

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

Retention 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 retention bonus amounts for all bargaining unit Registered Nurses on a non-precedent setting basis.

Incentive bonuses will be provided to bargaining unit members on the following bases:

- Nurses employed by the ministry as of August 26, 2021, working a .5 FTE or above will receive a \$2,000.00 bonus on the September 17, 2021, paycheck;
- Nurses employed by the ministry as of August 26, 2021, working as per diem or below a .5 FTE will receive a minimum \$125.00 to up to \$2,000.00 bonus, pro-rated based on productive hours worked, on the September 17, 2021, paycheck;
- Nurses employed by the ministry as of August 26, 2021, who remain employed by Kadlec as of March 31, 2022, working a .5 FTE or above will receive a second \$2,000.00 bonus no later than their second paycheck following March 31, 2022;
- Nurses employed by the ministry as of August 26, 2021, who remain employed by Kadlec as of March 31, 2022, working as per diem or below a .5 FTE will receive a minimum \$125.00 to up to \$2,000.00 bonus, pro-rated based on productive hours worked, no later than their second paycheck following March 31, 2022;
- Nurses must receive the first bonus amount to be eligible to receive the second bonus amount.

Laurie Robinson RN
WSNA Representative

8/26/21
Date

Kristina Gauntt
Kristina Gauntt CHRO
Kadlec Regional Medical Center
8/26/21
Date