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**MEMORANDUM OF UNDERSTANDING
BETWEEN
THE UNIVERSITY OF WASHINGTON (UNIVERSITY)
AND
THE SERVICE EMPLOYEES INTERNATIONAL UNION 1199NW-HOSPITALS AND
HEALTHCARE EMPLOYEES UNION (UNION)**

MOU: NON-MONETARY STEPS

During negotiations for the 2017-2019 successor agreement, the parties reached agreement on the following regarding non-monetary steps:

Effective January 1, 2018 the Employer will eliminated all non-monetary steps for all pay ranges on pay tables **BQ**, BC and BS. The Employer will eliminate the non-monetary steps in both tables by redistributing the values as displayed in Attachment A.

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