

St. Luke's Rehabilitation Institute
And
Washington State Nurses Association

Memorandum of Agreement
Schedule Change to Nights, Temporary or Permanent Incentive

Washington State Nurses Association ("WSNA" or "Association") and St. Luke's Rehabilitation Institute ("St. Luke's Rehab" or "Employer") (collectively, the "parties") hereby agree to the following Memorandum of Understanding upon ratification of this agreement by the Bargaining Unit.

The Association acknowledges that staffing levels and staff mix ratios are critical to insure an appropriate relationship between patient safety, care needs and safe staffing levels.

In response to the current night nurse vacancy rate, regular full time and regular part time nurses will be allowed to change their shift either on a temporary basis, or a permanent basis. Any change to night shift from a day or eve shift must be voluntary, and by mutual agreement only. It will be solely up to the nurses discretion as to the duration of time, and duration of shift (meaning 8 or 12 hours respectively) either on a temporary or permanent basis. A shift of 10 hours will not be considered.

Temporary Agreement in Shift Change: In an effort to recognize current registered nurses who agree to adjust his/her shift from days or evenings, to night shift, on a temporary basis, St. Luke's will award a \$250 bonus per pay period, upon completion of any said hours worked. Temporary agreement change nurses will be awarded up to \$1500 max in a 3 month period. The Institutes agrees, upon completion of the voluntary time period, the nurses previous shift/time will be available to return to, with no penalties. The Institute agrees, that in the event a nurse completes the 3 month period, and chooses to continue working the night shift, they then will be offered a permanent position, with the opportunity to earn an additional \$500 over the next two pay periods.

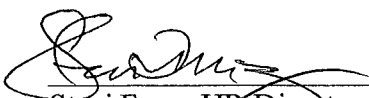
Permanent Agreement in Shift Change: In an effort to recognize current registered nurses who agree to adjust his/her shift from days or evenings, to night shift, on a permanent basis, St. Luke's will award a \$250 bonus per pay period, upon completion of any said hours worked up to a max of \$2000.

Incentive for Current Night Shift Staff: In an effort to recognize current registered nurses who agree to maintain his/her shift permanently on nights, St. Luke's will award a \$250 bonus per pay period, upon completion of any said hours worked up to a max of \$2000.


This bonus will be subject to all applicable taxes and withholding. Nurses must complete a pay period, worth of work, to be eligible for bonuses.

The effective date of this Memorandum of Understanding shall be September 1, 2016 and expire March 31, 2017.

Signed and dated by:



Staci Franz HR Director
For St. Luke's Rehabilitation Institute

 9/22/16

Jaclyn Perkins BSN, RN WSNA Nurse Rep
For Washington State Nurses Association