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MEMORANDUM OF UNDERSTANDING

By and Between

Washington Federation of State Employees (WFSE) and

University of Washington Medicine – Harborview Medical Center

MOU: Hospital Security Officer Mandatory Overtime Double Time

During bargaining for the 2027-2029 collective bargaining agreement, the parties agreed to the following for Hospital Security Officers-HMC (job code 24522):

The Employer will first ask for volunteers to work overtime (1.5X the regular rate of pay) from the officers currently on shift or scheduled to come in for the next shift prior to assigning mandatory overtime. An employee assigned to work mandatory overtime will receive two times (2X) the regular rate of pay for all time worked past their scheduled shift.

This MOU expires June 30, 2029.

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