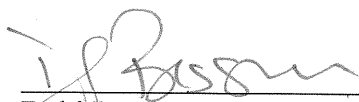


Memorandum of Understanding
between
Washington State Nurses Association
and
St. Luke's Rehabilitation Institute

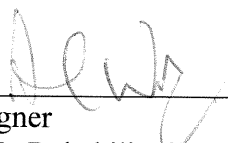
The parties above agree that effective October 4, 2009 the start time for the evening shift differential will change from 5pm to 4pm for all Registered Nurses. The end time for the evening shift differential will remain the same. The new evening shift differential time will be 4pm to 10pm. This change impacts Article 4, Section 11 of the current Collective Bargaining Agreement between the parties listed above.



Debi Bessmer
WSNA Representative

10-29-09

Date



Alan Wagner
St. Luke's Rehabilitation Institute

10-30-09

Date