

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26
27
28

**MEMORANDUM OF UNDERSTANDING
BETWEEN
THE STATE OF WASHINGTON**

AND

WASHINGTON STATE NURSES ASSOCIATION

**AND
COALITION**

Retention

In recognition of the serious shortage of Registered Nurses that exists currently and the expectation that it will continue to be a barrier to recruitment and retention of nurses for the foreseeable future, actions must be taken to recognize and maintain the experienced nurses supporting state government and the services provided within the Department of Veterans Affairs. Additionally, measures need to be taken to enhance recruiting and retention efforts to attract nurses and fill those vacant positions.

The parties agree to the following:

A. Retention Incentive:

In order to be responsive in a highly competitive market, nurses employed with the Department of Veteran’s Affairs will receive a retention incentive of two-thousand dollars (\$2000.00) under the following conditions:

- a. Retention incentives will be paid to all nurses who are employed on July 1, 2021 at the Department of Veteran’s Affairs in a position as a registered nurse.
- b. Nurses will receive the retention incentive in installments of one-thousand dollars (\$1000.00). The first payment on July 25, 2022; and the second payment on June 25, 2023.
- c. Part-time nurses will receive a retention incentive that is proportionate to the number of hours worked compared to that of a full-time nurse.

1 d. Nurses who separate prior to receiving the full incentive, will not be entitled
2 to payment after the date of separation.

3 B. Nurses at the Department of Veteran's Affairs are hereby excluded from the One-
4 Time Lump-Sum Payment effective July 1, 2022 identified in Article 41.33.
5

6 **This MOU will expire on June 29, 2023.**

7

8 **Dated September 30, 2021**

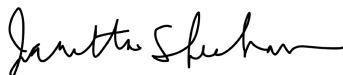
9

10 **Tentative Agreement Reached**

11

For the Employer

For the Union



10/01/2021



Janetta (Jenny) Sheehan

Rhonda Fenrich

Senior Labor Negotiator

Coalition Negotiator

12