

MEMORANDUM OF UNDERSTANDING  
RE: Recognition and Referral Bonus

Providence St. Luke's Rehabilitation Medical Center ("SLR" or "the Hospital") and the Washington State Nurses Association ("the union") are parties to a collective bargaining agreement ("Agreement") which expires March 31, 2024.

It is hereby agreed by and between the parties, in gratitude for the professionalism and dedication of our caregivers, and to help address ongoing staffing challenges, SLR will offer the following recognition and referral bonuses to eligible caregivers:

- Full time and part time nurses employed by the ministry on or before June 26, 2021, will receive up to \$1,000.00 bonus to be paid half on the pay-period after execution and half will be paid in the first paycheck in December.
  - The following logic will be used to calculate the bonus – a comparison of actual hours worked vs position FTE will be conducted. The higher of the two will be used to determine the bonus amount.
    - If the determined FTE > .9 the caregiver is eligible for the full bonus amount
    - Caregivers below .9 FTE will receive a prorated amount for each payment based on determined FTE – for example 0.75 FTE x \$500 = \$375
    - Per diem Caregivers who have worked an average of 20 hours a week or greater in 2021 will receive a prorated amount based on the determined FTE
- Caregivers on FMLA are included
- Caregivers on Long-term Disability are **not** eligible
- This bonus is for caregivers who have worked at SLR for at least 90 days before the date of the first payout and continue to be employed through December. Caregivers employed on or before 6/26/2021 are eligible.
- If caregivers do not have 90 days of service for the September payment, caregivers will be eligible for the second payment (\$500 prorated, if applicable) in December as long as caregivers have met 90 days of service by December 1
- FTE and per diem status will be determined by what is in the system as of 9/1/2021
- Caregivers need to be employed at the time of each payout

**Referral Bonuses between \$1,000 and \$7,500** – Caregivers are often our best source of new talent. To engage current caregivers in the recruitment process, nearly every open role at Sacred Heart is eligible for a minimum \$1,000 bonus, and many roles are eligible for more. All bargaining unit caregivers can receive the bonus for referring someone who is hired for an eligible role.

Signed and effective this 5<sup>th</sup> day of October, 2021

Shirley R. N. Sane  
WSNA Representative

Stacia Taylor  
Stacia Taylor, CHRO  
Providence Healthcare