

WASHINGTON STATE NURSES ASSOCIATION

AND

PROVIDENCE VNA HOME HEALTH

MEMORANDUM OF UNDERSTANDING

Referral Bonuses

This Memorandum of Understanding is entered into and between Providence VNA Home Health (PVNA) and Washington State Nurses Association (WSNA). All existing contractual provisions shall apply unless otherwise provided herein.

In an effort to increase the recruiting efforts for:

LPN

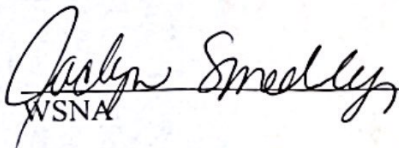
RN

PVNA intends to offer RNs the opportunity to participate in the ministry's current referral bonus program. In accordance with the program, RNs would receive \$3,000 for eligible referrals.

Current Providence caregivers and contractors are not eligible to be referred. Any role paid or unpaid including but not limited to rehires, students, interns, volunteers, travelers/contractors are not considered referral bonus eligible candidates unless they have been away from the organization for more than 12 months. Referral bonuses are paid after a referred external candidate is hired and successfully completes 14 days of employment in a .5 FTE (or above) position. Both the referring and referred caregivers must be employed in good standing at the time of payment.

Candidate application dates must be on or after the date this agreement is signed. The referral bonuses would be effective immediately and available through December 31, 2024 unless PVNA is able to fill the positions sooner.

Signed and effective this 11th day of March 2024.


WSNA


PVNA