

**MEMORANDUM OF UNDERSTANDING
BETWEEN
THE UNIVERSITY OF WASHINGTON (UNIVERSITY)
AND
THE WASHINGTON FEDERATION OF STATE EMPLOYEES Locals 1495 and 3488

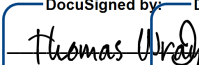
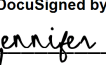
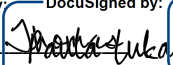
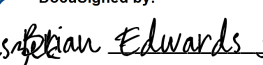
MOU – CRITICAL
RECRUITMENT AND RETENTION WAGE INCREASES**

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26
27
28
29
30
31
32
33
34
35

During negotiations for the 2023-2025 successor agreement, the parties agreed to recruitment and retention wage increases for the job profiles listed on Attachment A.

1. Regular employees will be placed on their current step on the new range. PSDs will not be impacted by these increases.
2. Nonpermanent Intermittent employees will be placed on their current step on the new range. PSDs will not be impacted by these increases.
3. If applicable, temporary hourly employees who are currently paid on steps will be placed on their current step on the new range. If applicable, temporary hourly employees who are not currently paid on steps will receive an increase if their current hourly rate falls below the new range minimum.
4. The effective date will be the first available pay period after agreement is reached as determined by the employer.
5. Increases may take up to 90 days to implement but retro pay back to the effective date will be provided.

Tentatively Agreed To:

For the Union:		For the Employer:	
DocuSigned by:	DocuSigned by:	DocuSigned by:	DocuSigned by:
			
<small>4C1DA2C371AA409687E6AF63EE0469...</small>	<small>4E12A96D3AE54A9...</small>	<small>FDDA5369104A4F3...</small>	<small>C5469E99932C427...</small>
8/25/2022	8/25/2022	8/27/2022	8/29/2022
Date:	Date:	Date:	Date:

1 **Attachment A**

2

Job Code	Job Profile	Table	Current Range	Proposed Range
18712	Cardiac Monitor Technician (NE S WFSE HMC)	BV	020	038
18571	Hospital Central Services Tech Trainee (NE S WFSE Campuswide)	B0	026	032
18682	Hospital Central Services Tech Trainee (NE S WFSE HMC)	B0	026	032
18572	Hospital Central Services Technician 1 (NE S WFSE Campuswide)	B0	031	037
18683	Hospital Central Services Technician 1 (NE S WFSE HMC)	B0	031	037
18574	Hospital Central Services Technician 2 (NE S WFSE Campuswide)	B0	040	046
18685	Hospital Central Services Technician 2 (NE S WFSE HMC)	B0	040	046
18573	Hospital Central Services Technician Ld (NE S WFSE Campuswide)	B0	047	053
18684	Hospital Central Services Technician Ld (NE S WFSE HMC)	B0	047	053
18770	Hospital Security Officer - HMC (NE S WFSE HMC Security)	BI	052	054
18710	Medical Assistant (NE S WFSE HMC)	B0	042	047
18697	Medical Assistant Apprentice (NE S WFSE HMC)	BI	032	034
18733	Medical Assistant Registered (NE S WFSE HMC)	B0	036	041
18580	Patient Care Technician (NE S WFSE Campuswide)	B0	029	034
18732	Patient Care Technician (NE S WFSE HMC)	B0	029	034
18716	Surgical Technologist (NE S WFSE HMC)	BABB	054	061

3