

**LETTER OF UNDERSTANDING**  
**Retention Bonus WSNA**

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 reward and retain Registered Nurses who remain employed at Central Washington Hospital over 12-month period.

**Pay per nurse:**

- 1) RNs who average (for the 3-month period) working 48 hours or more per pay period as of Feb 1, 2022, will receive \$1,000. RNs who average (for the 3-month period) working between 24 and 47 hours will receive \$750. RNs who average less than 24 hours per pay period (for the 3-month period) will receive \$500. Pool employee will be included in bonus eligibility based upon average hours worked in the 3-month period.
- 2) This will be repeated May 1, 2022, August 1, 2022, and November 1, 2022.

**Conditions:**

- 1) The RN must be employed for the full 3-month period to qualify for payment. The 3-month periods are as follows:  
Nov 1 – Feb 1, 2022,  
Feb 1 – May 1, 2022,  
May 1 – Aug 1, 2022,  
Aug 1 – Nov 1, 2022.
- 2) Bonuses will be paid the first full pay period following the end of each 3-month period.
- 3) Pool RNs must have worked clinically in the 3-month period to be eligible for the retention bonus.
- 4) This bonus will not be pro-rated; the RN must be employed at the time of each payout.
- 5) RNs who have put in their notice to terminate employment will not be eligible for a retention bonus, regardless of hours worked during the period.
- 6) RNs who received a sign-on bonus are not eligible to participate in the Retention Bonus Program for 12 months following their hire date. After the 12-month waiting period, an RN may begin participation at the start of the next 3-month period as listed in Condition #1.

RNs on FMLA will be included in the Retention Bonus Program based upon their FTE. RNs on a personal Leave of Absence or on long term disability are not eligible to participate.

Based on recruiting and staffing needs, Central Washington Hospital may elect to offer sign-on bonuses to be paid at time of hire, staggered pay sign-on bonuses or a variety sign-on bonus payment schedules to meet the needs of the department/organization. These bonus payments will be made in addition to any wages earned for hours worked.



Tom Christensen  
Vice President of Human Resources  
Central Washington Hospital

Date 2/24/22



Carmen Garrison, BSN, RN  
WSNA Nurse Representative

Date 1-5-2022