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

MOU – MENTAL HEALTH PRACTITIONER LEAD & MENTAL HEALTH PRACTITIONER
CLINICAL SPECIALIST BARGAING UNIT AND WAGES

The parties agreed to the following regarding the inclusion of the Mental Health
Practitioner Lead and Mental Health Practitioner Clinical Specialist job classifications in
the Harborview Medical Center bargaining unit.

I. The existing bargaining unit represented by WFSE shall be modified to include
the Mental Health Practitioner Lead job class and the Mental Health Practitioner
Clinical Specialist job class, both at Harborview Medical Center. The bargaining
unit description will remain the same and will be described as:

“All full-time and regular part-time nonsupervisory classified employees of
the University of Washington working at Harborview Medical Center,
excluding members of the governing board, employees excluded from the
coverage of chapter 41.06 RCW, students, employees covered by other
collective bargaining agreements, confidential employees, and
supervisors.”

II. Effective within sixty (60) days of ratification, the job classification Mental Health
Practitioner Lead (Job Code 16194), on Pay Table C0 at Pay Range 95 will be
moved to Pay Table B0 at Pay Range 92 and a new job code will be created.

III. Effective within sixty (60) days of ratification, the job classification Mental Health
Practitioner Clinical Specialist (Job Code 16192), on Pay Table C0 at Pay Range
87 will be moved to Pay Table B0 at Pay Range 84 and a new job code will be
created.

IV. All employees will be placed at a step on the new range that is closest to, but not
under, their current step value. Employees with a current step value above the
max auto step of their new range will be y-rated until the max auto step of their
new ranges catches up to their current salary.
Tentatively Agreed To:

For the Union: [Signature]

Date: 10/28/19

For the Employer: [Signature]

Date: 10/28/19