | Previously under WSNA | 0.9 |
| Beasley, Marcia Dawn | 10/04/12 | GI Endoscopy (12/7/14) | 0.9 |
| Pardue, Kristina Noel | 02/16/12 | GI Endoscopy (12/7/14) | 0.9 |
| Monahan, Teresa Eileen | 09/08/11 | GI Endoscopy (12/7/14) | 1.0 |
| Mitch, Rebecca Christine | 03/07/13 | GI Endoscopy (12/7/14) | 1.0 |
| Robson, Catherine M | 08/16/04 | GI Endoscopy (12/7/14) | 0.75 |
| Senger, Sally Elizabeth | 09/06/12 | GI Endoscopy (12/7/14) | 0.9 |
| Pisa, Linda | 02/02/15 | external | 1.0 |
| Lund, Marie L (transferred in 3/15/15) | 10/03/88 | GI Endoscopy | 0.8 |
| Ocampo, Ansherine | 3/19/2015 | external | 1.0 |
| | | | 10.15 |
| | | | 15.92 |
| | | | 5.77 |
| Per Diem | | | |
| Kowalczy, Anna | 2/26/1996 | GI Endoscopy | |
| Carroll, Patricia Jeanne | 11/28/07 | GI Endoscopy | 0.01 |
| Dupuy, Randall Darrin (Randy) Per diem effective 3/1/15 | 05/10/12 | GI Endoscopy | 0.01 |
| Raybuck, Katherine A (Katie) | 7/10/1995 | GI Endoscopy | 0.01 |
| Phelps, Sydne | 6/26/1989 | GI Endoscopy | 0.01 |
| McGrath, Christine C (Chris) | 09/23/98 | Interventional Radiology | 0.25 |
| Helminger, Karen | 02/09/04 | Interventional Radiology | 0.50 |
| Chantelois, Jessica K | 06/17/91 | Interventional Radiology | 0.6 |
| Hatoum, Claude | 01/07/10 | Interventional Radiology | 1.0 |
| Smith, Kassandra Mendoza | 12/03/08 | Interventional Radiology | 0.8 |
| Vaughan, Robin Laurel | 05/05/11 | Interventional Radiology | 0.55 |
| Puntahachart, Jittlada June (June) | 08/07/14 | Interventional Radiology | 0.6 |
| Hutchison, Russell T | 09/04/14 | Interventional Radiology | 1.0 |
| Kruse, Sarah M | 11/06/14 | Interventional Radiology | 0.6 |
| | | | 5.90 |
| | | | 5.10 |
| | | | (0.80) |