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Memorandum of Understanding October 18, 2021

Retention Bonus

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

Purpose: KVH strives to reward and retain our current employees for their continued efforts while working during this critical staffing period and navigating the COVID -19 pandemic. While we continue efforts to recruit and attract new talent to KVH, our first priority is to retain our current staff.

Together, WSNA and KVH negotiate wages, benefits, and working conditions. WSNA agrees to the conditions set forth below:

Pay:

- 1) This retention bonus is awarded in addition to the incentives pay MOU dated September 25, 2021.
- 2) All WSNA nurses are eligible for the retention bonus if they are employed with KVH as of October 24, 2021.
- 3) The retention bonus maximum is \$2,000.00 for Full Time employees.
- 4) For part-time or per-diem employees, the retention bonus is based on hours paid beginning January, 2021. This includes the use of paid vacation and sick time.
- 5) The bonus will be paid out on November 12, 2021.
- 6) The bonus is eligible for retirement matching.

If an additional retention bonus is awarded within 12 months of October 18, 2021, KVH nurses will also be eligible to receive the retention bonus.

Julie Petersen, KVH CEO

Date

Carmen Garrison, WSNA

Date