

MEMORANDUM OF UNDERSTANDING
BETWEEN
THE UNIVERSITY OF WASHINGTON (UNIVERSITY)
AND
THE INTERNATIONAL UNION, UNITED AUTOMOBILE, AEROSPACE AND
AGRICULTURAL IMPLEMENT WORKERS OF AMERICA (UAW), AFL-CIO and its
LOCAL UNION 4121 (UNION)

MOU – POSITION REVIEW APPEAL PROCESS

During negotiations, the parties reached agreement on the following regarding Position Review Appeals and the Classification Review Hearing Officer:

- A.** If the Union wishes to appeal the Position Review decision of the Employer, it may appeal to the Classification Review Hearing Officer within thirty (30) calendar days following the date of the Employer's written response.
- B. Hearing Officer.** The Hearing Officer shall be jointly selected by the parties within thirty (30) days of the execution of this contract and shall serve for a minimum of one (1) year from the date of selection. At that time the parties may choose to re-appoint the Hearing Officer or select a different Hearing Officer who will also serve for a minimum of one (1) year from date of selection.
- C. Hearings.** The Hearing Officer shall hold hearings on a quarterly basis unless there are no appeals to hear or the parties agree to pend any open appeals. All materials considered in the position review shall be submitted to the Hearing Officer prior to the hearing and neither party will submit evidence at the hearing that was not submitted during the position review. The Hearing Officer shall endeavor to hold multiple hearings each day, and shall issue a concise decision which shall be final and binding. The Hearing Officer shall have no authority to alter the terms and conditions of this contract. Employees may be represented by the Union at the hearing. The Hearing Officer's fees and expenses shall be shared equally by the parties.
- D.** ~~This MOU will expire XXXX (one day prior to the end of the CBA) but can be extended with mutual agreement.~~ This MOU will expire XXXX (12 months after ratification) but can be extended with mutual agreement. The appeal hearing language above will apply to appeals filed for position reviews that were submitted prior to the expiration of this MOU. If there are no position review appeals within the 12 months after ratification, this MOU will automatically be extended and the expiration date will be one day prior to the end of the CBA.