

SUMMARY OF UW – SEIU 925 2025-27 AGREEMENT

Contract Provision	SUMMARY OF CHANGES
Preamble and Purpose	No Change – The parties agreed to maintain existing contract language.
Article 1 – Union Recognition	No Change – The parties agreed to maintain existing contract language.
Article 2 – Non-Discrimination	<p>Updates - The parties agreed to:</p> <ul style="list-style-type: none"> • Added language stating that the Employer will evaluate reports of discrimination, harassment, or retaliation and take appropriate action, which may include an investigation. • Added language stating any interim measures taken by the University in response to a grievance or complaint filing will be designed to allow the affected employee to work in an environment free from discrimination.
Article 3 – Reasonable Accommodation of Employees with Disabilities	<p>Updates - The parties agreed to:</p> <ul style="list-style-type: none"> • Added language referring employees to the UWHR Disability accommodations webpages for information about requesting accommodations and the interactive process. • Added holiday credit to the list of types of time off that can be used in combination with other leave types for disability leave.
Article 4 – Workplace Behavior	Updates - The parties agreed to new language stating that perceptions of “appropriate” behavior can be characterized by stereotype-based biases, and that the values of equity and diversity should inform all conversations, decisions, and outcomes related to this article. The parties also agreed to add reference to the UW Workplace Violence Policy and the UW Medicine Policy on Professional Conduct.
Article 5 – Affirmative Action	No Change – The parties agreed to maintain existing contract language.
Article 6 – Grievance Procedure	<p>Updates - The parties agreed to:</p> <ul style="list-style-type: none"> • Added language requiring the written grievance to include a description of events that occurred that resulted in the alleged violation, as well as the grievant(s) position. • New language requiring both the Union and the University to begin the arbitration scheduling process and provide availability to the arbitrator within (30) calendar days of the Union advancing a grievance to arbitration.
Article 7 – Employee Rights	No Change – The parties agreed to maintain existing contract language.
Article 8 – Employee Facilities	No Change – The parties agreed to maintain existing contract language.
Article 9 – Hours Of Work	<p>Updates - The parties agreed to:</p> <ul style="list-style-type: none"> • Added language pursuant to RCW 49.12.187, including language outlining meal and rest break requirements as well as the ability to combine breaks and meal periods via signed waivers.

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	<ul style="list-style-type: none"> • The Employer would provide the required 14 days’ notice of an Employer-directed permanent change in the employee’s shift assignment or work schedule in writing. • Adjusted time period for notification of temporary changes to assignments; the Employer will now provide 3 calendar days’ notice in writing prior to temporary work assignment changes.
Article 10 – Overtime	<p>Updates – The parties agreed to:</p> <ul style="list-style-type: none"> • Added language for employees in the Healthcare Professional/Lab Tech and HMC Technical bargaining units stating that hours worked after 12 consecutive hours shall be paid at double time (2x) the employee’s regular rate of pay, and employees working 12-hour shifts will receive time and one half (1.5x) after 12 hours worked and double time (2x) after 14 hours worked. • Added section around overtime for Social Workers to incorporate language previously included in MOU – Social Workers.
Article 11 – Employee Training and Development	<p>Updates – The parties agreed to:</p> <ul style="list-style-type: none"> • Added language stating the Employer may provide employees with time to perform Continuing Education during regular work hours, subject to operational needs, and that employee requests to engage in professional development during work hours shall not be unreasonably denied • Added new section referencing UW Medicine Scholarship Fund to assist with funding a degree or certification required for employment (see MOU - Scholarship Fund for Medical Center Employees). • The following classifications would be able to use up to forty (40) hours of paid education time off per fiscal year: Surgical Technologists; Physical Therapists and Physical Therapist Assistants; Occupational Therapists; Dietitians; Social Workers; Medical Interpreters; Respiratory Therapists; Ophthalmic Technicians, Specialists, Leads, and Supervisors; Electrodiagnostic Technicians; Anesthesia Technician 2s and Leads; and Optician – Licensed Dispensing. • Provide education support funds for the following classifications up to the amount listed below, prorated by FTE, per fiscal year: <ul style="list-style-type: none"> ○ Surgical Technologists - \$400, ○ Medical Interpreters - \$400, ○ Respiratory Therapists - \$400, ○ Ophthalmic Technicians/Specialists/Leads/Supervisors - \$400, ○ Electrodiagnostic Technicians - \$500, ○ Anesthesia Technician 2s and Leads - \$400, and ○ Opticians-Licensed Dispensing - \$400. • New section added for Social Workers selected to get Alaska licensure – those selected will receive 9 additional hours of paid education time off every other fiscal year for Alaska licensure and reimbursement for any course, registration, or license fees that exceed the \$850 educational fees.

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<p>Article 12 – Advance Certification/Registration Pay</p>	<p>Updates - The parties agreed that the following classifications that are eligible to receive \$1.25/hour premium for holding a certification in a specialty area and working in that area of certification:</p> <ul style="list-style-type: none"> • Ophthalmic Technician 1-2 • Ophthalmic Specialist • Ophthalmic Technician Lead • Ophthalmic Technician Supervisor • Respiratory Care Assistant • Surgical Technologist Lead
<p>Article 13 – Tuition Exemption Program</p>	<p>No Change – The parties agreed to maintain existing contract language.</p>
<p>Article 14 – Hiring, Appointments, Promotions and Transfers</p>	<p>Updates – The parties agreed to:</p> <ul style="list-style-type: none"> • New language stating supervisors will provide feedback to employees as soon as possible if the supervisor believes the employee’s performance during a probationary period may result in their rejection. • New section on internal lateral movement within units/depts – the Employer will provide seven (7) calendar days’ notice to employees within a given unit/dept seeking a different shift prior to referring candidates. Employee requests for vacant shifts will be granted provided they fulfill the requirements outlined in this section. In the case two (2) or more employees request the vacant shift and meet the outlined criteria, the employee with most department seniority will be appointed. If seniority is equal, the employee who submitted request first will be appointed. • New language requiring supervisors to provide an employee with a copy of a position’s duties upon their appointment to a position or when there is an update to their job description. Employees may request a meeting with their supervisor if the Employer makes changes to duties outlined in the job description used for recruitment for that position. • Added language stating that temporary salary increases for temporary appointments to higher positions would be effective on an hour for hour basis. • Nonpermanent Fixed Duration Appointments <ul style="list-style-type: none"> ○ Adjusted language regarding the duration of nonpermanent fixed duration appointments to state that they may be extended to no more than 24 months if conditions outlined in this article are met (an increase from 18 months). ○ New language stating that if an employee in a nonpermanent fixed duration appointment believes the work becomes ongoing and permanent, they can submit a non-grievable request to the department to post a regular position.

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	<ul style="list-style-type: none"> ○ New language stating the parties have a mutual interest in having nonpermanent fixed duration positions submitted for posting as soon as possible to expedite the process of filling open positions. • New language stating that, upon request, the Employer will provide the Union with a list of bargaining unit employees who applied for lateral or promotional opportunities for a specific job posting. • New language requiring lateral appointees to serve a six (6) month trial service period (instead of a six (6) week trial service period). • New language requiring employees who demote to a classification in which they have not previously held permanent status to serve a six (6) month trial service period. Said employees will have preemptive rights to their former position during the first two (2) months on the new job. • New section stating that SEIU 925 members who take positions represented by other CBA's for which they haven't held permanent status will follow trial service language from the SEIU 925 CBA upon reversion. If their previous position no longer available, said Employee will revert to the rehire list for the position they held permanent status in immediately prior to taking the non-SEIU 925 position.
Article 15 – Inter-System Movement	<p>Updates – The parties agreed to:</p> <ul style="list-style-type: none"> • Personal holiday added to the list of benefits that are transferred to employees' new place of employment for those who change employment without a break in service between higher education institutions or other state funded agencies. • New language detailing months of service toward a higher vacation accrual rate will include all time spent in non-academic appointments, which includes service in classified, professional and certain civil service exempt staff positions, to reflect current practice.
Article 16 – Holidays	<p>Updates – The parties agreed to:</p> <ul style="list-style-type: none"> • New language stating that when a holiday falls on a part time employee's regular scheduled workday and is not worked, the employee will be allowed to use compensatory time, holiday credit, vacation time off, or unpaid time off to complete the regularly scheduled work hours for the day, or by a mutually agreed upon temporary modified weekly schedule. • New language on personal holidays stating that an employee's personal holiday will be approved so long as the listed criteria are met, including that the employee's absence does not interfere with operational needs.
Article 17 – Vacation Time Off	<p>No Change – The parties agreed to maintain existing contract language.</p>

