MEMORANDUM OF UNDERSTANDING
BETWEEN
THE UNIVERSITY OF WASHINGTON/Airlift Northwest (ALNW)
AND SEIU 1199NW
Intermittent Double-Time – Work Past Shift in Flight Status

Intermittent Flight Nurses who are required to work past shift and are in flight status will receive overtime at the rate of double time (2x) will be paid for continuous hours worked beyond twelve (12) for a twelve (12) hour scheduled shift and for continuous hours worked beyond twenty-four (24) hours when the nurse is in flight status. This includes time to complete all aspects of the mission including but not limited to charting. Article 47.16

Sick leave paid for will not count toward the calculation of overtime.

The straight time hourly rate of pay used for the calculation of overtime shall include all differentials and premiums that are considered part of the employee’s regular rate of pay.

Under the KRONOS system, overtime will be triggered and compensated to the nearest minute beyond a seven (7) minute grace period before/after a scheduled shift.

This MOU is only applicable when an Intermittent Flight Nurse is held past their shift and is in flight status. All other Overtime provisions for Intermittent Flight Nurses are covered by the CBA between the University of Washington/ALNW and SEIU 1199NW in Article 37.

Intermittent and Nonpermanent flight nurses must fulfill their 40 hour per week (36 hours per week on July 1, 2023) requirement before the stuck out of town Article 47.12 will apply.

Intermittent and Nonpermanent flight nurses will be paid EST for the hours they are stuck out of town until they fulfil the 40 hours per week (36 hours per week on July 1, 2023) which point Article 47.12 will apply.

This MOU will expire June 30, 2025.