

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

**MOU – HEALTH CARE
RECRUITMENT AND RETENTION WAGE INCREASES**

1
2 During negotiations for the 2023-2025 successor agreement, the parties agreed to the
3 following recruitment and retention wage increases for health care classifications:
4

- 5 1. Effective January 1, 2023, all job profiles assigned to health care pay tables B0,
6 BABB, and BV will receive a four percent (4%) increase. This increase will be
7 based upon the pay table values in effect on December 31, 2022.
8
- 9 2. Effective July 1, 2023, all job profiles assigned to health care pay tables B0,
10 BABB, and BV will receive a five percent (5%) increase. This increase will be
11 based upon the pay table values in effect on June 30, 2023.
12
- 13 3. Employees who are paid above the maximum for their range on the effective
14 date of the increase described in 1 or 2 above will not receive the specified
15 increase to their current pay unless the new range encompasses their current
16 rate of pay.
17
- 18 4. Progression start dates are not impacted by these increases.
19
20

21 Tentatively Agreed To:

22	23 For the Union: DocuSigned by:	23 For the Employer: DocuSigned by:
24	<i>Thomas Wrap</i> /20/2022	<i>Banks Evans</i> 9/20/2022
25	4C1DA2C371AA409...	C5469E99932C427...
26	DocuSigned by:	
27	Date: <i>Paula Lukaszek</i> /20/2022	
28	4E12A96D3AE54A9...	
29	DocuSigned by:	
30	<i>Brian Edwards</i> /20/2022	
31	FDDA5369104A4F3...	
32	DocuSigned by:	
33	Date: <i>Jennifer Johnson</i> /20/2022	
34	687E6AF63EE0469...	

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