University of Washington – WFSE

07/01/27 – 06/30/29 Collective Bargaining Agreement Summary

This summary is provided by the Employer in accordance with RCW 43.88.583. Please note that this is a summary only and is not intended to be a substitute for reviewing the complete contract. This summary was drafted upon ratification, so please consult the main contract on the UW Labor Relations website for the most up to date contract version.

Information Requested	**Responsive Information**
The term of the agreement	July 1, 2027 – June 30, 2029
The bargaining units covered by the agreement by state agency	Campuswide Bargaining Unit, Harborview Medical Center Bargaining Unit, Harborview Medical Center Security Officers Bargaining Unit, Food Service and Custodial Supervisors Bargaining Unit, Library Bargaining Unit, Skilled Trades Bargaining Unit
Base compensation	• Article 45 – Compensation, Wages and Other Pay Provisions • Article 60.7 – Compensation • MOU: Career Enhancement/Growth Program • MOU: Market-Based Increases • Appendix V – Pay Tables • Side Letter A: City of Seattle Minimum Wage
Provisions for and rate of overtime pay	• Article 10 – Overtime • Article 60.4 – Nonpermanent and Intermittent Employees • MOU: Hospital Security Officer Mandatory Overtime Double Time • MOU: UW Medicine Pre-Scheduled Voluntary Double-Time Shift Incentive for Critical Staffing Needs • MOU: Voluntary Pre-Scheduled Overtime
Provisions for and rate of compensatory time	• Article 10.3 – Overtime • Side Letter D – HMC Hospital Security Officers Compensatory Time

Information Requested	Responsive Information
Provisions for and rate of any other compensation including, but not limited to, shift premium pay, on-call pay, stand-by pay, assignment pay, special pay, or employer-provided housing or meals	• Article 32: Uniforms and Special Clothing • Article 45 – Compensation, Wages and Other Pay Provisions • Article 62: Advance Certification/Registration Pay • Appendix II – Shift Differentials • MOU: Trades Apprenticeship Program • MOU: Scholarship Fund for Medical Center Employees • New MOU: Dietetic Tech Recruitment and Retention Increases • NEW MOU: Hospital Security Officer Safety Footwear • NEW MOU: Language Pay for UW Medicine Hospitals and Clinics • NEW MOU: Medical Assistant Recruitment and Retention Increases • NEW MOU: Orthopaedic Tech and Audiology Assistant Recruitment and Retention Increases • NEW MOU: Supply Chain Tech Recruitment and Retention Increases
Provisions for and rate of pay for each paid leave provision	• Article 3 – Reasonable Accommodation of Employees with Disabilities • Article 11 – Training and Professional Leave • Article 16 – Holidays • Article 17 – Vacation Time Off • Article 18 – Sick Time Off • Article 20 – Miscellaneous Leave • Article 21 – Federal Family Medical Leave Act and Parental Leave • Article 23 – Shared Leave • Article 24 – Unpaid Holidays for a Reason of Faith or Conscience • Article 25 – Absence Due to Family Care Emergencies • Article 26 – Civil/Jury Duty Time Off and Bereavement Time Off • Article 27 – Leave Related to Domestic Violence, Sexual Assault or Stalking, or Hate Crime

Information Requested	Responsive Information
	• Article 28 – Inclement Weather and Suspended Operations • Article 29 – Military Leave • Article 30 – Work Related Injury Leave • Article 53 – Washington Family Medical Leave Program
Provisions for and rate of pay for any cash out provisions for compensatory time or paid leave	• Article 10.3 – Compensatory Time Cash Out • Article 16.2(B) – Holiday Credit Cash Out • Article 17.7 – Vacation Time Off Cash Payment • Article 18.2 – Sick Time Off Cash Out
Temporary layoff provision	N/A
Any impasse procedure subject to bargaining	N/A
Health care benefits provisions expressed as a percentage of cost or as a dollar amount, or in the case of contributions to a third-party benefit fund, the hourly contribution rate to the fund	Article 46 – Health Care Benefits Amounts
Any retirement benefit subject to bargaining, or in the case of contributions to a third-party benefit fund, the hourly contribution rate to the fund	N/A
For compensation or fringe benefits with an anticipated cost of fifty thousand dollars or more, a brief description of each component and its cost that comprises the amount funded by the legislature to implement in accordance with RCW 41.80.010(3)	**Attachment A** includes costing information for incremental cost of the collective bargaining agreement. No new financial provisions were agreed to. **Flexible Spending Arrangement**: During January 2027 and again in January 2028, the Employer will make available $300 in a medical flexible spending arrangement (FS) for each bargaining unit member with a fulltime base salary of $68,004 or less on November 1 of the year prior to the year the Employer FSA funds disbursement.

Information Requested	Responsive Information
Number of bargaining unit members covered by the agreement as of the date submitted to the office of financial management	Approximately 3986
Content of any agency-specific supplemental agreements affecting (a) through (m) of this subsection	N/A
Any contract provisions that allow the contract to be reopened during the contract term	N/A

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PREAMBLE

Pursuant to provisions of RCW 41.80 and in order to establish harmonious employment relations through mutual cooperation, to promote the mission of the University, to recognize the value of employees and the necessary work they perform, to determine wages, hours, and other terms and conditions of employment, and to provide methods for the prompt and equitable resolution of disputes, the parties enter into this Agreement. This Agreement is made and entered into by and between the Board of Regents of the University of Washington, hereinafter referred to as the Employer, and the Washington Federation of State Employees, AFSCME Council 28, AFL-CIO hereinafter referred to as the Union.

Tentatively Agreed To:

For the Union:	For the Employer:
Signed by: Becky K. Stephens 530E07D4212E4C6...	DocuSigned by: Banks Evans C5469E99932C427...
Date: 8/5/2026	Date: 7/9/2026

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ARTICLE 1: UNION RECOGNITION

1.1.

The Employer recognizes the Union as the sole and exclusive bargaining representative in all matters establishing and pertaining to wages and salaries, hours, and working conditions for all employees of the University of Washington in bargaining units certified by the Washington Personnel Resources Board, the Public Employment Relations Commission and/or the Department of Labor and Industries under the jurisdiction of RCW 28B.16 and 41.80. The composition of these units is as set forth in Appendix I of this Agreement – Bargaining Units Represented by the Washington Federation of State Employees.

1.2.

The Employer recognizes the exclusivity of the Union as bargaining representative for employees in the bargaining unit. The Employer agrees not to enter into any agreement or contract with bargaining unit employees, individually or collectively, which conflicts with the terms of this Agreement unless the employee(s), Union and Employer specifically agree to such Agreement.

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ARTICLE 2: NON-DISCRIMINATION

2.1.

University of Washington Executive Order 81 Prohibiting Discrimination, Harassment, and Sexual Misconduct prohibits discrimination or harassment against a member of the University community because of race, color, creed, religion, national origin, citizenship, sex, pregnancy, age, marital status, sexual orientation, gender identity or expression, genetic information, disability, or veteran status. ~~The parties individually agree that they will not engage in any act or practice or pursue any policy which is discriminatory against any employee who may be a qualified disabled individual, has status as a protected veteran, who is a victim of domestic violence, sexual assault or stalking, nor because of their military status, age, sex (except where sex or age is a bona fide occupational qualification), sexual orientation, gender identity or expression, genetic information, pregnancy, political affiliation, political belief, marital status, race, national origin, color, creed, religion, immigration status, citizenship, or membership or non-membership in a union. Unlawful harassment, including sexual harassment, is a form of prohibited discrimination and will not be tolerated in the workplace in accordance with University of Washington Executive Order 31 on Nondiscrimination and Affirmative Action.~~

"Race" is inclusive of traits historically associated or perceived to be associated with race including, but not limited to, hair texture and protective hairstyles. "Protective hairstyles" includes, but is not limited to, such hairstyles as afros, braids, locks, and twists.

2.2. Complaints.

Executive Order No. 81 prohibits discrimination, harassment, sexual harassment, and sexual misconduct and provides procedures for addressing reports and complaints.

Inquiries about Title VI, VII, IX, ADA and Section 504 may be referred to the University's Civil Rights Compliance Office, the U.S. Department of Education's Office for Civil Rights, or both.

To report information or make a complaint about conduct that may constitute discrimination, harassment, or sexual misconduct, make a Civil Rights &Title IX Report, or email or call the Civil Rights Compliance Office.

~~Employees who feel they have been the subject of discrimination, harassment, or retaliation are encouraged to discuss such issues with their supervisor, administrator, or Human Resource Consultant for local resolution. The employee may also choose to report the incident utilizing the bias reporting tool (Reporting Bias Incidents (Washington.edu) or UW Medicine Bias Reporting Tool | Care Transformation (Washington.edu)). The goal of local resolution is to address and resolve problems as quickly as possible and to stop any inappropriate behavior for which a University employee is responsible.~~

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~~A formal complaint may be filed with the Civil Rights Investigation Office. As soon as possible, the Civil Rights Investigation Office will provide the complainant with an email confirming they have received the complaint. Employees may also file discrimination, harassment or retaliation complaints with appropriate federal or state agencies or through the grievance process in accordance with Article 6 of this Agreement.~~ In cases where an employee files ~~both~~ a grievance and an internal complaint regarding the alleged discrimination, harassment or retaliation is filed the grievance will be suspended until the internal complaint process has been completed. ~~If the investigation exceeds sixty (60) days, the Union may request a status update from Labor Relations (laborrel@uw.edu).~~

In accordance with Executive Order ~~31~~81, retaliation against any individual who reports concerns regarding discrimination or harassment, or who cooperates with or participates in any investigation of allegations of discrimination, harassment, or retaliation is prohibited.

2.3.

The parties also agree that they will not engage in any act or practice or pursue any policy which is discriminatory against any employee based on ethnic origin, medical condition, political affiliation, political belief, military status, immigration status, status as a whistleblower, or because of the participation or lack of participation in union activities. Allegations of violations of this section will be reported to UW Human Resources.

2.X The parties further agree that they will not engage in any practice or pursue any policy which discriminates against any employee based on their status as a victim of domestic violence, sexual assault, stalking, or hate crime per RCW 49.76.115. Allegations of violations of this section shall be reported through a Worker's Rights Complaint through the Department of Labor and Industries.

2.4.

Both parties agree that nothing in this Agreement will prevent the implementation of an approved affirmative action plan.

2.5.

A grievance alleging a violation of this article must be submitted within 90 days of an alleged occurrence. The grievance must contain the information required by Article 6.5 of this contract to be scheduled at any step of the grievance process.

2.6.

When a grievance or complaint is filed, the University will implement interim measures as appropriate.

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For the Union:	For the Employer:
Signed by: Becky K. Stephens 530E07D4212E4C6...	DocuSigned by: Catherine Scheid 9BED1964C6434D0...
Date: 9/20/2026	Date: 9/20/2026

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ARTICLE 3: REASONABLE ACCOMMODATION OF EMPLOYEES WITH DISABILITIES

3.1. Disability Accommodation.
The Employer and Union will comply with all relevant federal and state laws, regulations and executive orders and with the provisions of University of Washington Administrative Policy Statement 46.5 on Reasonable Accommodation of Employees With Disabilities. The University and the Union are committed to providing reasonable accommodation to employees with disabilities.

3.2.

An employee who believes that they suffer a disability and requires a reasonable accommodation to perform the essential functions of their position may request such an accommodation through the Disability Services Office or by otherwise informing the employee's supervisor and/or department of the need for accommodation.

3.3.

Employees requesting accommodation must cooperate with the University in discussing the need for and possible form of any accommodation. The Employer may require supporting medical documentation and may require the employee to obtain a second medical opinion at Employer expense. Medical information disclosed to the Employer will be kept confidential.

3.4.

The Employer will determine whether an employee is eligible for a reasonable accommodation and the final form of any accommodation to be provided. The Employer will attempt to find opportunities for modified duty that can be offered to employees in lieu of and/or after disability leave. If requests for modified duty are denied, the Employer, upon request, will provide the modified duty options that were considered and reason(s) for denial electronically or in writing.

3.5.

An employee who is unable to perform the essential function of their position due to disability may be separated from service after the Employer has made good faith efforts to reasonably accommodate the employee's disability in accordance with applicable state and federal law. Disability separation is not a corrective action.

3.6. Disability Leave.
Disability leave may be a combination of the employee's accrued sick time off, vacation time off, personal holiday, compensatory time, and/or unpaid time off, the combination

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of which may be determined by the employee. If disability leave is taken as an unpaid absence, the employee may apply eight (8) hours of accrued paid time off per month during at least the first four (4) months of disability leave to provide for continuation of employer paid health benefits. The interspersed paid time off will be applied to the first working day of the month.

3.7. Pregnancy-Related Accommodation.
The Employer and the Union will comply with all relevant federal and state laws, regulations, and executive orders and with the provisions of University of Washington Administrative Policy Statement 46.7 Reasonable Accommodation of ~~Pregnant Employees~~Employee Pregnancy and Related Conditions. The University and the Union are committed to providing reasonable accommodation to ~~pregnant~~ employees who are pregnant or who have pregnancy-related conditions.

A. The following pregnancy-related accommodations shall not require health care provider certification and are not subject to an employer's claim of undue hardship:
    1. Providing more frequent, longer, or flexible restroom breaks;
    2. Modifying a no food or drink policy;
    3. Providing seating or allowing the employee to sit more frequently if their job requires them to stand; and
    4. Restricting lifting to 17 lbs. or less.
B. An employee's pregnancy or pregnancy-related health condition may also be accommodated as follows:
    1. Job restructuring, part-time or modified work schedules, reassignment to a vacant position, or acquiring or modifying equipment, devices, or an employee's work station;
    2. Providing for a temporary transfer to a less strenuous or less hazardous position;
    3. Providing assistance with manual labor and limits on lifting;
    4. Scheduling flexibility for prenatal visits; and
    5. Any further pregnancy accommodation an employee may request.

With respect to these accommodations, the University may request an employee provide written certification from their treating health care provider regarding the need for reasonable accommodation and may deny an employee's request for reasons of significant difficulty or expense.

Tentatively Agreed To:

For the Union: Signed by: Becky K. Stephens 530E07D4212E4C6...
Date: 8/7/2026

For the Employer: DocuSigned by: Catherine Scheid 9BED1964C6434D0...
Date: 8/10/2026

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ARTICLE 4: WORKPLACE BEHAVIOR

The Employer and the Union agree that all employees should work in an environment that fosters mutual respect and professionalism. The parties agree that inappropriate behavior in the workplace does not promote the University's business, employee well-being, or productivity. All employees are responsible for contributing to such an environment and are expected to treat others with courtesy and respect.

Inappropriate workplace behavior by employees, supervisors and/or managers will not be tolerated. At no time will bullying be accepted as appropriate workplace behavior. Bullying is defined as language or conduct that is unwelcome and sufficiently severe, persistent, or pervasive such that it could reasonably be expected to create an intimidating, hostile, or offensive environment, or has the purpose or effect of unreasonably interfering with an employee's work performance, when viewed through both an objective and subjective standard. If an employee and/or the employee's union representative believes the employee has been subjected to inappropriate workplace behavior, the employee and/or the employee's representative is encouraged to report this behavior to the employee's supervisor, a manager in the employee's chain of command and/or the Human Resources Office. An employee or the employee's representative should identify complaints as inappropriate workplace behavior. The Employer will investigate the reported behavior and take appropriate action as necessary. If the investigation exceeds sixty (60) days, the Union may request a status update. The employee and/or union representative will be notified upon conclusion of the investigation. Retaliation against employees who make a workplace behavior complaint will not be tolerated.

Grievances filed under this article may only be advanced up to Step 3 Mediation.

The Employer reserves the right to develop a university wide workplace behavior policy. The parties agree that if the Employer implements the executive order, the Employer will satisfy its collective bargaining obligations by providing the Union notice and opportunity to bargain.

Tentatively Agreed To:

For the Union: Signed by: Becky K. Stephens 530E07D4212E4C6...

Date: 9/20/2026

For the Employer: DocuSigned by: Catherine Scheid 9BED1964C6434D0...

Date: 9/20/2026

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ARTICLE 5: AFFIRMATIVE ACTION

5.1. Policies
In conjunction with Federal and State laws, regulations, and Executive Orders, the Employer and the Union agree on the need for an affirmative action program to correct and review any inequities in the employment process.

As a federal contractor, the University of Washington maintains an Affirmative Action Program. An affirmative action program is a set of procedures and good faith efforts designed for an employer to promote equal opportunity for the selection and advancement of all qualified individuals.

The Employer shall develop, implement, monitor, and report on an affirmative action program requiring the Employer to make special efforts to recruit, employ, retain, train, and promote, underutilized groups even if that exclusion cannot be traced to particular discriminatory actions by the Employer. The Employer shall also develop, implement, monitor, and report on affirmative action goals for hiring and/or promoting into job classes/categories where the Employer determines under-utilization exists. The Employer shall make no decisions regarding employment based on membership in any protected class.

5.2.

Groups included in the affirmative action program are the protected classes covered by the relevant federal and state regulations.

5.3.

The University maintains an Affirmative Action Program for the purpose of proactively seeking employment and advancement in employment of qualified protected veterans and individuals with disabilities. Upon request, the University of Washington will provide you with the Affirmative Action Plan for protected veterans and individuals with a disability. Submit written requests to Equal Opportunity and Affirmative Action (EOAA) at UW Box 354960; 4320 Brooklyn Ave NE, Seattle, WA 98195-4960; or email at eoaa@uw.edu.~~Affirmative Action Reports. Annually, the Employer will provide the Union with its current affirmative action reports listing placement goals of the University for bargaining unit employees.~~

5.4.

It is agreed by the parties that a bargaining unit member elected or selected by the Union shall be encouraged to take an active interest in affirmative action plans affecting each bargaining unit covered by this Agreement.

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Tentatively Agreed To:

For the Union:

Signed by:
Becky K. Stephens
530E07D4212E4C6...

Date: 9/20/2026

For the Employer:

DocuSigned by:
Catherine Scheid
9BED1964C6434D0...

Date: 9/20/2026

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ARTICLE 6: GRIEVANCE PROCEDURE

The Union and the Employer agree that it is in their best interest to resolve disputes at the earliest opportunity and at the lowest level. Whenever possible, disputes should be resolved informally prior to filing a formal written grievance. To that end, all supervisors and employees are encouraged to engage in free and open discussions about disputes.

6.1. Definition.
A grievance, within the meaning of this Agreement, shall be defined as any dispute between the University and the Union, an employee, or a group of employees as to alleged misapplication or misinterpretation of the terms of this Agreement or the Employer's written personnel rules, policies or practices.

6.2. Employee Grievance Rights.
Any employee who believes they have been aggrieved may personally seek relief from that condition by filing a grievance, irrespective of any supervisor's opinion of the grievance's validity. In the presentation of grievances, the employees shall be safe from restraint, interference, discrimination, or reprisal.

6.3. Employee Representation.
The Union as exclusive representative of bargaining unit employees is the responsible representative of said employees in grievance matters.

6.4. Time Limitations.
An extension of the time limitations as stipulated in the respective steps below, may be obtained by mutual consent of the parties. Failure of the union to comply with the time limitations without a request of time extension shall constitute withdrawal of the grievance. Failure of the Employer to comply with the time limitations without a request for time extension shall move the grievance to the next step of the grievance procedure. For the purpose of calculating time requirements, the first day shall be the day following the day on which the employee was aware, or reasonably should have been aware, of the issue giving rise to the grievance. Saturdays, Sundays, and University holidays shall be included in the calculation of days except that the final day may not be on a Saturday, Sunday, or holiday but will end at the close of the first working day following the Saturday, Sunday, or holiday.

6.5. Contents.
The written grievance shall include the following information:

A. The date upon which the grievance occurred.
B. The specific Article(s) and Section(s) of the Agreement violated.
C. The past practice, rule, policy violated.
D. A description of the events that resulted in the alleged violation.
E. Specific remedy requested.
F. The grievant(s) name and position.

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G. Name and signature of Union representative (Staff or Steward).
H. The nature of the grievance.

Failure to include the above information shall not be a reason for invalidating the grievance. However, the Employer may not arbitrarily delay scheduling a grievance meeting until the Union has provided the above information.

6.6. Pay Status – Meetings.
Meetings and discussions on the grievance held with the Employer in connection with this grievance procedure shall normally be held during the University's regular business hours, or as mutually agreeable, and no deduction in pay status shall be made for the grievant or steward for reasonable time spent in such meetings or discussions during the employee's scheduled duty hours. The work schedule of the grievant will be seriously considered in the scheduling of the grievance meetings. Time off for employees and stewards shall be granted by supervision following a request, but in consideration of job responsibilities. If the requested time off cannot be granted, the parties shall arrange for time off at the earliest possible time thereafter.

6.7. Grievance Withdrawal.
A grievance may be withdrawn by the Union in writing at any time, and if withdrawn shall not be resubmitted.

6.8. Resolution.
If the Employer provides the requested remedy or a mutually agreed-upon alternative, the grievance will be considered resolved and may not be moved to the next step.

6.9. Consolidation.
Grievances arising out of the same set of facts may be consolidated by written agreement.

6.10. Filing and Processing.

A. **Filing.** A grievance must be filed within thirty (30) days of the occurrence giving rise to the grievance, or the date the grievant knew or could reasonably have known of the occurrence. When possible the thirty (30) day periods above should be used to attempt to informally resolve the dispute. The union steward or staff representative will indicate when a discussion with the Employer is an attempt to informally resolve a dispute.
    1. A grievance involving only Article 47 Contracting must be filed within forty five (45) days of the occurrence giving rise to the grievance, or the date the grievant knew or could reasonably have known of the occurrence. The forty five (45) day periods above must be used to attempt to informally resolve the dispute.
B. **Alternative Resolution Methods.** Any time during the grievance process, by mutual consent, the parties may use alternative methods to resolve the dispute. If the parties agree to use alternative methods, the time frames in this Article are

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suspended. If the selected alternative method does not result in a resolution, the Union may return to the grievance process and the time frames resume. Any expenses and fees of alternative methods will be shared equally by the parties.

C. **Processing.** Grievance meetings will be held remotely via teleconferencing, but may be held in person with mutual agreement. ~~The Union and the Employer agree that in-person meetings are preferred at all steps of the grievance process and will make efforts to schedule in-person meetings, if possible.~~

6.11. Steps of the Grievance Procedure.
All grievances shall be processed in accordance with the following procedure. Upon mutual agreement, Step One, Two or Three may be skipped. Grievances over final counseling or dismissal will begin at Step Two. If either the Union or the Employer elects to skip Step One when a group grievance (five (5) or more grievants) is filed, Step One will be skipped and the grievance will be moved to Step Two.

Step One: Supervisor, Manager or Designee.
If the issue is not resolved informally, the Union may file a written grievance to the supervisor or designee, and ~~the~~ Labor Relations ~~office~~ (laborrel@uw.edu). The Employer will designate a supervisor, manager or designee who will meet in person or confer by telephone with a union steward and/or staff representative and the grievant. The date of the meeting will be mutually agreed upon within fifteen (15) calendar days of receipt of the grievance and when possible the meeting will take place within the aforementioned fifteen (15) calendar days. ~~The format (face to face or by telephone) for the meeting will be by mutual agreement.~~ The employer will respond in writing to the Union within fifteen (15) calendar days after the meeting. The Human Resources Consultant may also attend, if desired by the University. If the grievance is directed against the employee's immediate supervisor, the grievance may be presented to the next higher level of supervision. In the event the employee's immediate supervisor does not have authority to resolve the grievance, the grievance will be presented at the level having authority to act as determined by the Employer.

Step Two:
If a satisfactory settlement is not reached in Step One, said grievance may be moved to the Step Two by filing the written grievance, including a copy of the Step One decision to department head, designee, or to the next appropriate level of management and the ~~Office of~~ Labor Relations within fifteen (15) calendar days after the decision from Step One. ~~The date of the meeting will be mutually agreed upon~~ The parties will begin scheduling the date of the meeting within fifteen (15) calendar days after notice of the filing at Step Two and when possible the meeting will take place within the aforementioned fifteen (15) calendar days. The grievant may be represented by a steward and a Union staff representative. The University will be represented by the appropriate management official(s) or designee(s), a representative from ~~the Office of~~ Labor Relations, and a Human Resources Consultant, if desired by the University. The University will respond in writing within thirty (30) calendar days after the meeting.

Step Three: Grievance Mediation.

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If the grievance is not resolved at the Step Two, the Union may file a request for mediation with the Public Employment Relations Commission (PERC) in accordance with WAC 391-55-020, with a copy to the Labor Relations Office within thirty (30) days of receipt of the Step Two decision. In addition to all other filing requirements, the request must include a copy of the grievance and all previous responses. The Union may skip Step Three Mediation by providing the Employer written notification within thirty (30) days of the Step Two decision. The Employer will inform the Union, in writing, and PERC within thirty (30) days of receipt of Mediation request if they are not in agreement. If those services are unavailable on a timely basis, the parties may request a list of grievance mediators from the Federal Mediation and Conciliation Service (FMCS) or other agreed upon mediation provider. The cost of the mediation shall be borne equally by both parties.

Step Four: Arbitration.

Initiating Arbitration.

If the grievance is not settled at the prior step, or the step was skipped, either party may advance the grievance to binding arbitration. The grievance must be moved to arbitration within thirty (30) calendar days of the written notice that the employer does not agree to Step Three (3) Mediation, the date of the last mediation session if mediation does not result in resolution, or the Employer's written Step Two (2) response if Step Three is skipped, whichever is applicable. The party moving for arbitration must notify the other party in writing that it is advancing to arbitration, initiate the scheduling process, and must provide availability to the next arbitrator on the panel within ~~thirty~~sixty (60~~30~~) calendar days of advancing the grievance to arbitration. Failure to do so will render the grievance withdrawn, with prejudice, on the ~~thirty~~sixty-first (~~3~~61) day.

~~If a satisfactory settlement is not reached at the prior step, or the step was skipped, either of the signatory parties to this Agreement may submit the grievance to binding arbitration. Such submittal must be made within thirty (30) calendar days following the written notice that the employer does not agree to Step Three (3) Mediation or the conclusion of the prior step.~~

Panel of Arbitrators:

A. ~~The parties, SEIU 925, WFSE 1495 and 3488, and the Employer, agree to maintain a permanent panel of six (6) arbitrators. When it becomes necessary, the parties will meet to replace any arbitrator(s) to ensure the panel contains six (6) arbitrators~~The panel of arbitrators consists of:
[PLACEHOLDER FOR MOU]

B. These arbitrators shall be assigned cases by the parties on a rotating basis. If the arbitrator is not available to hear the case within sixty (60) calendar days of being contacted to request available arbitration dates either party may elect to go to the next arbitrator in the rotation. If no arbitrator can hear the case within sixty (60)

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calendar days of being contacted, the case will be assigned to the arbitrator who can hear the case on the earliest date.

C. The term of appointment to the panel ~~will be~~is for the life of the Agreement. If an arbitrator ~~decides to remove their name from~~leaves the panel the parties will ~~meet to decide whether to substitute an additional name(s)~~discuss adding a replacement. Any replacement must be mutually agreed upon.

Pre-hearing Disclosures

No later than seven (7) business days prior to the scheduled arbitration, the parties will disclose all witnesses expected to be called in the case-in-chief, and attempt to agree on the issue statement. If the parties are unable to agree on the issue statement, each party shall submit a proposed issue statement to the arbitrator by the same deadline. A copy of any written materials submitted to the arbitrator and all correspondence with the arbitrator will be simultaneously provided to the other party. The parties will meet prior to hearing to discuss exhibits, including identifying joint exhibits and stipulations of admissibility.

~~No later than seven (7) working days prior to the scheduled arbitration meeting, the parties will submit questions of arbitration eligibility to the arbitrator for preliminary determination, share the name of each witness intending to testify at the hearing, and attempt to agree upon the issue statement. A copy of written materials submitted to the arbitrator will be provided to the opposing party.~~

Procedural arbitrability

Issues of procedural arbitrability, including compliance with time limits in this Article, shall be raised by the parties and decided by the arbitrator as soon as practicable in the interest of efficiency in dispute resolution and conservation of union and public resources. If a hearing is needed to determine procedural arbitrability, the arbitrability of the grievance and the merits of the grievance shall be bifurcated and heard separately. A hearing on the merits may only be held after the arbitrator issues a ruling in favor of arbitrability. ~~If either party raises an issue of procedural arbitrability, i.e. that any step of the grievance process or movement to arbitration was not pursued within the time limits proscribed in this article, the arbitrator shall make a determination on the arbitrability issue prior to proceeding to a hearing on the merits of the grievance~~. If the arbitrator determines the grievance is not arbitrable, then no hearing on the merits of the grievance will be held.

Authority of the Arbitrator

The parties agree that the arbitrator shall have no power to render a decision that adds to, subtracts from, alters or modifies in any way the terms and conditions of the Agreement. The parties further agree that the decision of the arbitrator will be final and binding upon all parties.

On written request of the Union or the Employer, the arbitrator may require the

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presence of witnesses and/or documents at hearing. Any such request shall be reasonable and shall be made at least five (5) calendar days before the first hearing date.

The arbitrator shall not admit testimony or documentary evidence after the close of hearing unless the parties expressly agree to its admission. The arbitrator's decision shall be in writing, preferably within thirty (30) calendar days of the close of hearing or the submission of post-hearing briefs, whichever is later.

~~The Union or the Employer will have the right to request the arbitrator to require the presence of witnesses and/or documents. The arbitrator's decision shall be made in writing and the arbitrator shall be encouraged to render the decision within thirty (30) calendar days of the close of the arbitration.~~

In cases where a grievance is moved to arbitration and the Employer did not agree to Step Three: Grievance Mediation, either party may request a pre-arbitration settlement conference. These conferences shall not delay the arbitration process, and may be held with or without the presence of the arbitrator or mediator, at the option of the moving party. In the event that an arbitrator is present, the cost of the arbitrator's participation shall be borne equally by the parties.

The arbitrator shall retain jurisdiction for ~~sixty~~ninety (~~6~~90) days following issuance of the arbitrator's decision to resolve any disputes between the parties concerning the implementation of any remedy ordered by the arbitrator.

6.12. Arbitration Costs.

A. The fees and costs of the arbitrator, court reporter, and the cost (if any) of the hearing room and caucus spaces, will be shared equally by the parties.
B. If the arbitration hearing is postponed or canceled at the request~~because~~ of one party, that party will bear the cost of the postponement or cancellation. The costs of any mutually agreed upon postponements or cancellations will be shared equally by the parties.
C. If either party desires a record of the ~~arbitration~~hearing, a court reporter may be used. That party may opt to provide a copy of the hearing transcript to the arbitrator.~~If that party purchases a transcript, a copy will be provided to the arbitrator free of charge~~. If the other party desires a copy of the transcript, it will pay for half of all costs involved in hiring the court reporter and producing a transcript for each party and the arbitrator ~~the costs of the fee for the court reporter, the original transcript and a copy~~.
D. Each party is responsible for all fees and costs of its staff representatives, attorneys, experts, witnesses, ~~–~~and all other costs related to the development and presentation of their case. Every effort will be made to avoid the presentation of repetitive witnesses.

6.13. Files.

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Grievance documents shall be maintained separately from employee personnel files. Employee personnel files will accurately reflect the final outcome of a grievance.

6.14 **Mediation and Arbitration Hearing**.
When a mediation or arbitration hearing is scheduled during the Employer's normal business hours, the Union must submit a release request to the employee's supervisor for approval and a copy to ~~UW~~ Labor Relations for awareness. If the request is approved, the employee assigned to an evening or night shift will be released from their duties with pay the day before or the night of the meeting for the hours required to participate in the mediation or arbitration hearing, for a maximum of eight (8) hours. If the time spent in the mediation or arbitration hearing is less than their regularly scheduled shift time, the employee will work the remainder of their scheduled shift, use paid time off, or use ~~leave without pay~~unpaid time off to fulfill their required hours of work.

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For the Employer: DocuSigned by: Catherine Scheid 9BED1964C6434D0...

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ARTICLE 7: EMPLOYEE RIGHTS

7.1. Representation.
Upon request, an employee will have the right to representation at an investigatory meeting, requested by management in which the employee reasonably believes could lead to corrective action. Upon request, an employee will have the right to an interpreter at an investigatory meeting. The Employer will notify the employee of their right to representation and provide at least three (3) business days to allow an employee to secure a representative. If notice is provided after 12 pm (noon), the day after notice is provided shall be the first (1st) day of three-day notice period to secure representation, excluding holidays. The exercise of this right will not unreasonably delay or postpone a meeting. Except as otherwise specified in this Agreement, representation will not apply to discussions with an employee in the normal course of duty, such as giving instructions, assigning work, informal discussions, delivery of paperwork, staff or work unit meetings or other routine communications with an employee.

7.2. Paid Release Time.
Employees will be provided a reasonable amount of time during their normal working hours to meet with the union steward and/or staff representative to process a grievance. In addition, employees will be released during their normal working hours to attend meetings or hearings scheduled by management for the following:

A. Informal grievance resolution meetings, grievance meetings, alternative dispute resolution meetings, mediation sessions and arbitration hearings, in accordance with Article 6, Grievance Procedure, and held during the employee's work time;
B. Management scheduled investigatory interviews and/or pre-disciplinary meetings, in accordance with Article 6, Corrective Action, and;
C. Negotiations in accordance with Article 40, Mandatory Subjects.
D. Joint Labor Management meetings in accordance with Article 43.

7.3. Witness.

When an employee is subpoenaed as a witness on behalf of the Union in an arbitration case, with the employer, the employee may appear without loss of pay if the employee appears during scheduled work time, providing the testimony given is related to their job function or involves matters they have witnessed, and is relevant to the arbitration case. Every effort will be made to avoid the presentation of repetitive witnesses.

7.4. Notification.
An employee will obtain prior approval from their supervisor before attending any meeting or hearing. All requests must include the approximate amount of time the employee expects the activity to take. Employees will suffer no loss in pay for attending management scheduled meetings and hearings that are scheduled during the employee's work time. Attendance at meetings or hearings during the employee's non-

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work hours will not be considered as time worked. An employee cannot use a state vehicle to travel to and from a worksite in order to attend a meeting or hearing unless authorized by the Employer.

7.5. Indemnification.
The University will indemnify employees for activities arising out of their employment in accordance with University policy.

7.6. Off the Job Activities.
The private and personal "off the job" lifestyle an activities of any employee shall not be legitimate grounds for corrective action initiated by Management except where such life style or activities, constitute a conflict of interest as set forth in RCW ~~42.18~~42.52 or are detrimental to the employee's work performance.

7.7. Off Duty Employment.
Employees may engage in off duty employment that is consistent with University policy and state law to include University of Washington Administrative Policy Statement on Outside Consulting Activities and Part-Time Employment by Profession or Classified Staff Employees (APS 47.3).

7.8 The Employer will provide the Union with a calendar invite for the meeting and a link for virtual meetings scheduled by the UW Labor Relations.

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ARTICLE 8: EMPLOYEE FACILITIES

8.1.

Adequate lunchroom, washroom and toilet facilities shall be provided and available for the use of the employees. Suitable dressing rooms and/or lockers shall be provided to employees in those occupations where a change of clothing is required by the Employer.

A. Employees are encouraged to report to supervision any condition in employee facilities which appear to be below minimum standards.
B. The adequacy of employee facilities, including sanitary supply dispensers, lactation stations, all gender bathrooms, or any change in employee facilities, shall be a proper subject for discussion by the Joint Union-Management Committee.
C. Regarding the use of Gender Segregated Facilities:
    1. Facility use. The Employer shall allow individuals the use of gender-segregated facilities, such as restrooms, locker rooms, and dressing rooms that are consistent with that individual's gender expression or gender identity.
    In such facilities where undressing in the presence of others occurs, the Employer shall allow access to and use of a facility consistent with that individual's gender expression or gender identity.
    2. Cannot require use inconsistent with gender expression or gender identity
    The Employer shall not request or require an individual to use a gender-segregated facility that is inconsistent with that individual's gender expression or gender identity, or request or require an individual to use a separate or gender-neutral facility.
    3. If another person expresses concern or discomfort about a person who uses a facility that is consistent with the person's gender expression or gender identity, the person expressing discomfort should be directed to a separate or gender-neutral facility, if available.
    Any action taken against a person who is using a restroom or other gender-segregated facility, such as removing a person, should be taken due to that person's actions or behavior while in the facility, and must be unrelated to gender expression or gender identity. The same standards of conduct and behavior must be consistently applied to all facility users, regardless of gender expression or gender identity.
    4. Provision of options encouraged. Whenever feasible, the Employer will provide options for privacy, such as single-use gender-neutral bathrooms or private changing areas that are available to any individual desiring privacy.

8.2.

Lactation stations shall be provided by the Employer across campus and at medical

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centers in accordance with Administrative Policy Statement 46.7. These stations shall be private, secure, and clean. More information regarding lactation stations, based on location, can be found here: https://hr.uw.edu/child-care/lactation-stations/.

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Banks Evans
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ARTICLE 9: HOURS OF WORK AND WORK SCHEDULES

9.1. General.

A. Hours of work for employees in the bargaining units listed in Appendix I shall be established by the Employer.
B. Overtime may be assigned outside normally scheduled shifts and will be compensated in accordance with Article 10.

9.2. Definitions.

A. **Full-time Employee.** An employee scheduled to work forty (40) hours per week in a seven (7) day period; or designated hospital personnel scheduled to work eighty (80) hours in a fourteen (14) day period.
B. **Part-time Employee.** An employee scheduled to work less than forty (40) hours per week in a seven (7) day period; or designated hospital personnel scheduled to work less than eighty (80) hours in a fourteen (14) day period. Part-time employees shall receive all benefits of employment on a pro-rata basis, except health benefits coverage that is determined by the state.
C. **Work Shift.** The hours an employee is scheduled to work each workday in a workweek.
D. **Workday.** One of seven (7) consecutive, twenty-four (24) hour periods in a workweek.
E. **Work Schedules.** Workweeks and work shifts of different numbers of hours may be established by the Employer in order to meet business and customer service needs, as long as the work schedules meet federal and state laws.

9.3 Meal and Rest Breaks

The provisions of section 9.3 are agreed upon pursuant to RCW 49.12.187. To the extent these provisions differ from any statutes and regulations relating to rest and meal breaks, and the right to wages and overtime for missed rest and meal breaks (including but not limited to RCW 49.12.480, 49.46.020, 49.46.090 and 49.52.050, and WAC 296-126-092), the provisions of section 9.3, University Policy ~~(#)~~, and UW Medicine Policy on Meal and Rest Breaks for Health Care Workers ~~(#)~~ may vary and supersede such statutes and regulations. These policies will follow the minimum standard for working conditions of RCW 49.12 and WAC 296-126-092, unless such rights are waived by the employee.

Employee health and safety will be considered when scheduling rest and meal periods. Employees may not alter their scheduled rest or meal periods without prior supervisor approval. Employees who are unable to take scheduled rest or meal periods must report to their supervisor as soon as possible, but no later than the end of the shift in which they missed their rest or meal period. Additionally, the Employee must document the missed rest or meal break during the actual shift the rest or meal period was missed. A missed rest break or meal period that is not documented will be considered

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as taken for the purposes of this section.

Rest Periods.

Employees will be provided with an employer paid 15-minute rest periods, for every four (4) hours worked. Employees must take scheduled rest periods, and it is the employer's intention to provide uninterrupted rest periods. In the event the employee is unable to complete the 15-minute paid rest period because they are required to remain on duty, are required to remain on-call on the premises, or if they're called back to work thus interrupting the rest period, the employee shall be entitled to complete their uninterrupted rest period as soon as possible. If a full rest period is unable to be completed, the employee will be compensated for the entire rest period. Where the nature of the work allows employees to take intermittent rest periods equivalent to 30 minutes within an 8-hour period, or 45 minutes within a 12-hour period, a scheduled rest period is not required. Rest periods may not be used for late arrival or early departure from work.

Unpaid Meal Period.

Employees will be provided with one unpaid meal period of at least 30 minutes during any shift that exceeds five hours in length. When an employee's unpaid meal period is interrupted by work duties, the employee will be allowed to resume their unpaid meal period following the interruption, if possible, and to complete the 30-minute unpaid meal period. In the event the employee is unable to complete the 30-minute unpaid meal period, the employee shall be entitled to compensation for the entire 30-minute meal period.

An employee whose shift exceeds twelve (12) hours (excluding unpaid meal periods) or is extended at least three (3) hours beyond their scheduled shift will be entitled to a second 30-minute unpaid meal period. If the Employee chooses to waive the second meal period requirement, they are responsible for initiating and submitting a waiver. It must be documented that the waiver was completed prior to waiving the meal period. Absent documentation of a waiver, it is deemed that the Employee took their meal period.

Paid Meal Period.

Employees who are required to work or remain on duty during a meal period must be paid for the entire meal period, regardless of the number of interruptions. Employees must be paid for meal periods if:

- They are required to remain on duty.
- The employer requires them to remain on-call on the premises or work site in the interest of the employer, even if they are not called back to duty.
- They are called back to work, interrupting the meal period.

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Combining Rest and Meal Periods:

For any work period for which an employee is entitled to one or more meal periods and more than one rest period, the employee and the employer may agree that meal and rest periods can be combined, as determined by management.

Hospital employees subject to RCW 49.12.480 may also choose to waive the timing of their rest and meal periods if combining. If the Employee chooses to combine rest and meal periods, they are responsible for initiating and submitting a waiver. It must be documented that the waiver was completed prior to combining the rest and meal periods. Absent documentation of a waiver, it is deemed that the Employee took their meal period as required unless otherwise documented in ~~KRONOS~~ UW Medicine Timekeeping. When combining rest and meal periods, the break period is deemed in order of when the rest or meal period would have occurred. Example, if a meal period is combined with a later rest period, the meal period is first, and then the rest period.

Health care workers have specific meal and rest period requirements and benefits. UW Medicine has a Meal & Rest Breaks Policy for Covered Health Care Workers who Provide Direct Patient Care which is located at the following link: https://one.uwmedicine.org/sites/Policies/Policies%20Live/uwm-ea-3795.pdf

This language will be implemented on November 1, 2024.

9.4. Work Schedules.

The Employer will assign a work schedule to each employee.

A. Scheduled work periods, within which there are two (2) work schedules:
    1. **Regular Work Schedule.** The regular work schedule for full-time employees shall consist of five (5) consecutive and uniformly scheduled eight (8) hour days in a seven (7) day period, with two (2) consecutive days off. Uniformly scheduled means a daily repetition of the same working hours and a weekly repetition of the same working days.
    2. **Alternative Work Schedule.** Workweeks and work shifts of different number of hours may be established for overtime-eligible employees by the Employer in order to meet business and customer needs, as long as the alternate work schedule meets federal and state laws. Employee work schedules normally include two (2) consecutive days off.

B. **Nonscheduled Work Period.** Positions for which the hours (shift length, shift times and workdays) cannot be regularly scheduled.

C. **Part-time Work Schedule.** This is any deviation from any full-time schedule which includes less than forty (40) hours per week in a seven (7) day period; or for designated hospital personnel less than eighty (80) hours in a fourteen (14) day period. Employee work schedules will normally include two (2) consecutive days off.

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D. The Union may propose other alternative schedules through the Joint Union/Management Committees.

9.5. Shift/Schedule Assignment Notification.

A. The Employer agrees to provide as much notice as possible but no fewer than fourteen (14) calendar days notice to an employee in the event of an Employer-directed permanent change in the employee's work shift assignment or work schedule, with the day of notification constituting the first day of notice. A shorter notification period may be used with the concurrence of the employee(s) impacted.

B. For temporary changes in work schedule assignment occurring within the employee's assigned workweek, the Employer will provide three (3) calendar days' notice, with the day of notification constituting the first day of notice. For emergency reasons, lack of work, an existing safety hazard to the employee or others, or mutual agreement between the Employer and employee, the Employer may temporarily change an employee's schedule with fewer than three (3) calendar days' notice. Temporary is defined as no longer than twenty- one (21) days. Temporary shift changes within the workweek shall not be employed to create a split work shift, work week, or to avoid the accrual of overtime.

C. The assignment of employees in various shifts within each work group or department shall be determined by the Employer. Provided that when qualifications are substantially equal and all other considerations are the same in the judgment of the employing department, seniority will be the tie-breaker in determining shift assignment for Employer required changes. This criterion does not apply to positions deemed by the Employer to require a rotational shift. Employees will be allowed to bid on vacant shifts by department seniority in accordance with departmental policy/procedure. Bids may be restricted to the employee's work unit.

D. In accordance with present and past practice, it is understood that employees in certain departments are on alternative work schedules and/or part-time schedules by reason of operational necessity and employee convenience. Such assignments/practices shall be recognized.

9.6. Telework/Commute.

Requests for teleworking/commuting will be considered in accordance with University and/or departmental policy.

9.7. Rest Between Shifts – Surgical Technologists, Patient Care Techs, Mental Health Specialists, and Hospital Assistants.

In scheduling work assignments, the Employer will make a good faith effort to provide each employee with at least eleven (11) hours off duty between shifts. In the event an employee is required to work with less than eleven (11) hours off duty between shifts, all time worked within this eleven (11) hour period shall be at time and one-half (1 ½).

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ARTICLE 10: OVERTIME

10.1.

