



October 17, 2022

Sara Frey
% WSNA
575 Andover Park W., Suite 101
Seattle, WA 98188

Dear Sara:

Virginia Mason Medical Center and Washington State Nurses Association have had a long standing history of working collaboratively. In conjunction with this partnership, both parties agree to the following modification to the RN Staffing Incentives MOU as well as a temporary, non-precedent setting modification to Article 7.10 - Rest Between Shifts. Both are listed below and highlighted in yellow:

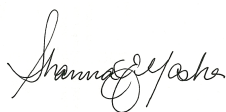
Spot Pay	<p>Eligible positions - Registered Nurses</p> <p>Spot Pay Definition - Extra shifts worked beyond FTE in a work week.</p> <p>Eligibility - The nurse must work their full FTE in the pay period to be eligible. Per Diems must meet minimum commitment and all scheduled shifts must be worked in the pay period to be eligible.</p> <p>Prescheduled Time Off, Mandatory low census, Jury Duty, LOA, FMLA, WA Paid Family Medical Leave, Washington Paid Sick Leave, Family Care Act, Military and Bereavement leave, during the work week will be counted as time worked.</p> <p>Shifts that are committed and scheduled, but not worked will convert from an equivalent shift paid with Spot Pay to a regular commitment shift without Spot Pay, unless the reason for not fulfilling the shifts was one of the protected leaves noted above.</p>	<p>Rate of \$30/hour</p>
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<p>Article 7.10</p> <p>Rest Between Shifts</p>	<p>On a non precedent setting basis, the hospital agrees to pay Rest Between Shift if the nurse volunteered to work and did not have enough hours off before the next scheduled shift: at least 12 hours off for eight hour shift nurses, 11 hours off for ten hour shift nurses, and 10 hours off for twelve hour shift nurses. All regularly scheduled hours worked without the required time off shall be paid at time and one-half (1-½).</p> <p>This temporary agreement does not change the intent of the language in Article 7.10 (included below in italicized font).</p> <p><i>Rest Between Shifts.</i> <i>In scheduling work assignments the Hospital will make a good faith effort to provide each nurse with at least twelve (12) hours off duty between shifts for eight hour nurses, at least eleven (11) hours off duty between shifts for ten (10) hour nurses, and at least ten (10) hours off duty between shifts for twelve hour nurses. In the event a nurse is required to work his/her next scheduled shift with less than twelve (12) hours off (or a ten hour nurse is required to work his/her next scheduled shift with less than eleven (11) hours off or a twelve hour nurse is required to work his/her next scheduled shift with less than ten (10) hours off), all regularly scheduled hours worked without the required time off shall be at time and one-half (1-½). If a nurse is on-call and called back to work during the designated rest between shifts, the Hospital will attempt to accommodate requested schedule changes in order to provide the nurse with needed rest.</i></p>
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If pay adjustment requests are submitted by the nurse to their supervisor, they will be reviewed accordingly based on these modifications.

We evaluate incentives on a pay period by pay period basis and need flexibility to adjust to changing needs. We will notify the union if we believe adjustments are needed providing 14 calendar days advance notice. Duration will be at the discretion of management. That said, a nurse will receive incentive pay for any shift designated as an incentive shift at the time the nurse agreed to work it - even if the shift occurs after the end of the designated incentive period. If a shift becomes incentive eligible after the nurse has committed to the extra shift, the nurse will be eligible for the approved incentive.

For Virginia Mason Medical Center



Shanna Mosher MSN, RN
Human Resources

For Washington State Nurses Association

Sara Frey JD BSN RN

Date: 10.27.22