

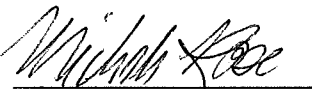
**MEMORANDUM OF UNDERSTANDING
BETWEEN
THE STATE OF WASHINGTON
AND
COALITION**

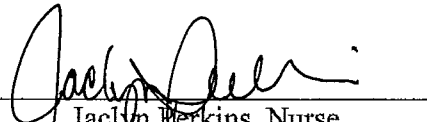
The parties agree to extend the MOU in the Coalition contract 15-17, pertaining to the implementation on VEBA.

The Department of Veteran's Affairs and the Washington State Nurses' Association will work together to implement a Voluntary Employee Beneficiary Association (VEBA) election process for the bargaining unit(s) represented by WSNA. If the majority of the eligible WSNA bargaining unit members vote for VEBA, the parties agree to work together in order to implement a VEBA process within the 2017-2019 biennium.

Dated December 4, 2017


Sarah Conly, HR Director


Michele Rose, Nurse
Representative WSNA


Jaclyn Perkins, Nurse
Representative WSNA