

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

*CCU Night Shift Incentive*

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

1. SRH is seeking to incentivize several (anticipated 2-3) current day shift CCU RNs working at Skagit Valley Hospital to temporarily work the night shift.
2. Effective the first full pay period after the final signature on this Memorandum of Understanding, if an actively working (i.e., not on leave) SVH CCU day shift RN that holds an FTE of 0.6 or above voluntarily agrees to temporarily transition to a SVH CCU RN night shift position, works in that position through at least April 3, 2022, and there is still a need for this switch, then they will be eligible to receive a bonus of two thousand five hundred dollars (\$2,500). The bonus will be pro-rated if the nurse is less than .9FTE, and/or if the assignment is not needed through April 3, 2022. If more SVH CCU day shift RN's are interested in volunteering for this bonus incentive then there are needed night shift positions, then the night shift assignment would be awarded based on seniority.
3. This bonus will be in addition to all other applicable differentials and premiums the SVH RN CCU would otherwise be entitled to working in the night shift. This offering would not be posted via the requisition process given this LOU.
4. The bonus payment would be paid no later than the conclusion of the pay period following the end of the night shift assignment, but in any event no later than the end of the pay period following April 3, 2022 (if the assignment lasts until then).
5. SRH will provide the RN in the temporary night shift position with at least five shifts' advance notice of their return to their day shift.
6. 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.

7. 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.

For Washington State Nurses  
Association

By: Pamela Chandan  
Labor Counsel

Signature: [Signature]

Date: 7 Dec. 2021

For Skagit Regional Health

By: Brian Ivie

Signature: [Signature]

Date: 12/7/21