

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

**MOU – CRITICAL
RECRUITMENT AND RETENTION WAGE INCREASES**

- 1
- 2 During negotiations for the 2023-2025 successor agreement, the parties agreed to
- 3 recruitment and retention wage increases for the job profiles listed on Attachment A.
- 4
- 5 1. Regular employees will be placed on their current step on the new range.
- 6 Progression Start Date (PSDs) will not be impacted by these increases.
- 7
- 8 2. Nonpermanent Intermittent employees will be placed on their current step on the
- 9 new range. PSDs will not be impacted by these increases.
- 10
- 11 3. If applicable, temporary hourly employees who are currently paid on steps will be
- 12 placed on their current step on the new range. If applicable, temporary hourly
- 13 employees who are not currently paid on steps will receive an increase if their
- 14 current hourly rate falls below the new range minimum.
- 15
- 16 4. If agreement is reached by August 1, 2022, the effective date will be August 1,
- 17 2022. If agreement is reached later than August 1, 2022, the effective date will be
- 18 the first available pay period after agreement is reached as determined by the
- 19 employer.
- 20
- 21 5. Increases may take up to 90 days to implement but retro pay back to the
- 22 effective date will be provided.
- 23
- 24

25 Dated July 20, 2022

Tentatively Agreed To:	
26 27 28 For the Union: 29 <small>DocuSigned by:</small> 30 <i>Brendan Impson</i> 31 <small>3A5F8F4874CC4E7...</small> 32 Brendan Impson Date: 8/1/2022	For the Employer: <small>DocuSigned by:</small> <i>Jade Hersch</i> <small>ED538CDB172F42B...</small> Jade Hersch Date: 8/1/2022