



**MEMORANDUM OF UNDERSTANDING
RE: FIRE - STATE OF EMERGENCY - TEMPORARY SHIFT INCENTIVE
WSNA**

Providence Holy Family Medical Center and the Washington State Nurses Association (“the union”) are parties to a collective bargaining agreement (“Agreement”) which expires March 1, 2027.

It is hereby agreed by and between the parties that in order to meet short term staffing needs from August 6, 2026, to August 21, 2026, the following incentives will be available to all WSNA represented RNs assigned to participating inpatient departments: Medical Oncology, Surgical, Progress Care Unit, Critical Care Unit, FMC, and ED based on operational need as determined by the Employer. The extra shift incentives may be expanded to additional departments as determined by the CNO.

Extra Shift Incentive

At the Employer’s discretion, an extra shift incentive may be implemented to incentivize RNs who volunteer to work extra shifts (part-time RNs) and overtime shifts (full-time RNs) above their FTE on an as needed basis. Incentive pay will be for a designated period of time, in designated units and for SPECIFIC shifts (not all unfilled shifts will be designated as incentive-eligible). The Core Leader of the identified units will communicate the incentive eligible shifts based on staffing needs. If incentive is approved, it will be applied as outlined below:

- For all extra shift non-overtime hours worked (part-time or supplemental RN picks up an extra shift but is not in overtime for the week at the time of the extra shift), bonus amount of \$300 for 12-hour shift, \$250 for 10-hour shift, and \$200 for 8-hour shift.
- For all extra shift overtime hours worked, bonus amount of \$300 for 12-hour shift, \$250 for 10-hour shift, and \$200 for 8-hour shift.
- Extra shift incentives are paid via bonus processed in the first or second payroll period following the actual extra shift worked, as they must be processed manually. Extra shift bonus incentives may also be subject to lump sum bonus taxation.

Criteria:

- FTE RNs must work all of their regularly scheduled/assigned shifts in the pay period. RNs will continue to be eligible for extra shift incentive for applicable shifts if there is a low census during the pay period.
- Supplemental RNs must have fulfilled their work agreement (must have signed up for their required number of shifts from the At Needs list and worked those shifts). They will not be eligible to use incentive shifts to meet their work agreement requirements.
- Extra shift incentive is not available for additional on-call shifts. Those shifts will be paid in accordance with the Agreement.
- Extra shifts will be awarded on a first come, first served basis, then by seniority.
- The Employer has sole discretion to determine the necessary experience, skills and qualifications for the extra shift.

- RNs may sign up for extra shifts of the following shift length: minimum eight (8), ten (10) or twelve (12) hours. RNs will be expected to work the full shift length of the incentive shift (no splitting of a shift between multiple RNs).
- RNs will sign up for extra shifts on specific departments offering extra shifts. In the event of an unforeseen census change making work no longer available on the unit, the RN will be assigned to the area of greatest need for the duration of the scheduled shift based on skills and competency.
- If the RN working an extra shift must be low censused during the extra shift, the RN will be released with a minimum of two (2) hours of pay at the appropriate overtime or non-overtime rate and the incentive for those two (2) hours.
- Nurses who have preapproved time off during the pay period in which they work any extra shifts for incentive will not be excluded from any earned extra shift incentive pay.

Signed and effective this _____ day of August, 2026

Signed by:

Jayson Cortez

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WSNA (Name/Title)

Jayson Cortez

JC

8/10/2026

DocuSigned by:

Roy Rangel

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Roy Rangel, HR Manager

Providence Inland Northwest WA

8/11/2026