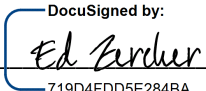
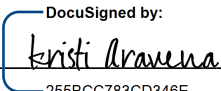


**MEMORANDUM OF UNDERSTANDING
BETWEEN
THE UNIVERSITY OF WASHINGTON (UNIVERSITY)
AND
WASHINGTON STATE NURSES ASSOCIATION-ML
MOU – CRITICAL
RECRUITMENT AND RETENTION WAGE INCREASES**

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The parties agree to recruitment and retention wage increases of 5% for all WSNA represented RNs at UWMC ML

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. The effective date will be August 1, 2022.
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:
<p>DocuSigned by:</p>  <p>719D4FDD5E284BA...</p>	<p>DocuSigned by:</p>  <p>255BCC783CD346E...</p>
Date: 8/17/2022	Date: 8/17/2022