

**Memorandum of Understanding
Between
Astria Toppenish Hospital
And
Washington State Nurses Association**

This is an agreement between Astria Toppenish ("Hospital") and the Washington State Nurses Association ("Association") to specify the terms of a temporary critical shift differential.

Given the Hospital's patient volumes, RN vacancies and holiday vacation for RNs the hospital proposes and the parties agree to the following program:

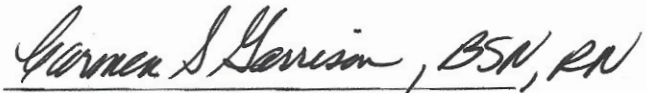
- Effective only for the schedules starting Sunday, November 16, 2019 through to Saturday, January 26, 2020 for the Family Maternity Center.
- The hospital will pay to RNs who pick up additional shifts a critical shift incentive pay differential of \$5/hour for day shifts and \$8/hour for night shifts in addition to any other differentials provided for the CBA.
 - For each shift that a RN works above their full time or part time FTE (or for PRN, above 3 shifts/week)
- RNs will pick up these additional shifts according to the normal staffing processes. RNs must be qualified – oriented and independent for the department worked.



For the Hospital

11/14/19

Date



For the Association

WSNA NURSE REPRESENTATIVE

11-20-19

Date