Overtime work must be approved in advance by the Employer and shall be paid at a rate of one and one-half (1-1/2) times the employee's regular rate. Employees qualify for overtime compensation under the following conditions:

A. Any one of the following constitutes overtime:
    1. Work in excess of the daily work shift for full-time employees assigned to scheduled work period positions;
    2. Work in excess of forty (40) hours in one (1) work week performed by overtime-eligible employees assigned to scheduled or nonscheduled work period positions; or
    3. For hospital personnel assigned to a fourteen (14) day schedule, work in excess of eight (8) hours in a twenty-four (24) hour period or eighty (80) hours in a fourteen (14) day period.

B. The federal Fair Labor Standards Act and the Washington State Minimum Wage Act govern which positions are overtime eligible and required to track time. Appendix I details job classifications that are overtime eligible. Appendix III details job classifications that are exempt from overtime, however certain positions in these classification may be determined to be overtime eligible if the employee's combination of FTE and salary falls below the federal or state threshold to be overtime exempt. Employees assigned to excepted work period positions normally do not qualify for overtime pay. Under circumstances in which the employee is directed to work an excessive amount of overtime, the Assistant Vice President of Human Resources may authorize additional compensation in cash or compensatory time off not to exceed one and one-half times the employee's regular rate. The employee may petition the Assistant Vice President of Human Resources for compensation of the directed overtime.

10.2.

All time that the employee is in a pay status, such as sick or vacation time off, shall be used for purposes of calculating the work day and work week.

10.3. Compensatory Time.

A. Overtime hours shall be compensated on a ~~salary payment basis~~ at one and one-half (1-1/2) times the employee's rate of pay, unless the employee requests and is granted compensatory time off, (at the rate of one and one-half (1-1/2) times the hours worked) in lieu of pay. Such compensatory time off shall be scheduled at a time which is mutually acceptable to the employee and the supervisor. In general, employees shall be allowed to take requested compensatory time off unless it causes staffing to fall below a minimum staffing level as determined by the Employer.

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B. If compensation is paid to an employee for accrued compensatory time, such compensation shall be paid at the regular rate earned by the employee at the time the employee receives such payment.

All compensatory time must be used by June 30th of each year. The employee's compensatory time balance will be cashed out every June 30th or when the employee leaves University employment for any reason. The employee's compensatory time balance may be cashed out when the employee:

1. Transfers to a position in their department with different funding sources or,
~~2.~~ Transfers to a position in another department or,~~.~~
2.
~~1.~~3. Transfers from a regular position to a nonpermanent or intermittent position.

10.4.

Whenever overtime work is required, supervision shall determine the employees needed to work such overtime on the basis of their qualifications and availability. Overtime shall be distributed as equally as possible among the qualified and available employees.

For Hospital Security Officers:
The Employer will first ask for volunteers from the officers currently on shift or scheduled to come in for the next shift prior to assigning mandatory overtime. When possible, mandatory overtime will be assigned on a rotational basis.

10.5.

All reported exception time worked will be paid in accordance to RCW 42.16.010.

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ARTICLE 11: TRAINING AND PROFSSIONAL DEVELOPMENT

11.1.

~~The Employer will develop and maintain an employee training and development plan and provide such plan to the Union upon request.~~ Staff training is intended to provide an opportunity for classified staff employees for training sponsored by the University Training and Development and the UW Medical Centers Organizational Development and Training. Education/Professional Leave is intended to facilitate employee access to continuing education opportunities. Training and educational/professional leave may be used for the purpose of improving job performance, maintaining and increasing proficiency, preparing staff for greater responsibility, or increasing promotional opportunities within the framework of staff positions available at the University.

11.2.

Release Time.

"Release time" is time during which an employee is released from their work duties and compensated at their applicable rate of pay to attend staff training and development programming and other work-related activities. Participation is counted as part of an employee's hours worked.

With manager approval, employees may be provided release time necessary to participate in such training and professional development for up to a maximum of 24 hours per quarter, plus travel time to and from class. Release time is prorated accordingly for part-time employees. Management-directed training is not included in this limitation on release time.

Employees who are not scheduled to work during the time a course is offered may participate in the course on their own time.

~~Any release time for training for employees accepted for such classes shall be in accordance with the Executive Order (currently No. 52) governing this matter. In the event that two or more employees request the same training period and supervision must limit the number of persons who may participate at one time due to work requirements, the selection will be made on a mutually agreeable basis within the department.~~

11.3.

The training program is a proper subject for discussion by either departmental or University-wide Joint Union/Management Committees.

11.4.

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If the Employer requires an employee to receive training, reimbursement will be provided in accordance with the University travel rules. Employee attendance at Employer required training, either during or outside working hours, will be considered time worked and compensated in accordance with the provisions of this Agreement.

11.5.

Employee attendance at training not required by the Employer ~~and not covered by Executive Order 52,~~ either on approved leave from or outside of working hours, will be voluntary and not considered time worked.

11.6. Training – Layoff.
Employees on layoff status are eligible to participate on a space available basis in Training and Development sponsored programs if they pay the costs associated with their attendance (e.g. materials).

11.7. Educational/Professional Leave.
For Surgical Technologists, Hospital Central Services Technicians, Mental Health Practitioner Leads, and Mental Health Practitioner Clinic Specialists who have completed their probationary period, up to forty (40) hours, pro-rated for part-time, of paid release time shall be granted annually for each employee for educational/professional leave.

11.8. Education Support Funds.

The Employer will establish continuing education funds to assist permanent employees in the job profiles below with continuing education expenses including but not limited to certification and re-certification fees, books, magazines, seminars, professional organization membership fees, professional journal subscriptions, tuition for college courses, audio, video, or video courses, conference registration, and travel related expenses for conferences. For purposes of this section, .9 FTE will be considered a full-time employee.

A. For Surgical Technologists and Hospital Central Services Technicians, ~~$400.00~~$450.00 per FTE, pro-rated for part-time, per fiscal year shall be made available to fund continuing education.
B. For Mental Health Practitioners, Mental Health Practitioner Leads, and Mental Health Practitioner Clinical Specialists, $~~500.00~~$900.00 per FTE, pro-rated for part-time, per fiscal year shall be made available to fund continuing education.

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ARTICLE 12: LICENSURE AND CERTIFICATION

12.1.

The Employer will continue its current practices related to licensure and certification.

12.2.

When the Employer requires a new license and/or certification, the Employer will reimburse the employee for the initial cost of the new license and/or certification, including all required training, education, and fees, as determined by the Employer. Thereafter, the employee will be responsible for maintaining the license and/or certification and for all renewal costs. As determined by the Employer, individual departments may reimburse employees for maintenance and renewal costs.

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ARTICLE 13: TUITION EXEMPTION PROGRAM

13.1.

In addition to those noncredit programs offered by Professional & Organizational Development, eligible employees may participate in the University's tuition exemption program as authorized by applicable state law and University policy set forth in the Administrative Policy Statements 22.1. Subject to operational needs and management discretion, supervisors will make a good faith effort to allow the use of flex time for employees who wish to take a class during their scheduled shift. If the supervisor is not able to approve a flexible work arrangement, upon request, the employee will be provided a written explanation for the denial.

13.2. Release Time and Fees.
When an employee is required to take a tuition exempt class by the Employer, associated expenses and release time will be provided.

13.3 Registration.
Employees will be allowed to register for class on the same timeline as Access students.

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Date: 7/9/2026

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ARTICLE 14: HIRING, APPOINTMENT, PROMOTIONS, AND TRANSFERS

14.1. Probation.
An employee will attain permanent status in a job classification upon their successful completion of a probationary, trial service or transition review period.

A. Every part-time and full-time employee, following their initial appointment to a permanent position, will serve a probationary period of six (6) consecutive months. The Employer may extend the probationary period for an individual employee as long as the extension does not cause the total period to exceed twelve (12) months. Employees will be provided with a written explanation for the extension. If the extension is based on performance issues, the employee will receive a performance improvement plan. Extension of probation period shall not be a normal practice.
B. Permanent employees at the University of Washington shall not be required to complete another probationary period.
C. The Employer will extend an employee's probationary period, on a day-for-a-day basis, for any day(s) that the employee takes paid time off, leave without pay, or shared leave, except for leave taken for military service. For the purpose of calculating the completion date, an employee's probationary period shall not end on the employee's regularly scheduled weekend off or a scheduled holiday off. In those instances the completion date will be the next scheduled work day.
D. By mutual agreement, the probationary period for additional selected job profiles may be established for a period in excess of six (6) months but not to exceed twelve (12) months.
E. Employees in probationary status will earn seniority from their initial date of hire but may not exercise seniority rights until completion of the probationary period. Probationary employees are not eligible for layoff or rehire rights.
F. An employee who is appointed to a different position in a different classification prior to completing their initial probationary period will serve a new probationary period. The length of the new probationary period will be in accordance with Subsection 14.1(A), unless adjusted by the Appointing Authority for time already served in probationary status. In no case, however, will the total probationary period be less than six (6) consecutive months.
G. **Probationary Period Rejection.**
The Employer may reject an employee who has not completed a probationary period. Upon request by the employee, a meeting to explain such action shall be held with a representative of the Employer. At the request of the employee a representative of the Union shall attend such meeting. Such rejection is not subject to the grievance procedure, except in cases involving discrimination, under Article 2.

14.2.

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The Employer may convert a non-permanent appointment into a permanent appointment if the Employer used a competitive process to fill the non-permanent appointment or if the non-permanent appointment was filled using a veteran placement program. In such circumstances the employee will serve a probationary or trial service period whichever is applicable.

14.3. Filling Positions.

A. The University will determine when a position will be filled, the type of appointment to be used when filling the position, and the skills and abilities necessary to perform the duties of the specific position within a job classification. The University can fill a position on a full-time or part-time basis. Employees who are appointed as part-time or cyclic in classifications included in the WFSE bargaining units will also be included in the bargaining unit in accordance with the provisions of this Agreement. They will be eligible to receive medical benefits and retirement in accordance with state law and University policy.
B. Volunteers. Volunteers will not fill vacant bargaining unit positions. Volunteers may be used only to the extent they supplement and do not supplant bargaining unit employees. Volunteers will not supervise bargaining unit employees.
C. Internal Lateral Movement Within Unit/Department.
Prior to referring candidates, the Employer will provide seven (7) calendar days' notice to employees within the unit/department seeking a different shift regardless of shift. An employee's request for the vacant shift will be granted provided:
    1. The employee submitted the request in writing;
    2. The employee holds permanent status in the job classification;
    3. The employee is currently working in the same unit/department;
    4. No Formal corrective action issued within the past six (6) months and/or no Final corrective action issued within the past twelve (12) months;
    5. The employee has the skills and abilities necessary for the vacant shift.

If two (2) or more employees request the vacant shift and they meet the above criteria, the employee with the most department seniority (Article 38.1b) will be appointed. If the department seniority is equal, the employee who submitted the request in writing first will be appointed.

The offering of a formal layoff option in accordance with Article 38, Seniority, Layoff, Rehire, prior to granting a transfer request under this sub-article, is not a violation of this sub-article. This sub-article is not subject to the grievance procedure in accordance with Article 6.

14.4. Types of Appointments (Service Periods).

A. Regular Appointments for positions scheduled to work a service period of twelve (12) months per year.

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B. Cyclic Appointments for positions scheduled to work less than a service period of twelve (12) full months each year due to known, recurring periods in the annual cycle when the position is not needed or due to known budgetary restraints.
    1. At least fifteen (15) calendar days before the start of each annual cycle, incumbents of cyclic positions will be informed in writing of their scheduled periods of cyclic leave without pay in the ensuing annual cycle. Such leave without pay will not negatively impact months of service for calculating:
        a. Periodic increments for step increases.
        b. The employee's vacation time off accrual rate

C. Work During the Cyclic Leave of Absence
    1. When additional work is required of a cyclic position during a period of which the position was scheduled for cyclic leave without pay, the additional nonpermanent work will first be offered to the incumbent. The incumbent will be allowed at least three (3) working days in which to accept or decline the offer.
    2. When additional pre-scheduled work is available during the cyclic leave without pay period that is declined or cannot be completed by the incumbents, the work will be offered to other Cyclic Appointment employees prior to internal employees, or posted for external applicants. The work will be offered in the following order, based on seniority to employees in:
        a. Cyclic Appointments in the same job classification.
        b. Cyclic Appointment in different job classifications with the essential skills to perform the work.
    3. Compensation. Employees who elect to accept work in a different job classification will be compensated at the rate of pay of the position they have accepted. However, if an employee accepts work in a lower classification and their current rate of compensation falls within the pay range for that classification, they will maintain their current rate of pay within the lower classification.
    4. Both the Employer and the Union are encouraged to utilize the Joint Union Management Committee process to resolve problems/concerns related to the cyclic leave without pay assignments.

14.5. Promotions and Transfers.

The University encourages job advancement and promotion from within. It is the responsibility of each employee seeking promotion or transfer to provide the Employer with complete information regarding the employee's skills and qualifications relative to the position sought. The Employer will make the application process, necessary submittals and the essential skills of the vacant position clear to prospective applicants. All employees will be informed of the processes and steps necessary for advancement. This may be done as part of the annual performance evaluation.

A. **Definitions.**
For the purpose of this Article the following definitions apply:

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1. Promotion – Movement to a position in a job class with a higher salary range maximum.
2. Transfer – Movement to a position within another department in the same classification.
3. Lateral Movement – Movement of employee to a position in a different class which has the same salary range maximum as the employee's current class.
4. Voluntary Demotion – Movement to a position with a lower salary maximum, where the position is attained through the employment process. This section does not apply to employees who demote as part of corrective action.

14.6.

Cyclic appointees who have indicated a desire for a twelve (12) month position will be considered for twelve (12) month positions available within their work unit so long as they comply with the requirements of the application process.

14.7.

Notice that applications are being accepted for vacant bargaining unit positions will be published by the Employer and will be made available in places intended to reach bargaining unit employees for a minimum of seven (7) calendar days prior to the closing of the application period. The University may limit the scope of the posting area if applications only from within the posting area are accepted.

14.8.

It is the intent of the Employer to fill vacancies as soon as possible within budgetary limitations and where replacements are needed.

14.9.

A. The Employer will determine if applicants possess the essential skills required of the position. Essential skills are the minimum qualifications listed in the job description for the classification and any specific position requirements. Consistent with its current practices, the Employer will refer to the appropriate hiring authority all current bargaining unit applicants possessing the essential skills prior to referring any non-bargaining unit applications. Where the skills, abilities and experience of the vacant position applicants are considered equal, the Employer will offer the position to a bargaining unit applicant. In accordance with applicable law, affirmative action goals or disability accommodations will be considered when filling vacancies.
B. At least two (2) bargaining unit applicant per job requisition, who is a regular monthly employee and who possesses the essential skills, shall be among those

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granted an interview for bargaining unit positions. Which bargaining unit applicant(s) the Employer chooses to interview shall not be grievable.

C. Applicants from within the bargaining unit who are not offered the position may request a non-grievable explanation as to why the position was not offered. Employees may grieve if they believe the requirements for posting or other hiring processes were not followed.

14.10. Movement between positions within the University.
Employees who transfer, promote, move laterally, or voluntarily demote shall serve a trial service period. Paid or unpaid leave taken during the trial service period shall extend the length of the trial service period on a day-for-a-day basis for any day(s) that the employee takes paid time off, leave without pay, or shared leave, except for leave taken for military service. Either the Employer or the employee may end the appointment by providing notice, and the employee shall have the option to revert to their former position if it is still vacant, be considered for reassignment in the same classification in the same department as their former position, or be placed on the rehire list. Upon request, the Employer will provide the employee a written explanation. Both the trial service requirement and reversion rights (Employer and employee) apply to employees accepting positions represented by a different Union.

14.11. Promotion or Lateral Movement.
Promotional or lateral movement appointees will serve a six (6) month trial service. During the first two (2) months of the trial service period, promotional or lateral movement employees have preemptive rights to their former position. After the first two (2) months but during remainder of trial service, employees who are not staying in the new position shall have the option to revert to their former position if it is still vacant, be considered for reassignment in the same class as their former class in the same department as their former position or be placed on the rehire list.

14.12

WFSE members who take positions represented by other CBA's for which they have not held permanent status will follow the trial service language for the WFSE CBA upon reversion. If their previous position is no longer available, they will revert to the rehire list for the position they held permanent status in immediately prior to taking the non-WFSE position.

14.13. Transfer.
Transfer appointees will serve a six (6) week trial service. At any time during the six (6) weeks the employee has preemptive rights to their former position if the position is vacant, be considered for reassignment in the same classification in the same department as their former position, or be placed on the rehire list.

14.14. Voluntary Demotion.
Any employee who voluntarily demotes to a classification in which they have previously held permanent status will serve a six (6) week trial service. At any time during the six

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(6) week trial service period, the employee has preemptive rights to their former position if the position is vacant, be considered for reassignment in the same classification in the same department as their former position or be placed on the rehire list. This section does not apply to corrective action related demotions.

14.15.

An employee who demotes to a classification in which they have not previously held permanent status will serve a six (6) month trial service. During the first two (2) months on the new job, these employees have preemptive rights to their former position. After the first two (2) months but during the remainder of trial service, employees who are not staying in the new position shall have the option to revert to their former position if it is still vacant, be considered for reassignment in the same class as their former position, or be placed on the rehire list.

14.16. Temporary Assignment To a Higher Position.
The employing official may temporarily assign an employee the duties and responsibilities of a higher-level class for up to one (1) year. Such appointments shall be made in increments of no more than six (6) months.

The employee shall be paid a temporary salary increase (TSI) of at least five percent (5%) increase over the present salary but not to exceed the maximum of the range for the higher classification. When assigned or directed to perform the duties of a higher-level class, such increases shall be effective the first day of the assignment, on a hour for hour basis.

14.17.

Employees shall receive reasonable paid release time for job interviews for University positions (which may include sitting for an examination at the University). Such time must be approved in advance by the supervisor subject to unit staffing needs.

Tentatively Agreed To:

For the Union:

Signed by:
Becky L. Stephens
530E07D4212E4C6...

Date:
9/20/2026

For the Employer:

DocuSigned by:
Catherine Scheid
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Date:
9/20/2026

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ARTICLE 15: INTER-SYSTEM MOVEMENT AND TRANSFER

Permanent state employees who transfer employment without a break in service between Higher Education institutions, state agencies, state board, or other state funded entities will have their unused sick and vacation time off, months of service, retirement, and other state benefits transferred to their new place of employment to the extent allowed by state law and this Agreement.

Months of service toward a higher vacation accrual rate shall include all time spent in non-academic appointments (which includes service in classified, professional, and certain civil service exempt staff positions), up to the date of entering into the bargaining unit including prior state service credit as applicable. Unused sick and vacation time off balances of permanent employees changing employment between bargaining unit and non- bargaining unit positions shall move with the employee.

Tentatively Agreed To:

For the Union:

Signed by:
Becky K. Stephens
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Date: 8/5/2026

For the Employer:

DocuSigned by:
Banks Evans
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Date: 7/9/2026

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ARTICLE 16: HOLIDAYS

16.1. Holidays.
The present holiday schedule includes the following ~~ten~~ eleven (11) days with pay.

- New Year's Day
- Martin Luther King Jr. (Third Monday of January)
- President's Day (Third Monday of February)
- Memorial Day
- Juneteenth (June 19th)
- Independence Day
- Labor Day
- Veteran's Day
- Thanksgiving Day
- Native American Heritage Day
- Christmas Day

Holidays are prorated for part-time employees.

To be paid for a holiday not worked Employees must be in pay status for at least four (4) hours on the last scheduled work shift preceding the holiday. For the purpose of this article, time spent on temporary layoff is considered time in paid status.

The Employer may designate other days or shifts to be observed in lieu of the above holidays.

16.2. Holiday Pay Rules.
The following applies to the holidays listed in this Article:

Full Time Employee:

A. When the holiday falls on the full time employee's regularly scheduled work day and is worked, the employee will be paid holiday premium pay (one and one half) for all hours worked. The employee will also receive eight (8) hours of holiday credit.
B. When the holiday falls on the full time employee's regularly scheduled work day and is not worked, the employee will be paid eight (8) hours at the employee's regular rate of pay. If the employees shift is more than eight (8) hours, 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.
C. When the holiday falls on the employee's regularly scheduled day off, the employee will receive eight (8) hours of holiday credit.

Part Time Employee:

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D. When the holiday falls on the part time employee's regularly scheduled work day and is worked, the employee will be paid holiday premium pay (one and one half) for all hours worked. The employee will also receive the prorated to full time number of hours of holiday credit.
E. When the holiday falls on the part time employee's regularly scheduled work day and is not worked, the employee will be paid the prorated to full time number of hours at the employee's regular rate of pay.

Night Shift Employees:
The holiday for night shift employees whose work schedule begins on one calendar day and ends on the next will be the shift in which half or more of the hours fall on the calendar holiday. That shift will be treated as the holiday and paid in accordance with the above holiday pay rules.

Holiday Credit:

A. Holiday credit will be used and scheduled by the employee in the same manner as vacation time off in Article 17. Holiday credit must be used before vacation time off unless doing so would cause the employee to exceed the two hundred eighty (280) hour vacation time off accrual limit.
B. Holiday Credit Cash Out. All holiday credit must be used by June 30th of each year. The employee's holiday credit balance will be cashed out every June 30th or when the employee leaves University employment for any reason. The employee's holiday credit balance may be cashed out when the employee:
    1. Transfers to a position in their department with different funding sources or,
    2. Transfers to a position in another department.

16.3. Personal Holiday.

A. Each employee may select one personal holiday each calendar year in accordance with the following:
    1. The employee has been continuously employed by the University for more than four (4) months;
    2. The employee has requested and been approved to take the personal holiday in accordance with Article 17 Vacation Time Off
    3. The personal holiday must be taken by the employee in one absence not to exceed the work shift on the day of the absence.
B. It is the employee's responsibility to schedule the Personal Holiday before December 31st if not requested it is forfeited.
C. Entitlement to the holiday will not lapse when it is cancelled by the Employer and cannot be rescheduled before December 31st.
D. Full-time employees shall receive eight (8) hours of regular pay for the personal holiday. Any differences between the scheduled shift for the day and eight (8) hours may be adjusted by use of compensatory time, holiday credit, vacation time off, or unpaid time off.

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E. Part-time employees shall be entitled to a pro-rated number of paid hours on a Personal Holiday based on their FTE.

Tentatively Agreed To:

For the Union:

Signed by:
Becky K. Stephens
530E07D4212E4C6...

Date: 9/20/2026

For the Employer:

DocuSigned by:
Catherine Scheid
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Date: 9/20/2026

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ARTICLE 17: VACATIONS

17.1. Accrual.
Employees will accrue vacation time off during the new hire probationary period.

The current accrual schedule for full-time employees (prorated for part-time), to be credited monthly, is as follows:

Length of Service	Hours Per Month	Days/Hours Per Year
1st year	8.00	12/96
2nd year	8.67	13/104
3rd year	9.33	14/112
4th year	10.00	15/120
5th year	10.67	16/128
6th year	11.33	17/136
7th year	12.00	18/144
8th year	12.67	19/152
9th years	13.33	20/160
10th year	14.00	21/168
11th year	14.67	22/176
12th-19th year	15.33	23/184
20th-24th year	16	24/192
25th year or more	16.67	25/200

17.2.

The annual vacation schedule in each work unit shall be established in the existing departmental manner or as follows:

A. Twice each year, on or about April 1 and October 1, a vacation request sheet shall be circulated to the bargaining unit employees. Each employee shall be given the opportunity to indicate their preference of a vacation time period for the subsequent six (6) months. Supervision shall endeavor to schedule vacations according to the employee's wishes. In the event that two or more bargaining unit employees from the same unit request the same vacation period and supervision must limit the number of persons who may take leave at one time due to work requirements, preference shall be determined by departmental seniority. If departmental seniority is equal, the determination will be decided by lot.
B. Supervision shall post the vacation schedule by May 1 and November 1, which shall remain in effect for each succeeding six (6) months period, that is, June 1 through November 30, and December 1 through May 31, respectively. Individual vacation periods may be changed at any time by mutual agreement between the employee(s) concerned and supervision. However, in no case shall an

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employee's scheduled vacation interfere with the necessary work of the organization, the determination of which shall rest with supervision.

C. Employees may make a supplemental vacation request (those made outside the provisions of 17.2(a) at any time. Such supplemental requests shall not take precedence over requests scheduled in accordance with 17.2(a). Individual vacation periods may be changed at any time by mutual agreement between the employee(s) concerned and supervision; however in no case shall an employee's scheduled vacation interfere with the necessary work of the organization, the determination of which shall rest with supervision.

An employee who makes a supplemental vacation request will be notified whether the request is approved or denied within a reasonable period of time, but in no case more than seven (7) calendar days after the supplemental vacation request is submitted according to department procedure.

17.3.

Any bargaining unit employee who may be transferred to another unit or removed from the bargaining unit by promotion or transfer shall alter their preferred vacation period if in conflict with a previously established vacation schedule.

17.4. Vacation Denial.

When an employee's vacation cannot be approved, the supervisor shall schedule the employee's vacation at the next earliest date requested by the employee if available and deemed possible by the supervisor. If an employee's request for vacation leave is denied, the Employer, upon request, must provide the reason for denying vacation leave electronically or in writing.

17.5. Holiday Rotation.

Vacation requests filed in accordance with 17.2 for the week including Thanksgiving and the weeks including Christmas Day and New Year's Day shall be granted on a rotating basis. The rotation will begin with the most senior person and shall proceed in that order until all staff wishing to take vacation leave during those holiday periods have done so. No employee shall be granted more than one (1) of the aforementioned weeks in a single year, unless there are no other interested employees and the department is able to grant the request based on operational needs.

17.6. Vacation Time Off Maximum.

Employees may accumulate maximum vacation balances not to exceed the statutory limits in accordance with RCW 43.01.040 (currently two hundred eighty (280) hours). However, there are two (2) exceptions that allow vacation time off to accumulate above the maximum:

A. If an employee's request for vacation time off is cancelled or denied by the Appointing Authority or designee, and the employee has not exceeded the vacation leave maximum (currently two hundred eighty (280) hours), the

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Employer shall grant an extension for each month that the Employer defers the employee's request for vacation time off.

B. An employee may also accumulate vacation time off days in excess of the statutory limit (currently two hundred eighty (280) hours) as long as the employee uses the excess balance prior to their anniversary date (time off service date). Any time off in excess of the maximum that is not deferred in advance of its accrual as described above, will be lost on the employee's anniversary date (time off service date).

17.7. Vacation Time Off Cash Payment.

Any employee who has been employed for at least six continuous months, who resigns or retires, is laid-off or is terminated by the University shall be entitled to accrued vacation pay.

17.8.

If a department maintains a vacation time off calendar indicating days taken and/or available for vacation time off, the calendar will be made available electronically to employees or posted in a visible department space to facilitate the supplemental vacation time off process.

Tentatively Agreed To:

For the Union: Signed by: Becky K. Stephens 530E07D4212E4C6...

Date: 9/20/2026

For the Employer: DocuSigned by: Catherine Scheid 9BED1964C6434D0...

Date: 9/20/2026

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ARTICLE 18: SICK TIME OFF

18.1. Sick Time Off.

A. **Accrual.**
Full-time employees (prorated for part-time) shall accrue eight (8) hours of sick time off for each month of completed regular monthly service. Full-time and part-time employees with unpaid time off exceeding 80 hours in a month (prorated for part-time) will earn a monthly accrual proportionate to the number of hours in pay status, in the month to that required for full-time employment. Employees working less than a full-time schedule will earn a monthly accrual proportionate to the number of hours in pay status, in the month to that required for full-time employment. Sick time off accruals must not exceed eight hours in a month and may not be used in advance of the accrual.

B. **Sick Time Off – Use.**
Sick time off shall be allowed to an employee under the following conditions.

1. Because of and during illness, disability or injury which has incapacitated the employee from performing required duties.
2. By reason of exposure of the employee to a contagious disease during such period as attendance on duty would jeopardize the health of fellow employees or the public.
3. 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 or agency, or by the federal government.
4. Because of a health condition of a family member that requires treatment or supervision, or that requires the presence of the employee to make arrangements for extended care.
   Family members includes biological, adoptive, de facto, or foster parent, stepparent, or legal guardian of an employee or the employee's spouse or domestic partner, or a person who stood in loco parentis when the employee was a minor child; sibling, spouse, state registered domestic partner, grandparent, grandchild, or child, regardless of age or dependency status, including a biological, adopted or foster child, stepchild, child's spouse, or a child to whom the employee stands in loco parentis, is a legal guardian, or is a de facto parent. Family members include those persons in a "step" relationship. Family member includes any individual who regularly resides in the employee's home or where the relationship creates an expectation that the employee cares for the person, and that individual depends on the employee for care. "Family member" includes any individual who regularly resides in the employee's home, except that it does not include an individual who simply resides in the same home with no expectation that the employee care for the individual.

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5. To provide emergency child care (as in Article 25) or because of condolence or bereavement (as in Article 26)
6. For personal medical, dental, or optical appointments or for family members' appointments when the presence of the employee is required, if arranged in advance with the Employer.
7. When an employee is required to be absent from work to care for members of the employee's household or family members because of emergencies not covered above.
8. When requested as a supplemental benefit while receiving a partial wage replacement for paid family and/or medical leave under Title 50A RCW. This time off may be subject to verification that the employee has been approved to receive benefits for paid family and/or medical leave under the Title 50A RCW.
9. If the employee or the employee's family member is a victim of domestic violence, sexual assault, stalking, or hate crime as defined in RCW 49.76.020. The Employer may require that the request for leave is supported by verification per Administrative Policy Statement 46.8.
10. For an employee to be with a spouse or registered domestic partner who is a member of the armed forces of the United States, National Guard, or reserves after the military spouse or registered domestic partner has been notified of an impending call or order to active duty, before deployment, or when the military spouse or registered domestic partner is on leave from deployment.
11. When an employee requests to use sick time off for the purposes of parental leave to bond with a newborn, adoptive, or foster child for a period of up to eighteen (18) weeks. Sick time off for this purpose must be taken during the first year following the child's birth or placement.
12. To allow the employee to prepare for, or participate in, any judicial or administrative immigration proceeding involving the employee or employee's family member.

C. **Use of Vacation Time Off, Personal Holiday, or Compensatory Time Off for Sick Time Off Purposes.**
An employee who has used all accrued sick time off may be allowed to use accrued vacation time off, personal holiday time off, and/or compensatory time off for sick time off purposes when authorized by the employee's departmental supervisor. All available compensatory time must be used prior to accrued vacation time off, unless this will result in the loss of vacation time. ~~An employee must be granted the use of accrued compensatory time to care for spouse, domestic partner, parent, parent-in-law, grandparent, minor/dependent child who has a serious health condition; for domestic violence leave; military spouse leave; and when requested as a supplemental benefit (as an example PFML).~~

D. **Restoration of Vacation Time Off.**
In the event of an incapacitating illness or injury during vacation, the employee's supervisor may authorize the use of sick time off and the equivalent restoration of any vacation time off otherwise charged. Such requests shall be in writing, and a medical certificate may be requested.

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E. **No Abuse of Sick Time Off.**
Both parties agree that neither the abuse nor the arbitrary denial of sick time off will be condoned. The Employer and the Union agree to work cooperatively toward the resolution of mutually identified problems regarding the use of sick time off.

F. **Sick Time Off Verification.** The Employer will not require verification for absences of three (3) consecutive work days or fewer. Such verification or proof may be given to the supervisor/manager or Human Resources according to departmental policy. The Employer will not make unreasonable requests for sick time off verification.

~~F.~~G. If an employee is sent home due to illness by the Employer and the employee does not have any sick time available, the absence will be marked as authorized leave without pay for the first day of the absence.

18.2. Sick Time Off Cash Out.
Eligible employees may elect to receive monetary compensation for accrued sick time off as follows:

In January of each year an employee whose sick time off balance at the end of the previous year exceeds four hundred eighty (480) hours may elect to convert the sick time off hours earned in the previous calendar year, minus those hours used during the year, to monetary compensation. No sick time off hours may be converted which would reduce the calendar year end balance below four hundred eighty (480) hours. Monetary compensation shall be paid at the rate of twenty-five percent and shall be based on the employee's current salary. All converted hours will be deducted from the sick time off balance.

Employees who separate from University service due to retirement or death shall be compensated for the unused sick time off accumulation from the date of most recent hire in a leave eligible position with the State of Washington at the rate of 25%. Compensation shall be based upon the employee's wage at the time of separation. For the purpose of this section, retirement shall not include vested out of service employees who leave funds on deposit with the retirement system. For employees who retire, the Employer will deposit funds in accordance with Article 19 Voluntary Employee Beneficiary Associations. For employees who separate due to death, the applicable compensation will be paid with the deceased's final pay.

In accordance with state law, former eligible employees who are re-employed within five (5) years of separation shall be granted all unused sick time off credits, if any, to which they are entitled at time of separation.

18.3. Family Care Leave.
In accordance with RCW 49.12 and WAC 296-130, employees shall be allowed to use any or all of their choice of sick leave or other paid time off to care for a family member (as defined above) who has a serious health condition or an emergency condition. Employees shall not be disciplined or otherwise discriminated against because of their

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exercise of these rights.

Tentatively Agreed To:

For the Union:

Signed by:
Becky K. Stephens
530E07D4212E4C6...

Date: 9/16/2026

For the Employer:

DocuSigned by:
Catherine Scheid
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Date: 9/16/2026

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ARTICLE 19: VOLUNTARY EMPLOYEE BENEFICIARY ASSOCIATIONS

~~In accordance with state and federal law, agencies and employees in bargaining units may agree to form Voluntary Employee Beneficiary Associations (tax-free medical spending accounts) funded by the retiree's sick time off cash out. Voluntary Employee Beneficiary Associations of employees covered by this Agreement will be implemented only by written agreement with the Union.~~

Employees who separate from state service due to retirement or death must be compensated for their total unused sick time off accumulation at the rate of twenty five percent (25%). The employer will deposit the equivalent funds into a Health Reimbursement Account (HRA) through Voluntary Employee's Beneficiary Associate (VEBA) which complies with RCW 41.04.340. Compensation will be based on the employee's salary at the time of separation. For the purpose of this article, retirement does not include "vested out-of-service" employees who leave funds on deposit with the Department of Retirement Systems (DRS). Furthermore, no contributions will be made to the DRS, nor any other retirement system, for payments under this article, nor are such payments reported as compensation for retirement purposes.

VEBA will renew automatically through the life of the CBA unless eligible employees call for a re-evaluation vote per Health Care Authority guidelines.

Tentatively Agreed To:

For the Union:

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Date: 8/7/2026

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Date: 8/7/2026

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ARTICLE 20: MISCELLANEOUS LEAVE

20.1. Leave of Absence Without Pay.
In addition to the circumstances specified elsewhere in this Agreement, the Employer, in its discretion may approve a leave without pay for the following reasons specified below. Leaves without pay must be approved or denied by the Employer in writing within fourteen (14) calendar days of the request when practicable and if denied will include the reason for denial. Approval will set a date for the employee's return to work. Modification of the return date must also be approved in writing by the Employer.

20.2.

Unpaid time off may be granted for the following reasons:

A. Child or elder care emergencies
B. Governmental service
C. Citizen volunteer or community service
D. Conditions applicable for leave with pay
E. Education
F. Formal collective bargaining
G. Leave taken voluntarily to reduce the effect of a layoff
H. Union project activities
~~I.~~ To accommodate annual work schedules of employees occupying cyclic year positions
I. Health care appointments for veterans and veteran spouses.
J. The employee's absence from work is due to the involvement of the employee or employee's relative or household member in an immigration enforcement action.
~~J.~~K. As otherwise provided for in this Agreement

20.3.

Leave of absence without pay for the following reasons is not covered by this Article:

A. Compensable work-related injury or illness, (Article 30)
B. Military service (Article 29)
C. Leave for serious health condition taken under the provisions of the Family and Medical Leave article (Article 21)
D. Leave authorized by the Employer as part of a plan to reasonably accommodate a person of disability (Article 3)
E. Disability due to pregnancy or childbirth (Article 21)
F. Parental leave (Article 21)
G. Union activities (Article 42)

20.4.

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Conditions Applicable to Leave of Absence without Pay:

Employees must submit any request for a leave of absence without pay in writing when feasible prior to the leave being used. Except as required by law, a request for leave without pay must meet the following conditions:

A. The employee must be a permanent employee
B. The employee must have a bona fide intention of returning to work following the leave
C. The leave without pay must not, in the discretion of the University, interfere with operational needs.

20.5. Cancellation of Leave of Absence Without Pay.
The Employer may cancel a leave without pay upon finding that the employee is using the leave for purposes other than those specified at the time of approval, or where there are extreme circumstances requiring the employee's return to work. The Employer will provide written notice to the employee that a leave of absence without pay has been cancelled. The notice will set a date for the employee's return to work. Unless mutually agreed, the employee's failure to return to work on the date prescribed will be considered job abandonment.

20.6. Benefits During Leave.
Employees are encouraged to contact the Benefits office (phone # 206-543-4444, benefits@uw.edu) prior to any leave without pay to understand impact on benefits and learn about other points to consider.

20.7. Returning Employee Rights.
Employees returning to work following an approved leave of absence without pay will be returned to the position they held prior to the leave without pay or to another position in the same classification in the same geographical area unit and organizational unit. In the event the employee's position is substantially impacted during the time the employee is on leave, they will be notified in writing and provided a time in which to exercise any rights available pursuant to this Agreement.

20.8. Educational Leave.
After applicable accrued time off has been exhausted, unpaid time off may be granted for the duration of actual attendance in an educational program.

20.9. Government Service Leave.
After applicable accrued time off has been exhausted, unpaid time off may be granted for government service in the public interest, including but not limited to the U.S. Public Health Service or Peace Corps.

20.10. Volunteer or Community Service Leave.
After applicable accrued time off has been exhausted, unpaid time off may be granted for community volunteerism or service.

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20.11. Formal Collective Bargaining Leave.
Unpaid time off may be granted to participate in formal collective bargaining sessions authorized by RCW 41.80 as mutually agreed by the parties.

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Date: 9/16/2026

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ARTICLE 21: FEDERAL FAMILY MEDICAL LEAVE ACT AND PARENTAL LEAVE

21.1. Federal Family and Medical Leave Act (FMLA).
Consistent with the federal Family and Medical Leave Act of 1993, and APS 45.5, an employee who has worked for the state for at least twelve (12) months and for at least one thousand two hundred and fifty (1250) hours during the twelve (12) months prior to the requested leave is entitled to up to twelve (12) work weeks of leave per year for any combination of the following:

a. parental leave to care for a newborn or newly placed adopted or foster child; or
b. personal medical leave due to the employee's own serious medical condition that requires the employee's absence from work; or
c. family medical leave to care for a family member who suffers from a serious medical condition that requires care or supervision by the employee. Family Member is defined as: the employee's spouse or same or opposite sex domestic partner, child, parent, grandparent, grandchild, sister, or brother. It also includes individuals in the following relationships with the employee's spouse or domestic partner: child, parent, and grandparent. "Child" also includes any child residing in the employee's home through foster care, legal guardianship or custody. Family members include those persons in a "step" relationship.

21.2.

The amount of family medical leave available to an employee is determined by using a rolling twelve (12) month period. The rolling twelve (12) month period measures FMLA leave availability by "looking backward" from the date an employee begins FMLA leave, adding up any FMLA leave used in the previous twelve (12) months, and subtracting that amount from the employee's twelve (12) workweek FMLA leave entitlement. The remaining amount is available to the employee.

a. While on leave covered by FMLA, the employee must use accrued leave before leave without pay for the absence unless it runs concurrently with Washington Family and medical Leave (PFML).
b. The Employer will not require the use of paid leave such that it would result in the employee having fewer than eighty (80) hours of accrued paid time off ~~vacation leave or eighty (80) hours of accrued sick leave, counted separately~~, upon return to work. Vacation time off, ~~and~~ sick time off, ~~leave~~ compensatory time off, and personal holiday time off that has been requested and approved prior to the request for the use of FMLA will not be considered when requiring employees to use leave during FMLA-covered leave. This does not apply during an absence covered by the Washington Family and Medical Leave Program (PFML).

21.3.

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The University will continue the employee's existing employer-paid health insurance benefits during the period of leave covered by FMLA. If necessary, due to continued approved personal medical or parental leave approved beyond the FMLA period, or if the employee is not eligible for FMLA, the employee may elect to use eight (8) hours of accrued applicable paid leave for continuation of employer paid health insurance benefits for each month of the duration of the approved absence. The interspersed paid leave will be applied to the first working day of the month.

21.4.

FMLA leave may be taken intermittently or as part of a reduced work schedule when medically necessary.

21.5. Parental Leave.

Parental leave is defined as: up to six months of leave taken after the birth of a child to the employee, spouse or domestic partner, or because of the placement of a child with the employee or domestic partner through adoption or foster care, including time covered by the FMLA, during the first year after the child's birth or placement. Leave beyond the period covered by FMLA may only be denied by the Employer due to operational necessity. Extensions beyond six (6) months may be approved by the Employer. For birth parents, temporary disability leave for pregnancy is in addition to parental leave.

To be paid during Parental leave, employees must use accrued vacation leave, sick leave up to eighteen (18) weeks (720 hours), personal holiday, holiday credit, or compensatory time, the combination of which may be determined by the employee. Employees must use all applicable accrued leave prior to going on leave without pay unless it runs concurrently with Washington Family and Medical Leave (PFML).

Tentatively Agreed To:

For the Union:

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Date: 9/16/2026

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ARTICLE 22: CHILD/DEPENDENT CARE

22.1.

The Employer and the Union recognize that family life has a significant impact upon employees' work lives. To help maintain a quality workforce, the Employer will continue to provide: referral assistance for daycare within the community, partially subsidized backup child care benefits, and, where feasible, will consider space and support for childcare centers at UW worksites.

22.2.

The Employer will notify the Union so that the Union may have an opportunity to provide input prior to any University action being taken to significantly reduce availability of University-sponsored child care programs.

22.3.

Union members will continue to be notified annually of the availability of the Dependent Care Assistance Program (DCAP) offered through the State of Washington Department of Retirement Systems.

Tentatively Agreed To:

For the Union:

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Date: 8/5/2026

For the Employer:

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Date: 7/9/2026

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ARTICLE 23: SHARED LEAVE

23.1.

The purpose of this article is to inform employees of the basic provision of the leave-sharing program established by RCW 41.04.650- 41.04-670, as now or hereafter amended. In the event that there is any question as to leave sharing eligibility, entitlement or definition of terms, the language of the Revised Code of Washington is definitive.

The leave sharing program permits eligible state employees to donate a portion of their paid time off to financially aid other state employees who will need to take a leave of absence without pay or separate from employment because the employee:

- Has a severe or extraordinary illness; or,
- Has caregiver responsibilities for a relative or household member with a severe or extraordinary illness; or,
- Is serving as an approved emergency worker; or,
- Is voluntarily or involuntarily serving in one of the uniformed services; of the United States, or,
- Is a victim of domestic violence, sexual assault, stalking, hate crime; or
- Is temporarily disabled due to a pregnancy-related medical condition or miscarriage; or,
- Is taking parental leave to bond with and care for their newborn, adoptive or foster child, for a period of up to sixteen (16) weeks after birth or placement; or,
- Is legally authorized to work in the United States under federal law and the employee's absence from work is due to the involvement of the employee or employee's relative or household member in an immigration enforcement action (as defined in RCW 41.04).

23.2. Shared Leave Program.
The shared leave program is administered consistent with state law and University policy. Employees seeking to request shared leave or to donate shared leave to another employee will follow the request procedures that the ~~Human Resources Department~~UWHR publishes for that purpose.

https://hr.uw.edu/ops/leaves/shared-leave-options/shared-leave/

23.3.

Shared leave donations must be a minimum of four (4) hours, however, shared leave may be used in any increment.

23.4

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An employee who is approved for shared leave may request that the Employer notify others in their department or work unit that they are approved for shared leave and accepting donations.

23.54. WA State Shared Leave Pool Programs:

In accordance with state law and University Policy, eligible state employees may donate leave to the following shared leave pool programs:

- Uniformed Services Shared Leave Pool Program
- Foster Parent Shared Leave Pool Program
- Veterans' In-State Service Shared Leave Pool Program

Tentatively Agreed To:

For the Union:

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Date: 9/16/2026

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ARTICLE 24: UNPAID HOLIDAYS FOR A REASON OF FAITH OR CONSCIENCE

Unpaid time off will be granted for a reason of faith or conscience for up to two (2) workdays per calendar year as provided below.

A. Unpaid time off will be granted for up to two (2) workdays per calendar year for a reason of faith or conscience or an organized activity conducted under the auspices of a religious denomination, church or religious organization. Unpaid time off may only be denied if the employee's absence would impose an undue hardship on the Employer as defined by Chapter 82-56 WAC or the employee is necessary to maintain public safety.
B. The Employer will allow an employee to use compensatory time, personal holiday or vacation time off in lieu of unpaid time off. All requests to use compensatory time, personal holiday or vacation time off ~~requests~~ must indicate the time off is being used in lieu of unpaid time off for a reason of faith or conscience. An employee's personal holiday must be used in full workday increments.
C. An employee's seniority date, probationary period or trial service period will not be affected by unpaid time off taken for a reason of faith or conscience.
D. Employees will only be required to identify that the request for unpaid time off is for a reason of faith or conscience or an organized activity conducted under the auspices of a religious denomination, church, or religious organization.

