

MEMORANDUM OF UNDERSTANDING
BETWEEN
THE UNIVERSITY OF WASHINGTON (UNIVERSITY)
AND
THE WASHINGTON FEDERATION OF STATE EMPLOYEES (WFSE)

The Employer, UW Medicine, and WFSE, hereby referred to as the Parties, make the following agreements and upon signing of this MOU Agreement the referenced matter is considered resolved and closed. The Parties agree to the following regarding the Multilingual/Sign Language/Braille Premium Pay in Article 45.12:

1. Legacies:

A. The following employees who are currently receiving the Multilingual/Sign Language/Braille Premium Pay have passed fluency tests or demonstrated proficiency and will continue to receive the premium:

Aden, Laila Ali	Jarrell, Iiznia	Roman Quiles, John Mark
Aleman, Olivia M	Lund, Phimmasone T.	Said, Fatima A
CARRILLO, KATHIA G	Matias Martinez, Francisco J	Said, Khadija A
Danao, Ruffa T	Mattingly, Erica	Santamaria, Karen Grissel
Dang, Lan Vi H	Mengesha, Emebete K	SANTIAGO-SANCHEZ, JENNIFER
Dolma, Kalsang	MUNOZ-CASTANO, KATHERINE	Tabile, Josephine Pelayo
Garcia, Desiree	Ocbaghiorgis, Saron G.	Le, Vi Ngoc Thanh
Haile, Aida	Riehm, Hermon Ghilay	

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B. The following employees who are currently receiving the Multilingual/Sign Language/Braille Premium Pay will continue to receive the premium:

Tufa, Bata Birka	861000727
Gebrekidane, Azeb S	878007059
Habtemichael, Rahel G	860003739
Mussa, Munna Ghalib	854009548
Afeworki-Asmerom, Aden	851007153

C. If the employees listed above in Section B leave their current position, the Multilingual/Sign Language/Braille Premium Pay will be ended, and they will be subject to the eligibility requirements listed below.

- 1 2. **Eligibility:**
- 2
- 3 A. The need for regular use of competent skills in more than one language, and/or sign language, and/or braille
- 4 will be determined by the Employer.
- 5 B. The Employer will implement a proficiency testing requirement for employees.
- 6 C. When adding the Multilingual/Sign Language/Braille Premium Pay to a current employee, the Employer will
- 7 require the employee to complete and pass the proficiency test prior to receiving the premium.
- 8 D. As a condition of employment, new employees hired into a position that requires skills in more than one
- 9 language, and/or sign language, and/or braille must complete and pass the proficiency test within thirty (30)
- 10 days of hire.
- 11

Agreed To:	
For the Union:	For the Employer:
<p>Signed by: <u>Becky Stephens</u> 530E07D4212E4C6...</p>	<p>DocuSigned by: <u>Laura Hartless</u> 1CB62316D8AE4A0...</p>
Date 10/9/2024	Date 10/9/2024

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