

**MEMORANDUM OF UNDERSTANDING  
BETWEEN  
THE UNIVERSITY OF WASHINGTON  
AND WSNA**

**ADDENDUM TO THE TRANSITION AGREEMENT**

The University of Washington (“UW”) Northwest Hospital & Medical Center (“NWH”) and the Washington State Nurses Association (“WSNA”) enter into this Transition Agreement Addendum (“Addendum”) to set forth agreements reached between the parties with respect to the transition of employees of Northwest Hospital & Medical Center (“NWH”) to employment by UW.

The parties agree to amend the Transition Agreement as follows:

1. Commencing with the Effective Date, the Federal Family & Medical Leave Act, Washington Paid Family & Medical Leave, Washington State Shared Leave and the UW Disability Leave Policy shall apply to employees in the NWH Bargaining Unit in the same manner as they apply to analogous Employees at the UW Medical Center – Montlake.
2. The following provisions of the Pre-existing NWH collective bargaining agreement (CBA) shall no longer be followed after the Effective Date:

<b>Pre-existing NWH CBA</b>
Article 4.10, Length of Service
Article 6.1, Definition of Seniority
Article 13.9, Leave Without Pay
Article 6.3, Layoff, 6.4 Recall

3. On 12/31/2019 NWHMC employee’s current seniority hours will be converted to UW system “days” with no loss of NWH bargaining seniority occurring during this transition. Starting 1/1/2020 further accumulation of seniority will be calculated based on UWMC current practice.
4. Commencing with the Effective Date, Employees’ length of service will be calculated according to UW practice.

5. Commencing with the Effective Date, the Layoff provisions (Contained in Attachment 1 – Revised UWMC Layoff Language) shall apply to employees in the NWH Bargaining Unit in the same manner as they apply to analogous Employees at the UW Medical Center – Montlake.
6. Upon the Effective Date, the Employee's Progression Start Dates (PSD's) will be set as follows:

**Regular Employee:** first of the month based on their NWH Step Reset Date with 2019 as the year. For example, a NWH Step Reset Date of 2/6/19 would transition to a PSD of 2/1/19 and a NWH Step Reset Date of 10/28/19 would transition to a PSD of 10/1/19.

After the effective date, progression start dates will be maintained as follows:

Annually the salary of employees covered by the NWH bargaining units will be increased by one step on the employee's progression start date until the employee has reached the top step of the appropriate salary range. For purposes of step increases, the progression start date will be determined as follows:

- a. The first of the current month for actions occurring between the first and the fifteenth of the month; or,
- b. The first of the following month for actions occurring between the sixteenth and the end of the month.

When a leave of absence without pay exceeds ten (10) working days in any calendar month or eighty (80) hours prorated for part-time employment, the progression start date will be extended by one (1) month. Leaves of absence for Worker's Compensation, military service, as a result of a cyclic year position, or for the purpose of formal collective bargaining sessions, will not alter the progression start date.

When an employee returns from layoff status, the progression start date will be reestablished and extended by an amount of time equal to the period of layoff to give credit for time served in a salary step prior to layoff.

When a progression start date coincides with a promotional date, the appointment to a new salary range, and/or a market adjustment, the step increase will be applied first.

**Per Diem Employee:** the progression start date will be set as the same date of the NWH Step Reset Date. For example, a NWH Step Reset Date of 2/6/19 would transition to a PSD of 2/6/19 and a NWH Step Reset Date of 10/28/19 would transition to a PSD of 10/28/19.

Per diem nurses will receive a step increase after working 1,872 regular hours since their progression start date.

Progression start dates will be reset every time a per diem nurse receives a step increase. The new date will become the date they received the step increase.

7. In Article 13.15 Bereavement, the definition of family per the Seattle Municipal Code shall be struck. Commencing with the Effective Date, Employees will be entitled to the same definition of family as analogous employees at UW Medical Center – Montlake

Those NWH employees whose annual leave banks exceed the cap on annual leave/vacation hours provided for in Article 12.4 of the UWMC-WSNA Agreement when they become UW employees on January 1, 2020, shall be permitted to keep and utilize the excess in these banks until June 30, 2021. On July 1, 2021, leave will be managed per UW Policy.

8. **Vacation Leave Accrual Increase** – The following chart will be effective on June 30, 2021 for eligible Employees in the UWMC-NWH and UWMC-Montlake:

1 <sup>st</sup> year	12 days
2 <sup>nd</sup> year	13 days
3 <sup>rd</sup> year	14 days
4 <sup>th</sup> year	15 days
5 <sup>th</sup> year	16 days
6 <sup>th</sup> year	17 days
7 <sup>th</sup> year	18 days
8 <sup>th</sup> year	19 days
9 <sup>th</sup> year	20 days
10 <sup>th</sup> year	21 days
11 <sup>th</sup> year	22 days
12 <sup>th</sup> - 19 <sup>th</sup> year	23 days
20 <sup>th</sup> - 24 <sup>th</sup> year	24 days
25 <sup>th</sup> year +	25 days

<sup>KA</sup> Those NWH employees <sup>KA</sup> whose unused, accrued PAL banks will transfer to UW on January 1, 2020, as Vacation Time. NWH employees with vacation time in excess of 240 hours when they become UW employees on January 1, 2020, shall be permitted to keep and utilize the vacation time until June 30, 2021. On July 1, 2021, leave will be managed per UW Policy.

*or dues deduction MOU - KA*

9. Revocation. The Employer will direct all questions about revocation to the Union. An employee may revoke their authorization for payroll deduction of payments to the Union by written notice to the Employer and the Union in accordance with the terms and conditions of their signed membership card. Every effort will be made to end the deduction effective on the first payroll, and not later than the second payroll, after receipt by the Employer of confirmation from the Union that the terms of the employee's signed membership card regarding dues deduction revocation have been met.
10. Access provision. After notifying Nursing Administration, the Association's authorized staff representatives shall have access to the Employer's premises where nurses covered by this Agreement are working, excluding patient care areas, for the purpose of investigating grievances, contract compliance and other WSNA business. Such visits shall not interfere with or disturb nurses in the performance of their work during working hours and shall not interfere with patient care.

UNIVERSITY OF WASHINGTON

By: Kristi Aravena 11/21/19

UNIVERSITY OF WASHINGTON MEDICAL CENTER - MONTLAKE

By: [Signature] 12/6/19

NORTHWEST HOSPITAL AND MEDICAL CENTER

By: Cynthia J. Hecke 12/9/19

WASHINGTON STATE NURSES ASSOCIATION

By: [Signature]