Tentatively Agreed To:

For the Union: Signed by: Becky K. Stephens 530E07D4212E4C6...
Date: 9/10/2026

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Date: 9/10/2026

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ARTICLE 25: ABSENCE DUE TO FAMILY CARE EMERGENCIES

A. There are two types of family care emergencies:
   1. A child care emergency is defined as a situation causing an employee's inability to report for or continue scheduled work because of emergency child care requirements such as unexpected absence of regular care provider, unexpected closure of the child's school, or unexpected need to pick up child at school earlier than normal.
   2. An elder care emergency is defined as a situation causing an employee's inability to report for or continue scheduled work because of emergency elder care requirements such as the unexpected absence of a regular care provider or unexpected closure of an assisted living facility.

B. An employee who is unable to report for or remain at work due to a family care emergency may use vacation time off, sick time off, compensatory time, holiday credit, or unpaid time off up to a maximum of three (3) days of each type of time off per calendar year, and their personal holiday. Use of any of the above time off types is dependent upon the employee's eligibility to use such time off. The employee upon returning from such an absence shall designate to which time off type the absence will be charged.

C. In accordance with RCW 49.46.210, sick time off may be used when an employee's child's school or place of care has been closed by order of a public official for any health-related reason or after the declaration of an emergency by a local or state government or agency, or by the federal government. Health-related reason means a serious public health concern that could result in bodily injury or exposure to an infectious agent, biological toxin, or hazardous material.

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For the Union: Signed by: Becky K. Stephens 530E07D4212E4C6...
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ARTICLE 26: CIVIL DUTY TIME OFF AND BEREAVEMENT TIME OFF

For the purposes of this Article, paid time off will be the wage the employee receives in their appointed position plus any additional compensation (including, but not limited to shift differential and assignment pay) and benefits.

26.1. Civil Duty.
Leave with pay will be granted for jury duty, to serve as trial witnesses, or to exercise other subpoenaed civil duties such as testifying at depositions. Employees are not entitled to civil duty time for civil legal actions that they initiate or when named as a defendant in a private legal action that is unrelated to their University employment. The employee will notify the Employer as soon as they become aware of the need for a civil duty time off. Employees may keep any compensation received for fulfilling civil duty, such as jury pay or travel reimbursement.

Employees assigned to work evening shift, who are scheduled to work the evening of civil duty shall be considered to be scheduled for the day shift for that day.

Employees assigned to work the night shift who are scheduled to work the day before and the day of civil duty leave will be allowed to have their civil duty leave the day before or the day of civil duty service. Employees assigned to work the night shift who are scheduled to work the day before and the day of civil duty leave may also utilize vacation time off for all or a portion of the shift not covered by civil duty time off in accordance with Article 17 Vacation. Employees may also request to change their schedule to accommodate civil duty leave.

26.2. Bereavement Time Off.
An employee shall be granted up to five (5) continuous or non-continuous days of paid bereavement time off, as requested by the employee, for each death of a family member or loss of pregnancy. Bereavement time off beyond five (5) days may be approved based on individual circumstances, such as relationship of the employee to the deceased family member, employee responsibility for making funeral arrangements, religious reasons and/or distance of travel out of the area. Upon the Employer's approval, the employee may choose to use the following types of time off for beyond the five (5) days: sick, vacation, holiday credit, comp time, personal holiday or unpaid time off.

Family member for the purpose of bereavement time off is defined as the employee's spouse or domestic partner, child, child's spouse, parent, grandparent, grandchild, and sibling. Family member also includes individuals in the following relationships with the employee's spouse or domestic partner: child, grandchild, parent, or grandparent. Child also includes a child of a legal guardian or de facto parent, regardless of age or dependency status and those to whom the employee is "in loco parentis" or "de facto" parent as well as a child of a legal guardian or de facto parent. Parent and parent-in-law also includes de facto parent, foster parent, stepparent, or legal guardian. Family

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members include those persons in a “step” relationship. Family member includes any individual who regularly resides in the employee's home, except that it does not include an individual who simply resides in the same home with no expectation that the employee care for the individual.

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For the Union: Signed by: Becky K. Stephens 530E07D4212E4C6...

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ARTICLE 27: LEAVE RELATED TO DOMESTIC VIOLENCE, SEXUAL ASSAULT, STALKING, OR HATE CRIME

As required by state law, and in accordance with APS 46.8, the University will grant time off and/or reasonable safety accommodations to an employee who is a victim of domestic violence, sexual assault, stalking, or hate crime. A reasonable safety accommodation may include, but is not limited to, a transfer, reassignment, modified schedule, changed work telephone number, changed work email address, changed workstation, installed lock, implemented safety procedure, or any other adjustment to a job structure, workplace facility, or work requirement in response to actual or threatened domestic violence, sexual assault, stalking, or hate crime.

Time off may also be granted to an employee who has to assist a family member who is a victim of domestic violence, sexual assault, stalking, or hate crime. The parties will continue to work to promote knowledge of this employee right.

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For the Union:

Signed by:
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ARTICLE 28: INCLEMENT WEATHER AND SUSPENDED OPERATIONS

28.1. Inclement Weather.
When the University is in operation but an employee requests time off to deal with unanticipated problems related to natural disasters or severe weather conditions, the employee may charge the absence to accrued compensatory time, holiday credit, personal holiday, vacation time off, sick time off up to a maximum of three (3) days in any calendar year, or leave without pay. Employees designated as essential must make all reasonable efforts to report to work as scheduled.

28.2. Suspended Operations.

If the University determines it is advisable due to emergency conditions to suspend the operation of all or any portion of the institution, requiring only employees in essential positions, that are not conducive to telework, to report to work the following will govern: When prior notification of suspended operations has not been given, non-essential employees released until further notice after reporting to work shall receive a minimum of four (4) hours pay for the first day. Non-essential employees who are ineligible for telework, as determined by their supervisor, and who do not work for the balance of the closure during suspended operations ~~may use paid time off in the following order~~will use the following paid time off options to account for hours not worked:

A. Accrued compensatory time ~~and/or~~
~~A.~~B. ~~H~~holiday credit.
~~B.~~C. Vacation time off.
~~C.~~D. Personal holiday. An employee must use personal holiday time as a full day or shift.
~~D.~~E. Sick time off.
~~E. Unpaid time off.~~

~~Personal holiday can only be used as a full day or shift.~~ Non-essential salaried employees who have exhausted the above paid time off types ~~may use unpaid time off as follows~~will be paid for the period of operational suspension:

A. FLSA non-exempt salaried employees: will have fifteen (15) days from the end of the operational suspension to make up any missed hours. If time is not made up after fifteen (15) days, unpaid time will be entered for the operational suspension, and an overpayment of wages will be processed~~use unpaid time off for any missed hours.~~

B. FLSA exempt employees~~: use unpaid time off only for full work days missed.~~ will have fifteen (15) days from the end of the operational suspension to make up any full workdays missed. If time is not made up after fifteen (15) days, unpaid

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time off or one of the paid time off options will be applied.

FLSA non-exempt ATR employees will have fifteen (15) days from the end of the operational suspension to make up any missed hours.

~~If unpaid time off is used, because the employee has no other paid time available, employees have up to fifteen (15) calendar days after operations resume to make up work time lost provided the following:~~

1. Employees must request makeup time within two (2) working days after operations resume, and
2. Reasonable work must exist and the supervisor must approve the request to work. If the request is denied, then the supervisor shall state their reason(s) for the denial in writing.
3. Make up time worked by overtime-eligible full-time employees is calculated at time and one-half (1-1/2).

UW parking in unrestricted spaces shall be provided at each campus for which suspended operations have been declared for any staff member designated by their supervisor as essential. Restricted spaces include but are not limited to: disability stalls, time limited stalls, load/unload stalls, pay by space stalls (restricted to pay station parking), university vehicle stalls, metered stalls (restricted to pay meter parking) carpool stalls, UCAR Only stalls, electric vehicle charging stalls, motorcycle stalls, and department reserved stalls. Employees qualified to use a restricted space (for example disabled stalls) shall be able to use the appropriate space.

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For the Union:

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Date: 9/16/2026

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ARTICLE 29: MILITARY LEAVE

29.1.

Military Leave will be approved in accordance with University of Washington Administrative Policy Statement 45.4, which is subordinate to the Uniformed Services Employment and Reemployment Rights Act, RCW 38.40, and RCW 49.77. Employees who are called to active duty in any of the uniformed services or their reserves shall receive 21 work days of paid military leave annually from October 1 through September 30. Such paid military leave shall be in addition to any compensatory time off, holiday credit, personal holiday, vacation time off or sick ~~leave~~ time off to which the employee might be otherwise entitled, and shall not involve the reduction of any benefits, performance rating, privileges or base pay. During the period of paid military leave, the employee shall receive their normal pay. If the employee is scheduled to work a shift that begins on one calendar day and ends on the next calendar day, the employee is charged military leave only for the first calendar day.

29.2.

Employees required to appear during working hours for a physical examination to determine physical fitness for military service shall receive full pay for the time required to complete the examination.

29.3.

Employees who are called to active duty in one of the uniformed services of the United States or the State of Washington shall be granted a military leave of absence without pay for absence from work for up to 5 years in addition to any time covered by the provisions of Section 29.1. During an unpaid military leave of absence, an employee is entitled to receive:

a. retirement benefits and service credit in accord with the provisions of the applicable retirement system;
b. paid medical and dental insurance if in pay status at least 8 hours per month. Other health plan coverage at the employee's request and expense for a limited period of time as determined by the Health Care Authority;
c. other length-of-service credits related to employment that would have been granted had the employee not been absent; provided that the employee returns to University service at the conclusion of the leave in accord with applicable Federal and State laws related to military leave; and
d. any additional benefit required by then-applicable state or federal law.

29.4.

The employee should follow the military leave of absence request process. Unless

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prohibited by military necessity, the University shall be provided with a copy of an employee's orders at the time the employee requests military leave. Such request shall be made as soon as reasonably practical after the employee learns of the need for such leave.

29.5.

Following release from military service, an employee shall have the right to return to their employment as provided by then-applicable state and federal law. The employee will provide a copy of employee's discharge papers and any other documentation permitted or required by military-leave laws to their supervisor and to Human Resources.

29.6.

Employees who are spouses of members of the armed forces will be released for the provisions of the Military Family Leave Act RCW 49.77 when the service member has been notified of an impending call or order to active duty or when on leave from deployment.

Tentatively Agreed To:

For the Union: Signed by: Becky K. Stephens 530E07D4212E4C6...
Date: 9/10/2026

For the Employer: DocuSigned by: Catherine Scheid 9BED1964C6434D0...
Date: 9/10/2026

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ARTICLE 30: WORK RELATED INJURY LEAVE

30.1.

An employee who sustains a work-related illness or injury shall be eligible for a disability leave of absence in accordance with their medical restrictions and federal and state law. It is the intention of the University to comply with state and federal laws regarding such absences through its policies and procedures.

30.2.

Employees who are in unpaid status for up to nine (9) months due to a work-related injury, shall maintain their seniority and progression start date.

30.3.

The Employer will follow RCW 51.32.090 and University of Washington APS 14.1 University Risk Management and Insurance Programs related to the Worker's Compensation Program and return-to-work program. The Employer will attempt to find opportunities for modified duty that can be offered to employees in lieu of and/or after disability leave. If requests for modified duty are denied, the Employer, upon request, will provide the modified duty options that were considered and reason(s) for denial electronically or in writing.

Employees who suffer a work-related injury or illness that is compensable under the state worker's compensation law may select time loss compensation exclusively or a combination of leave payment and time loss compensation.

30.4.

The University's policies on family and medical leave, sick time off and disability accommodations apply to employees with injuries or illnesses that have been accepted as work-related under RCW 51.

Tentatively Agreed To:

For the Union:

Signed by: Becky K. Stephens
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Date: 8/5/2026

For the Employer:

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Date: 7/9/2026

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ARTICLE 31: HEALTH AND SAFETY

31.1. Health and Safety.

It is the policy of the University of Washington to create and maintain a safe and healthful workplace free from recognized hazards that may cause harm to employees, consistent with and in compliance with applicable state and federal laws. Employees will play an active role in creating a safe and healthy workplace and will comply with all applicable health and safety rules. Employees are encouraged to report potential hazards and conditions. No employee shall be disciplined or retaliated against for reporting any such condition.

The Union and the Employer are jointly committed to the goal of implementing an effective health and safety program and accident prevention program that meets or exceeds WISHA requirements.

31.2. Safety.

All work shall be performed in conformity with applicable health and safety standards. Employees are encouraged to immediately report any unsafe working conditions to their supervisor. If the matter is not resolved satisfactorily between the supervisor and employee, either may involve the Union Steward and request a decision from a medical center's Safety Officer, and/or the University's Department of Environmental Health & Safety or the Department of Labor & Industries. No other employee may do the work believed to present an imminent risk to life and safety until a risk assessment has been done by the Safety Officer and/or the University's Department of Environmental Health & Safety, or the Department of Labor & Industries, and it is confirmed that there is no imminent hazard. Once a risk assessment is completed and it is confirmed that there is no imminent hazard and conditions meet WISHA standards, the employee will be expected to perform the work.

Employees are encouraged to attempt to resolve the matter first with the supervisor, then the Safety Officer and/or the University's Department of Environmental Health & Safety prior to going outside the University.

~~No employee shall be disciplined or retaliated against for reporting any such condition.~~

31.3. Reporting.

Employees in the bargaining units are encouraged to report immediately to their supervisor and/or designated safety official any apparent unsafe working condition. Employees shall use required safety devices and perform work according to required safety procedures.

Workplace Climate Safety.
For work that cannot be performed remotely, the University will follow state and

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University EH&S workplace safety rules and guidelines for the prevention of heat related illness and wildfire smoke. Additional mitigation strategies needed to address climate issues in specific worksites are appropriate topics for Joint Union/Management committee meetings.

A. Reporting Air Quality and Air Temperature Concerns.

On the Seattle Campus, concerns should be reported to EH&S or UW Facilities or airquality@uw.edu. At UWMC-Montlake concerns should be reported to UWMC Operations and Maintenance (206.598.4911) or UWMC Safety (206.598.4639). At Harborview concerns should be reported to HMC Engineering (206.744.3191) or HMC Safety (206.744.7244).

B. If a supervisor, the Employer-designated safety official, Labor and Industries or Environmental Health and Safety (telephone 206-543-7262) declare a work site to be hazardous and unfit for work, affected employees may be assigned to alternative work sites until the hazardous condition is rectified. If assignment to an alternative work site is not possible and the supervisor decides to send the employee(s) home, those employees sent home will receive their regular pay for all time the employee(s) is scheduled to work on the day of the incident. For all subsequent days the employee(s) may use accrued leave as appropriate or request make up time as follows:

~~A.~~ 1. Employees must request make up time within three (3) working days after operations resume.

~~B.~~ 2. Reasonable work must exist and the supervisor must approve the request to work. The time must be made up within ninety (90) calendar days after operations resume.

31.4. Health Examinations.

The Employer shall provide at no cost to the employee, such medical tests, health examinations and surveillance/monitoring as may be required as a condition of employment and/or as a result of regulated hazards encountered after employment.

31.5. Safety Committees.

Joint employee-elected and Employer appointed safety committees shall be formed in accord with WISHA requirements and following University of Washington policy. The Union is entitled to representation on the University-wide or specific organizational or divisional committees where bargaining unit employees are working. Any department or unit committee also dealing with health and safety issues in work areas shall appropriately involve bargaining unit employees. Participation in safety and health committees, including meeting time, health and safety research, work on committee assignments, seminars, and classes will be considered time worked for all employees in

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accordance with University policy. Release time must be arranged with supervisors in advance.

When the committee makes a recommendation that requires action or approval beyond its scope of authority, the Employer will communicate its disposition of the formal written recommendation within thirty (30) days.

31.6. Ergonomics.

The supervisor/manager will provide training and equipment for staff to safely perform job functions and avoid injury. Employees should contact their supervisor if job procedures, equipment or workstations lead to risk of injury or work-related musculoskeletal disorders. Further ergonomic guidelines shall be referenced on the Environmental Health and Safety website www.ehs.washington.edu.

31.7. Workplace Review.

Supervisors will periodically inspect the worksite for the identification of recognized hazards, including ergonomic conditions, and put in place appropriate and feasible mitigations for any identified conditions that may be hazardous to health and safety. Such mitigations may include the use of engineering controls, administrative controls, the use of personal protective equipment, and/or increased training. The organizational unit will determine the appropriate frequency of the inspections and such frequency shall be an appropriate topic for Union Management meetings.

In response to a DOSHA* (Department of Occupational Safety & Health Administration – Labor & Industries) inspection initiated by a bargaining unit employee complaint, the Employer will contact the designated Union representative to participate in the worksite inspection. Employees may also request a workplace review by the employing department and employees shall be given the results of the review.

31.8. WISHA Inspections.

Each time there is a WISHA inspection of the Employer's property in an area where WFSE employees perform their duties, the Employer shall contact the Union Office to find out whom the Union designates as the employee representative. If the Union's representative is not present for the inspection, the Employer shall request that the WISHA inspector delay the inspection until the Union's representative can arrive.

31.9. Wellness.

The Employer and the Union will encourage and support employee participation in appropriate programs including the Washington State Employee Assistance Program (WA EAP) through which employees may seek confidential assistance in the resolution of chemical dependency or other problems that may affect job performance. WA EAP may presently be reached at eap.wa.gov or 877.313.4455. No employee's job security will be placed in jeopardy as a result of seeking and following through with corrective

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treatment, counseling or advice providing that the employee's job performance meets supervisory expectations.

31.10. Tools and Equipment.

The Employer will furnish and maintain in safe working condition all tools and equipment required to carry out the duties of each position, and will provide, during working hours, training on the safe operation and use of tools/equipment/supplies required to perform the employee's duties. The Employer agrees to provide transport for necessary equipment and supplies which cannot safely be transported by hand. The employees will properly use and maintain all required tools/equipment/supplies and immediately report any defects or malfunctions to the supervisor.

31.11. Joint Union/Management Committee.

It shall be appropriate for either the Union or the University to request that a Joint Union/Management committee be convened, with Environmental Health and Safety as a participating member, to discuss health and safety concerns and to explore options for addressing those concerns through appropriate training or other approaches.

31.12. Training.

Training that is relevant to the business operations and hazards involved in the work activities will be provided in the workplace by qualified trained individuals to employees.

Training needs will be an appropriate topic at Joint Union/Management committee meetings. Assistance with interpretation may be requested by staff.

31.13. Safety and Health Grievances.

Grievances arising out of violations of this Article will start at Step 2 of the grievance procedure.

*WISHA was renamed DOSHA (Department of Occupational Safety & Health Administration – Labor & Industries) in 2006. The term WISHA was left in because the parties felt that the WISHA name would be more recognizable by its members.

31.14 Personal Protective Equipment (PPE)

A. The Washington State Department of Labor and Industries (L&I) in WAC 296-800-160 Personal Protective Equipment (PPE) requires all employers to assess their workplace for hazards that might require the use of personal protective equipment. If PPE has to be used, the supervisor must require its use. After the assessment and selection, employees required to use PPE must be trained before they are required to use the PPE. All of the following must be covered:
    1. What PPE to use and when to use it
    2. Limitations of the PPE

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3. How to put it on, take it off and adjust it
4. Inspection and maintenance
5. Any manufacturer instructions and warnings
6. Make sure the PPE fits well
7. How to obtain PPE
8. How to dispose of PPE

Bargaining unit employees will not be disciplined for refusing to work in the event that Employer required PPE is not provided by the Employer.

B. The Employer shall provide appropriate PPE to all health care workers in accordance with UW Medicine policy. The Employer shall provide appropriate PPE to all campus employees in accordance with the University's Department of Environmental Health & Safety policy. No employee will be disciplined or retaliated against for advocating for PPE that they believe is needed for their and others' safety.

Tentatively Agreed To:

For the Union:

Signed by: Becky K. Stephens
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Date: 9/16/2026

For the Employer:

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Date: 9/16/2026

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ARTICLE 32: UNIFORMS AND SPECIAL CLOTHING

32.1.

The Employer will provide and clean, at no cost to the employees, any designated uniforms or special clothing which is required by the Employer to be worn on the job. Such clothing will be mended or replaced by the Employer as necessary due to normal wear and tear.

32.2.

Prior to any decision by a department head to purchase or modify uniforms, employees in their respective departments shall be given an opportunity to consult with their department head regarding the color, fabric, and style or uniform to be worn. The department head shall consider seasonal temperatures in the selection of uniforms. The department head will consider the wishes of the employees in making a decision.

32.3.

Any clothing which is furnished by the Employer shall be worn in accordance with the applicable rules or safety regulations.

32.4.

The Employer will reimburse employees for personal uniforms, work clothing, and/or necessary personal items (e.g. eyeglasses, hearing aids, watches) damaged, torn, or destroyed during normal work activity or by patients, clients, or customers. Such reimbursement shall be based on estimated current value of the damaged article to a total of two hundred dollars ($200).

32.5. Safety Boot Reimbursement (Seattle Main Campus, UW-Bothell, UW-Tacoma, UWMC and HMC Facilities Only):

As determined by the Employer, individual departments may reimburse employees up to two hundred dollars ($200.00) per year during the life of this agreement for protective footwear meeting the performance requirements of ASTM F2413-11 relative to impact or compression of the toe or metatarsal, puncture resistance or electrical hazards or static dissipation, if required as personal protective equipment.

32.6 Tools and Equipment:

The Employer may determine and provide necessary tools, tool allowance, equipment and foul weather gear. When requested, staff will be provided with protective gloves and safety glasses when required to safely perform their work. The Employer will repair or replace employer provided tools and equipment if damaged or worn out beyond usefulness in the normal course of business. Employees are accountable for equipment and/or tools assigned to them and will maintain them in a clean and serviceable

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condition. Employees who misuse, vandalize, lose or damage state property may be subject to disciplinary action. Employees will be required to return all Employer provided tools, equipment (i.e., electronic equipment, badges, etc.) and foul weather gear upon separation from employment. In those cases where an employee fails to return the provided tools, equipment and/or foul weather gear, the Employer may deduct the value of the items from the employee's final pay.

Trades Staff. Upon request, the Employer will provide each Trades staff member with one (1) load bearing utility belt/vest.

Tentatively Agreed To:

For the Union: Signed by: Becky K. Stephens 530E07D4212E4C6...

Date: 9/20/2026

For the Employer: DocuSigned by: Catherine Scheid 9BED1964C6434D0...

Date: 9/20/2026

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ARTICLE 33: TRANSPORTATION AND COMMUTE REDUCTION

33.1. Parking/U-Pass.
The Union agrees that during the life of this Agreement, the University may apply changes in transportation policy, including adjusting parking and U-pass fees and criteria for assigning parking spots, to the bargaining unit without the obligation to bargain with the Union. The Union may raise issues and concerns about the University's parking program at Joint Labor/Management Committee meetings or at ad hoc Labor Management Committee meetings. The Union shall have a standing seat on the University's committee(s) that work on transportation and parking issues.

33.2. Flexible schedules to assist in commute trip reduction.
Departments having continuous and/or public responsibility may establish independent work schedules in order to meet their special needs. Departments are encouraged to give serious consideration to employee requests for flexible schedules for commute trip reduction purposes. Individual requests for flexible scheduling may be approved by the employing official, provided that such scheduling does not interfere with the effective operation of the department and shall be dependent upon operating, business, and customer needs.

33.3. The University will provide parking for employees when they are required to work at football games.

33.4.

Employees in the bargaining unit will not be charged a fee for a U-PASS.

Tentatively Agreed To:

For the Union:

Signed by:
Becky K. Stephens
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Date: 9/18/2026

For the Employer:

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Banks Evans
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Date: 9/18/2026

Docusign Envelope ID: DED5ED0D-38C2-83D4-8196-C7F01E5B0309

ARTICLE 34: PERFORMANCE EVALUATION

34.1.

Performance evaluations shall be performed annually. Evaluations shall be based on job related performance factors. Performance evaluations shall not be used to initiate personnel actions such as transfer, promotions or corrective action; however, evaluations may serve as supporting documentation for personnel actions. A supervisor's failure to complete an annual performance evaluation will be construed to mean the employee has performed satisfactorily. Employee participation in the development of evaluation materials and rating factors is encouraged.

34.2. Evaluation Forms.

A. Performance evaluation forms will at a minimum include the following:
    1. A description of the job related factors upon which the evaluation is based. These will include:
        a. quality of work (e.g. competence, accuracy, neatness thoroughness),
        b. quantity or work (e.g. use of time, volume of work accomplished, ability to meet schedules, productivity levels),
        c. job knowledge (e.g. degree of technical knowledge, understanding of job procedures and methods), and
        d. working relationships (e.g. cooperation and ability to work with supervisor, co-workers, students, and clients served).
    2. Provision for identifying specific achievements of the employee, performance goals for the next evaluation period, identifying training needs to enhance the employee's skills and other comments.
    3. Provision for employee comments or objections to be attached to and/or included on the performance evaluation form.
    4. Provision for employee signature accompanied by a statement that "Employee signature means that the employee has seen and is aware of the content of the evaluation, but does not necessarily mean that the employee agrees with the evaluation content."
    5. Provision for the evaluator and reviewer signatures, and reviewer comments.

B. The performance evaluation form may be supplemented with other forms and/or information used to support the employee's evaluation. Upon request, an employee may review any written materials used by supervision to prepare the evaluation.

C. Employees will be provided feedback during their probationary and/or trial service periods.

D. Implementation of alternative performance evaluation models is an appropriate topic for Joint Labor Management Meetings.

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34.3. Employee Evaluation Information.

A. Upon appointment to a position the employee's supervisor will provide the employee with a copy of:
    1. the class specification for the position
    2. the position's job duties
B. Written performance expectations shall be provided to the employee in sufficient time (normally within thirty (30) calendar days after appointment to the position) to allow the employee to meet the work expectations. The Employer will provide at least sixty (60) calendar days notice to employees before the evaluation when modifications that substantively alter performance expectations are made. Minor modifications that do not substantively alter performance expectations require no notice.

34.4. Evaluation Process.

A. The supervisor will communicate with the employee about performance problems as they occur.
B. The purpose of the evaluation meeting is to review, discuss, and if appropriate, modify the evaluation. The employee shall have an opportunity to discuss the proposed evaluation with the supervisor and to provide a written response.
C. The final evaluation, with employee comments attached, will be signed by the evaluator and the employee. The employee will be provided a copy at their request. Employees of the Medical Centers and those completing their performance evaluations will not sign a copy of the evaluation, but will complete the "acknowledgement" step in Workday to demonstrate their review of the completed evaluation. Employees of the Medical Centers can access and print their performance evaluations from their Workday profile.
D. Upper level supervisors at the Medical Centers have access and review privileges for employee performance evaluations in Workday. If modification and/or comments are made at this level a copy will be provided to the employee. Medical Centers employees are alerted in Workday to any additional modifications and/or comments made. Medical Centers can access and print their performance evaluations from their Workday profile.
E. A copy of the completed evaluation, signed by all appropriate individuals, will be provided to the employee upon request, including the employees' rebuttal and/or comments (if any).
F. Performance evaluations shall be retained in the departmental file for no more than three (3) years.

34.5. Grievability.

Employee performance evaluations are grievable only through Step Two of the Grievance Procedure.

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Tentatively Agreed To:

For the Union:	For the Employer:
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Date: 9/4/2026	Date: 9/4/2026

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ARTICLE 35: PERSONNEL FILES

35.1. Files Relating to Employment.

The Employer shall maintain files relating to employment in accordance with the applicable University policy and/or state or federal law. The personnel file for each employee will be maintained by the appropriate Human Resources Operations department and will accompany the employee throughout their service career at the University of Washington. The departmental file will be maintained by the department.

Individual supervisors may create and retain documents in a supervisor file. Documents in the supervisor file will not be placed in the department or personnel file unless they are incorporated as part of an official action (such as a performance evaluation or a corrective action).

35.2. Employee Access to Files.

Each employee has the right to review their personnel file, supervisory file, attendance file, payroll file and medical file. The Employer will determine the location of all employee files. Upon written request by an employee to their Human Resources Consultant (for personnel file) or department manager (for departmental file), the employee and/or representative may examine the employee's personnel file or departmental file. Review of employee files will be in the presence of an Employer representative during business hours. The employee and/or representative may request copies, which may be provided at no cost if the size of the request is reasonable. A copy of the written authorization will be retained in the employee's file.

35.3. Employee Response.

A copy of any correspondence, adverse material, or letters issued and intended to be included in an employee's official personnel file shall be mailed or given to the employee prior to becoming a permanent part of the file. An employee may insert a reasonable amount of job-related materials in their personnel file that reflects favorably on their job performance. An employee may provide a written rebuttal to any information in the files that they considers objectionable. The Employer will attach the rebuttal to the related document.

Information shall be retained as long as it has a reasonable bearing on the employee's job performance or upon the efficient and effective management of the institution.

35.4. Confidentiality.

Unauthorized parties shall not have access to any employee's personnel or departmental file. A record will be retained in the HR personnel file of the names of individuals outside of HR who have reviewed the personnel file who do not have written authorization from the employee, except requests for records in accordance with the Public Records request process.

35.5. Medical Files.

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Medical information related to employment will be kept separate from all other employment files and confidential in accordance with state and federal law.

35.6.

Adverse material or information related to alleged misconduct that is determined to be false, and all such information in situations where the employee has been fully exonerated of wrongdoing, and/or any documents removed pursuant to Article 36 Corrective Action, will be promptly removed from the employee's files. The Employer may retain this information in a legal defense file in accordance with the prevailing Washington State law. The Employer may retain information relating to employee misconduct or alleged misconduct if the employee requests that the information be retained.

Tentatively Agreed To:

For the Union:

Signed by: Becky K. Stephens
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Date: 9/16/2026

For the Employer:

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Date: 9/16/2026

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ARTICLE 36: CORRECTIVE ACTION/DISMISSAL

36.1.

The parties will follow the "Corrective Action/Dismissal Process" outlined below. No employee shall be subject to the process except for just cause. The corrective action process will be considered to incorporate the concept of progressive action while providing a positive method for improvement rather than punitive action. The University will determine the specific step at which the process begins based on the nature and severity of the problem.

36.2. Representation.

A. Employees shall be notified orally or in writing that upon request they shall be entitled to have a union representative, unless otherwise mutually agreed to, present when formal counseling, final counseling or dismissal is occurring. The Employer will provide at least three (3) business days to allow an employee to secure a Union representative. The day after notice is provided shall be the first (1st) day of the three (3) day notice period to secure representation. Employees have a right to a meeting with management whenever corrective action is issued. Attendance of a representative shall not delay the disciplinary process unduly as determined by the Employer. All parties shall make every effort possible to allow for Union representation without unduly delaying the process.

B. Upon request, an employee has the right to a union representative at an investigatory interview called by the Employer, if the employee reasonably believes corrective action could result. The Employer will provide at least three (3) business days to allow an employee to secure a representative. The day after notice is provided shall be the first (1st) day of the three (3) day notice period to secure representation. If notice is given prior to the midpoint of the scheduled shift or if the employee is on paid administrative time off, the day of notification is the first day.

C. An employee placed on an alternative assignment during an investigation will not be prohibited from contacting their union steward unless there is a conflict of interest, in which case the employee may contact another union steward. This does not preclude the Employer from restricting an employee's access to the Employer's premises.

D. An interpreter can be requested by either party and will be provided.

36.3. Coaching.

Informal discussion or instruction between employee and their immediate supervisor. Supervisor may follow up in writing which may include a simple action plan. This is not a form of corrective action.

36.4. Corrective Action/Dismissal Process.

The Employer will make clear when formal or final counseling is being conducted and will inform the employee about their right to representation under the CBA. When

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counseling or dismissing an employee, the Employer will make every effort to protect the privacy of the employee. Translators may be requested by any party.

Formal Counseling.

Formal counseling (may involve administrative personnel other than the employee's immediate supervisor) including the development of a written action plan. The action plan will identify specific problem areas, performance objectives, suggestions for remedying, and a timeframe for improvement. Prior to issuance of formal counseling, a meeting may be scheduled by the employer or requested by the employee to give the employee an opportunity to make their case before the final decision is made. Employee requests for such a meeting will be granted. An employee is entitled to representation at this meeting.

Final Counseling.

Final counseling (may involve administrative personnel other than the employee's immediate supervisor) including action plan discussion and revision, where appropriate.

Dismissal.

Prior to dismissal, a pre-determination meeting will be scheduled to give an employee an opportunity to make their case before the final decision is made. The employee has the right to have a Union Council representative present at the pre-determination meeting. At least five (5) days prior to the meeting, the employee will be informed in writing of the reasons for the contemplated dismissal and given referenced documentation. The employee will be furnished with written notification of the outcome of the pre-determination hearing.

Demotion.

Demotion of Leads and/or Supervisors may be initiated by the Employer at any step of the Corrective Action process.

36.5. Removal of Records.

Upon written request by the employee, any ~~formal or final counseling~~corrective action, excluding those for workplace violence or University policies against harassment, discrimination, or retaliation, or those in which the employee was the subject of an investigation, allegation, or findings of sexual misconduct, will be removed from an employee's personnel file after three (3) years if the following criteria have been met:

1. Circumstances ~~set forth in writing~~, ~~and~~ as determined by the University do not warrant a longer retention period; and
2. There has been no subsequent corrective action.

Nothing in this Article prevents the Employer from agreeing to an earlier removal date.

Once a corrective action has been removed from the employee's file as outlined above, the information removed will not be used in subsequent corrective action, unless

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mutually agreed otherwise.

36.6. Grievability/Arbitrability.

Formal counseling may be grieved beginning at Step One or Step Two of the grievance procedure and up to Step Three Mediation only.

Final counseling, demotion, and dismissal may be grieved through every step of the grievance procedure beginning at Step Two.

Tentatively Agreed To:

For the Union: Signed by: Becky K. Stephens 530E07D4212E4C6...

Date: 9/20/2026

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Date: 9/20/2026

Docusign Envelope ID: 25F4D4A9-B373-871B-83A8-70391DEB7578

ARTICLE 37: EMPLOYEE ASSISTANCE PROGRAM

The Washington State Employee Assistance Program (WA EAP) supports PEBB-eligible University of Washington employees and their household members to help identify and resolve personal concerns related to health, safety, and well-being. ~~The Employer will continue to offer an Employer supported Employee Assistance Program for all employees covered by this Agreement. Employees can request, and Employer will consider, adjustments in schedule to allow access to the services of the Employee Assistance Program~~. The Employer and the Union will encourage and support participation in appropriate programs including the Washington State Employee Assistance Program.

WA EAP may presently be reached at eap.wa.gov or 877.313.4455. No employee's job security will be placed in jeopardy as a result of seeking and following through with ~~corrective~~ treatment, counseling or advice ~~provided that the employee's job performance meets supervisory expectations~~.

Employees can request, and Employer will consider, adjustments in schedule to allow access to the services of the Employee Assistance Program.

If an employee is unable to secure an appointment with a WA EAP counselor, attorney, or financial consultant outside of work hours, the University may provide reasonable release time from their regular work schedules to access such services.

Employees should follow their department's procedures for requesting release time and should provide as much notice as possible. Employees should work with their managers to ensure that time away from work does not impede critical operations.

The Employee Assistance Program will protect the confidentiality of those employees using their services.

Tentatively Agreed To:

For the Union:

Signed by:
Becky K. Stephens
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Date: 9/18/2026

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Date: 9/18/2026

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ARTICLE 38: SENIORITY, LAYOFF, REHIRE

38.1.

A. **Seniority.**

Layoff seniority is defined as the continuous length of service in calendar days with the Employer from the most recent date of hire. Service of less than full time shall be considered full time. Time spent on paid or unpaid leave will not impact layoff seniority. Time spent on the layoff rehire list shall not be included in computing layoff seniority. Permanent employees who are veterans or their unmarried widows/widowers shall have added to their seniority the veteran's active military service to a maximum of five (5) years credit. Time spent on military duty leave, paid or unpaid, or time spent on leave without pay to work for the union in accordance with Article 29, is included in seniority calculation. Probationary employees are not vested with seniority credits until successfully completing the probationary period. Seniority shall be lost following a break in service including resignation, termination for cause, failure to return from a leave of absence, expiration of rehire rights. Neither time spent on leave of absence, the layoff rehire list, or on cyclic year leave shall be considered a break in service. Employees who enter into the bargaining unit from other positions at the University of Washington shall be credited with layoff seniority for all seniority earned in the State classified service while employed at the University. Employees who enter into the bargaining unit from other state agencies and institutions of higher education shall earn layoff seniority from the first day of coverage under this Agreement.

B. **Department Seniority.**

Department seniority is defined as continuous length of service in calendar days within the employee's department and where applicable, shall be used for internal department processes, such as vacation and schedule bids.

C. ~~**Layoff**~~ **Seniority Tiebreaker**.

~~For the purposes of layoff only, w~~When it is necessary to determine the order of seniority among bargaining unit members whose contract seniority is identical, a random chance method will be employed to select the names of those employees one at a time. The University shall inform the Union every time this method is necessary and will provide proof of the seniority tie. When selecting among employees whose seniority is identical, the Union may be represented by any individuals it chooses, and will draw the names. The University will be represented by a manager/administrator from the Department involved and a representative from Human Resources. The first employee selected will be

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considered the most senior; the last employee selected will be considered the least senior.

38.2.

A. **Layoff.**

1. Whenever it becomes necessary for the Employer to reduce its workforce due to lack of work, lack of funds, or good faith reorganization for efficiency purposes, the Employer shall use the following procedure. The Employer will notify the Union of impending layoffs thirty (30) calendar days in advance of implementation so that reasonable alternative proposals can be considered. Whenever possible the Employer will provide more than minimum notice.
2. The Employer shall not lay off bargaining unit employees in lieu of disciplinary action.
3. Employees will be laid off in accordance with seniority, as defined in Article 38.1(a)

B. **Employment Option**

The employee affected by the reduction in force shall be offered the following employment options in descending order, provided they meets the essential skills (defined as the minimum qualifications listed in the job description for the classification and any specific position requirements or credentialing) of the offered position:

1. A funded vacant position within the same job classification, FTE, and layoff unit (set forth in Appendix IV).
2. A funded vacant position within the same job classification within .2 FTE status and layoff unit.
3. The opportunity to replace the most junior employee within the layoff/seniority unit (set forth in Appendix IV) in the same classification and in an FTE status within .2 FTE status of the employee affected by the reduction in force. (For example, if a .8 FTE position is being abolished, the employee affected is eligible to replace the most junior individual in a .6 to 1.0 FTE position)
4. The opportunity to replace the most junior employee in the same classification with a lower FTE status than their own within the layoff/seniority unit.
5. The opportunity to replace the most junior employee within the same department who is:
    a. In a lower classification in the same series as the employee affected by the reduction in force; and
    b. Within .2 FTE of the employee affected by the reduction in force.

C. **Notice.**

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The Employer shall identify the positions to be abolished and the employee(s) to be affected and shall notify employees in these positions, with notice to the union, not less than thirty (30) calendar days prior to the abolishment of the positions, pay the employee in lieu of notice, or combine pay and notice. Whenever possible the Employer will provide more than minimum notice. The notice shall include:

1. The effective date of the layoff and a reference to the employee's rights under this Article, and
2. Identification of the employment option being offered, if applicable. In accordance with 38.2.b. above, if the incumbent in a position to be abolished has an opportunity to replace the most junior employee within the layoff/seniority unit, the incumbent will be given up to three (3) calendar days to determine if he/she wants to replace the junior employee or be placed on the rehire list. Vacant positions or those held by probationary employees within the layoff/seniority unit will be considered a more junior position.

D. **FTE Increase or Reduction.**

An employee in a position that is not abolished but is increased or reduced in FTE status and who will remain benefit eligible after the reduction or increase will have the choice of staying in the reduced or increased position and going on the rehire list for the position and FTE status held by the employee immediately prior to the increase or reduction or exercising available layoff rights under 38.2. The employee must exercise this choice within three (3) working days of the increase or reduction notice.

E. **Voluntary Layoff.**

Appointing authorities will allow an employee in the same job classification and department where layoffs will occur to volunteer to be laid off provided that the employee is in a position requiring the same skills and abilities, as a position subject to layoff. Any volunteer for layoff shall have no formal layoff option. If the appointing authority accepts the employee's voluntary request for layoff, the employee will submit a non-revocable letter stating they are accepting a voluntary layoff from the University. The employee will be placed on all applicable rehire lists.

F. **Rehire.**

The Employer shall make a concerted effort to re-employ bargaining unit members on the rehire list. Bargaining unit members on the rehire list are eligible to take all Professional & Organizational Development (POD) courses on a space available basis upon payment of designated fees. Employees without employment options will be placed on the rehire list(s) designated by the employee for twenty-four (24) months. In addition to the rehire list for the

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classification and FTE status from which the employee was laid off, employees identified for layoff may request placement on the following rehire lists:

1. For positions of a lower FTE status in the classification from which the employee was laid off (or equivalent if prior classification has been abolished); and
2. For positions in other classifications in which the employee previously held permanent status; and
3. Lower classes in the series from which the employee was laid off.

The Employer will refer an employee from the designated rehire list(s) for any open positions in the bargaining unit for which the laid off employee possesses the essential skills. For classifications which have separate job codes in the Campuswide and Harborview Bargaining Units, Rehire lists will include both job codes. Employees referred from the rehire list(s) who possess the essential skills needed for a vacant position will be offered the position prior to the Employer posting for competitive recruitment. From among these employees, offers will be made in seniority order, most senior person first. Job requests for positions for which there are employees on rehire list(s) may not be withdrawn solely to avoid hiring laid off employees.

4. The Employer will provide a copy of the Rehire List to the Union upon request.
5. When the job classification the employee was laid off from is represented by both SEIU 925 and WFSE Local 1495 or Local 3488 the employee will be placed on the rehire list for the specific job classification for both unions.

G. **Rehire Trial Period.**

Employees placed into vacant positions from the rehire list will serve a six (6) week rehire trial period. During the rehire trial period either party may, at its sole discretion and without resort to the grievance procedure, initiate return to the rehire list. Time spent in a rehire trial period will not count toward the twenty-four (24) month rehire list period. The six (6) week rehire trial period will be adjusted to reflect any paid or unpaid leave taken during the period.

H. **Corrective Action.**

Final Counseling that occurs within the six (6) months prior to the layoff will be considered in effect should the employee be rehired. The employee will continue to be subject to any consequences of not following the directives and/or action plan(s) specified in the current corrective action.

I. **Removal from List.**

Removal from the rehire list(s) will occur for any of the following circumstances:

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1. If placement does not occur within twenty-four (24) months,
2. If the employee refuses two (2) offers of placement for a position having the same pay, FTE status and shift as the position from which the employee was laid off, or listed in the employee's option selection form. In such case, the employee will be removed from all other rehire lists and will have exhausted their rehire rights.
3. If the employee was placed into two (2) vacant positions for which the employee has failed to complete the rehire trial period.
4. If the employee accepts any offer of placement from any rehire list and completes the rehire trial service period for a position with the same FTE status and pay as the position from which the employee was laid off.
5. Employees who reject two (2) offers of placement from a list for a position of a lower FTE status than that which the employee held immediately prior to layoff will be removed from that list.
6. Employees who reject one (1) offer of placement from a list for a position in a classification other than that from which the employee was laid off will be removed from that list.

38.3. Rehire Wages and Increment Date.

When employees are rehired from layoff status, the progression start date ~~and annual leave accrual date~~ will be reestablished and months of service toward a higher vacation time off accrual rate will be awarded by the amount of time equal to the period of time spent on the rehire list ~~extended by an amount of time in calendar days equal to the period of time spent on the rehire list~~ prior to rehire. Employees placed from the rehire list into positions with the same salary range held at the time of layoff shall be placed at the same step in the range held at the time of layoff. Employees placed from the rehire list into positions with a lower salary range than held at the time of layoff shall be placed in a salary step, not to exceed top automatic step, nearest to, but not in excess of, the salary held at time of layoff.

38.4.

Affirmative action goals may be considered at any point during the layoff or rehire process.

38.5. Benefits and Temporary Services.

Employees on the rehire list who follow the rules prescribed by Temporary Services may be referred to temporary positions and can receive employer paid health benefit coverage if they meet the eligibility requirements as determined by the State.

Tentatively Agreed To:

For the Union: Signed by: Becky K. Stephens 530E07D4212E4C6... Date: 9/20/2026

For the Employer: DocuSigned by: Catherine Scheid 9BED1964C6434D0... Date: 9/20/2026

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ARTICLE 39: RESIGNATION AND ABANDONMENT

39.1. Resignation.

Employees are encouraged to provide at least two weeks' notice of resignation. A written or oral resignation may be withdrawn within twenty-four (24) hours excluding the employee's scheduled days off and holidays off, after submitting the resignation. The employee may only withdraw one resignation per position held. The Employer may permit withdrawal of resignation at any time.

39.2. Presumption of Resignation/Abandonment.

a. An employee who fails to appear for work and report absence to the supervisor, in accordance with departmental policy, on three (3) consecutive scheduled workdays, shall be deemed to have resigned. Notice of separation will be sent to the employee's last known address on record with the UW Payroll Office via certified mail after the third (3rd) consecutive day of absence. Prior to sending the notice, the Employer will attempt to contact the employee through current home telephone and emergency contact numbers on record in Employee Self-Service (as an example: Workday).
b. Within fourteen (14) calendar days of mailing the separation notice and upon proof that the failure to report absent could not reasonably have been avoided, an employee may submit to the supervisor a written petition for reinstatement. The Employer's decision to not reinstate may be grieved according to the grievance procedure in Article 6.

39.3.

Separated employees have the right to compensation for accrued vacation leave and compensation time according to University policy.

Tentatively Agreed To:

For the Union:

Signed by: Becky K. Stephens
530E07D4212E4C6...

Date: 8/5/2026

For the Employer:

DocuSigned by: Banks Evans
C5469E99932C427...

Date: 7/9/2026

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ARTICLE 40: MANDATORY SUBJECT

40.1.

The Employer will satisfy its collective bargaining obligation before making a change with respect to a matter that is a mandatory subject.

A. The Employer will notify the Executive Director of the Union at mandatorynotice@wfse.org of these changes in writing, citing this Article. The written notice must include:
    1. A description of the intended change, including information relevant to the impacts of the change on employees and a list of the job classifications and names of affected employees if known;
    2. Where the change will occur; and
    3. The date the Employer intends to implement the change.
B. Within thirty (30) calendar days of receipt of the written notice the Union may request negotiations over the changes. The timeframe for filing a demand to bargain will begin after the Employer has provided written notice to the Union. The thirty (30) calendar day period may be used to informally discuss the matter with the Employer and to gather information related to the proposed change. The written notice requesting bargaining must be filed with Human Resources Labor Relations (LR) at laborrel@uw.edu and shall include at least three (3) available dates and times to meet.
C. In the event the Union does not request negotiations within thirty (30) calendar days of receipt of the notice, the Employer may implement the changes without further negotiations.
D. There may be emergency or mandated conditions that are outside of the Employer's control requiring immediate implementation, in which case the Employer will notify the Union as soon as possible.

40.2.

Unless agreed otherwise, the parties agree to begin bargaining within thirty (30) calendar days of receipt of the request to bargain. If the union makes a request for information at the same time as the request to bargain, the thirty (30) calendar days will not begin until the information request has been fulfilled. Information requests made after the request to bargain will not delay the scheduling of discussion and/or negotiations. The parties shall agree to the location and time for the discussions and/or negotiations. Each party is responsible for choosing its own representatives for these activities. The Union will provide the Employer with the names of its employee representatives at least seven (7) calendar days in advance of the meeting date unless the meeting is scheduled sooner, in which case the Union will notify the Employer as soon as possible.

Release Time

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A. When a release request involves one (1) or two (2) departments or units, the Employer shall approve paid release time for up to four (4) employee representatives who are scheduled to work during the time meetings or negotiations are being conducted, provided the absence of the employee will not interfere with the operating needs of the Employer. When a release request involves more than two (2) departments or units, the Employer shall approve paid release time for up to six (6) employee representatives who are scheduled to work during the time meetings or negotiations are being conducted, provided the absence of the employee will not interfere with the operating needs of the Employer. The Employer may approve leave without pay for additional employee representatives provided the absence of the employee will not interfere with the operating needs of the Employer. If the additional employee absence is approved, the employee(s) may use personal holiday, vacation time off, holiday credit, or compensatory leave instead of leave without pay.

B. No overtime will be incurred as a result of bargaining and/or preparation for bargaining.

C. The Union is responsible for paying any travel or per diem of employee representatives. Employee representatives may not use a state vehicle to travel to and from a bargaining session, unless authorized by the Employer for Business Purposes.

Tentatively Agreed To:

For the Union:

Signed by:
Becky K. Stephens
530E07D4212E4C6...

Date: 9/10/2026

For the Employer:

DocuSigned by:
Catherine Scheid
9BED1964C6434D0...

Date: 9/10/2026

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ARTICLE 41: NEW EMPLOYEES

41.1. New Employees.

A. The Employer may offer a regularly scheduled, in-person, all day new employee orientation which will include a benefits orientation. The orientation will be offered by the office of Professional and Organizational Development in coordination with the Benefits Office and the Employer may require new employees from the Seattle Main Campus to attend Welcome Day in Seattle. The new employee orientation may take place virtually.

B. UW Bothell and UW Tacoma will continue to hold orientations that complement Welcome Day and employees working at UW Bothell and UW Tacoma will be required to attend

C. A Union representative shall be allowed up to thirty (30) minutes with employees during the new employee orientation. Such release time will be subject to the operational needs of the department ~~and does not count as time worked for the purpose of calculating overtime~~.

D. If the University conducts orientation on-line, the Union will be permitted to display a reasonable amount of information as part of the program.

E. For employees hired into the bargaining unit who do not attend the orientation described in A and ~~B~~ C above, within ninety (90) days of the employee's start date, the Employer will provide the Union access to the employee during the employee's regular work hours to present information about the Union. This access will be provided at the employee's regular worksite, or at a location mutually agreed to by the Employer and the Union and will be for no less than thirty (30) minutes.

Tentatively Agreed To:

For the Union: Signed by: Becky K. Stephens 530E07D4212E4C6...

Date: 9/20/2026

For the Employer: DocuSigned by: Catherine Scheid 9BED1964C6434D0...

Date: 9/20/2026

Docusign Envelope ID: 569B93F9-5FF9-8530-8258-6A2D283383CA

ARTICLE 42: UNION ACTIVITIES, RIGHTS, AND STEWARDS

42.1. Staff Representatives.

A. Within thirty (30) calendar days from the effective date of this Agreement, the Union shall provide the ~~Office of Labor Relations~~ Labor Relations Office a list of staff representatives. The Union shall provide written notice to the Employer of any changes within thirty (30) calendar days of the change.

B. Staff representatives may access University premises to carry out representational activities. The representative shall notify local management prior to their arrival and shall not interrupt the normal operations of the institution. The staff representative may meet with bargaining unit employees in non-work areas during non-work times.

It is understood that any such visits which require a meeting with an employee will be restricted to the non-working time of the employee unless otherwise authorized by management or provided for elsewhere in this Agreement, and that there will be no interference with an employee's work assignment.

While inspecting the workplace, the Union may engage in de minimis conversations with employees, so long as an employee does not object and such conversation does not interfere or disturb the operation of the facility or compromise the security of patient health information.

42.2. Union Stewards.

A. The Employer recognizes the right of the Union to designate union stewards who shall be permitted without unnecessary delay to devote reasonable periods of time (for example, time to travel to the meeting site, 10-15 minutes to confer with the employee prior to the meeting) during normal working hours to present any grievance to the supervisor or designated representative for which adjustment has been requested by an employee or group of employees.

B. Time off for processing grievances shall be granted to a Union steward by supervision following a request but in consideration of any job responsibilities. If permission for time off cannot be immediately granted, the supervisor will arrange for time off at the earliest possible time thereafter.

C. The Union shall prevail upon all employees in the bargaining unit and especially Union stewards, to make a diligent and serious attempt to resolve complaints at the lowest possible level. The Employer, likewise, shall prevail upon its supervisory personnel to cooperate fully with the Union stewards and other Union representatives in the speedy resolution of any grievance that may arise.

D. A record of a steward's work time spent on grievances or other authorized activity on behalf of the Union shall be maintained in Workday as the time off type "Release Time Off – Union related activities" or UW Medicine Timekeeping as "TR-Union Releases." ~~on a basis mutually agreeable between the Union and the department involved.~~

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E. In the event the Employer determines that the amount of work time used by any steward on grievances or other authorized Union activities is unreasonable, it may become a topic for mutual discussion between the parties.

F. Union stewards shall primarily conduct representational duties only within their designated area of jurisdiction. Stewards may represent members in another jurisdiction if the steward designated for that other jurisdiction is unavailable (e.g. away on approved leave), has a conflict, or if there is no steward in that area. In the event that a steward is unavailable, the steward of the next geographically closest designated jurisdiction will be contacted to represent the employee. The number of stewards in a particular area and the jurisdiction they serve shall be an appropriate subject of discussion between the Union and the Employer.

G. The Union agrees to submit an up-to-date list to the ~~Office of Labor Relations~~ Labor Relations Office once per quarter indicating the name of all Union stewards, apprentice stewards, their work locations, department, jurisdiction and designation as an Officer. ~~In any event, said list shall be submitted at least annually with changes noted as they occur.~~ Union stewards shall be recognized when the ~~Office of~~ Labor Relations Office is informed of their appointment. Areas of jurisdiction are as follows: UWMC, South Campus HSB, HMC, Health Sciences, South Lake Union, Downtown, Airlift Northwest, UW Tower, Bothell Campus, Tacoma Campus, Seattle Campus, and Sandpoint. Stewards shall be assigned by the union. Lead Stewards, shall be recognized to have broader jurisdictions.

H. Whereas it benefits the University to have Union stewards who understand the contract and are trained in administration of the contract, each of the Union's stewards shall be allowed a total of eight (8) working hours annually without loss of pay to participate in the Union's steward training program. Said time off shall be approved in advance by the employee's supervisor and shall be contingent upon the ability to provide coverage during the time off.
The Union shall submit to the ~~Office of~~ Labor Relations Office at least fifteen (15) days in advance the names of the employees (with their respective supervisors) that are scheduled to participate in the training. The Union will confirm the employee's participation in the training upon completion.

I. **New Steward Training.**
Where the Union requests in advance of an investigatory meeting/fact finding, Step One, or a Step Two hearing that a second steward (apprentice) be present for training purposes, this release will be approved without loss of pay or recorded work time subject to the operational needs of the second steward's department if the apprentice steward is on record with the Labor Relations Office. Confirmation of attendance must be communicated to the Supervisor and Human Resources in advance of the meeting. The Employer may deny requests for a second steward to attend an investigatory meeting/fact finding within the employee's department. No overtime or compensatory time will be earned for participation. ~~and no steward shall attend as a second steward more than once.~~Apprentice stewards may attend as a second steward up to three (3) times. Only one (1) apprentice steward may attend per meeting. When possible, a

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second steward will not attend meetings with a primary steward who works in the same department.

42.3. Union Business Activities.

A. Employees who intend to absent themselves from work for the purpose of attending and participating in Union business functions or programs, such as meetings, conventions, seminars, or other authorized meetings at the Union's request, may do so with supervisory approval. The Employee may use paid or unpaid time consistent with University Policy. Employees may use paid time in the following order: 1) compensatory time, 2) holiday credit, 3) personal holiday (whole day absences only, 4) accrued vacation time off. Unless this would result in the loss of vacation time.
B. The employee shall request leave from the Employee's immediate supervisor at least two (2) weeks prior to the planned absence.

42.4. Use of State Facilities, Resources, and Equipment.

A. Meeting Space and Facilities. The Employer's campuses and facilities may be used by the Union to hold meetings subject to the University's policy and availability of the space. The Employer will provide private space for stewards and/or Union representatives to meet in confidence with those they represent on a space available basis, whenever possible. Staff representatives may reserve and utilize meeting rooms in accordance with University policy and procedure. Such requests will be subject to availability and all applicable fees.

When employees are required to meet with management, they along with their steward and/or Union representatives will be provided with a private space that is free from noise and interruptions and away from management staff (when the meeting is virtual), whenever possible.

B. E-mail, Fax Machines, the Internet, and Intranets
Union delegates, and members may utilize state owned/operated equipment to communicate with the Union and/or the Employer only for the exclusive purpose of administration of this Agreement. When used properly, such use will not be used for disciplinary purposes. Such use will:

1. Result in little or no cost to the Employer;
2. Be brief in duration and frequency;
3. Not interfere with the performance of their official duties;
4. Not distract from the conduct of state business;
5. Not disrupt other state employees and will not obligate other employees to make a personal use of state resources; and
6. Not compromise the security or integrity of state information or software.

The Union and its union delegates will not use the above referenced state equipment in

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a manner that is prohibited by the Executive Ethics Board. Communication that occurs when using state-owned equipment is the property of the Employer.

C. Bulletin Boards and Distribution of Union Material. Upon request, space will be made available to the Union on bulletin boards in those areas where bargaining unit employees work or frequent, for the posting of notices and information pertaining to official business of the Union. Materials posted on Union bulletin boards without the signature of a recognized Union officer or representative may be removed.

Employees shall have the right to distribute official Union information materials during hours off work. Such distribution of official material shall not interfere with the work assignments of employees who are on duty. Further, such distribution activities must be held in locations which cause no interference with the various departments normal operations or with any employees who may not be involved or interested.

42.5. Temporary Employment with the Union.

With thirty (30) calendar days notice, unless agreed otherwise, employees may be granted leave without pay if the employee is elected or appointed to serve as an officer or staff member) of a specified duration, not to exceed six (6) months, provided the employee's time off will not interfere with the operating needs of the Employer as determined by management. Upon request, the department may agree to an extension of leave without pay up to an additional six (6) months. The returning employee will be employed in a position in the same job classification, in the same layoff unit, and in the same geographical area, as determined by the Employer.

42.6 Information Requests

A. All requests for information regarding the bargaining unit by the Union will be submitted in writing to the ~~Office of~~ Labor Relations Office. Requests will not normally extend more than twenty-four (24) months prior to the date of the request, unless a legitimate reason is articulated.
B. Upon written request of the staff representative or steward to the ~~Office of~~ Labor Relations Office (laborrel@uw.edu), the Employer will provide relevant information necessary for conducting representational duties. Information will be provided within a reasonable timeframe and without requiring the Union to file with the Public Records Office.
C. The Employer will acknowledge receipt of the information request and will provide the union with a date by which the information is anticipated to be provided.
D. When the Union submits a request for information that the Employer believes is unclear or unreasonable, the Employer will contact the Union staff representative and the parties will discuss the relevance and necessity of the request. The costs

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associated with the request and the amount the Union may pay for receipt of the information may also be discussed.

Tentatively Agreed To:

For the Union:

Signed by:
Becky K. Stephens
530E07D4212E4C6...

Date: 9/10/2026

For the Employer:

DocuSigned by:
Catherine Scheid
9BED1964C6434D0...

Date: 9/10/2026

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ARTICLE 43: JOINT UNION/MANAGEMENT COMMITTEES

43.1.

The Joint Union/Management Committee shall normally be composed of up to ~~three~~ four (4) members at the departmental level or ~~six~~ seven (7) members at the University-wide level plus two Union staff representatives. The Employer shall be represented by a like number on the Committee. Upon mutual agreement, the Union or Employer may have additional members attend as subject matter experts.

43.2.

The purpose of the Committee is to provide a forum for communication between the parties to this Agreement to deal with matters of general Union/Management concern. The Committee shall also function as a mechanism for resolving problems/concerns of a mutual nature; and/or any policy of the University which affects the bargaining unit and which either party requests be placed on the agenda. It is agreed by the parties that the Employer will discuss with representatives of the Union significant changes affecting institutional conditions of employment generally affecting bargaining unit employees thirty (30) calendar days in advance of targeted implementation dates of said changes so that reasonable alternative proposals can be adequately discussed and considered by the Union/Management Committee.

43.3.

Meetings of the Union/Management Committee shall normally be held during University business hours and at a mutually agreeable time and date. Participants shall experience no loss in ~~salary~~ pay for participating in the pre-meeting and meetings.~~; however, such time is not construed as work time~~, ~~and no overtime~~No paid time shall be claimed or paid for meetings attended outside of an employee's regular work hours.

43.4.

The Union/Management Committee shall have no bargaining authority; however, any agreements reached through this process shall be reduced to writing and supported by the Union representatives and Management.

43.5.

The agenda shall be limited to items that are of a group rather than an individual interest or concern and shall not include individual grievances properly processed under the grievance procedure article. If a concern is not resolved and is also grievable, a grievance may be filed pursuant to Article 6. If the parties mutually agree, the matter will be submitted at Step 3 (mediation). The grievance must still be timely in accordance with Article 6 Grievance Procedure.

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43.6.

Disposition of matters covered in a Union/Management Committee shall not contradict, add to or otherwise modify the terms and conditions of the Agreement unless otherwise mutually agreed to in writing by the Director for Labor Relations and the Union Business Representative.

43.7.

With the understanding between the parties that problem solving can best be achieved at the lowest possible level, nothing in the foregoing paragraphs shall in any way preclude discussions and/or meetings between the Employer and Union Shop Stewards or staff representatives on matters appropriate for resolution at the department level. Such agreements shall not be considered precedent setting.

43.8

The following four (4) departmental Joint Union/Management Committees will be scheduled to meet quarterly, unless both parties agree to meet less or more frequently:

A. UW Seattle Campus Facilities Services- Includes Building Services, Campus Engineering and Operations, Facilities Maintenance and Construction, Finance and Business Services, and Transportation Services
B. Housing and Food Services
C. University of Washington Medical Center
D. Harborview Medical Center

Agenda items must be provided at least fifteen (15) days in advance of the meeting. If agenda items are not provided at least fifteen (15) days in advance of the meeting either party may cancel the meeting.

The Union must submit all release requests at least fifteen (15) days in advance of the meeting.

43.9.

Joint Union/Management meetings for Bothell and Tacoma campuses will be scheduled as needed and upon mutual agreement.

43.10.

Ad hoc Joint Union/Management committee meetings for individual departments and/or to address a specific workplace issue will be formed and scheduled upon request of either the Union or the Employer.

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Tentatively Agreed To:

For the Union:

Signed by:
Becky L. Stephens
530E07D4212E4C6...

Date: 9/10/2026

For the Employer:

DocuSigned by:
Catherine Scheid
9BED1964C6434D0...

Date: 9/10/2026

Docusign Envelope ID: 5EE98765-9505-86D6-80B6-F99B733175A6

ARTICLE 44: CLASSIFICATIONS AND RECLASSIFICATIONS

44.1.

Employer will allocate positions on a "best fit" basis to the most appropriate classification at the University of Washington. Allocations shall be based on a position's duties, responsibilities, or qualifications.

44.2.

Reallocations shall be based on a permanent and substantive change in the duties, responsibilities, or qualifications of a position or application of the professional exemption criteria set forth in RCW 41.06.070(2).

44.3.

a. Should the University decide to create, eliminate or modify class specifications which does not involve a major restructure to the overall classification system, it will notify the Union in advance of implementing the action. Notification will include the bargaining unit status of the classification and, for a newly created or modified classification considered to be in the bargaining unit, a proposed salary. Notification will occur at least thirty (30) days in advance of any proposed implementation date. At the Union's request the University will meet and confer with the Union over its proposed action.
b. An employee occupying a position reallocated to a class with a lower salary range maximum due to a class being created, abolished or modified will be placed at a step on the new range closest to but not less than their current rate of pay, up to maximum auto step. If an employee's current salary is above maximum auto step, the employee's salary will be y-rated (frozen) until the new range catches up. The Progression Start Date (PSD) will remain unchanged. An employee(s) occupying a position reallocated to a class with a higher salary range due to a class being created, abolished or modified will receive the same step in the new range as the employee(s) held in the previous range. The progression start date of the employee will remain unchanged.
c. If the action is effective the 1st through the 15th of the month, the progression start date is set as the 1st of that month. If the action is effective the 16th through the end of the month, the progression start date is set as the 1st of the following month.
d. Within thirty (30) calendar days following implementation of the University's decision to create or combine classifications per Article 44, or modify class specifications for bargaining unit positions, the Union may file an appeal with the Classification Review Hearing Officer selected under Article 44.6 of this contract, to determine if the salary assigned to the classification is appropriate.

44.4.

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The Union may, at any time, propose a new classification with appropriate justification. These proposals will be reviewed by the Compensation Office of Human Resources which will accept, reject, or modify any proposal. The Union and the Compensation office will meet and discuss the proposal within sixty (60) days. This review is not grievable.

44.5.

The University agrees to notify the Union of any proposed reclassifications of occupied bargaining unit positions into non-bargaining unit positions at least thirty (30) days prior to implementation.

44.6. Professional Staff Exemptions:

A. The University will make reallocations based on application of the professional staff exemption criteria set forth in RCW 41.06.070 (including any permanent and substantive change in the duties, responsibilities, or qualifications of the position).
B. The Union and the University agree to a procedure that includes the provision of information by the University and a meeting with the Union to discuss and resolve issues regarding the transfer of work from the bargaining unit within four (4) weeks of the University's initial notice to the union for a proposed professional staff exemption.
C. All negotiations regarding transfer of any work from the bargaining unit shall be concluded by the meeting described above, unless both parties agree to an extension.
D. Disputes regarding professional staff exemptions shall be resolved by the classification review hearing officer. The Hearing Officer shall make their decision based on the criteria outlined in paragraph one (1) above. If the employee appeals the exemption determination in any other forum the Union cannot pursue the determination through the process outlined in this Article.

44.7. Position Review Process:

A. The University, employee, or employee representative may request that a position be reviewed when the requesting party believes that the basis of its request has become a permanent requirement of the position. Employees and employee representatives may not request that a position be reviewed more often than once every six (6) months.
B. The request must be complete and in writing on forms provided by the University. Requests may be submitted to Human Resources or to an employee's direct supervisor or department. Any party may submit additional information, including the names of individuals, which the party believes is relevant to the position review.
C. An employee may request that a representative be present as an observer at meetings with the University reviewer scheduled to discuss the request for

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position review. At the employee's request a portion of such meetings shall be conducted in a quiet and private location, away from the work station.

D. The University reviewer will investigate the position and issue a written response to the employee or employee representative within sixty (60) calendar days from receipt, by Human Resources, of the completed request. The response will include notification of the class and salary assigned when the position is reallocated, or notification of the reasons the position does not warrant reallocation when the request is not approved. Reclass requests may be submitted at either the departmental level or directly to Human Resources. Reclass requests submitted at the departmental level must be forwarded to Human Resources within thirty (30) calendar days.

E. The effective date of allocations or reallocations initiated by the University shall be determined by the University. The effective date of a reallocation resulting from an employee or employee representative request for position review will be established as the 1st or the 16th of the month which precedes the date that the completed request was filed with Human Resources or the employee's direct supervisor or department, whichever date is earliest. The date of receipt must be appropriately documented.

F. An employee may request reconsideration following receipt of the University's determination. Requests for reconsideration will not hold the timeframe for filing an appeal under this Article.

44.8. Position Review Appeal Process.

If the Union wishes to appeal the decision of the University, it may appeal to the Classification Review Hearing Officer within thirty (30) calendar days following the date of the University's written response.

Hearing Officer.

The Hearing Officer shall be jointly selected by the parties within thirty (30) days of the execution of this contract and shall serve for a minimum of one (1) year from the date of selection. At that time the parties may choose to re-appoint the Hearing Officer or select a different Hearing Officer who will also serve for a minimum of one (1) year from date of selection.

Hearings.

The Hearing Officer shall hold hearings on a quarterly basis unless there are no appeals to hear or the parties agree to pend any open appeals. All materials considered in the position review shall be submitted to the Hearing Officer prior to the hearing and neither party will submit evidence at the hearing that was not submitted during the position review. The Hearing Officer shall endeavor to hold multiple hearings each day, and shall issue a concise decision which shall be final and binding. The Hearing Officer shall have no authority to alter the terms and conditions of this contract. Employees may be represented at the hearing and will be released from work with no loss of pay to attend

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the hearing. The Hearing Officer's fees and expenses shall be shared equally by the parties.

Tentatively Agreed To:

For the Union:	For the Employer:
Signed by: Becky K. Stephens 530E07D4212E4C6...	DocuSigned by: Catherine Scheid 9BED1964C6434D0...
Date: 8/18/2026	Date: 8/17/2026

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ARTICLE 45: COMPENSATION, WAGES AND OTHER PAY PROVISIONS

45.1.

A. Effective July 1, ~~2025~~2027, each classification represented by the Union will continue to be assigned to the same Pay Table and Salary Range as it was assigned on June 30, ~~2025~~ 2027 unless otherwise agreed. Effective July 1, ~~2025~~2027, each employee will continue to be assigned to the same Salary Range and Step that they were assigned on June 30, ~~2025~~ 2027 unless otherwise agreed.

B. Effective July 1, 202~~5~~7, all Salary Ranges described in Section A above will be increased by ~~three~~ zero percent (0~~3~~%). ~~This increase will be based upon the salary schedule in effect on June 30, 2025.~~

C. Effective July 1, 202~~6~~8, all Salary Ranges described in Section A above, will be increased by ~~two~~ zero percent (0~~2~~%). ~~This increase will be based upon the salary schedule in effect on June 30, 2026.~~

D. Employees who are paid above the maximum for their range on the effective date of the increase described in B or C above will not receive the specified increase to their current pay unless the new range encompasses their current rate of pay. Employees who are Y-rated as of June 30, ~~2025~~ 2027 will continue to receive that salary if it is higher than the top step of the salary range for their classification as specified in Appendix I.

45.2. Annual Salary Adjustment.

Employees will receive an annual salary adjustment based on their progression start date until such time as the employee reaches the top automatic step of their salary range.

A. Movement on General Schedules. Employees will receive a two (2) step increase annually, based on their progression start date, until they reach the top automatic step of the pay range.

B. Movement on Health Care Schedules. Employees will receive a one (1) step increase annually, based on their progression start date, until they reach the top automatic step of the pay range.

C. When a date progression increase coincides with a promotional date, the appointment to a new salary range, and/or a market adjustment, the progression increase date will be applied first.

45.3. Employee Recruitment and Retention (R&R) Step Increases.

The Employer, at its discretion, may approve additional step increases up to, but not over top automatic step, at any time. Employee R&R step increases will not change an

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employee's progression start date.

45.4. Job Profile Recruitment/Retention Increases.

The Employer may at any time increase the salary of classifications that are experiencing recruitment/retention problems.

45.5. Transfers/Lateral Movement.

When an employee moves from one position to another position in the same or a different classification at the same salary range, the employee will, at a minimum, retain their previous step.

45.6. Promotions/Reallocation/Reversion.

Upon promotion or reallocation from a position under this contract to another position under this contract with a higher salary range, the affected employee shall be placed on the salary step of the new range which reflects a minimum of a three (3) step increase, except for positions on Health Care Professional/Technical pay tables, which shall receive a minimum increase of six percent (6%).

If the action is effective the 1st through the 15th of the month, the progression start date is set as the 1st of that month. If the action is effective the 16th through the end of the month, the progression start date is set as the 1st of the following month.

An employee who voluntarily reverts or is reverted by the Employer during the trial service period in their promoted position will have the previous salary range and step they were receiving prior to promotion reinstated.

45.7. Downward Allocation Compensation.

An employee occupying a position that is reclassified to an existing class with a lower salary range shall be placed in the salary step in the new range which is closest to the current salary, provided such salary does not exceed the top automatic step of the new salary range. The progression start date (PSD) will remain unchanged.

45.8. Shift Differential Premium Pay.

Evening Premium: Employees assigned to evening ~~or night~~ shifts shall receive a shift differential of at least one dollar and fifty cents ($1.50) per hour, except for those job titles listed in Appendix II, which shall receive the applicable rates.

Employees in Skilled Trades job classifications assigned to evening ~~or night~~ shifts shall receive a shift differential of at least two dollars and fifty cents ($2.50) per hour.

For the purposes of this Agreement, evening shift is defined as a majority of time worked daily or weekly between 5:00 p.m. and 12:00 a.m.

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Night Premium: Employees assigned to night shifts shall receive a shift differential of at least two dollars and fifty cents ($2.50) per hour, except for those job titles listed in Appendix II, which shall receive the applicable rates.

Employees in Skilled Trades job classifications assigned to night shifts shall receive a shift differential of at least two dollars and fifty cents ($2.50) per hour.

For the purposes of this Agreement, ~~N~~night shifts defined as a majority of time worked daily or weekly between 12:00 a.m. and 7:00 a.m.

Any classification which receives a higher shift differential on the effective date of this Agreement shall continue to do so. Shift differential shall be paid for the entire shift that qualifies. When an employee is regularly assigned to an evening or night shift that qualifies for shift differential, they shall continue to receive the shift differential during temporary assignment, not to exceed five (5) consecutive working days, to a shift that does not qualify.

When an employee is compensated for working overtime during hours for which shift differential premium pay is authorized, the overtime rate will be calculated including the shift differential premium pay for evening or night hours.

45.9. Stand-By Pay (On Call).

Employees required to restrict their off-duty activities in order to be immediately available for duty when called, will be compensated for time spent in standby status. Rate of compensation for standby status will be four dollars ($4.00) per hour (unless reflected otherwise on Appendix II). When called to physically return to the work station from standby status, the employee shall receive premium pay (time and one-half (1 ½) the employee's regular rate) for a minimum work period of three (3) hours.

45.10. Call Back Pay.

When an employee has left the grounds and is required to physically return to the work station outside of regularly scheduled hours, they shall receive three (3) hours bonus pay plus time actually worked. The bonus pay shall be compensated at the regular rate; time worked shall be compensated at time and one-half (1-1/2). Time worked immediately preceding the regular shift does not constitute call back, provided time worked does not exceed two (2) hours. When the employee is provided at least eight (8) hours notice the call back premium does not apply.

Employees on standby status (on call) called to return to the work station do not qualify for call back pay. Fully remote employees do not qualify for callback pay. Callback does not apply to extra shifts. If an employee answers an all-call/group text or email volunteering to work an extra shift, they are paid the appropriate rate of pay (not including callback) regardless of how many hours' notice they are provided.

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45.11. Multilingual/Sign Language/Braille Premium Pay.

Whenever a classified position has a bona fide requirement for regular use of competent skills in more than one language, and/or sign language and/or Braille, and the need for that skill is specified in the employee's position description, the employee shall receive a premium pay of five percent (5%) above the level normally assigned for that position, except for those instances where the position is allocated to a class that specifies these skills.

If the employee's position is allocated to a class that specifies these skills, the employee will receive a premium pay of five percent (5%) above the level normally assigned for that position only when the employee's position description states that the position has a bona fide requirement for regular use of competent skills in three (3) or more languages in addition to English.

If this requirement is not included in the employee's position description, refusal by the employee to interpret will not result in corrective action.

45.12. Assignment Pay.

The Employer agrees to pay a premium rate of at least $2.50 per hour above an employee's base salary for the time an employee works in any of the following assignments:

A. While wearing a fall protection safety harness, when required by an approved Fall Protection Work Plan. While working with a fall protection monitor, when required by an approved Fall Protection Work Plan.
B. While wearing a fitted, reusable respirator or supplied air respirator (PAPR, SCBA, etc.) when required by an approved Work Plan. Assignment Pay for respirator use does not apply to non-trades hospital staff. When an employee performs qualifying work less than 1 hour, they will be paid one (1) hour of assignment pay. Work exceeding one (1) hour will be paid based on actual time worked.
C. While working in a Permitted confined space, with appropriate permits.
D. When wearing a fall protection safety harness as required for specific Aerial Personnel Lift equipment or suspended platforms in accordance with WISHA standards or organizational policy.
E. Skilled Trades Bargaining Unit Only: While using required personal protective equipment (PPE), above and beyond the standard uniform, to protect against arc flash when required by an approved Work Plan. When an employee performs qualifying work less than 1 hour, they will be paid a minimum of one hour per day of assignment pay. Work exceeding one hour per day will be paid based on actual time worked.
F. When wearing chaps while operating power cutting tools during tree removal and pruning during landscaping activities.

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45.13. Preceptor.

~~Surgical Technologists (18716)~~ An employee in one of the classifications listed below may serve as a preceptor after a) successfully completing a preceptor workshop or equivalent documented training; b) being appointed by a department designated manager in writing as a preceptor, and c) ~~and~~ agreeing to ~~and being appointed to be specifically responsible for planning, organizing, and evaluating the new skill development of one or more newly hired surgical technologists or perioperative registered nurses~~such appointment in writing. ~~This includes~~The preceptor will be responsible for teaching, clinical supervision, role modeling, feedback, evaluation (verbal and written) and follow up of the new or transferring employee. Employees will receive a preceptor premium pay of one dollar and fifty cents ($ 1.50) per hour for all time spent engaged in preceptor role responsibilities with/on behalf of the orienting employees. Orienting a newly hired employee alone does not qualify an employee for the preceptor premium; however, if part of orienting a newly hired employee includes precepting the development of a new skill, then that part is eligible for the preceptor pay premium.

Job Code	Job Profile Name
22697	Hospital Central Services Technician 2 (NE H NI WFSE Campuswide)
22754	Hospital Central Services Technician 2 (NE H NI WFSE HMC)
24410	Hospital Central Services Technician 2 (NE H WFSE Campuswide)
24473	Hospital Central Services Technician 2 (NE H WFSE HMC)
18574	Hospital Central Services Technician 2 (NE S WFSE Campuswide)
22780	Surgical Technologist (NE H NI WFSE HMC)
24498	Surgical Technologist (NE H WFSE HMC)

45.14. Late Payroll Checks.

Regular payroll checks, either hard copy or electronic, should be available to employees on payday. If the Employer is responsible for delay in receipt of a regular payroll check, the Employer will issue either a paper check or electronic deposit as soon as possible and will work with the employee to attempt to have any incurred fees waived.

45.15. Weekend Premium Pay.

All hours worked on weekends (defined as Saturday and Sunday) by employees in applicable job titles shall include a weekend pay premium in accordance with Appendix II.

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45.16. Field Training Officer.

When a Hospital Security Officer - HMC has been designated as a Field Training Officer for a new employee they will receive a seven percent (7%) increase for all the hours they provide direct training/instruction.

45.17. Custodian Lead Assignment.

Custodians assigned lead duties by the Employer will be paid two dollars ($2.00) per hour for the duration of the assignment. A lead is one who is assigned lead responsibilities as defined by management but does not have supervisory authority. A lead assignment is delegated responsibility for training, assigning, organizing and scheduling work and reviewing completed work assignments. Lead assignment pay may be for an indefinite period, solely determined by the Employer and it shall not provide the basis for an allocation or reallocation under Article 44.

Existing lead custodian positions may be converted to lead assignments when vacant, at management's option. Management decisions to create, modify, or end any lead assignments under this section after July 1, 2013 are not grievable. Employees holding lead job classifications as of July 1, 2013 will not be affected by this section.

45.18. Trades License Premium.

The Employer will provide a license premium of ten percent (10%) of base salary for all hours paid for the licenses listed below that are not required on the classification specification. Only the following classifications and corresponding licenses will be eligible for the license premium:

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~~Job Code~~	~~Job Profile~~	~~Eligible License~~
~~18834~~	~~Electrician (NE S WFSE Trades)~~	~~EL-01 Electrical (State)~~
~~18835~~	~~Electrician Lead (NE S WFSE Trades)~~	~~EL-01 Electrical (State)~~
~~18828~~	~~Control Technician (NE S WFSE Trades)~~	~~FA-1 (Seattle)~~ ~~CFAT Level II (Bothell)~~
~~18829~~	~~Control Technician Lead (NE S WFSE Trades)~~	~~FA-1 (Seattle)~~ ~~CFAT Level II (Bothell)~~
~~18858~~	~~Plumber/Pipe/Steamfitter (NE S WFSE Trades)~~	~~PL-01 (State)~~ ~~AS-3 (Seattle)~~
~~18859~~	~~Plumber/Pipe/Steamfitter Lead (NE S WFSE Trades)~~	~~PL-01 (State)~~ ~~AS-3 (Seattle)~~
~~18880~~	~~Power Plant Master Mechanic (NE S WFSE Trades)~~	~~EPA Universal~~ ~~Grade 1, 2 or 3 Steam Engineer (Seattle)~~
~~18879~~	~~Power Plant Mechanic (NE S WFSE Trades)~~	~~EPA Universal~~

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		~~Grade 1, 2 or 3 Steam Engineer (Seattle)~~
~~18881~~	~~Power Plant Mechanic Lead (NE S WFSE Trades)~~	~~EPA Universal~~ ~~Grade 1, 2 or 3 Steam Engineer (Seattle)~~
~~18876~~	~~Power Plant Operating Engineer 1 (NE S WFSE Trades)~~	~~Grade 1, 2 or 3 Steam Engineer (Seattle)~~
~~18877~~	~~Power Plant Operating Engineer 2 (NE S WFSE Trades)~~	~~Grade 1, 2 or 3 Steam Engineer (Seattle)~~
~~18878~~	~~Power Plant Operating Engineer Lead (NE S WFSE Trades)~~	~~Grade 1, 2 or 3 Steam Engineer (Seattle)~~
~~18860~~	~~Refrigeration Mechanic (NE S WFSE Trades)~~	~~Journey Level refrigeration mechanic license – Class A or C~~
~~18861~~	~~Refrigeration Mechanic Lead (NE S WFSE Trades)~~	~~Journey Level refrigeration mechanic license – Class A or C~~
~~18813~~	~~Machinery Mechanic Lead (NE S WFSE Trades)~~	~~Grade 1, 2 or 3 Steam Engineer (Seattle)~~
~~18812~~	~~Machinery Master Mechanic (NE S WFSE Trades)~~	~~Grade 1, 2 or 3 Steam Engineer (Seattle)~~
~~18811~~	~~Machinery Mechanic (NE S WFSE Trades)~~	~~Grade 1, 2 or 3 Steam Engineer (Seattle)~~
~~18810~~	~~Facilities Operations Maintenance Spec (NE S WFSE Trades)~~	~~All licenses listed above except EPA Universal~~

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Job Code	Job Profile	Eligible License
22821	Control Technician (NE H NI WFSE Trades)	FA-1 (Seattle) CFAT Level II (Bothell)
24544	Control Technician (NE H WFSE Trades)	FA-1 (Seattle) CFAT Level II (Bothell)
18828	Control Technician (NE S WFSE Trades)	FA-1 (Seattle) CFAT Level II (Bothell)
22822	Control Technician Lead (NE H NI WFSE Trades)	FA-1 (Seattle) CFAT Level II (Bothell)
24545	Control Technician Lead (NE H WFSE Trades)	FA-1 (Seattle) CFAT Level II (Bothell)
18829	Control Technician Lead (NE S WFSE Trades)	FA-1 (Seattle) CFAT Level II (Bothell)
22827	Electrician (NE H NI WFSE Trades)	EL-01 Electrical (State)
24550	Electrician (NE H WFSE Trades)	EL-01 Electrical (State)
18834	Electrician (NE S WFSE Trades)	EL-01 Electrical (State)
22828	Electrician Lead (NE H NI WFSE Trades)	EL-01 Electrical (State)
24551	Electrician Lead (NE H WFSE Trades)	EL-01 Electrical (State)
18835	Electrician Lead (NE S WFSE Trades)	EL-01 Electrical (State)

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22829	Elevator Mechanic (NE H NI WFSE Trades)	Category-01 or Category-08 Elevator Mechanic License
24552	Elevator Mechanic (NE H WFSE Trades)	Category-01 or Category-08 Elevator Mechanic License
18836	Elevator Mechanic (NE S WFSE Trades)	Category-01 or Category-08 Elevator Mechanic License
22830	Elevator Mechanic Lead (NE H NI WFSE Trades)	Category-01 or Category-08 Elevator Mechanic License
24553	Elevator Mechanic Lead (NE H WFSE Trades)	Category-01 or Category-08 Elevator Mechanic License
18837	Elevator Mechanic Lead (NE S WFSE Trades)	Category-01 or Category-08 Elevator Mechanic License
22804	Machinery Mechanic (NE H NI WFSE Trades)	Grade 1, 2 or 3 Steam Engineer (Seattle)
24528	Machinery Mechanic (NE H WFSE Trades)	Grade 1, 2 or 3 Steam Engineer (Seattle)
18811	Machinery Mechanic (NE S WFSE Trades)	Grade 1, 2 or 3 Steam Engineer (Seattle)
22806	Machinery Mechanic Lead (NE H NI WFSE Trades)	Grade 1, 2 or 3 Steam Engineer (Seattle)
24530	Machinery Mechanic Lead (NE H WFSE Trades)	Grade 1, 2 or 3 Steam Engineer (Seattle)
18813	Machinery Mechanic Lead (NE S WFSE Trades)	Grade 1, 2 or 3 Steam Engineer (Seattle)
22850	Plumber/Pipe/Steamfitter (NE H NI WFSE Trades)	PL-01 (State) AS-3 (Seattle)
24571	Plumber/Pipe/Steamfitter (NE H WFSE Trades)	PL-01 (State) AS-3 (Seattle)
18858	Plumber/Pipe/Steamfitter (NE S WFSE Trades)	PL-01 (State) AS-3 (Seattle)
22851	Plumber/Pipe/Steamfitter Lead (NE H NI WFSE Trades)	PL-01 (State) AS-3 (Seattle)
24572	Plumber/Pipe/Steamfitter Lead (NE H WFSE Trades)	PL-01 (State) AS-3 (Seattle)
18859	Plumber/Pipe/Steamfitter Lead (NE S WFSE Trades)	PL-01 (State) AS-3 (Seattle)
22868	Power Plant Master Mechanic (NE H NI WFSE Trades)	EPA Universal Grade 1, 2 or 3 Steam Engineer (Seattle)
25321	Power Plant Master Mechanic (NE H WFSE Trades)	EPA Universal Grade 1, 2 or 3 Steam Engineer (Seattle)
18880	Power Plant Master Mechanic (NE S WFSE Trades)	EPA Universal Grade 1, 2 or 3 Steam Engineer (Seattle)
22867	Power Plant Mechanic (NE H NI WFSE Trades)	EPA Universal Grade 1, 2 or 3 Steam Engineer (Seattle)
25320	Power Plant Mechanic (NE H WFSE Trades)	EPA Universal Grade 1, 2 or 3 Steam Engineer (Seattle)
18879	Power Plant Mechanic (NE S WFSE Trades)	EPA Universal Grade 1, 2 or 3 Steam Engineer (Seattle)

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22869	Power Plant Mechanic Lead (NE H NI WFSE Trades)	EPA Universal Grade 1, 2 or 3 Steam Engineer (Seattle)
25322	Power Plant Mechanic Lead (NE H WFSE Trades)	EPA Universal Grade 1, 2 or 3 Steam Engineer (Seattle)
18881	Power Plant Mechanic Lead (NE S WFSE Trades)	EPA Universal Grade 1, 2 or 3 Steam Engineer (Seattle)
22864	Power Plant Operating Engineer 1 (NE H NI WFSE Trades)	Grade 1, 2 or 3 Steam Engineer (Seattle)
25317	Power Plant Operating Engineer 1 (NE H WFSE Trades)	Grade 1, 2 or 3 Steam Engineer (Seattle)
18876	Power Plant Operating Engineer 1 (NE S WFSE Trades)	Grade 1, 2 or 3 Steam Engineer (Seattle)
22865	Power Plant Operating Engineer 2 (NE H NI WFSE Trades)	Grade 1, 2 or 3 Steam Engineer (Seattle)
25318	Power Plant Operating Engineer 2 (NE H WFSE Trades)	Grade 1, 2 or 3 Steam Engineer (Seattle)
18877	Power Plant Operating Engineer 2 (NE S WFSE Trades)	Grade 1, 2 or 3 Steam Engineer (Seattle)
22866	Power Plant Operating Engineer Lead (NE H NI WFSE Trades)	Grade 1, 2 or 3 Steam Engineer (Seattle)
25319	Power Plant Operating Engineer Lead (NE H WFSE Trades)	Grade 1, 2 or 3 Steam Engineer (Seattle)
18878	Power Plant Operating Engineer Lead (NE S WFSE Trades)	Grade 1, 2 or 3 Steam Engineer (Seattle)
22852	Refrigeration Mechanic (NE H NI WFSE Trades)	Journey level refrigeration mechanic license – Class A or C
24573	Refrigeration Mechanic (NE H WFSE Trades)	Journey level refrigeration mechanic license – Class A or C
18860	Refrigeration Mechanic (NE S WFSE Trades)	Journey level refrigeration mechanic license – Class A or C
22853	Refrigeration Mechanic Lead (NE H NI WFSE Trades)	Journey level refrigeration mechanic license – Class A or C
24574	Refrigeration Mechanic Lead (NE H WFSE Trades)	Journey level refrigeration mechanic license – Class A or C
18861	Refrigeration Mechanic Lead (NE S WFSE Trades)	Journey level refrigeration mechanic license – Class A or C
22803	Facilities Operations Maintenance Spec (NE H NI WFSE Trades)	All licenses listed above except EPA Universal
24527	Facilities Operations Maintenance Spec (NE H WFSE Trades)	All licenses listed above except EPA Universal
18810	Facilities Operations Maintenance Spec (NE S WFSE Trades)	All licenses listed above except EPA Universal

A. An employee is eligible for only one license premium regardless of other licenses the employee may have.
B. License Premium pay will be effective the first full pay period after the date appropriate documentation has been received by the supervisor/manager.

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C. Employees will notify their Appointing Authority or designee if their license has expired, or has been restricted, revoked or suspended within twenty-four (24) hours of expiration, restriction, revocation or suspension, or prior to their next scheduled shift, whichever occurs first.
D. Nonpermanent employees in the job profiles listed above will also be eligible for the Trades License Premium.

