

**ARTICLE 9 - SALARIES/PAY ITEMS**

1  
2  
3 9.1 Wage Rates. Nurses covered by this Agreement shall be paid in accordance  
4 with the wage schedule as shown in Appendix II.

5  
6 The wage schedule in Appendix II reflects the following:  
7

8 ~~Effective July 1, 2021, each classification represented by WSNA will continue to~~  
9 ~~be assigned to the same Pay Table and Salary Range as it was assigned on~~  
10 ~~June 30, 2021. Effective July 1, 2021, each nurse will continue to be assigned to~~  
11 ~~the same Salary Range and Step that they were assigned on June 30, 2021~~  
12 ~~unless otherwise agreed. Nurses who are paid above the maximum for their~~  
13 ~~range on June 30, 2021 will continue to be paid above the maximum range on~~  
14 ~~July 1, 2021 unless otherwise agreed.~~

15  
16 A. Effective beginning of the pay period following 90 days after ratification, all  
17 step values of table BJ range 02 will be increased by three percent (3%). This  
18 increase will be based upon the salary schedule in effect on October 1, 2022.

19  
20 A.B. Effective July 1, 2023~~4~~, all step values of table BJ range 02 will be  
21 increased by ~~one-four~~ percent (~~41~~%). This increase will be based upon the  
22 salary schedule in effect on June 30, 202~~3~~~~2~~~~1~~.

23  
24 B.C. Effective July 1, 2024~~2~~, all step values of table BJ range 02 will be  
25 increased by an additional ~~two-three~~ percent (~~32~~%). This increase will be  
26 based upon the salary schedule in effect on June 30, 202~~4~~~~3~~~~2~~.

27  
28 ~~C. Effective July 1, 2021, Table BJ, all step values of Range 02 will be increased~~  
29 ~~by an additional five (5%) for recruitment and retention purposes.~~

30  
31 D. The RN 3 scale shall be amended to reflect eight percent (8%) above the RN  
32 2 scale at each step of the wage scale throughout the life of this Agreement.  
33

34 9.2 Recognition for Past Experience. All RNs hired during the term of this  
35 Agreement shall be given full credit (year for year) for continuous recent  
36 experience when placed on the wage scale. For the purpose of this section,  
37 continuous recent experience as a registered nurse shall be defined as clinical  
38 nursing experience in an accredited hospital or skilled nursing facility (including  
39 temporary employment with an employer) without a break in nursing experience  
40 that would reduce the level of nursing skills in the opinion of the Employer.  
41

42 9.3 Changes in Market Conditions. If market conditions for RNs change such that  
43 the Employer determines that an upward adjustment in one or more economic  
44 areas is essential to maintain competitiveness, WSNA will be given at least thirty  
45 (30) days' notice, in advance of the implementation date, to discuss the reason  
46 for the adjustment.

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Tentatively Agreed To:

For the Union:

For the Employer:

DocuSigned by:

*Robert H. Lavitt*

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Date: 9/30/2022

DocuSigned by:

*Kristi Aramena*

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Date: 9/30/2022

For the Union:

DocuSigned by:

*Ed Bercher*

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Date: 9/30/2022

**ARTICLE 10 – PREMIUM PAY**

1  
2  
3 10.1 Shift Premium. RNs assigned to work the second (3:00 pm - 11:00 pm) shift  
4 shall be paid a shift premium of two dollars and fifty cents (\$2.50) over the hourly  
5 contract rates of pay. RNs assigned to work the third shift (11:00 pm - 7:00 am)  
6 shall be paid a shift differential of four dollars and fifty cents (\$4.50) over the  
7 regular rate of pay. RNs shall be paid shift differential on second or third shift if  
8 the majority of hours are worked during the designated shift.

9  
10 A RN permanently assigned to second (evening) or third (night) shift will receive  
11 the shift premium assigned to that shift. A RN who is temporarily assigned, within  
12 the RN's FTE, to another shift with a lower shift rate will receive the higher shift  
13 rate if the temporary assignment is not greater than five (5) consecutive working  
14 days.

