

Memorandum of Understanding
Temporary Pay Incentives for Additional Shifts for Designated Units and Classifications

Swedish Medical Center is committed to the principal that health care is an essential service for our community.

1. For the benefit of our caregivers and the communities we serve, Swedish has committed to the following provisions in addition to our contractual offerings to ensure Swedish is staffed in a manner that keeps caregivers, patients, and our community safe, Swedish agrees to establish a discretionary incentive shift premium program for represented classifications who work extra hours identified by Swedish as eligible for incentive pay premium as set forth below.

Extra shift length	RNs	Technical Bargaining Unit	Service Bargaining Unit
12 hr shift	\$300	\$200	\$200
10 hr shift	\$250	\$150	\$150
8 hr shift	\$200	\$100	\$100
6 hr shift	\$100	\$75	\$75

2. Swedish has brought the parameters used to determine incentive shift eligibility to the Union for discussion. As parameters change those changes will be brought to the union designated committee for discussion. If a department has a concern over the designation of shift eligibility under this agreement, Swedish will meet with a representative from the unit, a representative from the appropriate committee and a union representatives within 2 business days. Swedish will furnish the union with incentive shifts by department at the end of each pay period.
3. Designating a shift(s) to be incentive eligible and identifying the number of incentive shifts are rights reserved to management, and the designation of a given shift on specific date as eligible for the incentive program applies only to that shift and is not a permanent designation.
4. To be eligible to receive the incentive pay, the caregiver must work their regular FTE (for the pay period) in addition to any incentive shift. Per diems who meet the requirements outlined in the relevant collective bargaining agreement (for the pay period) in addition to any incentive shift will be eligible for incentive pay. Use of prescheduled and approved accrued leave will count towards hours worked for regular FTE.
5. Swedish will notify all eligible department caregivers if a shift in the department is designated as incentive pay eligible and will provide a courtesy notice to SEIU. If the incentive shift is prescheduled, the shift will be indicated as incentive eligible on the schedule, when possible. If the incentive shift is for an immediate need, call in shift, it will be clear in the call or text that the shift is eligible for incentive pay. Staff who are not scheduled to work, but get a call/text from management (as approved by the Clinical

Resource Office or Swedish Transfer and Operations Center (STOC) for applicable roles) to see if they can work an employer designated incentive shift, will receive incentive pay for working that shift. The intent of the program is to incentivize caregivers to take on critical hard to fill roles. Swedish maintains the ability to add or eliminate departments or shifts from this program at its discretion, however, as shifts, and/or classifications are designated as eligible for incentive bonus payment, Swedish will provide notice to eligible caregivers, the CRO if appropriate, and SEIU 1199NW. Swedish will make a good faith effort to provide an equal opportunity (in accordance with OT language of the contracts and appropriate skills and abilities as defined by the employer) for all eligible staff to work extra shifts eligible for the incentive pay and as possible provide weekly reports to the Union showing which staff, when possible, were offered and which staff worked the offer, including payment of incentive pay. It is the intent of the incentive shift program that only shifts authorized by the Clinical Resource Office, Swedish Transfer Operations Center or department director are incentive eligible for applicable roles

6. This MOU is not intended to and should not be understood to alter any provision of any applicable collective bargaining agreement, these agreements shall remain unmodified by this MOU, including, but not limited to contract provisions regarding overtime, float, low census, and report pay.
7. This agreement will go into effect on June 7, 2021 and expire on September 15, 2021. The parties will meet 2 weeks before expiration of this agreement to discuss the effectiveness and potential continued need of the agreement. The parties will use a data driven approach including review of;
 - i. Number of incentive shifts offered by campus, department and shift
 - ii. Number of incentive shifts worked by campus, department and shift
 - iii. Number of unfilled shifts by campus, department and shift.

This agreement will go into effect June 7, 2021 and expire on September 15, 2021.

 August 16, 2021

Brandon Eastman-King
Labor Relations Director
Swedish Medical Center

 8/16/2021

Jane Hopkins
Executive Vice President
SEIU 1199

Addendum A

The following classifications and departments have the subsequent temporary pay incentive rate effective August 15, 2021. This covers extra shifts originating on August 15, 2021. This agreement will expire on September 15, 2021, unless mutually extended by both parties.

- **Emergency Department Nurses**
- **ICU Nurses**
- **IMCU Nurses**
- **Respiratory Therapists**

Extra Shift Length	Nurses	Respiratory Therapists
12 hr shift	\$500	\$500
10 hr shift	\$450	\$450
8 hr shift	\$400	\$400
6 hr shift	\$300	\$300

Additionally, Environmental Services will begin utilizing the incentive program listed in the original MOU above, effective August 15, 2021, for all extra shifts. Caregivers must work their regular FTE to be eligible for this incentive as referenced in item 4 above . This includes all eligible extra shifts that were picked between August 15, 2021, and September 15, 2021.