~~**45.19. Career Enhancement/Growth Program.**~~

~~The University will continue its Career Enhancement/Growth program. The program will reward employees whose development of skills, increased productivity, or assumption of higher level duties results in increased value to the department, service enhancements or efficiencies for the department in which the employee works.~~

~~CEGP steps on the respective pay tables (see Appendix V Pay Tables), will be attained solely through the Career Enhancement/Growth program and will not be based on length of service. The effective date of CEGP approvals must be the beginning of a pay period.~~

~~Employees in every classification covered by this Agreement will be eligible for the program. Employees are eligible to receive a Career Enhancement/Growth step any time after they have been at the top automatic step in their pay range for a minimum of one (1) year. Employees are eligible for the subsequent Career Enhancement/Growth step beginning one (1) year after receiving the previous step.~~

~~There will be no minimum or maximum number of employees who may receive Career Enhancement/Growth steps. There will be no minimum or maximum amount of money the University will spend on the Career Enhancement//Growth program. Decisions about Career Enhancement/ Growth steps shall be made within sixty (60) days of supervisory/ managerial/professorial recommendations the submission of a completed CEGP form to the employee's manager.~~

~~Either employees or managers may initiate the CEGP application process. All CEGP applications shall be forwarded to the Compensation Office, regardless of approval or denial. If the application has been denied, the reason for the denial must be documented.~~

~~The Compensation Office tracks CEGP applications, grants, and denials including at a minimum the job class, department, employee id, the decision to grant or deny, and the documented reason for any denial. If denied, the employee may appeal to the decision-maker's supervisor.~~

~~The CEGP application form allows for the inclusion of up to three letters of recommendation, and record years of experience in the position or field, as well as years of service with the University in the Statement of Qualifications section. The union will have access to this information on request.~~

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~~The Career Enhancement/Growth program will not be a substitute for reclassifications. Reclassifications will take priority over receiving Career Enhancement/Growth steps such that if an employee qualifies to receive a Career Enhancement/Growth step but could otherwise be reclassified, the employee will be reclassified and will not simultaneously receive the Career Enhancement/Growth step. Career Enhancement/Growth steps shall be considered in calculating salary adjustment associated with promotion and upward reclassification, but in no instance shall a salary in a new position be at a step higher than the top automatic step in the new pay range, except for lateral transfers where there is no mutual agreement not to exceed the top automatic progression step in the new pay range.~~

~~The University agrees to regularly issue University-wide reminders promoting the value of this program.~~

~~The parties will utilize the JLM committee to review the CEGP program periodically with the goal to improve standards and accessibility.~~

~~The Career Enhancement/Growth program in its entirety is not subject to the grievance procedure (Article 6).~~

45.20. Ambulatory Float Pool Premium Pay – Harborview Medical Center and UW Medical Center-Montlake Only.

Employees hired solely in an Ambulatory Float Pool will receive a float premium of one dollar fifty cents ($1.50) per hour for all hours paid.

Tentatively Agreed To:

For the Union: Signed by: Becky K. Stephens 530E07D4212E4C6...

Date: 9/20/2026

For the Employer: DocuSigned by: Catherine Scheid 9BED1964C6434D0...

Date: 9/20/2026

Docusign Envelope ID: 931D8C6B-126E-84EB-803A-0556F24ABE72

ARTICLE 46: HEALTH CARE BENEFITS AMOUNTS

[Placeholder for State Coalition Bargaining]

~~**46.1**~~

~~A. For the 2025-2027 biennium, the Employer Medical Contribution (EMC) will be an amount equal to eighty-five percent (85%) of the monthly premium for the self-insured Uniform Medical Plan (UMP) Classic for each bargaining unit employee eligible for insurance each month, as determined by the Public Employees Benefits Board (PEBB). In no instance will the employee contribution be less than two percent (2%) of the EMC per month.~~

~~B. The point-of-service costs of the Classic Uniform Medical Plan (deductible, out-of-pocket maximums and co-insurance/co-payment) may not be changed for the purpose of shifting health care costs to plan participants, but may be changed from the 2014 plan under two (2) circumstances:~~

~~1. In ways to support value-based benefits designs; and~~

~~2. To comply with or manage the impacts of federal mandates.~~

~~C. Value-based benefits designs will:~~

~~1. Be designed to achieve higher quality, lower aggregate health care services cost (as opposed to plan costs);~~

~~2. Use clinical evidence; and~~

~~3. Be the decision of the PEB Board.~~

~~D. Article 46.1 (B) and (C) will expire June 30, 2027.~~

~~**46.2.**~~

~~A. The Employer will pay the entire premium costs for each bargaining unit employee for dental, stand-alone vision, basic life, and any offered basic long-term disability insurance coverage. If changes to the long-term disability benefit structure occur during the life of this agreement, the Employer recognizes its obligation to bargain with the Coalition over the impacts of those changes within the scope of bargaining.~~

~~**46.3. Wellness.**~~

~~A. To support the statewide goal for a healthy and productive workforce, employees are encouraged to participate in a Well-Being Assessment survey. Employees will be granted work time and may use a state computer to complete the survey.~~

~~B. The Coalition of Unions agrees to partner with the Employer to educate their members on the wellness program and encourage participation. Eligible, enrolled subscribers shall have the option to earn an annual one hundred twenty-five dollars ($125.00) or more wellness incentive in the form of reduction in deductible or deposit into the Health Savings Account upon successful completion of required Smart Health Program activities. During the term of this Agreement, the~~

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~~Steering Committee created by Executive Order 13-06 shall make recommendations to the PEBB regarding changes to the wellness incentive or the elements of the Smart Health Program.~~

~~**46.4.**~~

~~The PEB Program shall provide information on the Employer sponsored Insurance Premium Payment Program on its website and in an open enrollment publication annually.~~

~~**46.5.**~~

~~Flexible Spending Arrangement~~

~~A. During January 2026 and again in January 2027, the Employer will make available three hundred dollars ($300) in a Flexible Spending Arrangement (FSA) account for each bargaining unit member represented by a Union in the Coalition described in RCW 41.80.020(3), who meets the criteria in Subsection 46.5(B) below.~~

~~B. In accordance with IRS regulations and guidance, the Employer FSA funds will be made available for a Coalition bargaining unit employee who:~~

~~1. Is occupying a position that has an annual full-time equivalent base salary of sixty-eight thousand and four dollars ($68,004.00) or less on November 1 of the year prior to the year the Employer FSA funds are being made available; and~~

~~2. Meets PEBB program eligibility requirements to receive the employer contribution for PEBB medical benefits on January 1 of the plan year in which the Employer FSA funds are made available, is not enrolled in a high-deductible health plan, and does not waive enrollment in a PEBB medical plan except to be covered as a dependent on another PEBB non-high deductible health plan.~~

~~3. Hourly employees' annual base salary shall be the base hourly rate multiplied by two thousand eighty-eight (2088).~~

~~4. Base salary excludes overtime, shift differential and all other premiums or payments.~~

~~C. An FSA will be established for all employees eligible under this Section who do not otherwise have one. An employee who is eligible for Employer FSA funds may decline this benefit but cannot receive cash in lieu of this benefit.~~

~~D. The provisions of the State's salary reduction plan will apply. In the event that a federal tax that takes into account contributions to a FSA is imposed on PEBB health plans, this provision will automatically terminate. The parties agree to meet and negotiate over the termination of this benefit.~~

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Tentatively Agreed To:

For the Union:

Signed by:
Becky K. Stephens
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Date: 8/5/2026

For the Employer:

DocuSigned by:
Banks Evans
C5469E99932C427...

Date: 7/9/2026

Docusign Envelope ID: E70F1C03-C95D-8890-800F-2158834BF60A

ARTICLE 47: CONTRACTING

47.1.

The University will not contract out work which results in the layoff of bargaining unit employees. With the exception of emergencies or Skilled Trades contracting outlined in 47.2, and Attachment B, the University will provide the Union thirty (30) days' notice of any contracting allowed under this article.

47.2. Skilled Trades Contracting.

When contracting out work is deemed necessary by the Employer, the Employer will send an electronic overtime solicitation notice to all shops identified in Attachment B within UW Facilities Maintenance and Construction as soon as possible in accordance with Attachment B. Any changes to Attachment B or Appendix VI are subject to the parties' collective bargaining obligations. In contracting out work deemed necessary that does not result in layoff under this section, the Employer will not contract out such work for the purpose of avoiding overtime, not filling vacancies, or eroding the bargaining unit.

Tentatively Agreed To:

For the Union: Signed by: Becky K. Stephens 530E07D4212E4C6...

Date: 9/20/2026

For the Employer: DocuSigned by: Catherine Scheid 9BED1964C6434D0...

Date: 9/20/2026

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ARTICLE 48: STAFFING CONCERNS

48.1. Individual Staffing Concerns.

Employees are strongly encouraged to bring concerns about workload issues to the attention of their supervisor or designee. Upon request, the supervisor or designee will provide direction and guidance that may include the setting of priorities and the adjustment of workload.

48.2. Departmental Staffing Concerns.

Workload, work area and staffing considerations will be appropriate subjects for Joint Union/Management meetings (JLM). Upon request, a departmental JLM for staffing concerns will be scheduled for a mutually agreeable date, time, and length. The Parties will make a good faith effort to schedule the JLM within thirty (30) days of the request.

48.3.

The Employer will ensure that the reporting authority for each employee is clearly defined.

48.4. Assignment of Additional Duties.

An employee who is assigned, on a long term basis, the duties of a position vacated by attrition, layoff, or other reasons, in addition to their job duties, shall have the right to meet with their supervisor to discuss the situation. If the initial meeting between the supervisor and the employee does not result in a satisfactory conclusion, the employee may request a subsequent meeting with the next level manager in which a representative of the Union may attend.

Tentatively Agreed To:

For the Union:

Signed by:
Becky K. Stephens
530E07D4212E4C6...

Date: 9/18/2026

For the Employer:

DocuSigned by:
Banks Evans
C5469E99932C427...

Date: 9/18/2026

Docusign Envelope ID: 5D20F4AD-03AD-844B-8321-C00E74035A93

ARTICLE 49: PRIVACY

49.1.

Personnel, medical records, and other employment related files containing personal employee information, will be kept confidential in accordance with state and federal law and University policy.

49.2.

The Employer will make a reasonable attempt to notify affected current employees when a public disclosure request, in which they are named, is received for information from their personnel file. The Employer will copy the Union on the notification to the employee. This notification does not apply to any public disclosure request from the employee, a request from the Union, one that includes a release signed by the employee, or a request for information otherwise available to the public.

Tentatively Agreed To:

For the Union:

Signed by:
Becky K. Stephens
530E07D4212E4C6...

Date: 8/5/2026

For the Employer:

DocuSigned by:
Banks Evans
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Date: 7/9/2026

Docusign Envelope ID: 94D8B03C-60A8-8909-831B-F3DDB8F6C4F5

ARTICLE 50: NO STRIKE/LOCKOUT

50.1.

The Employer and the Union acknowledge that this Agreement provides, through the grievance procedure and through other administrative remedies, for an orderly settlement of grievances or disputes which may arise between the parties. Accordingly, the parties agree that the public interest requires the uninterrupted performance of all University services and to this end pledge to prevent or eliminate any conduct contrary to that objective. Therefore, during the life of the Agreement the Employer shall not lockout any of the employees as a result of a labor dispute or grievance or disputes on personnel matters nor shall the Union condone or authorize a work stoppage, work slowdown, or any other curtailment of work in the bargaining units.

50.2.

Should the employees engage in any unauthorized concerted action, the Joint Union/Management Committee shall immediately convene and shall continue to meet until the dispute is settled, and the employees involved shall immediately return to work and continue working. Any employee who refuses to perform their work may be subject to disciplinary action.

50.3.

There will be no strike or lockout regarding any matters pertaining to the contents of this Agreement.

50.4.

Any action of the Employer in closing the University during a general strike, riot, or civil disturbance for the protection of the institution, its property, or its employees shall not be deemed a lockout.

50.5.

Any action of an employee in refusing to cross, for their own personal safety, a picket line at the Employer’s premises in case of an officially declared strike by some other employee organization or union representing employees working for the Employer shall not constitute a violation of this clause of the Agreement, provided, however, that such a decision shall be made freely by the employee without coercion by either the Employer or the Union and provided further that nothing herein shall preclude the Employer from continuing to operate the University with or without temporary replacement personnel.

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Tentatively Agreed To:

For the Union:

Signed by:
Becky K. Stephens
530E07D4212E4C6...

Date: 9/16/2026

For the Employer:

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Date: 9/16/2026

Docusign Envelope ID: 94D8B03C-60A8-8909-831B-F3DDB8F6C4F5

ARTICLE 51: BOARD OF REGENTS

The Union may submit proposed agenda items to the President's Office for consideration for submission to the University of Washington Board of Regents. Such agenda items are to be submitted in accordance with procedures of the Board.

Tentatively Agreed To:

For the Union:

Signed by:
Becky K. Stephens
530E07D4212E4C6...

Date: 9/16/2026

For the Employer:

DocuSigned by:
Catherine Scheid
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Date: 9/16/2026

Docusign Envelope ID: 569B93F9-5FF9-8530-8258-6A2D283383CA

ARTICLE 52: SALARY OVERPAYMENT RECOVERY

Salary Overpayment Recovery

A. When an Employer has determined that an employee has been overpaid wages, the Employer may recoup the overpayment. The Employer will provide written notice to the employee that will include the following items:
   1. The amount of the overpayment,
   2. The basis for the claim,
   3. A demand for payment, and
   4. The rights of the employee under the terms of this Agreement.

Employees may request a meeting with the Employer and an interpreter to have the overpayment notification explained.

B. Method of Payback
   1. Active employees
      ~~1.~~a. The employee must choose one (1) of the following options for paying back the overpayment:
         ~~a.~~A. Voluntary wage deduction, or
      ~~b. Cash, or~~
      ~~c. Check (separated employee).~~
         B. Vacation (if under 280 hours only) or Compensatory time balances
   2. Separated employees
      a. The employee must choose one (1) of the following options for paying back the overpayment:
         A. Cash, or
         ~~d.~~B. Check
   ~~2.~~3. The employee may propose a payment schedule to repay the overpayment to the Employer. If the employee's proposal is accepted by the Employer, the deductions shall continue until the overpayment is fully recouped. Nothing in the section prevents the Employer and employee from agreeing to a different overpayment amount than specified in the overpayment notice or to a method other than a deduction from wages for repayment of the overpayment amount.
   ~~3.~~4. If the employee fails to choose one (1) of the ~~four (4)~~ options described above, within twenty (20) days of written notice of overpayment, the Employer will deduct the overpayment owed from the employee's wages or the amount due may be placed with a collection agency for employees who have separated from UW service. This overpayment recovery will not be more than five percent (5%) of the employee's disposable earnings in a pay period. Disposable earnings will be calculated in accordance with the Attorney General of Washington's guidelines for Wage Assignments.

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~~4.~~5. Any overpayment amount still outstanding at separation of employment will be deducted from their final pay. No interest will be charged for active employees or separated employees who enter into a repayment arrangement.

C. Neither A nor B above are required for employee reported overpayments and/or employee corrected time including leave submittal corrections. All employee initiated overpayment corrections may be collected from the next available pay check.

D. Appeal Rights: Any dispute concerning the occurrence or amount of the overpayment will be resolved through the grievance procedure in Article 6 of this Agreement. The Employer will suspend attempts to collect an alleged overpayment until the grievance process has concluded.

Tentatively Agreed To:

For the Union:

Signed by: Becky K. Stephens
530E07D4212E4C6...

Date: 9/10/2026

For the Employer:

DocuSigned by: Catherine Scheid
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Date: 9/10/2026

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ARTICLE 53: WASHINGTON FAMILY MEDICAL LEAVE

~~PRGORAM~~PROGRAM*

53.1 Washington Family Medical Leave Program (PFML) ~~effective January 1, 2020~~.

The parties recognize that the Washington State Family and Medical Leave Program (RCW 50A) is in effect beginning January 1, 2020 and eligibility for and approval of leave for purposes as described under that Program shall be in accordance with RCW 50A. In the event that the legislature amends all or part of RCW 50A, those amendments are considered by the parties to be incorporated herein. In the event that the legislature repeals all or part of RCW 50A, those provisions that are repealed are considered by the parties to be expired and no longer in effect upon the effective date of their repeal.

Under RCW 50A, employer provided healthcare benefits must be maintained during ~~a~~any period of PFML leave in which the employee is also entitled to job protection. If the employee gives the University unequivocal notice of intent not to return to work, the University's obligations to maintain health benefits will end on the last day of employment.~~, so interspersing time off is not required provided the employee qualifies for a reason under the federal FMLA~~. Under RCW 50A.15.060(2), the University has elected to offer supplemental benefits in the form of sick time off, vacation time off, personal holiday, holiday credit, holiday taken, or compensatory time off.

Employees requesting PFML benefits through the Employment Security Department must provide notice to the University as outlined under RCW 50A.04.030.

Tentatively Agreed To:

For the Union:	For the Employer:
Signed by: Becky K. Stephens 530E07D4212E4C6...	DocuSigned by: Catherine Scheid 9BED1964C6434D0...
Date: 8/18/2026	Date: 8/17/2026

Docusign Envelope ID: 5D20F4AD-03AD-844B-8321-C00E74035A93

ARTICLE 54: SUBORDINATION OF AGREEMENT AND SAVING CLAUSE

Should any part of this Agreement or any provision contained herein be determined by a body of competent jurisdiction to be unlawful or invalid the remainder of the Agreement shall remain in full force and effect. Upon request from either party, the Union and Employer negotiating committee shall commence negotiations within thirty (30) days for the purpose of coming to agreement on a substitute provision for that which was declared unlawful or invalid.

Nothing in this Agreement shall be construed to limit or reduce the rights and privileges of the parties except where specifically modified herein.

Tentatively Agreed To:

For the Union:

Signed by:
Becky K. Stephens
530E07D4212E4C6...

Date: 8/5/2026

For the Employer:

DocuSigned by:
Banks Evans
C5469E99932C427...

Date: 7/9/2026

Docusign Envelope ID: 569B93F9-5FF9-8530-8258-6A2D283383CA

ARTICLE 55: CONTRACT PUBLICATION

55.1. Contract Distribution.

Prior to posting on the Labor Relations website, the University will submit to the Union the electronic version of the collective bargaining agreement between the University of Washington and the WFSE. The Employer will post the agreement electronically on the Labor Relations website by the effective date of the agreement (July 1, ~~2025~~2027) or within sixty (60) days of legislative approval, whichever is later. The CBA will contain a QR code which links to the pay tables.

55.2.

~~The Employer will provide all current and new employees with a link to the new Agreement.~~ Translated versions of the Agreement can be found at: https://hr.uw.edu/labor/staff-unions/wfse-primary-contract/contract

55.3.

Each department or unit will maintain a paper copy of the contract accessible to all employees.

55.4.

Each Human Resources Operations Office will maintain a paper copy of the agreement accessible to union members during normal business hours.

Tentatively Agreed To:

For the Union:

Signed by: Becky K. Stephens
530E07D4212E4C6...

Date: 9/10/2026

For the Employer:

DocuSigned by: Catherine Scheid
9BED1964C6434D0...

Date: 9/10/2026

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ARTICLE 56: UNION MEMBERSHIP DUES DEDUCTION, AND STATUS REPORTS

56.1. Notification.

The Employer shall notify each employee hired into a bargaining unit position that the position is included in a bargaining unit represented by a union through job posting, new employee orientation, or appointment letter.

56.2. Dues Deduction.

Upon written authorization to the Union by an individual employee to become a member of the Union and pay membership dues, the Employer shall provide for the semi-monthly payroll deductions of union dues which are uniformly applied to all members in those bargaining units in which the Union is the exclusive bargaining agent. The Employer will honor the terms and conditions of each employee's signed membership card upon authorization by the Union.

A. The Union shall transmit to the Employer via a web based electronic reporting system, by the cut-off date for each payroll period, the name and Employee ID number of employees who have, since the previous payroll cut-off date, provided authorization for deduction of dues, PEOPLE, or have changed their authorization for deduction. The Employer will provide instructions and templates for the web based electronic reporting system and provide a calendar of required payroll cut-off dates.

56.3. Indemnification.

The Union and each employee in a designated bargaining unit hereby undertakes to indemnify and hold the University, and its employees harmless from all claims, demands, suits or other forms of liability that may arise against the University for or on account of any deductions made from the wages of such employees or for any action taken under this Article.

56.4. Remittance of Dues.

The Employer shall electronically transmit to the Union on the first bank working day after each payday all dues deducted for that pay period in those bargaining units for which the Union is the exclusive bargaining representative.

56.5. Revocation.

An employee may revoke their authorization for payroll deduction of payments to the Union by written notice to the Employer and the Union in accordance with the terms and

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conditions of their signed membership card. Every effort will be made to end the deduction effective on the first payroll, and not later than the second payroll, after receipt by the Employer of confirmation from the Union that the terms of the employee's signed membership card regarding dues deduction revocation have been met.

56.6. Voluntary PEOPLE Deduction.

During the term of this Agreement, the Employer shall deduct the sum specified from the pay of each member of the Union who voluntarily executes a political action contribution wage assignment authorization for PEOPLE (Public Employees Organized to Promote Legislative). When filed with the Employer, the authorization form will be honored in accordance with its terms. The amount deducted and an electronic roster of all employees using payroll deduction for voluntary political action contributions will be promptly transmitted to the Union by a separate check payable to its order. Upon issuance and transmission of a check to the Union, the Employer's responsibility shall cease with respect to such deductions. The Union and each employee authorizing the assignment of wages for the payment of voluntary political action contributions hereby undertakes to indemnify and hold the Employer harmless from all claims, demands, suits or other forms of liability that may arise against the Employer for or on account of any deduction made from the wages of such employee.

56.7. Listing of Employees.

A. Authorized Use – All Reports
The information contained in the requested reports would be provided to each Union for the sole and exclusive purpose of enabling the Union to fulfill their representational responsibilities as the collective bargaining representative for the UW employees about whom the information is requested. No personally identifiable data will be published or shared by any Union, except among those within each Union with a need-to-know for the purpose of enabling the Union to fulfill its representational responsibilities as the collective bargaining representative for the University employees about whom the data or information is requested.

Information provided pursuant to this Section will be maintained by the Union in confidence according to the law. The Union will indemnify the Employer for any violations of employee privacy committed by the Union pursuant to this Section.

Each pay period UW shall provide WFSE with the following union member information electronically in EXCEL format

A. **Employee Information**
Name
Home Address
Primary phone number
Work phone

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- Work location (address)
- Employee ID number
- Personal Email
- UW email
- UW mailbox
- Employment status
- Current position effective date
- Job classification
- Supervisory org
- Pay grade
- Pay step
- Pay rate salary
- Hourly rate
- Supervisor
- Supervisor email
- Race
- Gender
- DOB
- Date of hire
- Job title
- Job class code
- Shift
- Deduction amount dues
- Deduction amount PEOPLE/other
- Total wages for the pay period
- Total base pay for pay period
- Total overtime pay for pay period
- Total overtime hours per pay period
- Total hours worked in the pay period
- Days in the pay period
- Differentials, Premium pay and premium hours
- Total wages year to date.
- Pension plan enrollment (which plan)
- Position ID
- Medical plan enrollment (which plan)
- Bargaining Unit
- Total FTE
- Anniversary date (step date)
- Employment status (regular fulltime, regular part time, hourly, fixed duration part time, fixed duration full time)
- Position Cost Center
- College/Org name
- Full time salary or hourly rate
- Appointment/FTE Percentage
- Appointment status
- Service Period

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Earnings in last pay cycle
Hours worked in last pay cycle
FTE in last pay cycle
Leave of Absence effective date
Nature of Leave of Absence

B. **Staffing Events and Terminations**
Name
Job classification
Job classification code
Department
Employee ID
Original hire date
Status change date
Termination/separation date if any
Reason for status change, nature of status change
Reason for termination/separation
New hire date
New hire

C. **List of open positions on UW Hires**

56.8. Privacy Rights of Union Members.

In recognition of the privacy interests of all persons covered under this Agreement, the Employer will not disclose any personally identifiable wage or deduction information, or membership status, concerning persons covered by this Agreement to any members of the public or to nongovernmental organizations except to the extent required by law, including the Public Disclosure Act and the Freedom of Information Act.

Tentatively Agreed To:

For the Union:

Signed by: Becky K. Stephens 530E07D4212E4C6...

Date: 8/5/2026

For the Employer:

DocuSigned by: Banks Evans C5469E99932C427...

Date: 7/9/2026

Docusign Envelope ID: 5D20F4AD-03AD-844B-8321-C00E74035A93

ARTICLE 57: MANAGEMENT RIGHTS AND RESPONSIBILITIES

The Employer through its designated management personnel or agents has the right and responsibility, except as expressly modified by this Agreement, to control, change, and supervise all operations and to direct and assign work to all working forces. Such rights and responsibilities shall include by way of illustration but shall not be limited to: the selection and hiring, training, discipline and discharge, classification, reclassification, layoff, promotion and demotion or transfer of employees; the establishment of work schedules; the allocation of all financial and other resources; the control and regulation of the use of all equipment and other property of the Employer. The Employer shall determine the methods, technological means and qualifications of personnel by and for which operations are to be carried out. The Employer shall take whatever action as may be necessary to carry out its rights in any emergency situation.

Application of this Article shall not preclude the use of the grievance procedure as established in this Agreement.

Tentatively Agreed To:

For the Union:

Signed by:
Becky L. Stephens
530E07D4212E4C6...

Date: 8/5/2026

For the Employer:

DocuSigned by:
Banks Evans
C5469E99932C427...

Date: 7/9/2026

Docusign Envelope ID: DE384B6E-A21C-8281-81AC-8161BCEB3061

ARTICLE 58: TERM OF AGREEMENT

This Agreement will be effective July 1, ~~2025~~2027, and will continue in full force and effect through June 30, ~~2027~~2029; provided that if this Agreement expires while negotiations between the parties are underway for a successor Agreement, the terms and conditions of this Agreement will remain in effect for a period not to exceed one (1) year from the expiration date.

Either party may request negotiation of a successor Agreement by notifying the other party in writing no sooner than January 1, ~~2026~~2028, and no later than January 31, ~~2026~~2028, to negotiate a new Agreement. Should such notice be served, bargaining shall commence at a time agreed upon by the parties.

Tentatively Agreed To:

For the Union:

Signed by:
Becky K. Stephens
530E07D4212E4C6...

Date: 8/18/2026

For the Employer:

DocuSigned by:
Catherine Scheid
9BED1964C6434D0...

Date: 8/18/2026

Docusign Envelope ID: 5D20F4AD-03AD-844B-8321-C00E74035A93

ARTICLE 59: DRUG TESTING

59.1.

Except as required by federal or state laws or as provided in this Agreement, the Employer will not perform or cause to be performed a drug test of any employee covered by this Agreement. The Union and the Employer recognize that the Employer currently performs drug and alcohol testing for Commercial Driver's License (CDL) holders as required by federal law in accordance with the Employer's Administrative Policy Statement 13.7, and that the Employer will continue to do so unless changes to federal law either eliminate or modify the requirement for drug and alcohol testing for CDL holders.

59.2.

Should federal or state law either change or impose new requirements for drug and/or alcohol testing of bargaining unit employees, the Employer agrees that it will negotiate impact with the Union.

59.3.

In the event that the Employer determines that additional drug testing is necessary, the Employer agrees that it will discuss any proposal with the Union and negotiate impact.

59.4.

Drug testing will be conducted in accordance with the UW Medicine Reasonable Suspicion Drug Testing Policy for UW Medicine employees.

59.5.

This Article is subject to Article 6 – Grievance Procedure.

Tentatively Agreed To:

For the Union:

Signed by: Becky K. Stephens
530E07D4212E4C6...

Date: 8/5/2026

For the Employer:

DocuSigned by: Banks Evans
C5469E99932C427...

Date: 7/9/2026

Docusign Envelope ID: 25F4D4A9-B373-871B-83A8-70391DEB7578

ARTICLE 60: NONPERMANENT AND INTERMITTENT EMPLOYEES

Only the following language in this Article applies to the Nonpermanent and Intermittent Employees and shall constitute the whole agreement between the Union and the University regarding these employees.

60.1. Definitions.

A. A Nonpermanent position can be created when any of the following conditions are met:
   1. The UW is actively recruiting to fill a vacant position with a permanent position;
   2. The UW needs to address a short-term immediate workload peak or other short-term needs;
   3. The UW is not filling a position with a permanent position due to the impending or actual layoff of a permanent employee(s);
   4. The UW is filling positions when a worker is on a leave-of-absence; or
   5. Temporary project.

A nonpermanent appointee must have the skills and abilities required for the position.

B. Intermittent Positions
   1. An Intermittent position exists when the nature of the work is sporadic and does not fit a particular pattern.
   2. If an employee in an intermittent appointment has been working a fixed number of hours every week for a period of at least twelve (12) months, the Employer will convert the appointment to nonpermanent fixed duration appointment for no more than an additional six (6) months. If the work is still on-going the Employer ~~may also~~ will convert the position to a regular appointment.

60.2 Types of Nonpermanent Positions:

A. Nonpermanent Hourly
B. Nonpermanent Fixed Duration

Employees in Nonpermanent Fixed Duration positions are considered regularly scheduled and assigned a schedule with a fixed number of working hours in a workweek. Nonpermanent Fixed Duration positions with varying work days are considered scheduled.

Employees in Intermittent and Nonpermanent Hourly positions are considered nonscheduled and are not assigned a fixed schedule or amount of working time in a workweek.
If at any time during a Nonpermanent Hourly appointment, the employee starts working

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a fixed number of hours each work week for multiple weeks in a row, upon request the appointment designation will change to Nonpermanent Fixed Duration.

60.3 Nonpermanent Hourly and Nonpermanent Fixed Duration Appointments:

A. The initial duration of a Nonpermanent Hourly and Nonpermanent Fixed Duration appointment cannot exceed twelve (12) months from the hire date but may be extended to no more than twenty-four (24) months if the conditions in 60.1.A. 1-5 still exist. Individuals may receive consecutive Nonpermanent Fixed Duration or Hourly appointments as long as any subsequent appointment is to a different position.
B. Conclusion of the appointment will be at the discretion of the University, including termination of appointment prior to its originally intended expiration date, and will not be subject to Articles 6 (Grievance Procedure) and Article 38 (Seniority, Layoff, Rehire) of the contract.
C. If the employee is not a permanent state employee, the employer must give one work days' notice prior to conclusion of the appointment. A Nonpermanent appointment may be terminated immediately with pay in lieu of the one work day of notice required for Nonpermanent Employees.
D. If at any time during a Nonpermanent appointment, a short-term workload peak or other short term need becomes ongoing and permanent in nature, the Employer must take action to fill the position on a permanent basis.
E. Nonpermanent Fixed Duration or Nonpermanent Hourly appointments will not be made to permanently replace permanent positions that are vacant.
F. Time worked in a Nonpermanent Fixed Duration or Nonpermanent hourly appointment will count towards seniority for employees who are appointed to a regular classified position without a break in service in accordance with article 38.1.A.

60.4 Hours of Work and Overtime.

A. Hours of work for Nonpermanent and Intermittent Employees shall be established by the employing official. Work assigned in excess of forty (40) hours in a seven (7) day work week constitutes overtime. Overtime hours will be compensated at a rate of one-and-one-half (1-1/2) times the employee's regular rate.
   All paid holiday hours including the use of holiday credit during the employee's regular work schedule is considered time worked for the calculation of overtime. All other time paid for but not worked shall not count towards the calculation of overtime.
B. **Minimum Work Availability.**
   The Employer may require employees in Intermittent and Nonpermanent hourly position to provide at least a minimum number of available hours or shifts each week, month or schedule block. The Employer may also require employees in Intermittent and Nonpermanent hourly position to provide at least a minimum number of available weekend hours or shifts each week, month or schedule

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block. A minimum number of hours of shifts on holidays may also be required of employees in Intermittent and Nonpermanent hourly position. Employees out of compliance may have their appointment terminated. Appointments may also end due to a lack of work.
Assignment of hours or continuation of employment is at the discretion of the Employer and is not grievable.

60.5 Probationary Period Upon Movement from Nonpermanent or Intermittent to Regular.

A. A Nonpermanent or Intermittent Employee hired into a regular bargaining unit position is required to serve a probationary period.
B. A Nonpermanent or Intermittent Employee who is hired into a regular position in the same job classification in the same unit without a break in service through open recruitment will have their Nonpermanent or Intermittent hours of service apply toward their probationary period for that position up to a maximum of three (3) months of the six (6) month probationary period.
C. The Employer may convert a Nonpermanent or Intermittent position into a permanent position if the Employer used a competitive process to fill the Nonpermanent or Intermittent position or if the Nonpermanent or Intermittent position was filled using a veteran placement program. In such circumstances the employee will serve a probationary or trial service period, whichever is applicable.

60.6 INCLEMENT WEATHER AND SUSPENDED OPERATIONS

A. **Inclement Weather.**
When the University is in operation an employee may request time off without pay to deal with unanticipated problems related to inclement weather conditions. However, employees designated by the Employer as “essential” must report to work.
B. **Suspended Operations.**
If the University determines it is advisable due to emergency conditions to suspend the operation of all or any portion of the institution, employees designated by the Employer as “essential” must report to work.

60.7 Compensation.

A. Employees under this Article must be placed on a salary step within the range for the assigned job profile.
B. If the action is effective the 1st through the 15th of the month, the progression start date is set as the 1st of that month. If the action is effective the 16th through the end of the month, the progression start date is set as the 1st of the following month.
C. Annual Salary Adjustment. Annual salary adjustments up to the top automatic step will be administered the same as regular positions in the same classification.

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D. Employee Recruitment and Retention (R&R) Step Increases: R&R step increases will be administered the same as regular positions as outlined in Article 45.3.
E. Work Out of Class: Working out of class will be administered the same as regular positions outlined in Article 14.16.
F. Career Enhancement/Growth Program: CEGP will be administered the same as regular positions as outlined in Article 45.19.

60.8 Training.

A. Employees that are required to schedule and participate in mandatory education by their department and will be compensated at the appropriate rate of pay. Tuition for required education will be provided by the Employer.
B. Employees shall be appropriately trained and or certified prior to being assigned to perform work requiring such training or certification, e.g., work with asbestos, lead, blood borne pathogens, and all other appropriate training required for safety and efficiency in the unit.

60.9 Sick Time Off

A. Employees in Nonpermanent Fixed Duration positions will accrue sick time off per Article 18 Sick Leave.
B. Employees in Nonpermanent Hourly and Intermittent positions will earn a monthly sick time off accrual proportionate to the number of hours in pay status (excluding overtime hours) in the month to that required for full-time (1.0 FTE) employment. Sick time off accruals cannot exceed eight (8) hours in a month.

60.10 Vacation Time Off

A. Employees in Nonpermanent Fixed Duration positions will accrue and use vacation time off per Article 17 Vacation Time Off.
B. Employees in Nonpermanent Hourly and Intermittent positions will earn a monthly vacation time off accrual proportionate to the number of hours in pay status (excluding overtime hours) in the month to that required for full-time (1.0 FTE) employment.
C. Employees in Intermittent positions will receive vacation time off accrual rate increases in accordance with the accrual schedule in Article 17 Vacation Time Off.
D. Employees in Nonpermanent and Intermittent positions are subject to the maximum vacation time off accrual rules as outlined in RCW 43.01.044 for classified employment.

60.11 Holidays and Holiday Credit

A. A. Employees in Nonpermanent Fixed Duration positions will be paid for holidays and receive holiday credit per Article 16 Holidays.

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B. B. Holiday credit is a balance of time off that is received in lieu of holiday compensation for employees in Nonpermanent Hourly and Intermittent positions. Holiday credit accrual is proportionate to the number of hours in pay status (excluding overtime hours) in the same month of the holiday to that required for full-time (1.0 FTE) employment, excluding all holiday hours. Holiday credit accrual will be calculated at the end of the month. Employees in Nonpermanent Hourly and Intermittent positions hired during the month of the holiday will not receive credit for holidays that occur prior to their hire date.

C. C. Employees in Nonpermanent Hourly and Intermittent positions shall be paid for holiday credit in accordance with Article 16 Holidays.

60.12 Holiday Premium

If an employee works one of the following holidays, they will receive time and one half (1 ½) for all hours worked on that holiday: New Year's Day, Martin Luther King Jr. Day, Presidents' Day, Memorial Day, Juneteenth, Independence Day, Labor Day, Veterans' Day, Thanksgiving Day, Native American Heritage Day, and Christmas Day.

60.13 Premiums

Effective July 1, 2027, all positions filled by intermittent and nonpermanent employees, shall receive the premiums and differentials received by represented regular employees including any increases in the amounts of those premiums and differentials as provided for in this Agreement.

60.143 ~~3~~ Personal Holiday

A. Employees in Nonpermanent Fixed Duration positions will receive a personal holiday per Article 16.3 Personal Holiday.

B. Employees in Nonpermanent Hourly and Intermittent positions earn a personal holiday at a rate proportionate to the number of hours in pay status (excluding overtime hours) in the same month when the personal holiday is scheduled to that required for full-time (1.0 FTE) employment, excluding all holiday hours. The value of the Personal Holiday cannot exceed eight (8) hours.

60.154 ~~4~~ Miscellaneous Leave.

If eligible, the Employer will continue to provide Family and Medical Leave (Article 21), Domestic Violence Leave (Article 27), Civil Duty Leave (as unpaid release time) (Article 26), Leave Without Pay for Reason of Faith or Conscience (Article 24), and paid Military Leave in accordance with University Policy and Article 29.

60.165 ~~5~~ OTHER PROVISIONS:

The Following Articles in this Agreement apply to all employees covered by this article:

- Preamble

Docusign Envelope ID: 25F4D4A9-B373-871B-83A8-70391DEB7578

- Article 1 Union Recognition
- Article 2 Non-discrimination
- Article 4 Workplace Behavior
- Article 5 Affirmative Action
- Article 6 Grievance Procedure (non-corrective action only)
- Article 7 Employee Rights
- Article 8 Employee Facilities
- Article 14.16 Work Out of Class
- Article 20.11 Formal Collective Bargaining Leave
- Article 22 Child/Dependent Care
- Article 24 Unpaid Leave for a Reason of Faith or Conscience
- Article 27 Leave Related to Domestic Violence, Sexual Assault, Stalking, or Hate Crime
- Article 30 Work Related to Injury Leave (except 30.2)
- Article 31 Health and Safety
- Article 40 Mandatory Subjects
- Article 42 Union Activities, Rights, and Stewards (except Article 42.6 Temporary Employment with the Union)
- Article 43 Joint Union/Management Committees (except section 43.3)
- Article 45.3 Employee Recruitment and Retention (R&R) Step Increases
- Article 45.19 Career Enhancement/Growth Program
- Article 46 Health Care Benefits (if qualified for PEBB)
- Article 49 Privacy
- Article 50 No Strike/Lockout
- Article 54 Subordination of Agreement and Saving Clause
- Article 56 Union Membership, Dues Deduction and Status Reports
- Article 57 Management Rights and Responsibilities
- Article 58 Term of Agreement
- Appendix I Job Classifications
- Appendix III Overtime Exempt Job Classifications
- Appendix IV Layoff Seniority Units
- Appendix V Pay Tables

Tentatively Agreed To:

For the Union:

Signed by:
Becky L. Stephens
530E07D4212E4C6...

Date: 9/18/2026

For the Employer:

DocuSigned by:
Banks Evans
C5469E99932C427...

Date: 9/18/2026

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ARTICLE 61: DIVERSITY AND INCLUSION

~~A. The parties acknowledge that the University's Diversity Blueprint for 2017-2021 articulates the tri-campus community's aspirations for becoming an inclusive and equitable environment. On an annual basis, the Office of Minority Affairs and Diversity (OMA&D) will prepare an assessment report on University-wide diversity metrics for the Board of Regent's Diversity, Equity, and Inclusion subcommittee. An electronic copy of the report will be made available to the Union.~~

~~B.~~A. ~~As part of the University's Strategic Leadership Program (SLP), t~~The Employer ~~shall provide all managers and supervisors of bargaining unit employees information regarding the University's existing Staff Diversity Hiring Toolkit. Additionally, the Employer~~ will include a content module on implicit bias and diversity in the hiring process during the SLP workshop for managers and supervisors with at least one direct report. ~~The Employer shall distribute an electronic copy of the Toolkit annually to all managers and supervisors of bargaining unit employees.~~ The Employer may require hiring managers and supervisors to complete Inclusive and Compliant Hiring Practices training.

~~C.~~B. ~~On an annual basis~~Upon request, the Employer will provide the Union~~s~~ with a list of trainings and courses offered to staff the year prior centered on aspects of diversity, equity, and inclusion. The list will include a headcount for each offering, indicating the number of participants registered, by department.

~~D.~~C. WFSE 1495 and WFSE 3488, will each select one member to be appointed to the University of Washington Diversity Council.

~~E. On an annual basis, the Employer will provide the Unions with a report on employee participation levels in Facilities relative to cultural responsiveness or cultural competency training, and manager training in implicit bias, equity, cultural responsiveness, and hiring best practices. The progress report would include an update on Facilities' efforts to include under-represented minority members and/or women in hiring committees or interview panels.~~

~~F.~~D. The Employer will ~~create a position in UW Human Resources Recruitment dedicated to designing, developing, and implementing~~ continue to design, develop, and implement innovative outreach programs using diversity and inclusion best practices in support of UW's strategic initiatives.

~~G.~~E. Staff Focused Equity, Diversity and Inclusion (EDI) Council Workgroup at Harborview Medical Center (HMC).

1. An EDI council workgroup is a part of HMC's existing EDI Committee structure, focused specifically on issues impacting front line staff.
2. The council workgroup will attend at least one (1) all-day (8-hours) workshop every twelve (12) months. Additional training opportunities may be added with mutual agreement of the council workgroup and approval from the CEO.
3. The workgroup will be sponsored by the CEO of HMC, and will also include:
    a. Four (4) WFSE represented staff

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b. Four (4) SEIU 925 represented staff
c. Four (4) SEIU 1199 represented staff
d. Four (4) unrepresented staff
e. One (1) HMC EDI Director
f. Up to two (2) UW Medicine HR representatives
g. Ad Hoc members may include representatives from HMC and/or UW Medicine EDI Programs.

4. The workgroup will meet monthly, or as otherwise agreed to by the council workgroup and approved by the CEO.
5. Participants will be released with pay from their duties to attend and participate in the Equity, Diversity and Inclusion (EDI) workgroup. Participants will request and receive approval for release time for workgroup meetings from their manager in advance. Managers are encouraged to support the participation of EDI Council Workgroup members by granting release time when requested for planned workgroup meetings, with the understanding that there may be unexpected instances when operational needs take priority and release time is not approved.

Tentatively Agreed To:

For the Union: Signed by: Becky K. Stephens 530E07D4212E4C6...
Date: 9/20/2026

For the Employer: DocuSigned by: Catherine Scheid 9BED1964C6434D0...
Date: 9/20/2026

Docusign Envelope ID: E70F1C03-C95D-8890-800F-2158834BF60A

ARTICLE 62: ADVANCE CERTIFICATION/REGISTRATION PAY

Certain hospital technical employees certified in a specialty area by a national organization and working in that area of certification shall be paid an hourly premium of one dollar and twenty-five cents ($1.25) provided the particular certification has been approved by management, and further provided that the employee continues to meet all educational and other requirements to keep the certification current and in good standing. Certifications that are granted on a one-time basis and do not require ongoing renewal or maintenance are not eligible for this premium. A certified employee is eligible for only one certification premium regardless of other certifications the employee may have. Certified employees will notify their respective supervisor/manager in writing at the time certification is received, providing a copy of the original certification document. Certification pay will be effective the first full pay period after the date documentation is received by the supervisor/manager.

