MEMORANDUM OF UNDERSTANDING
BETWEEN
THE UNIVERSITY OF WASHINGTON (UNIVERSITY)
AND
THE WASHINGTON STATE NURSES ASSOCIATION (UNION)

MOU – LUMP SUM PAYMENT

During negotiations for the 2025-2027 successor agreement, the parties reached agreement on the following lump sum payment:

I. Employees in an active position with a UW compensation plan and with an FTE as of the date of ratification, and who remain employed in a WSNA-ML represented position on July 15, 2026, are eligible for the lump sum as defined below:

   a. Employees will receive a single, one (1) time lump sum payment of one thousand five hundred dollars ($1,500), prorated by FTE based on their FTE and employee status on July 15, 2026.

   b. Nonpermanent/intermittent employees are not eligible for the lump sum payment.

II. The payment will be paid within ninety (90) days of July 15, 2026.

III. In order to receive the lump sum payment, the employee must also have an active position in Workday on the last day of the pay period in which the lump sum payment is distributed. For example, if the lump sum is paid on 10th of the month, the employee must be in an active position on the last day of the previous month. If the lump sum is paid on 25th of the month, the employee must have an active position on the 15th of the month.

This MOU will expire upon implementation.