

**MEMORANDUM OF UNDERSTANDING**  
**BETWEEN**  
**THE UNIVERSITY OF WASHINGTON (UNIVERSITY)**  
**AND**  
**THE SERVICE EMPLOYEES INTERNATIONAL UNION 1199 (SEIU 1199)**

The Employer, UW Medicine, and SEIU 1199, 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 otherwise known as Language Pay Differential:

**A. Eligibility:**

Language Pay Differential is a premium payment above the base salary when the Employer has determined that the duties of the position require regular use of competent skills in more than one language, and/or sign language (AMESLAN), and/or Braille. This is calculated on base pay only and does not include premium payments.

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

**B. Legacy:**

1. 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:

Castro, Rogeric
Garces, Christina
Hersi, Kadra K.
Pelaez, Mary Grace R
Alvarez Rubio, Leydi L
Astudillo, Erik S
Kack, Luis
Kukhotskiy, Andrey V
Metzger, Yuliya V.

SANTIAGO SIGALA, MARIA E
Sky, Natalya
Wolak, Tatiana
Gates, Heather Irene
Gizaw, Lulu Mulugeta
Diaz, Heather J
Duressa, Meti L.
Ettinger-Avila, Jocelyn B
Gonzalez, Jeniffer

Leyva Vera, Christopher Alexis
Martinez-Rodriguez, Miguel A
Nolasco, Jessica
Nugusie, Yosief G
Rojas, Marivel
Selfu, Nigist Worku
Arevalo, Diana M

33

- 1 2. The following employee who is currently receiving the Multilingual/Sign Language/Braille Premium Pay will
- 2 continue to receive the premium:

Gizaw, Lulu Mulugeta	873001757
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- 4 3. If the employee listed in Section 2 above leaves their current position, the Multilingual/Sign Language/Braille
- 5 Premium Pay will be ended, and they will be subject to the eligibility requirements listed above.
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7 **C. Language Needs and Mission Population**

8 The employer and the union agree that multilingual staff bring important skills and experience to the  
9 healthcare setting and jointly commit to further communication regarding language skill needs.

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Agreed To:	
For the Union:	For the Employer:
Signed by:	DocuSigned by:
<i>Casey Rukeyser</i>	<i>Banks Evans</i>
16E0CD8C7FAB2412... Date	65469E99932C427... Date
Casey Rukeyser	Banks Evans
9/26/2024	9/26/2024

12