

Addendum to Letter of Understanding –  
Compensation for Extra Shifts (CES3)

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 may be 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 through March 26, 2022, 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 count towards work status hours for CES eligibility and the CES3 will be paid for qualifying shifts worked prior to or after return from quarantine.
- CES3 may be offered for shifts less than 6 hours in length if operations determines there is a critical need to ensure coverage for a partial shift.

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

PeaceHealth Southwest Medical Center (Employer)

Signature: \_\_\_\_\_ Date: \_\_\_\_\_

Printed Name: \_\_\_\_\_

WSNA (Union)

Signature: \_\_\_\_\_

Date: 2/8/2022

Printed Name: Mara Kieval