Affected Titles:

DELETE TABLE FOR UPDATED TABLE BELOW

~~Job Code~~	~~Job Profile Name~~
~~23094~~	~~Biomedical Electronics Technician 1 (NE H NI WFSE HMC)~~
~~18728~~	~~Biomedical Electronics Technician 1 (NE S WFSE HMC)~~
~~23095~~	~~Biomedical Electronics Technician 2 (NE H NI WFSE HMC)~~
~~18729~~	~~Biomedical Electronics Technician 2 (NE S WFSE HMC)~~
~~23096~~	~~Biomedical Electronics Technician 3 (NE H NI WFSE HMC)~~
~~18730~~	~~Biomedical Electronics Technician 3 (NE S WFSE HMC)~~
~~23097~~	~~Biomedical Electronics Technician Lead (NE H NI WFSE HMC)~~
~~18731~~	~~Biomedical Electronics Technician Lead (NE S WFSE HMC)~~
~~Unknown~~	~~Biomedical Electronics Technician 1 (UWMC – Montlake)~~
~~Unknown~~	~~Biomedical Electronics Technician 2 (UWMC – Montlake)~~
~~Unknown~~	~~Biomedical Electronics Technician 3 (UWMC – Montlake)~~
~~Unknown~~	~~Biomedical Electronics Technician Lead (UWMC – Montlake)~~
~~22694~~	~~Hospital Central Services Tech Trainee (NE H NI WFSE Campuswide)~~
~~22751~~	~~Hospital Central Services Tech Trainee (NE H NI WFSE HMC)~~
~~18571~~	~~Hospital Central Services Tech Trainee (NE S WFSE Campuswide)~~
~~18682~~	~~Hospital Central Services Tech Trainee (NE S WFSE HMC)~~
~~22695~~	~~Hospital Central Services Technician 1 (NE H NI WFSE Campuswide)~~
~~22752~~	~~Hospital Central Services Technician 1 (NE H NI WFSE HMC)~~
~~18572~~	~~Hospital Central Services Technician 1 (NE S WFSE Campuswide)~~

Docusign Envelope ID: E70F1C03-C95D-8890-800F-2158834BF60A

~~Job Code~~	~~Job Profile Name~~
~~18683~~	~~Hospital Central Services Technician 1 (NE S WFSE HMC)~~
~~22697~~	~~Hospital Central Services Technician 2 (NE H NI WFSE Campuswide)~~
~~22754~~	~~Hospital Central Services Technician 2 (NE H NI WFSE HMC)~~
~~18574~~	~~Hospital Central Services Technician 2 (NE S WFSE Campuswide)~~
~~18685~~	~~Hospital Central Services Technician 2 (NE S WFSE HMC)~~
~~22696~~	~~Hospital Central Services Technician Ld (NE H NI WFSE Campuswide)~~
~~22753~~	~~Hospital Central Services Technician Ld (NE H NI WFSE HMC)~~
~~18573~~	~~Hospital Central Services Technician Ld (NE S WFSE Campuswide)~~
~~18684~~	~~Hospital Central Services Technician Ld (NE S WFSE HMC)~~
~~22780~~	~~Surgical Technologist (NE H NI WFSE HMC)~~
~~18716~~	~~Surgical Technologist (NE S WFSE HMC)~~

Job Code	Job Profile Name
23670	Biomedical Electronics Technician 1 (NE H NI WFSE Campuswide)
23094	Biomedical Electronics Technician 1 (NE H NI WFSE HMC)
24518	Biomedical Electronics Technician 1 (NE H WFSE Campuswide)
24507	Biomedical Electronics Technician 1 (NE H WFSE HMC)
18764	Biomedical Electronics Technician 1 (NE S WFSE Campuswide)
23671	Biomedical Electronics Technician 2 (NE H NI WFSE Campuswide)
23095	Biomedical Electronics Technician 2 (NE H NI WFSE HMC)
24519	Biomedical Electronics Technician 2 (NE H WFSE Campuswide)
24508	Biomedical Electronics Technician 2 (NE H WFSE HMC)
18765	Biomedical Electronics Technician 2 (NE S WFSE Campuswide)
23672	Biomedical Electronics Technician 3 (NE H NI WFSE Campuswide)
23096	Biomedical Electronics Technician 3 (NE H NI WFSE HMC)
24520	Biomedical Electronics Technician 3 (NE H WFSE Campuswide)
24509	Biomedical Electronics Technician 3 (NE H WFSE HMC)
18766	Biomedical Electronics Technician 3 (NE S WFSE Campuswide)
23673	Biomedical Electronics Technician Lead (NE H NI WFSE Campuswide)
23097	Biomedical Electronics Technician Lead (NE H NI WFSE HMC)
24521	Biomedical Electronics Technician Lead (NE H WFSE Campuswide)
24510	Biomedical Electronics Technician Lead (NE H WFSE HMC)
18767	Biomedical Electronics Technician Lead (NE S WFSE Campuswide)
22696	Hospital Central Services Tech Lead (NE H NI WFSE Campuswide)
22753	Hospital Central Services Tech Lead (NE H NI WFSE HMC)
24409	Hospital Central Services Tech Lead (NE H WFSE Campuswide)
24472	Hospital Central Services Tech Lead (NE H WFSE HMC)
18573	Hospital Central Services Tech Lead (NE S WFSE Campuswide)
22694	Hospital Central Services Tech Trainee (NE H NI WFSE Campuswide)
22751	Hospital Central Services Tech Trainee (NE H NI WFSE HMC)

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Job Code	Job Profile Name
24407	Hospital Central Services Tech Trainee (NE H WFSE Campuswide)
24470	Hospital Central Services Tech Trainee (NE H WFSE HMC)
18571	Hospital Central Services Tech Trainee (NE S WFSE Campuswide)
22695	Hospital Central Services Technician 1 (NE H NI WFSE Campuswide)
22752	Hospital Central Services Technician 1 (NE H NI WFSE HMC)
24408	Hospital Central Services Technician 1 (NE H WFSE Campuswide)
24471	Hospital Central Services Technician 1 (NE H WFSE HMC)
18572	Hospital Central Services Technician 1 (NE S WFSE Campuswide)
22697	Hospital Central Services Technician 2 (NE H NI WFSE Campuswide)
22754	Hospital Central Services Technician 2 (NE H NI WFSE HMC)
24410	Hospital Central Services Technician 2 (NE H WFSE Campuswide)
24473	Hospital Central Services Technician 2 (NE H WFSE HMC)
18574	Hospital Central Services Technician 2 (NE S WFSE Campuswide)
22766	Mental Health Practitioner (NE H NI WFSE HMC)
24189	Mental Health Practitioner (NE H WFSE HMC)
23083	Mental Health Practitioner Clinical Specialist (NE H NI WFSE HMC)
24785	Mental Health Practitioner Clinical Specialist (NE H WFSE HMC)
23084	Mental Health Practitioner Lead (NE H NI WFSE HMC)
24786	Mental Health Practitioner Lead (NE H WFSE HMC)
22770	Mental Health Specialist 1 (NE H NI WFSE HMC)
24488	Mental Health Specialist 1 (NE H WFSE HMC)
22771	Mental Health Specialist 2 (NE H NI WFSE HMC)
24489	Mental Health Specialist 2 (NE H WFSE HMC)
23244	Mental Health Specialist Lead (NE H NI WFSE HMC)
24484	Mental Health Specialist Lead (NE H WFSE HMC)
22780	Surgical Technologist (NE H NI WFSE HMC)
24498	Surgical Technologist (NE H WFSE HMC)
23540	Surgical Technologist Lead (NE H NI WFSE HMC)
24513	Surgical Technologist Lead (NE H WFSE HMC)

Tentatively Agreed To:

For the Union:

Signed by: Becky K. Stephens
530E07D4212E4C6...

Date: 9/20/2026

For the Employer:

DocuSigned by: Catherine Scheid
9BED1964C6434D0...

Date: 9/20/2026

APPENDIX I – JOB CLASSIFICATIONS

Note: Neither party will be bound by typographical errors, grammatical errors, or other instances of unintended error in this article.

Note: Salary ranges as of July 1, 2025 (PLACEHOLDER for any pay range increases).

Campuswide Bargaining Unit

Central Receiving Coordinator

25695 (NE S WFSE Campuswide)
25694 (NE H WFSE Campuswide)
25693 (NE H NI WFSE Campuswide)

Central Receiving Coordinator Lead

25698 (NE S WFSE Campuswide)
25697 (NE H WFSE Campuswide)
25696 (NE H NI WFSE Campuswide)

Job Code	Job Profile Name	Table-Range
22664	Carpet Cleaner (NE H NI WFSE Campuswide)	BI-R035
18536	Carpet Cleaner (NE S WFSE Campuswide)	BI-R035
22642	Cook (NE H NI WFSE Campuswide)	BI-R037
18505	Cook (NE S WFSE Campuswide)	BI-R037
22643	Cook Lead (NE H NI WFSE Campuswide)	BI-R039
18506	Cook Lead (NE S WFSE Campuswide)	BI-R039
22660	Custodian (NE H NI WFSE Campuswide)	BI-R033
18532	Custodian (NE S WFSE Campuswide)	BI-R033
22661	Custodian Lead (NE H NI WFSE Campuswide)	BI-R037
18533	Custodian Lead (NE S WFSE Campuswide)	BI-R037
22693	Dietary Unit Aide (NE H NI WFSE Campuswide)	B0-R005
18570	Dietary Unit Aide (NE S WFSE Campuswide)	B0-R005
22881	Dietetic Technician (NE H NI WFSE Campuswide)	B0-R029
18569	Dietetic Technician (NE S WFSE Campuswide)	B0-R029
22681	Driver-Warehouse Worker (NE H NI WFSE Campuswide)	BI-R039
18555	Driver-Warehouse Worker (NE S WFSE Campuswide)	BI-R039
22651	Electronics Technician 2 - Bioengr Only (NE H NI WFSE Campuswide)	BI-R045
18519	Electronics Technician 2 - Bioengr Only (NE S WFSE Campuswide)	BI-R045
22652	Engineering Technician 1 - Bioengr Only (NE H NI WFSE Campuswide)	BI-R047
18521	Engineering Technician 1 - Bioengr Only (NE S WFSE Campuswide)	BI-R047

22644	Food Service Worker 1 (NE H NI WFSE Campuswide)	BI-R032
18510	Food Service Worker 1 (NE S WFSE Campuswide)	BI-R032
22645	Food Service Worker 2 (NE H NI WFSE Campuswide)	BI-R034
18511	Food Service Worker 2 (NE S WFSE Campuswide)	BI-R034
22936	Food Service Worker 3 (NE H NI WFSE Campuswide)	BI-R039
18518	Food Service Worker 3 (NE S WFSE Campuswide)	BI-R039
23623	Gardener - Tree Climber (NE H NI WFSE Campuswide)	BI-R043
18545	Gardener - Tree Climber (NE S WFSE Campuswide)	BI-R043
22665	Gardener 1 (NE H NI WFSE Campuswide)	BI-R033
18537	Gardener 1 (NE S WFSE Campuswide)	BI-R033
22666	Gardener 2 (NE H NI WFSE Campuswide)	BI-R037
18538	Gardener 2 (NE S WFSE Campuswide)	BI-R037
22667	Gardener Lead (NE H NI WFSE Campuswide)	BI-R041
18539	Gardener Lead (NE S WFSE Campuswide)	BI-R041
22668	Greenhouse Attendant (NE H NI WFSE Campuswide)	BI-R034
18540	Greenhouse Attendant (NE S WFSE Campuswide)	BI-R034
22699	Hospital Assistant (NE H NI WFSE Campuswide)	B0-R033
18576	Hospital Assistant (NE S WFSE Campuswide)	B0-R033
22700	Hospital Assistant Lead (NE H NI WFSE Campuswide)	B0-R040
18577	Hospital Assistant Lead (NE S WFSE Campuswide)	B0-R040
22694	Hospital Central Services Tech Trainee (NE H NI WFSE Campuswide)	B0-R032
18571	Hospital Central Services Tech Trainee (NE S WFSE Campuswide)	B0-R032
22695	Hospital Central Services Technician 1 (NE H NI WFSE Campuswide)	B0-R037
18572	Hospital Central Services Technician 1 (NE S WFSE Campuswide)	B0-R037
22697	Hospital Central Services Technician 2 (NE H NI WFSE Campuswide)	B0-R046
18574	Hospital Central Services Technician 2 (NE S WFSE Campuswide)	B0-R046
22696	Hospital Central Services Technician Ld (NE H NI WFSE Campuswide)	B0-R053
18573	Hospital Central Services Technician Ld (NE S WFSE Campuswide)	B0-R053
23261	Hospital Custodian (NE H NI WFSE Campuswide)	B0-R017
18735	Hospital Custodian (NE S WFSE Campuswide)	B0-R017
23262	Hospital Custodian Lead (NE H NI WFSE Campuswide)	B0-R027
18736	Hospital Custodian Lead (NE S WFSE Campuswide)	B0-R027
22653	Industrial Hygienist 1 (NE H NI WFSE Campuswide)	BI-R052
18525	Industrial Hygienist 1 (NE S WFSE Campuswide)	BI-R052
18526	Industrial Hygienist 2 (E S WFSE Campuswide)	BI-R056
22654	Industrial Hygienist 2 (NE H NI WFSE Campuswide)	BI-R056
18524	Industrial Hygienist 2 (NE S WFSE Campuswide)	BI-R056
22698	Licensed Practical Nurse (NE H NI WFSE Campuswide)	B0-R061
18575	Licensed Practical Nurse (NE S WFSE Campuswide)	B0-R061
22688	Mail Carrier (NE H NI WFSE Campuswide)	BI-R030
18563	Mail Carrier (NE S WFSE Campuswide)	BI-R030
22689	Mail Carrier-Driver A (NE H NI WFSE Campuswide)	BI-R034

18564	Mail Carrier-Driver A (NE S WFSE Campuswide)	BI-R034
22690	Mail Carrier-Driver B (NE H NI WFSE Campuswide)	BI-R036
18565	Mail Carrier-Driver B (NE S WFSE Campuswide)	BI-R036
22692	Mail Rater (NE H NI WFSE Campuswide)	BI-R036
18567	Mail Rater (NE S WFSE Campuswide)	BI-R036
22691	Mail Services Lead (NE H NI WFSE Campuswide)	BI-R038
18566	Mail Services Lead (NE S WFSE Campuswide)	BI-R038
22671	Maintenance Custodian 1 (NE H NI WFSE Campuswide)	BI-R035
18543	Maintenance Custodian 1 (NE S WFSE Campuswide)	BI-R035
22659	Captain Research Vessel (NE H NI WFSE Campuswide)	BI-R048G
18531	Captain Research Vessel (NE S WFSE Campuswide)	BI-R048G
22675	Motor Equipment Service Attendant (NE H NI WFSE Campuswide)	BI-R034G
18549	Motor Equipment Service Attendant (NE S WFSE Campuswide)	BI-R034G
22701	Patient Care Technician (NE H NI WFSE Campuswide)	B0-R044
18580	Patient Care Technician (NE S WFSE Campuswide)	B0-R044
22670	Plant Communications Coordinator (NE H NI WFSE Campuswide)	BI-R043
18542	Plant Communications Coordinator (NE S WFSE Campuswide)	BI-R043
22640	Program Assistant - Bioengr Only (NE H NI WFSE Campuswide)	BI-R037
18503	Program Assistant - Bioengr Only (NE S WFSE Campuswide)	BI-R037
22655	Research Aide 1 - Bioengr Only (NE H NI WFSE Campuswide)	BI-R031
18527	Research Aide 1 - Bioengr Only (NE S WFSE Campuswide)	BI-R031
22656	Research Aide 2 - Bioengr Only (NE H NI WFSE Campuswide)	BI-R037
18528	Research Aide 2 - Bioengr Only (NE S WFSE Campuswide)	BI-R037
22657	Research Technologist 1 - Bioengr Only (NE H NI WFSE Campuswide)	BI-R035
18529	Research Technologist 1 - Bioengr Only (NE S WFSE Campuswide)	BI-R035
22658	Research Technologist 2 - Bioengr Only (NE H NI WFSE Campuswide)	BI-R040
17845	Research Technologist 2 - Bioengr Only (NE S WFSE Campuswide)	BI-R040
22650	Seamstre (NE H NI WFSE Campuswide)	BI-R030
18517	Seamstre (NE S WFSE Campuswide)	BI-R030
23632	Shuttle Driver (NE H NI WFSE Campuswide)	BI-R052
18557	Shuttle Driver (NE S WFSE Campuswide)	BI-R052
22686	Stockroom Attendant 1 (NE H NI WFSE Campuswide)	BI-R033
18561	Stockroom Attendant 1 (NE S WFSE Campuswide)	BI-R033
22687	Stockroom Attendant 2 (NE H NI WFSE Campuswide)	BI-R035
18562	Stockroom Attendant 2 (NE S WFSE Campuswide)	BI-R035
22915	Stockroom Attendant Lead (NE H NI WFSE Campuswide)	BI-R038
18590	Stockroom Attendant Lead (NE S WFSE Campuswide)	BI-R038
22897	Supply Chain Technician 1 (NE H NI WFSE Campuswide)	B0-R017
18587	Supply Chain Technician 1 (NE S WFSE Campuswide)	B0-R017
22898	Supply Chain Technician 2 (NE H NI WFSE Campuswide)	B0-R022
18588	Supply Chain Technician 2 (NE S WFSE Campuswide)	B0-R022
22899	Supply Chain Technician Lead (NE H NI WFSE Campuswide)	B0-R029

18589	Supply Chain Technician Lead (NE S WFSE Campuswide)	B0-R029
22677	Transportation Helper (NE H NI WFSE Campuswide)	BI-R030
18551	Transportation Helper (NE S WFSE Campuswide)	BI-R030
22679	Truck Driver 1 (NE H NI WFSE Campuswide)	BI-R039
18553	Truck Driver 1 (NE S WFSE Campuswide)	BI-R039
22680	Truck Driver 2 (NE H NI WFSE Campuswide)	BI-R044
18554	Truck Driver 2 (NE S WFSE Campuswide)	BI-R044
22678	Truck Driver Lead (NE H NI WFSE Campuswide)	BI-R047
18552	Truck Driver Lead (NE S WFSE Campuswide)	BI-R047
22916	Unit Supply Technician 1 (NE H NI WFSE Campuswide)	BI-R036
18584	Unit Supply Technician 1 (NE S WFSE Campuswide)	BI-R036
22917	Unit Supply Technician 2 (NE H NI WFSE Campuswide)	BI-R038
18585	Unit Supply Technician 2 (NE S WFSE Campuswide)	BI-R038
22918	Unit Supply Technician Lead (NE H NI WFSE Campuswide)	BI-R041
18586	Unit Supply Technician Lead (NE S WFSE Campuswide)	BI-R041
22673	Utility Worker 1 (NE H NI WFSE Campuswide)	BI-R033
18547	Utility Worker 1 (NE S WFSE Campuswide)	BI-R033
22674	Utility Worker 2 (NE H NI WFSE Campuswide)	BI-R037
18548	Utility Worker 2 (NE S WFSE Campuswide)	BI-R037
22672	Utility Worker Lead (NE H NI WFSE Campuswide)	BI-R040
18546	Utility Worker Lead (NE S WFSE Campuswide)	BI-R040
22683	Warehouse Worker 1 (NE H NI WFSE Campuswide)	BI-R032
18558	Warehouse Worker 1 (NE S WFSE Campuswide)	BI-R032
22685	Warehouse Worker 2 (NE H NI WFSE Campuswide)	BI-R034G
18560	Warehouse Worker 2 (NE S WFSE Campuswide)	BI-R034G
22684	Warehouse Worker Lead (NE H NI WFSE Campuswide)	BI-R035G
18559	Warehouse Worker Lead (NE S WFSE Campuswide)	BI-R035G
22646	Washroom Equipment Operator 1 (NE H NI WFSE Campuswide)	BI-R030
18513	Washroom Equipment Operator 1 (NE S WFSE Campuswide)	BI-R030
22647	Washroom Equipment Operator 2 (NE H NI WFSE Campuswide)	BI-R034
18514	Washroom Equipment Operator 2 (NE S WFSE Campuswide)	BI-R034
22682	Waste Collector (NE H NI WFSE Campuswide)	BI-R045
18556	Waste Collector (NE S WFSE Campuswide)	BI-R045
22662	Window Washer 1 (NE H NI WFSE Campuswide)	BI-R035
18534	Window Washer 1 (NE S WFSE Campuswide)	BI-R035
22939	Window Washer 2 (NE H NI WFSE Campuswide)	BI-R043
18544	Window Washer 2 (NE S WFSE Campuswide)	BI-R043
22663	Window Washer Lead (NE H NI WFSE Campuswide)	BI-R045
18535	Window Washer Lead (NE S WFSE Campuswide)	BI-R045

Custodial Supervisors Bargaining Unit

Job Code	Job Profile Name	Table-Range
22801	Custodian Supervisor 1 (NE H NI WFSE Cust Supv)	BI-R043
18776	Custodian Supervisor 1 (NE S WFSE Cust Supv)	BI-R043
22802	Custodian Supervisor 2 (NE H NI WFSE Cust Supv)	BI-R047
17846	Custodian Supervisor 2 (NE S WFSE Cust Supv)	BI-R047
23063	Food Service Supervisor 1 - Hospital (NE H NI WFSE Cust Supv)	BI-R044
18774	Food Service Supervisor 1 - Hospital (NE S WFSE Cust Supv)	BI-R044
23064	Food Service Supervisor 2 - Hospital (NE H NI WFSE Cust Supv)	BI-R046
18775	Food Service Supervisor 2 - Hospital (NE S WFSE Cust Supv)	BI-R046
23263	Hospital Custodian Supervisor 1 (NE H NI WFSE Cust Supv)	B0-R037
18779	Hospital Custodian Supervisor 1 (NE S WFSE Cust Supv)	B0-R037
18780	Hospital Custodian Supervisor 2 (E S WFSE Cust Supv)	B0-R047
23264	Hospital Custodian Supervisor 2 (NE H NI WFSE Cust Supv)	B0-R047
18781	Hospital Custodian Supervisor 2 (NE S WFSE Cust Supv)	B0-R047
23099	Window Washer Supervisor (NE H NI WFSE Cust Supv)	BI-R048
18778	Window Washer Supervisor (NE S WFSE Cust Supv)	BI-R048

16 **Harborview Medical Center Bargaining Unit**

Job Code	Job Profile Name	Table-Range
22763	Alcoholism Therapist 1 (NE H NI WFSE HMC)	B0-R064
18696	Alcoholism Therapist 1 (NE S WFSE HMC)	B0-R064
22776	Anesthesiology Technician 1 (NE H NI WFSE HMC)	BABB-R017
18711	Anesthesiology Technician 1 (NE S WFSE HMC)	BABB-R017
23100	Audiology Assistant (NE H NI WFSE HMC)	B0-R018
21879	Audiology Assistant (NE S WFSE HMC)	B0-R018
23094	Biomedical Electronics Technician 1 (NE H NI WFSE HMC)	B0-R068
18728	Biomedical Electronics Technician 1 (NE S WFSE HMC)	B0-R068
23095	Biomedical Electronics Technician 2 (NE H NI WFSE HMC)	B0-R082
18729	Biomedical Electronics Technician 2 (NE S WFSE HMC)	B0-R082
23096	Biomedical Electronics Technician 3 (NE H NI WFSE HMC)	B0-R092
18730	Biomedical Electronics Technician 3 (NE S WFSE HMC)	B0-R092
23097	Biomedical Electronics Technician Lead (NE H NI WFSE HMC)	B0-R097
18731	Biomedical Electronics Technician Lead (NE S WFSE HMC)	B0-R097
22777	Cardiac Monitor Technician (NE H NI WFSE HMC)	BV-R048
18712	Cardiac Monitor Technician (NE S WFSE HMC)	BV-R048
22711	Cashier 1 (NE H NI WFSE HMC)	BI-R030
18635	Cashier 1 (NE S WFSE HMC)	BI-R030
22782	Clinical Laboratory Technician 1-HMC (NE H NI WFSE HMC)	BV-R041
18718	Clinical Laboratory Technician 1-HMC (NE S WFSE HMC)	BV-R041
22783	Clinical Laboratory Technician 2-HMC (NE H NI WFSE HMC)	BV-R047
18719	Clinical Laboratory Technician 2-HMC (NE S WFSE HMC)	BV-R047

22784	Clinical Laboratory Technician Lead-HMC (NE H NI WFSE HMC)	BV-R057
18720	Clinical Laboratory Technician Lead-HMC (NE S WFSE HMC)	BV-R057
22717	Cook (NE H NI WFSE HMC)	BI-R037
18641	Cook (NE S WFSE HMC)	BI-R037
22718	Cook Lead (NE H NI WFSE HMC)	BI-R039
18642	Cook Lead (NE S WFSE HMC)	BI-R039
22749	Dietary Unit Aide (NE H NI WFSE HMC)	B0-R005
18680	Dietary Unit Aide (NE S WFSE HMC)	B0-R005
22748	Dietary Unit Clerk (NE H NI WFSE HMC)	B0-R007
18678	Dietary Unit Clerk (NE S WFSE HMC)	B0-R007
22778	Electrocardiograph Technician 1 (NE H NI WFSE HMC)	BV-R033
18713	Electrocardiograph Technician 1 (NE S WFSE HMC)	BV-R033
22779	Electrocardiograph Technician 2 (NE H NI WFSE HMC)	BV-R043
18714	Electrocardiograph Technician 2 (NE S WFSE HMC)	BV-R043
22919	Electrocardiograph Technician Lead (NE H NI WFSE HMC)	BV-R051
18715	Electrocardiograph Technician Lead (NE S WFSE HMC)	BV-R051
22723	Electronics Technician 1 (NE H NI WFSE HMC)	BI-R039
18649	Electronics Technician 1 (NE S WFSE HMC)	BI-R039
22724	Electronics Technician 2 (NE H NI WFSE HMC)	BI-R045
18650	Electronics Technician 2 (NE S WFSE HMC)	BI-R045
22709	Fiscal Technician 1 (NE H NI WFSE HMC)	BI-R033
18633	Fiscal Technician 1 (NE S WFSE HMC)	BI-R033
22710	Fiscal Technician 2 (NE H NI WFSE HMC)	BI-R036
18634	Fiscal Technician 2 (NE S WFSE HMC)	BI-R036
22719	Food Service Worker 1 (NE H NI WFSE HMC)	BI-R032
18644	Food Service Worker 1 (NE S WFSE HMC)	BI-R032
22720	Food Service Worker 2 (NE H NI WFSE HMC)	BI-R034
18645	Food Service Worker 2 (NE S WFSE HMC)	BI-R034
22735	Gardener 1 (NE H NI WFSE HMC)	BI-R033
18662	Gardener 1 (NE S WFSE HMC)	BI-R033
22736	Gardener 2 (NE H NI WFSE HMC)	BI-R037
18663	Gardener 2 (NE S WFSE HMC)	BI-R037
22773	Hospital Assistant (NE H NI WFSE HMC)	B0-R033
18708	Hospital Assistant (NE S WFSE HMC)	B0-R033
22774	Hospital Assistant Lead (NE H NI WFSE HMC)	B0-R040
18709	Hospital Assistant Lead (NE S WFSE HMC)	B0-R040
22751	Hospital Central Services Tech Trainee (NE H NI WFSE HMC)	B0-R032
18682	Hospital Central Services Tech Trainee (NE S WFSE HMC)	B0-R032
22752	Hospital Central Services Technician 1 (NE H NI WFSE HMC)	B0-R037
18683	Hospital Central Services Technician 1 (NE S WFSE HMC)	B0-R037
22754	Hospital Central Services Technician 2 (NE H NI WFSE HMC)	B0-R046
18685	Hospital Central Services Technician 2 (NE S WFSE HMC)	B0-R046

22753	Hospital Central Services Technician Ld (NE H NI WFSE HMC)	B0-R053
18684	Hospital Central Services Technician Ld (NE S WFSE HMC)	B0-R053
22731	Hospital Custodian (NE H NI WFSE HMC)	B0-R017
18658	Hospital Custodian (NE S WFSE HMC)	B0-R017
22732	Hospital Custodian Lead (NE H NI WFSE HMC)	B0-R027
18659	Hospital Custodian Lead (NE S WFSE HMC)	B0-R027
22781	Hospital Dentistry Assistant Specialist (NE H NI WFSE HMC)	B0-R050
18717	Hospital Dentistry Assistant Specialist (NE S WFSE HMC)	B0-R050
22725	Industrial Hygienist 1 (NE H NI WFSE HMC)	BI-R052
18652	Industrial Hygienist 1 (NE S WFSE HMC)	BI-R052
18653	Industrial Hygienist 2 (E S WFSE HMC)	BI-R056
22726	Industrial Hygienist 2 (NE H NI WFSE HMC)	BI-R056
18651	Industrial Hygienist 2 (NE S WFSE HMC)	BI-R056
22727	Laboratory Helper (NE H NI WFSE HMC)	BI-R030
18654	Laboratory Helper (NE S WFSE HMC)	BI-R030
22728	Laboratory Helper Lead (NE H NI WFSE HMC)	BI-R032
18655	Laboratory Helper Lead (NE S WFSE HMC)	BI-R032
22729	Laboratory Technician 1 (NE H NI WFSE HMC)	BI-R030
18656	Laboratory Technician 1 (NE S WFSE HMC)	BI-R030
22730	Laboratory Technician 2 (NE H NI WFSE HMC)	BI-R034
18657	Laboratory Technician 2 (NE S WFSE HMC)	BI-R034
22772	Licensed Practical Nurse (NE H NI WFSE HMC)	B0-R061
18707	Licensed Practical Nurse (NE S WFSE HMC)	B0-R061
22747	Mail Rater (NE H NI WFSE HMC)	BI-R036
18676	Mail Rater (NE S WFSE HMC)	BI-R036
22737	Maintenance Custodian 1 (NE H NI WFSE HMC)	BI-R035
18665	Maintenance Custodian 1 (NE S WFSE HMC)	BI-R035
22775	Medical Assistant (NE H NI WFSE HMC)	B0-R047
18710	Medical Assistant (NE S WFSE HMC)	B0-R047
18697	Medical Assistant Apprentice (NE S WFSE HMC)	B0-R008
23109	Medical Assistant Registered (NE H NI WFSE HMC)	B0-R041
18733	Medical Assistant Registered (NE S WFSE HMC)	B0-R041
22750	Medical Transcriptionist 1 (NE H NI WFSE HMC)	B0-R014
18681	Medical Transcriptionist 1 (NE S WFSE HMC)	B0-R014
18700	Mental Health Practitioner (E S WFSE HMC)	B0-R072
22766	Mental Health Practitioner (NE H NI WFSE HMC)	B0-R072
17880	Mental Health Practitioner (NE S WFSE HMC)	B0-R072
18726	Mental Health Practitioner Clinical Specialist (E S WFSE HMC)	B0-R084
23083	Mental Health Practitioner Clinical Specialist (NE H NI WFSE HMC)	B0-R084
21774	Mental Health Practitioner Clinical Specialist (NE S WFSE HMC)	B0-R084
18727	Mental Health Practitioner Lead (E S WFSE HMC)	B0-R092
23084	Mental Health Practitioner Lead (NE H NI WFSE HMC)	B0-R092

21775	Mental Health Practitioner Lead (NE S WFSE HMC)	B0-R092
22770	Mental Health Specialist 1 (NE H NI WFSE HMC)	B0-R039
18705	Mental Health Specialist 1 (NE S WFSE HMC)	B0-R039
22771	Mental Health Specialist 2 (NE H NI WFSE HMC)	B0-R049
18706	Mental Health Specialist 2 (NE S WFSE HMC)	B0-R049
23244	Mental Health Specialist Lead (NE H NI WFSE HMC)	B0-R058
18701	Mental Health Specialist Lead (NE S WFSE HMC)	B0-R058
22768	Orthopaedic Technician I (NE H NI WFSE HMC)	BV-R045
18703	Orthopaedic Technician I (NE S WFSE HMC)	BV-R045
22769	Orthopaedic Technician II (NE H NI WFSE HMC)	BV-R052
18704	Orthopaedic Technician II (NE S WFSE HMC)	BV-R052
23106	Patient Care Technician (NE H NI WFSE HMC)	B0-R044
18732	Patient Care Technician (NE S WFSE HMC)	B0-R044
22759	Patient Services Coordinator (NE H NI WFSE HMC)	BI-R037
18690	Patient Services Coordinator (NE S WFSE HMC)	BI-R037
22760	Patient Services Lead (NE H NI WFSE HMC)	BI-R037
18691	Patient Services Lead (NE S WFSE HMC)	BI-R037
22758	Patient Services Rep (NE H NI WFSE HMC)	BI-R034
18689	Patient Services Rep (NE S WFSE HMC)	BI-R034
22786	Patient Services Specialist 2 (NE H NI WFSE HMC)	B0-R015
18722	Patient Services Specialist 2 (NE S WFSE HMC)	B0-R015
22787	Patient Services Specialist 3 (NE H NI WFSE HMC)	B0-R020
18723	Patient Services Specialist 3 (NE S WFSE HMC)	B0-R020
22789	Patient Services Specialist Edu-QA (NE H NI WFSE HMC)	B0-R033
18725	Patient Services Specialist Edu-QA (NE S WFSE HMC)	B0-R033
22788	Patient Services Specialist Lead (NE H NI WFSE HMC)	B0-R033
18724	Patient Services Specialist Lead (NE S WFSE HMC)	B0-R033
22761	Patient Services Specialist-Call Center (NE H NI WFSE HMC)	B0-R028
18692	Patient Services Specialist-Call Center (NE S WFSE HMC)	B0-R028
18698	Rehabilitation Counselor 1 (E S WFSE HMC)	B0-R057
22764	Rehabilitation Counselor 1 (NE H NI WFSE HMC)	B0-R057
18677	Rehabilitation Counselor 1 (NE S WFSE HMC)	B0-R057
18699	Rehabilitation Counselor 2 (E S WFSE HMC)	B0-R067
22765	Rehabilitation Counselor 2 (NE H NI WFSE HMC)	B0-R067
18679	Rehabilitation Counselor 2 (NE S WFSE HMC)	B0-R067
22706	Research Analyst 1 (NE H NI WFSE HMC)	BI-R037
18625	Research Analyst 1 (NE S WFSE HMC)	BI-R037
22767	Respiratory Care Assistant (NE H NI WFSE HMC)	BABB-R035
18702	Respiratory Care Assistant (NE S WFSE HMC)	BABB-R035
23633	Shuttle Driver (NE H NI WFSE HMC)	BI-R052
18616	Shuttle Driver (NE S WFSE HMC)	BI-R052
22762	Social Work Assistant 1 (NE H NI WFSE HMC)	BABB-R051

18693	Social Work Assistant 1 (NE S WFSE HMC)	BABB-R051
22755	Specimen Processing Technician (NE H NI WFSE HMC)	BV-R014
18686	Specimen Processing Technician (NE S WFSE HMC)	BV-R014
22756	Specimen Processing Technician Lead (NE H NI WFSE HMC)	BV-R026
18687	Specimen Processing Technician Lead (NE S WFSE HMC)	BV-R026
22744	Stockroom Attendant 1 (NE H NI WFSE HMC)	BI-R033
18673	Stockroom Attendant 1 (NE S WFSE HMC)	BI-R033
22745	Stockroom Attendant 2 (NE H NI WFSE HMC)	BI-R035
18674	Stockroom Attendant 2 (NE S WFSE HMC)	BI-R035
22746	Stockroom Attendant Lead (NE H NI WFSE HMC)	BI-R038
18675	Stockroom Attendant Lead (NE S WFSE HMC)	BI-R038
22900	Supply Chain Technician 1 (NE H NI WFSE HMC)	B0-R017
18617	Supply Chain Technician 1 (NE S WFSE HMC)	B0-R017
22901	Supply Chain Technician 2 (NE H NI WFSE HMC)	B0-R022
18618	Supply Chain Technician 2 (NE S WFSE HMC)	B0-R022
22902	Supply Chain Technician Lead (NE H NI WFSE HMC)	B0-R029
18619	Supply Chain Technician Lead (NE S WFSE HMC)	B0-R029
22780	Surgical Technologist (NE H NI WFSE HMC)	BABB-R061
18716	Surgical Technologist (NE S WFSE HMC)	BABB-R061
23540	Surgical Technologist Lead (NE H NI WFSE HMC)	BABB-R068
18734	Surgical Technologist Lead (NE S WFSE HMC)	BABB-R068
22707	Telephone Communications Operator (NE H NI WFSE HMC)	BI-R030
18631	Telephone Communications Operator (NE S WFSE HMC)	BI-R030
22741	Truck Driver 1 (NE H NI WFSE HMC)	BI-R039
18670	Truck Driver 1 (NE S WFSE HMC)	BI-R039
22742	Truck Driver 2 (NE H NI WFSE HMC)	BI-R044
18671	Truck Driver 2 (NE S WFSE HMC)	BI-R044
22738	Truck Driver Lead (NE H NI WFSE HMC)	BI-R047
18667	Truck Driver Lead (NE S WFSE HMC)	BI-R047
22702	Unit Supply Technician 1 (NE H NI WFSE HMC)	BI-R036
18621	Unit Supply Technician 1 (NE S WFSE HMC)	BI-R036
22703	Unit Supply Technician 2 (NE H NI WFSE HMC)	BI-R038
18622	Unit Supply Technician 2 (NE S WFSE HMC)	BI-R038
22704	Unit Supply Technician Lead (NE H NI WFSE HMC)	BI-R041
18623	Unit Supply Technician Lead (NE S WFSE HMC)	BI-R041
22739	Utility Worker 1 (NE H NI WFSE HMC)	BI-R033
18668	Utility Worker 1 (NE S WFSE HMC)	BI-R033
22740	Utility Worker 2 (NE H NI WFSE HMC)	BI-R037
18669	Utility Worker 2 (NE S WFSE HMC)	BI-R037
22733	Window Washer 1 (NE H NI WFSE HMC)	BI-R035
18660	Window Washer 1 (NE S WFSE HMC)	BI-R035
23098	Window Washer 2 (NE H NI WFSE HMC)	BI-R043

18664	Window Washer 2 (NE S WFSE HMC)	BI-R043
22734	Window Washer Lead (NE H NI WFSE HMC)	BI-R045
18661	Window Washer Lead (NE S WFSE HMC)	BI-R045

17 **Harborview Medical Center Security Officers Bargaining Unit**

Job Code	Job Profile Name	Table-Range
22800	Hospital Security Officer - HMC (NE H NI WFSE HMC Security)	B0-R057
18770	Hospital Security Officer - HMC (NE S WFSE HMC Security)	B0-R057

18 **Library Bargaining Unit**

Job Code	Job Profile Name	Table-Range
22792	Fiscal Technician 1 (NE H NI WFSE Libraries)	BI-R033
18750	Fiscal Technician 1 (NE S WFSE Libraries)	BI-R033
22793	Fiscal Technician 2 (NE H NI WFSE Libraries)	BI-R036
18751	Fiscal Technician 2 (NE S WFSE Libraries)	BI-R036
22882	Library & Archive Paraprofessional 1 - Botanical Grdns (NE H NI WFSE Libraries)	BI-R034
18761	Library & Archive Paraprofessional 1 - Botanical Grdns (NE S WFSE Libraries)	BI-R034
22883	Library & Archive Paraprofessional 2 - Botanical Grdns (NE H NI WFSE Libraries)	BI-R040
18762	Library & Archive Paraprofessional 2 - Botanical Grdns (NE S WFSE Libraries)	BI-R040
22884	Library & Archive Paraprofessional 3 - Botanical Grdns (NE H NI WFSE Libraries)	BI-R044
18763	Library & Archive Paraprofessional 3 - Botanical Grdns (NE S WFSE Libraries)	BI-R044
22794	Library Specialist I (NE H NI WFSE Libraries)	BI-R042
18752	Library Specialist I (NE S WFSE Libraries)	BI-R042
22795	Library Specialist II (NE H NI WFSE Libraries)	BI-R046
18753	Library Specialist II (NE S WFSE Libraries)	BI-R046
22796	Library Technician I (NE H NI WFSE Libraries)	BI-R030
18754	Library Technician I (NE S WFSE Libraries)	BI-R030
22797	Library Technician II (NE H NI WFSE Libraries)	BI-R034
18755	Library Technician II (NE S WFSE Libraries)	BI-R034
22798	Library Technician III (NE H NI WFSE Libraries)	BI-R036
18756	Library Technician III (NE S WFSE Libraries)	BI-R036
22799	Library Technician Lead (NE H NI WFSE Libraries)	BI-R038
18757	Library Technician Lead (NE S WFSE Libraries)	BI-R038
22790	Program Assistant (NE H NI WFSE Libraries)	BI-R037
18746	Program Assistant (NE S WFSE Libraries)	BI-R037
22791	Program Coordinator (NE H NI WFSE Libraries)	BI-R042
18747	Program Coordinator (NE S WFSE Libraries)	BI-R042

19 **Skilled Trades Bargaining Unit**

Job Code	Job Profile Name	Table-Range

22818	Carpenter (NE H NI WFSE Trades)	BL-R054
18825	Carpenter (NE S WFSE Trades)	BL-R054
22817	Carpenter Apprentice (NE H NI WFSE Trades)	BM-R001
18824	Carpenter Apprentice (NE S WFSE Trades)	BM-R001
22819	Carpenter Lead (NE H NI WFSE Trades)	BL-R057
18826	Carpenter Lead (NE S WFSE Trades)	BL-R057
22810	Construction And Maintenance Mechanic (NE H NI WFSE Trades)	BL-R057
18817	Construction And Maintenance Mechanic (NE S WFSE Trades)	BL-R057
22820	Control Tech Trnee (NE H NI WFSE Trades)	BM-R005
18827	Control Tech Trnee (NE S WFSE Trades)	BM-R005
22821	Control Technician (NE H NI WFSE Trades)	BL-R066
18828	Control Technician (NE S WFSE Trades)	BL-R066
22822	Control Technician Lead (NE H NI WFSE Trades)	BL-R069
18829	Control Technician Lead (NE S WFSE Trades)	BL-R069
22826	Elec Apprentice (NE H NI WFSE Trades)	BM-R005
18833	Elec Apprentice (NE S WFSE Trades)	BM-R005
22825	Elec Trade Trainee (NE H NI WFSE Trades)	BM-R005
18832	Elec Trade Trainee (NE S WFSE Trades)	BM-R005
22827	Electrician (NE H NI WFSE Trades)	BL-R066
18834	Electrician (NE S WFSE Trades)	BL-R066
22828	Electrician Lead (NE H NI WFSE Trades)	BL-R069
18835	Electrician Lead (NE S WFSE Trades)	BL-R069
22824	Electrician Lead-High Voltage (NE H NI WFSE Trades)	BL-R069
18831	Electrician Lead-High Voltage (NE S WFSE Trades)	BL-R069
22823	Electrician-High Voltage (NE H NI WFSE Trades)	BL-R064
18830	Electrician-High Voltage (NE S WFSE Trades)	BL-R064
22829	Elevator Mechanic (NE H NI WFSE Trades)	BL-R073
18836	Elevator Mechanic (NE S WFSE Trades)	BL-R073
22830	Elevator Mechanic Lead (NE H NI WFSE Trades)	BL-R076
18837	Elevator Mechanic Lead (NE S WFSE Trades)	BL-R076
22803	Facilities Operations Maintenance Spec (NE H NI WFSE Trades)	BL-R069
18810	Facilities Operations Maintenance Spec (NE S WFSE Trades)	BL-R069
22831	Floorlayer (NE H NI WFSE Trades)	BL-R052
18838	Floorlayer (NE S WFSE Trades)	BL-R052
22845	Furniture Repair Worker (NE H NI WFSE Trades)	BL-R052
18853	Furniture Repair Worker (NE S WFSE Trades)	BL-R052
22832	Glazier (NE H NI WFSE Trades)	BL-R052
18840	Glazier (NE S WFSE Trades)	BL-R052
22833	Glazier Lead (NE H NI WFSE Trades)	BL-R055
18841	Glazier Lead (NE S WFSE Trades)	BL-R055
22814	Heavy Equipment Operator (NE H NI WFSE Trades)	BL-R058
18821	Heavy Equipment Operator (NE S WFSE Trades)	BL-R058

22815	Heavy Equipment Operator Lead (NE H NI WFSE Trades)	BL-R061
18822	Heavy Equipment Operator Lead (NE S WFSE Trades)	BL-R061
22834	Insulation Worker (NE H NI WFSE Trades)	BL-R061
18842	Insulation Worker (NE S WFSE Trades)	BL-R061
22835	Insulation Worker Lead (NE H NI WFSE Trades)	BL-R064
18843	Insulation Worker Lead (NE S WFSE Trades)	BL-R064
22816	Lighting And Filter Maintenance Tech (NE H NI WFSE Trades)	BL-R040
18823	Lighting And Filter Maintenance Tech (NE S WFSE Trades)	BL-R040
22813	Lighting Maintenance Technician (NE H NI WFSE Trades)	BL-R039
18820	Lighting Maintenance Technician (NE S WFSE Trades)	BL-R039
22836	Locksmith (NE H NI WFSE Trades)	BL-R052
18844	Locksmith (NE S WFSE Trades)	BL-R052
22837	Locksmith Lead (NE H NI WFSE Trades)	BL-R055
18845	Locksmith Lead (NE S WFSE Trades)	BL-R055
22805	Machinery Master Mechanic (NE H NI WFSE Trades)	BL-R058
18812	Machinery Master Mechanic (NE S WFSE Trades)	BL-R058
22804	Machinery Mechanic (NE H NI WFSE Trades)	BL-R057
18811	Machinery Mechanic (NE S WFSE Trades)	BL-R057
22806	Machinery Mechanic Lead (NE H NI WFSE Trades)	BL-R060
18813	Machinery Mechanic Lead (NE S WFSE Trades)	BL-R060
22838	Machinist (NE H NI WFSE Trades)	BL-R046
18846	Machinist (NE S WFSE Trades)	BL-R046
22807	Maintenance Mechanic 1 (NE H NI WFSE Trades)	BL-R042
18814	Maintenance Mechanic 1 (NE S WFSE Trades)	BL-R042
22808	Maintenance Mechanic 2 (NE H NI WFSE Trades)	BL-R052
18815	Maintenance Mechanic 2 (NE S WFSE Trades)	BL-R052
22811	Maintenance Mechanic Door Specialist (NE H NI WFSE Trades)	BL-R062
18818	Maintenance Mechanic Door Specialist (NE S WFSE Trades)	BL-R062
22809	Maintenance Mechanic Lead (NE H NI WFSE Trades)	BL-R062
18816	Maintenance Mechanic Lead (NE S WFSE Trades)	BL-R062
22839	Mason Trade Trainee (NE H NI WFSE Trades)	BM-R004
18847	Mason Trade Trainee (NE S WFSE Trades)	BM-R004
22840	Mason/Plasterer (NE H NI WFSE Trades)	BL-R055
18848	Mason/Plasterer (NE S WFSE Trades)	BL-R055
22841	Mason/Plasterer Lead (NE H NI WFSE Trades)	BL-R058
18849	Mason/Plasterer Lead (NE S WFSE Trades)	BL-R058
22843	Motor Equipment Mechanic (NE H NI WFSE Trades)	BL-R061
18851	Motor Equipment Mechanic (NE S WFSE Trades)	BL-R061
22844	Motor Equipment Mechanic Lead (NE H NI WFSE Trades)	BL-R064
18852	Motor Equipment Mechanic Lead (NE S WFSE Trades)	BL-R064
22842	Motor Equipment Mechanic Trade Trainee (NE H NI WFSE Trades)	BL-R040
18850	Motor Equipment Mechanic Trade Trainee (NE S WFSE Trades)	BL-R040

22847	Painter (NE H NI WFSE Trades)	BL-R052
18855	Painter (NE S WFSE Trades)	BL-R052
22846	Painter Apprentice (NE H NI WFSE Trades)	BM-R002
18854	Painter Apprentice (NE S WFSE Trades)	BM-R002
22848	Painter Lead (NE H NI WFSE Trades)	BL-R055
18856	Painter Lead (NE S WFSE Trades)	BL-R055
22849	Pl/Pipe/Steam Tr Tre (NE H NI WFSE Trades)	BM-R007
18857	Pl/Pipe/Steam Tr Tre (NE S WFSE Trades)	BM-R007
22850	Plumber/Pipe/Steamfitter (NE H NI WFSE Trades)	BL-R066
18858	Plumber/Pipe/Steamfitter (NE S WFSE Trades)	BL-R066
22851	Plumber/Pipe/Steamfitter Lead (NE H NI WFSE Trades)	BL-R069
18859	Plumber/Pipe/Steamfitter Lead (NE S WFSE Trades)	BL-R069
22889	Power Plant Electrician High Voltage (NE H NI WFSE Trades)	BL-R081
18808	Power Plant Electrician High Voltage (NE S WFSE TRADES)	BL-R081
22890	Power Plant Electrician LD-High Voltage (NE H NI WFSE Trades)	BL-R084
18809	Power Plant Electrician LD-High Voltage (NE S WFSE TRADES)	BL-R084
22868	Power Plant Master Mechanic (NE H NI WFSE Trades)	BL-R067
18880	Power Plant Master Mechanic (NE S WFSE Trades)	BL-R067
22867	Power Plant Mechanic (NE H NI WFSE Trades)	BL-R066
18879	Power Plant Mechanic (NE S WFSE Trades)	BL-R066
22869	Power Plant Mechanic Lead (NE H NI WFSE Trades)	BL-R069
18881	Power Plant Mechanic Lead (NE S WFSE Trades)	BL-R069
22864	Power Plant Operating Engineer 1 (NE H NI WFSE Trades)	BL-R061
18876	Power Plant Operating Engineer 1 (NE S WFSE Trades)	BL-R061
22865	Power Plant Operating Engineer 2 (NE H NI WFSE Trades)	BL-R065
18877	Power Plant Operating Engineer 2 (NE S WFSE Trades)	BL-R065
22866	Power Plant Operating Engineer Lead (NE H NI WFSE Trades)	BL-R069
18878	Power Plant Operating Engineer Lead (NE S WFSE Trades)	BL-R069
22852	Refrigeration Mechanic (NE H NI WFSE Trades)	BL-R067
18860	Refrigeration Mechanic (NE S WFSE Trades)	BL-R067
22853	Refrigeration Mechanic Lead (NE H NI WFSE Trades)	BL-R070
18861	Refrigeration Mechanic Lead (NE S WFSE Trades)	BL-R070
22854	Roofer (NE H NI WFSE Trades)	BL-R054
18862	Roofer (NE S WFSE Trades)	BL-R054
22855	Roofer Lead (NE H NI WFSE Trades)	BL-R057
18863	Roofer Lead (NE S WFSE Trades)	BL-R057
22858	Sheet Metal Mechanic (NE H NI WFSE Trades)	BL-R057
18866	Sheet Metal Mechanic (NE S WFSE Trades)	BL-R057
22859	Sheet Metal Mechanic Lead (NE H NI WFSE Trades)	BL-R060
18867	Sheet Metal Mechanic Lead (NE S WFSE Trades)	BL-R060
22857	Sheet Mtl Mech Appr (NE H NI WFSE Trades)	BM-R006
18865	Sheet Mtl Mech Appr (NE S WFSE Trades)	BM-R006

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22856	Sheet Mtl Mech Tr Tr (NE H NI WFSE Trades)	BM-R006
18864	Sheet Mtl Mech Tr Tr (NE S WFSE Trades)	BM-R006
22862	Trades Helper (NE H NI WFSE Trades)	BL-R036
18870	Trades Helper (NE S WFSE Trades)	BL-R036
22863	Welder - Fabricator (NE H NI WFSE Trades)	BL-R057
18871	Welder - Fabricator (NE S WFSE Trades)	BL-R057

Tentatively Agreed To:

For the Union:

Signed by:
Becky K. Stephens
530E07D4212E4C6...

