

Island Hospital - WSNA
Memorandum of Understanding
Critical Staffing Shift Incentive
April 2024

Island Hospital and WSNA agree that in response to having surpassed exceptional staffing needs as defined in Article 7.9 of the collective bargaining agreement (CBA), the Hospital has moved to critical staffing needs as a result of unanticipated employee leaves, posted positions and limited pool of available travelers.

In response, we enter into this Memorandum of Understanding to implement a temporary Critical Staffing Shift Incentive for all bargaining unit nurses of in Acute Care, ICU, Labor & Delivery, Surgical Services and the Emergency Department on a non-precedent setting basis.

During the term of this MOU, Island Hospital may designate open shifts after the schedule has posted as "Bonus" shifts to pay as defined in Article 7.9 of the CBA and nurses working these shifts shall receive an additional lumpsum Critical Staffing Shift Incentive in addition to all other applicable pay which have been updated effective April 1, 2024:

- a. 20.00/hour (12 hour shift)
- b. 20.00/hour (10 hour shift)
- c. 20.00/hour (8 hour shift)
- d. 20.00/hour (6 hour partial-shift)
- e. 20.00/hour (4 hour partial-shift)

To be eligible for the Critical Staffing Shift Incentive, nurses must accept an eligible shift beyond the nurse's regularly scheduled shifts. Approved paid time off, sick leave, holidays, mandatory low census and other time off permitted under the CBA shall not disqualify a nurse from earning the extra shift incentive for an extra shift worked.

Per diem nurses will be eligible to sign up for Critical Staffing Shift Incentive if they have worked at least two (2) non-incentive shifts in the same pay period.

Island Hospital (IH) may place a nurse who has accepted an eligible shift on low census or standby according to Section 11.2 of the CBA. IH will guarantee the Critical Staffing Shift Incentive in the amount of the scheduled shift in the event the eligible nurse is placed on mandatory low census or standby. Pay at time and one half the regular rate of pay, however, shall only be available for eligible hours worked according to Section 7.9 of the CBA.

Eligible shifts will be offered to all nurses working on the unit first for a period of two days. Shifts will be awarded on a first-come basis so long as skills and ability are equal. Precedence may be given to nurses volunteering to work the length of shift needed by the employer (for example a shift may be awarded to a nurse willing to work an entire 12 hour shift over a nurse willing to cover only 8 hours of the shift) or to nurses with a 0.6 FTE or greater.

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Reservation of Rights.

- a. Nothing in this MOU shall be construed to modify any rights or obligations under the CBA, except where expressly provided herein. Except as otherwise explicitly provided in this Agreement, all terms of the CBA shall remain in effect.
- b. Nothing in this MOU is, or shall be construed to be, a waiver of any right or obligation to bargain.

Dispute resolution. Any disputes regarding the Employer's compliance with this MOU shall be resolved in accordance with the grievance and arbitration provisions of the CBA.

This revised MOU shall become effective no later than April 1, 2024, and be in effect through May 1, 2024, unless mutually extended in writing by both parties prior to the expiration date.

For Washington State Nurses Association

Grace Chesterman
Grace Chesterman (Mar 25, 2024 17:06 PDT)

Date: 03/25/24

For Island Hospital

Tammy Needham
Tammy Needham (Mar 26, 2024 10:08 PDT)

Date: 03/26/24