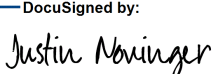
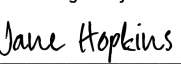
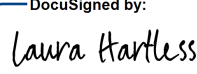


**MEMORANDUM OF UNDERSTANDING  
 BETWEEN  
 THE UNIVERSITY OF WASHINGTON (UNIVERSITY)  
 AND  
 THE SERVICE EMPLOYEES INTERNATIONAL UNION Local 1199 UWMC-NW  
 MOU – CRITICAL  
 RECRUITMENT AND RETENTION WAGE INCREASES**

1  
 2 The parties agreed to recruitment and retention wage increases for the job profiles listed  
 3 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 16, 2022, the effective date will be August 1,  
 17 2022. If agreement is reached later than August 16, 2022, the effective date will  
 18 be 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 Tentatively Agreed To:

<p>25 For the Union:</p> <p>26</p> <p>27</p> <p>28 DocuSigned by:          _____        Date: 8/26/2022 <small>98A6CB801091432...</small></p> <p>29</p> <p>30</p> <p>31</p> <p>32</p> <p>33 For the Union:</p> <p>34 DocuSigned by:          _____        Date: 8/29/2022 <small>991B9A2356D493...</small></p> <p>35</p> <p>36</p> <p>37</p>	<p>For the Employer:</p> <p>DocuSigned by:          _____        Date: 8/22/2022 <small>1CB62316D8AE4A0...</small></p> <p>Date:</p>
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