Date: 9/24/2026

For the Employer:

DocuSigned by:
Catherine Scheid
9BED1964C6434D0...

Date: 9/18/2026

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APPENDIX II – DIFFERNTIALS

WFSE Campuswide and WFSE HMC – Health Care Professional/Technical Classifications

Increase Weekend Premium for all job classifications listed below to $2.50/per hour. Weekend as defined in Article 45.15.

Salaried Job Code	Job Profile	Evening Shift Differential ($/Hour)	Night Shift Differential ($/Hour)	Weekend Pay ($/Hour)

Job Code	Job Profile Name	Evening Shift Differential ($/Hour)	Night Shift Differential ($/Hour)	Standby Pay ($/Hour)	Weekend Pay ($/Hour)
22763	Alcoholism Therapist 1 (NE H NI WFSE HMC)	$1.75	$2.50	$7.00	$2.25
18696	Alcoholism Therapist 1 (NE S WFSE HMC)	$1.75	$2.50	$7.00	$2.25
22776	Anesthesiology Technician 1 (NE H NI WFSE HMC)	$1.75	$2.50	$7.00	$2.25
18711	Anesthesiology Technician 1 (NE S WFSE HMC)	$1.75	$2.50	$7.00	$2.25
23100	Audiology Assistant (NE H NI WFSE HMC)	$1.75	$2.50	$4.00	$2.00
21879	Audiology Assistant (NE S WFSE HMC)	$1.75	$2.50	$4.00	$2.00
23094	Biomedical Electronics Technician 1 (NE H NI WFSE HMC)	$1.75	$2.50	$4.00	$2.00
18728	Biomedical Electronics Technician 1 (NE S WFSE HMC)	$1.75	$2.50	$4.00	$2.00
23095	Biomedical Electronics Technician 2 (NE H NI WFSE HMC)	$1.75	$2.50	$4.00	$2.00
18729	Biomedical Electronics Technician 2 (NE S WFSE HMC)	$1.75	$2.50	$4.00	$2.00
23096	Biomedical Electronics Technician 3 (NE H NI WFSE HMC)	$1.75	$2.50	$4.00	$2.00
18730	Biomedical Electronics Technician 3 (NE S WFSE HMC)	$1.75	$2.50	$4.00	$2.00
23097	Biomedical Electronics Technician Lead (NE H NI WFSE HMC)	$1.75	$2.50	$4.00	$2.00
18731	Biomedical Electronics Technician Lead (NE S WFSE HMC)	$1.75	$2.50	$4.00	$2.00
18536	Carpet Cleaner (NE S WFSE Campuswide)	$1.75	$2.50	$4.00	$2.00
22664	Carpet Cleaner (NE H NI WFSE Campuswide)	$1.75	$2.50	$4.00	$2.00
22777	Cardiac Monitor Technician (NE H NI WFSE HMC)	$1.75	$2.50	$7.00	$2.25

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18712	Cardiac Monitor Technician (NE S WFSE HMC)	$1.75	$2.50	$7.00	$2.25
22782	Clinical Laboratory Technician 1-HMC (NE H NI WFSE HMC)	$1.75	$2.50	$7.00	$2.25
18718	Clinical Laboratory Technician 1-HMC (NE S WFSE HMC)	$1.75	$2.50	$7.00	$2.25
22783	Clinical Laboratory Technician 2-HMC (NE H NI WFSE HMC)	$1.75	$2.50	$7.00	$2.25
18719	Clinical Laboratory Technician 2-HMC (NE S WFSE HMC)	$1.75	$2.50	$7.00	$2.25
22784	Clinical Laboratory Technician Lead-HMC (NE H NI WFSE HMC)	$1.75	$2.50	$7.00	$2.25
18720	Clinical Laboratory Technician Lead-HMC (NE S WFSE HMC)	$1.75	$2.50	$7.00	$2.25
22660	Custodian (NE H NI WFSE Campuswide)	$1.75	$2.50	$4.00	$2.00
18532	Custodian (NE S WFSE Campuswide)	$1.75	$2.50	$4.00	$2.00
22661	Custodian Lead (NE H NI WFSE Campuswide)	$1.75	$2.50	$4.00	$2.00
18533	Custodian Lead (NE S WFSE Campuswide)	$1.75	$2.50	$4.00	$2.00
22801	Custodian Supervisor 1 (NE H NI WFSE Cust Supv)	$1.75	$2.50	$4.00	$2.00
18776	Custodian Supervisor 1 (NE S WFSE Cust Supv)	$1.75	$2.50	$4.00	$2.00
22802	Custodian Supervisor 2 (NE H NI WFSE Cust Supv)	$1.75	$2.50	$4.00	$2.00
17846	Custodian Supervisor 2 (NE S WFSE Cust Supv)	$1.75	$2.50	$4.00	$2.00
22693	Dietary Unit Aide (NE H NI WFSE Campuswide)	$1.75	$2.50	$4.00	$2.00
22749	Dietary Unit Aide (NE H NI WFSE HMC)	$1.75	$2.50	$4.00	$2.00
18570	Dietary Unit Aide (NE S WFSE Campuswide)	$1.75	$2.50	$4.00	$2.00
18680	Dietary Unit Aide (NE S WFSE HMC)	$1.75	$2.50	$4.00	$2.00
22748	Dietary Unit Clerk (NE H NI WFSE HMC)	$1.75	$2.50	$4.00	$2.00
18678	Dietary Unit Clerk (NE S WFSE HMC)	$1.75	$2.50	$4.00	$2.00
22881	Dietetic Technician (NE H NI WFSE Campuswide)	$1.75	$2.50	$4.00	$2.00
18569	Dietetic Technician (NE S WFSE Campuswide)	$1.75	$2.50	$4.00	$2.00
22778	Electrocardiograph Technician 1 (NE H NI WFSE HMC)	$1.75	$2.50	$7.00	$2.25

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18713	Electrocardiograph Technician 1 (NE S WFSE HMC)	$1.75	$2.50	$7.00	$2.25
22779	Electrocardiograph Technician 2 (NE H NI WFSE HMC)	$1.75	$2.50	$7.00	$2.25
18714	Electrocardiograph Technician 2 (NE S WFSE HMC)	$1.75	$2.50	$7.00	$2.25
22919	Electrocardiograph Technician Lead (NE H NI WFSE HMC)	$1.75	$2.50	$7.00	$2.25
18715	Electrocardiograph Technician Lead (NE S WFSE HMC)	$1.75	$2.50	$7.00	$2.25
22699	Hospital Assistant (NE H NI WFSE Campuswide)	$1.75	$2.50	$4.00	$2.00
22773	Hospital Assistant (NE H NI WFSE HMC)	$1.75	$2.50	$4.00	$2.00
18576	Hospital Assistant (NE S WFSE Campuswide)	$1.75	$2.50	$4.00	$2.00
18708	Hospital Assistant (NE S WFSE HMC)	$1.75	$2.50	$4.00	$2.00
22700	Hospital Assistant Lead (NE H NI WFSE Campuswide)	$1.75	$2.50	$4.00	$2.00
22774	Hospital Assistant Lead (NE H NI WFSE HMC)	$1.75	$2.50	$4.00	$2.00
18577	Hospital Assistant Lead (NE S WFSE Campuswide)	$1.75	$2.50	$4.00	$2.00
18709	Hospital Assistant Lead (NE S WFSE HMC)	$1.75	$2.50	$4.00	$2.00
22694	Hospital Central Services Tech Trainee (NE H NI WFSE Campuswide)	$1.75	$2.50	$7.00	$2.00
22751	Hospital Central Services Tech Trainee (NE H NI WFSE HMC)	$1.75	$2.50	$7.00	$2.00
18571	Hospital Central Services Tech Trainee (NE S WFSE Campuswide)	$1.75	$2.50	$7.00	$2.00
18682	Hospital Central Services Tech Trainee (NE S WFSE HMC)	$1.75	$2.50	$7.00	$2.00
22695	Hospital Central Services Technician 1 (NE H NI WFSE Campuswide)	$1.75	$2.50	$7.00	$2.00
22752	Hospital Central Services Technician 1 (NE H NI WFSE HMC)	$1.75	$2.50	$7.00	$2.00
18572	Hospital Central Services Technician 1 (NE S WFSE Campuswide)	$1.75	$2.50	$7.00	$2.00
18683	Hospital Central Services Technician 1 (NE S WFSE HMC)	$1.75	$2.50	$7.00	$2.00
22697	Hospital Central Services Technician 2 (NE H NI WFSE Campuswide)	$1.75	$2.50	$7.00	$2.00
22754	Hospital Central Services Technician 2 (NE H NI WFSE HMC)	$1.75	$2.50	$7.00	$2.00

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18574	Hospital Central Services Technician 2 (NE S WFSE Campuswide)	$1.75	$2.50	$7.00	$2.00
18685	Hospital Central Services Technician 2 (NE S WFSE HMC)	$1.75	$2.50	$7.00	$2.00
22696	Hospital Central Services Technician Ld (NE H NI WFSE Campuswide)	$1.75	$2.50	$7.00	$2.00
22753	Hospital Central Services Technician Ld (NE H NI WFSE HMC)	$1.75	$2.50	$7.00	$2.00
18573	Hospital Central Services Technician Ld (NE S WFSE Campuswide)	$1.75	$2.50	$7.00	$2.00
18684	Hospital Central Services Technician Ld (NE S WFSE HMC)	$1.75	$2.50	$7.00	$2.00
23261	Hospital Custodian (NE H NI WFSE Campuswide)	$1.75	$2.50	$4.00	$2.00
22731	Hospital Custodian (NE H NI WFSE HMC)	$1.75	$2.50	$4.00	$2.00
18735	Hospital Custodian (NE S WFSE Campuswide)	$1.75	$2.50	$4.00	$2.00
18658	Hospital Custodian (NE S WFSE HMC)	$1.75	$2.50	$4.00	$2.00
23262	Hospital Custodian Lead (NE H NI WFSE Campuswide)	$1.75	$2.50	$4.00	$2.00
22732	Hospital Custodian Lead (NE H NI WFSE HMC)	$1.75	$2.50	$4.00	$2.00
18736	Hospital Custodian Lead (NE S WFSE Campuswide)	$1.75	$2.50	$4.00	$2.00
18659	Hospital Custodian Lead (NE S WFSE HMC)	$1.75	$2.50	$4.00	$2.00
23263	Hospital Custodian Supervisor 1 (NE H NI WFSE Cust Supv)	$1.75	$2.50	$4.00	$2.00
18779	Hospital Custodian Supervisor 1 (NE S WFSE Cust Supv)	$1.75	$2.50	$4.00	$2.00
18780	Hospital Custodian Supervisor 2 (E S WFSE Cust Supv)	$1.75	$2.50	$4.00	$2.00
23264	Hospital Custodian Supervisor 2 (NE H NI WFSE Cust Supv)	$1.75	$2.50	$4.00	$2.00
18781	Hospital Custodian Supervisor 2 (NE S WFSE Cust Supv)	$1.75	$2.50	$4.00	$2.00
22781	Hospital Dentistry Assistant Specialist (NE H NI WFSE HMC)	$1.75	$2.50	$4.00	$2.00
18717	Hospital Dentistry Assistant Specialist (NE S WFSE HMC)	$1.75	$2.50	$4.00	$2.00
22698	Licensed Practical Nurse (NE H NI WFSE Campuswide)	$1.75	$2.50	$4.00	$2.00
22772	Licensed Practical Nurse (NE H NI WFSE HMC)	$1.75	$2.50	$4.00	$2.00

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18575	Licensed Practical Nurse (NE S WFSE Campuswide)	$1.75	$2.50	$4.00	$2.00
18707	Licensed Practical Nurse (NE S WFSE HMC)	$1.75	$2.50	$4.00	$2.00
18543	Maintenance Custodian 1 (NE S WFSE Campuswide)	$1.75	$2.50	$4.00	$2.00
18665	Maintenance Custodian 1 (NE S WFSE HMC)	$1.75	$2.50	$4.00	$2.00
22671	Maintenance Custodian 1 (NE H NI WFSE Campuswide)	$1.75	$2.50	$4.00	$2.00
22737	Maintenance Custodian 1 (NE H NI WFSE HMC)	$1.75	$2.50	$4.00	$2.00
22775	Medical Assistant (NE H NI WFSE HMC)	$1.75	$2.50	$4.00	$2.00
18710	Medical Assistant (NE S WFSE HMC)	$1.75	$2.50	$4.00	$2.00
18697	Medical Assistant Apprentice (NE S WFSE HMC)	$1.75	$2.50	$4.00	$2.00
23109	Medical Assistant Registered (NE H NI WFSE HMC)	$1.75	$2.50	$4.00	$2.00
18733	Medical Assistant Registered (NE S WFSE HMC)	$1.75	$2.50	$4.00	$2.00
22750	Medical Transcriptionist 1 (NE H NI WFSE HMC)	$1.75	$2.50	$4.00	$2.00
18681	Medical Transcriptionist 1 (NE S WFSE HMC)	$1.75	$2.50	$4.00	$2.00
18700	Mental Health Practitioner (E S WFSE HMC)	$1.75	$2.50	$7.00	$2.25
22766	Mental Health Practitioner (NE H NI WFSE HMC)	$1.75	$2.50	$7.00	$2.25
17880	Mental Health Practitioner (NE S WFSE HMC)	$1.75	$2.50	$7.00	$2.25
18726	Mental Health Practitioner Clinical Specialist (E S WFSE HMC)	$1.75	$2.50	$7.00	$2.25
23083	Mental Health Practitioner Clinical Specialist (NE H NI WFSE HMC)	$1.75	$2.50	$7.00	$2.25
21774	Mental Health Practitioner Clinical Specialist (NE S WFSE HMC)	$1.75	$2.50	$7.00	$2.25
18727	Mental Health Practitioner Lead (E S WFSE HMC)	$1.75	$2.50	$7.00	$2.25
23084	Mental Health Practitioner Lead (NE H NI WFSE HMC)	$1.75	$2.50	$7.00	$2.25
21775	Mental Health Practitioner Lead (NE S WFSE HMC)	$1.75	$2.50	$7.00	$2.25
22770	Mental Health Specialist 1 (NE H NI WFSE HMC)	$1.75	$2.50	$7.00	$2.25
18705	Mental Health Specialist 1 (NE S WFSE HMC)	$1.75	$2.50	$7.00	$2.25

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22771	Mental Health Specialist 2 (NE H NI WFSE HMC)	$1.75	$2.50	$7.00	$2.25
18706	Mental Health Specialist 2 (NE S WFSE HMC)	$1.75	$2.50	$7.00	$2.25
23244	Mental Health Specialist Lead (NE H NI WFSE HMC)	$1.75	$2.50	$7.00	$2.25
18701	Mental Health Specialist Lead (NE S WFSE HMC)	$1.75	$2.50	$7.00	$2.25
22768	Orthopaedic Technician I (NE H NI WFSE HMC)	$1.75	$2.50	$7.00	$2.25
18703	Orthopaedic Technician I (NE S WFSE HMC)	$1.75	$2.50	$7.00	$2.25
22769	Orthopaedic Technician II (NE H NI WFSE HMC)	$1.75	$2.50	$7.00	$2.25
18704	Orthopaedic Technician II (NE S WFSE HMC)	$1.75	$2.50	$7.00	$2.25
22701	Patient Care Technician (NE H NI WFSE Campuswide)	$1.75	$2.50	$4.00	$2.00
23106	Patient Care Technician (NE H NI WFSE HMC)	$1.75	$2.50	$4.00	$2.00
18580	Patient Care Technician (NE S WFSE Campuswide)	$1.75	$2.50	$4.00	$2.00
18732	Patient Care Technician (NE S WFSE HMC)	$1.75	$2.50	$4.00	$2.00
22759	Patient Services Coordinator (NE H NI WFSE HMC)	$1.75	$2.50	$4.00	$2.00
18690	Patient Services Coordinator (NE S WFSE HMC)	$1.75	$2.50	$4.00	$2.00
22760	Patient Services Lead (NE H NI WFSE HMC)	$1.75	$2.50	$4.00	$2.00
18691	Patient Services Lead (NE S WFSE HMC)	$1.75	$2.50	$4.00	$2.00
22758	Patient Services Rep (NE H NI WFSE HMC)	$1.75	$2.50	$4.00	$2.00
18689	Patient Services Rep (NE S WFSE HMC)	$1.75	$2.50	$4.00	$2.00
22786	Patient Services Specialist 2 (NE H NI WFSE HMC)	$1.75	$2.50	$4.00	$2.00
18722	Patient Services Specialist 2 (NE S WFSE HMC)	$1.75	$2.50	$4.00	$2.00
22787	Patient Services Specialist 3 (NE H NI WFSE HMC)	$1.75	$2.50	$4.00	$2.00
18723	Patient Services Specialist 3 (NE S WFSE HMC)	$1.75	$2.50	$4.00	$2.00
22789	Patient Services Specialist Edu-QA (NE H NI WFSE HMC)	$1.75	$2.50	$4.00	$2.00

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18725	Patient Services Specialist Edu-QA (NE S WFSE HMC)	$1.75	$2.50	$4.00	$2.00
22788	Patient Services Specialist Lead (NE H NI WFSE HMC)	$1.75	$2.50	$4.00	$2.00
18724	Patient Services Specialist Lead (NE S WFSE HMC)	$1.75	$2.50	$4.00	$2.00
22761	Patient Services Specialist-Call Center (NE H NI WFSE HMC)	$1.75	$2.50	$4.00	$2.00
18692	Patient Services Specialist-Call Center (NE S WFSE HMC)	$1.75	$2.50	$4.00	$2.00
18698	Rehabilitation Counselor 1 (E S WFSE HMC)	$1.75	$2.50	$7.00	$2.25
22764	Rehabilitation Counselor 1 (NE H NI WFSE HMC)	$1.75	$2.50	$7.00	$2.25
18677	Rehabilitation Counselor 1 (NE S WFSE HMC)	$1.75	$2.50	$7.00	$2.25
18699	Rehabilitation Counselor 2 (E S WFSE HMC)	$1.75	$2.50	$7.00	$2.25
22765	Rehabilitation Counselor 2 (NE H NI WFSE HMC)	$1.75	$2.50	$7.00	$2.25
18679	Rehabilitation Counselor 2 (NE S WFSE HMC)	$1.75	$2.50	$7.00	$2.25
22767	Respiratory Care Assistant (NE H NI WFSE HMC)	$1.75	$2.50	$7.00	$2.25
18702	Respiratory Care Assistant (NE S WFSE HMC)	$1.75	$2.50	$7.00	$2.25
22762	Social Work Assistant 1 (NE H NI WFSE HMC)	$1.75	$2.50	$7.00	$2.25
18693	Social Work Assistant 1 (NE S WFSE HMC)	$1.75	$2.50	$7.00	$2.25
22755	Specimen Processing Technician (NE H NI WFSE HMC)	$1.75	$2.50	$7.00	$2.25
18686	Specimen Processing Technician (NE S WFSE HMC)	$1.75	$2.50	$7.00	$2.25
22756	Specimen Processing Technician Lead (NE H NI WFSE HMC)	$1.75	$2.50	$7.00	$2.25
18687	Specimen Processing Technician Lead (NE S WFSE HMC)	$1.75	$2.50	$7.00	$2.25
22897	Supply Chain Technician 1 (NE H NI WFSE Campuswide)	$1.75	$2.50	$4.00	$2.00
22900	Supply Chain Technician 1 (NE H NI WFSE HMC)	$1.75	$2.50	$4.00	$2.00
18587	Supply Chain Technician 1 (NE S WFSE Campuswide)	$1.75	$2.50	$4.00	$2.00
18617	Supply Chain Technician 1 (NE S WFSE HMC)	$1.75	$2.50	$4.00	$2.00

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22898	Supply Chain Technician 2 (NE H NI WFSE Campuswide)	$1.75	$2.50	$4.00	$2.00
22901	Supply Chain Technician 2 (NE H NI WFSE HMC)	$1.75	$2.50	$4.00	$2.00
18588	Supply Chain Technician 2 (NE S WFSE Campuswide)	$1.75	$2.50	$4.00	$2.00
18618	Supply Chain Technician 2 (NE S WFSE HMC)	$1.75	$2.50	$4.00	$2.00
22899	Supply Chain Technician Lead (NE H NI WFSE Campuswide)	$1.75	$2.50	$4.00	$2.00
22902	Supply Chain Technician Lead (NE H NI WFSE HMC)	$1.75	$2.50	$4.00	$2.00
18589	Supply Chain Technician Lead (NE S WFSE Campuswide)	$1.75	$2.50	$4.00	$2.00
18619	Supply Chain Technician Lead (NE S WFSE HMC)	$1.75	$2.50	$4.00	$2.00
22780	Surgical Technologist (NE H NI WFSE HMC)	$1.75	$2.50	$7.00	$2.25
18716	Surgical Technologist (NE S WFSE HMC)	$1.75	$2.50	$7.00	$2.25
23540	Surgical Technologist Lead (NE H NI WFSE HMC)	$1.75	$2.50	$7.00	$2.25
18734	Surgical Technologist Lead (NE S WFSE HMC)	$1.75	$2.50	$7.00	$2.25
22916	Unit Supply Technician 1 (NE H NI WFSE Campuswide)	$1.75	$2.50	$4.00	$2.00
22702	Unit Supply Technician 1 (NE H NI WFSE HMC)	$1.75	$2.50	$4.00	$2.00
18584	Unit Supply Technician 1 (NE S WFSE Campuswide)	$1.75	$2.50	$4.00	$2.00
18621	Unit Supply Technician 1 (NE S WFSE HMC)	$1.75	$2.50	$4.00	$2.00
22917	Unit Supply Technician 2 (NE H NI WFSE Campuswide)	$1.75	$2.50	$4.00	$2.00
22703	Unit Supply Technician 2 (NE H NI WFSE HMC)	$1.75	$2.50	$4.00	$2.00
18585	Unit Supply Technician 2 (NE S WFSE Campuswide)	$1.75	$2.50	$4.00	$2.00
18622	Unit Supply Technician 2 (NE S WFSE HMC)	$1.75	$2.50	$4.00	$2.00
22918	Unit Supply Technician Lead (NE H NI WFSE Campuswide)	$1.75	$2.50	$4.00	$2.00
22704	Unit Supply Technician Lead (NE H NI WFSE HMC)	$1.75	$2.50	$4.00	$2.00
18586	Unit Supply Technician Lead (NE S WFSE Campuswide)	$1.75	$2.50	$4.00	$2.00

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18623	Unit Supply Technician Lead (NE S WFSE HMC)	$1.75	$2.50	$4.00	$2.00

Tentatively Agreed To:

For the Union:

Signed by:
Becky K. Stephens
530E07D4212E4C6...

Date
9/20/2026

For the Employer:

DocuSigned by:
Catherine Scheid
9BED1964C6434D0...

Date
9/20/2026

Docusign Envelope ID: E70F1C03-C95D-8890-800F-2158834BF60A

APPENDIX III: OVERTIME EXEMPT JOB CLASSIFICATIONS

[PLACEHOLDER]

The federal Fair Labor Standards Act and the Washington State Minimum Wage Act govern which positions are FLSA exempt or non-exempt. Appendix III details job classifications that are FLSA exempt; however, certain positions in these classifications 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.

Job Code	Job Classification
18780	Hospital Custodian Supervisor 2 (E S WFSE Cust Supv)
18526	Industrial Hygienist 2 (E S WFSE Campuswide)
18653	Industrial Hygienist 2 (E S WFSE HMC)
18700	Mental Health Practitioner (E S WFSE HMC)
18726	Mental Health Practitioner Clinical Specialist (E S WFSE HMC)
18727	Mental Health Practitioner Lead (E S WFSE HMC)
18698	Rehabilitation Counselor 1 (E S WFSE HMC)
18699	Rehabilitation Counselor 2 (E S WFSE HMC)

Tentatively Agreed To:

For the Union:

Signed by:
Becky K. Stephens
530E07D4212E4C6...

Date:
9/20/2026

For the Employer:

DocuSigned by:
Catherine Scheid
9BED1964C6434D0...

Date:
9/20/2026

APPENDIX IV: LAYOFF SENIORITY UNITS

Unit Number	Organization
1	Office of the President including: • Ombudsman's Office • Assistant Attorney General's Division
2	Applied Physics Laboratory
3	Provost's Office including: • Vice Provost for Research • Vice Provost for the Graduate School • Vice President for Educational Outreach • Equal Opportunity Office • Undergraduate Academic Affairs • ROTC • UW Bothell • UW Tacoma • Environmental Health & Safety • Primate Center
4	Libraries (excluding Law Library)
5	UW Finance: • Financial Management • Creative Communications
6	UW Facilities: • Capital Projects • Facilities Services
7	UW IT
8	Vice President for Minority Affairs
9	Vice President for Student Life • Hall Health • Housing and Food Services Vice President for University Advancement Intercollegiate Athletics Vice President for External Affairs
10	College of Arts and Sciences

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Unit Number	Organization
11	College of Environment • Aquatic and Fishery Sciences • Oceanography • Earth and Space Sciences • Atmospheric Sciences • Forest Resources
12	College of Engineering
13	College of Built Environments School of Law and Law Library Evans School of Public Affairs School of Social Work Foster School of Business College of Education
14	School of Dentistry School of Nursing School of Pharmacy School of Public Health and Community Medicine
15	University Medical Centers' Shared Services
16	Harborview Medical Center
17	University of Washington Medical Center
18	School of Medicine Vice President for Medical Affairs

Tentatively Agreed To:

For the Union:

Signed by:
Becky K. Stephens
530E07D4212E4C6...

Date: 9/24/2026

For the Employer:

DocuSigned by:
Catherine Scheid
9BED1964C6434D0...

Date: 9/18/2026

Docusign Envelope ID: 569B93F9-5FF9-8530-8258-6A2D283383CA

APPENDIX V: PAY TABLES

- ~~Pay Table B0~~Pay Table B0
- ~~Pay Table BABB~~
- ~~Pay Table BI~~Pay Table BI
- ~~Pay Table BL~~Pay Table BL
- ~~Pay Table BM~~Pay Table BM
- ~~Pay Table BV~~Pay Table BV

For the most current information regarding this payscale table, please refer to the https://hr.uw.edu/comp/classified-staff/pay-tables/ ~~UW Compensation Plan~~. To access this link, scan the QR code below with a smart phone camera:

Tentatively Agreed To:

For the Union:

Signed by: Becky K. Stephens
530E07D4212E4C6...

Date: 9/10/2026

For the Employer:

DocuSigned by: Catherine Scheid
9BED1964C6434D0...

Date: 9/10/2026

Docusign Envelope ID: E70F1C03-C95D-8890-800F-2158834BF60A

APPENDIX VI: CONTRACTING OUT FORM

In the event contracting out work is deemed necessary by the University, this form must be completed by the Employer and provided to WFSE per Article 47 of the collective bargaining agreement. This notification form is required for all skilled trades work historically performed by WFSE represented staff of the Employer including Seattle Main Campus, Bothell Campus and Tacoma Campus, Housing & Food Services, UWMC-Montlake, Harborview, Intercollegiate Athletics. This notification form is not necessary if the work scope falls within work included on the monthly or annual notification list provided from UW Facilities to the Union.

Project Details

Project Title _____ Location of Work *
_____

Client Contact (Name)_____ Department _____

Project or Work Order #*_____ Cost Estimate * _____

Description & Scope of Work * *Describe the skilled work scope and what work is to be contracted out. Include specific trades involved and an estimate of hours required to complete the work.*

_____
_____

Desired Start Date * _____Desired End Date _____

What part of work, if any, will be completed by UW skilled trades employees?

_____

If this work is associated with a larger project, provide additional information about the project:

_____

Reason(s) for Contracting Out the Work

Check all that apply *

☐ Emergency situation
☐ Availability of resources
☐ Specialty equipment or expertise needed
☐ Deadline requirement
☐ Other _____

Additional Information why the work is being contracted out * *Provide additional information regarding the circumstances and situation.*

_____

Vendor

Name of Contractor_____Duration of Service Contract _____

Staff Involved in Discussion to Contract Out *List bargaining unit members involved in the discussion.*

Name_____Shop/Trade _____

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Contracting Out Notice Submitted By

Name * _____ Title* _____

Department * _____ Email * _____

Tentatively Agreed To:

For the Union:

Signed by:
Becky K. Stephens
530E07D4212E4C6...

Date:
9/20/2026

For the Employer:

DocuSigned by:
Catherine Scheid
9BED1964C6434D0...

Date:
9/20/2026

APPENDIX VII: BARGAINING UNITS

Campuswide Bargaining Unit:
Case 135144-C-22 Nonsupervisory Campuswide, Decision 13895 – PSRA
All nonsupervisory Campuswide classified employees covered by chapter 41.06 RCW and chapter 41.80 RCW employed by the University of Washington, including qualifying temporary employees; excluding confidential employees, supervisors, employees in other bargaining units, and all other employees.

Harborview Medical Center Bargaining Unit:
Case 135145-C-24 Nonsupervisory Harborview, Decision 13896 – PSRA
All nonsupervisory classified employees covered by chapter 41.06 RCW and chapter 41.80 RCW employed by the University of Washington Medical Center – Harborview, including qualifying temporary employees; excluding confidential employees, supervisors, employees in other bargaining units, and all other employees.

Harborview Medical Center Security Officers Bargaining Unit:
Case 135146-C-22 Nonsupervisory Harborview Campus Security Officers, Decision 13897 – PSRA
All nonsupervisory classified campus security employees covered by chapter 41.06 RCW and chapter 41.80 RCW working at University of Washington Medical Center – Harborview, including qualifying temporary employees; excluding confidential employees, supervisors, employees in other bargaining units, and all other employees.

Food Service and Custodial Supervisors Bargaining Unit:
Case 135147-C-22 Food Service and Custodial Supervisors, Decision 13898 – PSRA
All supervisory classified custodial and food service employees covered by chapter 41.06 RCW and chapter 41.80 RCW working at the University of Washington Medical Center – Montlake and University of Washington Medical Center – Harborview, including qualifying temporary employees; excluding confidential employees, non-supervisory employees, employees in other bargaining units, and all other employees.

Library Bargaining Unit:
Case 135148-C-22 Non-supervisory Library, Decision 13899 – PSRA
All non-supervisory classified employees covered by chapter 41.06 RCW and chapter 41.80 RCW working for the University of Washington central library system or law library in the following classifications: Fiscal Technician, Fiscal Technician 2, Library Specialist I, Library Specialist II, Library Technician I, Library Technician II, Library Technician III, Library Technician Lead, Office Assistant 1, Office Assistant 2, Office Assistant 3, Program Assistant, Program Coordinator, Secretary, Secretary Lead, Secretary Senior, Word Processing Operator 2, Word Processing Operator Lead, Library Archive Paraprofessional job class at the University of Washington Botanic Garden Library; excluding confidential employees, supervisors, employees in other bargaining units, and all other employees.

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Skilled Trades Bargaining Unit:

Case 135149-C-22 Trades Employees, Decision 13900 – PSRA

All nonsupervisory classified trades and crafts employees covered by chapter 41.06 RCW and chapter 41.80 RCW working at the University of Washington, including qualifying temporary employees; excluding confidential employees, supervisors, employees in other bargaining units, and all other employees.

Tentatively Agreed To:

For the Union:

Signed by:
Becky K. Stephens
530E07D4212E4C6...

Date: 9/24/2026

For the Employer:

DocuSigned by:
Catherine Scheid
9BED1964C6434D0...

Date: 9/18/2026

Docusign Envelope ID: 62417E76-D000-8A0E-80A4-152FCFB31C34

MEMORANDUM OF UNDERSTANDING

By and Between
Washington Federation of State Employees (WFSE) and
University of Washington Medicine – Harborview Medical Center

MOU: Harborview Hospital Staffing Committee

This is an Agreement between the University of Washington Harborview ("Employer") and the Washington Federation of State Employees (WFSE) the Union, collectively referred to herein as the "Parties."

Pursuant to RCW 70.41.420, the Parties hereby memorialize their agreement that WFSE is to be included in the Hospital Staffing Committee (HSC), formerly named the Nurse Staffing Committee, the details of which will be set forth in the Charter agreed to by the members of the Hospital Staffing Committee and filed with the Department of Health.

The Parties agree to the following:

1. This committee will be expanded, in accordance with the HSC charter and applicable law, to accommodate the addition of up to four (4) members represented by the Washington Federation of State Employees (WFSE).
2. WFSE HSC members are counted as a part of the 50% representing staff.
3. WFSE shall select all their voting members
4. Time spent working on HSC meetings is considered time worked and ~~shall not be counted towards any overtime calculations~~ be paid at the applicable rate of pay.
5. Any past practice of the HSC allowing time, outside the monthly HSC meeting will be applicable to voting members of WFSE as well. This time will not be counted towards any overtime calculations.
6. HSC voting members will receive at least 30 days' notice of all meetings, including but not limited to meetings in which staffing plans or revised staffing plans are voted on.
7. The Employer will give staff representatives from WFSE at least thirty (30) days' notice of any scheduled HSC meeting and will permit those representatives to attend and participate in all HSC meetings as non-voting attendees

Additionally, the Parties agree to incorporate this MOU in to the ~~2023-2025~~ 2027-2029Collective Bargaining Agreement ("CBA") between the Parties. Additionally, the Parties agree that the provisions in the Charter for attendance, plus the attendance provisions in the CBA will be incorporated into the MOU.

This Agreement will become effective upon signature by all Parties.

Docusign Envelope ID: 62417E76-D000-8A0E-80A4-152FCFB31C34

Tentatively Agreed To:

For the Union:

Signed by:
Becky L Stephens
530E07D4212E4C6...

Date: 8/7/2026

For the Employer:

DocuSigned by:
Banks Evans
C5469E99932C427...

Date: 8/7/2026

Docusign Envelope ID: 62417E76-D000-8A0E-80A4-152FCFB31C34

MEMORANDUM OF UNDERSTANDING

By and Between
Washington Federation of State Employees (WFSE) and
University of Washington Medicine – Montlake

MOU: Montlake Hospital Staffing Committee

This is an Agreement between the University of Washington Medical Center – Montlake ("Employer") and WFSE ("Union), collectively referred to herein as the "Parties".

Pursuant to RCW 70.41.420, the Parties hereby memorialize their agreement to transition eligible WFSE staff into the Hospital Staffing Committee, (HSC, formerly named the Nurse Staffing Committee) the details of which will be set forth in the Charter agreed to by the members for the Hospital Staffing Committee and filed with the Department of Health.

The Parties agree to the following:

1. This committee will be expanded, in accordance with the HSC charter and applicable law, to accommodate the addition of up to five (5) members represented by the Washington Federation of State Employees (WFSE).
2. WFSE HSC members are counted as a part of the 50% representing staff.
3. WFSE shall select all their voting members.
4. Time spent working on HSC meetings is considered time worked and shall ~~not be counted towards any overtime calculations~~ be paid at the applicable rate of pay.
5. HSC voting members will receive at least 30 days' notice of all meetings, including but not limited to meetings in which staffing plans or revised staffing plans are voted on.
6. The Employer will give staff representatives from WFSE at least thirty (30) days' notice of any scheduled HSC meeting and will permit those representatives to attend and participate in all HSC meetings as non-voting attendees.

Additionally, the Parties agree to incorporate this MOU into the ~~2023-2025~~ 2027-2029 Collective Bargaining Agreement ("CBA") between the Parties. Additionally, the Parties agree that the provisions in the Charter for attendance, plus the attendance provisions in the CBA will be incorporated into the MOU.

This Agreement will become effective upon signature by all Parties.

Docusign Envelope ID: 62417E76-D000-8A0E-80A4-152FCFB31C34

Tentatively Agreed To:

For the Union:

Signed by:
Becky L Stephens
530E07D4212E4C6...

Date: 8/7/2026

For the Employer:

DocuSigned by:
Banks Evans
C5469E99932C427...

Date: 8/7/2026

Docusign Envelope ID: 569B93F9-5FF9-8530-8258-6A2D283383CA

MOU: LEAVE OF ABSENCE WFSE PRESIDENT

During negotiations for the ~~2025-2027~~2027-2029 successor agreement, the parties reached agreement on the following regarding a leave of absence for an employee/union member elected to serve as an officer with the Union.

With as much notice as possible but no less than thirty (30) calendar days' notice, unless agreed otherwise, an employee accepting a position as a Union Officer will be granted leave without pay for up to thirty-six (36) months. For the purpose and application of this agreement, Union Officer means President or Vice President. For example, AFSCME/WFSE Council 28 President.

As determined by the Employer, the returning employee will be employed in a funded vacant position in the same job classification and the same geographical area provided the employee has the necessary skills and abilities. If there is no funded vacant position available, the employee may request their name be placed on the rehire list.

This agreement expires on June 30, ~~2027~~2029. However, if an employee is serving as either the President or Vice President of AFSCME/WFSE Council 28 on the expiration date of this agreement the terms and condition herein shall extend until the end of the thirty-six (36) month leave of absence.

Tentatively Agreed To:

For the Union:

Signed by: Becky K. Stephens
530E07D4212E4C6...

Date: 9/10/2026

For the Employer:

DocuSigned by: Catherine Scheid
9BED1964C6434D0...

Date: 9/10/2026

Docusign Envelope ID: 74251A73-C24C-83BA-81D7-E7328B250E94

MOU: MOTOR EQUIPMENT MECHANIC APPRENTICESHIP PROGRAM

~~Beginning July 1, 2025, the University of Washington will begin implementation of an apprenticeship program for the Motor Equipment job series. Key elements of the program will include:~~

The University of Washington may continue with an apprenticeship program for the Motor Equipment job series. Key elements of the program include:

a. The program will comply with the Apprenticeship Rules, Chapter 296-05 WAC (Washington Administrative Code) and be reviewed and approved by Labor & Industries prior to activation.

~~b. Prior to implementation, the Employer will share with the Union its written Motor Equipment Mechanic Apprenticeship program curriculum.~~

~~c.~~b. The 18-month Program will be structured to support the apprentice obtaining an ASE (Automotive Service Excellence) certification in the Auto Maintenance and Light Repair Certification Test (G1 Series).

~~d.~~c. The program will ~~initially~~ be limited to 1 position. Recruitment will be ~~initially~~ limited to existing employees working in the Motor Equipment Service Attendant job series. If there is no interest from those employees, the recruitment will be expanded to all interested parties.

~~e.~~d. Upon graduation from the program and successfully obtaining the ASE certification and meeting required minimum job qualifications, the employee is guaranteed a Motor Equipment Mechanic position. If there are not any open Motor Equipment Mechanic positions at that time, the apprenticeship position will be temporarily converted into a ~~m~~Motor ~~e~~Equipment ~~m~~Mechanic position. Once a permanent Motor Equipment Mechanic position becomes available, the employee who has graduated from the Motor Equipment Mechanic Apprenticeship program will be transferred to that position and the apprenticeship position will be converted back to a Motor Equipment Service Attendant or remain as a Motor Equipment Mechanic Trade Trainee. ~~Apprentice position~~.

~~f.~~e. Apprenticeship position pay will follow the existing Motor Equipment Trade Trainee job table (Table BL Range 40, Step K). A graduate of the program will receive a three-step increase or placed on Step E of the Motor Equipment Mechanic salary table (Table BL Range 61), whichever is higher.

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~~g.~~f. Mentors will receive a 2 step five percent (5%) additional duty mentor assignment pay. Only one (1) mentor may be assigned at a time. The mentor role will rotate based on participant interest and the specific job skill being learned.

~~h.~~g. Related Supplemental Classroom instruction of at least one hundred and forty-four (144) hours per year will be provided through an ASE Accredited Training Provider or local technical college. Costs of tuition or training fees for this program will be paid for by the University.

~~i.~~h. In accordance with L&I Apprenticeship rules, a governing subcommittee of six (6) members comprised of an equal number of management and non-management representatives, with at least two (2) from each being from the auto mechanic shop. The committee will convene at least three times (3x) per year to review the progress of all apprentices in this trade and make recommendations as needed.

1. One (1) Auto Mechanic Management
2. One (1) WFSE represented Auto Mechanic
3. Two (2) Other Management
4. Two (2) WFSE represented members (Trades)
5. Both Management and WFSE shall select its own representatives for this subcommittee

~~j.~~i. ~~Once the first (1st) person graduates from the Motor Mechanic Equipment Apprenticeship program, t~~The parties shall meet and work in good faith ~~to evaluate how the apprenticeship program worked~~ on an ongoing basis to evaluate the apprenticeship program, including any improvements and/or changes that employees and/or management recommend for the program moving forward.

Tentatively Agreed To:

For the Union:	For the Employer:
Signed by: Becky K. Stephens 530E07D4212E4C6...	DocuSigned by: Catherine Scheid 9BED1964C6434D0...
Date: 8/7/2026	Date: 8/10/2026

Docusign Envelope ID: E70F1C03-C95D-8890-800F-2158834BF60A

MOU: MULTI-CAMPUS VOLUNTARY STANDBY POOL

With the goal of reducing the burden of required standby/call shifts, the Employer may create multi-campus voluntary standby (call) pool by classification. If applicable, the pool may include employees/members from different bargaining units and/or represented by different Unions. The classifications utilized for the voluntary standby (call) pool will be determined by the Employer. The Employer will develop a process for employees to sign up for the voluntary standby (call) pool for their classification. Employees may remove their name from the voluntary pool at any time. The Employer will utilize the voluntary standby (call) pool to fill standby shifts and/or to call employees into work at Harborview, UW Medical Center- Montlake, or UW Medical Center-Northwest as necessary. Regardless of where the employee is called to work, the employee's compensation will be based on the terms and conditions described in their home collective bargaining agreement.

