

MEMORANDUM OF UNDERSTANDING
BETWEEN
THE STATE OF WASHINGTON
AND
THE WASHINGTON FEDERATION OF STATE EMPLOYEES

**Washington State Department of Veterans Affairs Temporary Voluntary
Recruitment and Retention Incentives**

The parties agree there is a significant recruitment and retention issue with the Nursing Assistant Certified (NAC) and Nursing Assistant Certified, Lead (NAC-Lead) classifications at the Washington State Department of Veterans Affairs. The recruitment and retention issue is impacting the agency's capacity to provide adequate resident care to our vulnerable veterans we are here to serve, as well as business operations, and it is contributing to a significant loss in federal revenue as we are not admitting residents in our facilities because of staffing issues. Additionally, measures need to be taken immediately in order to recruit and retain valued and critical nursing staff to proactively meet the overall mission of, "serving those who served."

The terms of the MOU may be subject to change if a renewal is agreed upon by all parties, prior to the expiration date. This MOU is directly tied to the receipt of federal matching funds through the Veterans Home Nursing Recruitment & Retention Grant Program and may be subject to change depending on financial feasibility, to include receipt and timing of such said funds. Further, the voluntary incentives will be taxed similar to all other taxable income.

To that end, the parties agree to:

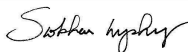
- 1) **Voluntary Recruitment Incentive:** WDVA will provide a recruitment incentive payment(s) to new NAC or NAC-Leads at all WDVA Skilled Nursing Facilities. These recruitment incentive payment(s) will expire on September 30, 2022.
 - a) An incentive payment of one thousand five hundred dollars (\$1,500.00) will be paid to employees who are hired into a permanent, full-time NAC or NAC-Lead position, effective on their official date of hire, no earlier than the date of signing this MOU.
 - b) An incentive payment of one thousand five hundred dollars (\$1,500.00) will be paid to employees hired on or after October 1, 2021, and who are currently in probationary period for a permanent, full-time NAC or NAC-Lead position on the effective date of the MOU.
 - c) An incentive payment of one thousand five hundred dollars (\$1,500.00) will be paid to permanent, full-time NAC or NAC-Lead who are hired on or after October 1, 2021, effective upon successful completion of probationary period, and required training is completed.

- d) If an employee receives the payment(s) described above and resigns or is separated from employment within one (1) year of their official start date, the employee must pay back the full incentive amount received by the employee. If the employee leaves within two (2) years of their official start date, the employee must pay back \$1,500 (one thousand five hundred dollars). If they leave prior to three (3) years from the official start date, the employee must pay back \$500 (five hundred dollars).
- 2) **Voluntary Retention Incentive: WDVA will** provide a retention incentive payment for existing permanent, full-time NAC or NAC-Lead staff at all WDVA Skilled Nursing Facilities. This retention incentive payment will expire on September 30, 2022.
- a) A retention incentive payment of three thousand dollars (\$3,000.00) will be paid to permanent, full time NAC or NAC, Leads at all WDVA Skilled Nursing Facilities who have been a permanent full-time NAC or NAC, Lead for one (1) calendar year as of September 30, 2021, and who are meeting performance and work related standards as described in the performance plan process.
 - b) If an employee receives the payment(s) described above and resigns or is separated from employment within one (1) year of receipt of the retention incentive, the employee must pay back the full incentive amount received by the employee. If the employee leaves within two (2) years of receipt of the retention incentive, the employee must pay back \$1,500 (one thousand five hundred dollars). If they leave prior to three (3) years from receipt of the retention incentive, the employee must pay back \$500 (five hundred dollars).
- 3) Participation in any incentive program is voluntary and any employee who elects to participate will be required to sign an agreement with all relevant terms prior to receiving the payment.
- 4) If WDVA is approved for an additional year of the Veterans Home Nursing Recruitment & Retention Grant Program, both parties agree to begin negotiations for a potential extension to this MOU no later than Monday September 5, 2022.

This MOU will expire on September 30, 2022.

Dated: February 18, 2022

For the Employer:



Siobhan Murphy, Labor Negotiator
OFM/SHR/LRS

For the Union:



Kurt Spiegel, Director of Advocacy
WFSE/AFSCME Council 28