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Article 18 – Sick Time Off	<p>Updates – The parties agreed to add new language from Senate Bill 5793 to this article, including:</p> <ul style="list-style-type: none"> • Expanding the definition of family member related to sick time off to include state registered domestic partner, child’s spouse, and any individual who regularly resides in the employee’s home or where the relationship creates an expectation that the employee care for the person, and that individual depends on the employee for care. • Allowing the use of sick time off when an employee’s child’s school or place of care has been closed for a health-related reason or after the declaration of an emergency by a local or state government agency, or by the federal government.
Article 19 – Washington Family Medical Leave Program*	<p>Minor Changes – The parties agreed to minor housekeeping and language edits in this article.</p>
Article 20 – Miscellaneous Leave	<p>Updates – The parties agreed to:</p> <ul style="list-style-type: none"> • Reorganize some language in this Article to more clearly separate out the sections related to unpaid time off and leave of absence without pay. • Updated contact information of the UW Benefits Office to align with its current contact information.
Article 21 – Federal Family Medical Leave Act and Parental Leave*	<p>Minor Changes – The parties agreed to minor housekeeping and language edits in this article.</p>
Article 22 – Child Care/Dependent Care	<p>Minor Changes – The parties agreed to minor housekeeping and language edits in this article.</p>
Article 23 – Shared Leave	<p>No Change – The parties agreed to maintain existing contract language.</p>
Article 24 – Unpaid Holidays for A Reason of Faith or Conscience	<p>Updates – The parties agreed to add holiday pay eligibility to the list of factors that will not be affected by unpaid time off taken for a reason of faith or conscience to reflect current practice.</p>
Article 25 – Absence Due to Child Care Emergencies	<p>Updates – The parties agreed to:</p> <ul style="list-style-type: none"> • Revised article title from “Child Care Emergencies” to “Family Care Emergencies”. • Added language in accordance with RCW 49.46.210, stating that sick time off may be used when an employee’s child’s school or place of care has been closed after the declaration of an emergency by a local or state government or agency, or by the federal government.
Article 26 – Civil/Jury Duty Time Off and Bereavement Time Off	<p>Updates – The parties agreed to new language that recognizes that “family” is a cultural concept and can vary between individuals.</p>
Article 27 – Leave Related to Domestic Violence, Sexual Assault or Stalking	<p>No Change – The parties agreed to maintain existing contract language.</p>

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Article 28 – Inclement Weather and Suspended Operations	No Change – The parties agreed to maintain existing contract language.
Article 29 – Military Duty Time Off & Leave	Minor Changes – The parties agreed to minor housekeeping and language edits in this article.
Article 30 – Work Related Injury Leave	No Change – The parties agreed to maintain existing contract language.
Article 31 – Health And Safety	<p>Updates – The parties agreed to:</p> <ul style="list-style-type: none"> • New section on Workplace Climate Safety – the University will follow state and University Environmental Health & Safety workplace rules and guidelines for prevention of heat-related illness and wildfire smoke. Additional mitigation strategies are appropriate topics for JLM meetings. • New language allowing employees to contact their respective Employee Health Center at any time if they have questions relating to occupational health exams. • New language on ergonomics – UW Medicine employees should contact their respective UW Medicine Employee Health Center and all other UW employees should contact the UW EH&S Department’s Ergonomics program to request an ergonomic evaluation of their workstation. • New language requiring results of workplace inspections to be made available to the Union upon request.
Article 32 – Uniforms Requirement	No Change – The parties agreed to maintain existing contract language.
Article 33 – Transportation, Commute Reduction, and Telework	<p>Updates – The parties agreed to:</p> <ul style="list-style-type: none"> • Update name of article to be “Transportation, Commute Reduction, and Telework.” • Move provisions of Side Letter I – U-PASS into this article. • Adjusted notice period for termination of hybrid or occasional teleworking agreements – termination of said agreements require no less than thirty (30) business days’ written notice, unless for alleged misconduct or emergency. • New language on termination of telework agreements for fully remote employees – termination of fully remote agreements require no less than thirty (30) business days’ notice, unless for misconduct or emergency, but the Employer will provide additional notice when possible. Affected employees may request extended transition time. • New language stating the Employer is required to provide in writing the reason(s) for termination of any telework agreement.
Article 34 – Performance Evaluation	<p>Updates – The parties agreed to:</p> <ul style="list-style-type: none"> • New language stating job-related performance factors may include quantitative or qualitative measures. • New language preventing performance evaluations from being used to initiate demotions.

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	<ul style="list-style-type: none"> • New language allowing for employees to provide feedback to supervisors on evaluation forms. • New language stating that departments with established performance standards will make such standards available to employees and notify employees of changes to such standards. • New language stating that when there is an update to the employee’s job description, the employee’s supervisor will provide the employee with a copy of the position’s job duties. • New language stating that supervisors will include a description of areas in which improvement is needed in performance evaluations. • New language stating that employees will be provided a copy of their evaluation.
Article 35 – Personnel Files	No Change – The parties agreed to maintain existing contract language.
Article 36 – Corrective Action/Dismissal	No Change – The parties agreed to maintain existing contract language.
Article 37 – Employee Assistance Program	Minor Changes – The parties agreed to move the language regarding the Employee Assistance Program from the “Wellness” section in Article 31 – Health and Safety to this article.
Article 38 – Seniority, Layoff, Rehire	<p>Updates – The parties agreed to:</p> <ul style="list-style-type: none"> • Added language around removal from the rehire list, stating that removal from the list will occur if an employee refuses two (2) offers of placement for a position having the same pay, FTE status, and shift, or as listed in the employee’s option selection form. • Adjusted language around rehire list crossovers, stating that employees represented by either SEIU 925 or WFSE could be placed on the rehire list for either or both bargaining units. • Strike language stating that affirmative action goals may be considered during the layoff or rehire process.
Article 39 – Resignation And Abandonment	Updates – With respect to an employee who fails to appear for work and report their absence, the parties agreed to new language confirming the Employer will make reasonable attempts to contact the employee before the third (3rd) consecutive day of absence.
Article 40 – Mandatory Subject	Updates – The parties agreed to new language clarifying the University’s bargaining obligation, stating that existing practices not contained in this contract that have a bearing on employee wages, hours, or working conditions shall not be modified or eliminated without the Employer satisfying its collective bargaining obligations.
Article 41 – New Employees	<p>Updates – The parties agreed to:</p> <ul style="list-style-type: none"> • Added language specifying there are two separate new employee orientations for UW Medicine and UW Campus and that employees whose work location is in Seattle would be required to attend new employee orientation. • Employees working within a 50-mile radius of the Seattle area will be encouraged to attend new employee orientation in-person and online orientations be offered to employees in locations or positions that can’t attend in person.

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	<ul style="list-style-type: none"> • Union member presenters can be released for up to one (1) hour for online orientations and up to two (2) hours for in-person orientation, depending on distance traveled. • New language stating the Employer will send the Union a list of all new hires scheduled to attend NEO by the end of the week prior to each new employee orientation. • Added language stating that the Union may conduct its orientation virtually, and that new hires who do not attend in-person Union orientation will be released for the 30-minute online orientation.
<p>Article 42 – Union Activities, Rights, And Stewards</p>	<p>Updates – The parties agreed to:</p> <ul style="list-style-type: none"> • New language stating that confirmation of attendance of a new steward in investigatory meetings or grievance hearings for training must be communicated to the steward’s supervisor as well as the Supervisor and the Human Resources representative attending the meeting. • Remove language that prohibits stewards from attending training as a second steward more than once. • New language requiring that information requests clearly identify what information is being sought and the reason for the request, and that such requests not normally extend more than 24 months prior to the date of the request.
<p>Article 43 – Joint Union-Management Committee</p>	<p>Updates – The parties agreed to:</p> <ul style="list-style-type: none"> • New language allowing pay disparities and common trends around employee resignations to be considered appropriate topics for Joint Union-Management Committee meetings. • New section on multi-disciplinary meetings – upon mutual agreement, the parties may now schedule JLM meetings to discuss issues impacting multiple bargaining units. • Remove language stating that market adjustments may be discussed at JLM meetings.
<p>Article 44 – Classifications And Reclassification</p>	<p>Updates – The parties agreed to adjust language regarding step placement and progression start dates to align with current practice.</p>
<p>Article 45 – Compensation, Wages and Other Pay Provisions</p>	<p>Updates – The parties agreed to:</p> <ul style="list-style-type: none"> • Increase salary ranges for all SEIU 925 employees by 3% on July 1, 2025, and an additional 2% on July 1, 2026. • New language allowing the Union to raise concerns regarding recruitment and retention for classifications. At the Union’s request, the University will meet and confer with the Union to discuss potential recruitment and retention increases. • New section referencing the Employer’s ability to provide temporary salary increases (TSIs) pursuant to Article 14.4(C) when assigning duties and responsibilities of a higher-level class. • Callback pay - all SEIU 925 bargaining units will be eligible for callback pay. <ul style="list-style-type: none"> ○ Increased callback pay from two (2) to three (3) hours bonus pay plus time worked. ○ Add language confirming which situations qualify for callback pay, and which don’t. • Standby pay - all SEIU 925 bargaining units will be eligible for standby pay.

