

Memorandum of Understanding A
 by and between
 Lake Washington Institute of Technology, District No. 26
 and the
 International Union of Operating Engineers
 Effective January 1, 2023 through June 30, 2025

This memorandum of understanding is supplemental to the Agreement by and between the Lake Washington Institute of Technology District No. 26, hereinafter referred to as the Employer, and the International Union of Operating Engineers, hereinafter referred to as the Union.

Increment Step Increases for Current Employees Bases on Credentials and Experience.

It is understood and agreed by and between the employer and the union that:

Many current employees have been placed at Step 1 or Step of the salary schedule. Current employees shall be eligible for increment movement on the salary schedule as follows:

- 1) In accordance with Table 1 on the following page, upon approval of the agreement before January 31st, 2023, employees at Step 1 or Step 2 will move from their current step to a higher step in column 4 based on a combination of experience and certifications.

This is a one-time adjustment for existing employees who were restricted to being hired in a Step 1 or Step 2 under the previous CBA.

The yellow column reflects the employee's current step. The green column captures the new step upon approval of the CBA on Steps 1-5 (including the professional development points that were submitted). The table below shows all adjustments in this MOU.

1	2	3	4
Emp Initials	Job Title	Salary Step	New Step + Increment (Eff 1.1.23)
MG	CUSTODIAN	2	4
CD	CUSTODIAN	2	5
EC	CUSTODIAN	2	3
WN	CUSTODIAN	2	2
AC	HEAD CUSTODIAN	1	5

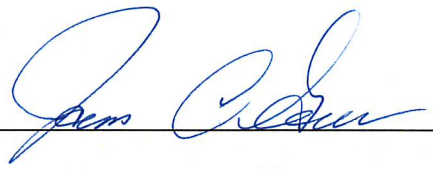
SVK	MAINTENANCE CUSTODIAN	2	5
NM	HEAD CUSTODIAN	1	3
JJ	SAFETY TECHNICIAN	2	3
DH	SAFETY TECHNICIAN	2	2


INTERNATIONAL UNION OF
OPERATING ENGINEERS,
LOCAL NO.

LAKE WASHINGTON INSTITUTE
OF TECHNOLOGY, DISTRICT NO. 26

Dated: 10 FEB 2023

Dated: 2/14/23

By: 
Jim Gower, IUOE Field Representative

By: 
Dr. Amy Morrison, President