

WASHINGTON STATE NURSES ASSOCIATION
AND
PROVIDENCE VNA HOME HEALTH

MEMORANDUM OF UNDERSTANDING

Education Benefit Program

Providence VNA Home Health (“PVNA”) and Washington State Nurses Association (“WSNA”) are parties to a collective bargaining agreement that expires May 31, 2024 (the “CBA”). The parties have agreed to modify the terms of Article 12.4 of the CBA as follows:

12.4 Tuition Reimbursement. The parties recognize the importance of enhancing nurse career development through higher education and acquiring applicable technical or professional skills to improve their potential for future growth. To that end, nurses covered by this agreement are eligible to participate in the Employer’s Tuition Reimbursement program. Specifically, a tuition reimbursement will be made available to nurses pursuing college credits or certification to advance their careers in healthcare as outlined below:

1. A tuition reimbursement of \$5,250 per year will be available for full-time nurses working 0.75 FTE or greater;
2. A tuition reimbursement of \$2,625 per year will be available for part-time nurses working between 0.5 and 0.74 FTE; and
3. A tuition reimbursement of \$2,625 per year will be available for per diem nurses.

Employees will be eligible to receive funds on their first day of employment. Courses must be career and/or job related and aligned with PVNA’s needs.

This MOU is not intended to and should not be understood to alter any other provision of the parties’ CBA. This MOU will go into effect upon execution by the parties, and shall expire May 31, 2024.

Acknowledged and Agreed:

Providence VNA Home Health

Washington State Nurses Association

By_____

By_____

Date:_____

Date:_____