**AWTS, LLC and ASSB, LLC**

**And**

**NATIONAL UNION OF HEALTHCARE WORKERS**

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**Memorandum of Understanding**

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**Prefatory Statement**

The parties to this Memorandum of Understanding, National Union of Healthcare Workers (“NUHW”), on the one hand, and AWTS, LLC (“Woodland”) and ASSB, LLC (“University”) (collectively the “Employers”), on the other hand, agree to the following.

1. Whereas, NUHW and Woodland are parties to that certain Collective Bargaining Agreement which will expire on September 30, 2026.
2. Whereas, NUHW and University are parties to that certain collective bargaining agreement which will expire on October 31, 2026.
3. Whereas, the Collective Bargaining Agreements between the Employers and the NUHW each contain the following language regarding shift differentials:

 SHIFT DIFFERENTIALS

A shift differential per hour for nursing staff shall be paid to such employees who work between the hours of 3:00 p.m. and 6:00 a.m. when the employee works the majority of his/her shift between those hours pursuant to the following schedule:

|  |  |
| --- | --- |
| **Shift** | **Nursing Differential** |
| PM | $0.75 |
| NOC | $1.00 |

Shift differentials are only paid on hours worked. They are not applied to vacation pay or holiday pay.

1. Whereas, effective July 1, 2024, the parties wish to amend this language in the Collective Bargaining Agreements between Woodland and NUHW, and University and NUHW as follows:

SHIFT DIFFERENTIALS

A shift differential per hour for nursing staff shall be paid to such employees who work between the hours of 2:00 p.m. and 6:00 a.m. when the employee works the majority of his/her shift between those hours pursuant to the following schedule:

|  |  |
| --- | --- |
| **Shift** | **Nursing Differential** |
| PM | $0.75 |
| NOC | $1.00 |

Shift differentials are only paid on hours worked. They are not applied to vacation pay or holiday pay.

1. Whereas, both the Employers and NUHW agree to this change effective July 1, 2024.

Agreed To:

By: National Union of Healthcare Workers

Joaquin Recinos

AWTS, LLC

Its Authorized Representative

ASSB, LLC

Its Authorized Representative