

WASHINGTON STATE NURSES ASSOCIATION

And

HOLY FAMILY HOSPITAL

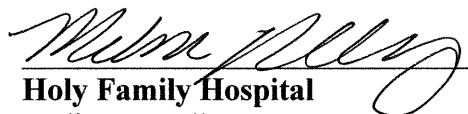
MEMORANDUM OF AGREEMENT

Payroll Schedule Change

**Amendment to Article 7.2 Standard Work Week.** The standard work week shall consist of forty hours of work within a seven day period commencing on Sunday and ending on a Saturday. Ten and Twelve hour RN's shall be scheduled for two consecutive full days off per work week.

Eight hour shift RN's shall be scheduled for four full days off in a two week period. Days off shall not be scheduled in increments of less than 2 days, unless agreeable to the nurse.

The Association and the Employer agree that the payroll schedule for nurses will change effective October 26, 2008. Nurses will keep the current pay days, but effective October 26<sup>th</sup>, the pay week will go to a Sunday – Saturday schedule with a pay period ending date of November 8th. Formerly, the pay week went from Monday to Sunday. There will be no loss in compensation with this payroll schedule change.



**Holy Family Hospital**  
Melissa Hoadley  
Human Resources Director

11-7-08  
Date



**Washington State Nurses Association**  
Carmen S. Garrison, RN, BSN  
Nurse Representative

11-7-08  
Date