

**MEMORANDUM OF UNDERSTANDING
BETWEEN
THE UNIVERSITY OF WASHINGTON (UNIVERSITY)
AND
THE SERVICE EMPLOYEES INTERNATIONAL UNION Local 925
AND
THE WASHINGTON FEDERATION OF STATE EMPLOYEES Local 1488**

MOU – SKILLED TRADES JOB CLASSIFICATIONS

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3 During negotiations for the 2015-2017 successor agreement, the parties agreed to the
4 following regarding Skilled Trades Job Classifications in WFSE 1488 Skilled Trades
5 Bargaining Unit and the SEIU 925 University Wide Non-Supervisory Bargaining Unit
6 and Supervisory Bargaining Unit.

- 7 A. In accordance with the aforementioned agreement, on ~~January~~ July 1, 2017, the
8 University agrees to implement the Pay Range assignments outlined in
9 Attachment A.
- 10
11 B. All employees will be placed on the new pay range at an available pay step
12 nearest to but not less than their current rate of pay, plus one (1) step, not to
13 exceed the top automatic step. However, if an employee is currently placed off
14 step at a value that is above the top step of the new range, the employee will be
15 placed on the top automatic step of the new range.
- 16
17 C. The economic terms of this agreement are conditional upon achieving legislative
18 approval and funding authorization as outlined in RCW 41.80. Should any aspect
19 of this agreement fail to meet any of the conditions dictated in RCW 41.80, that
20 section will be withdrawn from the agreement and no on-going responsibility for
21 continued payment will reside with either party. In addition to the foregoing, the
22 parties acknowledge and agree that this agreement expires on June 30, 2017
23 and the range placement specified in SEIU 925 Article 30 and/or WFSE 1488
24 Article 41 will no longer apply from that date forward.

25
26 Tentatively Agreed To:

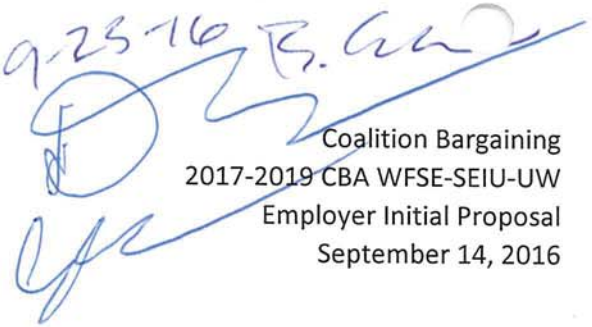
27
28 For the Union:

For the Employer:

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30
31
32 Date:

Date:

9-23-16

9-23-16 B. Allen

 Coalition Bargaining
 2017-2019 CBA WFSE-SEIU-UW
 Employer Initial Proposal
 September 14, 2016

Attachment A

Job Code	Classification	UW Headcount	Pay Table	CURRENT				PROPOSED				Range Increase Percentage
				Salary Range	Min Step	Min Step Value	Max Step Value	Salary Range	Min Step	Min Step Value	Max Step Value	
7621	FACILITIES/PROJECT COST ENGINEER		B4	61	A	4888	6576	67	A	5669	7626	16.0%
7211	MAINT CONSTR COORD A	3	B4	60	G	5529	6416	66	A	5529	7440	16.0%
7208	MAINTENANCE SUPV 1	1	B4	58	G	5263	6109	64	A	5263	7082	15.9%
7209	MAINTENANCE SUPV 2	26	B4	62	G	5812	6738	68	A	5812	7816	16.0%
8874	ASSISTANT STEAM ENGINEER		BL	46	G	3897	4488	52	A	3897	5173	15.3%
8875	BOILER OPERATOR		BL	42	G	3549	4084	48	A	3549	4704	15.2%
8825	CARPENTER	30	BL	47	G	3986	4592	53	A	3986	5294	15.3%
8826	CARPENTER LEAD	2	BL	50	G	4282	4934	56	A	4282	5688	15.3%
8817	CONSTRUCTION AND MAINTENANCE	8	BL	48	G	4084	4704	54	A	4084	5422	15.3%
8828	CONTROL TECHNICIAN	28	BL	55	G	4816	5554	61	A	4816	6410	15.4%
8829	CONTROL TECHNICIAN LEAD	7	BL	58	G	5173	5968	64	A	5173	6889	15.4%
8834	ELECTRICIAN	38	BL	55	G	4816	5554	61	A	4816	6410	15.4%
8835	ELECTRICIAN LEAD	12	BL	58	G	5173	5968	64	A	5173	6889	15.4%
8831	ELECTRICIAN LEAD-HIGH VOLTAGE		BL	62	G	5688	6564	68	A	5688	7584	15.5%
8830	ELECTRICIAN-HIGH VOLTAGE		BL	57	G	5049	5823	63	A	5049	6722	15.4%
8836	ELEVATOR MECHANIC	5	BL	66	G	6259	7227	72	A	6259	8349	15.5%
8837	ELEVATOR MECHANIC LEAD	1	BL	69	G	6722	7765	75	A	6722	8973	15.6%
8810	FACILITIES OPERATIONS MAINTENANCE	43	BL	58	G	5173	5968	64	A	5173	6889	15.4%
8838	FLOORLAYER	4	BL	45	G	3806	4384	51	A	3806	5049	15.2%
8853	FURNITURE REPAIR WORKER	2	BL	45	G	3806	4384	51	A	3806	5049	15.2%
8840	GLAZIER	2	BL	45	G	3806	4384	51	A	3806	5049	15.2%

8841	GLAZIER LEAD		BL	48	G	4084	4704	54	A	4084	5422	15.3%
8821	HEAVY EQUIPMENT OPERATOR	2	BL	51	G	4384	5049	57	A	4384	5823	15.3%
8822	HEAVY EQUIPMENT OPERATOR LEAD	1	BL	54	G	4704	5422	60	A	4704	6259	15.4%
8819	HOSPITAL SHIFT ENGINEER		BL	43	G	3632	4179	49	A	3632	4816	15.2%
8842	INSULATION WORKER	3	BL	54	G	4704	5422	60	A	4704	6259	15.4%
8843	INSULATION WORKER LEAD	1	BL	57	G	5049	5823	63	A	5049	6722	15.4%
8823	LIGHTING & FILTER MAINTENANCE TECH	10	BL	33	G	2907	3320	39	A	2907	3806	14.6%
8820	LIGHTING MAINTENANCE TECHNICIAN		BL	32	G	2848	3243	38	A	2848	3718	14.6%
8844	LOCKSMITH	6	BL	45	G	3806	4384	51	A	3806	5049	15.2%
8845	LOCKSMITH LEAD	1	BL	48	G	4084	4704	54	A	4084	5422	15.3%
8812	MACHINERY MASTER MECHANIC	2	BL	51	G	4384	5049	57	A	4384	5823	15.3%
8811	MACHINERY MECHANIC	13	BL	50	G	4282	4934	56	A	4282	5688	15.3%
8813	MACHINERY MECHANIC LEAD	3	BL	53	G	4592	5294	59	A	4592	6109	15.4%
8846	MACHINIST		BL	39	G	3320	3806	45	A	3320	4384	15.2%
8814	MAINTENANCE MECHANIC 1	31	BL	37	C	2907	3632	39	A	2907	3806	4.8%
8815	MAINTENANCE MECHANIC 2	46	BL	43	G	3632	4179	49	A	3632	4816	15.2%
8818	MAINTENANCE MECHANIC DOOR SPECIALIST	3	BL	53	G	4592	5294	59	A	4592	6109	15.4%
8816	MAINTENANCE MECHANIC LEAD	20	BL	53	G	4592	5294	59	A	4592	6109	15.4%
8848	MASON/PLASTERER	11	BL	46	G	3897	4488	52	A	3897	5173	15.3%
8849	MASON/PLASTERER LEAD		BL	49	G	4179	4816	55	A	4179	5554	15.3%
8851	MOTOR EQUIPMENT MECHANIC	2	BL	50	G	4282	4934	56	A	4282	5688	15.3%
8852	MOTOR EQUIPMENT MECHANIC LEAD	2	BL	53	G	4592	5294	59	A	4592	6109	15.4%
8855	PAINTER	23	BL	45	G	3806	4384	51	A	3806	5049	15.2%
8856	PAINTER LEAD	6	BL	48	G	4084	4704	54	A	4084	5422	15.3%
8858	PLUMBER/PIPEFITTER/STEAMFITTER	27	BL	55	G	4816	5554	61	A	4816	6410	15.4%
8859	PLUMBER/PIPEFITTER/STEAMFITTER LEAD	8	BL	58	G	5173	5968	64	A	5173	6889	15.4%
8809	POWER PLANT ELECTRICIAN LD-HIGH VOLTAGE	1	BL	69	G	6722	7765	75	A	6722	8973	15.6%
8808	POWER PLANT ELECTRICIAN-HIGH VOLTAGE	2	BL	66	G	6259	7227	72	A	6259	8349	15.5%
8880	POWER PLANT MASTER MECHANIC		BL	56	G	4934	5688	62	A	4934	6564	15.4%
8879	POWER PLANT MECHANIC	3	BL	55	G	4816	5554	61	A	4816	6410	15.4%
8881	POWER PLANT MECHANIC LEAD	1	BL	58	G	5173	5968	64	A	5173	6889	15.4%
8876	POWER PLANT OPERATING ENGINEER 1	5	BL	50	G	4282	4934	56	A	4282	5688	15.3%
8877	POWER PLANT OPERATING ENGINEER 2	5	BL	54	G	4704	5422	60	A	4704	6259	15.4%
8878	POWER PLANT OPERATING ENGINEER LEAD	5	BL	58	G	5173	5968	64	A	5173	6889	15.4%

8860	REFRIGERATION MECHANIC	9	BL	56	G	4934	5688	62	A	4934	6564	15.4%
8861	REFRIGERATION MECHANIC LEAD	3	BL	59	G	5294	6109	65	A	5294	7053	15.5%
8862	ROOFER	3	BL	45	G	3806	4384	51	A	3806	5049	15.2%
8863	ROOFER LEAD		BL	48	G	4084	4704	54	A	4084	5422	15.3%
8866	SHEET METAL MECHANIC	8	BL	50	G	4282	4934	56	A	4282	5688	15.3%
8867	SHEET METAL MECHANIC LEAD	3	BL	53	G	4592	5294	59	A	4592	6109	15.4%
8868	SIGN PAINTER	1	BL	45	G	3806	4384	51	A	3806	5049	15.2%
8869	SIGN PAINTER LEAD		BL	48	G	4084	4704	54	A	4084	5422	15.3%
8873	STEAM ENGINEER		BL	50	G	4282	4934	56	A	4282	5688	15.3%
8870	TRADES HELPER	4	BL	29	G	2670	3041	35	A	2670	3467	14.0%
8871	WELDER-FABRICATOR	1	BL	50	G	4282	4934	56	A	4282	5688	15.3%