

47
48
49
50
51
52
53
54
55
56
57
58
59
60
61
62
63
64
65
66
67
68
69
70
71
72
73
74
75
76
77
78
79
80
81
82
83
84
85
86
87
88
89

As part of this transition, the following WFSE classifications will be moved from exempt to non-exempt status:

- 18698 Rehabilitation Counselor 1
- 22764 Rehabilitation Counselor 1
- 18699 Rehabilitation Counselor 2
- 22765 Rehabilitation Counselor 2
- 18780 Hospital Custodian Supervisor
- 26264 Hospital Custodian Supervisor
- 18700 Mental Health Practitioner
- 22766 Mental Health Practitioner
- 18727 Mental Health Practitioner Lead
- 23084 Mental Health Practitioner Lead
- 18726 Mental Health Practitioner Clinical Specialist
- 23083 Mental Health Practitioner Clinical Specialist

- D. UW will provide an exception form that can be submitted per their department practice for all classes that regularly work off site, in the field, or without direct access to a timeclock or a computer.
- E. For employees in positions with an inherent need for flexibility, nothing in this agreement prevents employees and supervisors/managers from mutually agreeing to alternate or flexible schedules in order to meet business needs.
- F. Employees will be allowed to flex time at the beginning or end of the shift as determined by operational needs of the department and by request of the employee.
- G. Employees may elect to use applicable paid time off to make up the difference in time to meet their FTE. However, if the employee elects not to use applicable paid time off, then leave without pay will be used.
- H. The Employer will maintain its current practices and policies around attendance and discipline.
- I. Unit/Department Meetings
 - 1. All UW Medicine units/departments will hold at least one (1) all staff meeting, on paid time, at least five (5) days prior to implementation in order to discuss and consider unit/department input on the implementation of the changes. The meeting will include unit/department level management.

90
91
92
93
94
95
96
97
98
99
100
101
102
103
104
105
106
107
108
109

A. As part of these meetings, departments agree to discuss challenges and employee concerns.

2. These units/departments will hold at least one (1) follow-up all staff meeting, on paid time, within four (4) to six (6) weeks after implementation. The meeting will include unit/department level management.

3. Additional follow-up unit/department meetings may be requested by either the union or management.

J. The Union and the Employer will schedule hospital-wide JLM meetings quarterly between February 16, 2026, and February 1, 2027, to have discussions relating to, but not limited to, vacation requests, vacation balances, and extended leave. The Union may submit an information request prior to the JLM regarding vacation requests and denials.

K. This MOU will expire on June 30, 2027.

110
111
112
113
114
115
116
117
118
119
120
121
122
123

Tentatively Agreed To:

<p>For SEIU 925: Signed by: <u>Erika Currier</u> Erika Currier Date: 2/11/2026</p>	<p>For the Employer: Signed by: <u>Jade Hersch</u> Jade Hersch Date: 2/10/2026</p>
<p>For WFSE: Signed by: <u>Becky Stephens</u> Becky Stephens Date: 2/10/2026</p>	