


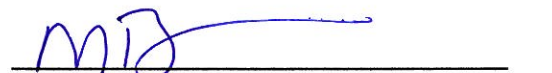
**MEMORANDUM OF UNDERSTANDING**  
**YAKIMA REGIONAL MEDICAL AND CARDIAC CENTER**  
**and**  
**WASHINGTON STATE NURSES ASSOCIATION**  
**EXTENDED ILLNESS TIME (EIT)**

**Effective May 11, 2008**

The parties agree to amend the provisions of Article 11 of the Agreement as set forth herein.

1. The maximum number of hours allowed in the EIT bank will increase from 960 to 1040 hours.
2. Any employee retiring from Yakima Regional after attaining age 62 will receive a retirement bonus equivalent to a portion of their accrued sick time.
  - a. Employees with 10-14 years of service receive a bonus equal to 25% of their accrued sick time.
  - b. Employees with 15-19 years of service receive a bonus equal to 50% of their accrued sick time.
  - c. Employees with 20 years or more of service receive a bonus equal to 75% of their accrued sick time.
3. Yakima Regional will pay sick benefits beginning with the First Day of an illness, rather than utilizing Paid Time Off.

  
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**Carmen S. Garrison, BSN, RN**  
**WSNA Nurse Representative**

  
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**Monte Bostwick, CEO**  
**Yakima Regional Medical and Cardiac**  
**Center**

6/30/08  
\_\_\_\_\_  
**Date**

7/16/08  
\_\_\_\_\_  
**Date**