

March 2, 2022

Laura Dougherty
 SEIU 1199 NW
 15 S. Grady Way #200
 Renton, WA 98056

Dear Laura:

I am in receipt of your counter proposal dated March 2, 2022 for St. Elizabeth Hospital RNs. We have reviewed your proposal carefully and are unable to agree to the expansion of incentives as you described. Where we are able to make changes we have done so and they are highlighted in yellow.

As you will recall, our current incentives end March 5, 2022. Until an agreement is reached with SEIU, no incentive will be offered.

There will be three components to these new incentive programs: Spot Pay, Extra Weekend Spot Pay and Mandatory Call Incentive for procedural areas.

Program	Details	Rate
Spot Pay	Eligible positions - Registered Nurse Spot Pay Definition - Extra shifts worked beyond FTE. Eligibility - Employee must work FTE for the week to be eligible. <u>Per Diems</u> must meet minimum work commitment and all scheduled shifts must be worked for the week to be eligible. Prescheduled Time Off, Mandatory low census, Jury Duty, LOA, FMLA, Military, Bereavement leave, and <u>approved paid education</u> during the work week will be counted as time worked. May not be combined with Extra Weekend Spot Pay incentive.	\$40/hour

	<p>Pay Processing - Must be documented by the employee on exception log in pay period in which extra shift is worked.</p>	
<p>Extra Weekend Spot Pay</p>	<p>Eligible units - Any unit in a situation where beds will be closed or if needed to avoid divert status or to avoid canceling procedures.</p> <p>Eligible positions - Registered Nurse</p> <p>Approval - Activated by Executive Leadership on an as needed basis.</p> <p>Extra Weekend Spot Pay Definition - Extra, full shifts (8, 10 or 12 hour shifts) picked up and worked beyond the employees FTE. Partial shifts are NOT eligible. Weekend shifts include Friday Shift 3 through Sunday Shift 3 for 12 hour shifts and Friday Shift 2 through Sunday Shift 3 for 8 and 10 hour shifts.</p> <p>Eligibility - Employee must work FTE for the week to be eligible. <u>Per Diems</u> must meet minimum work commitment and all scheduled shifts must be worked for the week to be eligible. Prescheduled Time Off, Mandatory low census, Jury Duty, LOA, FMLA, Military, Bereavement leave, and <u>approved paid education</u> during the work week will be counted as time worked. May not be combined with Spot Pay incentive</p> <p>Pay Processing - Must be documented by the employee on exception log in pay period in which extra weekend spot pay shift is worked.</p>	<p>\$80/hour</p>

Mandatory Call Incentive - Procedural Units	<p>Eligible units - OR.</p> <p>Approval - Activated by Executive Leadership on an as needed basis.</p> <p>Mandatory Call Incentive Definition - Extra call shifts in eligible units with unfilled mandatory call shift.</p> <p>Eligibility - Staff in the above departments who pick up an extra, unfilled mandatory call shift.</p> <p>Pay Processing - Must be documented on exception log by the employee in pay period in which extra mandatory on call shift is picked up.</p>	<p>\$250/extra call shift</p>
----------------------------------------------------	-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------	-------------------------------

Incentives are in addition to all contractual premiums and overtime language. Once an employee has agreed to work a shift that has been designated to receive any of the above incentives, the employer may not remove the incentive designation of that shift. In order to receive the incentive the employee must meet the criteria as noted above.

We will be reviewing the efficacy of these programs on a regular basis and will notify the union if we believe adjustments are needed. Duration will be at the discretion of management.

We will be unable to move forward with incentives beginning March 6, 2022 until we reach an agreement with SEIU. Please contact me at 253-426-6380 if you have any questions. We hope that you will agree with our proposal so we can continue to offer incentives to staff. If you agree, you may sign and date the document below and return to me.

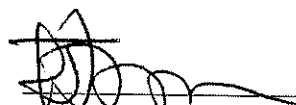
Sincerely,



Jill Karon-Ross,
Market Director, Human Resources



Jill Karon-Ross, Market HR Director



Jane Hospkins, Executive Vice President, SEIU 1199NW

3/7/2022