

Letter of Understanding
Between CWH and WSNA
Break Relief Nurse Pilot

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 pilot a break relief nurses on one (1) unit for one (1) year to evaluate impact on nurse's engagement, patient outcomes, Human Resource metrics. The designated unit will be the Progressive Care Unit (PC3 & PC4).


Definition:

- **Break Relief Nurse** – Staff nurse without a usual patient assignment who is responsible for relieving nurses at assigned time for scheduled fifteen (15) minute breaks and thirty (30) minute lunches.
- **Nurse Engagement** – Evidence-based engagement survey questions mutually agreed upon by both CWH & WSNA in Conference Committee.
- **Patient Outcomes** – Patient falls and HAPIs
- **Human Resource Metrics** – Incidence of missed breaks and lunches on day shift.

Provisions:

1. Unit will post 2 0.8 FTE RN Break Relief Nurses as temporary positions with option to renew for additional six (6) months for length of pilot.
2. Pilot will begin first pay period following hire of both positions.
3. Break Relief Nurses will be scheduled 0900-1730 Monday – Saturday.
4. Volunteers will be sought for coverage for PTO & FMLA.
5. Break Nurse will not be pulled to regular staff without consent of the on-call leader for PCU and communication with WSNA Officers.
6. Status of pilot will be discussed monthly at WSNA Conference Committee to include patient outcomes and human resource metrics.
7. Breaks/lunches will be scheduled and assigned by Charge Nurse/Supervisor and nurses will take their breaks/lunches at their assigned time except for patient/staffing emergencies as defined by the Charge Nurse/Supervisor. This must be documented.
8. If the rest break is interrupted before the first 10 minutes, the nurse will be given an additional rest break. This will not count as a missed break.
9. On a monthly basis, Nursing Leadership will communicate instances when it was necessary to pull the Break Nurse for a staff assignment and will provide the rationale in doing so.

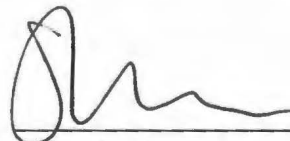
Revocation: Either party (CWH or WSNA) may revoke this LOU with 30 days written notice after the completion of one calendar year.



Kelly Allen, CNO

6/5/23

Date



Shawn Reed, WSNA

6/5/23

Date