

**MEMORANDUM OF UNDERSTANDING
BETWEEN
THE UNIVERSITY OF WASHINGTON (UNIVERSITY)
AND
THE WASHINGTON FEDERATION OF STATE EMPLOYEES Locals 1495 and 3488**

**MOU – HOSPITAL ASSISTANT AND PATIENT CARE TECHNICIAN
RECRUITMENT AND RETENTION WAGE INCREASES**

The parties have agreed to a 10% recruitment and retention wage increase for the below job classifications:

Job	Current Range	Current Max	New Range	New Max
Hospital Assistant (NE S WFSE Campuswide)	13	\$4,228	23	\$4,673
Hospital Assistant (NE S WFSE HMC)	13	\$4,228	23	\$4,673
Hospital Assistant Lead (NE S WFSE Campuswide)	20	\$4,533	30	\$5,010
Hospital Assistant Lead (NE S WFSE HMC)	20	\$4,533	30	\$5,010
Patient Care Technician (NE S WFSE Campuswide)	34	\$5,214	44	\$5,756
Patient Care Technician (NE S WFSE HMC)	34	\$5,214	44	\$5,756

These increases will be effective 2/1/23 if agreement is reached by 1/31/23. If agreement is not reached by that date, the increases will be effective no more than forty-five (45) days following agreement and on the first available pay period as determined by the Employer.

All employees in the above jobs will be placed on the new pay range at the same step as their current step.

Employee progression start dates (PSDs) will not be impacted by placement on the new range.

This MOU will expire upon implementation.

Tentatively Agreed To:

For the Union:

For the Employer:

Date:

Date: