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MEMORANDUM OF UNDERSTANDING
BETWEEN
THE UNIVERSITY OF WASHINGTON (UNIVERSITY)
AND
THE WASHINGTON FEDERATION OF STATE EMPLOYEES (UNION)

MOU: PRE-SCHEDULED OVERTIME

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

A. Once the initial schedule bid is incorporated and posted, the Employer may offer Pre-Scheduled Overtime to the following classifications in the WFSE HMC bargaining unit at Harborview Medical Center:

   1. Surgical Technologist, Surgical Technologist Lead
   2. Medical Assistant, Medical Assistant Registered
   3. Hospital Assistant, Hospital Assistant Lead
   4. Patient Care Technician, Patient Care Technician Lead

B. Pre-scheduled overtime shifts will be paid at the appropriate rate of pay and offered to the classifications set forth in section A, including intermittent and nonpermanent employees. Staff must meet their FTE or intermittent/non-permanent minimum work availability requirement before qualifying for pre-scheduled overtime shifts.

   1. Any pre-scheduled overtime shifts worked above the employee's FTE will be compensated at the rate of time and one-half (1.5x) the regular rate of pay plus an additional two (2) hours of extra pay for the shift.

      i. Shift differential pay shall be paid for hours worked.

      ii. The additional pay shall be compensated at the regular rate of pay.

   2. If the shift is canceled at least one (1) hour prior to the start of the shift, the premium will not be paid.

   3. Failure by the Employer to notify or attempt to notify staff of cancellation at least one (1) hour in advance of the shift will result in the staff member receiving the premium pay (time and one-half (1.5x) the staff member's regular rate) for a minimum work period of three (3) hours.

   4. This pay is in addition to all other compensation contained in the CBA except this compensation cannot be bundled with call back pay.

C. Advance Approval

   1. Pre-scheduled Overtime work must be approved in advance by the Employer.

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Tentatively Agreed To:

For the Union:	For the Employer:
Signed by: Becky K. Stephens 530E07D4212E4C6...	DocuSigned by: Jade Hersch ED538CDB172F42B...
Date 2/25/2025	Date 2/25/2025

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