

**ARTICLE 7 - HOURS OF WORK AND OVERTIME****7.1 Work Day.**

The normal work day shall consist of eight (8) hours work to be completed within eight and one-half (8-1/2) consecutive hours, ten (10) hours work to be completed within ten and one-half (10-1/2) consecutive hours, or twelve (12) hours work to be completed within twelve and one-half (12-1/2) consecutive hours. For ten (10) hour shifts, refer to Appendix B. For twelve (12) hour shifts, refer to Appendix C.

**7.2 Work Period.**

The normal work period shall consist of forty (40) hours of work within a seven (7) day period or eighty (80) hours of work within a fourteen (14) day period.

**7.3 Alternative Work Schedules.**

The Employer may post ten (10) hour positions and twelve (12) hour positions. The Employer may not require any nurse in an eight (8) hour position to work a ten (10) hour or twelve (12) hour position. When mutually agreeable to the supervisor, the nurse concerned and WSNA, the work schedule may consist of shifts other than eight (8), ten (10) or twelve (12) hours. Alternative work schedules may be established by agreement between an individual nurse or a group of nurses and their nurse manager within their unit. To the extent any of the terms and conditions of the alternative schedule would violate any of the provisions of this Agreement, the Employer will negotiate such schedules with WSNA prior to implementing the schedules. For ten (10) hour shifts, refer to Appendix B. For twelve (12) hour shifts, refer to Appendix C.

Alternative schedules shall be in writing, identifying in detail the schedule to be worked. A copy of the schedule will be sent to the Local Unit Chairperson within fifteen (15) days of its implementation. Once the schedule is implemented, the Employer will not discontinue it with less than six (6) weeks' notice to the affected nurses, including one (1) complete schedule posting period.

In the event a majority of the nurses involved in the alternative schedule desire to discontinue the schedule they will give their nurse manager written notice of their desire signed by each of the nurses desiring the change. On presentation of this request the nurse manager will discontinue the schedule after one (1) complete monthly work schedule under the alternative schedule has been worked after the notice.

**7.4 Work Schedules.**

It is recognized and understood that deviations from normal hours of work may occur from time to time, resulting from several causes, such as but not limited to vacations, leave of absence, weekend and holiday duty, absenteeism, employee requests, temporary shortage of personnel, low census and emergencies. The

Employer retains the right to adjust work schedules to maintain an efficient and orderly operation. Monthly work schedules shall be posted sixteen (16) days prior to the beginning of the scheduled work period. Except for emergency conditions involving patient care, and low census conditions, individual scheduled hours of work set forth on the posted work schedules may be changed only by mutual consent.

**7.4.1** Nurses are encouraged to work together to create a schedule.

Professionalism, flexibility and team work are key to a successful scheduling program. The goal is for nurses to work together to create a mutually acceptable schedule that meets the scheduling parameters as defined by the Employer. Departments will maintain procedures that define responsibilities and timeframes for each step within the scheduling process, clarify procedures for scheduling requests (e.g. trades, use of benefit time, professional leave, weekend coverage) and how scheduling conflicts are resolved. The Employer retains ultimate responsibility for schedule approval.

**7.5 Overtime.**

Overtime shall be compensated for at the rate of one and one-half ( $1\frac{1}{2}x$ ) times the regular rate of pay for time worked beyond the nurse's normal full-time work day or normal full-time work period. Double time ( $2x$ ) the regular rate of pay shall be paid for all consecutive hours worked by the nurse beyond twelve (12) hours. For purposes of computing overtime, the nurse's straight time hourly rate of pay shall include shift differential. Time paid for but not worked shall not count as time worked for purposes of computing overtime pay. Excluding emergency situations, the Employer as a matter of policy shall not reschedule a nurse for extra work because of time off with pay.

**7.5.1 Overtime Definition.** All time which is compensated for at the rate of time and one-half ( $1\frac{1}{2}x$ ) the rate of pay will be considered overtime whether or not such compensation is characterized as overtime or premium pay. Except for work on a holiday, only time worked at straight time will count toward calculation of daily or weekly overtime.

**7.5.2** The Employer will not initiate requests for nurses to work their administrative time before or after their scheduled shift.

RN3s that are approved to schedule administrative time before or after a scheduled shift shall have that time considered time worked and shall be paid at the regular rate of pay. Time worked for administrative time is determined by the nurse and will not count towards work before or after the standard shift (Section 7.5) or double time premium in excess of twelve (12) hours per day (Section 7.5) This time will also not count towards toward Rest Between Shifts (Section 7.10).

**7.6 Prohibition of Mandatory Overtime.**

The acceptance of overtime by any nurse is strictly voluntary, except that overtime may be assigned on a mandatory basis (a) because of an unforeseeable emergent circumstance, (b) because of prescheduled on-call time, (c) when the Employer documents that the employer has used reasonable efforts to obtain staffing for reasons other than chronic staff shortages, or (d) when a nurse is required to work overtime to complete a patient care procedure already in progress where the absence of the nurse could have an adverse effect on the patient.

**7.7 Overtime Approval.**

All overtime must be pre-approved by a supervisor or designee. The Employer and WSNA agree that overtime should be minimized. Overtime shall be computed to the nearest quarter hour. There shall be no pyramiding or duplication of overtime pay or premium pay paid at the rate of time and one-half (1½x). When a nurse is eligible for two (2) or more forms of premium pay and/or overtime pay, the nurse will receive the highest pay rate. Every effort will be made to discuss changes made to time records with the affected nurse prior to submission to payroll.

**7.8 Double Time Premium.**

Double time premium shall be paid for hours worked in excess of twelve (12) hours.

**7.98 Meal/Rest Periods.**

All nurses shall receive an unpaid meal period of one-half (1/2) hour. No nurse shall be required to work more than five (5) consecutive hours without a thirty (30) minute meal period unless there is an urgent patient care need. Nurses working a twelve (12) hour shift are entitled to a second thirty (30) minute meal period. If the Nurse voluntarily chooses to waive their right to a second meal period they must do so in writing on the waiver form provided by the Employer. Nurses required to remain on duty or in the Hospital during their meal period shall be compensated for such time at the appropriate rate of pay.

All nurses shall receive one paid (1) fifteen (15) minute break for every four (4) hours of work. If a nurse requests their manager (or alternate) for the time off to take a break and the manager is unable to provide adequate coverage for the nurse the Employer will pay the break time at the rate of time and one-half (1½x) times the nurse's regular rate, if the manager does not reschedule the break. Nurses should report missed breaks to their unit leadership at the time of the missed break whenever possible and enter and record missed rest and meal breaks on the time clock.

**7.109 Weekends.**

The weekend shall be defined for first (day) and second (evening) shift personnel as Saturday and Sunday. For third (night) shift personnel, the weekend shall be defined as Friday night and Saturday night. For staff who work alternative shifts and/or twelve (12) hour shifts, the shift will count as a weekend shift if the majority of the shift falls between 11pm Friday and 11pm Sunday.

The Employer will make a good faith effort to schedule all regular full and part-time nurses for every other weekend off. In the event a nurse works two successive weekends, all time worked on the second weekend shall be paid at the rate of time and one-half ( $1\frac{1}{2}x$ ) the regular rate of pay. The third regularly scheduled weekend shall be paid at the nurse's regular rate of pay. Every other weekend off cycles may be altered with at least ten (10) days' notice prior to the start date of the next posted work schedule. Subject to advance approval, nurses may request the trading of weekends, providing the schedule change does not place the Employer into an overtime pay condition. This time and one-half ( $1\frac{1}{2}x$ ) premium pay provision (and the double time ( $2x$ ) premium referenced below) shall not apply to nurses who voluntarily agree to work more, frequent weekend duty, or to nurses who have agreed to trade weekend work. The availability of weekend work shall be determined by the Employer.

