

LETTER OF UNDERSTANDING

Incentive Bonus Program for Pool Registered Nurses Pilot

This Letter of Understanding is entered between Central Washington Hospital and Washington State Nurses Association. All existing provisions will apply unless otherwise stated herein.

Purpose: To provide incentives for pool/per diem Registered Nurses to commit to giving extra availability during Prime Vacation Time as defined by Article 9.2 C of the contract and to include the Friday preceding Memorial Day through the Monday following Labor Day. Also included is the Sunday prior to Thanksgiving through the Saturday following Thanksgiving and December 23rd through January 2nd. Further Spring Break will also be included as the last full week of March through the first full week of April. The intention of the program is to better utilize pool/per diem staff, facilitate granting of vacations, ensure delivery of safe patient care, and decrease the use of travelers.

1. All positions will be posted internally by department.
2. Pool RN's participating in this program will accrue a bonus of \$720.00, paid upon completion of 72 hours worked during the peak vacation periods as defined above.
3. To be eligible for incentive pay for hours in a 2 week pay period, the RN is required to self-schedule or provide availability for that 2 week pay period.
4. If a nurse participating in the program has given availability/self-scheduled for four (4) shifts in a pay period, any pre-approved overtime shifts worked in that pay period will count towards the incentive bonus program.
5. Pool staff participating in this program agree to float in rotation with regular full and part time staff. If there is no need to float, the pool RN will be placed on mandatory low census pursuant to article 6.10 "Low Census Days".
6. Extra hours worked at the end of participating RN's shift will be counted towards the bonus program.
7. The nurse must meet the attendance requirements as per policy.
8. The nurse must be current on all mandatory education and competency requirements and as well as 60% staff meeting attendance requirements.
9. If a pool RN in a mandatory call department is covering the call requirement for a regular full or part-time nurse who is on vacation or leave, the hours paid in a "Call-Back" state will count towards the bonus accrual.
10. The intent is to fill "open" shifts – "on call" or regular shifts by pool employees that were picked up as a "trade" do not count towards the incentive program. For other "on call shifts" all hours worked in callback will be counted.
11. Bonuses for pool RNs will not be pro-rated.
12. This program does not apply to SANE pool positions.
13. This Letter of Understanding may be discontinued by either party after 30-day notice.

Central Washington Hospital


Tracey Kasnic
CWH Chief Nursing Officer

Date: 8-8-19

Washington State Nurses Association


Carmen Garrison, BSN, RN
WSNA Nurse Representative

Date: 8/9/19