

EVERGREENHEALTH

and

WASHINGTON STATE NURSES ASSOCIATION

MEMORANDUM OF UNDERSTANDING

RN RESIDENCY AND NEW TO SPECIALTY TRAINING LOAN AGREEMENT

2015-2018 Contract Period
Effective April 25, 2017

Both the Employer and the Association recognize the value and importance of training, such as the RN Residency Training Program and the New to Specialty Training Program. These dedicated training programs consist of classroom, unit and preceptor training, coordinated by our Education department and nursing leadership. New hire or re-hire candidates and current employees (i.e., Unit Techs, Health Unit Coordinators, etc.) moving into the RN Residency Training Program, and external New to Specialty hires, excluding current EvergreenHealth RNs who transfer into a New to Specialty position, will be required to sign this Training Loan Agreement in exchange for participation in these voluntary programs. This agreement may be utilized for all departments, except the Comprehensive Procedure Center (CPC), Cardiac Cath, Interventional Radiology (IR) and Diagnostic Imaging (DI).

RN Residency/New to Specialty Training Loan Agreement

Name _____

Date of Hire _____

Department _____

The Employer and _____, RN ("Nurse"), request to document their Training Loan understanding. The Nurse requests of the Employer to fund his/her loan expenses, and EvergreenHealth has a business need for nurses to complete specific training. Therefore, the RN Residency/New to Specialty Training Loan Agreement ("Agreement") is considered, and the understanding is outlined below:

Understanding of Training Loan Agreement:

The Nurse applied for and has been accepted into the Employer's RN Residency/New to Specialty Training Program, which requires a loan to attend. Upon completion of the program, the Nurse shall owe the Employer up to two thousand dollars (\$2,000.00).

No payback will be due under certain extenuating circumstances that may prohibit the Nurse from continuing the RN Residency/New to Specialty Training Program or fulfilling the employment commitment, including but not limited to:

1. Military callback;
 2. Injury or illness that prevent the employee from working in the assigned position;
 3. Termination of employment by the Employer
- In the event that the Nurse does not meet the employment commitment and leaves EvergreenHealth within less than one (1) year, he/she will be required to pay back a reimbursement to the Employer for a total sum of two thousand dollars (\$2,000.00), as indicated above.
 - In the event that the Nurse does not meet the employment commitment and has worked at EvergreenHealth for one (1) year or longer, he/she will be required to pay back a **pro-rata** reimbursement to the Employer for up to a total sum of two thousand dollars (\$2,000.00), as indicated above. The pro-rated amount will be calculated based on the full two (2) year employment commitment.

Loan Repayment and Service Understanding:

The Employer shall forgive repayment of the Training Loan if the Nurse works 1) in the same department in which he/she received the training for one (1) continuous year and 2) for the Employer for two (2) continuous years. Both of these employment commitments must be completed as a Registered Nurse and at no less than a 0.6 FTE (24 hours per week). The employment commitment will begin upon the date of hire, re-hire or transfer into the RN Residency or New to Specialty Training Program. The employment commitment period will be extended to reflect any leave of absence longer than one (1) month that occurs during the two (2) year time period. If the Nurse accepts another nursing training position with a loan agreement, an additional Agreement must be re-signed at that time and the current Agreement will be voided; starting the two (2) year commitment over.

Should the Nurse fail to complete the employment commitment for any reason, except for those extenuating circumstances listed above, it is understood that the loan will be repaid by the Nurse to the Employer. In any repayment scenario, the Nurse is responsible for any tax payment that may be required. If the Nurse has an outstanding Training Loan at the time his/her employment ends, the Nurse authorizes the Employer to withhold outstanding loan amounts from his/her final paycheck. If there are not enough funds in the final paycheck to repay the full amount owed, the Nurse will make payment arrangements with the Employer within thirty (30) days of his/her final work day and communicate the agreement with the Association.

The Nurse agrees to the above terms of this RN Residency/New to Specialty Loan Agreement and voluntarily accepts the service and repayment requirements.

Employee (Nurse) Signature

Date

EVERGREENHEALTH

By: Jessita Groce
Date: 05/01/17

WASHINGTON STATE NURSES
ASSOCIATION

By: Jeri Wilkins, MS, RN
Date: 5/1/2017