

**MEMORANDUM OF UNDERSTANDING  
BETWEEN  
THE UNIVERSITY OF WASHINGTON (UNIVERSITY)  
AND  
SERVICE EMPLOYEES INTERNATIONAL UNION 925 AND THE WASHINGTON  
FEDERATION OF STATE EMPLOYEES Locals 1495 and 3488 (UNION)**

MOU – UW Medicine Timekeeping and Payroll Changes Project

The Parties agree to the following terms regarding the transition to the Actual Time Reporting (ATR) pay model and elimination of the rounding practice at UW Medicine:

- A. The parties agree that as of February 16, 2026, the Employer will eliminate its rounding practice and will transition UW Medicine Health System from a salary model to Actual Time Reporting (ATR).
- B. The Employer will allow for the ability to cash out Holiday Credit (which may include personal holiday) and/or Compensatory Time at the end of February to support employees in the loss of money due to variability in paychecks.
- C. As part of this transition, the following SEIU 925 classifications will be moved from FLSA exempt to FLSA non-exempt status:

18428 Cardiac Sonographer Supervisor (E S SEIU 925 Supv)  
18451 Clinic Cytogenetic Technologist (E S SEIU 925 HCP/LT)  
18453 Clinic Cytogenetic Technologist Specialist (E S SEIU 925 HCP/LT)  
18103 Contact Center Supervisor (E S SEIU 925 Contact Center Supv)  
18347 Diagnostic Medical Sonographer Supv (E S SEIU 925 Supv)  
18279 Imaging Technologist-Supervisor (E S SEIU 925 Supv)  
18400 Medical Laboratory Scientist 1 (E S SEIU 925 HCP/LT)  
18403 Medical Laboratory Scientist 2 (E S SEIU 925 HCP/LT)  
18401 Medical Laboratory Scientist Lead (E S SEIU 925 HCP/LT)  
18402 Medical Laboratory Scientist-Trainee (E S SEIU 925 HCP/LT)  
18414 Nuclear Medicine Technologist Supervisor (E S SEIU 925 Supv)  
18140 Occupational Therapist 1 (E S SEIU 925 HCP/LT)  
18141 Occupational Therapist 2 (E S SEIU 925 HCP/LT)  
18142 Occupational Therapist 3 (E S SEIU 925 HCP/LT)  
18175 Patient Account Representative Supervisor (E S SEIU 925 Supv)  
18130 Physical Therapist 1 (E S SEIU 925 HCP/LT)  
18131 Physical Therapist 2 (E S SEIU 925 HCP/LT)  
18132 Physical Therapist 3 (E S SEIU 925 HCP/LT)  
18133 Physical Therapist Specialist (E S SEIU 925 HCP/LT)  
18126 Registered Dietitian (E S SEIU 925 HCP/LT)  
18124 Social Worker (E S SEIU 925 HCP/LT)

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

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51 18698 Rehabilitation Counselor 1  
52 22764 Rehabilitation Counselor 1  
53 18699 Rehabilitation Counselor 2  
54 22765 Rehabilitation Counselor 2  
55 18780 Hospital Custodian Supervisor  
56 26264 Hospital Custodian Supervisor  
57 18700 Mental Health Practitioner  
58 22766 Mental Health Practitioner  
59 18727 Mental Health Practitioner Lead  
60 23084 Mental Health Practitioner Lead  
61 18726 Mental Health Practitioner Clinical Specialist  
62 23083 Mental Health Practitioner Clinical Specialist

63  
64 D. UW will provide an exception form that can be submitted per their department  
65 practice for all classes that regularly work off site, in the field, or without direct  
66 access to a timeclock or a computer.

67  
68 E. For employees in positions with an inherent need for flexibility, nothing in this  
69 agreement prevents employees and supervisors/managers from mutually  
70 agreeing to alternate or flexible schedules in order to meet business needs.

71  
72 F. Employees will be allowed to flex time at the beginning or end of the shift as  
73 determined by operational needs of the department and by request of the  
74 employee.

75  
76 G. Employees may elect to use applicable paid time off to make up the difference in  
77 time to meet their FTE. However, if the employee elects not to use applicable  
78 paid time off, then leave without pay will be used.

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80 H. The Employer will maintain its current practices and policies around attendance  
81 and discipline.

82  
83 I. Unit/Department Meetings

84  
85 1. All UW Medicine units/departments will hold at least one (1) all staff  
86 meeting, on paid time, at least five (5) days prior to implementation in  
87 order to discuss and consider unit/department input on the implementation  
88 of the changes. The meeting will include unit/department level  
89 management.

90

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

93

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

98

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

101

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

107

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

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## 110           Tentatively Agreed To:

111           For SEIU 925:

112           \_\_\_\_\_  
113           Erika Currier  
114           Date:

115           For the Employer:

116           \_\_\_\_\_  
117           Jade Hersch  
118           \_\_\_\_\_  
119           ED538CDB172F42B...120           Jade Hersch  
121           Date: 2/10/2026

122           For WFSE:

123           \_\_\_\_\_  
124           Becky Stephens  
125           \_\_\_\_\_  
126           Becky Stephens  
127           Date: 2/10/2026