15  
16 A RN who is on a paid leave of absence will receive the shift premium assigned  
17 to the RN's permanent schedule.

18  
19 10.2 Charge Nurse Pay. A RN2 who is assigned in writing Charge Nurse  
20 responsibility by the Nurse Manager or designee for an organized unit for a  
21 period of one (1) or more hours shall receive Charge Nurse premium pay for all  
22 such hours worked. Charge nurse premium shall be two dollars and fifty cents  
23 (\$2.50) per hour. "Organized unit" shall be defined by the Employer.

24  
25 Upon successful completion of the probationary period, all RNs shall be eligible  
26 to ask for training as charge nurse. If a nurse is not granted training, the nurse  
27 will receive a written explanation. The Charge Nurse will receive appropriate  
28 orientation prior to being assigned Charge Nurse responsibilities. (The content of  
29 such orientation for each unit shall be reviewed through the Joint Conference  
30 Committee.)

31  
32 RNs regularly assigned to a specific unit and who are qualified to act in charge  
33 will be placed in charge before a nurse floated to that unit is placed in charge.  
34 RNs floating to a unit shall then be assigned charge only by mutual consent.

35  
36 10.2.1 Training for Charge Nurse Position. The Employer will make a good faith  
37 effort to provide unit-based and house-wide charge nurse training prior to  
38 being assigned the role of charge nurse. The unit-based training shall  
39 include but is not limited to a written job description and disaster protocol  
40 for the specific unit. House-wide training shall also include disaster  
41 protocol for the entirety of UWMC – Montlake.

42  
43 10.3 Stand-by Premium. Off-duty standby assignments shall be posted with regular  
44 schedules and determined in advance by supervision. Volunteers will be used for  
45 standby assignment when practicable. RNs placed on standby status off the  
46 UWMC – Montlake premises shall be compensated at the rate of ~~four dollars and~~

1 ~~twenty five cents (\$4.25) per hour for the first thirty (30) hours. RNs shall receive~~  
2 ~~six dollars and twenty five cents (\$6.25) per hour for all standby hours of thirty-~~  
3 ~~one (31) or more per pay period. seven dollars (\$7.00) per hour for all standby~~  
4 ~~hours.~~

5  
6 When called in from standby status, the nurse shall receive premium pay (time  
7 and one-half the nurse's regular rate) for a minimum work period of three (3)  
8 hours. If a nurse is called from stand by status to work within eight (8) hours of  
9 the nurse's next scheduled shift, the nurse will be permitted a minimum of the  
10 next eight (8) hours off duty. The nurse may use leave without pay or benefit time  
11 other than sick time off except where the use of sick time off is otherwise  
12 appropriate.

- 13  
14 10.4 Pre-scheduled Voluntary Overtime. After the initial scheduled bid is incorporated  
15 and posted, the Employer may offer pre-scheduled voluntary overtime shifts to  
16 nurses, including intermittent and nonpermanent employees.

17  
18 The shifts shall be compensated at the rate of time and one-half (1 ½ X) the  
19 regular rate of pay plus an additional two (2) hours of extra pay for the shift. The  
20 extra pay shall be compensated at the regular rate of pay. If the shift is cancelled  
21 at least one (1) hour prior to the start of the shift, the premium will not be paid.  
22 The nurse shall receive the premium pay (time and one-half (1 ½ X) the nurse's  
23 regular rate) for a minimum work period of three (3) hours. This pay is in addition  
24 to all compensation contained in the CBA except this compensation cannot be  
25 bundled with call back.

26  
27 After the initial scheduled bid is incorporated and posted, the Employer may also  
28 offer extra shifts at straight time (up to 1.0s FTE).

