

**ADDENDUM TO**  
**TEMPORARY SHIFT SUPPORT and DEPENDABILITY PROGRAM MEMORANDUM OF AGREEMENT**  
**BETWEEN**

**SEIU HEALTHCARE 1199NW AND SWEDISH MEDICAL CENTER and SWEDISH EDMONDS**

The Parties, SEIU Healthcare 1199NW ("Union"), Swedish Medical Center ("SMC") and Swedish Edmonds ("Swedish Edmonds") agree to the following Addendum to the Temporary Shift Support and Dependability Program Memorandum of Agreement (the "MOA") entered into by the Parties and ratified in September 2022. In the original MOA, the Parties agreed to a Temporary Shift Support and Dependability Program, to be implemented beginning October 1, 2022, with a scheduled end date of January 31, 2023.

The Parties had previously agreed to the continuation of the Temporary Shift Support and Dependability Program as detailed in the original MOA through March 18, 2023, with the following modifications:

1. To remain eligible for this program, caregivers must work their weekly FTE. Specifically, the Parties agree that mandatory education and approved time off for the purposes of committee meetings, will be considered hours worked towards the caregiver's regular FTE.
2. For the SMC Collective Bargaining Agreements, in addition to represented RNs, ED Techs, Respiratory Techs, and CNAs, caregivers working in the following classifications who meet the eligibility criteria outlined in the MOU will receive the agreed upon shift incentives:
  - LPNs
  - Surgical Techs
  - Rad Techs
  - PSAs
  - Monitor Techs
  - Case Managers and Social Workers
3. For the SMC Edmonds Service/Pro/Tech Collective Bargaining Agreement, the Respiratory Techs, and Lab Department will continue to be covered by the MOA.
4. Per diem employees who sign up for incentive shifts that are scheduled preceding their scheduled regular shifts can receive incentive pay for such incentive shifts if they in fact work the three regular shifts for which they are scheduled during the then posted six (6) week schedule. If they fail to work all the shifts, they will not be eligible for incentive pay. Per Diem employees must work 36 hours per schedule period which will be moved to the first three shifts of the 6-week schedule period, any additional shifts picked up prior to schedule posting will not be considered incentive shifts. Incentive shifts picked up following the posting of the schedule will be incentive pay eligible.
5. The parties agree to extend the program through June 3, 2023. Management reserves the right to extend or end the Temporary Support and Dependability program and will notify SEIU two

weeks prior to the expiration of this agreement in the event the program is extended or discontinued consistent with the terms of this agreement.

All other provisions of the Parties' CBAs and the original MOA that the Parties have not agreed to modify shall remain unchanged.

**Acknowledged and Agreed:**

**Swedish Medical Center**

By 

Date: 3/15/23

**SEIU Healthcare 1199NW**

By 

Date: 3/17/2023