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MOU: MOTOR EQUIPMENT MECHANIC APPRENTICESHIP PROGRAM

~~Beginning July 1, 2025, the University of Washington will begin implementation of an apprenticeship program for the Motor Equipment job series. Key elements of the program will include:~~

The University of Washington may continue with an apprenticeship program for the Motor Equipment job series. Key elements of the program include:

a. The program will comply with the Apprenticeship Rules, Chapter 296-05 WAC (Washington Administrative Code) and be reviewed and approved by Labor & Industries prior to activation.

~~b. Prior to implementation, the Employer will share with the Union its written Motor Equipment Mechanic Apprenticeship program curriculum.~~

~~c.~~b. The 18-month Program will be structured to support the apprentice obtaining an ASE (Automotive Service Excellence) certification in the Auto Maintenance and Light Repair Certification Test (G1 Series).

~~d.~~c. The program will ~~initially~~ be limited to 1 position. Recruitment will be ~~initially~~ limited to existing employees working in the Motor Equipment Service Attendant job series. If there is no interest from those employees, the recruitment will be expanded to all interested parties.

~~e.~~d. Upon graduation from the program and successfully obtaining the ASE certification and meeting required minimum job qualifications, the employee is guaranteed a Motor Equipment Mechanic position. If there are not any open Motor Equipment Mechanic positions at that time, the apprenticeship position will be temporarily converted into a ~~m~~Motor ~~e~~Equipment ~~m~~Mechanic position. Once a permanent Motor Equipment Mechanic position becomes available, the employee who has graduated from the Motor Equipment Mechanic Apprenticeship program will be transferred to that position and the apprenticeship position will be converted back to a Motor Equipment Service Attendant or remain as a Motor Equipment Mechanic Trade Trainee. ~~Apprentice position~~.

~~f.~~e. Apprenticeship position pay will follow the existing Motor Equipment Trade Trainee job table (Table BL Range 40, Step K). A graduate of the program will receive a three-step increase or placed on Step E of the Motor Equipment Mechanic salary table (Table BL Range 61), whichever is higher.

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~~g.~~f. Mentors will receive a 2 step five percent (5%) additional duty mentor assignment pay. Only one (1) mentor may be assigned at a time. The mentor role will rotate based on participant interest and the specific job skill being learned.

~~h.~~g. Related Supplemental Classroom instruction of at least one hundred and forty-four (144) hours per year will be provided through an ASE Accredited Training Provider or local technical college. Costs of tuition or training fees for this program will be paid for by the University.

~~i.~~h. In accordance with L&I Apprenticeship rules, a governing subcommittee of six (6) members comprised of an equal number of management and non-management representatives, with at least two (2) from each being from the auto mechanic shop. The committee will convene at least three times (3x) per year to review the progress of all apprentices in this trade and make recommendations as needed.

1. One (1) Auto Mechanic Management
2. One (1) WFSE represented Auto Mechanic
3. Two (2) Other Management
4. Two (2) WFSE represented members (Trades)
5. Both Management and WFSE shall select its own representatives for this subcommittee

~~j.~~i. ~~Once the first (1st) person graduates from the Motor Mechanic Equipment Apprenticeship program, t~~The parties shall meet and work in good faith ~~to evaluate how the apprenticeship program worked~~ on an ongoing basis to evaluate the apprenticeship program, including any improvements and/or changes that employees and/or management recommend for the program moving forward.

Tentatively Agreed To:

For the Union:	For the Employer:
Signed by: Becky K. Stephens 530E07D4212E4C6...	DocuSigned by: Catherine Scheid 9BED1964C6434D0...
Date: 8/7/2026	Date: 8/10/2026