

MEMORANDUM OF UNDERSTANDING
RE: TEMPORARY SHIFT INCENTIVE

Sacred Heart Medical Center (“SHMC”) and 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 July 19, 2022 to September 30, 2022, the following incentives will be available to SHMC RNs in all inpatient, ED, and OR units. The extra shift incentives may be expanded to additional departments as determined by the CNO.

Extra Shift Incentive

At SHMC discretion, an extra shift incentive may be implemented to incentivize RNs who volunteer to work extra shifts (supplemental, part-time RNs) and overtime shifts (full-time RNs) above their FTE on an as needed basis. Incentive pay will be for a designated period of time, in designated units and for SPECIFIC shifts (not all unfilled shifts will be designated as incentive eligible). If incentive is approved, it will be applied as outlined below:

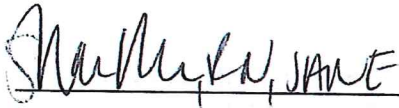
- For non-overtime hours worked (part-time or supplemental RN picks up an extra shift but is not in overtime for the week), bonus amount of \$300 for 12-hour shift, \$250 for 10-hour shift and \$200 for 8-hour shift worked. Bonus amount for extra night shifts (typically 7p – 7a) will receive \$360 for 12-hour shift, \$300 for 10-hour shift and \$240 for an 8 hour shift.
- For all extra shift overtime hours worked, bonus amount of \$300 for 12-hour shift, \$250 for 10-hour shift and \$200 for 8-hour shift worked. Bonus amount for extra night shifts (typically 7p – 7a) will receive \$360 for 12-hour shift, \$300 for 10-hour shift and \$240 for an 8 hour shift.
- For break through staffing needs on any unit regardless of designation, any and all IRC text notifications that solicit staffing help due to staffing needs, or are generated due to daily staffing shortage will have extra shift incentive.

Criteria:

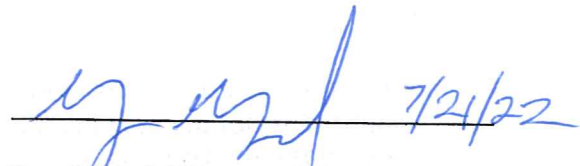
- FTE RNs must work all of their regularly scheduled/assigned shifts in the pay period. RNs will continue to be eligible for extra shift incentive if there is a low census during the pay period.

- Supplemental RNs must have fulfilled their work agreement (must have signed up for their required number of shifts from the At Needs list). They will not be eligible to use incentive shifts to meet their work agreement requirements.
- Extra shift incentive is not available for additional on-call shifts. Those shifts will be paid in accordance with the Agreement.
- SHMC will determine the necessary experience, skills and qualifications for the assignment.
- RNs may sign up for extra shifts of the following shift length: minimum eight (8), ten (10) or twelve (12) hours. RNs will be expected to work the full shift length of the incentive shift (no splitting of a shift between multiple RNs).
- RNs will sign up for extra shifts on specific departments offering extra shifts. In the event of an unforeseen census change making work no longer available on the unit, the RN will be assigned to the area of greatest need for the duration of the scheduled shift based on skills and competency.
- If the RN working an extra shift must be low censused during the extra shift, the RN will be released with a minimum of two (2) hours of pay at the appropriate overtime or non-overtime rate and the incentive for those two (2) hours.
- Nurses who have preapproved time off during the pay period in which they work any extra shifts for incentive (time off via PTO or in lieu per 10.11) will not be excluded from any earned extra shift incentive pay.

Signed and effective this 19th day of July, 2022



WSNA


_____ 7/21/22
Roy Rangel, HR Manager
Providence Healthcare