



Memorandum of Understanding

September 14, 2009

Ms Carmen Garrison, BSN, RN
WSNA
575 Andover Park W. Suite 101
Seattle, WA 98188

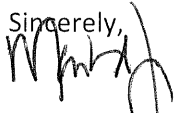
Re: Employee Assistance Benefits for Member of the WSNA Bargaining Unit


Dear Ms Garrison:

It is the desire of Cascade Medical Center to offer nurses covered under the WSNA collective bargaining agreement the opportunity to utilize Employee Assistance Program Benefits (EAP). This is a new benefit at CMC, with the premiums paid for by the hospital, in which employees will be eligible to use it once they have successfully completed their probationary period. Attached is a copy of our current policy.

As you know, an EAP offers confidential counseling and referral services on behalf of employees and their dependents. I feel strongly this will help us in retaining valuable employees who might otherwise find no alternative but to leave us when faced with a personal crisis.

If approved by your membership, and upon authorization from WSNA, then we would like to begin the communication process with the nurses. If the nurses are interested in this benefit, then please sign below and return to Lance Heise in the Human Resources Department.

Sincerely,

Mark Judy, CEO



WSNA Representative

10-8-09
Date