- 29  
30 10.5 Call Back. Any time actually worked in call back shall be compensated at the  
31 rate of time and one-half (1 ½ X) the regular rate of the nurse concerned. When  
32 called back, the nurse shall receive bonus pay and premium pay (time and one-  
33 half (1 ½ X) the nurse's regular rate) for a minimum work period of three (3)  
34 hours. When a scheduled work period nurse has left the institution grounds and  
35 is called to return to the work station outside of regularly scheduled hours to  
36 handle emergency situations which could not be anticipated, they shall receive  
37 two (2) hours' bonus pay plus time actually worked. The bonus pay shall be  
38 compensated at the regular rate; time worked shall be compensated at time and  
39 one-half (1 ½ X). Time worked immediately preceding the regular shift does not  
40 constitute call back, provided time worked does not exceed two (2) hours or  
41 notice of at least eight (8) hours has been given. A nurse on standby status  
42 called to return to the work-station does not qualify for call back pay as they  
43 received standby premium pursuant to Section 10.3 above.

- 44  
45 10.6 Temporary Assignment to a Higher Position. Whenever a nurse is temporarily  
46 assigned in writing by the Employer to regularly perform the principal duties of a

1 higher-level nursing position ~~for a period of five (5) or more scheduled working~~  
2 ~~days within the nurse's standard work period as specified in Article 7, Section 2,~~  
3 ~~they~~ shall be paid a temporary salary increase (TSI) of at least five percent (5%)  
4 over the present salary but not to exceed the maximum of the range for the  
5 higher classification. Said increase shall be paid beginning with the first day and  
6 to include the days working such assignment. Such assignments must be by  
7 mutual agreement.  
8

- 9 10.7 Preceptor Premium Pay. An experienced RN2 who is assigned in writing by the  
10 Manager or designee as a Preceptor shall receive Preceptor Premium Pay at the  
11 rate of one dollar and fifty cents (\$1.50) per hour.  
12

13 A Preceptor is defined as an experienced RN2 specifically responsible for  
14 planning, organizing and evaluating the new skill development of an employee,  
15 traveler, or a senior student fulfilling their practicum, according to the unit's plan  
16 for orientation. They are responsible for specific, criteria based and goal directed  
17 education and training for a specific period. They function as a role model,  
18 teacher, evaluator and resource person.  
19

20 Preceptor pay is generally not paid to RNs who, as stated in the job description,  
21 participate in the general orientation and teaching of health care professionals  
22 and personnel including, but not limited to RN's temporarily assigned as  
23 supplemental staff to the unit on a shift-by-shift basis, RN's orienting to the  
24 Charge Nurse role, and non-RN personnel.  
25

- 26 10.8 Float Premium. The Employer recognizes a value to patient care when a  
27 registered nurse floats from one unit/clinic to another to meet staffing/patient care  
28 needs such as the additional RN staff required to meet the acuity of the patients  
29 of the unit, the census/volume and to cover vacations, unscheduled absences,  
30 and continuing education. Registered Nurses assigned to work outside the unit(s)  
31 for which they were hired as a part of that unit's matrix staff for a defined shift of  
32 at least four (4) hours will be compensated with a float premium of one dollar and  
33 fifty cents (\$1.50) per hour for every hour worked. Registered Nurses employed  
34 solely in the Resource Team/Float Pool (excluding Stat and PICC/Vascular  
35 Access Program registered nurses) will receive a float premium of four-five  
36 dollars (\$45.00) per hour for all hours.  
37

38 10.8.1 New Nurse Float Pay. Registered Nurses hired after the effective date of  
39 this agreement who are new graduates shall not receive the float premium  
40 until they work independently clinically, or for one (1) year, whichever is  
41 earlier (for the purposes of this section, "new graduate" is defined as a  
42 nurse who has graduated in the past nine (9) months). For the purposes of  
43 this section, "independently clinically" is defined as the Registered Nurse  
44 being counted for the purpose of the staffing matrix.  
45

