

**LETTER OF UNDERSTANDING  
BETWEEN  
PROVIDENCE REGIONAL MEDICAL CENTER EVERETT  
AND  
UNITED FOOD & COMMERCIAL WORKERS LOCAL 3000 - Nurses**

Providence Regional Medical Center Everett ("PRMCE") and United Food and Commercial Workers Local 3000 ("Union") (collectively "parties") hereby enter this Letter of Understanding to memorialize the parties' agreement regarding the need for Registered Nurses (RN) to temporarily switch to the night shift as deemed necessary by any department.

The flip shift rotation period will be selected by management.


Management will determine the number of FTE's needed by the department.


The parties further understand and agree that the following terms and conditions will apply to this assignment:

- PRMCE will determine the necessary experience, skills, and qualifications for the assignment.
- This pay is in additional to all compensation (i.e., shift, differential, weekend differential, etc.) from the CBA and/or statutory overtime (FLSA). No pyramiding of overtime.
- Upon successful conclusion of the assignment as noted below, the following bonus amount will be paid to any day shift RNs who are offered and accept an assignment on night shift:
  - The flip shift amount per two-week period is \$1,800 prorated by FTE.
    - RNs must have worked at least thirty-two (32) hours via regularly scheduled eight (8) hour shifts or forty-eight (48) hours via regularly scheduled twelve (12) hour shifts over the appropriate rotation period to night shift (as determined by PRMCE).
  - The flip shift amount for a one-day period is \$250.
    - RNs must work a regularly scheduled twelve (12) hour shift (as determined by PRMCE).
- Upon successful conclusion of the assignment as noted below, the following bonus amount will be paid to any non-weekend shift RNs who are offered and accept an assignment on Friday, Saturday, or Sunday night shifts:
  - The flip shift amount for a one-day period is \$300.
    - RNs must work a regularly scheduled twelve (12) hour shift (as determined by PRMCE).

Nothing in this LOU precludes the employer from creating an on-going voluntary standby/on-call list in accordance with Article 9.7 by department for critical/just in time staffing needs.

The parties agree that this Letter of Understanding will become effective upon signature and will expire on October 30, 2023.

  
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Evelyn Orantes-Fogel                      8/29/23  
Union Representative                      Date  
UFCW, Local 3000 Negotiator

  
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Maurice Lewin                                      08/29/2023  
Chief Human Resources Officer                      Date  
Providence Regional Medical Center Everett