

LETTER OF UNDERSTANDING

This Letter of Understanding is entered into by and between Virginia Mason Medical Center and the Washington State Nurses Association ("WSNA") in order to provide greater opportunity for nurses and additional coverage on different shifts. This Letter of Understanding becomes effective upon notice from WSNA that it has been approved (December 7, 2016), and will be incorporated into the successor 2016-2019 collective bargaining agreement.

1. When a unit director identifies a need for flexibility in shifts on the unit, the director will offer to nurses in the unit on the applicable shift (e.g., day shift) the opportunity to volunteer to work an alternate shift (e.g., night shift) for an upcoming 4 week scheduling period. All nurses who are in good standing and are interested may volunteer in writing.
2. If more nurses volunteer than needed, the unit director shall select the nurses to work the alternate shift from the volunteers who are qualified to perform the functions on the alternate shift. The selection shall first consider the knowledge, skills and abilities needed on the existing shift and on the alternate shift. Unless knowledge, skills and abilities are overriding factors between the nurses who volunteered, the most senior nurse shall be selected.
3. If there are additional opportunities in the same unit within six (6) months, the selection by seniority shall be rotated among interested nurses. If insufficient nurses on the unit volunteer, nurses outside the unit may volunteer.
4. Qualified float pool staff may also participate in this opportunity.
5. Nurses who volunteer and work the alternate shift for a 4 week period shall receive a lump sum bonus of \$2,500 (pro-rated by FTE and percentage of hours of FTE actually worked) in the payroll period after completion of the 4 week period. Nurses with a 0.9 FTE who work the full FTE shall receive the full \$2,500.
6. The parties agree that this MOU is not intended to create holes in core staffing on the shift from which the nurse has temporarily transferred. If a schedule is posted on the nurse's prior shift without fulfilling core staffing, nurses who agree to fill those core staffing needs before the first day of the scheduling period shall be paid at the rates of pay identified in the parties' "Incentive Shifts" Letter of Understanding.

**VIRGINIA MASON MEDICAL
CENTER**

**WASHINGTON STATE NURSES
ASSOCIATION**