Docusign Envelope ID: E70F1C03-C95D-8890-800F-2158834BF60A

MOU: VOLUNTARY PRE-SCHEDULED OVERTIME

The Parties agree to the following regarding Voluntary Pre-Scheduled Overtime at Harborview Medical Center (HMC) and UW Medical Center (Montlake):

A. The Employer may designate open shifts as eligible for Voluntary Pre-Scheduled Overtime and offer Pre-Scheduled Overtime shifts to employees.

B. Pre-scheduled overtime shifts will be paid at the appropriate rate of pay.
   1. The Employer may cancel the Pre-Scheduled Overtime shift at any time.
   2. Failure by the Employer to notify or attempt to notify the employee of cancellation of a scheduled Voluntary Pre-Scheduled Overtime shift at least one (1) hour in advance of the shift will result in the employee being compensated for three (3) hours of pay at time and one-half (1.5) the employee's regular rate.

C. Nonpermanent Hourly and Intermittent Employees will not be eligible to volunteer for pre-scheduled overtime shifts until they have scheduled up to forty (40) hours in the week of the pre-scheduled overtime shift. Nonpermanent and Intermittent Employees must also work all scheduled hours in the week of the pre-scheduled overtime shift in order to be compensated at overtime 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.

D. The decision to designate a shift as eligible for Voluntary Pre-Scheduled Overtime as well as the assignment of a Voluntary Pre-Scheduled Overtime shift are not subject to the grievance procedure (Article 6).

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