

1 **MEMORANDUM OF UNDERSTANDING**  
2 **BETWEEN**  
3 **THE UNIVERSITY OF WASHINGTON (UNIVERSITY)**  
4 **AND**  
5 **THE SERVICE EMPLOYEES INTERNATIONAL UNION Local 925**

6  
7 **MOU: LUMP SUM PAYMENT**

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9 During re-opener negotiations for the 2021-2023 successor agreement, the parties  
10 reached agreement on the following lump sum upon ratification:  
11

12 A. Employees with an active permanent appointment and in pay status on July 1,  
13 2022 shall receive a single one-time lump sum payment of ~~three~~ five  
14 hundred and fifty dollars (~~\$300,500.850~~) to each employee at or above a ~~.75-.6~~  
15 FTE.

16  
17 B. Employees with an active permanent appointment and in pay status on July 1,  
18 2022 shall receive a single one-time lump sum payment of ~~one hundred and fifty~~  
19 dollar ~~two hundred and seventy five~~ five hundred (~~\$150,275.500~~) to each  
20 employee below a ~~.75-.6~~ FTE.

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24 Tentatively Agreed To:

25 For the Union:

For the Employer:

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28  
29 Date:

Date:

1           **ARTICLE 45 – COMPENSATION, WAGES AND OTHER PAY PROVISIONS**

2           **45.1.**

3           A. Effective July 1, 2021, each classification represented by the Union will continue  
4           to be assigned to the same Pay Table and Salary Range as it was assigned on  
5           June 30, 2021. Effective July 1, 2021, each employee will continue to be  
6           assigned to the same Salary Range and Step that they were assigned on June  
7           30, 2021 unless otherwise agreed.

8  
9           B. Effective July 1, 2021, all Salary Ranges described in Section A above will be  
10          increased by zero percent (0%). This increase will be based upon the salary  
11          schedule in effect on June 30, 2021.

12  
13          C. Effective July 1, 2022, all Salary Ranges described in Section A above will be  
14          increased by ~~zero one two three~~ percent (0123%). This increase will be based  
15          upon the salary schedule in effect on June 30, 2022.

16  
17          D. Employees who are paid above the maximum for their range on the effective  
18          date of the increase described in B or C above will not receive the specified  
19          increase to their current pay unless the new range encompasses their current  
20          rate of pay. Employees who are Y-rated as of June 30, 2021 will continue to  
21          receive that salary if it is higher than the top step of the salary range for their  
22          classification as specified in Appendix I.

23           **45.2.** Upon promotion or reclassification from a Local 925 position to another Local 925  
24           position with a higher salary range, the affected employee shall be placed on the salary  
25           step of the new range which reflects a minimum of a three (3) step, except for positions  
26           on Health Care Professional/Technical pay tables, which shall receive a minimum  
27           increase of 6%. The new progression start date shall be the first of the current month for  
28           effective dates falling between the first and fifteenth of the month and the first of the  
29           following month for effective dates falling between the sixteenth and the end of the  
30           month.

31           **45.3.** An employee occupying a position that is reclassified to an existing class with a  
32           lower salary range shall be placed in the salary step in the new range which is closest to  
33           the current salary, provided such salary does not exceed the top automatic step of the  
34           new salary range.

35           **45.4. Salary Schedules.**

36           a. The salary schedules shall be incorporated into this Agreement as Appendix V.

1 b. Salary schedules will contain Career Enhancement/Growth steps as described in  
2 Section 45.6.

3  
4 c. **Movement on General Schedules.** Employees who are hired at the minimum  
5 available step of their pay range will receive a two (2) step increase to base  
6 salary following completion of six (6) months of continuous service and the date  
7 they receive that increase will be the employee's progression start date.  
8 Thereafter, employees will receive a two (2) step increase annually, based on  
9 their progression start date, until they reach the top of the pay range.

10  
11 Employees who are hired above the minimum available step of the pay range will  
12 receive a two (2) step increase to base salary following completion of twelve (12)  
13 months of continuous service and the date they receive that increase will be the  
14 employee's progression start date. Thereafter, employees will receive a two (2)  
15 step increase annually, based on their progression start date, until they reach the  
16 top of the pay range.

17 d. **Movement on Health Care Schedules.** Employees who are hired on the Health  
18 Care pay tables above the minimum available step of the pay range will receive  
19 increment increases at the rate of one (1) step each twelve (12) months until they  
20 reach the top of the pay range. The date they receive that increase will be the  
21 employee's progression start date until they reach the top of the pay range.

22  
23 Employees who are hired on the Health Care pay tables at the minimum  
24 available step in the pay range will receive a one (1) step increase to base salary  
25 following completion of six (6) months of continuous service and the date they  
26 receive that increase will be the employee's progression start date. Thereafter,  
27 employees will receive a one (1) step increase annually, based on their periodic  
28 increment date, until they reach the top of the pay range.

29 e. When a progression start date coincides with a promotional date, the  
30 appointment to a new salary range, and/or a market adjustment, the progression  
31 start date will be applied first.

32  
33 f. The University, at its discretion, may approve additional progression increases at  
34 any time. Such additional progression increases will not change an employee's  
35 progression start date.

36  
37 g. **Recruitment/Retention Compensation.** The Employer may increase the salary  
38 of classifications that are experiencing recruitment/retention problems, upon thirty  
39 (30) days' notice to the union and the opportunity for the union to bargain, as per  
40 45.7 below.

41 **45.5.** The University and the Union affirm their commitment to the principles of  
42 comparable worth by implementing any state-mandated comparable worth adjustments.

1 **45.6. Career Enhancement/Growth Program.** The University will continue its Career  
2 Enhancement/Growth program. The program will reward employees whose  
3 development of skills, increased productivity, or assumption of higher level duties  
4 results in increased value to the department, service enhancements, or efficiencies for  
5 the department in which the employee works.

6 CEGP steps on the respective pay tables (see Appendix V Pay Tables), will be attained  
7 solely through the Career Enhancement/Growth program and will not be based on  
8 length of service.

9 Employees in every classification covered by this Agreement will be eligible for the  
10 program. Employees are eligible to receive a Career Enhancement/Growth step any  
11 time after they have been at the last automatic step in their pay range for a minimum of  
12 one (1) year. Employees are eligible for the subsequent Career Enhancement/Growth  
13 step beginning one (1) year after receiving the previous step.