Unscheduled weekend is defined as a shift that is in addition to the nurse's posted scheduled shifts after the schedule is posted and when the nurse is performing direct nursing care. Nurses that agree to work unscheduled weekend shifts shall be paid at double time ( $2x$ ) the regular rate of pay. This double time ( $2x$ ) the regular rate of pay cannot be stacked with the successive weekend premium above.

This section does not apply to scheduled standby shifts. Paid time off taken on a weekend does not count as a weekend shift worked for purposes of eligibility of the double time ( $2x$ ) premium.

#### **7.119 Rest Between Shifts.**

Nurses who qualify for rest between shifts premium ( $1.5x$ ) will receive it for eight (8) hours.

Nurses will qualify to receive rest between shifts premium if they do not receive eleven (11) hours rest between regularly scheduled shifts. This includes time worked from call back or standby situations.

Nurses who are called back to work, whether or not the nurse was on standby, will qualify for rest between shifts premium if the work performed from standby or call back results in the nurse not receiving eleven (11) hours unbroken rest before the start of the nurse's next regularly scheduled shift.

#### **7.124 Shift Rotation.**

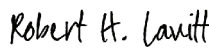
Should shift rotation be required on a temporary basis, volunteers will be sought first. If there are insufficient volunteers, the Employer will assign shift rotation on the basis of qualifications and reverse seniority on the affected unit. A nurse is entitled to take up to twenty-four (24) hours of rest both before and after a shift rotation occurs if the change in start time from the nurse's regular shift to the adjusted shift is greater than or equal to ten (10) hours.

**7.124.1 Limitations on Occurrence of Shift Rotation.** The Employer will limit required shift start changes, of more than eight (8) hours, to two (2) per twenty-eight (28)-day work schedule. For example, if an RN is on day shift and rotates to evening shift, this constitutes one of the two allowable shift rotations. When the RN returns to day shift, this constitutes the second of two allowable shift rotations within the twenty-eight (28)-day work schedule.

**7.124.1 Double Shifts.** Any nurse who works a double shift of at least sixteen (16) hours in combination, may request to have their next scheduled shift off, if that shift is within twenty-four (24) hours of the end of their double shift. If the nurse requests, they shall be entitled to draw on any accrued and unused annual leave to cover the hours of the shift they have requested off. If the nurse has opted for taking their shift off and patient demand cannot be covered by another nurse and, therefore, the nurse is required to work their shift, the nurse will receive payment at the overtime rate of time and one-half ( $1\frac{1}{2}x$ ) for all hours worked on that shift.


Tentatively Agreed To:

For the Union:

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Date: 9/30/2022

For the Employer:

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**ARTICLE 8 - COMPENSATION****8.1 Progression Start Dates**

Annually the salary of nurses covered by the UWMC-NW bargaining units will be increased by one step on the nurse's progression start date until the nurse has reached the top step of the appropriate salary range. For purposes of step increases, the progression start date will be determined as follows:

- a) The first of the current month for actions occurring between the first and the fifteenth of the month; or,
- b) The first of the following month for actions occurring between the sixteenth and the end of the month.

When unpaid time off exceeds ten (10) working days in any calendar month or eighty (80) hours prorated for part-time employment, the progression start date will be extended by one (1) month. Unpaid time off for Worker's Compensation, military service, or for the purpose of formal collective bargaining sessions, will not alter the progression start date.

When a nurse returns from layoff status, the progression start date will be reestablished and extended by an amount of time equal to the period of layoff to give credit for time served in a salary step prior to layoff.

When a progression start date coincides with a promotional date, the appointment to a new salary range, and/or a market adjustment, the step increase will be applied first.

**8.2 Date of Implementation.**

Wage increases, longevity increments, and increases in other forms of compensation set forth in this Agreement shall become effective at the beginning of the first full payroll period on or after the calendar dates designated.

