

MEMORANDUM OF UNDERSTANDING

BETWEEN
THE UNIVERSITY OF WASHINGTON
AND THE WASHINGTON STATE NURSES ASSOCIATION – UWMC NORTHWEST

COVID-19 RESPONSE AND FLEXIBLE SCHEDULING

As a result of the COVID-19 response, the closure and proclamation for a phased reopening of K-12 schools under Proclamation 20.09.2, and childcare center disruptions, many employees are teleworking from home. As a result, the Employer has seen a rise in the need for flexibility with employee's schedules due to childcare needs, elder care needs and other circumstances created by the pandemic. This MOU is intended to address this need without incurring additional compensation costs that would otherwise curtail this flexibility due to budget considerations during the time employees are being asked to work from home or other alternative work assignments for health and safety reasons.

During this time the parties agree:

Employees who are not already eligible to receive shift differential and who, due to childcare or eldercare needs, voluntarily request and are approved to have a flexible work schedule that results in the majority of their time being worked daily or weekly within evening or night shift are not eligible for the payment of shift premiums contained in Article 9, section 9.1 of the collective bargaining agreement.

In cases where the employer has set the standard shift or requires employees to work hours eligible for a shift premium, the terms contained in Article 9, Section 9.1 shall remain in full force and effect.

This agreement will remain in effect through June 30, 2021, unless extended by mutual agreement of the parties of this MOU.

Tentatively Agreed To:

For the Union:

Jana Jung, JD, BSN, RN
Date: 10/6/2020

For the Employer:

Ashlee Hooten

Date: 10/06/20