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MEMORANDUM OF UNDERSTANDING 1 BETWEEN 2 3 THE UNIVERSITY OF WASHINGTON (UNIVERSITY) 4 AND THE WASHINGTON STATE NURSES ASSOCIATION (UNION) 5 6 MOU: SHIFT DIFFERENTIAL FOR PAID TIME OFF 7 8 9 The parties agree to the following: 10 An RN who is using paid time off will receive the shift differential premium if the RN has 11 a permanent work shift designation of evening or night or as indicated by the current 12 schedule. 13 14 For RNs who do not have a permanent shift designation, upon approving the timecard 15 for the pay period when the paid time off is used, the manager will apply the differential 16 appropriate for the majority of shifts worked in that schedule period. 17 18 19 Tentatively Agreed To: 20 21 For the Union: For the Employer: 22 DocuSigned by: DocuSigned by: 23 Jade Hersch Sara Freu 24 25 Date: 1/31/2022 Date: 1/31/2022 26 27