14 There will be no minimum or maximum number of employees who may receive Career  
15 Enhancement/Growth steps. There will be no minimum or maximum amount of money  
16 the University will spend on the Career Enhancement//Growth program. Decisions  
17 about Career Enhancement/ Growth steps shall be made within sixty (60) days of  
18 supervisory/ managerial/professorial recommendations.

19 Either employees or managers may initiate the CEGP application process. All CEGP  
20 applications shall be forwarded to the Compensation Office, regardless of approval or  
21 denial. If the application has been denied, the reason for the denial must be  
22 documented.

23 The Compensation Office tracks CEGP applications, grants, and denials including at a  
24 minimum the job class, department, employee id, the decision to grant or deny, and the  
25 documented reason for any denial. If denied, the employee may appeal to the decision-  
26 maker's supervisor.

27 The CEGP application allows for the inclusion of up to three letters of recommendation,  
28 and record years of experience in the position or field, as well as years of service with  
29 the University in the Statement of Qualifications section. The union will have access to  
30 this information on request.

31 The Career Enhancement/Growth program will not be a substitute for reclassifications.  
32 Reclassifications will take priority over receiving Career Enhancement/Growth steps  
33 such that if an employee qualifies to receive a Career Enhancement/Growth step but  
34 could otherwise be reclassified, the employee will be reclassified and will not  
35 simultaneously receive the Career Enhancement/Growth step. Career  
36 Enhancement/Growth steps shall be considered in calculating salary adjustment  
37 associated with promotion and upward reclassification, but in no instance shall a salary  
38 in a new position be at a step higher than the top automatic step in the new pay range,

1 except for lateral transfers where there is no mutual agreement not to exceed the top  
2 automatic progression step in the new pay range.

3 The University agrees to regularly issue University-wide reminders promoting the value  
4 of this program.

5 The parties will utilize the JLM committee to review the CEGP program periodically with  
6 the goal to improve standards and accessibility.

7 The Career Enhancement/Growth program in its entirety is not subject to the grievance  
8 procedure (Article 6).

9 **45.7. Market Rate Wage Adjustments.** If market conditions determine that an upward  
10 adjustment in one or more economic areas is essential to maintain competitiveness,  
11 both the Union and the Employer shall be given the opportunity to raise issues of  
12 competitive compensation and propose market adjustments. When the Employer  
13 proposes adjustments, the Union shall be given at least thirty (30) days' notice in  
14 advance of the implementation date to negotiate the adjustment.

15 **45.8. Callback Pay (Applicable only to the University-wide Nonsupervisory,  
16 Supervisory, Contact Center, Contact Center Supervisory, and Health Care  
17 Professional/Laboratory Technical bargaining units).** When a scheduled work  
18 period employee has left the grounds and is called to return to the work station outside  
19 of regularly scheduled hours, the employee shall receive two (2) hours bonus pay plus  
20 time actually worked. The bonus pay shall be compensated at the regular rate; time  
21 worked shall be compensated at time and one-half (1-1/2). Time worked immediately  
22 preceding the regular shift does not constitute call back, provided time worked does not  
23 exceed two (2) hours or notice of at least eight (8) hours has been given. An employee  
24 on standby status called to return to the work station does not qualify for call back pay.

25 **45.9. Standby Pay (Applicable only to the University-wide Nonsupervisory,  
26 Supervisory, Contact Center, Contact Center Supervisory, and Health Care  
27 Professional/Laboratory Technical bargaining units).** Scheduled or nonscheduled  
28 work period employees required to restrict off-duty activities to be available for duty  
29 shall be compensated as follows:

- 30
- At a rate of two dollars (\$2.00) per hour for the University-wide Nonsupervisory,  
31 and Supervisory Units, Contact Center, and Contact Center Supervisory, except  
32 for those job titles listed in Appendix II, which shall receive the applicable rates.
  - At a rate of three dollars and seventyfour dollars - five cents (\$3.75 4.00) per hour  
33 for the Health Care Professional/Laboratory Technical Unit for zero to thirty (0 to  
34 30) hours per pay period and six dollars (\$6.00) for hours over thirty (30) per pay  
35 period.  
36

1 When called in from standby status, the employee shall receive premium pay (time and  
2 one-half [1-1/2] the employee's regular rate) for a minimum work period of two (2)  
3 hours. The two (2) hours pay shall not apply unless the employee has left the  
4 employer's premises.

5 **45.10. Shift Differential (Applicable only to the University-wide Nonsupervisory,  
6 Supervisory, Contact Center, Contact Center Supervisory, and Health Care  
7 Professional/Laboratory Technical bargaining units).**

8 Employees assigned to evening and night shifts shall receive a shift differential as  
9 follows:

- 10 • University-wide Nonsupervisory, Supervisory, Contact Center, Contact Center  
11 Supervisory Units: \$1.00 per hour for evening and night shifts, except for those  
12 job titles listed in Appendix II, which shall receive the applicable rates;  
13
- 14 • Health Care Professional/Laboratory Technical Unit: ~~\$1.50-75~~ per hour for  
15 evening shift and ~~\$2.25-50~~ per hour for night shift.

16 Evening shift is defined as a majority of time worked daily or weekly between 5:00 p.m.  
17 and 12:00 a.m. Night shift is defined as a majority of time worked daily or weekly  
18 between 12:00 a.m. and 7:00 a.m. Shift differential shall be paid for the entire shift  
19 which qualifies. When an employee is regularly assigned to an afternoon or evening  
20 shift that qualifies for shift differential, the employee shall continue to receive the shift  
21 differential during temporary assignment, not to exceed five (5) working days, to a shift  
22 that does not qualify.

23 **45.11. Multilingual/Sign Language/Braille Premium Pay.** Whenever a classified  
24 position has a bona fide requirement for regular use of competent skills in more than  
25 one language, and/or sign language and/or Braille, ~~and the need for that skill is~~  
26 ~~specified in the employee's position description, as determined in writing by the~~  
27 ~~employer,~~ the employee shall receive a premium pay of five (5%) percent above the  
28 level normally assigned for that position, except for those instances where the position  
29 is allocated to a class that specifies these skills. ~~If an employee receiving language pay~~  
30 ~~transfers or is promoted into a position which also necessitates the use of the~~  
31 ~~employee's language skills, as determined in writing by the employer, the language pay~~  
32 ~~benefit will be paid as a premium.~~

33  
34 If the employee's position is allocated to a class that specifies these skills, the employee  
35 will receive a premium pay of five (5%) percent above the level normally assigned for  
36 that position only when the employee's position description states that the position has  
37 a bona fide requirement for regular use of competent skills in three (3) or more  
38 languages in addition to English.

