

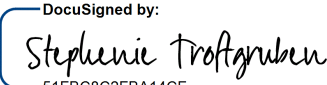
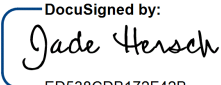
**MEMORANDUM OF UNDERSTANDING
BETWEEN
THE UNIVERSITY OF WASHINGTON (UNIVERSITY)
AND
WASHINGTON STATE NURSES ASSOCIATION-NW**

MOU – PACU STANDBY SHIFTS

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The parties agree to the following with respect to the Post Anesthesia Care Unit (PACU) at UWMC Northwest:

1. Nurses will be permitted to schedule mandatory or voluntary standby shifts immediately prior to their regularly scheduled shift.
2. Nurses will be permitted to schedule mandatory or voluntary standby shifts immediately following their regularly scheduled shift.
3. If a nurse works their regularly scheduled shift and continues working into a standby shift, the end time of their regularly scheduled shift will be adjusted to align with the start of their standby shift. *(i.e., an RN is scheduled to work from 0700 to 1530 and has a standby shift from 1530 to 2330. The RN works from 0700 and patient needs keep them working until 1800. Their regularly scheduled shift would end at 1530 and they would begin standby starting at 1530).*
4. In a situation where the nurse works into their standby shift, they will be guaranteed a minimum of three (3) hours' pay at the rate of time and one half (1 ½) the nurse's regular rate of pay. (Reference Article 9.3 On Call Premium and Callback Pay)
5. Nurses will receive the on-call premium as outlined in Article 9.3 for all standby hours.
6. Nurses will be paid at the rate of time and one-half (1 ½) for all hours worked on standby, starting from the beginning of the scheduled standby shift.
7. This agreement shall apply only to the PACU at UWMC-NW and is a non-precedent setting.

Tentatively Agreed To:	
For the Union: DocuSigned by:  <small>51FBC8C2FBA14CF...</small>	For the Employer: DocuSigned by:  <small>ED538CDB172E42B...</small>
Date: 7/24/2023	Date: 7/24/2023