- 1 10.9 Certification Premium. The Employer recognizes a value to patient care when  
2 RNs are certified in their area of specialty practice. Eligible registered nurse will  
3 be compensated by an hourly certification premium of one dollar and twenty-five  
4 cents (\$1.25) for all hours paid. All bargaining unit RNs who obtain and maintain  
5 a current, nationally recognized renewable certification in a specialty that is  
6 representative of the patient population to which they are primarily assigned,  
7 based upon management approved Nursing Specialty Certification List, will be  
8 eligible. Float RNs must be certified in a specialty to which they would reasonably  
9 be expected to consistently float to be eligible for the certification premium.  
10 Certified RNs will only be eligible for one (1) certification premium regardless of  
11 other certifications the nurse may have.  
12
- 13 10.10 STAT Nurse Premium  
14 RN2s designated as STAT nurses will receive the four dollars (\$4.00) per hour  
15 STAT nurse premium for every hour worked as a STAT nurse and in addition, will  
16 receive the Charge nurse premium of two dollars and fifty cents (\$2.50) per hour  
17 for every hour worked as a STAT nurse.  
18  
19 RN3s designated as STAT nurses will receive the four dollars (\$4.00) per hour  
20 STAT nurse premium for every hour worked as a STAT nurse.  
21  
22 Extra-Corporeal Life Support (ECLS) Premium  
23 RN2s designated as ECLS nurses will receive the four dollars (\$4.00) per hour  
24 ECLS nurse premium for every hour worked as an ECLS nurse and in addition,  
25 will receive the Charge nurse premium of two dollars and fifty cents (\$2.50) per  
26 hour for every hour worked as an ECLS nurse.  
27  
28 RN3s designated as ECLS nurses will receive the four dollars (\$4.00) per hour  
29 ECLS nurse premium for every hour worked as an ECLS nurse.  
30  
31 Resource Vascular Access Team (RVAT) Premium  
32 RN2s and RN3s designated as members of the Resource Vascular Access  
33 Team ("RVAT") will receive the four dollars (\$4.00) per hour RVAT premium for  
34 all hours worked.  
35
- 36 10.11 Clinical Advisor. A RN assigned by the Nurse Manager to act as a Clinical  
37 Advisor as defined in section 11.13 will receive a premium of one dollar and fifty  
38 cents (\$1.50) per hour for all hours worked.  
39
- 40 10.12 Parking. WSNA agrees that during the life of this Agreement, the Employer may  
41 apply changes in transportation policy, including adjusting parking and U-PASS  
42 fees and criteria for assigning parking spots, to the bargaining unit without the  
43 obligation to bargain with WSNA. The Conference Committee will meet and  
44 resolve the issues of nurses receiving parking tickets as a result of working  
45 overtime, as well as safe parking for on-call nurses coming in at off-hours. In

1 addition, WSNA (by and through its designee) shall have a seat on the University  
2 of Washington Transportation Committee.

3  
4 10.13 Weekend Premium. When an RN works a weekend as defined in section 7.5  
5 they will receive a premium of four dollars (\$4.00) per hour.

6  
7 10.14 BSN Premium. A RN who holds a BSN or higher degree in nursing shall receive  
8 one dollar (\$1.00) per hour premium pay.

9  
10 10.15 MSN/MN Premium. A RN who attains a Master of Science in Nursing (MSN) or a  
11 Master of Nursing (MN) degree shall receive a one (1)-step pay increase with  
12 proof of the degree.

13  
14 10.16 NICU Resource Premium. An RN working in the NICU shall receive a premium of  
15 one dollar and fifty cents (\$1.50) per hour when assigned to work in the role of  
16 the Resource Nurse in the NICU. This premium shall not apply to hours worked  
17 in any other department or unit.

18  
19  
20 Tentatively Agreed To:

For the Union:	For the Employer:
<p>DocuSigned by: <i>Robert H. Lavitt</i></p>	<p>DocuSigned by: <i>Kristi Aravena</i></p>
Date: 9/30/2022	Date: 9/30/2022
For the Union:	
<p>DocuSigned by: <i>Ed Bercher</i></p>	
Date: 9/30/2022	

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**ARTICLE 16 – SICK TIME OFF****16.1 Sick Time Off—Accrual.**

- 1) Full-time RNs shall accrue eight hours of sick time off for each month of completed service. Paid sick time off may not be used in advance of accrual.
- 2) RNs working less than a full-time schedule shall accrue sick time off on the same pro-rata basis that their employment schedule bears to a full-time schedule.
- 3) Employees with leave without pay exceeding 80 hours in a month (prorated for part-time) will earn a monthly accrual proportionate to the number of hours in pay status, in the month to that required for full-time employment. Sick leave accruals must not exceed eight hours in a month.