1 If this requirement is not included in the employee’s position description, refusal by the  
2 employee to interpret will not result in corrective action.

3 **45.12. Weekend Pay.**

- 4 • University-wide Nonsupervisory, Supervisory, Contact Center, and Contact  
5 Center Supervisory bargaining units: All hours worked on weekends by  
6 employees in applicable job titles shall include a weekend pay premium  
7 accordance with Appendix II.  
8
- 9 • Health Care Professional/Laboratory Technical bargaining unit: All hours worked  
10 on weekends shall include a weekend pay premium of \$**4.502.25** per hour.

11 **45.13. Substitute Lead (Applicable only to the Health Care**  
12 **Professional/Laboratory Technical bargaining unit).** Employees in a non-lead  
13 classification who are designated by the employer to assume the lead role in the  
14 absence of an employee in a lead classification shall be paid a premium of \$2.00 per  
15 hour for all hours worked in the assignment.

16 **45.14. Preceptor.** Surgical Technologists (18430) may serve as a preceptor after  
17 successfully completing a preceptor workshop or equivalent documented training and  
18 agreeing to and being appointed to be specifically responsible for planning, organizing,  
19 and evaluating the new skill development of one or more newly hired surgical  
20 technologists or perioperative registered nurses. This includes teaching, clinical  
21 supervision, role modeling, feedback, evaluation (verbal and written) and follow up of  
22 the new or transferring employee. Employees will receive a preceptor premium pay of  
23 \$1.50 per hour for all time spent engaged in preceptor role responsibilities with/on  
24 behalf of the orienting employees.

25 Respiratory Care Practitioners (18155) may serve as preceptors after successfully  
26 completing a preceptor workshop or equivalent documented training and agreeing to  
27 and being appointed to be specifically responsible for planning, organizing, and  
28 evaluating the new skill development of one or more Respiratory Care Practitioners  
29 enrolled in a defined orientation program, the parameters of which have been set forth  
30 in writing by the Employer. This includes teaching, clinical supervision, role modeling,  
31 feedback, evaluation (verbal and written) and follow up of the new or transferring  
32 employee.

33 Respiratory Care Practitioner preceptors are eligible to receive preceptor premium pay  
34 of \$1.50 per hour only when actually engaged in preceptor role responsibilities with/on  
35 behalf of the orienting Respiratory Care Practitioner.

36 **45.15 UWMC Public Safety Officer Premium.** All Department of Public Safety Officers  
37 and Sergeants who have been trained and qualified to assist the clinical staff in the  
38 proper restraint of patients will receive premium pay of \$1.30 per hour. For the purpose

- 1 of this article, hours of paid time off, such as holiday, vacation or sick leave, do not
- 2 count as hours worked.



**MEMORANDUM OF UNDERSTANDING  
BETWEEN  
THE UNIVERSITY OF WASHINGTON (UNIVERSITY)  
AND  
SEIU 925 (UNION)**

**MOU: ANESTHESIOLOGY TECHNICIAN RECRUITMENT AND RETENTION  
INCREASES**

During re-opener negotiations for the 2021-2023 collective bargaining agreement, the parties agreed to the following regarding recruitment and retention increases for Anesthesiology Technicians. Due to emergency staffing needs, this MOU is effective no more than forty-five (45) days following ratification and on the first available pay period as determined by the Employer:

- I. The job classification ANESTHESIOLOGY TECHNICIAN 1 (Job Code 18310 and 20687) on Pay Table BG at Pay Range 12 will be moved to Pay Table BG at Pay Range 17.
- II. The job classification ANESTHESIOLOGY TECHNICIAN 2 (Job Code 18312 and 20688) on Pay Table BT at Pay Range 30 will be moved to Pay Table BT at Pay Range 35.
- III. All regular employees will be placed on the new pay range at their current step.
- IV. Temporary hourly employees must be paid within range minimum and range maximum. If a temporary hourly employee's current rate falls below the new range minimum, their hourly rate will be increased to range minimum.
- V. Employee progression start dates (PSDs) will not be impacted by placement on the new range.

This MOU will expire upon implementation.

Tentatively Agreed To:	
For the Union:	For the Employer:
_____	_____
Date:	Date:

1   **MEMORANDUM OF UNDERSTANDING**  
2   **BETWEEN**  
3   **THE UNIVERSITY OF WASHINGTON (UNIVERSITY)**  
4   **AND**  
5   **SEIU 925 (UNION)**

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7                   **MOU: CARDIAC SONOGRAPHER RECRUITMENT AND RETENTION INCREASES**  
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9           During re-opener negotiations for the 2021-2023 collective bargaining agreement, the  
10           parties agreed to the following regarding recruitment and retention increases for the  
11           Cardiac Sonographer series. Due to emergency staffing needs, this MOU is effective no  
12           more than forty-five (45) days following ratification and on the first available pay period  
13           as determined by the Employer:

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- 15           I.     The job classification CARDIAC SONOGRAPHER 1 (Job Code 18422 and  
16                 20734) on Pay Table BF at Pay Range 49 will be moved to Pay Table BF at Pay  
17                 Range 54.
- 18
- 19           II.    The job classification CARDIAC SONOGRAPHER 2 (Job Code 18423 and  
20                 20735) on Pay Table BF at Pay Range 52 will be moved to Pay Table BF at Pay  
21                 Range 57.
- 22
- 23           III.  The job classification CARDIAC SONOGRAPHER LEAD (Job Code 18427 and  
24                 20737) on Pay Table BF at Pay Range 60 will be moved to Pay Table BF at Pay  
25                 Range 65.
- 26
- 27           IV.  The job classification CARDIAC SONOGRAPHER SPECIALIST (Job Code  
28                 18424 and 20736) on Pay Table BF at Pay Range 56 will be moved to Pay Table  
29                 BF at Pay Range 61.
- 30
- 31           V.    The job classification CARDIAC SONOGRAPHER SUPERVISOR (Job Code  
32                 18428) on Pay Table BF at Pay Range 78 will be moved to Pay Table BF at Pay  
33                 Range 83.
- 34
- 35           VI.  All regular employees will be placed on the new pay range at their current step.
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- 37           VII.  Temporary hourly employees must be paid within range minimum and range  
38                 maximum. If a temporary hourly employee’s current rate falls below the new  
39                 range minimum, their hourly rate will be increased to range minimum.
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- 41           VIII. Employee progression start dates (PSDs) will not be impacted by placement on  
42                 the new range.

