

## Letter of Understanding

### Central Washington Hospital and Washington State Nurses Association

#### Double Time

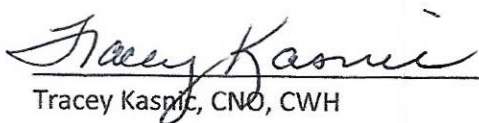
This Letter of Understanding is entered between Central Washington Hospital (CWH) and Washington State Nurses Association (WSNA). All existing provisions will apply unless otherwise stated herein.

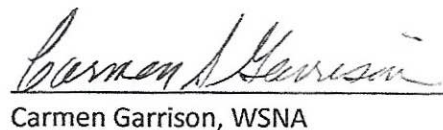
Purpose: To reward and provide incentives for Registered Nurses working additional shifts. Additional purpose and goals include meeting patient needs and decreasing need for travel/agency nurses.

Pay:

1. All RNs working approved Double time at Managers/Directors/VP discretion will receive 2.0 x regular rate of pay (double time) for those **approved** double time shifts.
2. RNs participating in the Bonus Incentive Program are eligible for 2.0 x regular rate of pay (double time) provided all other provisions of the LOU are in effect and followed.
3. All RNs working a **shift** more than 12 hours will receive 2.0 x regular rate of pay (double time) for those additional shifts worked. RN's will need to clock out and clock back in using the special code for the additional shift. Double time does not apply to incidental overtime, only additional shifts.
4. The rest between shift (RBS) and consecutive weekend premium pay (CWK) (1.5 x regular rate of pay) will not be affected by this LOU unless a special code is entered for approved Double time or Bonus Incentive Program.
5. Mandatory call shifts will be paid at 1.5 x regular rate of pay.
6. RNs who have agreed to 2.0 x regular rate of pay (double time) shift but later call in sick or call off during that pay period, agree to voluntarily reduce those shifts to 1.5 x regular rate of pay (overtime).
7. Central Washington Hospital will follow the contract language regarding low census. All other articles of the WSNA contract remain in effect including floating.

This LOU will be effective 8/14/21 to 10/2/21. Thereafter, this LOU will continue with mutual agreement by CWH and WSNA at Conference Committee. Without mutual agreement, this LOU expires at the first full pay period following.

 8/12/21  
Tracey Kaspi, CNO, CWH Date

 8-12-2021  
Carmen Garrison, WSNA Date