

**Memorandum of Understanding**  
**Re: Shift Differential**

Providence St. Luke's Rehabilitation Medical Center ("SLR") and Washington State Nurses Association ("the Union") are parties to a collective bargaining agreement ("Agreement") which expires March 31, 2024. The parties agree that Article 4.11 of the Agreement will be revised, as follows:

Section 4.11. Shift Differential. Non-exempt employees shall receive the following shift differentials: \$2.25 for work performed between the hours of 4 p.m. and 10 p.m., and \$3.25 for work performed between the hours of 10 p.m. and 6 a.m.

Nurses shall receive the appropriate shift differential for all time worked on one of the above-designated shifts provided fifty percent (50%) of those hours are worked on the designated evening or night shift. In determining shift differential rate, overtime hours shall not be considered.

Except as otherwise explicitly provided in this Agreement, the terms of the applicable collective bargaining agreement between the parties will remain in effect during the term of the collective bargaining agreement.

This agreement shall be effective upon signature and shall continue through March 31, 2024.

Signed and effective this 14th day of March, 2023

Shawn Reed

WSNA

Mackenzie Dire

Mackenzie Dire, HRBP SLR