**16.2 Family Members.** The RN's spouse or domestic partner (any sex), child, parent, grandparent, grandchild, sibling. Family member also includes individuals in the following relationships with the RN's spouse or domestic partner: child, parent and grandparent. "Child" also includes a child of a legal guardian or de facto parent, regardless of age or dependency status and those to whom the nurse is "in loco parentis" or "de facto" parent as well as a child of a legal guardian or de facto parent. Parent and Parent-in-law also includes de facto parent, foster parent, stepparent, or legal guardian.

**16.3 Sick Time Off—Use.**

- 1) Sick time off shall be allowed an nurse under the following conditions:
  - a) Because of and during illness, disability or injury which has incapacitated the nurse from performing required duties.
  - b) By reason of exposure of the nurse to a contagious disease during such period as attendance on duty would jeopardize the health of fellow nurses or the public.
  - c) Because of emergencies caused by serious illness or injury of a family member fifteen years of age and over that require the presence of the nurse to provide immediate necessary care of the patient or to make arrangements for extended care. The Employer may authorize sick time off use as provided in this subsection for other than family members.
  - d) To care for a child, as defined under section 15.2 above, under the age of eighteen (18) with a health condition that requires treatment or supervision, or to make arrangements for extended care.



- 1 e) Because of illness or injury of a family member who is a person of  
2 disability and requires the nurse's presence to provide short-term care or  
3 to make arrangements for extended care.  
4
- 5 f) To provide emergency child care for the nurse's child.  
6
- 7 g) Because of a family member's death that requires the assistance of the  
8 nurse in making arrangements for interment of the deceased.  
9
- 10 h) For personal medical, dental, or optical appointments or for family  
11 members' appointments when the presence of the nurse is required, if  
12 arranged in advance with the employing official or designee.  
13
- 14 2) Sick time off may be granted for condolence or bereavement.  
15
- 16 3) In accordance with the Washington Family Care Act, RCW 49.12, RNs shall  
17 be allowed to use any or all of their choice of sick time off or other paid time  
18 off to care for their (a) child with a health condition that requires treatment or  
19 supervision or (b) spouse, parent, parent-in-law or grandparent who has a  
20 serious health condition or an emergency condition. Nurses shall not be  
21 disciplined or otherwise discriminated against because of the exercise of  
22 these rights.  
23
- 24 4) Sick Time Off Verification: The Employer will not require verification for  
25 absences of three (3) consecutive work days or less. Such verification or  
26 proof may be given to the supervisor/manager or Human Resources  
27 according to departmental policy.  
28
- 29 5) Any discrimination or retaliation against a nurse for lawful exercise of paid  
30 sick time off rights is not allowed. Corrective action may not be taken for the  
31 lawful use of paid sick time off.  
32
- 33 16.4 Bereavement Time Off. Three (3) days of bereavement time off shall be granted  
34 for each death of a family member as defined in section 156.2, above.  
35
- 36 Sick time off in addition to the three (3) days of bereavement time off may be  
37 used for the purpose of bereavement with the approval of the nurse manager.  
38
- 39 16.5 Sick Time Off Cash Out.  
40
- 41 1) Nurses shall be eligible to receive monetary compensation for accrued sick  
42 time off as follows:  
43
- 44 a) In January of each year, and at no other time an nurse whose year-end  
45 sick time off balance exceeds four hundred and eighty (480) hours may

1 choose to convert sick time off hours earned in the previous calendar year  
2 minus those used during the year to monetary compensation.

- 3  
4 i. No sick time off hours may be converted which would reduce the  
5 calendar year-end balance below four hundred and eighty (480) hours.  
6 ii. Monetary compensation for converted hours shall be paid at the rate of  
7 twenty-five percent (25%) and shall be based upon the nurse's current  
8 salary.  
9 iii. All converted hours will be deducted from the nurse's sick time off  
10 balance.

