

**MOU – TRADES LICENSE PREMIUM**

During negotiations for the 2023-2025 successor agreement, the parties reached agreement on the following regarding a License Premium for eligible Trades Classifications:

Effective July 1, 2023, the Employer will provide a license premium of ten percent (10%) of base salary for all hours paid for the licenses listed below that are not required on the classification specification.

Only the following classifications and corresponding licenses will be eligible for the license premium:

Job Code	Job Profile	Eligible License
18834	Electrician (NE S WFSE Trades)	EL-01 Electrical (State)
18835	Electrician Lead (NE S WFSE Trades)	EL-01 Electrical (State)
18828	Control Technician (NE S WFSE Trades)	FA-1 (Seattle) CFAT Level II (Bothell)
18829	Control Technician Lead (NE S WFSE Trades)	FA-1 (Seattle) CFAT Level II (Bothell)
18858	Plumber/Pipe/Steamfitter (NE S WFSE Trades)	PL-01 (State) AS-3 (Seattle)
18859	Plumber/Pipe/Steamfitter Lead (NE S WFSE Trades)	PL-01 (State) AS-3 (Seattle)
18860	Refrigeration Mechanic (NE S WFSE Trades)	EPA Universal (EPA) <u>through 12/31/23</u>  <u>Journey level refrigeration mechanic license - Class A or C, effective 01/01/24</u>
18861	Refrigeration Mechanic Lead (NE S WFSE Trades)	EPA Universal (EPA) <u>through 12/31/23</u>  <u>Journey level refrigeration mechanic license - Class A or C, effective 01/01/24</u>
18810	Facilities Operations Maintenance Spec (NE S WFSE Trades)	All licenses listed above

- A. An employee is eligible for only one license premium regardless of other licenses the employee may have.
- B. License Premium pay will be effective the first full pay period after the date appropriate documentation has been received by the supervisor/manager.
- C. Employees will notify their Appointing Authority or designee if their license has expired, or has been restricted, revoked or suspended within twenty-four (24) hours of expiration, restriction, revocation or suspension, or prior to their next scheduled shift, whichever occurs first.
- D. Nonpermanent and temporary hourly employees in the job profiles listed above will also be eligible for the Trades License Premium.
- E. This MOU expires June 30, 2025.

Tentatively Agreed To:

For the Union:

*Thomas Wray*

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Thomas Wray

Date:  
6/28/2023

For the Employer:

*Ashlee Hooten*

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Ashlee Hooten

Date:  
6/28/2023