

**APPENDIX III – FLSA OVERTIME EXEMPT JOB CLASSIFICATIONS**

The federal Fair Labor Standards Act and the Washington State Minimum Wage Act govern which positions are FLSA exempt or non-exempt. Appendix III details job classifications that are FLSA exempt; however, certain positions in these classifications may be determined to be FLSA non-exempt if the employee's combination of FTE and salary falls below the federal or state salary threshold.

Job Code	Job Classification	Bargaining Unit Name
18526	INDUSTRIAL HYGENIST 2	WFSE CAMPUSWIDE
18530	RESEARCH TECHNOLOGIST 2- BIOENGR ONLY	WFSE CAMPUSWIDE
18653	INDUSTRIAL HYGENIST 2	WFSE HMC
18698	REHABILITATION COUNSELOR 1	WFSE HMC
18699	REHABILITATION COUNSELOR 2	WFSE HMC
18700	MENTAL HEALTH PRACTITIONER	WFSE HMC
18777	CUSTODIAN SUPERVISOR 2	WFSE CUSTODIAL SUPERVISORS
18726	MENTAL HEALTH PRACTITIONER CLINICAL SPECIALIST	WFSE HMC
18727	MENTAL HEALTH PRACTITIONER LEAD	WFSE HMC

Tentatively Agreed To:

For the Union: DocuSigned by:  
*Thomas Wragg* 8/2022  
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For the Employer: DocuSigned by:  
*Banks Evans* 9/8/2022  
C5469E99932C427...

DocuSigned by:  
*Paula Lukasz* 9/8/2022  
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*Brian Edwards* 9/8/2022  
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*Jennifer Torres* 9/8/2022  
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Date

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