

Memorandum of Understanding

Incentive Stipends 2022

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 and recognize our staff for going above and beyond their typical schedule to meet the needs of the patient. Additional purpose and goals include meeting patient needs and decreasing need for travel/agency nurses.

1. KVH will decide which critical / incentive stipend shifts will be offered and communicate to WSNA quarterly.
2. The Registered Nurse will not negotiate terms of this MOU with the house supervisor or manager to profit financially. RNs who have agreed to a critical shift and call off during that pay period, will not receive the incentive stipend pay.
3. The Registered Nurse may be floated to another department on an incentive stipend shift to provide additional support.
4. Critical shifts bid on during the posting of the draft schedule will be eligible for the stipend when awarded and worked.
5. After final approval of the schedule, open critical shifts will be offered to agency staff to maintain proper staffing levels for patient care. If agency staff are secured to a long term assignment, they will be scheduled their regular hours prior to posting open shifts.
6. The rest between shifts (RBS) and consecutive weekends worked will not be affected by this MOU. KVH will follow the CBA language regarding low census.
7. incentive stipend Pay Structure:
 - a. Posted critical shifts
 1. RN must work the entire shift to be eligible for incentive stipend pay. If the nurse who accepted a critical shift is put on low census, they are eligible for half of the amount of the incentive stipend pay.
 - b. O/C shifts
 1. Are not eligible for incentive stipend pay (HHH excluded)
 - c. Call in on day off (CIDO)
 1. incentive stipend pay will be paid if minimum of 8 hours is worked

Per Diem staff: \$500.00

1. Will be eligible for the stipend after committing and working 2 shifts per pay period. Any additional critical shifts worked in the pay period are eligible for incentive stipend pay.

Part time staff: \$500.00


1. Part-time staff picking up and working critical shifts will be eligible for the incentive stipend pay.
2. Part time CIDO will receive the stipend (in lieu of CBA stipend \$75.00)

Full-time staff:

1. Full time staff picking up and working critical shifts will be eligible for incentive stipend pay of \$750.
2. Full time staff called in on day off will be paid per CBA in addition to a \$250 incentive stipend.
8. 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 1/2/2022 to 12/31/2022 and is retroactive to 1/2/2022. Thereafter, this MOU will continue with mutual agreement by KVH and WSNA at Conference Committee. KVH will give 30 days' notice to WSNA if they decide to discontinue this agreement after 12/31/2022. Without mutual agreement, this MOU expires at the first full pay period following.


Julie Petersen, CEO
1-11-22
Date


Carmen Garrison, WSNA
1-10-2022
Date