

MEMORANDUM OF UNDERSTANDING

**By and Between
SEIU1199NW(Union) and
University of Washington – Airlift Northwest (Employer)
MOU: Compensatory Overtime**

This is an Agreement between the University of Washington Medicine – Harborview – Airlift Northwest (“Employer”) and SEIU 1199NW the Union, collectively referred to herein as the “Parties.” The Parties agree to replace the Compensatory Time language in Article 47.16 B, of the Collective Bargaining Agreement between the Parties with the Compensatory Time language from Article 9.3A, as outlined below:

Upon settlement, the Union (SEIUNW 1199) agrees to withdraw the associated grievance regarding Compensatory Language in Article 47.16B
~~if the Union (SEIUNW 1199) agrees to withdraw the associated grievance regarding The~~
Compensatory Language in Article 47.16, will be as follows:

A. Compensatory Time

As an option to wage payment above, an employee may request to accrue compensatory time on the basis of one and one-half the amount of overtime worked, or double time ~~for registered nurses~~ as appropriate. ~~The Employer will allow the accrual of up to forty (40) hours of compensatory time calculated on a rolling basis. The Employer will consider special circumstances when deciding whether or not to grant the accrual of compensatory time in excess of forty (40) hours (e.g. advanced knowledge that an employee will be taking a long-term leave in the near future and the accrued time would be used to cover for all or part of that leave).~~ This is not intended to upset any formal department policies regarding the accrual and use of compensatory time that exceed this unless there is agreement to do so. Accrued compensatory time will be scheduled off in a manner similar to the scheduling of vacation days requested off.

B. Compensatory Time Cash Out:

If compensation is paid to an employee for accrued compensatory time, such compensation shall be paid at the regular rate earned by the employee at the time the employee receives such payment.

All compensatory time must be used by June 30th of each year, however if the balance exceeds 240 hours prior to June 30th, the excess amount will be cashed out to bring the balance back to 240 hours. The employee’s compensatory time balance will be cashed out to zero every June 30th or when the employee leaves University employment for any reason. The employee’s compensatory time balance may be cashed out when the employee:

1. Transfers to a position in their department with different budget or funding sources or,
2. Transfers to a position in another department

Tentatively Agreed To:

For the Union:

For the Employer:

DocuSigned by:
Casey Rubeyser
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Date: 8/1/2024

DocuSigned by:
Laura Hartless
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Date: 8/1/2024

END OF SETTLEMENT OFFER