**8.3 Recognition for Past Experience.**

Full-time and part-time nurses hired during the term of this Agreement shall be compensated in accordance with the following plan:

- a) All nurses hired during the term of this Agreement shall be given full credit for continuous recent experience when placed on the wage scale.
- b) For purposes of this section, continuous recent experience as a registered nurse shall be defined as clinical nursing experience in an accredited hospital or skilled nursing facility (including temporary employment with an



employer) without a break in nursing experience which would reduce the level of nursing skills in the opinion of the Employer.

#### 8.4 Wage Increases

Nurses covered by this Agreement shall be paid in accordance with the wage schedule as shown in Appendix E.

The wage schedule in Appendix E reflects the following:

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

~~A. Effective the beginning of the pay period following 90 days after ratification, all step values of Table BZ, Range 02 will be increased by an additional three percent (3%). This increase will be based upon the salary schedule in effect on October 1, 2022.~~

~~A.B.~~ Effective July 1, 202~~31~~<sup>4</sup>, all step values of Table BZ, Range 02 will be increased by an additional ~~one~~<sup>four</sup> percent (~~1~~<sup>4</sup>%). This increase will be based upon the salary schedule in effect on June 30, 202~~32~~<sup>4</sup>.

B. Effective July 1, 202~~42~~<sup>4</sup>, all step values of Table BZ, Range 02 will be increased by an additional ~~two~~<sup>three</sup> percent (~~2~~<sup>3</sup>%). This increase will be based upon the salary schedule in effect on June 30, 202~~43~~<sup>2</sup>.

~~C. Effective July 1, 2021, UWMC-Montlake Pay Table BJ, Range 02 will be increased by 5% for recruitment and retention purposes. Effective July 1, 2021, UWMC-NW Pay Table BZ, Range 02 will adopt the higher values of equivalent steps from Table BJ, Range 02. When the current step value at Table BZ is higher than the new step value at Table BJ, the current step value will be maintained. Top Step AE of Table BZ (with no comparison at Table BJ) will keep the one percent (1%) differential over Step AD.~~

D. The RN 3 scale shall be amended to reflect eight percent (8%) above the RN2 scale at each step of the wage scale throughout the life of this Agreement. Charge Nurse will remain two dollars and fifty cents (\$2.50) above each step on the RN2 scale and Float Nurse will remain five dollars (\$5.00) above each step on the RN2 scale.

1 E. Range increases on Table BZ will be calculated based off the full time  
2 monthly value and then converted to an hourly rate.  
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7 For the Union:

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**ARTICLE 9 - OTHER COMPENSATION****9.1 Shift Differential.**

Nurses assigned to work the second (3-11 p.m.) shift shall be paid a shift differential of two dollars and fifty cents (\$2.50) ~~per hour~~ over the hourly contract rate of pay. Nurses assigned to work the third (11 p. m. – 7 a. m.) shift shall be paid a shift differential of four dollars and fifty cents (\$4.50) ~~per hour over the hourly rate of pay~~. Nurses shall be paid shift differential on second or third shift if the majority of hours are worked during the designated shift ~~for those hours worked on a second or third shift if four (4) or more hours are worked on the designated shift. Nurses who are assigned to and who work the third shift and who continue working into the first (1st) shift shall continue to receive the third shift differential for all hours worked on the first (1st) shift.~~ RNs who are assigned to work first shift shall receive second shift differential when they work four (4) or more hours after 1500.

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

An RN who is using paid time off will receive the shift premium if the RN has a permanent work shift designation of evening or night.