Tentatively Agreed To:

For the Union:	For the Employer:
Signed by: Becky K. Stephens 530E07D4212E4C6...	DocuSigned by: Catherine Scheid 9BED1964C6434D0...
Date: 9/20/2026	Date: 9/20/2026

Docusign Envelope ID: E70F1C03-C95D-8890-800F-2158834BF60A

~~MOU: PRE-SCHEDULED OVERTIME~~

~~The Parties agree to the following regarding Pre-Scheduled Overtime at Harborview Medical Center (HMC):~~

~~A. Once the initial schedule bid is incorporated and posted, the Employer may offer Pre-Scheduled Overtime to the following classifications in the WFSE HMC bargaining unit at Harborview Medical Center:~~

~~1. Surgical Technologist, Surgical Technologist Lead~~
~~2. Medical Assistant, Medical Assistant Registered~~
~~3. Hospital Assistant, Hospital Assistant Lead~~
~~4. Patient Care Technician, Patient Care Technician Lead~~
~~5. Mental Health Specialist 1, Mental Health Specialist 2, Mental Health Specialist Lead~~

~~B. Pre-scheduled overtime shifts will be paid at the appropriate rate of pay and offered to the classifications set forth in section A, including intermittent and nonpermanent employees. Staff must meet their FTE or intermittent/non-permanent minimum work availability requirement before qualifying for pre-scheduled overtime shifts.~~

~~1. Any pre-scheduled overtime shifts worked above the employee's FTE will be compensated at the rate of time and one-half (1.5x) the regular rate of pay plus an additional two (2) hours of extra pay for the shift.~~
~~i. Shift differential pay shall be paid for hours worked.~~
~~ii. The additional pay shall be compensated at the regular rate of pay.~~
~~2. If the shift is canceled at least one (1) hour prior to the start of the shift, the premium shall not be paid.~~
~~3. Failure by the Employer to notify or attempt to notify staff of cancellation at least one (1) hour in advance of the shift will result in the staff member receiving the premium pay (time and one-half (1.5) the staff member's regular rate) for a minimum work period of three (3) hours.~~
~~4. This pay is in addition to all the other compensation contained in the CBA except this compensation cannot be bundle with call back pay.~~

~~C. Advance Approval~~

~~1. Pre-scheduled Overtime work must be approved in advance by the Employer.~~

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Tentatively Agreed To:

For the Union:

Signed by:
Becky K. Stephens
530E07D4212E4C6...

Date:
9/20/2026

For the Employer:

DocuSigned by:
Catherine Scheid
9BED1964C6434D0...

Date: 9/20/2026

Docusign Envelope ID: 62417E76-D000-8A0E-80A4-152FCFB31C34

MOU: PUBLIC RECORD REQUESTS AND PRIVACY

During negotiations for the ~~2025-2027~~2027-2029 successor agreement, the parties reached agreement on the following regarding Public Records Requests.

Labor Relations will notify the Union of public records requests for information received by the UW Office of Public Records that directly concern and encompass WFSE's members. Notification will be provided in order to allow for a ten (10) day protest period.

This MOU expires June 30, 2029.

Tentatively Agreed To:

For the Union:

Signed by:
Becky L Stephens
530E07D4212E4C6...

Date: 8/7/2026

For the Employer:

DocuSigned by:
Banks Evans
C5469E99932C427...

Date: 8/7/2026

Docusign Envelope ID: 62417E76-D000-8A0E-80A4-152FCFB31C34

MOU: SCHOLARSHIP FUND FOR MEDICAL CENTER EMPLOYEES

During negotiations for the ~~2025-2027~~2027-2029 successor agreement, the parties reached agreement on the following regarding Scholarship Funds for SEIU 925- and WFSE- represented employees at Harborview Medical Center (HMC) and UW Medical Center (UWMC) for academic year ~~2025~~ 2027 and ~~2026~~2028, only:

In recognition of the commitment of HMC and UWMC to the delivery of excellent patient care as well as the enhancement of employees' professional skills, the Employer will provide annually a pool of up to a total of $150,000 (maximum $5,000.00 per employee) for SEIU 925- and WFSE-represented employees at Harborview Medical Center (HMC) and UW Medical Center (UWMC) to obtain a degree or certification required for employment in a healthcare field within the hospital where the employee works.

The parties agree to form two Committees, one at HMC and UWMC, and split the funding equitably with $75,000 allocated to each medical center. Each Committee will be comprised of at least one management representative, one member from WFSE and one member from SEIU at HMC and one member from WFSE and one member from SEIU at UWMC. The Committee will be established to research the availability of funds and to recommend the policies and guidelines regarding fund disbursement to the Administration.

In accordance with the above, the Committee will be in charge of administering scholarships. To be eligible, the employee must have a minimum of one (1) year at HMC/UWMC prior to submission of scholarship application. After completion of the program, there is an expected three (3) year commitment to HMC/UWMC. If the employee voluntarily terminates employment prior to the end of the three (3) year commitment, the pro-rated amount of the scholarship must be repaid to HMC/UWMC and may be deducted from the employee's pay.

Tentatively Agreed To:

For the Union:

Signed by:
Becky K Stephens
530E07D4212E4C6...

Date: 8/7/2026

For the Employer:

DocuSigned by:
Banks Evans
C5469E99932C427...

Date: 8/7/2026

Docusign Envelope ID: E70F1C03-C95D-8890-800F-2158834BF60A

MOU: TRADES APPRENTICESHIP PROGRAM

A. Beginning July 2025, the parties will reconvene the University of Washington Trades Apprenticeship Committee to discuss, develop, and design an expanded Campus Trades Apprenticeship program building upon the initial program for the Motor Equipment Mechanic job series.

B. The Trades Apprenticeship program will continue to include the key elements agreed to for the initial committees work from January 2023 to June 2024 to include:

   A. A compensation plan for mentors.
   B. The program will conform to the standards of the Apprenticeship Rules, Chapter 296-05 WAC (Washington Administrative Code).
   C. The committee will be composed of up to six (6) Union representatives and up to six (6) Employer representatives. Both Management and WFSE shall select its own representatives for this subcommittee.
   D. The Committee will review existing apprenticeship programs and will sponsor two (2) Trades staff and two (2) University management staff may attend an agreed upon accredited Trade Apprenticeship Hall training session related to Apprenticeship programs.
   E. The committee will meet at least quarterly and may utilize a mediator/facilitator. Quarterly meetings will happen regardless of the availability of the mediator/facilitator.
   F. The parties may decide to bring in a Union staff representative and Labor Relations staff if necessary.
   G. As people graduate from an apprenticeship program, the parties shall meet and work in good faith to evaluate how the apprenticeship program worked including any improvements and/or changes that employees and/or management recommend for the program moving forward.
   H. Grievances filed for violations of this MOU may skip Steps 1, 2, and/or 3 of the grievance process as determined by the Union.

Tentatively Agreed To:

For the Union:

Signed by:
Becky K. Stephens
530E07D4212E4C6...

Date:
9/20/2026

For the Employer:

DocuSigned by:
Catherine Scheid
9BED1964C6434D0...

Date:
9/20/2026

Docusign Envelope ID: E70F1C03-C95D-8890-800F-2158834BF60A

~~MOU: UW MEDICINE PRE-SCHEDULED VOLUNTARY DOUBLE-TIME SHIFT INCENTIVE FOR CRITICAL STAFFING NEEDS~~

~~During reopener negotiations for the 2025-2027 agreement, the parties reached agreement on the following regarding Pre-Scheduled Voluntary Double-Time at Harborview and UWMC-Montlake.~~

~~After the initial scheduled bid is incorporated and posted, and the employer has sent out notice for staff, including temporary employees, the Employer may offer pre-scheduled voluntary double-time shifts for any classification. The determination of critical staffing needs and the double-time shift incentive is at the sole discretion of the Employer.~~

~~The shifts shall be compensated at the rate of two times (2X) the regular rate of pay for all hours worked. Pre-scheduled double-time shifts will be considered Extra Shifts and will not be guaranteed, but once scheduled are expected to be worked unless it is determined that they are not needed. Staff members calling in sick on voluntary double-time shifts will not receive sick pay.~~

~~Nonpermanent and Intermittent Employees will not be eligible to volunteer for pre-scheduled double-time shifts until they have scheduled up to forty (40) hours in the week of the pre-scheduled double-time shift regardless of their FTE. Nonpermanent and Intermittent Employees must also work all scheduled hours in the week of the pre-scheduled double time shift in order to be compensated at double time for the shift(s). If they do not, they will be compensated at the appropriate rate of pay in accordance with Article 60 Nonpermanent and Intermittent Employees.~~

~~All staff, once scheduled, are expected to honor the commitment, with the exception of illness or serious emergency. Notification of absence is required at least two (2) hours before the beginning of all shifts.~~

~~Failure by the Employer to notify or attempt to notify staff of cancellation at least two (2) hours in advance of the shift will result in the employee being assigned to a unit for two (2) hours.~~

Tentatively Agreed To:

For the Union:

Signed by:
Becky K. Stephens
530E07D4212E4C6...

Date:
9/20/2026

For the Employer:

DocuSigned by:
Catherine Scheid
9BED1964C6434D0...

Date:
9/20/2026

Docusign Envelope ID: E70F1C03-C95D-8890-800F-2158834BF60A

MOU: CAREER ENHANCEMENT/GROWTH PROGRAM

During negotiations for the 2027-2029 successor agreement, the parties reached agreement on the following regarding the Career Enhancement/Growth Program (CEGP):

A. On July 1, 2027, the Employer will sunset the CEGP and convert all CEGP steps on all pay tables to automatic steps. Employees will move to the newly converted automatic steps based on their progression start date in accordance with Article 45.2 Annual Salary Adjustment.
B. Employees on a CEGP step that is converted to an automatic step on July 1, 2027, will remain on their current step.
C. The Parties agree that on July 1, 2027, Article 45.19 Career Enhancement/Growth Program will be removed from the CBA as well as all references to the CEGP.
D. This MOU will expire upon implementation.

Tentatively Agreed To:

For the Union: Signed by: Becky K. Stephens 530E07D4212E4C6...
Date: 9/20/2026

For the Employer: DocuSigned by: Catherine Scheid 9BED1964C6434D0...
Date: 9/20/2026

Docusign Envelope ID: E70F1C03-C95D-8890-800F-2158834BF60A

MEMORANDUM OF UNDERSTANDING
BETWEEN
THE UNIVERSITY OF WASHINGTON (UNIVERSITY)
AND
THE WASHINGTON FEDERATION OF STATE EMPLOYEES (UNION)

MOU: DIETETIC TECH RECRUITMENT AND RETENTION INCREASES

During negotiations for the 2027-29 successor agreement, the parties reached agreement on the following recruitment and retention increases effective July 1, 2027:

JC	Job Profile	Current Table	Current Range	New Table	New Range
22881	Dietetic Technician (NE H NI WFSE Campuswide)	B0	032	B0	035
24405	Dietetic Technician (NE H WFSE Campuswide)	B0	032	B0	035
18569	Dietetic Technician (NE S WFSE Campuswide)	B0	032	B0	035

Employees will be placed on the new range at their same step as of the effective date. Progression Start Dates (PSDs) are not impacted.

This MOU will expire upon implementation.

Tentatively Agreed To:

For the Union:

Signed by:
Becky K. Stephens
530E07D4212E4C6...

Date:
9/20/2026

For the Employer:

DocuSigned by:
Catherine Scheid
9BED1964C6434D0...

Date:
9/20/2026

Docusign Envelope ID: E70F1C03-C95D-8890-800F-2158834BF60A

MEMORANDUM OF UNDERSTANDING

By and Between

Washington Federation of State Employees (WFSE) and

University of Washington Medicine – Harborview Medical Center

MOU: Hospital Security Officer Mandatory Overtime Double Time

During bargaining for the 2027-2029 collective bargaining agreement, the parties agreed to the following for Hospital Security Officers-HMC (job code 24522):

The Employer will first ask for volunteers to work overtime (1.5X the regular rate of pay) from the officers currently on shift or scheduled to come in for the next shift prior to assigning mandatory overtime. An employee assigned to work mandatory overtime will receive two times (2X) the regular rate of pay for all time worked past their scheduled shift.

This MOU expires June 30, 2029.

Tentatively Agreed To:

For the Union:

Signed by:
Becky K. Stephens
530E07D4212E4C6...

Date:
9/20/2026

For the Employer:

DocuSigned by:
Catherine Scheid
9BED1964C6434D0...

Date:
9/20/2026

Docusign Envelope ID: E70F1C03-C95D-8890-800F-2158834BF60A

MEMORANDUM OF UNDERSTANDING

By and Between

Washington Federation of State Employees (WFSE) and

University of Washington Medicine – Harborview Medical Center

MOU: Hospital Security Officer Safety Footwear

During bargaining for the 2027-2029 collective bargaining agreement, the parties agreed to the following regarding reimbursement for approved safety footwear for eligible Hospital Security Officers-HMC (job code 24522):

A. Upon request, employees will receive reimbursement of up to one hundred dollars ($100.00) for approved safety footwear purchase or repair.
B. To receive reimbursement, employees must provide proof of purchase or repair that occurred within the sixty (60) days prior to the request for reimbursement.
C. Approved safety footwear must comply with the SOP.
D. To be eligible for reimbursement, employees must have at least twelve (12) months of Department Seniority as defined in Article 38.1 B as continuous length of service in calendar days within the employee's department.
E. Employees are eligible for reimbursement once every ~~three~~ two (~~3~~2) calendar years.

This MOU expires June 30, 2029.

Tentatively Agreed To:

For the Union:	For the Employer:
Signed by: Becky K. Stephens 530E07D4212E4C6...	DocuSigned by: Catherine Scheid 9BED1964C6434D0...
Date: 9/20/2026	Date: 9/20/2026

Docusign Envelope ID: E70F1C03-C95D-8890-800F-2158834BF60A

MOU: LANGUAGE PAY FOR UW MEDICINE HOSPITALS AND CLINICS

The following is intended to supplement the "Legacy" Multilingual/Sign Language/Braille Premium Pay MOU from September 24, 2024, and Article 45.11. The Parties agree to the following regarding the Multilingual / Sign Language / Braille Premium Pay for UW Medicine employees, excluding School of Medicine staff:

A. Eligibility:

The Multilingual / Sign Language / Braille Premium Pay (otherwise known as Language Pay Differential) is a premium payment above the base salary when the Employer has determined that the duties of the position require regular use of competent skills in more than one language, and/or sign language (AMESLAN), and/or Braille. This is calculated on base pay only and does not include premium payments.

B. Definitions:

1. **Required Bilingual Staff:** A staff member who is hired or promoted into a role where being fluent in a specific language in addition to English is required.
2. **Formal Bilingual Staff:** A staff member who is: fluent in one (1) of the top five (5) languages used at each hospital, in addition to English; chooses to "self-identify" as Bilingual; has successfully completed the required training; and is approved by the Employer to use their language skills in their role for direct patient contact.
3. **Medical Interpreter:** A certified dedicated interpreter who formally interprets interactions between patients, families and care givers.
4. **Approved Languages:** The Employer will determine the top five (5) languages used at each hospital. The Employer may identify additional languages for specific departments that specialize in serving specific language groups.

C. Required Bilingual Staff Approval Process:

1. Whenever a classified position is required to regularly use competent skills in more than one language and/or sign language and/or braille as determined by the Employer, the employee shall receive the language pay differential described in Article 45.11.
2. When the Employer determines the Multilingual / Sign Language / Braille Premium should be provided to a current employee, the Employer will require the employee to complete and pass the proficiency test prior to receiving the differential. The employee is responsible to take and pass the LMS module annually in order to continue receiving the differential.
3. If an employee receiving language pay differential transfers or is promoted into a position, which also necessitates the use of the employee's language skills, as determined in writing by the Employer, the language pay differential will continue to be paid. If they are transferring to a position which does not necessitate the use of the employee's language skills, as determined in writing by the Employer, the language pay differential will be discontinued upon transferring.

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4. As a condition of employment, new employees hired or promoted 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 or promotion to remain in the position.
5. **Employee initiated request for required bilingual staff designation**. If a bilingual employee, who has passed the language proficiency and required LMS language specific training, believes their bilingual language usage has become a permanent requirement of their position, they can pursue the required bilingual staff designation and premium by following the Position Review Process in Article 44 Classifications and Reclassification, Section 44.7 Position Review Process.
6. Required bilingual staff are not eligible for the one-time language stipend.

D. Formal Bilingual Staff Approval Process:

1. From January 1, 2027 to June 30, 2029, employees who have competent skills in one of the approved languages as defined above and choose to “self-identify” as bilingual, shall receive a one-time language stipend of eight hundred ($800.00) dollars, upon successful completion of the bilingual staff program requirements, including a language proficiency test and required LMS language specific training.
    a. Employees who successfully completed the program requirements and passed the LMS proficiency test on or after October 21, 2024 will qualify and will not be required to retake the test.
2. The Employer will utilize a language proficiency testing requirement for employees.
3. The Employer will require the employee to complete and pass the proficiency test prior to receiving the one-time stipend. The employee is also responsible for completing any required LMS language specific training.
4. Employees who pass the proficiency test and receive the one-time stipend are expected to use their language skills while conducting their own job. These employees are not authorized to interpret as a third party.
5. **Eligibility.** Employees are not eligible to receive the formal bilingual staff one-time stipend if:
    a. They are currently or have previously received the five (5%) percent language pay differential.
    b. They have previously received the one-time stipend in any former position at the UW Medical Centers.

This MOU is effective on January 1, 2027.

Docusign Envelope ID: E70F1C03-C95D-8890-800F-2158834BF60A

Tentatively Agreed To:

For the Union:

Signed by:
Becky K. Stephens
530E07D4212E4C6...

Date:
9/20/2026

For the Employer:

DocuSigned by:
Catherine Scheid
9BED1964C6434D0...

Date:
9/20/2026

Docusign Envelope ID: E70F1C03-C95D-8890-800F-2158834BF60A

MEMORANDUM OF UNDERSTANDING
BETWEEN
THE UNIVERSITY OF WASHINGTON (UNIVERSITY)
AND
THE WASHINGTON FEDERATION OF STATE EMPLOYEES (UNION)

MOU: MEDICAL ASSISTANT RECRUITMENT AND RETENTION INCREASES

During negotiations for the 2027-29 successor agreement, the parties reached agreement on the following recruitment and retention increases effective July 1, 2027:

JC	Job Profile	Current Table	Current Range	New Table	New Range
22775	Medical Assistant (NE H NI WFSE HMC)	B0	047	B0	50
24493	Medical Assistant (NE H WFSE HMC)	B0	047	B0	50
24483	Medical Assistant Apprentice (NE H WFSE HMC)	B0	008	B0	11
23109	Medical Assistant Registered (NE H NI WFSE HMC)	B0	041	B0	44
24512	Medical Assistant Registered (NE H WFSE HMC)	B0	041	B0	44

Employees will be placed on the new range at their same step as of the effective date. Progression Start Dates (PSDs) are not impacted.

This MOU will expire upon implementation.

Tentatively Agreed To:

For the Union: Signed by: Becky K. Stephens 530E07D4212E4C6...

Date: 9/20/2026

For the Employer: DocuSigned by: Catherine Scheid 9BED1964C6434D0...

Date: 9/20/2026

Docusign Envelope ID: E70F1C03-C95D-8890-800F-2158834BF60A

MEMORANDUM OF UNDERSTANDING
BETWEEN
THE UNIVERSITY OF WASHINGTON (UNIVERSITY)
AND
THE WASHINGTON FEDERATION OF STATE EMPLOYEES (UNION)

MOU: ORTHOPAEDIC TECH AND AUDIOLOGY ASSISTANT RECRUITMENT AND RETENTION INCREASES

During negotiations for the 2027-29 successor agreement, the parties reached agreement on the following recruitment and retention increases effective July 1, 2027:

JC	Job Profile	Current Table	Current Range	New Table	New Range
22768	Orthopaedic Technician 1 (NE H NI WFSE HMC)	BV	045	BV	50
24486	Orthopaedic Technician 1 (NE H WFSE HMC)	BV	045	BV	50
22769	Orthopaedic Technician 2 (NE H NI WFSE HMC)	BV	052	BV	57
24487	Orthopaedic Technician 2 (NE H WFSE HMC)	BV	052	BV	57
23100	Audiology Assistant (NE H NI WFSE HMC)	B0	033	B0	38
24849	Audiology Assistant (NE H WFSE HMC)	B0	033	B0	38

Employees will be placed on the new range at their same step as of the effective date. Progression Start Dates (PSDs) are not impacted.

This MOU will expire upon implementation.

Tentatively Agreed To:

For the Union: Signed by: Becky K. Stephens 530E07D4212E4C6...
Date: 9/20/2026

For the Employer: DocuSigned by: Catherine Scheid 9BED1964C6434D0...
Date: 9/20/2026

Docusign Envelope ID: E70F1C03-C95D-8890-800F-2158834BF60A

MEMORANDUM OF UNDERSTANDING
By and Between
Washington Federation of State Employees (WFSE) and
University of Washington

MOU: PANEL OF ARBITRATORS

During negotiations for the 2027-29 successor agreement, the parties reached agreement on the following regarding the panel of arbitrators:

1. The parties agree to mutually select a panel of six (6) arbitrators who shall have authority to issue decisions in Step 4 grievance proceedings as defined in Article 6 Grievance Procedure.
2. The parties will begin the selection process by each identifying their three (3) preferred arbitrators no later than January 31, 2027.
3. The selection process will be completed no later than March 1, 2027.
4. Once the parties have mutually agreed to the panel, this panel will be memorialized in Article 6.11 “Panel of Arbitrators A.”

This MOU will expire upon implementation.

Tentatively Agreed To:

For the Union:

Signed by:
Becky L. Stephens
530E07D4212E4C6...

Date:
9/20/2026

For the Employer:

DocuSigned by:
Catherine Scheid
9BED1964C6434D0...

Date:
9/20/2026

Docusign Envelope ID: E70F1C03-C95D-8890-800F-2158834BF60A

MEMORANDUM OF UNDERSTANDING
BETWEEN
THE UNIVERSITY OF WASHINGTON (UNIVERSITY)
AND
THE WASHINGTON FEDERATION OF STATE EMPLOYEES (UNION)

MOU: SUPPLY CHAIN TECH RECRUITMENT AND RETENTION INCREASES

During negotiations for the 2027-29 successor agreement, the parties reached agreement on the following recruitment and retention increases effective July 1, 2027:

JC	Job Profile	Current Table	Current Range	New Table	New Range
22897	Supply Chain Technician 1 (NE H NI WFSE Campuswide)	B0	017	B0	18
22900	Supply Chain Technician 1 (NE H NI WFSE HMC)	B0	017	B0	18
24420	Supply Chain Technician 1 (NE H WFSE Campuswide)	B0	017	B0	18
24425	Supply Chain Technician 1 (NE H WFSE HMC)	B0	017	B0	18
18587	Supply Chain Technician 1 (NE S WFSE Campuswide)	B0	017	B0	18
18617	Supply Chain Technician 1 (NE S WFSE HMC)	B0	017	B0	18
22898	Supply Chain Technician 2 (NE H NI WFSE Campuswide)	B0	022	B0	24
22901	Supply Chain Technician 2 (NE H NI WFSE HMC)	B0	022	B0	24
24421	Supply Chain Technician 2 (NE H WFSE Campuswide)	B0	022	B0	24
24426	Supply Chain Technician 2 (NE H WFSE HMC)	B0	022	B0	24
18588	Supply Chain Technician 2 (NE S WFSE Campuswide)	B0	022	B0	24
22899	Supply Chain Technician Lead (NE H NI WFSE Campuswide)	B0	029	B0	31
22902	Supply Chain Technician Lead (NE H NI WFSE HMC)	B0	029	B0	31
24422	Supply Chain Technician Lead (NE H WFSE Campuswide)	B0	029	B0	31
24427	Supply Chain Technician Lead (NE H WFSE HMC)	B0	029	B0	31
18589	Supply Chain Technician Lead (NE S WFSE Campuswide)	B0	029	B0	31

Employees will be placed on the new range at their same step as of the effective date. Progression Start Dates (PSDs) are not impacted.

This MOU will expire upon implementation.

Docusign Envelope ID: E70F1C03-C95D-8890-800F-2158834BF60A

Tentatively Agreed To:

For the Union:

Signed by:
Becky K. Stephens
530E07D4212E4C6...

Date:
9/20/2026

For the Employer:

DocuSigned by:
Catherine Scheid
9BED1964C6434D0...

Date:
9/20/2026

Docusign Envelope ID: E70F1C03-C95D-8890-800F-2158834BF60A

MEMORANDUM OF UNDERSTANDING

By and Between
Washington Federation of State Employees (WFSE) and
University of Washington Medical Center

MOU: Voluntary Float Between UWMC-NW and Montlake Campuses for Bargaining Units Represented by SEIU 1199, SEIU 925, and WFSE

During negotiations for the 2027-2029 collective bargaining agreement, the parties agreed to the following:

When there is low patient volume in a specific unit or department, and there is another unit or department in need, management may float staff between UWMC-NW and UWMC-Montlake if the employee agrees to float.

Employees who agree to float between UWMC-NW and UWMC-Montlake will receive adequate orientation. Appropriate resources will be available as follows:

a. Introduction to the appropriate unit leader for the shift;
b. Review of emergency procedures for that unit;
c. Tour of the physical environment and location of supplies and equipment;
d. Review of the patient assignment and unit routine.

Employees shall not be required to perform new procedures without proper supervision.

Employees shall seek supervisory guidance for those tasks or procedures for which they have not been trained. Employees who encounter difficulties related to floating should report these to the appropriate unit leader. There will be no adverse consequences for an employee filing a concern. The home department/unit leader (or designee) will seek volunteers among the employees to float. Employees who volunteer to float will receive an assignment taking into account the employee's training and experience.

Employees will not float more than once per shift.

If an employee agrees to float to an entity other than the employee's home entity, the employee will receive a four dollar ($4.00) per hour premium for all hours worked outside the employee's home entity. This premium will apply to employees already receiving a premium for being in the float team but cannot otherwise be stacked with any other float premiums.

Employees will be reimbursed for travel, mileage, and parking at the second site per university policy, and will be provided with the appropriate forms and instructions that will allow them to submit the forms for reimbursement.
The employee's "Home Entity" Collective Bargaining Agreement applies while floating to

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other facilities.

Employees will receive appropriate and timely training on the equipment, practices, and work area orientation at the non-home location to which they are floated.

Tentatively Agreed To:

For the Union:

Signed by:
Becky K. Stephens
530E07D4212E4C6...

Date: 9/20/2026

For the Employer:

DocuSigned by:
Catherine Scheid
9BED1964C6434D0...

Date: 9/20/2026

Docusign Envelope ID: E70F1C03-C95D-8890-800F-2158834BF60A

MOU: VOLUNTARY PRE-SCHEDULED OVERTIME

The Parties agree to the following regarding Voluntary Pre-Scheduled Overtime at Harborview Medical Center (HMC) and UW Medical Center (Montlake):

A. The Employer may designate open shifts as eligible for Voluntary Pre-Scheduled Overtime and offer Pre-Scheduled Overtime shifts to employees.

B. Pre-scheduled overtime shifts will be paid at the appropriate rate of pay.
   1. The Employer may cancel the Pre-Scheduled Overtime shift at any time.
   2. Failure by the Employer to notify or attempt to notify the employee of cancellation of a scheduled Voluntary Pre-Scheduled Overtime shift at least one (1) hour in advance of the shift will result in the employee being compensated for three (3) hours of pay at time and one-half (1.5) the employee's regular rate.

C. Nonpermanent Hourly and Intermittent Employees will not be eligible to volunteer for pre-scheduled overtime shifts until they have scheduled up to forty (40) hours in the week of the pre-scheduled overtime shift. Nonpermanent and Intermittent Employees must also work all scheduled hours in the week of the pre-scheduled overtime shift in order to be compensated at overtime for the shift(s). If they do not, they will be compensated at the appropriate rate of pay in accordance with Article 60 Nonpermanent and Intermittent Employees.

D. The decision to designate a shift as eligible for Voluntary Pre-Scheduled Overtime as well as the assignment of a Voluntary Pre-Scheduled Overtime shift are not subject to the grievance procedure (Article 6).

Tentatively Agreed To:

For the Union:	For the Employer:
Signed by: Becky L. Stephens 530E07D4212E4C6...	DocuSigned by: Catherine Scheid 9BED1964C6434D0...
Date: 9/20/2026	Date: 9/20/2026

Docusign Envelope ID: E70F1C03-C95D-8890-800F-2158834BF60A

MEMORANDUM OF UNDERSTANDING
BETWEEN
THE UNIVERSITY OF WASHINGTON (UNIVERSITY)
AND
THE WASHINGTON FEDERATION OF STATE EMPLOYEES (UNION)

MOU: MARKET-BASED INCREASES

During negotiations for the 2027-29 successor agreement, the parties reached agreement on the following market-based increases effective July 1, 2027.

JC	Job Profile	Current Table	Current Range	New Table	New Range
22711	Cashier 1 (NE H NI WFSE HMC)	BI	030	BI	032
24435	Cashier 1 (NE H WFSE HMC)	BI	030	BI	032
22778	Electrocardiograph Technician 1 (NE H NI WFSE HMC)	BV	033	BV	035
24495	Electrocardiograph Technician 1 (NE H WFSE HMC)	BV	033	BV	035
22779	Electrocardiograph Technician 2 (NE H NI WFSE HMC)	BV	054	BV	056
24496	Electrocardiograph Technician 2 (NE H WFSE HMC)	BV	054	BV	056
22919	Electrocardiograph Technician Lead (NE H NI WFSE HMC)	BV	062	BV	064
24497	Electrocardiograph Technician Lead (NE H WFSE HMC)	BV	062	BV	064
22723	Electronics Technician 1 (NE H NI WFSE HMC)	BI	043	BI	050
24440	Electronics Technician 1 (NE H WFSE HMC)	BI	043	BI	050
22651	Electronics Technician 2 - Bioengr Only (NE H NI WFSE Campuswide)	BI	049	BI	056
25267	Electronics Technician 2 - Bioengr Only (NE H WFSE Campuswide)	BI	049	BI	056
18519	Electronics Technician 2 - Bioengr Only (NE S WFSE Campuswide)	BI	049	BI	056
22724	Electronics Technician 2 (NE H NI WFSE HMC)	BI	049	BI	056
24441	Electronics Technician 2 (NE H WFSE HMC)	BI	049	BI	056
22652	Engineering Technician 1 - Bioengr Only (NE H NI WFSE Campuswide)	BI	051	BI	058
25268	Engineering Technician 1 - Bioengr Only (NE H WFSE Campuswide)	BI	051	BI	058
18521	Engineering Technician 1 - Bioengr Only (NE S WFSE Campuswide)	BI	051	BI	058
22781	Hospital Dentistry Assistant Specialist (NE H NI WFSE HMC)	B0	050	B0	060
24499	Hospital Dentistry Assistant Specialist (NE H WFSE HMC)	B0	050	B0	060
22727	Laboratory Helper (NE H NI WFSE HMC)	BI	030	BI	035
24444	Laboratory Helper (NE H WFSE HMC)	BI	030	BI	035
22728	Laboratory Helper Lead (NE H NI WFSE HMC)	BI	032	BI	037
24445	Laboratory Helper Lead (NE H WFSE HMC)	BI	032	BI	037
22729	Laboratory Technician 1 (NE H NI WFSE HMC)	BI	030	BI	035
24446	Laboratory Technician 1 (NE H WFSE HMC)	BI	030	BI	035
22730	Laboratory Technician 2 (NE H NI WFSE HMC)	BI	034	BI	039
24447	Laboratory Technician 2 (NE H WFSE HMC)	BI	034	BI	039
22686	Stockroom Attendant 1 (NE H NI WFSE Campuswide)	BI	035	BI	036
22744	Stockroom Attendant 1 (NE H NI WFSE HMC)	BI	035	BI	036

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24401	Stockroom Attendant 1 (NE H WFSE Campuswide)	BI	035	BI	036
24461	Stockroom Attendant 1 (NE H WFSE HMC)	BI	035	BI	036
18561	Stockroom Attendant 1 (NE S WFSE Campuswide)	BI	035	BI	036
22687	Stockroom Attendant 2 (NE H NI WFSE Campuswide)	BI	037	BI	038
22745	Stockroom Attendant 2 (NE H NI WFSE HMC)	BI	037	BI	038
24402	Stockroom Attendant 2 (NE H WFSE Campuswide)	BI	037	BI	038
24462	Stockroom Attendant 2 (NE H WFSE HMC)	BI	037	BI	038
18562	Stockroom Attendant 2 (NE S WFSE Campuswide)	BI	037	BI	038
22915	Stockroom Attendant Lead (NE H NI WFSE Campuswide)	BI	040	BI	041
22746	Stockroom Attendant Lead (NE H NI WFSE HMC)	BI	040	BI	041
24423	Stockroom Attendant Lead (NE H WFSE Campuswide)	BI	040	BI	041
24463	Stockroom Attendant Lead (NE H WFSE HMC)	BI	040	BI	041
18590	Stockroom Attendant Lead (NE S WFSE Campuswide)	BI	040	BI	041
22916	Unit Supply Technician 1 (NE H NI WFSE Campuswide)	BI	038	BI	039
22702	Unit Supply Technician 1 (NE H NI WFSE HMC)	BI	038	BI	039
24417	Unit Supply Technician 1 (NE H WFSE Campuswide)	BI	038	BI	039
24428	Unit Supply Technician 1 (NE H WFSE HMC)	BI	038	BI	039
18584	Unit Supply Technician 1 (NE S WFSE Campuswide)	BI	038	BI	039
22917	Unit Supply Technician 2 (NE H NI WFSE Campuswide)	BI	040	BI	041
22703	Unit Supply Technician 2 (NE H NI WFSE HMC)	BI	040	BI	041
24418	Unit Supply Technician 2 (NE H WFSE Campuswide)	BI	040	BI	041
24429	Unit Supply Technician 2 (NE H WFSE HMC)	BI	040	BI	041
18585	Unit Supply Technician 2 (NE S WFSE Campuswide)	BI	040	BI	041
22918	Unit Supply Technician Lead (NE H NI WFSE Campuswide)	BI	042	BI	043
22704	Unit Supply Technician Lead (NE H NI WFSE HMC)	BI	042	BI	043
24419	Unit Supply Technician Lead (NE H WFSE Campuswide)	BI	042	BI	043
24430	Unit Supply Technician Lead (NE H WFSE HMC)	BI	042	BI	043
18586	Unit Supply Technician Lead (NE S WFSE Campuswide)	BI	042	BI	043

Employees will be placed on the new range at their current step. Progression Start Dates (PSDs) are not impacted.

This MOU will expire upon implementation.

Tentatively Agreed To:

For the Union:

Signed by:
Becky K. Stephens
530E07D4212E4C6...

Date:
9/20/2026

For the Employer:

DocuSigned by:
Catherine Scheid
9BED1964C6434D0...

Date:
9/20/2026

Docusign Envelope ID: DED5ED0D-38C2-83D4-8196-C7F01E5B0309

SIDE LETTER A: CITY OF SEATTLE MINIMUM WAGE

July 1, 2027~~5~~

Contract classified pay tables will be updated to reflect the current Seattle minimum wage after an across-the-board increase or a minimum wage adjustment made by the City of Seattle. Steps falling below the new minimum wage will be inactivated and employees will be moved, if needed, to the new minimum step of the range. If an across-the-board increase brings steps back above the current Seattle minimum wage, those steps will be reactivated and available for use. Whenever steps are reactivated, no employees will be moved to lower steps.

This side letter expires on June 30, 202~~7~~9.

Tentatively Agreed To:

For the Union:

Signed by:
Becky K. Stephens
530E07D4212E4C6...

Date:
9/4/2026

For the Employer:

DocuSigned by:
Catherine Scheid
9BED1964C6434D0...

Date:
9/4/2026

Docusign Envelope ID: E70F1C03-C95D-8890-800F-2158834BF60A

SIDE LETTER B: ~~PUBLIC~~ TRANSPORTATION DELAYS

July 1, 2027~~2025~~

Employees who arrive late to work due to rarely occurring unforeseen or unavoidable delays in any type of transportation (for example- an accident or a vehicle or public transportation breakdown) will not be subject to corrective action. The Employer may require employees to provide proof or documentation of the unforeseen or unavoidable incident. Employees may use accumulated compensatory time, vacation ~~leave~~time off, or ~~leave without pay~~unpaid time off. Compensatory time off must be used before vacation ~~leave~~time off. If the employee has exhausted both compensatory time off and vacation ~~leave~~time off, ~~leave without pay~~unpaid time off will be used.

The Employer may adjust the employees schedule to make up for the missed time. No overtime will be accrued for the adjustment of the employee's schedule unless the employee ends up working more than the total number of hours the employee was originally scheduled to work.

This side letter will expire on June 30, ~~2027~~2029.

Tentatively Agreed To:

For the Union: Signed by: Becky K. Stephens 530E07D4212E4C6...

Date: 9/20/2026

For the Employer: DocuSigned by: Catherine Scheid 9BED1964C6434D0...

Date: 9/20/2026

Docusign Envelope ID: E70F1C03-C95D-8890-800F-2158834BF60A

SIDE LETTER C: ~~TRACKING DISCRIMINATION AND BIAS~~ CIVIL RIGHTS & TITLE IX REPORTING NOTIFICATION

~~July 1, 2025~~

During negotiations for the 2027~~5~~-2029~~7~~ successor agreement, recognizing the University's long stated goals of diversity and inclusion, the parties agree to the following:

A. Annually the Employer will email all bargaining unit employees information regarding the availability and purpose of the Civil Rights & Title IX Report Form ~~University's bias incident reporting tool~~ as an avenue to report concerns related to discrimination, harassment, sexual misconduct and retaliation as defined in EO 81.~~incidents of suspected bias~~.

~~B. On an annual basis, the following groups will prepare an assessment report which will at a minimum include information quantifying reports of discrimination, harassment, and retaliation. An electronic copy of each report will be made available to the Union.~~

~~1. Civil Rights Investigation Office~~
~~2. Safe Campus~~
~~3. UW Human Resources Campus Operations Investigations~~
~~4. UW Medical Centers Human Resources Operations Investigations~~

~~C.~~B. This side letter will expire on June 30, 2029~~7~~.

Tentatively Agreed To:

For the Union:
Signed by: Becky K. Stephens
530E07D4212E4C6...
Date: 9/20/2026

For the Employer:
DocuSigned by: Catherine Schreid
9BED1964C6434D0...
Date: 9/20/2026

Docusign Envelope ID: E70F1C03-C95D-8890-800F-2158834BF60A

SIDE LETTER D: HMC HOSPITAL SECURITY OFFICERS

COMPENSATORY TIME

~~From January 1, 2025 to June 30, 2027, t~~The Employer will allow HMC Hospital Security Officers to accrue compensatory time. Employees will not be allowed to have more than forty (40) hours of accrued compensatory time at any time. Accrued compensatory time off will be requested and approved in accordance with the department's vacation time off policies/procedures, and the Article 18 Sick Time Off. Compensatory time balances will be cashed out in accordance with Article 10.3 (b).

This side letter will expire on June 30, 202~~7~~9.

Tentatively Agreed To:

For the Union: Signed by: Becky K. Stephens 530E07D4212E4C6...

Date: 9/20/2026

For the Employer: DocuSigned by: Catherine Scheid 9BED1964C6434D0...

Date: 9/20/2026

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SIDE LETTER E: ACTUAL TIME REPORTING

July 1, ~~2025~~2027

The Employer may begin migrating to an actual time reporting system. The parties share a mutual interest in allowing for ongoing discussions and negotiation if issues or impacts arise. The Employer will provide the Union with at least ~~six (6)~~ four (4) months of notice prior to implementation to provide additional time for employees, managers, and the Union to determine, evaluate, meet, and bargain the impacts of the change.

The Union may have up to six (6) members to serve as representatives during the actual time reporting bargaining process, not including the two (2) Local Presidents.

Tentatively Agreed To:

For the Union:

Signed by:
Becky K. Stephens
530E07D4212E4C6...

Date: 9/10/2026

For the Employer:

DocuSigned by:
Catherine Scheid
9BED1964C6434D0...

Date: 9/10/2026

Docusign Envelope ID: 25F4D4A9-B373-871B-83A8-70391DEB7578

SIDE LETTER XX: HARBORVIEW PARKING

July 1, 2027

The Employer will provide a reduced parking rate for WFSE represented employees at Harborview Medical Center (HMC) for twelve (12) months. From July 1, 2027 to June 30, 2028, WFSE represented employees who work at HMC will be charged nine dollars ($9.00) for pay per use parking passes for off-site employee parking only.

This side letter will expire on June 30, 2028.

Tentatively Agreed To:

For the Union:

Signed by:
Becky K. Stephens
530E07D4212E4C6...

Date: 9/18/2026

For the Employer:

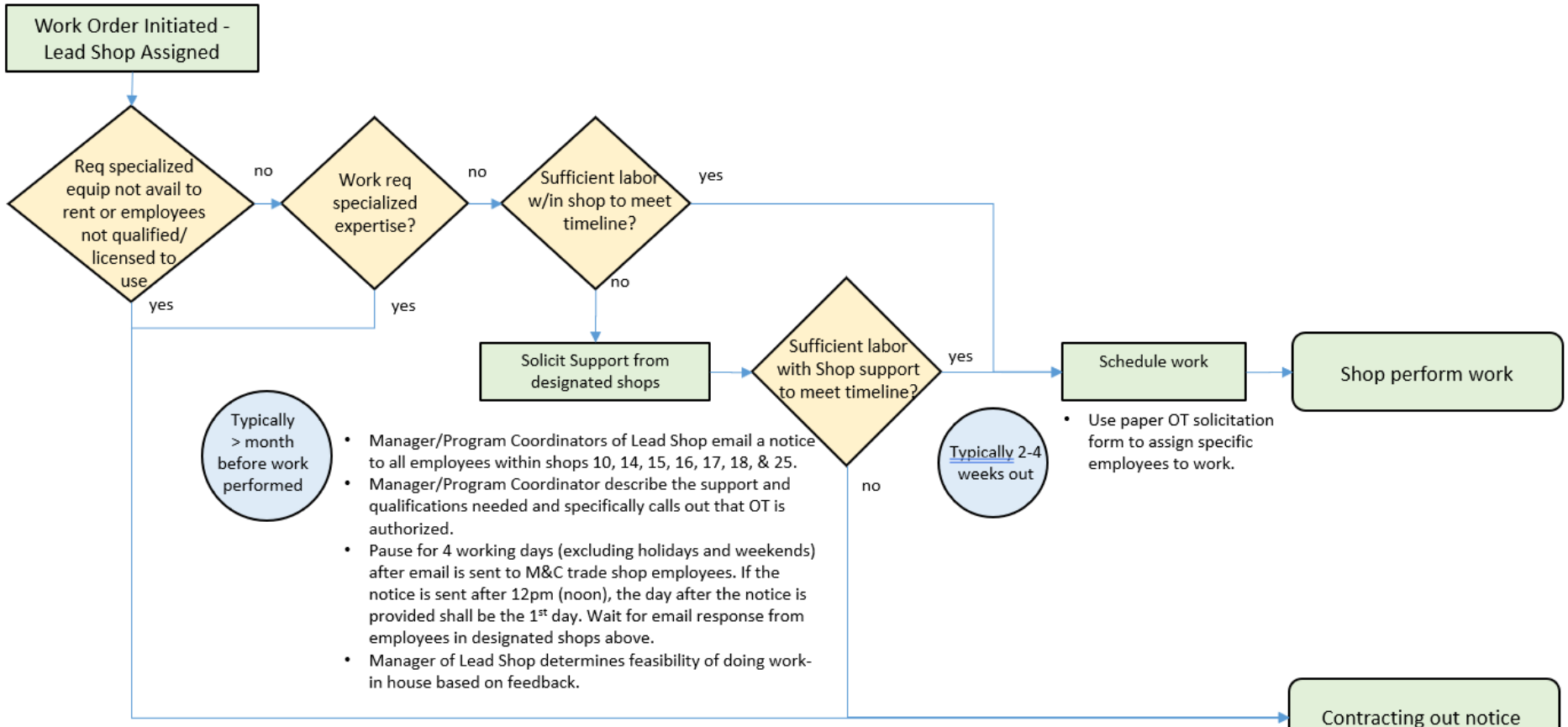
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Banks Evans
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Date: 9/18/2026

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Attachment B

UW Facilities
Maintenance & Construction Overtime Flowchart



Updated: September 2024

Docusign Envelope ID: C074428E-C167-837E-82B2-C0C7B36FA842

Tentatively Agreed To:

For the Union:

Signed by:
Becky L. Stephens
4580E07D4212E4C6...

Date

9/24/2026

For the Employer:

DocuSigned by:
Catherine Scheid
9BED1964C6434D0...

Date

9/21/2026