

**LETTER OF UNDERSTANDING
BY & BETWEEN
PROVIDENCE VNA HOME HEALTH
WASHINGTON STATE NURSES ASSOCIATION**

Retention Bonus

Providence Visiting Nurses Association Home Health ("PVNA") and Washington State Nurses Association ("Union") (collectively "parties") hereby enter into this Letter of Understanding to memorialize the parties' agreement regarding the temporary implementation of retention bonus amounts for all bargaining unit Registered Nurses on a non-precedent setting basis.

Incentive bonuses will be provided to bargaining unit members on the following bases:

\$1,000 Recognition Bonus for Full-Time Bargaining Unit Caregivers

The bonus will be paid in two installments, the first installment will be paid the first pay period following agreement of the parties and the second installment will be paid in December. To be eligible for the first payment, caregivers must have been employed by PVNA on or before 06/26/2021. Part-time caregivers will receive a proportional payment. If caregivers do not have 90 days of service for the first payment, they will be eligible for the second payment (\$500 prorated, if applicable) in December as long as they have met 90 days of service by 12/01/2021.

Additional Eligibility criteria

- 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
- Bonus amounts for part-time caregivers will be prorated – see calculation below
- Per diem / on call caregivers working an average of 20 or more hours per week in 2021 are included
- Caregivers on a Leave of Absence are included
- Caregivers on FMLA are included
- Caregivers on Long-term Disability are **not** eligible

How is the bonus calculated for caregivers working part-time (below .9 FTE) or per diem?


- 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 caregivers are 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

WSNA Nurse Representative

 10/4/21

Date

Providence VNA Home Health

DocuSigned by:
 10/5/2021

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Date