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	<ul style="list-style-type: none"> ○ Standby pay increased to \$4/hour for University-wide Nonsupervisory, Supervisory, Contact Center, Contact Center Supervisory, Research Tech, and Research Tech Supervisory bargaining units. ○ Standby pay increased to \$7/hour for Health Care Professional/Laboratory Technical and HMC Technical bargaining units. ○ Employees to receive premium pay for minimum work period of three (3) hours when called to physically return to their workstation. ● Shift Differentials - all SEIU 925 bargaining units will be eligible for shift differentials. <ul style="list-style-type: none"> ○ Evening and night shift differentials increased to \$1.50/hour for University-wide Nonsupervisory, Supervisory, Contact Center, Contact Center Supervisory, Research Tech, and Research Tech Supervisory bargaining units, except for those job titles listed in Appendix II, which shall receive the applicable rates. ○ Health Care Professional/Laboratory Technical and HMC Technical bargaining units are eligible for \$1.75/hour evening shift differential and \$2.50/hour night shift differential. ● New section on Ambulatory Float Pool premium – employees hired solely into the Ambulatory Float Pool at UWMC-Montlake or HMC will receive a float premium of \$1.50/hour for all hours worked. ● New section on Social Worker license pay, incorporating language previously contained in MOU – Social Workers - \$1.50/hour license pay will be provided to all Social Workers licensed by the State of Washington as an Advanced Social Worker or Independent Clinical Social Worker. ● Weekend pay - all SEIU 925 bargaining units will be eligible for weekend pay. <ul style="list-style-type: none"> ○ Premium of \$2/hour for all hours worked on weekends by employees in University-wide Nonsupervisory, Supervisory, Contact Center, Contact Center Supervisory, Research Tech, and Research Tech Supervisory bargaining units, except for those job titles listed in Appendix II, which shall receive the applicable rates. ○ Premium of at least \$2.25/hour for all hours worked on weekends for Health Care Professional/Laboratory Technical and HMC Technical bargaining units, with some classifications receiving \$3 or \$4/hour.
Article 46 – Health Care Benefits Amounts	Updates – The parties agreed to updated language to align with the coalition health care benefits agreement reached for the 2025-27 biennium.
Article 47 – Contracting	Updates – The parties agreed to new language referencing RCW 41.06.142 and stating that the 30 days’ notice period would allow for time to discuss and consider the feasibility of creating and/or implementing alternatives to contracting that would satisfy customer needs, mitigate impact to bargaining unit employees, and meet business objectives.

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Article 48 – Staffing & Workload Concerns	<p>Updates – The parties agreed to:</p> <ul style="list-style-type: none"> • Change the title of this article to “Staffing and Workload Concerns.” • New language stating that employees assigned to job duties outside of the scope of their class specification or current job description would have the right to meet with their supervisor to discuss the additional duties, which may include expectations and duration of the work, and how to accommodate the additional work.
Article 49 – Privacy	<p>Minor changes – The parties agreed to move the provisions of MOU – Public Records Requests and Privacy into this article.</p>
Article 50 – No Strike/Lockout	<p>No Change – The parties agreed to maintain existing contract language.</p>
Article 51 – Travel Pay and Work Time	<p>No Change – The parties agreed to maintain existing contract language.</p>
Article 52 – Personal Services	<p>No Change – The parties agreed to maintain existing contract language.</p>
Article 53 – Modality Pay	<p>Updates – The parties agreed to add the following job classifications to the list of jobs eligible for modality pay:</p> <ul style="list-style-type: none"> • Imaging Technologist Trainee • Imaging Technologist – Education/Quality Assurance
Article 54 – Subordination Of Agreement and Savings Clause	<p>No Change – The parties agreed to maintain existing contract language.</p>
Article 55 – Contract Distribution	<p>No Change – The parties agreed to maintain existing contract language.</p>
Article 56 – Union Membership, Dues Deduction, And Status Reports	<p>Updates – The parties agreed to adjust language to accurately reflect information already provided to the Union in pay period registers.</p>
Article 57 – Management Rights and Responsibilities	<p>No Change – The parties agreed to maintain existing contract language.</p>
Article 58 – Duration	<p>Updates – CBA shall become effective on July 1, 2025, and remain in force through June 30, 2027.</p>
Article 59 – Nonpermanent Hourly and Nonpermanent Intermittent Employees	<p>Updates – The parties agreed to:</p> <ul style="list-style-type: none"> • Add references to additional articles in the contract that apply to nonpermanent hourly and intermittent employees. <ul style="list-style-type: none"> ○ New section on employment practices – if nonpermanent hourly or intermittent employees believe their position no longer meets the definition as stated in section 59.1, they can submit a

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	<p>non-grievable request to the department to post a regular position. The employee who submitted the request can apply to the position through open recruitment.</p> <ul style="list-style-type: none"> ○ New language stating the parties have a mutual interest in having nonpermanent hourly or intermittent positions submitted for posting as soon as possible to expedite the process of filling open positions. ● New language stating that temporary appointments to higher positions, CEGP, and recruitment and retention increases will be administered for nonpermanent hourly and intermittent employees the same as regular positions.
Article 60 – Salary Overpayment Recovery	No Change – The parties agreed to maintain existing contract language.
New Article XX – Diversity, Equity, and Inclusion	<p>Updates – The parties agreed to:</p> <ul style="list-style-type: none"> ● Create new article on Diversity, Equity, and Inclusion. ● Move provisions of Side Letter C – Diversity and Inclusion and Side Letter H – Tracking Discrimination and Bias into this article. ● SEIU 925 will select up to 2 members to be appointed to the UW Diversity Council. ● SEIU 925 will select 3 members to serve on the UWMC EDI Committee. ● SEIU 925 will select 4 members to serve on the HMC EDI Council Workgroup. ● New language stating that employees participating in EDI committee work during regular working hours will be eligible for paid release time.
Appendix I – Job Classifications	Updates – The parties agreed to update this appendix by striking inactivated job profiles and adding new job profiles.
Appendix II – Differentials	Updates – The parties agreed to update this appendix to reflect agreed upon changes in Article 45 – Compensation, Wages, and Other Pay Provisions.
Appendix III – Overtime Exempt Job Classifications	<p>Updates – The parties agreed to:</p> <ul style="list-style-type: none"> ● New language added that recognizes that there are certain positions in the listed classifications that may be determined to be FLSA non-exempt if the employee’s combination of FTE and salary falls below the federal or state salary threshold. ● Update appendix to include new job profiles and strike inactivated job profiles.
Appendix IV – Layoff Seniority Units	Updates – The parties agreed to add Faculty Practice Plan Servies (FPPS) and Airlift Northwest to list of layoff seniority units and update the following layoff units: Finance, Planning & Budgeting, and Shared Services – President, UW Medicine Health System
Appendix V – Pay Tables	No Change – The parties agreed to maintain existing contract language.
Appendix VI - Straight Time/Overtime Eligibility	Updates – The parties agreed to add a note to the Appendix regarding the Registered Dietitian classification, stating that contractual straight time only applies to extra shifts.

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for FLSA Exempt Employees Working at UW Medicine						
New MOU - Artificial Intelligence	<p>Updates – The parties agreed to:</p> <ul style="list-style-type: none"> • New MOU created that acknowledges generative AI as an opportunity to accelerate the University’s strategic, financial, and operational goals and that research involving generative AI has potential advance the technology, resulting in improved delivery of healthcare. • New language stating any use of generative AI tools must be responsible, compliant, ethical, and must balance potential benefits with risks. • New language stating that the University will: <ul style="list-style-type: none"> ○ Share the results of the Fall 2024 Task Force on AI with the Union and, at the Union’s request, arrange a meeting with the chair or co-chair of the Task Force to discuss the survey results. ○ Grant release time to employees to attend AI Task Force online town halls. ○ Co-develop, with the Union, an additional town hall or member meeting as a component of the AI Task Force engagement strategy. ○ Hold a Joint Labor-Management meeting with the chair or co-chair of the AI Task Force to establish a mechanism for Union representation into the ongoing implementation of the institutional strategy on AI. 					
New MOU - Senate Bill 5793	<p>Updates – The parties agreed to a New MOU that will incorporate language from Washington State Senate Bill 5793, which is effective January 1, 2025. The new MOU includes updated versions of Article 18 – Sick Time Off and Article 25 – Absence Due to Child Care Emergencies. As this Senate Bill goes into effect during the term of the current collective agreement, the MOU will go into effect on January 1, 2025, and expire on June 30, 2025.</p>					
New MOU – New Appendix VII Bargaining Unit Descriptions	<p>Updates – The parties agreed to a New MOU that will create a new Appendix listing all the SEIU 925 bargaining unit descriptions that are in the process of being revised by the Public Employment Relations Commission (PERC) based on WA House Bill 2669.</p>					
New MOU – Meal and Rest Breaks	<p>Updates – The parties agreed to a new MOU effective November 1, 2024, mirroring new language in Article 10 that includes details on rest and meal breaks, including how employees will be able to combine breaks and meal periods via signed waivers.</p>					
New MOU – Market Based Increases	<p>Updates – The parties agreed to recruitment and retention salary increases for a variety of job profiles:</p>					
	Job Code	Job Profile	Table	Range	New Table	New Range
	22222	Fiscal Technician 1 (NE H NI SEIU 925 Non Supv)	B4	033	B4	034
	17050	Fiscal Technician 1 (NE S SEIU 925 Non Supv)	B4	033	B4	034
	22223	Fiscal Technician 2 (NE H NI SEIU 925 Non Supv)	B4	036	B4	037
17051	Fiscal Technician 2 (NE S SEIU 925 Non Supv)	B4	036	B4	037	

