

**MEMORANDUM OF UNDERSTANDING
BETWEEN
THE UNIVERSITY OF WASHINGTON (UNIVERSITY)
AND
THE WASHINGTON FEDERATION OF STATE EMPLOYEES (WFSE)**

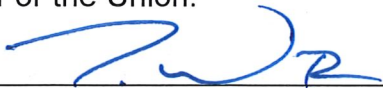
**MOU – MENTAL HEALTH PRACTITIONER LEAD & MENTAL HEALTH PRACTITIONER
CLINICAL SPECIALIST – STANDBY PREMIUM**

The parties agreed to the following regarding standby:

- I. The Harborview Mental Health and Addiction Services (HMHAS) Department requires standby weekday evening and weekend coverage which is covered in part by the Mental Health Practitioner Lead and Mental Health Practitioner Clinical Specialist job classifications. Coverage hours are Monday-Friday from 5pm-7am, and from 5pm Friday to 7am Monday.
- II. Within ninety (90) days of ratification, Mental Health Practitioner Lead and Mental Health Practitioner Clinical Specialist job classifications will become eligible for standby pay when required to restrict their off-duty activities in order to be immediately available for duty when called.
- III. Standby pay will be paid at \$3.75 per hour in standby status. In addition to the pay received while on standby, an employee who returns to work will accrue compensatory time at the rate of one hour of compensatory time for every one hour worked when called in from standby.
- IV. Off-duty standby assignments shall be determined in advance by supervision.

Tentatively Agreed To:

For the Union:



Date:

10/28/19

For the Employer:



Date: 10/28/19