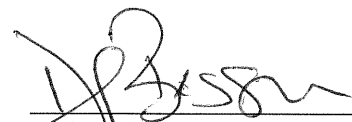


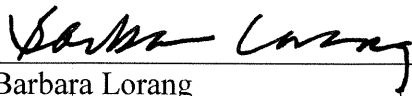
MEMORANDUM OF UNDERSTANDING
SPOKANE REGIONAL HEALTH DISTRICT
and
WASHINGTON STATE NURSES ASSOCIATION
SENIORITY

The Parties agree to amend the provisions of Article 7.1 of the Agreement as set forth herein which continues the current practice of calculating seniority for fulltime and part-time nurses.

7.1 Definition: Seniority shall be defined as the total length of service within the District. Seniority for layoff and job placement purposes shall be defined as the total length of service within the WSNA bargaining unit. If a bargaining unit member accepts a non-bargaining unit position for a period of not more than two years and then returns to a bargaining unit position, there shall be no loss of seniority.



Deborah Bessmer, BSN, RN
WSNA Nurse Representative



Barbara Lorang
HR Manager

11-5-2009

Date

11/5/09

Date