

This Addendum to the Letter of Understanding - Compensation of Extra Shifts, by and between the PeaceHealth and Washington State Nursing Association amends that certain Memorandum of Understanding (the "Original MOU"), ratified May 5, 2021, and signed by the Parties. The purpose of this Addendum is to establish a temporary incentive increase under the current MOU and under the same terms and conditions of the Original MOU. The Original MOU is amended as follows:

Effective immediately, CES3 maybe offered at \$50 per hour.

This incentive is not intended to be long-term. CES3 was offered as of 8/26/21 and will continue for 60 days, with re-evaluation at that time.

Upon signature of this agreement the following shall also apply:

- The 48-hour cap will not apply to CES3 shifts.
- The amounts set forth above can be extended to per diem and relief RNs that pick up qualifying shifts, as long as they also meet minimum availability.
- Prior to qualifying for CES, RNs must work their FTE status in their home unit in the pay period for which they work a CES shift. Exceptions are that low census hours (both mandatory and voluntary) and pre-scheduled, approved PTO shall count towards work status hours for CES eligibility. Additionally, quarantine due to COVID exposure and/or positive results shall not apply and the CES3 will be paid for shifts worked prior or upon return.

All other terms and conditions under the Original MOU remain unchanged and in effect.

PeaceHealth Southwest Medical Center (Employer)

Signature: Miriam Swartout Date: 9/27/21

Printed Name: Miriam Swartout

WSNA (Union)

Signature: Mara Kieval Date: 9-17-21

Printed Name: Mara Kieval