

1 **MEMORANDUM OF UNDERSTANDING**

2 **By and Between**

3 **Washington Federation of State Employees**

4 **And**

5 **University of Washington**

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7 **MOU: INTERMITTENT, NONPERMANENT, AND REPRESENTED REGULAR TEMPORARY**  
8 **EMPLOYEES**  
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11 The parties have reached agreement on the following regarding Intermittent, Nonpermanent,  
12 and Represented Regular Temporary employees and appointments.  
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14 A. Transition of employees:

- 15 (1) On August 1, 2022, the Employer will move all existing Represented Regular  
16 Temporary employees to new Intermittent, Nonpermanent Fixed Duration, or  
17 Nonpermanent Hourly positions. There will be no change to the position end  
18 date.  
19 (2) On August 1, 2022, the Employer will convert all existing Fixed Duration positions  
20 to Nonpermanent Fixed Duration positions. There will be no change to the  
21 position end date, progression start date, time off service date, or company  
22 service date.  
23 (3) All employees placed in the new appointment types will be placed on a salary  
24 step within the range for the classified title that is closest too but not less than  
25 their current rate of pay.  
26 (4) Except for those converted under (2) above, the employee's company service  
27 date, position entry date, progression start date and time off service date will be  
28 set as August 1, 2022.  
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30 B. Once the employees described in Section A have been placed in Intermittent,  
31 Nonpermanent Hourly, or Nonpermanent Fixed Duration appointments, the Employer  
32 will sunset the usage of Represented Regular Temporary appointments as defined in  
33 WAC 357-04-045 for classifications represented by the Union with a sunset date of July  
34 31, 2022.  
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36 C. The parties agree that Intermittent, Nonpermanent Fixed Duration, and Nonpermanent  
37 Hourly employees are included in the WFSE bargaining units on the first day of the  
38 nonpermanent appointment.  
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40 D. In August 2023, the Employer will provide the Union with data on the usage of  
41 intermittent, nonpermanent hourly, and nonpermanent fixed duration appointments. If  
42 requested, the parties will meet to discuss the data. At that time, the parties may agree  
43 to a shorter maximum duration for nonpermanent appointment through a limited  
44 memorandum of understanding.

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Tentatively Agreed To:

For the Union:	DocuSigned by: <i>Teresa Parsons</i> 4EDFE8373C704A1...	For the Employer:	DocuSigned by: <i>Banks Evans</i> C6469E90932C427...
	_____		_____
Date: 5/20/2022		Date: 5/20/2022	