

**MEMORANDUM OF UNDERSTANDING  
BETWEEN  
THE UNIVERSITY OF WASHINGTON (UNIVERSITY)  
AND  
THE SERVICE EMPLOYEES INTERNATIONAL UNION Local 925  
AND  
THE WASHINGTON FEDERATION OF STATE EMPLOYEES Local 1488**

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2 During negotiations for the 2017-2019 successor agreement, the parties reached agreement on the  
3 following regarding New Employee Orientation.  
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5 Beginning January 1, 2017, the Employer will require all new employees to attend the new employee  
6 benefits orientation.  
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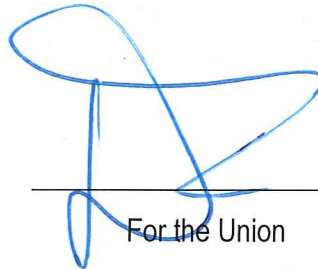
8 Beginning January 1, 2018 or six (6) months after the go live date for HR Payroll modernization (HRP),  
9 whichever is later, the Employer will offer a regularly scheduled, in-person, all day new employee  
10 orientation which will include a benefits orientation. The orientation will be offered by the office of  
11 Professional and Organizational Development in coordination with the Benefits Office and the Employer will  
12 require new employees to attend.  
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14 This agreement expires on June 30, 2019.  
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16 Dated September 20, 2016

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20 For the Employer  
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For the Union