

WASHINGTON STATE NURSES ASSOCIATION

And

SKAGIT VALLEY HOSPITAL

MEMORANDUM OF UNDERSTANDING

The parties agree to amend the provisions of Article 9 of the Agreement as set forth herein. All other provisions of the Agreement not specifically identified shall remain unchanged and unaffected by this Memorandum of Understanding.

ARTICLE 9—HOSPICE TELEPAGE

It is the interest of Skagit Valley Hospital to add a third Hospice Telepage Nurse. We agree to modify article 9.3 that Hospice Telepage Nurses will consist of no more than three salaried positions, occupying a total of 2.0 FTE. A 1.0 full-time equivalent (FTE) constitutes seven (7) fifteen-hour (15-hour) shifts in a two-week (2-week) pay period. All salaried hospice telepage positions are to remain at 0.6 FTE or above, thus remaining 100% benefited as per article 15.1 of the collective bargaining agreement.

Article 9.4.1, Holiday Compensation, is to be modified to reflect that practice has changed and more than one Hospice Telepage Nurse may work on a recognized holiday. The

If two or more telepage nurses are scheduled to work or be on standby on a recognized holiday, compensation will be an additional bonus of ten dollars (\$10.00) per hour for each hour they work or are on standby. Holiday telepage coverage is from 12:00 midnight until 12:00 midnight on the designated holiday. Language in Article 10.6, Designation of Holidays may apply, which states that the Conference Committee shall be responsible for determining when holidays shall be observed on evening and night shifts.

Dated this 16<sup>th</sup> day of Sept 2006

**Washington State Nurses Association**

**Skagit Valley Hospital**

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