

MEMORANDUM OF UNDERSTANDING
BETWEEN
THE STATE OF WASHINGTON

AND
SERVICE EMPLOYEES INTERNATIONAL UNION HEALTHCARE 1199NW

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 agencies. 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:

1) Retention Incentive:

a. In order to be responsive in a highly competitive market nurses will receive a retention incentive of two-thousand dollars (\$2000.00) under the following conditions:

i. Retention incentives will be paid to all nurses who are employed on July 1, 2021.

ii. 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.

iii. 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.

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

1 **2. N1 Salary Schedule:**

2 **The Employer will meet with the Union to review and assess concerns raised**
3 **by the parties regarding the N1 salary schedule structure and if adjustments**
4 **could be made to the salary schedule for the 23-25 CBA.**

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

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8 **Dated September 23, 2021**

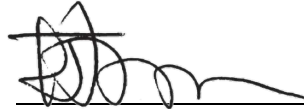
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10 **Tentative Agreement Reached**

For the Employer

For the Union

Brenda Moen



10/1/2021

Brenda Moen, Negotiator

Jane Hopkins, Exec. Vice President

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