

**MOU: Healthcare Workforce Mobilization**

UW Medicine will retain employees in their home community whenever possible to promote efficacy in care delivery and minimum disruption to employees' lives.

UW Medicine will attempt to employ non home healthcare workers (campus employees, retirees, students) and per diem staff. When possible, these employees will be used before mandatorily redeploying UW Medicine staff.

Process for redeploying permanent staff for COVID-19 pandemic

1. When possible, management will seek volunteers based on skills and competencies, including per diem employees. Employees facing furloughs, a decrease in hours, or "low census", will be given priority for redeployment when possible.
2. If enough staff do not volunteer or if there is not enough time to seek volunteers, staff will be mandated to redeploy as follows:
  - a. Departments will create and maintain a seniority list. Using their home departmental seniority, staff will be mandated using reverse seniority for all employees.
  - b. Once an employee works a mandated shift, they will go to the bottom of their departmental seniority list, in the order they worked.
  - a. If someone volunteers, they will also go to the bottom of the list, in the order they volunteered.
  - d. UW Medical Center (Harborview, UWMC-Montlake, UWMC-Northwest, including clinics) employees who are unable to work due to being part of the King County Public Health at-risk group (older than 60 or with an underlying medical condition) may request an accommodation.
    1. If a workplace accommodation cannot be granted, the employee may be granted a medical leave of absence under the terms and conditions of existing leave plans and have access to accrued time off benefits if granted leave. If the employee's paid time off accruals exhaust during the leave, the Employee can apply for Unemployment Insurance through the Employment Security Department. In order to maintain health insurance benefits, the Employee will be allowed to work from home for 8 hours per month until the employee is deemed eligible to return to work by the Employer or until the emergency declaration is lifted.
    2. When Possible, telework or alternative assignments may be provided as an accommodation for an employee who is an at-risk group identified by King County Public Health guidelines.
    3. Employees may have access to shared leave, if eligible, or may apply for PFML or Unemployment Insurance through the Employment Security Department.
3. Employee's "Home" CBA applies while mobilized to other facilities.
4. Employees are entitled to additional COVID-19 Reassignment premiums as follows:

- a. Employees reassigned or floated outside of their home department or regular work location get \$4 per hour COVID-19 reassignment premium. The COVID-19 reassignment premium includes float pay if applicable.
- b. Notice of deployment assignment:
  - a. Whenever possible, all UW medical facilities will endeavor to provide 24 hours' notice to affected employees prior to mandatory deployment.
  - c. Travel reimbursement will be provided in accordance with the University travel policy. Employee travel will be considered time worked in accordance with the University travel policy and will be compensated in accordance with the employee's home Collective Bargaining Agreement.  
<https://finance.uw.edu/travel/GroundTransportation>
5. Free Parking will be at no cost to the employee through April 30, 2020. If free parking is not offered for May 2020 the parties may discuss an extension of free parking.
6. No Standby or On Call shifts for reassigned employees unless mutually agreed to.
7. Employees will not suffer a loss of their FTE as a result of a mandated reassignment.
8. The employers shall provide appropriate PPE to all health care workers following the UW Medicine's COVID-19 guidelines including triage protocols around scarce resources at all times. No employee will be disciplined or retaliated against for advocating for PPE that they believe is needed for their and others' safety.
9. Training will be provided for the area to which employee is being reassigned.
10. The University will follow all guidance and procedures identified by the Washington Department of Labor & Industries regarding health care workers and work-related COVID worker's compensation claims.  
<https://lni.wa.gov/agency/outreach/workers-compensation-coverage-and-coronavirus-covid-19-common-questions>
11. This agreement shall be effective March 2, 2020 and shall continue through May 15, 2020, or until the end of the officially declared State of Emergency, whichever is sooner, with the option to extend upon mutual agreement should the declared State of Emergency (local or state) continue, or the public health guidance remain the same after May 15, 2020. The parties agree to meet 10 days prior to the expiration of this agreement to discuss continuing or renewing the provisions. Nothing in this agreement is a waiver by the parties to bargain the impacts to future working conditions related to COVID19.

Tentatively Agreed To:

For the Union:

DocuSigned by:  
*Ed Zercher*  
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Date: 2/9/2021

For the Employer:

DocuSigned by:  
*Kristi Aravena*  
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Date: 1/6/2021