

**MEMORANDUM OF UNDERSTANDING
BETWEEN
THE UNIVERSITY OF WASHINGTON (UNIVERSITY)
AND
THE WASHINGTON STATE NURSES ASSOCIATION (UNION)**

MOU: VOLUNTARY EXTRA SHIFTS AT UWMC-NW AND MONTLAKE CAMPUSES

Nurses may pick up extra shifts on a voluntary basis at UWMC-NW or UWMC-Montlake regardless of their primary work location.

Nurses who agree to pick up extra shifts at UWMC-NW or UWMC-Montlake will receive adequate orientation. Appropriate resources will be available as follows:

- a. Introduction to the charge nurse and/or nurse resource for the shift;
- b. Review of emergency procedures for that unit;
- c. Tour of the physical environment and location of supplies and equipment;
- d. Review of the patient assignment and unit routine.

Nurses shall not be required to perform new procedures without nursing supervision. Nurses shall seek supervisory guidance for those tasks or procedures for which they have not been trained. Nurses who encounter difficulties related to the extra shift should report these to the appropriate Charge Nurse or Nurse Manager. There will be no adverse consequences for a nurse filing a concern.

Nurses who pick up an extra shift will receive a patient assignment taking into account the nurse’s training and experience.

If a nurse picks up an extra shift outside the nurse’s home entity, the nurse will receive a four dollar (\$4.00) per hour premium for all hours worked outside the nurse’s home entity. This premium will apply to nurses already receiving a premium for being in the float pool but the nurse will not otherwise be eligible for any other float premiums.

If a nurse is picking up an incentive shift at an entity outside their home entity, they are eligible for the lump sum incentive premium, but no other premiums from the outside entity’s contract would apply. The nurse’s “Home Entity” Collective Bargaining Agreement applies while picking up an extra shift at any other facilities.

Nurses will be reimbursed for travel, mileage, and parking at the second site per university policy, and will be provided with the appropriate forms and instructions that will allow them to submit the forms for reimbursement.

Tentatively Agreed To:

For the Union:

For the Employer:

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DocuSigned by:
Ed Zercher
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Date: 3/14/2022

DocuSigned by:
kristi dravena
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Date: 3/11/2022