

LETTER OF UNDERSTANDING
Bi-Lingual Hourly Stipend

This is a letter of understanding between Central Washington Hospital (CWH) and Washington State Nurses Association (WSNA). All existing contractual provisions shall apply unless otherwise provided for herein.

Purpose: To create a financial incentive for employees who are bilingual and can pass a defined interpreting test.

Definition:

❖ **Interpreter Skills Test (IST):** This test assesses interpreting skill and knowledge in a role-play format to be qualified to act as an interpreter in health care.

Provisions:

1. Each department manager will determine positions and number of RNs needed for interpreting based on patient needs for interpreting services by analyzing patient demographics in the department.
2. Management may increase or decrease the number of qualified interpreters in the department to fit the business need. Prior to decreasing interpreters, management will bring the changes to conference committee for discussion.
3. If there are more candidates than slots for interpreters open, then CWH will follow the contract to award the differential. (preference will be given to permanent staff before pool staff).
4. The Human Resources department will be responsible for the oversight of the testing requirements, will proctor all tests and confirm results of the test.
5. CWH will pay the cost of the first test. RNs who fail the test may re-take it at their own expense.
6. RNs can only interpret within the scope of the qualified interpreters job duties and responsibilities.
7. RNs will be tasked by management to interpret based upon needs of the hospital
8. RNs who have been approved to test by their manager and successfully pass the test will be eligible for a bi-lingual hourly stipend effective the pay period following.
9. RNs will be qualified for three (3) years. Human Resources will notify RNs when the three (3) year timeline is approaching and it is time to re-test.
10. RNs who go to another unit to interpret will not receive float pay unless floated for a patient care assignment


Hourly Differential: RNs who have become qualified interpreters will be paid an hourly stipend of \$1.25 for all hours worked.

Revocation: Either party (WSNA or management) may revoke this LOU with 30 days written notice.



Tom Christensen
Vice President of Human Resources

Date 10-19-20



Carmen Garrison, BSN, RN
WSNA Nurse Representative

Date 10-6-2020