MEMORANDUM OF UNDERSTANDING
BETWEEN
THE UNIVERSITY OF WASHINGTON (UNIVERSITY)
AND
THE SERVICE EMPLOYEES INTERNATIONAL UNION Local 925

MOU – CRITICAL
RECRUITMENT AND RETENTION WAGE INCREASES

During negotiations for the 2023-2025 successor agreement, the parties agreed to
recruitment and retention wage increases for the job profiles listed on Attachment A.

1. Regular employees will be placed on their current step on the new range.
   Progression Start Date (PSDs) will not be impacted by these increases.

2. Nonpermanent Intermittent employees will be placed on their current step on the
   new range. PSDs will not be impacted by these increases.

3. If applicable, temporary hourly employees who are currently paid on steps will be
   placed on their current step on the new range. If applicable, temporary hourly
   employees who are not currently paid on steps will receive an increase if their
   current hourly rate falls below the new range minimum.

4. If agreement is reached by August 1, 2022, the effective date will be August 1,
   2022. If agreement is reached later than August 1, 2022, the effective date will be
   the first available pay period after agreement is reached as determined by the
   employer.

5. Increases may take up to 90 days to implement but retro pay back to the
   effective date will be provided.

Dated July 20, 2022

Tentatively Agreed To:

For the Union: For the Employer:

[Signature]
Brendan Impson

[Signature]
Jade Hersch

Date: 8/1/2022 Date: 8/1/2022