

**MEMORANDUM OF UNDERSTANDING  
BETWEEN  
THE UNIVERSITY OF WASHINGTON (UNIVERSITY)  
AND  
THE WASHINGTON FEDERATION OF STATE EMPLOYEES Locals 1495 and 3488  
  
MOU – CRITICAL  
RECRUITMENT AND RETENTION WAGE INCREASES**

1  
2  
3  
4  
5  
6  
7  
8  
9  
10  
11  
12  
13  
14  
15  
16  
17  
18  
19  
20  
21  
22  
23  
24  
25  
26  
27  
28  
29  
30  
31  
32  
33  
34  
35

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. 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. 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.

Tentatively Agreed To:

|  |                                   |                                   |                                   |
|--|-----------------------------------|-----------------------------------|-----------------------------------|
| For the Union:                                   |                                   | For the Employer:                 |                                   |
| DocuSigned by:                                   | DocuSigned by:                    | DocuSigned by:                    | DocuSigned by:                    |
|  |                                   |                                   |                                   |
| <small>4C1DA2C371AA409687E6AF63EE0469...</small> | <small>4E12A96D3AE54A9...</small> | <small>FDDA5369104A4F3...</small> | <small>C5469E99932C427...</small> |
| Date: 8/25/2022                                  | Date: 8/25/2022                   | Date: 8/27/2022                   | Date: 8/29/2022                   |
|  |                                   |                                   | Date: 8/25/2022                   |

1 **Attachment A**

2

| <b>Job Code</b> | <b>Job Profile</b>   | <b>Table</b> | <b>Current Range</b> | <b>Proposed Range</b> |
|-----------------|--|--------------|----------------------|-----------------------|
| 18712           | Cardiac Monitor Technician (NE S WFSE HMC)                     | BV           | 020                  | 038                   |
| 18571           | Hospital Central Services Tech Trainee (NE S WFSE Campuswide)  | B0           | 026                  | 032                   |
| 18682           | Hospital Central Services Tech Trainee (NE S WFSE HMC)         | B0           | 026                  | 032                   |
| 18572           | Hospital Central Services Technician 1 (NE S WFSE Campuswide)  | B0           | 031                  | 037                   |
| 18683           | Hospital Central Services Technician 1 (NE S WFSE HMC)         | B0           | 031                  | 037                   |
| 18574           | Hospital Central Services Technician 2 (NE S WFSE Campuswide)  | B0           | 040                  | 046                   |
| 18685           | Hospital Central Services Technician 2 (NE S WFSE HMC)         | B0           | 040                  | 046                   |
| 18573           | Hospital Central Services Technician Ld (NE S WFSE Campuswide) | B0           | 047                  | 053                   |
| 18684           | Hospital Central Services Technician Ld (NE S WFSE HMC)        | B0           | 047                  | 053                   |
| 18770           | Hospital Security Officer - HMC (NE S WFSE HMC Security)       | BI           | 052                  | 054                   |
| 18710           | Medical Assistant (NE S WFSE HMC)                              | B0           | 042                  | 047                   |
| 18697           | Medical Assistant Apprentice (NE S WFSE HMC)                   | BI           | 032                  | 034                   |
| 18733           | Medical Assistant Registered (NE S WFSE HMC)                   | B0           | 036                  | 041                   |
| 18580           | Patient Care Technician (NE S WFSE Campuswide)                 | B0           | 029                  | 034                   |
| 18732           | Patient Care Technician (NE S WFSE HMC)                        | B0           | 029                  | 034                   |
| 18716           | Surgical Technologist (NE S WFSE HMC)                          | BABB         | 054                  | 061                   |

3