

MEMORANDUM OF UNDERSTANDING
RE: TEMPORARY NIGHT SHIFT SHORT TERM ASSIGNMENT BONUS

Providence Sacred Heart Medical Center (“SHMC” or “the hospital”) and the Washington State Nurses Association (“the union”) are parties to a collective bargaining agreement (“Agreement”) which expires December 31, 2025.

It is hereby agreed by and between the parties that in order to meet short term staffing needs on night shift from time of signatures of this document, when initiated by management, and for assignments initiated by August 31, 2023, the following incentives will be available to SHMC RNs assigned to participating inpatient units/departments based on operational need as determined by SHMC.

Short Term Assignment Incentives:

Participation in any of the incentives below require SHMC management approval and will be considered on a first come, first served basis then by seniority.

Supplemental Short Term Assignment Incentives (Six and Thirteen Weeks)

Supplemental RNs may agree to work a thirteen (13) weeknight or six (6) weeknight shift 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 as if he/she were an FTE nurse (.5 or greater), but the supplemental RN will not be provided any benefits other than those currently provided under the terms of the Agreement and this MOU. Supplemental RNs who agree to this assignment will continue to receive their pay in lieu differential for all hours worked.

Supplemental RNs who work a 13 or 6 weeknight assignment, will receive a lump sum of \$5,000 (13 week assignment) or \$2,000 (6 week assignment) following the conclusion of the assignment. 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. Supplemental RNs may request to extend their 13 or 6 weeknight assignment in one-week increments no later than 2 weeks before the end of their assignment. If approved, the same pro-rated incentive amount will apply per week.

Part-Time RN Short Term Assignment Incentives (Six and Thirteen Weeks)

RNs working part-time FTE of .5 or greater who agree to increase to full-time and work a 13 or 6 weeknight shift assignment will receive lump sum bonus of \$5,000 (13 week assignment) or \$2,000 (6 week assignment) following the conclusion of the night shift assignment. 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. Part-time RNs may request to extend their 13 or 6 weeknight assignment in one-week increments no later than 2 weeks before the end of their assignment. If approved, the same pro-rated incentive amount will apply per week.

Full-Time RN Incentive Short Term Assignment (Six and Thirteen Weeks)

RNs working a full time FTE on day shift who agree to temporarily switch to night shift and work a 13 or 6 weeknight assignment on that shift will receive lump sum bonus of \$5,000 (13 week assignment) or \$2,000 (6 week assignment) following the conclusion of the assignment. 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 13 or 6 weeknight assignment in one-week increments no later than 2 weeks before the end of their assignment. If approved, the same pro-rated incentive amount will apply per week.

WSNA

Date

Julie Orchard, Interim CHRO
Providence Healthcare

Date