

**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 BARGAINING 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.

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Tentatively Agreed To:	
For the Union:  _____	For the Employer:  _____
Date: 10/28/19	Date: 10/28/19