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44           This MOU will expire upon implementation.

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Tentatively Agreed To:

For the Union:

For the Employer:

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Date:

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1                                   **MEMORANDUM OF UNDERSTANDING**  
2                                   **BETWEEN**  
3                                   **THE UNIVERSITY OF WASHINGTON (UNIVERSITY)**  
4                                   **AND**  
5                                   **SEIU 925 (UNION)**

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7                                   **MOU: CLINICAL LABORATORY TECHNICIAN RECRUITMENT AND RETENTION**  
8                                   **INCREASES**  
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10 During re-opener negotiations for the 2021-2023 collective bargaining agreement, the  
11 parties agreed to the following regarding recruitment and retention increases for Clinical  
12 Laboratory Technician series. Due to emergency staffing needs, this MOU is effective  
13 no more than forty-five (45) days following ratification and on the first available pay  
14 period as determined by the Employer:  
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- 17       I.     The job classification CLINICAL LABORATORY ASSISTANT (Job Code 18391  
18            and 20719) on Pay Table B7BX at Pay Range 12 will be moved to Pay Table  
19            B7BX at Pay Range 17.
  - 20
  - 21       II.    The job classification CLINICAL LABORATORY TECHNICIAN 1 (Job Code  
22            18330 and 20692) on Pay Table B8 at Pay Range 30 will be moved to Pay Table  
23            B8 at Pay Range 35.
  - 24
  - 25       III.   The job classification CLINICAL LABORATORY TECHNICIAN 2 (Job Code  
26            18331 and 20693) on Pay Table B8 at Pay Range 36 will be moved to Pay Table  
27            B8 at Pay Range 41.
  - 28
  - 29       IV.   The job classification CLINICAL LABORATORY TECHNICIAN LEAD (Job Code  
30            18332 and 20694) on Pay Table B8 at Pay Range 46 will be moved to Pay Table  
31            B8 at Pay Range 51.
  - 32
  - 33       V.     All regular employees will be placed on the new pay range at their current step.
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  - 35       VI.    Temporary hourly employees must be paid within range minimum and range  
36            maximum. If a temporary hourly employee's current rate falls below the new  
37            range minimum, their hourly rate will be increased to range minimum.
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  - 39       VII.   Employee progression start dates (PSDs) will not be impacted by placement on  
40            the new range.

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42 This MOU will expire upon implementation.  
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Tentatively Agreed To:	
For the Union:	For the Employer:
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Date:	Date:

**MEMORANDUM OF UNDERSTANDING  
BETWEEN  
THE UNIVERSITY OF WASHINGTON (UNIVERSITY)  
AND  
SEIU 925 (UNION)**

**MOU: DIAGNOSTIC MEDICAL SONOGRAPHER RECRUITMENT AND RETENTION  
INCREASES**

During re-opener negotiations for the 2021-2023 collective bargaining agreement, the parties agreed to the following regarding recruitment and retention increases for the Diagnostic Medical Sonographer series. Due to emergency staffing needs, this MOU is effective no more than forty-five (45) days following ratification and on the first available pay period as determined by the Employer:

- I. The job classification DIAGNOSTIC MEDICAL SONOGRAPHER (Job Code 18345 and 20701) on Pay Table BF at Pay Range 52 will be moved to Pay Table BF at Pay Range 57.
- II. The job classification DIAGNOSTIC MEDICAL SONOGRAPHER LEAD (Job Code 18346 and 20702) on Pay Table BF at Pay Range 63 will be moved to Pay Table BF at Pay Range 68.
- III. The job classification DIAGNOSTIC MEDICAL SONOGRAPHER SPEC (Job Code 18348 and 20704) on Pay Table BF at Pay Range 55 will be moved to Pay Table BF at Pay Range 60.
- IV. The job classification DIAGNOSTIC MEDICAL SONOGRAPHER SUPV (Job Code 18347 and 20703) on Pay Table BF at Pay Range 81 will be moved to Pay Table BF at Pay Range 86.
- V. All regular employees will be placed on the new pay range at their current step.
- VI. Temporary hourly employees must be paid within range minimum and range maximum. If a temporary hourly employee's current rate falls below the new range minimum, their hourly rate will be increased to range minimum.
- VII. Employee progression start dates (PSDs) will not be impacted by placement on the new range.

This MOU will expire upon implementation.

Tentatively Agreed To:

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For the Union:

For the Employer:

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**MEMORANDUM OF UNDERSTANDING  
BETWEEN  
THE UNIVERSITY OF WASHINGTON (UNIVERSITY)  
AND  
SEIU 925 (UNION)**

**MOU: FACILITATED MEDIATION RE: MULTI-CAMPUS FLOATING**

During re-opener negotiations for the 2021-2023 collective bargaining agreement, the parties agreed to the following for classifications working at UW Medicine facilities (HMC, UWMC-ML and UWMC-NW):

To address census fluctuations while supporting a healthy work environment for our staff, increase recruitment and retention through growth opportunities, and ensure quality patient care, the parties agree to request facilitated mediation from PERC within ninety (90) days of ratification to develop a tiered floating tool. The goal would be to create an equitable and effective method of responding to changes in staffing needs across all three (3) hospitals (HMC, UWMC-ML and UWMC-NW). The parties commit to meeting at least monthly with the facilitator/mediator, for up to 12 months, to fully discuss and work together to develop a process. While the parties are committed to reaching agreement, the parties understand that a final agreement may not be achievable. Participants would be provided paid release time, if applicable, to attend each session. Up to eight four (4)-(8) bargaining unit members from UW Medicine may attend each session.

Goals of the floating tool:

- Build the skill and competency of staff through development opportunities.
  - Build a tiered float system that compensates staff depending on availability, competency, assigned location, clinical groupings, and level of support needed.
- Increase recruitment and retention of employees as they will have increased development and growth opportunities. Enable staff to see growth opportunities within UW Medicine instead of seeking those elsewhere.
- Ability to address high/low census across UW Medicine.
- Increase staff satisfaction and patient care across UW Medicine.



1 **MOU: VOLUNTARY FLOAT BETWEEN UWMC-NW AND MONTLAKE CAMPUSES**  
2 **FOR BARGAINING UNITS REPRESENTED BY SEIU1199, SEIU 925, and WFSE**  
3

4 During negotiations for the 2021-2023 collective bargaining agreement, the parties  
5 agreed to the following:  
6

7 When there is low patient volume in a specific unit or department, and there is another  
8 unit or department in need, management may float staff between UWMC-NW and  
9 UWMC-Montlake if the employee agrees to float.  
10

11 Employees who agree to float between UWMC-NW and UWMC-Montlake will receive  
12 adequate orientation. Appropriate resources will be available as follows:  
13

- 14 a. Introduction to the appropriate unit leader for the shift;
- 15 b. Review of emergency procedures for that unit;
- 16 c. Tour of the physical environment and location of supplies and equipment;
- 17 d. Review of the patient assignment and unit routine.  
18

19 Employees shall not be required to perform new procedures without proper supervision.  
20 Employees shall seek supervisory guidance for those tasks or procedures for which  
21 they have not been trained. Employees who encounter difficulties related to floating  
22 should report these to the appropriate unit leader. There will be no adverse  
23 consequences for an employee filing a concern. The home department/unit leader (or  
24 designee) will seek volunteers among the employees to float. Employees who volunteer  
25 to float will receive an assignment taking into account the employee's training and  
26 experience.  
27

28 Employees will not float more than once per shift.  
29

30 If an employee agrees to float to an entity other than the employee's home entity, the  
31 employee will receive a four dollar (\$4.00) per hour premium for all hours worked  
32 outside the employee's home entity. This premium will apply to employees already  
33 receiving a premium for being in the float team but cannot otherwise be stacked with  
34 any other float premiums.  
35

36 Employees will be reimbursed for travel, mileage, and parking at the second site per  
37 university policy, and will be provided with the appropriate forms and instructions that  
38 will allow them to submit the forms for reimbursement.  
39

40 The employee's "Home Entity" Collective Bargaining Agreement applies while floating to  
41 other facilities.  
42

43 Employees will receive appropriate and timely training on the equipment, practices, and  
44 work area orientation at the non-home location to which they are floated.

1 ~~When there is low patient volume in a specific unit or department, management may~~  
2 ~~float employees between UWMC-Montlake and UWMC-NW.~~

3  
4 ~~If an employee is floated to an entity other than the employee's home entity (including~~  
5 ~~associated clinics), the employee will receive a four dollar (\$4.00) per hour premium for~~  
6 ~~all hours worked outside the employee's home entity (including associated clinics). This~~  
7 ~~premium cannot be stacked with any other float premiums.~~

8  
9 ~~Employees will be reimbursed for mileage and parking at the second site per university~~  
10 ~~policy.~~

11  
12 ~~The employee's "Home Entity" Collective Bargaining Agreement applies while floating to~~  
13 ~~other facilities.~~

14  
15 ~~Employees will receive appropriate and timely training on the equipment, practices, and~~  
16 ~~work area orientation at the non-home location to which they are floated.~~

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**MEMORANDUM OF UNDERSTANDING  
BETWEEN  
THE UNIVERSITY OF WASHINGTON (UNIVERSITY)  
AND  
SEIU 925 (UNION)**

**MOU: FOOTBALL GAME OVERTIME - UWPD**

During re-opener negotiations for the 2021-2023 collective bargaining agreement, the parties agreed to the following for SEIU 925 employees at UWPD effective July 1, 2022:

- I. All dispatchers, security guards, and security officers on overtime who are assigned to work any duties related to football game operations will receive double-time for all hours worked.
- II. For those dispatchers, security guards, and security officers who are on their regular duty or straight time, they will receive double-time commencing at the start of the first roll call through one hour past the end of the game.

This MOU expires June 30, 2023

Tentatively Agreed To:	
For the Union:	For the Employer:
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Date:	Date:

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- 1
- 2 IX. The job classification IMAGING TECHNOLOGIST-SUPERVISOR (Job Code
- 3 18279 and 20681) on Pay Table BF at Pay Range 76 will be moved to Pay Table
- 4 BF at Pay Range 82.
- 5
- 6 X. All regular employees will be placed on the new pay range at their current step,
- 7 with the exception of employees in the IMAGING TECHNOLOGIST-
- 8 SUPERVISOR (Job Code 18279) job classification. All regular employees in the
- 9 IMAGING TECHNOLOGIST-SUPERVISOR (Job Code 18279) job classification
- 10 will be placed on the new pay range at the step that provides at least a 5%
- 11 increase.
- 12
- 13 XI. Temporary hourly employees must be paid within range minimum and range
- 14 maximum. If a temporary hourly employee's current rate falls below the new
- 15 range minimum, their hourly rate will be increased to range minimum.
- 16
- 17 XII. Employee progression start dates (PSDs) will not be impacted by placement on
- 18 the new range.

19  
20 This MOU will expire upon implementation.

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Tentatively Agreed To:	
For the Union:	For the Employer:
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Date:	Date:



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Date:

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This MOU will expire upon implementation.

Tentatively Agreed To:	
For the Union:	For the Employer:
_____	_____
Date:	Date:

1                                   **MEMORANDUM OF UNDERSTANDING**  
2                                   **BETWEEN**  
3                                   **THE UNIVERSITY OF WASHINGTON (UNIVERSITY)**  
4                                   **AND**  
5                                   **SEIU 925 (UNION)**

6                                   **MOU: MULTI-CAMPUS VOLUNTARY STANDBY POOL**  
7

8  
9       During re-opener negotiations for the 2021-2023 successor agreement, the parties agreed to  
10       the following regarding UW Medicine Multi-Campus voluntary Standby Pools.

11  
12       With the goal of reducing the burden of required standby/call shifts, the Employer may create UW  
13       Medicine multi-campus voluntary standby (call) pool by classification. If applicable, the pool may  
14       include employees/members from different bargaining units and/or represented by different  
15       Unions. The classifications utilized-eligible for the voluntary standby (call) pool will be determined  
16       by the Employer. The Employer will develop a process for employees to sign up for the voluntary  
17       standby (call) pool for their classification. Employees may remove their name from the voluntary  
18       pool at any time. The Employer will utilize the voluntary standby (call) pool to fill standby shifts  
19       and/or to call employees into work at Harborview, UW Medical Center-Montlake, or UW Medical  
20       Center-Northwest as necessary. Regardless of where the employee is called to work, the  
21       employee's compensation will be based on the terms and conditions described in their home  
22       collective bargaining agreement. The parties agree that stand-by pools will not be created for  
23       like-titles represented by different unions on different campuses without the agreement of all  
24       unions representing these employees.