**9.2 Low Census Standby Premium and Callback Pay When Called Back from Low Census.**

Where there is a low census, under section 6.14, nurses may be put on standby during the hours they are scheduled to work and will be compensated at the rate of four dollars (\$4.00) for each hour on standby. If the nurse is called in from standby, then the nurse will be guaranteed a minimum of three (3) hours' pay at time and one-half (1 ½ X) the nurse's regular rate of pay. The nurse will be paid at the nurse's regular rate of pay for the remainder of the scheduled shift. In addition, the nurse shall receive standby pay for the entire shift. Nurses who agree to be on standby shall continue to be considered on low census and all such hours shall count toward seniority and benefit accrual. If in any unit, voluntary standby is not routinely accepted by nurses on that unit, the Employer may give WSNA thirty (30) days' written notice to apply standby in that unit according to the low census order of Article 6.14.

**9.3 On Call Premium and Callback Pay.**

Nurses assigned to be on call during the hours outside of the nurse's regularly scheduled shift, shall be paid ~~four dollars (\$4.25) for each hour designated on call. RNs shall receive six dollars and twenty-five cents (\$6.25) per hour for all standby hours of thirty-one (31) or more per pay period~~ seven dollars (\$7.00) per

hour for all standby hours. If the nurse is called to work, they shall be guaranteed a minimum of three (3) hours' pay at the rate of time and one-half (1½x) the nurse's regular rate of pay in addition to on call pay. Nurses on call shall be provided with signal devices. Travel to and from the Hospital shall not be considered time worked. On call duty shall not count toward seniority and benefit accrual. This section shall not apply to nurses subject to low census.

**9.4 Charge Nurse/Lead Nurse Pay.**

Nurses who are assigned as charge nurse/lead nurse with a regular schedule of at least .8 FTE will receive two dollars and fifty cents (\$2.50) per hour additional pay. Nurses who are assigned relief charge or relief lead will receive a differential of two dollars and fifty cents (\$2.50) per hour for hours actually worked.

**9.5 Preceptor Pay.**

Any nurse assigned as a preceptor shall receive a premium of one dollar fifty cents (\$1.50) per hour.

**9.6 Weekend Premium Pay.**

Any nurse who works on a weekend shall receive four dollars (\$4.00) per hour premium pay for each hour worked on the weekend in addition to the nurse's regular rate of pay. Weekend premium pay shall not be included in the nurse's regular rate of pay for overtime pay calculations, unless required by the Fair Labor Standards Act.

**9.7 Work in Advance of Shift.**

When a nurse is required to report for work in advance of the assigned shift and continues working during the scheduled shift, all hours worked prior to the scheduled shift shall be paid at time and one-half (1½x) the regular rate of pay. A nurse who reports to work in advance of the assigned shift will not be released from duty prior to the completion of that scheduled shift, except for low census, unless there is mutual consent.

**9.8 Work on Day Off.**

Full-time nurses called in on their regularly scheduled day off shall be paid at the rate of one and one-half (1½x) times the regular rate of pay for the hours worked.

**9.8.1 Incentive Shifts.** To avoid using agency, the employer may post incentive shifts paying an additional ten dollars (\$10.00) per hour. Incentive shifts will be posted in advance when possible. Regularly scheduled nurses will have priority over intermittent or nonpermanent nurses. Staff working at regular pay rate will have priority over overtime shifts. Nurse must work scheduled shifts during that pay period.

1                   **9.8.1.1**   Scheduling. Unit manager will designate and post incentive  
2                                   shifts as far in advance as they deem necessary. Nurse will  
3                                   schedule incentive shifts with the unit manager or designee.  
4

5                                   A nurse canceling an incentive shift will give twenty-four (24)  
6                                   hour notice (except in case of illness). Failure to do so may  
7                                   result in ineligibility for future incentive shifts. Management  
8                                   reserves the right to cancel incentive shifts. Nurses calling in  
9                                   sick on incentive shifts will not receive sick pay.  
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11   **9.9     Certification Pay.**

12                   Nurses certified in a specialty area recognized by the Employer, as defined in  
13                   section 4.10, shall receive a premium of one dollar twenty-five cents (\$1.25) per  
14                   hour.  
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16   **9.10   Float Pool Premium.**

