

MEMORANDUM OF UNDERSTANDING

BY & BETWEEN

GRAYS HARBOR COMMUNITY HOSPITAL AND WASHINGTON STATE NURSES ASSOCIATION

EXTRA SHIFT BONUS PAY

Grays Harbor Community Hospital (GHCH) and Washington State Nurses Association (WSNA) hereby enter in to the Memorandum of Understanding to memorialize the parties' agreement regarding the temporary implementation of an extra shift bonus for all WSNA RN's on a non-precedent setting basis.

Implementation of:

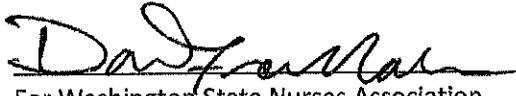
\$400 bonus (12 hour shift or 8 hour shift RN picking up a 12 hour shift)

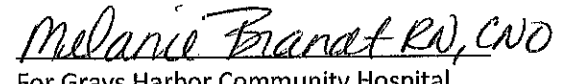
Dates: December 31, 2020- February 28, 2021

Criteria: Extra shifts qualifying for the above bonus are determined by management and must be beyond the nurse's scheduled /regularly assigned FTE and the nurse must work all their regularly scheduled/assigned shift in the pay period, except that a regularly scheduled vacation day or a day on which the nurse is low censused shall count towards the nurse fulfilling their regularly assigned FTE.

- This pay is in addition to all compensation (i.e. shift differential, weekend differential, etc.) from the CBA and/or statutory overtime. No pyramiding of overtime is allowed (incentive pay is not considered overtime and a nurse picking up an incentive shift may therefore receive time and one half or double time if called for under the contract in addition to incentive pay).
- RNs' will waive 5th consecutive day language when receiving the Extra Shift Bonus
- This will apply to Critical Care departments and Emergency Room Departments.
- This pay will be applied to a nurse working in one of the two defined departments as staff taking a patient care assignment.
- GHCH, may if deemed necessary by nursing leadership, call off a nurse who has signed up for an extra shift as an "incentive shift", under the low census process set forth in Article 14.5.
- If a nurse who is working an extra shift is mandatorily low censused by management during their extra shift, that nurse will receive the full amount of the Extra Shift Bonus. If a nurse is low censused prior to the start of an incentive shift and chooses to be placed on standby, they will still receive the incentive pay if they are called in, and work the remainder of the shift.
- Shifts will be awarded equitably to nurses who volunteer for open shifts.
- Per diem RNs' may also be eligible for the Extra Shift Bonus if they work at least the contracted agreement of 2 shifts per month.
- GHCH will determine the necessary experience, skills, and qualifications for the assignment.
- Management will notify nurses by group text message to all nurses eligible for the shift when the incentive shift is being offered.
- When the above criteria for incentive shifts have not been met and a unit is experiencing significant staffing issues, management may designate a shift as eligible for incentive payment even if outside the parameters of this agreement.

The parties agree that this letter of understanding will be in effect from December 31, 2020 until February 28, 2021, unless extended by mutual agreement of the parties. Given the nature of the situation, the hospital will implement bonuses starting December 31, 2020 pending final agreement while the parties discuss.


For Washington State Nurses Association
Danielle Franco-Malone


For Grays Harbor Community Hospital
~~Matt Lynch~~ *Melanie Brandt*

01/15/2021
Date

1-15-2021
Date