1 MEMORANDUM OF UNDERSTANDING  
2 BETWEEN  
3 THE UNIVERSITY OF WASHINGTON (UNIVERSITY)  
4 AND  
5 SEIU 925 (UNION)  
6

7 **MOU: PATIENT SERVICES SPECIALIST SUPERVISOR AND PATIENT CARE**  
8 **COORDINATOR SUPERVISOR RECRUITMENT AND RETENTION INCREASES**  
9

10 During re-opener negotiations for the 2021-2023 collective bargaining agreement, the  
11 parties agreed to the following regarding recruitment and retention increase for Patient  
12 Services Specialist Supervisors and Patient Care Coordinator Supervisors. Due to  
13 emergency stating needs, this MOU is effective October 1, 2021 no more than forty-five  
14 (45) days following ratification and on the first available pay period as determined by the  
15 Employer.  
16

17 I. The job classification PATIENT SERVICES SPECIALIST SUPV (job code 18095  
18 and 20634) on Pay Table B4 at Pay Range 47 will be moved to Pay Table B4 at  
19 Pay Range 6749.

20  
21 ~~II.~~ The job classification PATIENT CARE COORDINATOR SUPV (job code 18069  
22 and 20612) on Pay Table B4 at Pay Range 50 will be moved to Pay Table B4 at  
23 Pay Range 52.

24  
25 ~~III.~~ All regular employees will be placed on the new pay range at the step that  
26 provides at least a 20% increase their current step.

27  
28 ~~III.~~ IV. Temporary hourly employees must be paid within range minimum and range  
29 maximum. If a temporary hourly employee's current rate falls below the new  
30 range minimum, their hourly rate will be increased to range minimum.

31  
32 ~~IV.~~ V. Employee progression start dates (PSDs) will not be impacted by placement on  
33 the new range.  
34  
35

36 This MOU will expire upon implementation.  
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39 Tentatively Agreed To:

40  
41 For the Union:

For the Employer:

42 \_\_\_\_\_  
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44 Date:

Date:  
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1 **MEMORANDUM OF UNDERSTANDING**  
2 **BETWEEN**  
3 **THE UNIVERSITY OF WASHINGTON (UNIVERSITY)**  
4 **AND**  
5 **SEIU 925 (UNION)**

6  
7 **MOU: PEER COUNSELOR RECRUITMENT AND RETENTION INCREASES**  
8

9 During re-opener negotiations for the 2021-2023 collective bargaining agreement, the  
10 parties agreed to the following regarding recruitment and retention increases for Peer  
11 Counselor series. Due to emergency staffing needs, this MOU is effective no more than  
12 forty-five (45) days following ratification and on the first available pay period as  
13 determined by the Employer:  
14

- 15
- 16 I. The job classification PEER COUNSELOR/COMMUNITY HEALTH WORKER  
17 (Job Code 17263 and 21239) on Pay Table B4 at Pay Range 37 will be moved to  
18 Pay Table B4 at Pay Range 40.
  - 19
  - 20 II. All regular employees will be placed on the new pay range at the step that  
21 provides at least a 2% increase.  
22
  - 23 III. Temporary hourly employees must be paid within range minimum and range  
24 maximum. If a temporary hourly employee's current rate falls below the new  
25 range minimum, their hourly rate will be increased to range minimum.  
26
  - 27 IV. Employee progression start dates (PSDs) will not be impacted by placement on  
28 the new range.  
29

30 This MOU will expire upon implementation.  
31

32

33 Tentatively Agreed To:	
34 For the Union:	34 For the Employer:
35 _____	35 _____
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38 Date:	38 Date:
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1 **MEMORANDUM OF UNDERSTANDING**  
2 **BETWEEN**  
3 **THE UNIVERSITY OF WASHINGTON (UNIVERSITY)**  
4 **AND**  
5 **SEIU 925 (UNION)**

6  
7 **MOU: PHARMACY TECHNICIAN RECRUITMENT AND RETENTION INCREASES**  
8

9 During re-opener negotiations for the 2021-2023 collective bargaining agreement, the  
10 parties agreed to the following regarding recruitment and retention increases for the  
11 Pharmacy Technician series. Due to emergency staffing needs, this MOU is effective no  
12 more than forty-five (45) days following ratification and on the first available pay period  
13 as determined by the Employer:  
14

- 15 I. The job classification PHARMACY ASSISTANT (Job Code 18037 and 20603) on  
16 Pay Table BG at Pay Range 25 will be moved to Pay Table BG at Pay Range 37.  
17  
18 II. The job classification PHARMACY TECHNICIAN 1 (Job Code 18038 and 20604)  
19 on Pay Table BG at Pay Range 35 will be moved to Pay Table BF at Pay Range  
20 47.  
21  
22 III. The job classification PHARMACY TECHNICIAN 2 (Job Code 18041 and 20605)  
23 on Pay Table BG at Pay Range 40 will be moved to Pay Table BG at Pay Range  
24 52.  
25  
26 IV. The job classification PHARMACY TECHNICIAN LEAD (Job Code 18036 and  
27 20602) on Pay Table BG at Pay Range 45 will be moved to Pay Table BG at Pay  
28 Range 57.  
29  
30 V. All regular employees will be placed on the new pay range at the step that  
31 provides at least a 5% increase.  
32  
33 VI. Temporary hourly employees must be paid within range minimum and range  
34 maximum. If a temporary hourly employee's current rate falls below the new  
35 range minimum, their hourly rate will be increased to range minimum.  
36  
37 VII. Employee progression start dates (PSDs) will not be impacted by placement on  
38 the new range.  
39

40 This MOU will expire upon implementation.  
41  
42

43 Tentatively Agreed To:

44 For the Union:

45 For the Employer:

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Date:	Date:

1                                   **MEMORANDUM OF UNDERSTANDING**  
2                                   **BETWEEN**  
3                                   **THE UNIVERSITY OF WASHINGTON (UNIVERSITY)**  
4                                   **AND**  
5                                   **SEIU 925 (UNION)**

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7                                   **MOU: POLYSOMNOGRAPHIC TECHNICIAN RECRUITMENT AND RETENTION**  
8                                   **INCREASES**  
9

10 During re-opener negotiations for the 2021-2023 collective bargaining agreement, the  
11 parties agreed to the following regarding recruitment and retention increases for  
12 Polysomnographic Technician 1, Polysomnographic Technician 2, and  
13 Polysomnographic Technologist job classes. Due to emergency staffing needs, this  
14 MOU is effective ~~October 1, 2021~~ no more than forth-five (45) days following ratification  
15 and on the first available pay period as determined by the Employer:-  
16