17                   Any full time or part time nurse with regularly scheduled shifts and hours  
18                   designated to the Float Pool **or as nursing house supervisors**, shall receive a five  
19                   dollar (\$5.00) per hour premium for all hours worked as a Float Pool nurse as  
20                   part of the nurse's regular rate of pay.  
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22   **9.11   Temporary Floating Premium.**

23                   Effective upon ratification, all nurses who are assigned to float to a regular unit,  
24                   other than their hired unit(s)/area(s), except for Designated Float Nurses, shall  
25                   receive one dollar fifty cents (\$1.50) per hour float premium for all hours worked  
26                   as a float to the other unit/area.  
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28   ~~**9.12   BSN/MSN Premium.**~~

29   ~~Nurses who have a BSN or MSN shall receive a total premium of one dollar (\$1.00) per~~  
30   ~~hour.~~

31   **9.12 BSN Premium.** A RN who holds a BSN or higher degree in nursing shall receive  
32   one dollar (\$1.00) per hour premium pay.  
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34   **9.13 MSN/MN Premium.** A RN who attains a Master of Science in Nursing (MSN) or a  
35   Master of Nursing (MN) degree shall receive a one (1)-step pay increase with proof of  
36   the degree.  
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Tentatively Agreed To:

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**ARTICLE 21 – POSTING, TRANSFER, PROMOTIONS, REALLOCATION**

Definitions. For the purpose of this Article the following definitions apply:

Promotion – Movement to a position in a job class with a higher salary range.

Transfer – Movement to a position in the same classification.

Voluntary Demotion – Movement to a position with a lower salary maximum, where the position is attained through the employment process. This section does not apply to nurses who demote as part of corrective action.

Bargaining Unit Seniority – Continuous length of service from the date of hire as a registered nurse in the bargaining unit.

**Use of seniority within a Department** – Bargaining unit seniority may be exercised within a department as follows:.

- Seniority, when used within a department, will be computed and exercised consistently within the RN2 and RN3 job classifications. Nurses who transfer to another department will be granted fifty percent (50%) of their bargaining unit seniority not to exceed the median number of years of employment on the unit.
- Nurses who transfer units recoup one hundred percent (100%) of their pre-transfer bargaining unit seniority after eighteen (18) months on the new unit.
- Bargaining unit nurses who accept management roles and then return to their former bargaining unit position recoup one hundred percent (100%) of their pre-management bargaining unit seniority. Nurse Managers moving to bargaining unit positions for the first time have no accumulated seniority.

Bargaining unit nurses who move between RN2 and RN3 classifications retain one hundred percent (100%) of their bargaining unit seniority.

**21.1 Posting.**

When a job opening occurs on a department, it will be posted in the department for seven days per agreed upon department procedures, e.g. e-mail, posting notebook, bulletin board. After seven (7) days, the position will be posted house-wide in addition to being posted externally.

**21.2 Internal Department Transfer.**

Nurses who are regularly assigned to a specific department will be given preferential consideration for transfer to other shifts or positions in that department before other nurses except more senior nurses returning from layoff status to a previous department and shift.

Department nurses shall request in writing to the Nurse Manager transfer to the vacant position. Applicants will be notified in writing of the status of their application in a timely manner. The Nurse Manager will consider the RN's request for the position. Appointments shall be made on the basis of the

requirements of the position and the applicant's qualifications. All other factors relevant to the position being equal, seniority will be the determinant in such decisions.

### **21.3 Transfer To Another Department.**

Requests for transfer to another department should be submitted in UWHIRES on-line. Transfer requests will be forwarded to the Nurse Manager for review prior to filling the vacant position through the transfer or promotional process. A good faith effort will be made to facilitate lateral transfers from one department to another. All other factors relevant to the position being equal, seniority will be the determinant in such decisions.

### **21.4 Promotions.**

Applications for promotions should be submitted in UWHIRES on-line during the period of official posting. Promotional openings will be posted for a minimum of seven calendar days in the department, Nursing Personnel, the Nursing and Outpatient administrative office and the Personnel Department.