11  
12 b) Nurses who separate from state service due to retirement or death shall  
13 be compensated for their unused sick time off balance at the rate of  
14 twenty-five percent (25%). Compensation shall be based upon the nurse's  
15 salary at the time of separation. For the purpose of this subsection,  
16 retirement shall not include "vested out-of-service" nurses who leave funds  
17 on deposit with the retirement system.

18  
19 2) Compensation for unused sick time off shall not be used in computing the  
20 retirement allowance; therefore no contributions are to be made to the  
21 retirement system for such payments, nor shall such payments be reported as  
22 compensation.

23  
24 3) A nurse who separates from the classified service for any reason other than  
25 retirement or death shall not be paid for accrued sick time off.

26  
27 16.6 Sick Time Off Donation. In accord with state law and Employer policy, RN's may  
28 donate sick time off to any nurse entitled to receive such donations under the  
29 University's Shared Leave Programs under APS 45.10 and 45.9.

30  
31 16.7 Advance Notification. All nurses working any shift shall notify the Employer at  
32 least two hours in advance of the nurse's scheduled shift if unable to report for  
33 duty as scheduled.

34  
35 16.8 Voluntary Employee Beneficiary Association (VEBA). RNs who retire from the  
36 University of Washington may participate in the University's VEBA program in  
37 accord with the terms and conditions of the program at the time of the RN's  
38 retirement. Such terms and conditions may be found on the HR website at:  
39 [https://hr.uw.edu/benefits/retirement-plans/nearing-retirement/veba-sick-leave-](https://hr.uw.edu/benefits/retirement-plans/nearing-retirement/veba-sick-leave-cash-out-at-retirement/)  
40 [cash-out-at-retirement/](https://hr.uw.edu/benefits/retirement-plans/nearing-retirement/veba-sick-leave-cash-out-at-retirement/).

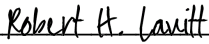
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Tentatively Agreed To:


For the Union:

For the Employer:

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Date: 9/30/2022

DocuSigned by:  
  
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Date: 9/30/2022

For the Union:

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Date: 9/30/2022

**MOU: Pay Ranges for Registered Nurses**

During negotiations for the 2023-25 successor agreement, the parties reached agreement on the following recruitment and retention increases effective January 1, 2023

Steps A to E of Pay Table BZ Range 02 will be increased by two percent (2%). This increase will be based upon the salary schedule in effect December 31, 2022.

The values on Pay Table BZ, Range 03 will be increased to reflect eight percent (8%) above Table BZ, Range 02 at each step of the wage scale.

This MOU will expire upon implementation.

Tentatively Agreed To:

For the Union:

For the Employer:

DocuSigned by:  
*Robert H. Lavitt*  
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DocuSigned by:  
*Kristi Aravena*  
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Date: 9/30/2022

Date: 9/30/2022

For the Union:

DocuSigned by:  
*Ed Archer*  
719D4FDD5E284BA...

Date: 9/30/2022

**MEMORANDUM OF UNDERSTANDING**  
**BETWEEN**  
**THE UNIVERSITY OF WASHINGTON (UNIVERSITY)**  
**AND**  
**THE WASHINGTON STATE NURSES ASSOCIATION (UNION)**  
**MOU: EMERGENCY DEPARTMENT MANDATORY STANDBY**

~~Standby will be administered in the following way:~~

~~All classified nurses shall self-schedule for one shift of standby per schedule. Any gaps in the schedule will be filled in the following order:~~

- ~~1. Volunteers (classified, intermittent, and nonpermanent nurses).~~
- ~~2. Travelers.~~

~~Standby shifts shall not exceed twelve (12) hours in length and shall not exceed one (1) shift per schedule period per classified nurse unless the nurse agrees to voluntarily sign up for additional standby shifts.~~

~~The standby schedule will be posted with the final work schedule pursuant to section 7.4 of the CBA.~~

~~After the schedule is posted, standby shifts may be given away or traded between nurses.~~

Tentatively Agreed To:

For the Union:

For the Employer:

DocuSigned by:  
*Robert H. Lavitt*  
\_\_\_\_\_  
D2DDD0DBFFB2423...  
Date: 9/30/2022

