

## LETTER OF UNDERSTANDING – Covid Shift Incentive Program

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 reward and provide incentives for Registered Nurses who work a shift in the Covid Cohort departments. These include ICU, PCU, PC4 Covid Cohorts and the Emergency Department (ED). Additional purpose and goals include meeting patient needs and decreasing need for traveling nurses.

### Pay:

1. All RNs working an entire shift in the ED or a Covid Cohort on ICU, PCU and PC4 will receive a \$10/hr differential.
2. CWH will pay retro pay to 11/15/20 for hours worked in the ED and Covid Cohorts.
3. Charge nurses in these departments will be eligible for the shift incentive.

### Extra Shifts:

1. Extra Shifts will not be posted. Volunteers will be sought when Mgr/Dir determines there are holes on the schedule and may be done at last minute depending on census or needs of unit.
2. Part and full time RNs will be prescheduled for extra shifts prior to pool RNs.
3. Volunteers will be chosen based on seniority and skills and ability (after considering #2).
4. RNs wishing to be considered will communicate their availability to the Mgr/Dir prior to schedule posting and as soon as possible throughout the schedule.
5. Extra shifts qualifying for the Covid Cohort Incentive must be beyond the RNs scheduled/regularly assigned FTE and the RN must work all their regularly scheduled/assigned shifts in the pay period to be eligible to receive the Covid Shift Incentive for the extra shift (s).

### Float/Low Census:

1. The RN on hours beyond their regularly scheduled hours shall be the first (1<sup>st</sup>) to receive low census in accordance with Section 6.10.
2. There is no float requirement for RNs when assigned to an extra Covid Cohort or ED shift that is beyond their regularly scheduled hours.
3. Pool RNs not needed on a shift will be offered to float to a unit where they have skills and ability. They will not receive the Covid Shift Incentive if floated out of a Covid Cohort or the ED.

### Misc:

1. The RN cannot work more than twenty-four (24) extra hours in a pay period.
2. The RN must be current on all policy requirements, mandatory education and certifications.

### Duration:

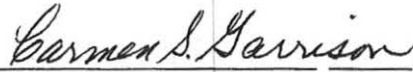
CWH reserves the right to cancel this incentive with 14 days' notice.



Tom Christensen  
VP of Human Resources  
Central Washington Hospital

1/8/21

Date



Carmen Garrison, RN  
WSNA

1-8-2021

Date