

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

Carmen Garrison, BSN, RN
WSNA Nurse Representative

Date_____

Date_____