

**Memorandum of Understanding**

**Temporary/Short Term Extra Shift Incentive Program**

Swedish Medical Center (“Employer”) and SEIU Healthcare 1199 NW (“SEIU”) agree to the following:

For the benefit of our caregivers and the communities we serve, Swedish has committed to the following temporary provisions in addition to our contractual offerings to ensure Swedish is staffed in a manner that keeps caregivers, patients, and our community safe. Swedish will establish a temporary discretionary incentive program.

The following incentives will be available to SMC SEIU represented caregivers in an acute care setting based on operational needs as determined by the Employer.

**I. Short Term Extra Shift Incentives**

**Caregivers** who work extra shifts identified by Swedish as incentive eligible will receive incentive pay as set forth below:

<b>CBA/Classification</b>	<b>Extra Shift Incentive</b>
OR (including PACU)/ICU/IMCU/ED – RN	\$600
<u>OR (including PACU), ED, ICU, W&amp;I: Tech, ED Tech</u>	\$350
<u>W&amp;I – RN</u>	\$600
RN – Including Extender(s)	\$400
Service	\$250
Tech	\$250
Respiratory Therapist	\$600

Rates above assume a full 12-hour shift. Shorter shifts are subject to the following proration.

<b>CBA/Classification</b>	<b>10 Hour</b>	<b>8 Hour</b>	<b>6 Hour</b>
OR (including PACU)/ICU/IMCU/ED – RN	\$550	\$500	\$450
OR (including PACU), ED, ICU W&I: Tech, ED Tech	\$300	\$250	\$200
W&I – RN	\$550	\$500	\$450
RN – Including Extender(s)	\$350	\$300	\$250
Service	\$200	\$150	\$100
Tech	\$200	\$150	\$100
Respiratory Therapist	\$550	\$500	\$450

**II. Terms and Conditions of Incentive Application**

1. Extra shifts outlined in Paragraph I are shifts worked above and beyond a caregiver’s FTE status for the pay period. To remain eligible for this program, caregivers must work their regular FTE, excluding pre-scheduled vacation, in addition to the extra shifts.
2. Designating a shift(s) to be incentive eligible under Paragraph I 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. When possible, 72 hours before the start of each pay period, pre-scheduled incentive shifts will be designated as incentive eligible for caregivers to sign up equitably.

3. For units where parameters used to determine incentive shift eligibility have not been provided to the Union, and as parameters change, those will be brought to the union designated committee to be determined. Swedish will furnish the union with incentive shifts by department at the end of each pay period upon request by the Union. 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 representative as soon as practicable. Swedish will furnish the union with incentive shifts by department at the end of each pay period upon request by the Union.
4. Environmental Services will post a minimum of thirty-five (35) incentive shifts per pay period across SMC (FH, ISS, CH, BAL). Management reserves the right to post additional incentive shifts based on department need.
5. This MOU is not intended to and should not be understood to alter any provision of any applicable collective bargaining agreement, which agreements shall remain unmodified by this MOU, including, but not limited to contract provisions regarding overtime, float, low census, and report pay.
6. The parties will meet throughout the duration of this agreement to evaluate the effectiveness of the Incentives outlined in sections I. and II. and recommend increases if needed to meet staffing needs.
7. 4-hour Incentive Shift eligibility will be reviewed and discussed by January 14, 2022 and determined by January 31, 2022.

This agreement will go into effect December 15, 2021, and expire March 31, 2022. For the duration of this agreement both Employer and SEIU are committed to maintain open communication to problem solve as issues arise.

**Swedish Medical Center**

By: Keegan B. Fisher

Date: December 14, 2021

**SEIU Healthcare 1199NW**

By: [Signature]

Date: December 15, 2021

**Addendum A to Memorandum of Understanding**  
**Temporary/Short Term Extra Shift Incentive Program**

Subject to the terms and conditions of the Memorandum of Understanding - Temporary/Short Term Extra Shift Incentive Program, effective December 15, 2021, Swedish Medical Center (“Employer”) and SEIU Healthcare 1199 NW (“SEIU”) agree that caregivers who work extra 4-hour shifts designated by Swedish as incentive eligible will receive incentive pay as follows:

CBA/Classification	4 hour
OR (including PACU)/ICU/IMCU/ED – RN	\$300
OR (including PACU), ED, ICU W&I: Tech, ED Tech	\$150
W&I - RN	\$300
RN – Including Extender(s)	\$200
Service	\$50
Tech	\$50
Respiratory Therapist	\$300

The parties agree that the 4-hour Incentive shall only apply to shifts designated in advance as incentive eligible by the employer and does not apply to mandatory holdover/shift extensions, or call back shifts. This Addendum A shall become effective upon execution by the parties and shall remain in effect during the term of the Memorandum of Understanding - Temporary/Short Term Extra Shift Incentive Program.

**Swedish Medical Center**

By Keegan B. Fisher

Date: January 14, 2022

**SEIU Healthcare 1199NW**

By Jane Hopkins, Executive Vice President

Date: January 16, 2022