

**LETTER OF UNDERSTANDING
BY & BETWEEN
KADLEC REGIONAL MEDICAL CENTER
WASHINGTON STATE NURSES ASSOCIATION**

Extra Shift Incentive Bonus

Kadlec Regional Medical Center (Kadlec) and Washington State Nurses Association ("Union") (collectively "parties") hereby enter into this Letter of Understanding to memorialize the parties' agreement regarding the temporary implementation of an extra shift incentive bonus for all bargaining unit Registered Nurses (RN) on a non-precedent setting basis.

Immediate implementation of \$240 bonus (12-hour shift), \$200 (10-hour shift) or \$160 (8-hour shift) or \$120 (6-hour shift) for nurses who work an incentive shift during the period covering April 1, 2022 – August 31, 2022.

Criteria: Incentive shifts are determined and identified by management and must be beyond the nurse's scheduled/regularly assigned FTE and the nurse must work all regularly scheduled/assigned shifts in the pay period.

- This pay is in addition to any and all compensation from the CBA and/or FLSA and shall be paid in conjunction with Overtime, Holiday, etc.
- However, Kadlec may, if deemed necessary by nursing leadership, call-off a nurse who has signed up for an incentive shift, due to low census and pursuant to the parties' agreed upon low census process set forth in Article 6.12.
- Incentive shifts shall be awarded equitably to nurses who volunteer for open shifts.
- If a nurse who is working an incentive shift is low censused during their incentive shift, that nurse will receive the extra shift incentive bonus for the full amount of the scheduled incentive shift.
- Per Diem caregivers may also be eligible for the extra shift incentive bonus if they work at least 0.60 FTE during a current pay period. If they work an incentive shift beyond their worked 0.60 FTE (e.g., a per diem RN is assigned and works four 12-hour shifts and picks-up a fifth 12-hour shift, then that nurse would be eligible for the extra shift incentive bonus for fifth shift worked in that pay period).

The parties agree that this letter of understanding will be in effect until August 31, 2022, unless extended by mutual agreement of the parties.

Laurie Robinson 3/29/2022

WSNA Representative

Date

Toby Sutton

Toby Sutton
Chief Human Resources Officer
Kadlec Regional Medical Center

3/23/2022
Date