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	22226	Fiscal Technician 3 (NE H NI SEIU 925 Non Supv)	B4	039	B4	040
	17055	Fiscal Technician 3 (NE S SEIU 925 Non Supv)	B4	039	B4	040
	22224	Fiscal Technician Lead (NE H NI SEIU 925 Non Supv)	B4	040	B4	041
	17052	Fiscal Technician Lead (NE S SEIU 925 Non Supv)	B4	040	B4	041
	22225	Fiscal Technician Supervisor (NE H NI SEIU 925 Supv)	B4	043	B4	044
	17053	Fiscal Technician Supervisor (NE S SEIU 925 Supv)	B4	043	B4	044
	22905	Human Resource Customer Service Representative (NE H NI SEIU 925 Non Supv)	B4	045	B4	046
	17186	Human Resource Customer Service Representative (NE S SEIU 925 Non Supv)	B4	045	B4	046
	23086	Human Resource Customer Service Representative Lead (NE H NI SEIU 925 Non Supv)	B4	049	B4	050
	17190	Human Resource Customer Service Representative Lead (NE S SEIU 925 Non Supv)	B4	049	B4	050
	22906	Human Resource Customer Service Representative Senior (NE H NI SEIU 925 Non Supv)	B4	047	B4	048
	17187	Human Resource Customer Service Representative Senior (NE S SEIU 925 Non Supv)	B4	047	B4	048
	23239	Human Resource Customer Service Representative Supervisor (NE H NI SEIU 925 Supv)	B4	051	B4	052
	17189	Human Resource Customer Service Representative Supervisor (NE S SEIU 925 Supv)	B4	051	B4	052
	22467	Dietary Unit Clerk (NE H NI SEIU 925 Non Supv)	B7BX	007	B7BX	010
	18004	Dietary Unit Clerk (NE S SEIU 925 Non Supv)	B7BX	007	B7BX	010
	22332	Graphic Designer/Illustrator (NE H NI SEIU 925 Non Supv)	B4	043	B4	044
	17514	Graphic Designer/Illustrator (NE S SEIU 925 Non Supv)	B4	043	B4	044
	22333	Graphic Designer/Illustrator Lead (NE H NI SEIU 925 Non Supv)	B4	049	B4	050
	17515	Graphic Designer/Illustrator Lead (NE S SEIU 925 Non Supv)	B4	049	B4	050
	17516	Graphic Designer/Illustrator Supv (E S SEIU 925 Supv)	B4	053	B4	054
	22334	Graphic Designer/Illustrator Supv (NE H NI SEIU 925 Supv)	B4	053	B4	054
	17517	Graphic Designer/Illustrator Supv (NE S SEIU 925 Supv)	B4	053	B4	054
	22331	Graphic Illustrator (NE H NI SEIU 925 Non Supv)	B4	033	B4	034
	17512	Graphic Illustrator (NE S SEIU 925 Non Supv)	B4	033	B4	034
	22419	Electronics Technician 2 (NE H NI SEIU 925 Non Supv)	B4	045	B4	049
	17741	Electronics Technician 2 (NE S SEIU 925 Non Supv)	B4	045	B4	049
	17532	Media Maintenance Supervisor (E S SEIU 925 Supv)	B4	051	B4	055

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22342	Media Maintenance Supervisor (NE H NI SEIU 925 Supv)	B4	051	B4	055
17827	Media Maintenance Supervisor (NE S SEIU 925 Supv)	B4	051	B4	055
22339	Media Maintenance Technician 1 (NE H NI SEIU 925 Non Supv)	B4	037	B4	041
17529	Media Maintenance Technician 1 (NE S SEIU 925 Non Supv)	B4	037	B4	041
22340	Media Maintenance Technician 2 (NE H NI SEIU 925 Non Supv)	B4	043	B4	047
17530	Media Maintenance Technician 2 (NE S SEIU 925 Non Supv)	B4	043	B4	047
22341	Media Maintenance Technician 3 (NE H NI SEIU 925 Non Supv)	B4	047	B4	051
17531	Media Maintenance Technician 3 (NE S SEIU 925 Non Supv)	B4	047	B4	051
22343	Media Maintenance Technician Lead (NE H NI SEIU 925 Non Supv)	B4	049	B4	053
17533	Media Maintenance Technician Lead (NE S SEIU 925 Non Supv)	B4	049	B4	053
22259	Legal Secretary 1 (NE H NI SEIU 925 Non Supv)	B4	039	B4	040
17240	Legal Secretary 1 (NE S SEIU 925 Non Supv)	B4	039	B4	040
22260	Legal Secretary 2 (NE H NI SEIU 925 Non Supv)	B4	045	B4	046
17241	Legal Secretary 2 (NE S SEIU 925 Non Supv)	B4	045	B4	046
22350	Broadcast Technician 1 (NE H NI SEIU 925 Non Supv)	B4	050	B4	054
17550	Broadcast Technician 1 (NE S SEIU 925 Non Supv)	B4	050	B4	054
22351	Broadcast Technician 2 (NE H NI SEIU 925 Non Supv)	B4	056	B4	060
17551	Broadcast Technician 2 (NE S SEIU 925 Non Supv)	B4	056	B4	060
22352	Broadcast Technician 3 (NE H NI SEIU 925 Non Supv)	B4	060	B4	064
17552	Broadcast Technician 3 (NE S SEIU 925 Non Supv)	B4	060	B4	064
17553	Broadcast Technician Supervisor (E S SEIU 925 Supv)	B4	064	B4	068
22353	Broadcast Technician Supervisor (NE H NI SEIU 925 Supv)	B4	064	B4	068
17554	Broadcast Technician Supervisor (NE S SEIU 925 Supv)	B4	064	B4	068
17362	Data Control Supervisor (E S SEIU 925 Supv)	B4	050	B4	054
22293	Data Control Supervisor (NE H NI SEIU 925 Supv)	B4	050	B4	054
17824	Data Control Supervisor (NE S SEIU 925 Supv)	B4	050	B4	054
22294	Data Control Technician 1 (NE H NI SEIU 925 Non Supv)	B4	030	B4	034
17364	Data Control Technician 1 (NE S SEIU 925 Non Supv)	B4	030	B4	034
22295	Data Control Technician 2 (NE H NI SEIU 925 Non Supv)	B4	036	B4	040
17365	Data Control Technician 2 (NE S SEIU 925 Non Supv)	B4	036	B4	040
22296	Data Control Technician 3 (NE H NI SEIU 925 Non Supv)	B4	042	B4	046
17366	Data Control Technician 3 (NE S SEIU 925 Non Supv)	B4	042	B4	046
22297	Data Control Technician Lead (NE H NI SEIU 925 Non Supv)	B4	045	B4	049

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17367	Data Control Technician Lead (NE S SEIU 925 Non Supv)	B4	045	B4	049
22361	Electronic Media Producer 1 (NE H NI SEIU 925 Non Supv)	B4	049	B4	053
17580	Electronic Media Producer 1 (NE S SEIU 925 Non Supv)	B4	049	B4	053
22362	Electronic Media Producer 2 (NE H NI SEIU 925 Non Supv)	B4	055	B4	059
17581	Electronic Media Producer 2 (NE S SEIU 925 Non Supv)	B4	055	B4	059
22363	Electronic Media Producer Lead (NE H NI SEIU 925 Non Supv)	B4	059	B4	063
17582	Electronic Media Producer Lead (NE S SEIU 925 Non Supv)	B4	059	B4	063
22344	Media Engineer A (NE H NI SEIU 925 Non Supv)	B4	062	B4	066
17540	Media Engineer A (NE S SEIU 925 Non Supv)	B4	062	B4	066
17541	Media Engineer B (E S SEIU 925 Supv)	B4	067	B4	071
22345	Media Engineer B (NE H NI SEIU 925 Supv)	B4	067	B4	071
17542	Media Engineer B (NE S SEIU 925 Supv)	B4	067	B4	071
22359	Media Laboratory Coordinator (NE H NI SEIU 925 Non Supv)	B4	044	B4	048
17562	Media Laboratory Coordinator (NE S SEIU 925 Non Supv)	B4	044	B4	048
22335	Media Technician (NE H NI SEIU 925 Non Supv)	B4	038	B4	042
17520	Media Technician (NE S SEIU 925 Non Supv)	B4	038	B4	042
22338	Media Technician Lead (NE H NI SEIU 925 Non Supv)	B4	049	B4	053
17523	Media Technician Lead (NE S SEIU 925 Non Supv)	B4	049	B4	053
22336	Media Technician Senior (NE H NI SEIU 925 Non Supv)	B4	046	B4	050
17521	Media Technician Senior (NE S SEIU 925 Non Supv)	B4	046	B4	050
22337	Media Technician Supervisor (NE H NI SEIU 925 Supv)	B4	052	B4	056
17522	Media Technician Supervisor (NE S SEIU 925 Supv)	B4	052	B4	056
17509	Supervisor-Media Technical Services (E S SEIU 925 Supv)	B4	060	B4	064
22328	Supervisor-Media Technical Services (NE H NI SEIU 925 Supv)	B4	060	B4	064
17508	Supervisor-Media Technical Services (NE S SEIU 925 Supv)	B4	060	B4	064
22346	Tv/Video Equipment Operator 1 (NE H NI SEIU 925 Non Supv)	B4	037	B4	041
17545	Tv/Video Equipment Operator 1 (NE S SEIU 925 Non Supv)	B4	037	B4	041
22347	Tv/Video Equipment Operator 2 (NE H NI SEIU 925 Non Supv)	B4	042	B4	046
17546	Tv/Video Equipment Operator 2 (NE S SEIU 925 Non Supv)	B4	042	B4	046
22348	Tv/Video Equipment Operator Lead (NE H NI SEIU 925 Non Supv)	B4	045	B4	049
17547	Tv/Video Equipment Operator Lead (NE S SEIU 925 Non Supv)	B4	045	B4	049
22349	Tv/Video Equipment Operator Supervisor (NE H NI SEIU 925 Supv)	B4	048	B4	052

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	17828	Tv/Video Equipment Operator Supervisor (NE S SEIU 925 Supv)	B4	048	B4	052
	22434	Photographer 1 (NE H NI SEIU 925 Non Supv)	B4	045	B4	049
	17780	Photographer 1 (NE S SEIU 925 Non Supv)	B4	045	B4	049
	22435	Photographer 2 (NE H NI SEIU 925 Non Supv)	B4	049	B4	053
	17781	Photographer 2 (NE S SEIU 925 Non Supv)	B4	049	B4	053
	22433	Photographic Technician (NE H NI SEIU 925 Non Supv)	B4	034	B4	038
	17779	Photographic Technician (NE S SEIU 925 Non Supv)	B4	034	B4	038
	17782	Photography Supervisor (E S SEIU 925 Supv)	B4	053	B4	057
	22436	Photography Supervisor (NE H NI SEIU 925 Supv)	B4	053	B4	057
	17832	Photography Supervisor (NE S SEIU 925 Supv)	B4	053	B4	057
	22427	Stockroom Supervisor (NE H NI SEIU 925 Supv)	B4	040	B4	042
	17831	Stockroom Supervisor (NE S SEIU 925 Supv)	B4	040	B4	042
New MOU – Administrative Assistant Recruitment and Retention Increases	Updates – The parties agreed to recruitment retention salary increases for an average increase of 5% for the following Administrative Assistant job classifications:					
	Job Code	Job Profile	Current Table	Current Range	New Table	New Range
	22930	Administrative Assistant 1 (NE H NI SEIU 925 Contact Center)	B4	033	B4	035
	22925	Administrative Assistant 1 (NE H NI SEIU 925 Non Supv)	B4	033	B4	035
	18107	Administrative Assistant 1 (NE S SEIU 925 Contact Center)	B4	033	B4	035
	17081	Administrative Assistant 1 (NE S SEIU 925 Non Supv)	B4	033	B4	035
	22931	Administrative Assistant 2 (NE H NI SEIU 925 Contact Center)	B4	037	B4	039
	22926	Administrative Assistant 2 (NE H NI SEIU 925 Non Supv)	B4	037	B4	039
	18108	Administrative Assistant 2 (NE S SEIU 925 Contact Center)	B4	037	B4	039
	17082	Administrative Assistant 2 (NE S SEIU 925 Non Supv)	B4	037	B4	039
	22932	Administrative Assistant 3 (NE H NI SEIU 925 Contact Center)	B4	041	B4	043
	22927	Administrative Assistant 3 (NE H NI SEIU 925 Non Supv)	B4	041	B4	043
	18109	Administrative Assistant 3 (NE S SEIU 925 Contact Center)	B4	041	B4	043
	17083	Administrative Assistant 3 (NE S SEIU 925 Non Supv)	B4	041	B4	043
	17091	Administrative Assistant B - CLOSED (NE S SEIU 925 Non Supv)	B4	042	B4	044
	22928	Administrative Assistant Lead (NE H NI SEIU 925 Non Supv)	B4	043	B4	045
	17084	Administrative Assistant Lead (NE S SEIU 925 Non Supv)	B4	043	B4	045
	22929	Administrative Assistant Supv (NE H NI SEIU 925 Supv)	B4	048	B4	050

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	17090	Administrative Assistant Supv (NE S SEIU 925 Supv)	B4	048	B4	050
New MOU – Animal Technicians Recruitment and Retention Increases	Updates – The parties agreed to recruitment retention salary increases for an average increase of 10.1% for the following job classifications:					
	Job Code	Job Profile	Table	Range	New Table	New Range
	17730	Animal Facility Program Supervisor (E S SEIU 925 Supv)	B4	053	B4	057
	23089	Animal Facility Program Supervisor (NE H NI SEIU 925 Supv)	B4	053	B4	057
	23314	Animal Facility Program Supervisor (NE S SEIU 925 Supv)	B4	053	B4	057
	22410	Animal Technician 1 (NE H NI SEIU 925 Non Supv)	B4	030	B4	034
	17724	Animal Technician 1 (NE S SEIU 925 Non Supv)	B4	030	B4	034
	22411	Animal Technician 2 (NE H NI SEIU 925 Non Supv)	B4	034	B4	038
	17725	Animal Technician 2 (NE S SEIU 925 Non Supv)	B4	034	B4	038
	22412	Animal Technician 3 (NE H NI SEIU 925 Non Supv)	B4	036	B4	040
	17726	Animal Technician 3 (NE S SEIU 925 Non Supv)	B4	036	B4	040
	22413	Animal Technician Supervisor (NE H NI SEIU 925 Supv)	B4	046	B4	050
	17727	Animal Technician Supervisor (NE S SEIU 925 Supv)	B4	046	B4	050
	23053	Cage Washer and Logistics Technician (NE H NI SEIU 925 Non Supv)	B4	032	B4	036
	17716	Cage Washer and Logistics Technician (NE S SEIU 925 Non Supv)	B4	032	B4	036
	23054	Cage Washer and Logistics Technician Lead (NE H NI SEIU 925 Non Supv)	B4	037	B4	041
17717	Cage Washer and Logistics Technician Lead (NE S SEIU 925 Non Supv)	B4	037	B4	041	
New MOU – Audiology Assistant Recruitment and Retention Increases	Updates – The parties agreed to recruitment retention salary increases for an average increase of 16% for the Audiology Assistant job classification:					
	Job Code	Job Profile	Current Table	Current Range	New Table	New Range
	23085	Audiology Assistant (NE H NI SEIU 925 Non Supv)	B7BX	018	B7BX	033
18263	Audiology Assistant (NE S SEIU 925 Non Supv)	B7BX	018	B7BX	033	
New MOU – Campus Security Recruitment and Retention Increases	Updates – The parties agreed to recruitment retention salary increases for an average increase of 5.1% for the following job classes:					
	Job Code	Job Profile	Current Table	Current Range	New Table	New Range
22380	Campus Security Officer (NE H NI SEIU 925 Non Supv)	B4	041	B4	043	

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	17638	Campus Security Officer (NE S SEIU 925 Non Supv)	B4	041	B4	043
	22379	Campus Security Sergeant (NE H NI SEIU 925 Supv)	B4	051	B4	053
	17636	Campus Security Sergeant (NE S SEIU 925 Supv)	B4	051	B4	053
	22385	Security Guard (NE H NI SEIU 925 Non Supv)	B4	034	B4	036
	17644	Security Guard (NE S SEIU 925 Non Supv)	B4	034	B4	036
New MOU – Cardiac Monitor Technician Recruitment and Retention Increases	Updates – The parties agreed to recruitment retention salary increases for an average increase of 5.1% for the Cardiac Monitor Technician job class:					
	Job Code	Job Profile	Current Table	Current Range	New Table	New Range
	18290	Cardiac Monitor Technician (NE S SEIU 925 HCP/LT)	B8	038	B8	43
	22551	Cardiac Monitor Technician (NE H NI SEIU 925 HCP/LT)	B8	038	B8	43
New MOU – Computer Support Analyst Recruitment and Retention Increases	Updates – The parties agreed to recruitment retention salary increases for an average increase of 10.4% for the Computer Support Analyst (levels 1-2) job classifications:					
	Job Code	Job Profile	Table	Range	New Table	New Range
	22460	Computer Support Analyst 1 (NE H NI SEIU 925 Non Supv)	B4	049	B4	053
	17925	Computer Support Analyst 1 (NE S SEIU 925 Non Supv)	B4	049	B4	053
	22461	Computer Support Analyst 2 (NE H NI SEIU 925 Non Supv)	B4	055	B4	059
	17926	Computer Support Analyst 2 (NE S SEIU 925 Non Supv)	B4	055	B4	059
New MOU – Dentistry DECOD Recruitment and Retention Increases	Updates – The parties agreed to create new two job profiles to be used in the DECOD clinic, resulting in an average salary increase of 10% for affected employees.					
	Job Code	Job Profile			New Table	New Range
	xxxxx	Dental Hygienist - DECOD (NE H NI SEIU 925 HCP/LT)			BX	112
	xxxxx	Dental Hygienist - DECOD (NE S SEIU 925 HCP/LT)			BX	112
	xxxxx	Hospital Dentistry Assistant Specialist - DECOD (NE H NI SEIU 925 Non Supv)			BX	060
	xxxxx	Hospital Dentistry Assistant Specialist - DECOD (NE S SEIU 925 Non Supv)			BX	060
New MOU – EKG Technician Recruitment and Retention Increases	Updates – The parties agreed to recruitment and retention salary increases for an average increase of 11.6% for the following job classes:					
	Job Code	Job Profile	Current Table	Current Range	New Table	New Range
	18296	Electrocardiograph Technician 2 (NE S SEIU 925 HCP/LT)	B8	043	B8	54
	22553	Electrocardiograph Technician 2 (NE H NI SEIU 925 HCP/LT)	B8	043	B8	54
	18297	Electrocardiograph Technician Lead (NE S SEIU 925 HCP/LT)	B8	051	B8	62

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	22554	Electrocardiograph Technician Lead (NE H NI SEIU 925 HCP/LT)	B8	051	B8	62
	18298	Electrocardiograph Laboratory Supv (NE S SEIU 925 Supv)	B7BX	057	B7BX	68
	22555	Electrocardiograph Laboratory Supv (NE H NI SEIU 925 Supv)	B7BX	057	B7BX	68
New MOU – Grounds Supervisor Recruitment and Retention Increases	Updates – The parties agreed to recruitment and retention salary increases for an average increase of 5.1% for the Grounds Supervisor 1 job classification:					
	Job Code	Job Profile	Table	Range	New Table	New Range
	22256	Grounds Supervisor 1 (NE H NI SEIU 925 Supv)	B4	043	B4	047
	17814	Grounds Supervisor 1 (NE S SEIU 925 Supv)	B4	043	B4	047
New MOU – Health Information Technician Recruitment and Retention Increases	Updates – The parties agreed to recruitment and retention salary increases for an average increase of 5% for the following Health Information job classifications:					
	Job Code	Job Profile	Current Table	Current Range	New Table	New Range
	22534	Health Information Technician 1 (NE H NI SEIU 925 Non Supv)	B7BX	001	B7BX	006
	18222	Health Information Technician 1 (NE S SEIU 925 Non Supv)	B7BX	001	B7BX	006
	22537	Health Information Technician 2 (NE H NI SEIU 925 Non Supv)	B7BX	003	B7BX	008
	18255	Health Information Technician 2 (NE S SEIU 925 Non Supv)	B7BX	003	B7BX	008
	22536	Health Information Technician 3 (NE H NI SEIU 925 Non Supv)	B7BX	010	B7BX	015
	18254	Health Information Technician 3 (NE S SEIU 925 Non Supv)	B7BX	010	B7BX	015
	22538	Health Information Lead (NE H NI SEIU 925 Non Supv)	B7BX	020	B7BX	025
	18256	Health Information Lead (NE S SEIU 925 Non Supv)	B7BX	020	B7BX	025
	18257	Health Information Supervisor (E S SEIU 925 Supv)	B7BX	045	B7BX	050
	22539	Health Information Supervisor (NE H NI SEIU 925 Supv)	B7BX	045	B7BX	050
	17841	Health Information Supervisor (NE S SEIU 925 Supv)	B7BX	045	B7BX	050
	New MOU – Instructional Technician Recruitment and Retention Increases	Updates – The parties agreed to recruitment and retention salary increases of an average of 5.1% for the Instructional Technician 2 job classification:				
Job Code		Job Profile	Table	Range	New Table	New Range
17788		Instructional Technician 2 (NE S SEIU 925 Non Supv)	B4	043	B4	045

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	22439	Instructional Technician 2 (NE H NI SEIU 925 Non Supv)	B4	043	B4	045
New MOU – Internal Alignment Increases	Updates – The parties agreed to recruitment and retention salary increases of an average of 5% for the following job classifications:					
	Job Code	Job Profile	Table	Range	New Table	New Range
	22372	Employment Training Specialist Lead (NE H NI SEIU 925 Non Supv)	B4	045	B4	047
	17594	Employment Training Specialist Lead (NE S SEIU 925 Non Supv)	B4	045	B4	047
	22456	Research Study Coordinator Lead (NE H NI SEIU 925 Non Supv)	B4	043	B4	045
	17870	Research Study Coordinator Lead (NE S SEIU 925 Non Supv)	B4	043	B4	045
New MOU – Lab Medicine Alignment	Updates – The parties agreed to create a new MOU that will allow lab medicine management and UWHR Compensation to partner to review lab medicine job profiles across the University for consistency and alignment.					
New MOU – Maintenance Supervisor Recruitment and Retention Increases	Updates – The parties agreed to recruitment and retention salary increases for an average of 2.5% for the Maintenance Supervisor (levels 1-2) job classification:					
	Job Code	Job Profile	Table	Range	New Table	New Range
	17208	Maintenance Supervisor 1 (E S SEIU 925 Supv)	B4	69	B4	70
	22254	Maintenance Supervisor 1 (NE H NI SEIU 925 Supv)	B4	69	B4	70
	17200	Maintenance Supervisor 1 (NE S SEIU 925 Supv)	B4	69	B4	70
	17209	Maintenance Supervisor 2 (E S SEIU 925 Supv)	B4	73	B4	74
	22255	Maintenance Supervisor 2 (NE H NI SEIU 925 Supv)	B4	73	B4	74
	17201	Maintenance Supervisor 2 (NE S SEIU 925 Supv)	B4	73	B4	74
New MOU – Medical Airlift Communications Specialist Recruitment and Retention Increases	Updates – The parties agreed to recruitment and retention salary increases for an average of 10.5% for the following Medical Airlift Communications job classifications:					
	Job Code	Job Profile	Table	Range	New Table	New Range
	22495	Medical Airlift Communications Spec (NE H NI SEIU 925 Non Supv)	B7BX	045	B7BX	055
	18085	Medical Airlift Communications Spec (NE S SEIU 925 Non Supv)	B7BX	045	B7BX	055
	22496	Medical Airlift Communications Supv (NE H NI SEIU 925 Supv)	B7BX	057	B7BX	067
	18086	Medical Airlift Communications Supv (NE S SEIU 925 Supv)	B7BX	057	B7BX	067

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New MOU – Medical Interpreter Recruitment and Retention Increases	Updates – The parties agreed to recruitment and retention salary increases for an average of 10.5% for the following job classes:					
	Job Code	Job Profile	Current Table	Current Range	New Table	New Range
	22497	Medical Interpreter 1 (NE H NI SEIU 925 HCP/LT)	B7BX	038	B7BX	048
	18087	Medical Interpreter 1 (NE S SEIU 925 HCP/LT)	B7BX	038	B7BX	048
	22498	Medical Interpreter 2 (NE H NI SEIU 925 HCP/LT)	B7BX	046	B7BX	056
	18088	Medical Interpreter 2 (NE S SEIU 925 HCP/LT)	B7BX	046	B7BX	056
	22506	Medical Interpreter-ASL (NE H NI SEIU 925 HCP/LT)	B7BX	068	B7BX	078
	18096	Medical Interpreter-ASL (NE S SEIU 925 HCP/LT)	B7BX	068	B7BX	078
	22499	Medical Interpreter Csewrkr-Cultrl Mediat (NE H NI SEIU 925 HCP/LT)	B7BX	048	B7BX	058
18089	Medical Interpreter Csewrkr-Cultrl Mediat (NE S SEIU 925 HCP/LT)	B7BX	048	B7BX	058	
New MOU – Parking Recruitment and Retention Increases	Updates – The parties agreed to recruitment and retention increases for parking job classifications. Traffic Guide job classifications will see an average salary increase of 5% while all other employees in the following classifications will see an average salary increase of 18%:					
	Job Code	Job Profile	Current Table	Current Range	New Table	New Range
	22395	Parking Enforcement Officer (NE H NI SEIU 925 Non Supv)	B4	033	B4	040
	17658	Parking Enforcement Officer (NE S SEIU 925 Non Supv)	B4	033	B4	040
	22388	Parking Specialist (NE H NI SEIU 925 Non Supv)	B4	033	B4	040
	17648	Parking Specialist (NE S SEIU 925 Non Supv)	B4	033	B4	040
	22386	Traffic Guide (NE H NI SEIU 925 Non Supv)	B4	033	B4	035
	17646	Traffic Guide (NE S SEIU 925 Non Supv)	B4	033	B4	035
	22387	Traffic Guide Lead (NE H NI SEIU 925 Non Supv)	B4	035	B4	037
	17647	Traffic Guide Lead (NE S SEIU 925 Non Supv)	B4	035	B4	037
	22391	Parking Supervisor 1 (NE H NI SEIU 925 Supv)	B4	038	B4	045
	17652	Parking Supervisor 1 (NE S SEIU 925 Supv)	B4	038	B4	045
	22392	Parking Supervisor 2 (NE H NI SEIU 925 Supv)	B4	044	B4	051
	17830	Parking Supervisor 2 (NE S SEIU 925 Supv)	B4	044	B4	051
	22390	Parking Supervisor 3 (NE H NI SEIU 925 Supv)	B4	048	B4	055
17829	Parking Supervisor 3 (NE S SEIU 925 Supv)	B4	048	B4	055	
New MOU – Peer Counselors Recruitment and Retention Increases	Updates – The parties agreed to recruitment and retention salary increases for an average of increase of 5.1% for the Peer Counselor/Community Health Worker job classification:					
	Job Code	Job Profile	Current Table	Current Range	New Table	New Range

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	17263	Peer Counselor/Community Health Worker (NE S SEIU 925 Non Supv)	B7BX	023	B7BX	28	
	22935	Peer Counselor/Community Health Worker (NE H NI SEIU 925 Non Supv)	B7BX	023	B7BX	28	
New MOU – Police Dispatcher Recruitment and Retention Increases	Updates – The parties agreed to recruitment and retention salary increases for an average increase of 10.4% for the following Police Dispatcher classes:						
	Job Code	Job Profile	Table	Range	New Table	New Range	
	22266	Police Dispatcher (NE H NI SEIU 925 Non Supv)	B4	050	B4	054	
	17270	Police Dispatcher (NE S SEIU 925 Non Supv)	B4	050	B4	054	
	22267	Police Dispatcher LD (NE H NI SEIU 925 Non Supv)	B4	052	B4	056	
	17271	Police Dispatcher LD (NE S SEIU 925 Non Supv)	B4	052	B4	056	
	22268	Police Dispatcher Supervisor (NE H NI SEIU 925 Supv)	B4	056	B4	060	
	17272	Police Dispatcher Supervisor (NE S SEIU 925 Supv)	B4	056	B4	060	
New MOU – Polysomnographic Technologist Recruitment and Retention Increases	Updates – The parties agreed to recruitment and retention salary increases for an average increase of 5.1% for the following Polysomnographic Technologist (levels 1-3) job classifications:						
	Job Code	Job Profile	New Job Profile Name	Current Table	Current Range	New Table	New Range
	22638	Polysomnographic Technician 1 (NE H NI SEIU 925 HMC T)	Polysomnographic Technologist 1 (NE H NI SEIU 925 HMC T)	BG	061	BG	066
	18495	Polysomnographic Technician 1 (NE S SEIU 925 HMC T)	Polysomnographic Technologist 1 (NE S SEIU 925 HMC T)	BG	061	BG	066
	22639	Polysomnographic Technician 2 (NE H NI SEIU 925 HMC T)	Polysomnographic Technologist 2 (NE H NI SEIU 925 HMC T)	BG	071	BG	076
	18496	Polysomnographic Technician 2 (NE S SEIU 925 HMC T)	Polysomnographic Technologist 2 (NE S SEIU 925 HMC T)	BG	071	BG	076
	23242	Polysomnographic Technologist (NE H NI SEIU 925 HMC T)	Polysomnographic Technologist 3 (NE H NI SEIU 925 HMC T)	BG	078	BG	083
18497	Polysomnographic Technologist (NE S SEIU 925 HMC T)	Polysomnographic Technologist 3 (NE S SEIU 925 HMC T)	BG	078	BG	083	

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New MOU – Program Support Supervisor Series Revision	Updates – The parties agreed to expand the Program Support Supervisor series to three levels. Program Support Supervisor levels 1-2 will be redefined, and a new Program Support Supervisor 3 classification will be created:					
	Program Support Supervisor 1		Supervises students (including ASEs)			
	Program Support Supervisor 2		Supervises staff in the Program Support series or other classified staff			
	Program Support Supervisor 3		Second level supervisor; supervises at least one other Program Supervisor or other classified Supervisor			
	Job Code	Job Profile	Current Table	Current Range	New Table	New Range
	22265	Program Support Supervisor I (NE H NI SEIU 925 Supv)	B4	046		
	17817	Program Support Supervisor I (NE S SEIU 925 Supv)	B4	046		
	17257	Program Support Supervisor II (E S SEIU 925 Supv)	B4	049		
	22264	Program Support Supervisor II (NE H NI SEIU 925 Supv)	B4	049		
	17816	Program Support Supervisor II (NE S SEIU 925 Supv)	B4	049		
xxxxx	Program Support Supervisor III (E S SEIU 925 Supv)			B4	052	
xxxxx	Program Support Supervisor III (NE H NI SEIU 925 Supv)			B4	052	
xxxxx	Program Support Supervisor III (NE S SEIU 925 Supv)			B4	052	
New MOU – Salary Alignment – Select Jobs in Pay Table BG	Updates – The parties agreed to move the following job classifications from pay table BG to pay table B8:					
	Job Code	Job Profile	Current Table	Current Range	New Table	New Range
	22556	Anesthesiology Technician 1 (NE H NI SEIU 925 HCP/LT)	BG	017	B8	21
	18310	Anesthesiology Technician 1 (NE S SEIU 925 HCP/LT)	BG	017	B8	21
	22527	Respiratory Care Assistant (NE H NI SEIU 925 HCP/LT)	BG	035	B8	39
	18153	Respiratory Care Assistant (NE S SEIU 925 HCP/LT)	BG	035	B8	39
	22514	Social Work Assistant 1 (NE H NI SEIU 925 HCP/LT)	BG	051	B8	55
	18111	Social Work Assistant 1 (NE S SEIU 925 HCP/LT)	BG	051	B8	55
	22607	Surgical Technologist (NE H NI SEIU 925 HCP/LT)	BG	061	B8	65
	18430	Surgical Technologist (NE S SEIU 925 HCP/LT)	BG	061	B8	65
	23107	Surgical Technologist Lead (NE H NI SEIU 925 HCP/LT)	BG	068	B8	72
21917	Surgical Technologist Lead (NE S SEIU 925 HCP/LT)	BG	068	B8	72	
New MOU – Social Worker Assistant 2 Recruitment and Retention Increases	Updates – The parties agreed to recruitment and retention salary increases for an average increase of 5.1% for the Social Worker Assistant 2 job classification:					
	Job Code	Job Profile	Current Table	Current Range	New Table	New Range
	22515	Social Work Assistant 2 (NE H NI SEIU 925 HCP/LT)	BG	064	BG	068
	18112	Social Work Assistant 2 (NE S SEIU 925 HCP/LT)	BG	064	BG	068

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New MOU – Stage Technician Recruitment and Retention Increases	Updates – The parties agreed to create a new Stage Technician 1 job classification and a recruitment and retention salary increase of 7.4% for the Stage Technician 2 job classification:					
	Job Code	Job Profile	New Table	New Range		
	XXXXX	Stage Technician 1 (NE S SEIU 925 Non Supv)	B4	042		
	XXXXX	Stage Technician 1 (NE H NI SEIU 925 Non Supv)	B4	042		
New MOU – Surgical Technologist Recruitment and Retention Increases	Job Code	Job Profile	Table	Range	New Table	New Range
	17573	Stage Technician 2 (NE S SEIU 925 Non Supv)	B4	040	B4	047
	22360	Stage Technician 2 (NE H NI SEIU 925 Non Supv)	B4	040	B4	047
	Updates – The parties agreed to recruitment and retention salary increases for an average of 5.1% for the following job Surgical Technologist classes:					
New MOU – Pay Table BT Inactivation	Job Code	Job Profile	Current Table	Current Range	New Table	New Range
	22557	Anesthesiology Technician 2 (NE H NI SEIU 925 HCP/LT)	BT	035	BF	15
	18312	Anesthesiology Technician 2 (NE S SEIU 925 HCP/LT)	BT	035	BF	15
	22582	Electroneurodiagnostic Technologist 1 (NE H NI SEIU 925 HCP/LT)	BT	048	BF	28
	18370	Electroneurodiagnostic Technologist 1 (NE S SEIU 925 HCP/LT)	BT	048	BF	28
New MOU – Pay Table BT Inactivation	22583	Electroneurodiagnostic Technologist 2 (NE H NI SEIU 925 HCP/LT)	BT	058	BF	38
	18371	Electroneurodiagnostic Technologist 2 (NE S SEIU 925 HCP/LT)	BT	058	BF	38
	22584	Electroneurodiagnostic Technologist 3 (NE H NI SEIU 925 HCP/LT)	BT	065	BF	45
	18373	Electroneurodiagnostic Technologist 3 (NE S SEIU 925 HCP/LT)	BT	065	BF	45
	Updates – The parties agreed to inactivate pay table BT and move the following job classifications from pay table BT to pay table BF:					

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	22529	Respiratory Care Lead (NE H NI SEIU 925 HCP/LT)	BT	070	BF	50
	18156	Respiratory Care Lead (NE S SEIU 925 HCP/LT)	BT	070	BF	50
	22528	Respiratory Care Practitioner (NE H NI SEIU 925 HCP/LT)	BT	061	BF	41
	18155	Respiratory Care Practitioner (NE S SEIU 925 HCP/LT)	BT	061	BF	41
	22526	Respiratory Care Specialist (NE H NI SEIU 925 HCP/LT)	BT	081	BF	61
	18151	Respiratory Care Specialist (NE S SEIU 925 HCP/LT)	BT	081	BF	61
MOU – Accountant Cluster Recruitment and Retention Increases	Expired – The parties agreed to remove this expired MOU.					
MOU – Creation of Appendix VI	Expired – The parties agreed to remove this expired MOU.					
MOU – Critical Recruitment and Retention Wage Increases	Expired – The parties agreed to remove this expired MOU.					
MOU – Clinic Cytogenetic Technologist Recruitment and Retention Increases	Expired – The parties agreed to remove this expired MOU.					
MOU – Documenting Wellness Rooms	Expired – The parties agreed to remove this expired MOU.					
MOU – Donning and Doffing in The Operating Room Montlake Hospital	Updates – The parties agreed to rollover this MOU into the next CBA and to expand its application beyond the operating room at Montlake Hospital, to now include hospital and clinic settings where surgical attire is required.					
MOU – Enterprise Revenue and Health Information (ERHI) – Flexible Starting Time	No Change – The parties agreed to rollover this MOU into the next CBA.					
MOU – Football Game Overtime - UWPD	No Change – The parties agreed to rollover this MOU into the next CBA.					
MOU – Former Administrative Assistant B	No Change – The parties agreed to rollover this MOU into the next CBA.					
MOU – Grounds Supervisor I Recruitment and Retention Increase	Expired – The parties agreed to remove this expired MOU.					
Mou – Health Care Pay Tables Consolidation	Expired – The parties agreed to remove this expired MOU.					

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MOU – Health Care Recruitment and Retention Wage Increases	Expired – The parties agreed to remove this expired MOU.
MOU – Interpretive Services at UWMC	Updates – The parties agreed to: <ul style="list-style-type: none"> • Update title and language throughout MOU to include Harborview Medical Center. • Remove specific excerpts from APOP 60-1 and APOP 60-3 policies, instead now only referencing the policies.
MOU – Leave of Absence SEIU 925 Officer	Expired – The parties agreed to remove this expired MOU.
MOU – Library Supervisor Recruitment and Retention Increase	Expired – The parties agreed to remove this expired MOU.
MOU - Lump Sum Payment	Expired – The parties agreed to remove this expired MOU.
MOU – Market-Based Increases	Expired – The parties agreed to remove this expired MOU.
MOU – Medical Laboratory Scientist Recruitment and Retention Increases	Expired – The parties agreed to remove this expired MOU.
MOU – Non-Health Care Pay Tables Consolidation	Expired – The parties agreed to remove this expired MOU.
MOU – Notification of Changes to Covid-19 Policies	Expired – The parties agreed to remove this expired MOU.
MOU – Occupational Therapist Certification	No Change – The parties agreed to rollover this MOU into the next CBA.
MOU – Orthopaedic Technician and Ophthalmic Technician and Specialist Recruitment and Retention Increases	Expired – The parties agreed to remove this expired MOU.
MOU – Pay Tables B5 And B6	Expired – The parties agreed to remove this expired MOU.
MOU – Program Coordinator – UWM Patient Scheduler	Expired – The parties agreed to remove this expired MOU.
MOU – Public Records Requests and Privacy	Removed – The parties agreed to strike this MOU and incorporate the language into Article 49 - Privacy.

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MOU – R&R Increases - Radiology	Expired – The parties agreed to remove this expired MOU.
MOU – R&R Increases – Respiratory Care	Expired – The parties agreed to remove this expired MOU.
MOU – Scholarship Fund for Medical Center Employees	No Change – The parties agreed to rollover this MOU into the next CBA.
MOU – Skilled Trades Recruitment and Retention Increases	Expired – The parties agreed to remove this expired MOU.
MOU – Surgical Technologists	No Change – The parties agreed to rollover this MOU into the next CBA.
MOU – Standby Guidelines	No Change – The parties agreed to rollover this MOU into the next CBA.
MOU – Transportation Services Video/Audio System	No Change – The parties agreed to rollover this MOU into the next CBA.
MOU – UW Medicine Pre-Scheduled Voluntary Double-Time Shift Incentive for Critical Staffing Needs	Updates – The parties agreed to rollover this MOU into the next CBA and add language stating permanent FTE employees will be eligible to volunteer for pre-scheduled double-time shifts when they are scheduled to meet their permanent FTE within the pay period through actual hours worked, approved and pre-scheduled vacation, mandatory or pre-scheduled continuing education, and accrued paid sick leave.
MOU – Voluntary Float Between UWMC-NW And Montlake Campuses for Bargaining Units Represented by SEIU 1199, SEIU 925, And WFSE	No Change – The parties agreed to rollover this MOU into the next CBA.
MOU – Social Workers	Expired – The parties agreed to remove this MOU and to incorporate the language into relevant articles in the CBA.
Side Letter A – City of Seattle Minimum Wage	No Change – The parties agreed to rollover this side letter into the next CBA.
Side Letter B – Contact Center	No Change – The parties agreed to rollover this side letter into the next CBA.
Side Letter C – Diversity and Inclusion	Moved – The parties agreed to strike this side letter and move it into New Article XX – Diversity, Equity, and Inclusion.
Side Letter D – Legislative Briefings	No Change – The parties agreed to rollover this side letter into the next CBA.

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Side Letter E – Public Transportation Delays	Updates – The parties agreed to rollover this side letter and update language to include delays in any type of transportation, including vehicles and public transportation.
Side Letter F – Regular Temporary Harborview Medical Center Interpreters	No Change – The parties agreed to rollover this side letter into the next CBA.
Side Letter G – Representation	No Change – The parties agreed to rollover this side letter into the next CBA.
Side Letter H – Tracking Discrimination and Bias	Moved – The parties agreed to strike this side letter and move it into New Article XX – Diversity, Equity, and Inclusion.
Side Letter I – U-Pass	Moved – The parties agreed to strike this side letter and move it into Article 33 – Transportation, Commute Reduction & Telework.
New Side Letter J – Actual Time Reporting	Updates – The parties agreed to create a new side letter where if the Employer were to begin migrating to an actual time reporting system, the Employer would provide the Union at least six (6) months’ notice prior to implementation to provide additional time for employees, managers, and the Union to determine, evaluate, and bargain the impacts of the change.