

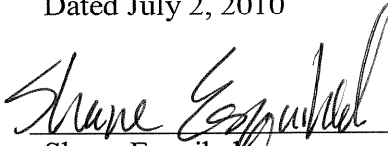
**MEMORANDUM OF UNDERSTANDING
BETWEEN
THE STATE OF WASHINGTON
AND
WASHINGTON STATE NURSES ASSOCIATION**

As provided in Section 4 of ESSB 6503, the parties met on ^{July 2, 2010} ~~[insert date]~~ and bargained the impacts of the compensation costs reductions specified in the 2010 supplemental budget. The parties have agreed to the following:

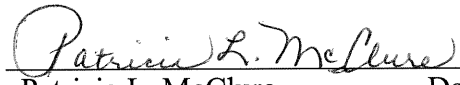
1. Article 14 of the parties' 2009-2011 collective bargaining agreement is modified to allow employees to donate shared leave as provided in ESSB 6503, Section 10.
2. For employees who are not scheduled to work on a day of a temporary layoff, the agency will designate an alternative day during the month as the temporary layoff day.
3. The parties agree that full and part-time employees' vacation leave and sick leave accrual will not be impacted because of a temporary layoff required by ESSB 6503. Articles 12 and 13 of the parties' 2009-2011 collective bargaining agreement are modified to reflect this agreement.
4. Article 34 of the parties' 2009-2011 collective bargaining agreement is modified and employees' seniority dates will not be impacted because of a temporary layoff required by ESSB 6503.
5. For overtime-exempt employees:
 - a. Pursuant to 29 CFR §541.710 (3) (b), the parties understand that during the weeks of a temporary layoff, employees designated as overtime-exempt will become overtime-eligible. Therefore, during the weeks of a temporary layoff, the overtime-eligible provisions in the parties' 2009-2011 collective bargaining agreement will apply to overtime-exempt employees.
6. During the temporary layoff weeks, employee work expectations will be commensurate with the number of hours worked.
7. This MOU shall be subject to the grievance procedure in Article 31 for the articles of the parties 2009-2011 collective bargaining agreement that are modified by this MOU.
8. For part-time employees:
 - a. Employees will be required to take the number of hours they are scheduled to work on a designated temporary layoff day as leave without pay. Employees may request adjustments to their regular schedule and supervisors will adjust work hours during workday or workdays during a workweek providing business and customer needs are met and there are no performance or attendance concerns.

- b. Leave without pay hours resulting from the temporary layoffs specified in ESSB 6503 will be considered time worked for purposes of Article 11.2(F) of the parties' 2009-2011 collective bargaining agreement.
9. If an employee is approved to take paid leave on a temporary layoff day, the approval will be rescinded and the employee will be temporarily laid off for that day. The hours of paid leave previously approved will be credited back to the employee's leave balance.

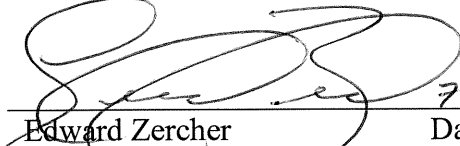
Dated July 2, 2010


Shane Esquibel
Staff Attorney, OFM/LRO
For the Employer

7/26/10
Date


Patricia L. McClure
Nursing Representative
For WSNA

7-22-10
Date


Edward Zercher
Nursing Representative
For WSNA

7-21-10
Date