

EVERGREENHEALTH
and
WASHINGTON STATE NURSES ASSOCIATION

MEMORANDUM OF UNDERSTANDING
INCENTIVE PAY

The Washington State Nurses Association (WSNA) and EvergreenHealth (Employer) mutually agree that periodically EvergreenHealth will have critical staffing needs due to high census or staffing shortages. Based on this, the parties concur that having a way to incentivize nurses to work additional shifts beyond their FTE is appropriate. To that end, WSNA and the Employer agree to the following options for incentivizing additional shifts.

1. Management Rights. Management reserves the right to determine if a unit is in a critical staffing situation, the number of and type of incentive offered. To utilize incentive pay, prior written approval from both the appropriate Executive or the Administrator on Call and the Director of Compensation and Benefits in Human Resources is required.
2. Notification of Incentive Pay Shifts. Nurses will be clearly notified by authorized personnel via text, email, or phone call with agreed incentive language in this document. Any offer of incentive pay by authorized personnel can be understood by the nurse to meet all authorization requirements.
3. Extra Shifts. The Employer and WSNA agree that the intent of incentive pay shifts are to fill critical needs in staffing shifts without shifting the burden to future shifts. Incentive shifts are not meant to replace already scheduled shifts. Full-time and part-time non-exempt nurses must fulfill their assigned FTE within the pay period (for the purposes of this MOU to include accrued sick time, vacation time, bereavement leave, mandatory low-census, or mandatory or pre-scheduled education time) to be eligible for types of incentive pay. Regularly scheduled shifts cannot be “traded” for incentive pay shifts without prior approval.
4. Per Diem. Incentive pay includes per diem nurses who work beyond the minimum work schedule requirement. Per diem nurses must be already scheduled for their minimum hours requirement prior to signing up for a shift with incentive pay.
5. Minimum Hours Worked. A minimum of four (4) hours must be worked per shift to qualify for incentive pay.
6. Canceled Shifts. Incentive pay shifts can be canceled per Section 8.12 Report Pay. The Employer will make a good faith effort to notify the nurse at least one and one-half (1 1/2) hours in advance of the scheduled shift. Incentive pay shifts will be canceled before per diem and float pool nurses. If a shift is canceled, the nurse will not receive incentive pay.

7. Report Pay. Per Section 8.12 Report Pay, nurses who report for work as scheduled (unless otherwise notified in advance) and are released from duty by the Employer because of low census shall receive a minimum of four (4) hours' work at the regular rate of pay plus the hourly incentive pay or 4-hour shift lump sum incentive pay previously agreed upon, for the four (4) hour minimum. If incentive pay includes pay at the rate of one and one-half (1 1/2) times the regular rate of pay it will be included for the four (4) hour minimum.
8. Floating. Nurses must be willing to float, if needed for patient care, to be eligible for all types of incentive pay. If floating to another unit, incentive pay still applies. Per Section 7.12 Floating, a nurse will not be required to perform tasks or procedures for which a nurse has not been currently trained and any nurse required to float shall receive adequate orientation appropriate for the assignment.
9. Rest Between Shifts. Shifts will be scheduled to avoid, if possible, hours worked that would result in additional pay for rest between shifts. Management will monitor hours worked to ensure nurses are not working more hours than patient safety allows. Nurses with less than ten (10) hours off duty between shifts will be paid per Section 8.14 Rest Between Shifts.
10. Incentive Pay Amounts. All incentive pay amounts below are minimum agreed-upon amounts. WSNA and the Employer agree that higher incentive pay amounts may be offered at any time to meet staffing needs. WSNA and the Employer agree that any lower incentive pay amounts will be negotiated. If the incentive pay for a given shift increases after a nurse signs up, the nurse will be paid at the higher hourly or lump sum rate.
 - a. High Needs Shift. Non-exempt nurses signing up for High Needs Shifts will receive ten dollars (\$10.00) per hour incentive pay for every hour of the worked shift.
 - b. Specialty High Needs Shift. Non-exempt nurses signing up for Specialty High Needs Shifts will receive fifteen dollars (\$15.00) per hour incentive pay for every hour of the worked shift.
 - c. Temporary Shift Incentive (Lump Sum). Non-exempt nurses signing up for Temporary Shift Incentive shifts will receive a lump sum incentive payment per shift based on the length of shift and business needs.
 - i. 4- hour shift lump sum \$150
 - ii. 6- hour shift lump sum \$225
 - iii. 8-hour shift lump sum \$300
 - iv. 12-hour shift lump sum \$500

- d. **Specialty Temporary Shift Incentive (Lump Sum)**. Non-exempt nurses signing up for Specialty Temporary Shift Incentive shifts will receive a lump sum incentive payment per shift based on the length of shift and business needs.
- i. 4-hour shift lump sum \$250
 - ii. 6-hour shift lump sum \$375
 - iii. 8-hour shift lump sum \$400
 - iv. 12-hour shift lump sum \$600
11. **Time and a half pay**. The employer may offer one and one-half (1 1/2) times the regular rate of pay in conjunction with incentive pay for all hours worked.
12. **Taxes**. All incentive amounts stated in this document are gross amounts and are subject to applicable taxes and deductions.
13. **Duration**. This program is agreed to be in effect from October 7, 2022, through October 31, 2024.
14. This agreement can be altered and extended in writing with mutual agreement.


EVERGREENHEALTH


DocuSigned by:


 6A001B2BD699484... 10/13/2022

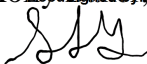
 Jessika Groce, Chief Human Resources Officer

WASHINGTON STATE NURSES ASSOCIATION

DocuSigned by:

 E46D79584F624EA... 10/7/2022

 Bret Percival, WSNA Nurse Representative

 B62172F7C9224CB... 10/12/2022

 Theresa Blazer, RN, Local Unit Chair

 667357E349D44A1... 10/12/2022

 Holly Baker, RN, Local Unit Treasurer

 EC787F8EBF02496 10/13/2022

 Sandy Gott, RN, Local Unit Grievance Officer