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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.

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36 Tentatively Agreed To:
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38 For the Union: For the Employer:
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40 Signed by: Becky L Stephens 530E07D4212E4C6... DocuSigned by: Banks Evans C5469E99932C427...
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42 Date: 8/7/2026 Date: 8/7/2026
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