

1 MEMORANDUM OF UNDERSTANDING
2 BETWEEN
3 THE UNIVERSITY OF WASHINGTON (UNIVERSITY)

4 AND
5 THE SERVICE EMPLOYEES INTERNATIONAL UNION 925 (UNION)
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7 This agreement between the University of Washington (“UW”) and SEIU 925 (“Union”) pertains to the
8 Dietitians represented by the Union at the University of Washington Medical Center (UWMC). The
9 parties agree to the effective date being the following on the first pay period following ratification:

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11 I. The existing bargaining unit represented by the Service Employees International Union
12 Local 925 shall be modified to include Dietitians at UWMC:

13 All full-time and regular part-time non-supervisory laboratory technical
14 employees employed by the University of Washington in hospitals and clinics
15 operated by the University of Washington, excluding confidential employees,
16 supervisors, internal auditors, and all other employees.

17
18 II. Range assignment:

19 Dietitian: table BF, range **3841**

20
21 Current UWMC Dietitians ~~Is and Dietitian IIs~~ will map into the newly created SEIU 925
22 Registered Dietitian classification, job code XXXXX.

23
24 III. All regular employees will be placed on the corresponding SEIU 925 pay range at the
25 step that guarantees them a minimum of **34%** increase, not to exceed top auto step.
26 Progression Start Dates will not change.

27
28 **IV. Overtime: Article 10 Overtime does not apply to the Dietitian job classifications.**
29 **Dietitians are overtime exempt. If approved to work an extra shift, the extra shift**
30 **shall be paid at straight time. Article 9.7 still applies if applicable.**

31
32 V. Temporary Dietitians will keep their current hourly rate unless it falls below range
33 minimum at which time they’ll receive an increase to range minimum.

34
35 VI. Classification and Wages

36 a. Class specification for the SEIU 925 Registered Dietitian is displayed in
37 Attachment A.

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39 VII. Preceptor Pay

40 a. Dietitians (XXXXX) may serve as preceptors after successfully completing a
41 preceptor workshop or equivalent documented training and agreeing to and
42 being appointed to be specifically responsible for planning, organizing, and

1 evaluating the new skill development of one or more Dietitian enrolled in a
2 defined orientation program, the parameters of which have been set forth in
3 writing by the Employer. This includes teaching, clinical supervision, role
4 modeling, feedback, evaluation (verbal and written) and follow up of the new or
5 transferring employee or student.

6 b. Dietitian preceptors are eligible to receive preceptor premium pay of \$1.50 per
7 hour only when actually engaged in preceptor role responsibilities with/on
8 behalf of the orienting Dietitian or student.
9

10 VIII. Dietitians certified in a specialty area by a national organization and working in that area
11 of certification shall be paid an hourly premium of one dollar and twenty five cents
12 (\$1.25) provided the particular certification has been approved by management, and
13 further provided that the employee continues to meet all educational and other
14 requirements to keep the certification current and in good standing. A certified
15 employee is eligible for only one certification premium regardless of other certifications
16 the employee may have. Certified employees will notify their respective
17 supervisor/manager in writing at the time certification is received, providing a copy of
18 the original certification document. Certification pay will be effective the first full pay
19 period after the date documentation is received by the supervisor/manager and the
20 contract is ratified.
21

22 IX. Dietitians will receive paid time off for educational purposes, as follows:

- 23 • All Dietitians will be able to use ~~three days~~forty (40) hours of paid education time off
24 per fiscal year, prorated for FTE.
- 25 • From the effective date of this agreement Dietitians will have up to \$500 per fiscal
26 year available to reimburse costs for approved educational or training programs,
27 prorated for FTE.
- 28 • Dietitians who attend approved educational opportunities on a day they are not
29 scheduled to work will receive the equivalent of a day of pay or a day of accrued time
30 off. This practice will result in pay at straight time and will not trigger overtime pay for
31 the affected pay period. This compensatory day will count toward the forty (40) hours
32 of annual education time off.
- 33 • Upon request, and excluding some travel and accommodations expenses,
34 departments will pay for continuing education expenses in lieu of requiring the
35 employee to seek reimbursement. Requests for such payment must be made to the
36 Clinical Nutrition Manager at least 6 weeks in advance. Servicing or processing fees for
37 trainings offered by the Employer will not be counted towards an employee's total
38 education support funds.
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X. Article 17 of the parties' current collective bargaining unit applies for Dietitians.

~~VII~~.XI. Dietitians are eligible for the following premiums pursuant to Article 45: Standby, Evening Shift Premium, Night Shift Premium, and Weekend Premium.

XII. When the holiday falls on the employee's regularly scheduled day off, the employee will receive the prorated to full time number of hours of holiday credit.

Tentatively Agreed To:

For the Union:

DocuSigned by:
Kristen Sharp
EA0601991FBC4E3...
Kristen Sharp, SEIU 925
Date: 1/25/2022

For the Employer:

DocuSigned by:
Kristi Aravena
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Kristi Aravena, Labor Relations
Date: 1/24/2022

DocuSigned by:
Andrea Lopriore
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Andrea, Lopriore, Registered Dietician
Date: 1/25/2022

DocuSigned by:
Kaitlyn Wright
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Kaitlyn Wright, Registered Dietician
Date: 1/30/2022