

**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 the review of classification specifications effective upon ratification.
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- 5 1. Beginning January 1, 2017, the parties shall establish a joint committee to review and potentially
6 update and revise classification specifications.
7 a. The committee will mutually agree upon which classification specifications will be
8 submitted to the Compensation office for review.
9 b. The parties will plan employee engagement in the review process and the union will
10 encourage employees/members to participate.
11 c. Committee members may be provided paid release time for jointly agreed assignments
12 related to this process. Release will be subject to departmental approval.
13 2. The committee will meet quarterly.
14 3. The parties may also establish sub-committees of the individual unions which may meet in the
15 months between the quarterly meetings to discuss the classifications that are unique to one union.
16 4. The Employer will provide paid release time for up to four (4) total union members to attend each
17 meeting. No additional union members will attend, unless mutually agreed by the parties.
18 5. Up to two (2) paid union staff may also attend each meeting.
19 6. Classification change proposals made solely by the union will be reviewed by the Compensation
20 Office which will accept, reject, or modify proposed classification specifications in accordance with
21 the collective bargaining agreement. This review will not be grievable.
22 7. Updating and revising the classification specification or series will not automatically include the
23 evaluation of the wages.
24 8. The Compensation office will present its findings to the committee.
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27 This agreement expires on June 30, 2019.

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29 Dated September 21, 2016

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33 For the Employer

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For the Union