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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, 2027~~5~~, 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, 2028~~6~~, 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:
DELETE TABLE FOR UPDATED TABLE BELOW

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