

**LETTER OF UNDERSTANDING BY AND BETWEEN PROVIDENCE SACRED HEART MEDICAL  
CENTER – SPOKANE  
AND WASHINGTON STATE NURSES ASSOCIATION**

**REFERRAL BONUS**

Providence Sacred Heart Medical Center ("the Hospital") and Washington State Nurses Association ("the Union") are parties to a collective bargaining agreement ("Agreement") for nurse employees.

To assist with the Hospital's recruiting efforts and reward caregivers that help the Hospital fill key positions, the parties agree to the following understandings contained herein:

- The applicability of the referral bonus to a particular position as well as amount of bonus and duration of time the bonus is offered will be at the core leader's discretion based on criteria related to the critical nature of the role to business, vacancy data for the position, etc.
  - The hospital will begin referral bonus of the following amounts due to current staffing needs:
    - \$7,500 (Limited timeframe with an end date of October 31st, 2023) - *Departments 3040-EMERGENCY SVC, 3040-MEDSURG 4TH FLOOR, 3040-MEDSURG 5N, 3040-MEDSURG 5S, 3040-MEDSURG 6N, 3040-MEDSURG 6S, 3040-MEDSURG 7N, 3040-MEDSURG 7S, 3040-MEDSURG 8S, 3040-MEDSURG 9N, 3040-SURG GENERAL MAIN L1, 3040-NICU 3W*
    - \$3,000 - *All other departments.*
- Referral must be hired into a non-resident position that is 0.5 FTE or greater.
- Referral bonus payments earned during this campaign will be paid within two months of new hire's start date. Both the referral and the referee must be employed at the time of payment.
- The referral must be submitted consistent with Providence established process.
- Current Providence Caregivers, contractors, or consultants with Providence or its affiliates, are not eligible to be referred.

This agreement shall be effective upon signature, unless either party provides at least 30 days' notice of termination of the agreement.

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Julie Orchard                      Date  
CHRO, Providence Health Care

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Jaclyn Smedley                      Date  
WSNA Nurse Representative