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~~MOU: UW MEDICINE PRE-SCHEDULED VOLUNTARY DOUBLE-TIME SHIFT INCENTIVE FOR CRITICAL STAFFING NEEDS~~

~~During reopener negotiations for the 2025-2027 agreement, the parties reached agreement on the following regarding Pre-Scheduled Voluntary Double-Time at Harborview and UWMC-Montlake.~~

~~After the initial scheduled bid is incorporated and posted, and the employer has sent out notice for staff, including temporary employees, the Employer may offer pre-scheduled voluntary double-time shifts for any classification. The determination of critical staffing needs and the double-time shift incentive is at the sole discretion of the Employer.~~

~~The shifts shall be compensated at the rate of two times (2X) the regular rate of pay for all hours worked. Pre-scheduled double-time shifts will be considered Extra Shifts and will not be guaranteed, but once scheduled are expected to be worked unless it is determined that they are not needed. Staff members calling in sick on voluntary double-time shifts will not receive sick pay.~~

~~Nonpermanent and Intermittent Employees will not be eligible to volunteer for pre-scheduled double-time shifts until they have scheduled up to forty (40) hours in the week of the pre-scheduled double-time shift regardless of their FTE. Nonpermanent and Intermittent Employees must also work all scheduled hours in the week of the pre-scheduled double time shift in order to be compensated at double time for the shift(s). If they do not, they will be compensated at the appropriate rate of pay in accordance with Article 60 Nonpermanent and Intermittent Employees.~~

~~All staff, once scheduled, are expected to honor the commitment, with the exception of illness or serious emergency. Notification of absence is required at least two (2) hours before the beginning of all shifts.~~

~~Failure by the Employer to notify or attempt to notify staff of cancellation at least two (2) hours in advance of the shift will result in the employee being assigned to a unit for two (2) hours.~~

Tentatively Agreed To:

For the Union:	For the Employer:
Signed by: Becky K. Stephens 530E07D4212E4C6...	DocuSigned by: Catherine Scheid 9BED1964C6434D0...
Date: 9/20/2026	Date: 9/20/2026