

**MEMORANDUM OF UNDERSTANDING  
BETWEEN  
THE UNIVERSITY OF WASHINGTON (UNIVERSITY)  
AND  
THE SERVICE EMPLOYEES INTERNATIONAL UNION Local 925  
MOU – PHLEBOTOMIST RECRUITMENT AND RETENTION WAGE INCREASES**

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2 During negotiations for the 2019-2021 successor agreement, the parties agreed to the  
3 following recruitment and retention wage increases for the Phlebotomist and  
4 Phlebotomist Lead classifications:

5 1. Effective July 1, 2019, Phlebotomist (Job Code 18394 and 20720) shall move  
6 from Pay Table B8 Range 10 to Pay Table B8 Range 15. Employees will be  
7 placed on the new range at the step closest to but not less than their current rate  
8 of pay.

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10 2. Effective July 1, 2019, Phlebotomist Lead (Job Code 18395 and 20721) shall  
11 move from Pay Table B8 Range 17 to Pay Table B8 Range 22. Employees will  
12 be placed on the new range at the step closest to but not less than their current  
13 rate of pay.

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16 Dated \_\_\_\_\_, 2018

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For the Employer

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