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MOU: SCHOLARSHIP FUND FOR MEDICAL CENTER EMPLOYEES

During negotiations for the ~~2025-2027~~2027-2029 successor agreement, the parties reached agreement on the following regarding Scholarship Funds for SEIU 925- and WFSE- represented employees at Harborview Medical Center (HMC) and UW Medical Center (UWMC) for academic year ~~2025~~ 2027 and ~~2026~~2028, only:

In recognition of the commitment of HMC and UWMC to the delivery of excellent patient care as well as the enhancement of employees' professional skills, the Employer will provide annually a pool of up to a total of $150,000 (maximum $5,000.00 per employee) for SEIU 925- and WFSE-represented employees at Harborview Medical Center (HMC) and UW Medical Center (UWMC) to obtain a degree or certification required for employment in a healthcare field within the hospital where the employee works.

The parties agree to form two Committees, one at HMC and UWMC, and split the funding equitably with $75,000 allocated to each medical center. Each Committee will be comprised of at least one management representative, one member from WFSE and one member from SEIU at HMC and one member from WFSE and one member from SEIU at UWMC. The Committee will be established to research the availability of funds and to recommend the policies and guidelines regarding fund disbursement to the Administration.

In accordance with the above, the Committee will be in charge of administering scholarships. To be eligible, the employee must have a minimum of one (1) year at HMC/UWMC prior to submission of scholarship application. After completion of the program, there is an expected three (3) year commitment to HMC/UWMC. If the employee voluntarily terminates employment prior to the end of the three (3) year commitment, the pro-rated amount of the scholarship must be repaid to HMC/UWMC and may be deducted from the employee's pay.

Tentatively Agreed To:

For the Union:	For the Employer:
Signed by: Becky K Stephens 530E07D4212E4C6...	DocuSigned by: Banks Evans C5469E99932C427...
Date: 8/7/2026	Date: 8/7/2026