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MOU: TRADES APPRENTICESHIP PROGRAM

A. Beginning July 2025, the parties will reconvene the University of Washington Trades Apprenticeship Committee to discuss, develop, and design an expanded Campus Trades Apprenticeship program building upon the initial program for the Motor Equipment Mechanic job series.

B. The Trades Apprenticeship program will continue to include the key elements agreed to for the initial committees work from January 2023 to June 2024 to include:

   A. A compensation plan for mentors.
   B. The program will conform to the standards of the Apprenticeship Rules, Chapter 296-05 WAC (Washington Administrative Code).
   C. The committee will be composed of up to six (6) Union representatives and up to six (6) Employer representatives. Both Management and WFSE shall select its own representatives for this subcommittee.
   D. The Committee will review existing apprenticeship programs and will sponsor two (2) Trades staff and two (2) University management staff may attend an agreed upon accredited Trade Apprenticeship Hall training session related to Apprenticeship programs.
   E. The committee will meet at least quarterly and may utilize a mediator/facilitator. Quarterly meetings will happen regardless of the availability of the mediator/facilitator.
   F. The parties may decide to bring in a Union staff representative and Labor Relations staff if necessary.
   G. As people graduate from an apprenticeship program, the parties shall meet and work in good faith to evaluate how the apprenticeship program worked including any improvements and/or changes that employees and/or management recommend for the program moving forward.
   H. Grievances filed for violations of this MOU may skip Steps 1, 2, and/or 3 of the grievance process as determined by the Union.

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