DocuSigned by:  
*Kristi Aravena*  
\_\_\_\_\_  
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Date: 9/30/2022

For the Union:

DocuSigned by:  
*Ed Archer*  
\_\_\_\_\_  
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Date: 9/30/2022

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

**MOU: STANDBY**

During negotiations for the 2021-2023 successor agreement, the parties reached agreement on the following regarding Standby:

- A. The Employer agrees that on-call/standby staffing will be mandatory only in those departments listed on the following table.
- B. The parties agree that voluntary on-call/standby will be permitted in all departments, including those that do not currently have mandatory on-call/standby. In departments with staffing variance, the parties agree that voluntary on-call/standby systems will be encouraged to cover shortages.
- C. The parties agree to negotiate over on-call/standby for additional departments if the Employer provides data that demonstrates that voluntary on-call/standby is not sufficient to cover unanticipated shortages in those additional departments.
- D. Once the Employer provides the data to WSNA, the Employer will provide sixty days' notice to WSNA of its intent to bargain. The Employer will provide release time for four (4) nurses in the bargaining unit to attend negotiations.

<b>DEPARTMENTS THAT REQUIRE CLASSIFIED RNS TO TAKE CALL</b>			
<b>Department Name</b>	<b>Yes</b>	<b>No</b>	
[086012] 5E CRITICAL CARE		X	
[086013] 5SE CRITICAL CARE		X	
[086016] NEONATAL ICU		X	
[086017] 7NE ONCOLOGY		X	and 8SA also no
[086080] 8NE ONCOLOGY		X	
[086086] 7S GEN CLIN RES CTR		X	
[086087] 6NE MEDICAL		X	
[086089] 7SE ONCOLOGY		X	
[086092] 4SE MEDICAL SURGICAL		X	
[086093] 6 SE ORTHOPAEDICS		X	
[086094] 4NE MEDICAL-SURGICAL		X	
[086096] PERINATAL DAILY		X	
[086098] 5NE MEDICAL-SURGICAL		X	
[086099] 8N REHAB MEDICINE		X	

[086151] PSYCHIATRY		X	
[087020] OPERATING ROOMS	X		
[087025] OR ROOSEVELT		X	
[087030] POST ANESTHESIA CARE	X		
[087111] CARD DIAG-EKG		X	
[087122] CARDIOLOGY-HEART CATH	X		ICRU yes
[087139] RADIOLOGY-SUPPORT SVC	X		
[087140] RADIOLOGY-DIAGNOSTIC	X		
[087141] RADIOLOGY ANGIOGRAPHY	X		
[087143] RADIOLOGY R		X	
[087152] RADIATION ONCOLOGY	X		
[087195] VASCULAR ACCESS RN SV		X	
[087230] EMERGENCY DEPARTMENT	X	X	
[087265] OUTPATIENT PSYCHIATRY		X	
[087269] 8SE INFUSION		X	
[087274] CLINICAL SUPPOR RESOU		X	
[087285] ESC SHARED CLINIC	X		
[087300] OTO HEAD AND NECK SUR		X	
[087305] NEUROLOGY CLINIC		X	
[087307] NEUROLOGICAL SURGERY		X	
[087310] MED SPECIALTY CLINIC		X	
[087311] INTERNAL MED CLINIC R		X	
[087320] DIGESTIVE DISEASE CTR	X		
[087321] BRONCHOSCOPY		X	
[087322] ESC GI_ENDOSCOPY	X		
[087325] CAMPUS HEALTH CLINIC		X	
[087330] SURGERY CLINIC		X	
[087331] PAIN CLINIC		X	
[087332] WEIGHT LOSS CENTER		X	
[087333] DERM SURGERY		X	
[087335] DERMATOLOGY CLINIC		X	
[087340] MATERNAL INFANT CARE		X	
[087342] WOMENS HEALTH CTR R		X	
[087343] WHCC REI	X		University Reproductive Clinic (URC)
[087346] ARLINGTON MFM CLINIC		X	
[087350] UROLOGY CLINIC		X	
[087351] MENS HEALTH CENTER		X	
[087355] UW MEDICINE MS CENTER		X	
[087360] REHAB MED CLINIC		X	