- 17 I. The job classification Polysomnographic Technician 1 (Job Code 18495 and  
18 20770) on Pay Table ~~B6-BG~~ at Pay Range 54 will be moved to Pay Table ~~B6-BG~~  
19 at Pay Range ~~6861~~.
- 20  
21 II. The job classification Polysomnographic Technician 2 (Job Code 18496 and  
22 20771) on Pay Table ~~B6-BG~~ at Pay Range 64 will be moved to Pay Table ~~B5-BG~~  
23 at Pay Range ~~7871~~.
- 24  
25 III. The job classification Polysomnographic Technologist (Job Code 18097) on Pay  
26 Table BG at Pay Range 71 will be moved to Pay Table ~~B5-BG~~ at Pay Range  
27 ~~8578~~.
- 28  
29 IV. All regular employees will be placed on the new pay range at ~~the step that~~  
30 ~~provides at least a 15% increase~~ their current step.
- 31  
32 V. Temporary hourly employees must be paid within range minimum and range  
33 maximum. If a temporary hourly employee's current rate falls below the new  
34 range minimum, their hourly rate will be increased to range minimum.
- 35  
36 VI. Employee progression start dates (PSDs) will not be impacted by placement on  
37 the new range.
- 38  
39 ~~VII. Annually, the Employer will provide Polysomnographic Technologists with \$350~~  
40 ~~per employee for education and training.~~

41  
42 This MOU will expire upon implementation.  
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Tentatively Agreed To:	
For the Union:	For the Employer:
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**MEMORANDUM OF UNDERSTANDING  
BETWEEN  
THE UNIVERSITY OF WASHINGTON (UNIVERSITY)  
AND  
SEIU 925 (UNION)**

**MOU: RESPIRATORY RECRUITMENT AND RETENTION INCREASES**

During re-opener negotiations for the 2021-2023 collective bargaining agreement, the parties agreed to the following regarding recruitment and retention increases for Respiratory Care Assistant, Respiratory Care Practitioner, Respiratory Care Lead, and Respiratory Care Specialist classifications. Due to emergency staffing needs, this MOU is effective October 1, 2024 no more than forty-five (45) days following ratification and on the first available pay period as determined by the Employer: -

- I. The job classification RESPIRATORY CARE ASSISTANT (Job Code 18153 and 20658) on Pay Table BG at Pay Range 30 will be moved to Pay Table BG at Pay Range 4735.
- II. The job classification RESPIRATORY CARE PRACTITIONER (Job Code 18155 and 20659) on Pay Table BT at Pay Range 54 will be moved to Pay Table BT at Pay Range 7359.
- III. The job classification RESPIRATORY CARE LEAD (Job Code 18156 and 2067220660) on Pay Table BT at Pay Range 63 will be moved to Pay Table B7BX-BT at Pay Range 9468.
- IV. The job classification RESPIRATORY CARE SPECIALIST (Job Code 18151 and 20657) on Pay Table BT at Pay Range 73 will be moved to Pay Table B7BX-BT at Pay Range 44481.
- V. All regular employees will be placed on the new pay range at the step that provides at least a 20% increase their current step, with the exception of employees in the RESPIRATORY CARE SPECIALIST (Job Code 18151). All regular employees in the RESPIRATORY CARE SPECIALIST (Job Code 18151) job classification will be placed on the new pay range at the step that provides at least a 5% increase.
- VI. Temporary hourly employees must be paid within range minimum and range maximum. If a temporary hourly employee's current rate falls below the new range minimum, their hourly rate will be increased to range minimum.
- VII. Employee progression start dates (PSDs) will not be impacted by placement on the new range.

1 ~~VIII. Equity with Nurses for differentials:~~

- 2
- 3 ~~A. Weekend Differential from \$1.50 to \$4.00 per hour.~~
- 4 ~~B. Evening Differential from \$1.50 to \$2.50 per hour.~~
- 5 ~~C. Night Differential from \$2.25 to \$4.50 per hour.~~
- 6 ~~D. ECLS Specialists from \$4.00 to \$6.50 per hour.~~
- 7

8 ~~IX. Float Pay for going from Adults to NICU shall be \$4.00 per hour.~~

9

10 ~~X. \$1000 per fiscal year shall be provided for education.~~

11

12 This MOU will expire upon implementation.

13

14

15 Tentatively Agreed To:	
16 For the Union:	For the Employer:
17 _____	_____
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20 Date:	Date:
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1 **MOU: Stand-by Guidelines**

2 During re-opener negotiations for the 2021-2023 collective bargaining agreement, the parties  
3 agreed to the following regarding Stand-by Guidelines:

- 4 1. Stand-by time shall not be used to avoid filling vacant positions. The Employer will  
5 schedule procedures in the best interests of the patient and will make a good faith effort  
6 to schedule such patient procedures so that call back is not required.
- 7 2. Mandatory (after the schedule is posted) prescheduled stand-by time may not be used in  
8 lieu of scheduling employees to work regularly scheduled shifts when a staffing plan  
9 indicates the need for a scheduled shift.
- 10 3. Mandatory (after the schedule is posted) prescheduled stand-by time may not be used to  
11 address regular changes in patient census or acuity or the expected increases in the  
12 number of employees not reporting for predetermined scheduled shifts.

13 3.4. Mandatory stand-by will not be implemented in schedules for units where stand-  
14 by scheduling has not been practice as of September 1, 2021 without proper notice and  
15 impact bargaining with the union.

16

17 4.5. Call Unit based Staffing Committees:

18 a. Within ninety days (90 days) of ratification, the parties will establish a Call  
19 Staffing Committee with a Management co-chair and a Union appointed member  
20 co-chair. Each modality or job class which is assigned stand-by and call will have  
21 at least one union appointed representative. In order to establish changes to  
22 staffing plans to decrease stand-by and call, the Call Staffing Committee will  
23 meet no less than once a month. Upon request from the Union, units will form  
24 unit based staffing committees.

25 b. Callback Tracking. Within 90 days of ratification, the Employer will develop a  
26 reporting tool to track and review patterns in call utilization and stand-by hours.

