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.

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

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