

**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)

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

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

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

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

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

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

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

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

Tentatively Agreed To:

For SEIU 925:

Erika Currier

Date:

For the Employer:

DocuSigned by:

Jade Hersch

Jade Hersch

Date: 2/10/2026

For WFSE:

Signed by:

Becky L. Stephens

Becky Stephens

Date: 2/10/2026