

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 – Research Scientist/Engineers 1-4 FLSA and WMWA Overtime Eligibility and  
Exemption**

The parties agree to the following:

A. The Employer will conduct the same evaluation process it has done for the past forty years to determine positions that are covered by Fair Labor Standards Act (FLSA) and Washington State Minimum Wage Act (WMWA) Overtime Regulations.

B. FTE changes will be made in accordance with the parties' Status Quo Agreement July 27, 2022.

C. Employees moving from Overtime Exempt to Overtime Eligible will be provided written expectations on time tracking and instructions on how to track time.

**D.**

E. Employees moving from Overtime Exempt to Overtime Eligible will be provided written expectations and requirements for overtime approval.

F. The Employer will provide the Union a list of employees who moved from Overtime Exempt to Overtime Eligible effective December 26, 2022.

G. The current Professional Staff Program rules around Compensation, Overtime Eligibility, and Time Off and Holidays will apply to Employees moving from Overtime Exempt to Overtime Eligible until otherwise bargained.

**H.**

**I.**

J. **The** MOU will expire on **January 15**, 2023, or when the parties have reached a ratified collective bargaining agreement, whichever happens sooner.

Agreed To:

For the Union:

For the Employer:

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\_\_\_\_\_

Date:

Date: