

MEMORANDUM OF UNDERSTANDING  
BETWEEN  
SEIU LOCAL 925 AND UNIVERSITY OF WASHINGTON

The parties agree to renew the current Collective Bargaining Agreements (7/1/09—6/30/11) by and between the Board of Regents of the University of Washington and SEIU Local 925 2011 to June 30, 2012, subject to the following modifications and amendments:

1. Article 34 Duration will be amended as follows:  
This Agreement shall become effective on July 1, 2011 and remain in force through June 30, ~~2011~~ 2012.
2. Classifications brought under SEIU Local 925 CBA's during the 2009-2011 agreement and this extension will be included as they occur.
3. Side letter F will be updated as follows: The parties agree that the following Local 925-represented employees at UW Medical Center in identical job classifications to those in bargaining units represented by SEIU ~~District~~ Healthcare 1199NW at Harborview Medical Center shall receive the equivalent salary adjustments, market adjustments and premium pay rates agreed upon between the University and SEIU ~~District~~ Healthcare 1199NW for those job classification at Harborview Medical Center for the ~~2009-2011~~ 2012 agreement.

Add to list of Job Codes and Classifications

8405 Nuclear Medicine PET Tech

These classifications are within the series already included and have been included as part of MOU's agreed to in 2010.

4. Article 30.10 (30.11 for Healthcare Professional/Laboratory Technical Contract) will be employed based on the following criteria: The parties will meet at least once every quarter, or more often if requested by either party, to address wage issues based on market rates, recruitment and retention issues, and/or wage compression issues.
5. Article 30.6 Health Benefits  
The Employer will contribute an amount equal to eighty-five (85%) of the total weighted average of the projected health care premium for each bargaining unit employee eligible for insurance each month, as determined by the Public Employees Benefits Board annually for benefits in the calendar year 2012 and

calendar year 2013, respectively. The projected health care premium is the weighted average across all plans, across all tiers. The Uniform Medical Plan (deductible, out-of-pocket maximums and co-insurance) in effect for calendar year 2011 will be maintained for the 2011 – 2013 biennium.

The Employer will pay the entire premium costs for each bargaining unit employee for basic life, basic long-term disability and dental insurance coverage.


Wellness

To support the statewide goal for a healthy and productive workforce, employees are encouraged to participate in a Health Risk Assessment survey. Employees will be granted work time and may use a state computer to complete the survey.

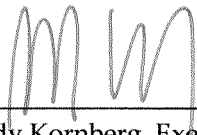
6. The Employer agrees to negotiate with the Union over economics if there are any general wage increases for union or non-union groups, e.g., professional staff, faculty, etc.

The parties agree to negotiate a successor Agreement that will go into effect on July 1, 2012 and expire on June 30, 2013. Negotiations will begin in July 2011.

This MOU is hereby incorporated by reference into the current CBA's as amended by this MOU.

  
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Dornie MacKenzie, Director  
Higher Education Division  
SEIU Local 925

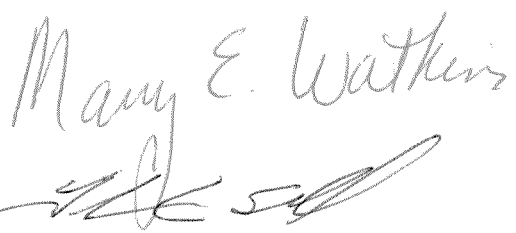
Date: 3/17/11

  
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Mindy Kornberg, Executive Vice President  
Human Resources  
University of Washington

Date: March 22, 2011







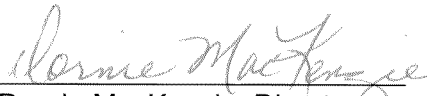
## APPENDIX "A"

### TO THE MEMORANDUM OF UNDERSTANDING BETWEEN SEIU LOCAL 925 AND THE UNIVERSITY OF WASHINGTON

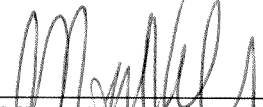
The parties acknowledge and agree that the present Appendix "A" is fully integrated into and constitutes part and parcel of the Memorandum of Understanding agreed to between them and attached hereto by reference.

#### The Parties hereto agree as follows:

"In the event the University of Washington is informed by Executive or Legislative action that it is expected to comply with any wage reduction applicable to State of Washington collective bargaining agreements, the University of Washington may re-open the bargaining agreement and bargain with the Union in order to ensure compliance therewith."

  
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Dornie MacKenzie, Director  
Higher Education Division  
SEIU Local 925

Date: 3/16/11

  
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Mindy Kornberg  
Vice President for Human Resources  
University of Washington

Date: March 16, 2011