### **21.5 Reallocation.**

Upon reclassification the new progression start date shall be the first of the current month for effective dates falling between the first and fifteenth of the month and the first of the following month for effective dates falling between the sixteenth and the end of the month.

### **21.6 Trial Service.**

Nurses who transfer, promote, or voluntarily demote within the bargaining unit shall serve a trial service period. Paid or unpaid time off taken during the six (6) month trial service period shall extend the length of the trial service period by the amount of paid or unpaid time off taken on a day-for-day basis. Either the Employer or the nurse may end the appointment by providing notice. A nurse serving a trial service period may voluntarily revert to their former permanent position within six (6) weeks of the appointment, provided that the position has not been filled by a bargaining unit nurse or an offer has not been made to an applicant. After six (6) weeks nurses may revert to their former position with Employer approval. In the event the former position has been filled with a permanent nurse, the nurse will be placed on the rehire list.

### **21.7 Temporary Assignment to a Higher Position.**

Whenever a nurse is temporarily assigned in writing by the Employer to regularly perform the principal duties of a higher-level position, ~~for a period of five (5) or more scheduled working days within the nurse's standard work period as specified in Article 7, Section 2,~~ they shall be paid a temporary hourly increase (THI) of at least five percent (5%) over the present salary but not to exceed the maximum of the range for the higher classification. Said increase shall be paid

beginning with the first day and to include the days working such assignment.  
Such assignments must be by mutual agreement.

Tentatively Agreed To:

For the Union:

For the Employer:

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Stephenie Troftgruben  
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**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 August 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.

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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**

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

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

Tentatively Agreed To:

For the Union:

DocuSigned by:

Robert H. Lavitt

D2DDD0DBFFB2423...

Date: 9/30/2022

For the Employer:

DocuSigned by:

Kristi Dravena

255BCC783CD346E...

Date: 9/30/2022

For the Union:

DocuSigned by:

Stephanie Troftgruben

51FBC8C2FBA14CF...

Date: 9/30/2022

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

During negotiations for the 2023-2025 successor agreement, the parties reached agreement on the following regarding Pre-Scheduled Voluntary Double-Time at UWMC-Montlake and UWMC-Northwest.

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

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

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

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

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

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

This MOU will be effective October 1, 2022, and will expire on June 30, 2025.

1  
2 Tentatively Agreed To:  
3

4 For the Union:

5 For the Employer:

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7  
8 DocuSigned by:

9 Robert H. Lavitt

10 D2DDD0DBFFB2423...

11 Date: 9/30/2022

12 DocuSigned by:

13 Kristi Aravena

14 255BCC783CD346E...

15 Date: 9/30/2022

16 For the Union:

17 DocuSigned by:

18 Stephanie Troftgruben

19 51FBC8C2FBA14CF...

20 Date: 9/30/2022  
21  
22  
23

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

The parties agree to recruitment and retention wage increases of 5% for all WSNA represented RNs at UWMC-NW.

1. Regular employees will be placed on their current step on the new range. Progression Start Date (PSDs) will not be impacted by these increases.
2. Nonpermanent Intermittent employees will be placed on their current step on the new range. PSDs will not be impacted by these increases.
3. If applicable, temporary hourly employees who are currently paid on steps will be placed on their current step on the new range. If applicable, temporary hourly employees who are not currently paid on steps will receive an increase if their current hourly rate falls below the new range minimum.
4. The effective date will be August 1, 2022.
5. Increases may take up to 90 days to implement but retro pay back to the effective date will be provided.

Tentatively Agreed To:

For the Union:

DocuSigned by:

*Stephanie Troftgruben*

51FBC8C2FBA14CF...

Date: 8/18/2022

For the Employer:

DocuSigned by:

*Kristi Dravena*

255BCC783CD346E...

Date: 8/17/2022