

## **Memorandum of Understanding**

The purpose of this Memorandum of Understanding between the Washington State Nurses Association (“WSNA”) and the Snohomish Health District (the “District”) is to memorialize an agreement reached between the parties during bargaining for a collective bargaining agreement covering the 2021-2022 period (the “Agreement”).

### **Recitals**

The bargaining unit represented by WSNA currently includes Registered Nurse (“RN”) and Public Health Nurse (“PHN”) classifications. RNs are required to have an RN license; PHNs are required to have a bachelor’s degree in nursing. The PHN classification includes a higher level of duties/responsibilities and receives a higher rate of pay.

The District currently employs two RNs, both of whom possess a bachelor’s degree in nursing, even though that degree is not required for the RN position. Because the incumbent RNs meet the minimum qualification for PHN roles, and because the District has occasional need for additional PHN work that could be assigned to the RNs if they were classified as PHNs, the District has agreed to reclassify either or both of the current RNs to the PHN classification if requested by the incumbent employee. If reclassified, the employee(s) will be assignable to PHN work.

### **Agreement**

Now, therefore, the parties agree as follows:

1. Either or both of the District’s RNs as of the date of this Memorandum may request reclassification into the PHN classification by submitting a written request within thirty (30) days of the date the Agreement is fully ratified. Within fourteen (14) days of such a request, the District will reclassify the requesting RN as a PHN. The newly reclassified PHN(s) will be placed in the same step of the PHN range that they occupied in the RN range and will maintain their current step-increase date. Once reclassified, a new PHN may be assigned to PHN-level work without receiving additional pay.
2. The reclassification opportunity described in this Memorandum is a one-time event that will not preclude the District from hiring future employees into the RN classification.
3. This Memorandum will expire thirty (30) days following the date the Agreement is fully ratified, or the date on which the last RN requesting reclassification has been reclassified to a PHN, whichever date is later.

Signed and Dated this \_\_\_\_\_ day of \_\_\_\_\_, 2021.

Snohomish Health District

Washington State Nurses Association

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By \_\_\_\_\_  
Its \_\_\_\_\_

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By \_\_\_\_\_  
Its \_\_\_\_\_