

MEMORANDUM OF UNDERSTANDING

COPY

Credit for Prior Experience

St. Joseph Hospital ("Hospital") and the Washington State Nurses Association ("Association") hereby enter into the following agreement for the purpose of providing additional recognition to registered nurses for their years of continuous recent experience prior to being employed by the Hospital.

1. In accordance with Section 8.3 of the parties' Agreement, nurses currently employed by the Hospital have generally been credited at their time of hire with one-half (1/2) of their years of prior continuous recent experience in nursing. In the interest of ultimately providing full year-for-year credit for such prior experience, the Hospital and the Association agree to the following process for currently employed nurses who have not received 100% credit for continuous prior nursing experience.

2. Such nurses will have a one-time opportunity to request that they be placed at a higher step(s) based on their prior experience. Requests must be accompanied by documentation that describes the experience for which the nurse is seeking credit. Requests must be submitted no later than sixty (60) days following the receipt of written notification from the Hospital of the process for submitting such requests. After this 60-day period expires, the opportunity for current nurses to be upgraded to a higher step will expire.

3. When considering such nurses' requests, the Hospital will utilize the same set of criteria that it uses for the step placement of new nurses pursuant to Section 8.3, which defines continuous recent nursing experience prior to employment as "relevant clinical nursing experience without a break of more than one (1) year in nursing experience which would reduce the level of nursing skills as determined by the Employer."

4. Based on such consideration, the Hospital will for each request make a determination of additional prior nursing experience to be credited in order to give the nurse full (100%) credit. The Hospital will make decisions on all requests submitted no later than thirty

(30) days following the deadline referenced above for submittal of requests. The Hospital will provide in writing to each nurse notice of its decision. The effective date for the commencement of administering such additional credit ("Effective Date") will be the beginning of the first full payroll period following thirty (30) days after the decision on all requests.

5. Nurses entitled to additional credit as a result of this process will receive credit on the date the nurse is eligible to advance to the next step. Such additional credit will be given in full year amounts only (not partial years). The Hospital will provide all credit that is due under this process within three (3) years following the Effective Date, as follows:

- A credit of one (1) year will be provided within the 1st year following the Effective Date.
- For a credit of two (2) years, one year's credit will be provided during the 1st year and the other year's credit will be provided during the 2nd year following the Effective Date.
- Credits of more than two (2) years will be provided equally over the three years following the Effective Date. If the number of years' credit is not equally divisible by three, then the excess remaining years will be credited either in the 1st year or in the first two years.

WASHINGTON STATE NURSES
ASSOCIATION

ST. JOSEPH HOSPITAL

By: Kathi Leardon

By: [Signature]

Date: 12-19-07

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