

# Letter of Understanding

## Registered Nurse Incentive Bonus

This Letter of Understanding is entered into between Evergreen Healthcare and the Washington State Nurses Association. All existing provisions will apply unless otherwise stated herein.

The parties agree that, in the case of acute, substantial staffing shortages and high patient needs, a financial incentive in addition to existing contractual terms can serve as a positive inducement for Registered Nurses to commit to working extra shifts to meet these increased patient needs and to decrease the use of agency and traveling nurses. Accordingly, the parties agree as follows

1. This Incentive Bonus program will be in effect for the duration of the current contract.
2. Nurses signing up for “high-need” shifts will receive an additional ten dollars (\$10.00) for every hour of the shift worked. A minimum of four (4) hours must be worked. For example, if you worked a “high-need” shift that is eight (8) hours, you will receive your applicable pay for the eight (8) hours, plus an additional eighty dollars (\$80.00).
3. All bonus amounts stated in this document are gross amounts and are subject to applicable taxes.
4. All “high-need” shifts, as designated by management, will be posted 2 – 4 weeks in advance when possible. Management may designate an un-posted shift as a “high-need” shift as circumstances dictate. “high-need” shifts will be pre-scheduled when possible.
5. To meet the bonus requirements, full and part time nurses must work at least four hours of a shift designated by management as a “high-need” shift.
6. If staffing needs, *as determined by Management*, reach a *critical level* related to the ability to provide safe patient care, “high-need” shifts may be re-designated as “Double-Time, Critical Need” shifts. Any nurses filling these “Double-Time, Critical Need” shifts will not receive the incentive bonus for a “high-need” shift, instead, will receive *Double* the regular rate of pay for that shift, to include shift differential, if working 4 or more hours into evening or night shift, and any other premium received by the nurse when working at straight time. Nurses continuing to work from the night shift into the day shift for a “Double-Time, Critical Need” shift, will continue to receive the night shift premium.
7. Per diem nurses will be eligible for the incentive bonus if they sign up for shifts designated as “high-need” and work at least four (4) hours of that shift. Per diem nurses must still meet their minimum hours requirements in order to be eligible to participate in any incentive bonus. As in #6 above, per diem nurses will be eligible for the “Double-Time, Critical Need” shifts.
8. Shifts will be scheduled so as to avoid, if at all possible, hours worked that would result in additional pay for insufficient rest between shifts. Management will monitor hours worked to ensure nurses are not working more hours than patient safety allows.

9. The nurse must be current on all mandatory education requirements, licensure and certification.
10. If a nurse works on a unit that requires mandatory call, the nurse must continue to meet the current minimum mandatory call requirements of the unit.

Sahlene Delgado RN  
Signature for Washington State Nurses Association

3-14-08  
Date

Maya Fort  
Signature for Evergreen Healthcare

8-14-08  
Date