

**MEMORANDUM OF UNDERSTANDING
RE: TEMPORARY SHIFT INCENTIVE**

Providence St. Luke's Rehabilitation Medical Center ("PSLMC" or "the Hospital") and the Washington State Nursing 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 that in order to meet short term staffing needs from the date of MOU execution to January 5, 2024, the following incentive will be available to PSLRMC RNs.

At PSLRMC discretion, an extra shift incentive may be implemented to incentivize RNs who volunteer to temporarily move from a day shift position to a night shift position.

Incentive pay will be for a designated period of time and in designated units.

Participation in the incentive requires PSLRMC management approval and will be considered on a first come, first served basis then by seniority. If incentive is approved, it will be applied as outlined below:

RNs may agree to work a night shift twelve (12) week or six (6) week assignment, as designated by PSLRMC to cover a posted vacancy or to cover planned absences due to FMLA/WPFML, vacations or other operational needs on a temporary basis. During this assignment, the RN shall be scheduled for a full patient assignment.

RNs who work a temporary night shift assignment, will receive a lump sum of \$7,500 (12-week assignment) or \$3,000 (6-week assignment).

If a nurse has more than 24 hours of unscheduled absences during the assignment, the bonus will be prorated for the amount of time completed. RNs may request to extend their assignment in two-week increments no later than one (1) week before the end of their assignment. If approved, the same incentive amount will apply per week. The same lump sum bonuses will be applied to each additional assignment that is approved and completed.

Allegra Machorro RN
WSNA Representative Allegra machorro

9-25-23
Date

Roy Rangel
 Roy Rangel, HR Manager
 Providence
 9/25/23
 Date