

Memorandum of Agreement between the University of Washington Medical Center and Washington State Nurses Association regarding Inpatient Psychiatric Unit Closure and Layoff

The University decided to close the 7N voluntary psychiatric unit at UWMC-Montlake and consolidate the program with the UWMC-Northwest psychiatric program on the Northwest Campus. The WSNA Classified Permanent RNs will be subject to the layoff procedure or displaced in accordance with Article 20 of the parties' Collective Bargaining Agreement.

Both parties share an interest in working together to keep all impacted RNs employed within UWMC if at all possible considering skills and abilities.

In accordance with the above statements, the Employer agrees to the following:

1. Any affected Classified Permanent RN retains the option to be laid off and placed on the rehire list(s) instead of accepting an employment option. UWMC will not contest an employee's unemployment application with the Employment Security Department if they choose a layoff, so long as the employee provides truthful information to the Department.
2. The Employer agrees to recognize and hold open until 7 days after a comprehensive list of cluster options have been given to all RNs, or 06/29/2020, whichever is earlier, all available positions within the CBA Clinical Clusters (Addendum III) to be offered as options for displacement of affected Classified Permanent RNs.
3. For the affected Classified Permanent RN's, and as part of a one-time, non-precedent setting agreement, the Employer will offer and hold open until 7 days after a comprehensive list of options have been given to all RNs, or 06/29/2020, whichever is earlier, the following positions at NW Geropsych (all positions are RN2 and 12-hour shifts unless otherwise noted):

Registered Nurse	UW MED: UWMC - NW - GEROPSYCH	Night	0.9	Part Time
Registered Nurse	UW MED: UWMC - NW - GEROPSYCH	Day	0.9	Part Time
Registered Nurse	UW MED: UWMC - NW - GEROPSYCH *Note: 8-hour shift	Evening	0.9	Part Time
ASSISTANT NURSE MANAGER, RN3	UW MED: UWMC - NW - GEROPSYCH	Night	1	Full Time

4. Preference forms will contain the formal layoff options identified in 2. and 3. above and will be sent via email to all affected RN's no later than 7:00pm on Monday 6/22/2020. Preference Forms will be due from the RN's to the Employer on Thursday, June 25, 2020, by 5:00pm.
5. In accordance with the RN positions at the NW GeroPsych Department, any Classified Permanent RNs moving from Montlake to NW will be subject to retain their seniority at 50% of the current

accrual for a period of 18 months after which time there will be a full restoration of recognized bargaining unit seniority.

6. **Vacant Positions Outside of the Clinical Cluster:** The affected Classified Permanent RN's will be informed via e-mail with a cc to WSNA of vacant outpatient and inpatient hospital and clinic positions (RN2 or RN3) in the UWMC-Montlake no later than June 23, 2020, at 9:00am. The affected Classified Permanent RN's may express interest in one of the vacant positions. Should the nurse manager agree to fill the position with the interested RN, that nurse will fill the position outside of the competitive process. Should a nurse manager not agree to fill the position with the interested RN, that decision is not subject to the parties' grievance procedure. This process will be separate from the preference form and will be conducted via e-mail.
 - a. Otherwise, the affected RN's may apply through the established competitive process and the UWMC will supply support in the recruitment process based on skills and abilities.
7. Those affected Classified Permanent RN's who have been employed with the UWMC during the period of March 25, 2019, through November 1, 2020 will be entitled to the applicable lump sum payments as identified in the parties' March 25, 2019 Transition Agreement.
 - a. Those affected RN's identified above who have been laid off and return to a Classified Permanent RN position prior to November 1, 2020, will be eligible for the applicable lump sum payment.
 - b. Those affected RN's identified above who are eligible and have chosen to retire are entitled to receive the applicable lump sum amount prior to their last date of employment.
8. The Employer will make a good faith effort to offer affected Per Diem RNs a minimum of one 8-hour shift through July 31, 2020.
9. The Employer will consider through the competitive process the affected Qualified Bargaining Unit Per Diem RNs (per the parties' March, 2019 Per Diem MOU) for positions at the UWMC.
10. RNs moving into a new permanent classified RN position will have a start date of July 20, 2020, unless otherwise mutually agreed by the employee and new manager.

11. Tentatively Agreed To:

12.

13. For the Union:

For the Employer:

14.

15. _____

16. Date:

Date: