

## Memorandum of Understanding - (Extension of the 10/22/2021 MOU)

### Incentive Stipends for Home Health and Hospice

This Memorandum of Understanding is entered between Kittitas Valley Healthcare (KVH) and Washington State Nurses Association (WSNA). All existing provisions will apply unless otherwise stated herein.

Purpose: To reward and provide incentives for Registered Nurses working additional shifts. Additional purpose and goals include meeting patient needs and decreasing need for travel/agency nurses.

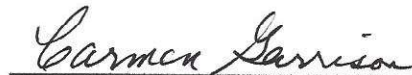
#### Pay:

1. RNs participating in the Bonus Incentive Program are eligible for incentive stipends for critical shifts. 8 hour minimum worked is required to receive the stipend incentive. You may be floated on an incentive shift to work where there is a critical need to provide additional support, provided you are qualified to work in that area.
2. Critical shifts are any designated shifts - as identified on the draft schedules and will be awarded \$350.00 per incentive shift.
3. Critical Shifts bid on during posting of the draft schedule will be eligible for the stipend when awarded. After final approval of the schedule, open per diem critical shifts will be offered to agency staff as well to maintain proper staffing levels for patient care. When agency staff are secured for a long term assignment, they will be scheduled their FTE prior to posting open shifts.
4. The rest between shifts (RBS) and consecutive weekends worked will not be affected by this MOU.
5. The intent of the stipend is to reward our staff for going above and beyond their typical schedule. RNs who have agreed to a critical shift but later call off during that pay period, will not receive the stipend.
6. KVH nurses who are seeking additional incentive shifts are encouraged to be proactive and act quickly to secure your place on the schedule in advance.
7. Kittitas Valley Healthcare will follow the contract language regarding low census. All other articles of the WSNA contract remain in effect.

This MOU will be effective 12/05/21 through 01/01/22. Thereafter, this MOU will continue with mutual agreement by KVH and WSNA at Conference Committee. Without mutual agreement, this MOU expires at the first full pay period following.

  
Julie Petersen, CEO

12.14.21  
Date

 12/15/21  
Carmen Garrison, WSNA Date