

**P. MEMORANDUM OF UNDERSTANDING
BETWEEN
THE STATE OF WASHINGTON
AND
THE WASHINGTON FEDERATION OF STATE EMPLOYEES**

**Washington State Department of Veterans Affairs Temporary Shift Premium to
Address Staffing Shortages**

The COVID-19 pandemic has had a significant impact on many state agencies and staff. During the pandemic, the Department of Veterans Affairs (WDVA) has not been able to adequately staff weekend, evening, or night nursing shifts, resulting in increased costs due to the utilization of a temporary staffing agency and overtime costs, and in general staff burnout and retention issues. To address the staffing issues and incentivize day, weekend, evening, and night shift work the parties agree to a program that provides a temporary day, weekend, evening, and night shift premium for the Nursing Assistant Certified (NAC) and Nursing Assistant Certified Lead classifications.

The parties agree that employees in the NAC and NAC Lead classifications who work:

- Monday-Friday day shift will receive two dollars (\$2.00) per hour, in addition to base rate of pay and any applicable shift premiums as outlined in Article 42.19 of the collective bargaining agreement.
- Weekend shifts (12:01 AM Saturday to 11:59 PM Sunday) will receive seven dollars (\$7.00) per hour, in addition to base rate of pay and any applicable shift premiums as outlined in Article 42.19 of the collective bargaining agreement.
- Evening shift will receive seven dollars (\$7.00) per hour, in addition to base rate of pay and any applicable shift premiums as outlined in Article 42.19 of the collective bargaining agreement.
- Night shift will receive seven dollars (\$7.00) per hour, in addition to base rate of pay and any applicable shift premiums as outlined in Article 42.19 of the collective bargaining agreement.

The temporary day, weekend, evening, and night shift premium will only be paid for hours worked during the hours listed above, including hours worked outside of the employee's regular schedule. An employee is not eligible for the additional shift premium if they have a scheduled or unscheduled absence as defined by the CBA for their regular shift and volunteered to work a weekend, evening or night shift within the same workday and/or next scheduled workday. No temporary day, weekend, evening, or night shift premium will be paid in addition to non-worked hours or holiday pay.

This pilot program shall be effective for forty-five days (45) from August 14, 2021 and will expire on September 27, 2021 unless there is mutual agreement to extend an additional forty-five (45) days.

Dated August 14, 2021

For the Employer:

For the Union:

/s/

/s/

Ann Green, OFM
Labor Relations Manager

Leanne Kunze
WFSE/AFSCME Council 28
Executive Director