

LETTER OF UNDERSTANDING
Hybrid ED-ICU Position

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 hybrid position that allows RN staff to work in both the ED-ICU as part of their daily assignment. Staff will be scheduled 36 hours in ED and 36 hours in ICU per pay period. RN's in this position can be flexed between the ED and ICU for staffing needs, but is unable to take an assignment outside of ED or ICU due to the need to expeditiously recall RN back to home departments to staff.

Eligibility Requirements: Minimum of one year experience in either ED or ICU.
Preferred: RN experience in both ED and ICU, BSN and specialty certification (CEN, CCRN)


Wages: This is position will be compensated at the same rate as any other RN position (PRN3)

Reporting Structure: Staff in this role will report to Emergency Department Manager.

Revocation: Either party may revoke this LOU with 30 days written notice.


Tracey Kashic
Chief Nursing Officer

Date 2/7/22


Carmen Garrison, BSN, RN
WSNA Nurse Representative

Date 1-6-2022