

1 **MOU: UW MEDICINE PRE-SCHEDULED VOLUNTARY DOUBLE-TIME SHIFT INCENTIVE**
2 **FOR CRITICAL STAFFING NEEDS**
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4 During negotiations for the 2023-2025 successor agreement, the parties reached agreement
5 on the following regarding Pre-Scheduled Voluntary Double-Time at UWMC-Montlake and
6 UWMC-Northwest.

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8 After the initial scheduled bid is incorporated and posted, and the employer has sent out notice
9 for staff, including Nonpermanent and Intermittent nurses, the Employer may offer pre-
10 scheduled voluntary double-time shifts for nurses. The determination of critical staffing needs
11 and the double-time shift incentive is at the sole discretion of the Employer.

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13 The extra shifts shall be compensated at the rate of two times (2X) the regular rate of pay for
14 all hours worked. Pre-scheduled double-time shifts will be considered Extra Shifts and will not
15 be guaranteed, but once scheduled are expected to be worked unless it is determined that
16 they are not needed. Nurses calling in sick on voluntary double-time shifts will not receive sick
17 pay.

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19 Permanent FTE nurses will be eligible to volunteer for pre-scheduled double-time shifts when
20 they are scheduled to meet their permanent FTE within the pay period. Their FTE is fulfilled by
21 actual hours worked, approved and pre-scheduled vacation, mandatory or pre-scheduled
22 continuing education, and accrued paid sick leave.

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24 Nonpermanent and Intermittent (Per Diem) nurses will not be eligible to volunteer for pre-
25 scheduled double-time shifts until they have scheduled up to thirty six (36) hours in the week of
26 the pre-scheduled double-time shift. Nonpermanent and Intermittent nurses must also work all
27 scheduled hours in the week of the pre-scheduled double time shift in order to be
28 compensated at double time for the shift(s). If they do not, they will be compensated at the
29 appropriate rate of pay in accordance with the Nonpermanent and Intermittent Article.

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31 All nurses, once scheduled, are expected to honor the commitment, with the exception of
32 illness or serious emergency. Notification of absence is required at least two (2) hours before
33 the beginning of all shifts. Pre-scheduled double-time shifts cannot be stacked with standby or
34 callback pay.

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36 Failure by the Employer to notify or attempt to notify staff of cancellation at least two (2) hours
37 in advance of the shift will result in the employee being assigned to a unit for two (2) hours.

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39 This MOU will be effective October 1, 2022, and will expire on June 30, 2025.
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Tentatively Agreed To:

For the Union:

For the Employer:

Date:

Date:

For the Union:

Date: