

MEMORANDUM OF UNDERSTANDING
BETWEEN
THE UNIVERSITY OF WASHINGTON (UNIVERSITY)
AND
THE SERVICE EMPLOYEES INTERNATIONAL UNION LOCAL 925 (SEIU 925)

The Employer, UW Medicine, and SEIU 925, hereby referred to as the Parties, make the following agreements and upon signing of this MOU Agreement the referenced matter is considered resolved and closed. The Parties agree to the following regarding the Multilingual/Sign Language/Braille Premium Pay in Article 45.12:

1. Legacy:

- A. The following employees who are currently receiving the Multilingual/Sign Language/Braille Premium Pay have passed fluency tests or demonstrated proficiency and will continue to receive the premium:

Abdi, Ayan Jama
Bautista, Michelle O
Do, Huyen H.
Garcia, Eloisa
Garcia, Ixallana
Johnson, Rhonda D.
La, Lien Tu
Liang, Yuehua
Molla, Emmebet H
Nguyen, Patrick
Ooms, Katrina B
Pranke, Tana

Ramirez, Juana Marchan
Shojaei, Negar
Shpreyregina, Marina
Rodriguez, Rhonda L
Abraham, Gammada S
Hewitt, Greta
Ho, Simon S
Ooms, Katrina B
Pereira, Maria L.
Sadat, Sayed A
Shojaei, Negar
Tran, Judy

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- B. The following employee who is currently receiving the Multilingual/Sign Language/Braille Premium Pay will continue to receive the premium:

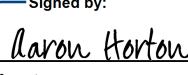
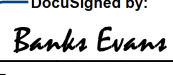
Sam, Lam Tu	874007440
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- C. If the employee listed above in Section B leaves their current position, the Multilingual/Sign Language/Braille Premium Pay will be ended, and they will be subject to the eligibility requirements listed below.

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2. **Eligibility:**

- A. The need for regular use of competent skills in more than one language, and/or sign language, and/or braille will be determined by the Employer.
- B. The Employer will implement a proficiency testing requirement for employees.
- C. When adding the Multilingual/Sign Language/Braille Premium Pay to a current employee, the Employer will require the employee to complete and pass the proficiency test prior to receiving the premium.
- D. As a condition of employment, new employees hired into a position that requires skills in more than one language, and/or sign language, and/or braille must complete and pass the proficiency test within thirty (30) days of hire.

Agreed To:	
For the Union:	For the Employer:
Signed by:	DocuSigned by:
	
_____ Aaron Horton Date 9/25/2024	_____ Banks Evans Date 9/24/2024