

MEMORANDUM OF UNDERSTANDING
RE: TEMPORARY SHIFT INCENTIVE

Sacred Heart Medical Center (“SHMC”) and the Washington State Nurses Association (“the Union”) are parties to a collective bargaining agreement (“Agreement”) which expires December 31, 2022.

It is hereby agreed by and between the parties that in order to meet short term staffing needs from the date of MOU execution to January 31, 2022, the following incentive will be available to SHMC RNs.

At SHMC discretion, an extra shift incentive may be implemented to incentivize RNs whom either volunteer or is asked by management per article 8.7 to temporarily move from a day, or evening, shift position to a night shift position.

Incentive pay will be for a designated period of time and in all inpatient units.

Participation in the incentive requires SHMC management approval and will be considered on a first come, first served basis then by seniority. If incentive is approved, it will be applied as outlined below:

RNs may agree to work a night shift thirteen (13) week, six (6) week assignment or two (2) week assignment, as designated by SHMC to cover a posted vacancy or to cover planned absences due to FMLA/WPFML, vacations or other operational needs on a temporary basis. During this assignment, the RN shall be scheduled for a full patient assignment.

RNs who work a temporary night assignment, will receive a lump sum of \$5,000 (13-week assignment) or \$2,000 (6-week assignment) or \$500 (2-week assignment).

Upon return to their previously held schedule, day/evening nurses who complete a temporary incentive shift assignment will have at least 48 hours of rest in between.

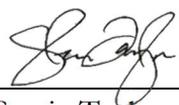
In the event the dates for a temporary shift incentive assignment extend past expiration of this MOU, the nurse will be allowed to finish any and all previously agreed upon shifts and will be compensated accordingly.

If a nurse has more than 24 hours of unscheduled absences during the assignment, the bonus will be prorated for the amount of time completed. RNs may request to extend their assignment in two-week increments no later than 1 week before the end of their assignment. If approved, the same incentive amount will apply per week. The same lump sum bonuses will be applied to each additional assignment that is approved and completed.

Signed and effective this 6th day of October, 2021



WSNA



Stacia Taylor, CHRO
Providence Healthcare