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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 Safety Footwear

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

A. Upon request, employees will receive reimbursement of up to one hundred dollars ($100.00) for approved safety footwear purchase or repair.
B. To receive reimbursement, employees must provide proof of purchase or repair that occurred within the sixty (60) days prior to the request for reimbursement.
C. Approved safety footwear must comply with the SOP.
D. To be eligible for reimbursement, employees must have at least twelve (12) months of Department Seniority as defined in Article 38.1 B as continuous length of service in calendar days within the employee's department.
E. Employees are eligible for reimbursement once every ~~three~~ two (~~3~~2) calendar years.

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