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MEMORANDUM OF UNDERSTANDING

By and Between
Washington Federation of State Employees (WFSE) and
University of Washington Medical Center

MOU: Voluntary Float Between UWMC-NW and Montlake Campuses for Bargaining Units Represented by SEIU 1199, SEIU 925, and WFSE

During negotiations for the 2027-2029 collective bargaining agreement, the parties agreed to the following:

When there is low patient volume in a specific unit or department, and there is another unit or department in need, management may float staff between UWMC-NW and UWMC-Montlake if the employee agrees to float.

Employees who agree to float between UWMC-NW and UWMC-Montlake will receive adequate orientation. Appropriate resources will be available as follows:

a. Introduction to the appropriate unit leader for the shift;
b. Review of emergency procedures for that unit;
c. Tour of the physical environment and location of supplies and equipment;
d. Review of the patient assignment and unit routine.

Employees shall not be required to perform new procedures without proper supervision.

Employees shall seek supervisory guidance for those tasks or procedures for which they have not been trained. Employees who encounter difficulties related to floating should report these to the appropriate unit leader. There will be no adverse consequences for an employee filing a concern. The home department/unit leader (or designee) will seek volunteers among the employees to float. Employees who volunteer to float will receive an assignment taking into account the employee's training and experience.

Employees will not float more than once per shift.

If an employee agrees to float to an entity other than the employee's home entity, the employee will receive a four dollar ($4.00) per hour premium for all hours worked outside the employee's home entity. This premium will apply to employees already receiving a premium for being in the float team but cannot otherwise be stacked with any other float premiums.

Employees will be reimbursed for travel, mileage, and parking at the second site per university policy, and will be provided with the appropriate forms and instructions that will allow them to submit the forms for reimbursement.
The employee's "Home Entity" Collective Bargaining Agreement applies while floating to

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other facilities.

Employees will receive appropriate and timely training on the equipment, practices, and work area orientation at the non-home location to which they are floated.

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