[087370] CHDD		X	
[087375] PEDIATRIC CLINIC R		X	
[087405] DIABETES CARE CTR 740		X	
[087440] BONE & JOINT CENTER		X	
[087442] STADIUM CLINIC		X	
[087483] SPEC PROC O/P SV 7483		X	
[087485] PRE-SURGERY CLINIC/PS		X	
[087487] R H C NORTH		X	
[087715] CARDIOLOGY EPS LAB771		X	
[087717] CARDIOLOGY CLINIC 771		X	
[087717] CARDIOLOGY CLINIC 771 - VAD ONLY	X		
[087947] TRANSP PROG ADMIN 794	X		
[088115] LUNG-POST TRANSPLANT	X		
[088547] CARDIAC TRANSPLANT P	X		
[088726] RESOURCE MGMT CNTR		X	
[088730] RESOURCE TEAM		X	
[088740] AMBULATORY FLOATS		X	
ECLS Nurses during ECLS Shifts	X		
Regional Health Center VAD Nurses	X		

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Tentatively Agreed To:

For the Union: For the Employer:

DocuSigned by: DocuSigned by:  
   
D2DDD0DBFFB2423... 255BCC783CD346E...

Date: 9/30/2022 Date: 9/30/2022

For the Union:

DocuSigned by:  
  
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Date: 9/30/2022



**MEMORANDUM OF UNDERSTANDING  
 BETWEEN  
 THE UNIVERSITY OF WASHINGTON (UNIVERSITY)  
 AND  
 WASHINGTON STATE NURSES ASSOCIATION (WSNA)  
 MOU – EARLY  
 RECRUITMENT AND RETENTION WAGE INCREASES**

1  
 2 During negotiations for the 2023-2025 successor agreement, the parties agreed to the  
 3 following recruitment and retention wage increases for health care classifications:  
 4

- 5 1. Effective ~~beginning of the pay period following 90 days after ratification~~ January 1,  
 6 2023 all step values of table BJ range 02 will be increased by ~~four three~~ percent  
 7 (43%). This increase will be based upon the salary schedule in effect on October  
 8 1, 2022.  
 9  
 10 2. Effective July 1, 2023, all step values of table BJ range 02 will be increased by  
 11 ~~two five~~ percent (52%). This increase will be based upon the pay table values in  
 12 effect on June 30, 2023.  
 13  
 14 3. Progression start dates are not impacted by these increases.  
 15  
 16

17 Tentatively Agreed To:

18 For the Union:

19 For the Employer:

20  
 21  
 22 DocuSigned by:  
 23 Robert H. Lavitt  
 24 D2DDD0DBFFB2423...

20  
 21  
 22 DocuSigned by:  
 23 Kristi Aravena  
 24 255BCC783CD346E...

25 Date: 9/30/2022

25 Date: 9/30/2022

26  
 27 For the Union:

28  
 29  
 30 DocuSigned by:  
 31 Ed Gardner  
 32 719D4FDD5E284BA...

33 Date: 9/30/2022  
 34  
 35



1 **MOU: UW MEDICINE PRE-SCHEDULED VOLUNTARY DOUBLE-TIME SHIFT INCENTIVE**  
2 **FOR CRITICAL STAFFING NEEDS**  
3

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.

7  
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.

12  
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.

18  
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.

23  
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.

30  
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.

35  
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.

38  
39 This MOU will be effective October 1, 2022, and will expire on June 30, 2025.  
40  
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1 Tentatively Agreed To:

2  
3 For the Union:

4 For the Employer:

5  
6  
7 DocuSigned by:

8 *Robert H. Lavitt*

9 D2DDD0DBFFB2423...

10 Date: 9/30/2022

7 DocuSigned by:

8 *Kristi Aravena*

9 255BCC783CD346E...

10 Date: 9/30/2022

11  
12 For the Union:

13  
14  
15 DocuSigned by:

16 *Ed Bercher*

17 719D4FDD5E284BA...

18 Date: 9/30/2022

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