

**MEMORANDUM OF UNDERSTANDING
BY AND BETWEEN
SKAGIT REGIONAL HEALTH
AND
WASHINGTON STATE NURSES ASSOCIATION**

COVID Extra Shift Incentive – Fifth Extension

Skagit Regional Health (SRH) and Washington State Nurses Association (WSNA) hereby enter into this Memorandum of Understanding (MOU) regarding temporary implementation of an Extra Shift Incentive for all bargaining unit nurses on a non-precedent setting basis.

1. During the term of this MOU, SRH may designate unfilled shifts as eligible for the Extra Shift Incentive. Eligible nurses who work eligible shifts shall receive the following applicable lump-sum Extra Shift Incentive in addition to all other applicable pay under the collective bargaining agreement (CBA):
 - a. \$275 (12 hour shift),
 - b. \$250 (10 hour shift),
 - c. \$225 (8 hour shift),
 - d. \$150 (less than 8 hour shift).
2. The Parties acknowledge that exceptional staffing needs currently exist and are expected to continue for the duration of this MOU due to the COVID-19 Pandemic. Accordingly, the shifts SRH designates as eligible for the Extra Shift Incentive will also be offered at time and one half the regular rate of pay according to Section 7.12 of the parties' CBA.
3. To be eligible for the Extra Shift Incentive, nurses must accept an eligible shift beyond the nurse's regularly scheduled shifts. Approved paid time off, sick leave, holidays, mandatory low census and other time off permitted under the CBA shall not disqualify a nurse from earning the extra shift incentive for an extra shift worked.
4. Per diem nurses will be eligible to sign up for Extra Shift Incentive shifts if they work at least 2 non-incentive shifts in the same pay period.
5. SRH may place a nurse who has accepted an eligible shift on low census or standby according to Section 11.2 of the CBA. SRH will guarantee the Extra Shift Incentive in the amount of the scheduled shift in the event the eligible nurse is placed on low census or standby. Pay at time and one half the regular rate of pay, however, shall only be available for eligible hours worked according to Section 7.12 of the CBA.
6. Eligible shifts will be offered for a specific unit and shift and awarded based on area of need, necessary experience, skills and qualifications for the assignment, and nurses assigned to eligible shifts may be floated according to Section 11.2 of the CBA.

7. Eligible shifts will be offered to all nurses working on the unit first for a period of two days. In cases where all nurses are not notified simultaneously, no eligible shift shall be awarded until all nurses have been made aware of the opportunity. Shifts will be awarded on a first-come basis so long as skills and ability are equal. Shifts remaining unfilled after two days shall be offered house-wide for an additional five days. Shifts will be awarded on a first-come basis so long as skills and ability are equal. Precedence may be given to nurses volunteering to work the length of shift needed by the employer (for example a shift may be awarded to a nurse willing to work an entire 12 hour shift over a nurse willing to cover only 8 hours of the shift).

8. Reservation of Rights.

- a. Nothing in this MOU shall be construed to modify any rights or obligations under the WSNA Collective Bargaining Agreement, except where expressly provided herein. Except as otherwise explicitly provided in this Agreement, all terms of the current Collective Bargaining Agreement shall remain in effect.
- b. Nothing in this MOU is, or shall be construed to be, a waiver of any right or obligation to bargain.

9. Dispute resolution. Any disputes regarding the Employer's compliance with this MOU shall be resolved in accordance with the grievance and arbitration provisions of the CBA.

This MOU shall become effective from January 22, 2023, through February 18, 2023, unless superseded by a substitute MOU negotiated by the parties. Unless mutually extended in writing by the parties it shall expire on the expiration date.

For Washington State Nurses
Association

By: Pamela Devi Chandran

Signature: Pamela Devi Chandran /s/

Date: Jan. 20, 2023

For Skagit Regional Health

By: Brian Ivin

Signature: [Signature]

Date: 1/20/23