27

28 6. Callback Relief. Subject to patient care considerations, the Employer will make a good  
29 faith effort to provide relief for an employee who requests the immediate next scheduled  
30 shift off or offer a change in the employee's start time or end time for the immediate next  
31 scheduled shift when the employee has been working on call within eight (8) hours of the  
32 start of their next scheduled shift. At the employee's request, a vacation day or  
33 authorized leave without pay can be used.

34

35 a. The committee shall be tasked with the following:

36 i. Review and discuss the data associated with utilization of the call teams,  
37 patient census and case census data.

38 ii. Review average usage of staff turnover, FMLA, sick, vacation, and other  
39 types of leave to determine expected increases in the number of  
40 employees not reporting for predetermined scheduled shifts.

41 iii. Committees will develop a reporting tool to track and review patterns in  
42 call utilization and stand-by hours.

- 43 ~~iv. Bringing all job classes and modalities who are assigned stand-by hours~~  
44 ~~into compliance with SBH 1155 by allocating and increasing FTE~~  
45 ~~positions to decrease stand-by and call in the staffing plan of the unit, job~~  
46 ~~class, or modality by January 1, 2022.~~  
47 ~~v. In circumstances where 75% or more of the scheduled stand-by shifts~~  
48 ~~required one or more callback, an FTE will be created commensurate with~~  
49 ~~the timeframe and scale of the callback data within four (4) weeks.~~  
50 ~~vi. In circumstances in a job class, unit, or modality, where one or more~~  
51 ~~employees are mandatorily scheduled for more than one hundred and~~  
52 ~~twenty (120) hours of stand-by in a month, an FTE will be created to~~  
53 ~~decrease the instances of stand-by within four (4) weeks.~~

54 ~~5. Call rooms~~

- 55 ~~a. Clean and secure call rooms with linens will be available for employees who~~  
56 ~~have a mandatory requirement to return to work within the required time. In the~~  
57 ~~event a call room is not available, and the employee lives outside of the required~~  
58 ~~response time, a hotel voucher will be provided.~~

59 ~~6. Premium for Excessive Stand-by Hours~~

60 ~~An Employee shall receive an additional dollar (\$1) per hour for all standby hours~~  
61 ~~over thirty-six (36) hours per pay period.~~

62 ~~7. Rest Between Shifts~~

63 ~~8.7. An employee who is called in from stand-by and is scheduled for a regularly~~  
64 ~~scheduled shift the next day, shall be provided the option to have at least eight~~  
65 ~~consecutive hours of uninterrupted time off from work following the time worked as~~  
66 ~~callback.~~

1 **MEMORANDUM OF UNDERSTANDING**  
2 **BETWEEN**  
3 **THE UNIVERSITY OF WASHINGTON (UNIVERSITY)**  
4 **AND**  
5 **SEIU 925 (UNION)**

6  
7 **MOU: SURGICAL TECHNOLOGIST RECRUITMENT AND RETENTION INCREASE**  
8

9 During re-opener negotiations for the 2021-2023 collective bargaining agreement, the  
10 parties agreed to the following regarding recruitment and retention increase for the  
11 Surgical Technologist classification. Due to emergency staffing needs, this MOU is  
12 effective October 1, 2021 no more than forty-five (45) days following ratification and on  
13 the first available pay period as determined by the Employer. :-  
14

- 15 I. The job classification Surgical Technologist (Job Code ~~18453-18430~~ and  
16 ~~20749-20739~~) on Pay Table BG at Pay Range 49 will be moved to Pay Table BG  
17 at Pay Range ~~6454~~.  
18
- 19 II. All regular employees will be placed on the new pay range at ~~the step that~~  
20 ~~provides at least a 16% increase~~ their current step.  
21
- 22 III. Temporary hourly employees must be paid within range minimum and range  
23 maximum. If a temporary hourly employee's current rate falls below the new  
24 range minimum, their hourly rate will be increased to range minimum.  
25
- 26 IV. Employee progression start dates (PSDs) will not be impacted by placement on  
27 the new range.  
28
- 29 ~~V. Equity with Nurses for differentials:~~  
30  
31 ~~A. Weekend Differential from \$1.50 to \$4.00 per hour.~~  
32 ~~B. Evening Differential from \$1.50 to \$2.50 per hour.~~  
33 ~~C. Night Differential from \$2.25 to \$4.50 per hour.~~  
34
- 35 ~~VI. Incentive pay of \$200 to sign up for overtime shifts.~~  
36

37 This MOU will expire upon implementation.  
38

39  
40 Tentatively Agreed To:

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42 For the Union:

43 For the Employer:  
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45

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Date:

Date:

1 **MEMORANDUM OF UNDERSTANDING**  
2 **BETWEEN**  
3 **THE UNIVERSITY OF WASHINGTON (UNIVERSITY)**  
4 **AND**  
5 **SEIU 925 (UNION)**

6  
7 **MOU: UWMC-MONTLAKE CAMPUS SECURITY OFFICER AND SERGEANTS**  
8

9 During re-opener negotiations for the 2021-2023 collective bargaining agreement, the  
10 parties agreed to the following regarding recruitment and retention increases for UWMC  
11 – Montlake Campus Security Officer (Job Code 17638) and Sergeants (Job Code  
12 17636):  
13

14 Effective no more than forty-five (45) days following ratification and on the first available  
15 pay period as determined by the Employer.  
16

- 17 I. The University will create a new job classification for the Campus Security  
18 Officers and Sergeants at UWMC-Montlake.
- 19
- 20 II. The new job classification Campus Security Officer – UWMC-ML (Job Code  
21 XXXXX and XXXXX) will be placed on Pay Table B4 at Pay Range 47.  
22
- 23 III. The new job classification Campus Security Sergeant – UWMC-ML (Job Code  
24 XXXXX and XXXXX) will be placed on Pay Table B4 at Pay Range 57.  
25
- 26 IV. The Campus Security Officer – UWMC-ML and the Campus Security Sergeant –  
27 UWMC-ML will not be eligible for restraint premium.  
28
- 29 V. All regular employees will be moved to the new classifications and placed on the  
30 new pay range at the step that provides at least a 10% increase.  
31
- 32 VI. Temporary hourly employees must be paid within range minimum and range  
33 maximum. If a temporary hourly employee’s current rate falls below the new  
34 range minimum, their hourly rate will be increased to range minimum.  
35
- 36 VII. Employee progression start dates (PSDs) will not be impacted by placement on  
37 the new range.  
38

39 This MOU will expire upon implementation.  
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42 Tentatively Agreed To:  
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44 For the Union: For the Employer:  
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Date:

Date:



