

2015-2017 UW-SEIU 925 Contract Negotiations: Status of Proposals
Current 9/8/14

Provision	Proposals	Status/Notes
2: Nondiscrimination/ Affirmative Action	SEIU (7/16/14): Parties agree to not discriminate on basis of gender identity & expression, per state law.	TA: 7/16/14
8: Hours of Work & OT		
8.12: Shift Differential	SEIU (7/31/14): Campuswide shift diffs: \$1.50/hr eve, \$2/hr night; HCP/LT: to \$2/hr eve & \$2.75/hr night.	9/8/14: UW Declines
8.15: OT Excepted Positions	SEIU (7/16/14): OT-excepted ee's get overtime pay for time worked >44 hrs/week. UW (7/16/14): Decline.	9/8/14: UW Declined 7/16
8.16: Teleworking	SEIU (9/4/14): Delete teleworking section (8.16).	TA: 9/4/14
8.19: Rest Between Shifts	SEIU (7/31/14): Rest between shifts premium for all 925-represented patient care positions; Ee's paid 1½ time for any hours worked w/in designated time off between shifts: 12 consecutive hours off for ee's on 8 or 9 hour shifts, 8 hrs off for ee's 10 or 12 hour shifts. SEIU (8/7/14): Clarify – includes UWMC cardiovascular techs.	9/8/14: UW Declines
8.20: Preceptor	SEIU (7/31/14): \$3/hr preceptor pay for UWMC respiratory therapists. SEIU (8/7/14): \$3/hr preceptor pay for UWMC cardiovascular techs.	9/8/14: UW Declines
12: Leaves of Absence	SEIU (7/16/14): OT-excepted ee's not required to charge leave balances or make up time missed for suspended ops due to inclement weather; Free parking for ee's required to work on snow days. UW (7/16/14): Decline.	9/8/14: UW Declined 7/16
17: Seniority, Layoff, Rehire	SEIU (7/16/14): Layoff seniority order for ee's w/ same contract seniority determined by randomly drawing names.	TA: 7/16/14
18: Corrective Action/Dismissal	SEIU (7/16/14): Formal counseling records removed from ee's personnel file after 3 years w/ written request if no subsequent corrective action & circumstances don't warrant longer retention. UW (7/31/14): Formal counseling records eligible for removal after 3 years except those for workplace violence or violation of UW harassment/discrimination/retaliation policies.	TA: 7/31/14
20: Ee Training & Development	SEIU (9/4/14): If continuing edu is required due to continued certification of ee, dept pays all related costs.	9/8/14: UW Declines

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23: Health & Safety	<p>SEIU (7/16/14): Assessments for all ee ergonomics requests to supervisors scheduled & completed w/in 20 working days.</p> <p>SEIU (7/16/14): Security cameras can't be used to evaluate ee's or monitor regular work; Mgmt must keep written log of camera security system access, available to union for review. (Withdrawn 8/7/14)</p>	9/8/14: UW Counter Pending
26: Policies		
<i>26.1: Access to Policies</i>	<p>SEIU (7/16/14): UW must publish all policies agreed to by UW & 925 on UW website.</p> <p>UW (7/31/14): Parties form joint committee w/in 120 days of ratification, meet min. quarterly to explore ways to improve access to written & electronic policies & procedures.</p>	TA: 7/31/14
<i>26.2: Union Access</i>	<p>SEIU (7/16/14): Union may enter the workplace & speak w/ ee's on work time.</p> <p>UW (7/31/14): Union may enter workplace at reasonable times w/ prior notice to mgmt to exercise its rep duties, may not interfere with ee's work assignment, meetings w/ ee's restricted to nonwork time.</p>	TA: 7/31/14
<i>26.9: Unauthorized Absence</i>	UW (7/31/14): Ee who neither appears for work nor reports absence on 3 consecutive shifts is deemed resigned; Ee may petition for reinstatement w/in ten calendar days of mailing of termination notice.	9/8/14: UW Maintain 7/31
30: Compensation	<i>(Some proposals that did not specify an article are listed in this section due to their economic nature)</i>	
<i>30.4: Defining Pay Tables</i>	SEIU (7/16/14): Add link to UW Compensation webpage listing & describing union pay tables.	TA: 7/16/14
<i>General Wage Increase</i>	SEIU (9/4/14): 5% ATB 7/1/15, 5% ATB 7/1/16.	9/8/14: UW Counter Pending
<i>\$15/hr</i>	SEIU (9/4/14): Steps <\$15/hr increased to \$15/hr eff. 7/1/15; Jobs w/ anchor/differential adjusted accordingly.	9/8/14: UW Declines
<i>Ghost Steps</i>	SEIU (9/4/14): Each healthcare step to be 3% more than previous step, each non-healthcare step to be 2.5% more than previous.	9/8/14: UW Declines
<i>CEGP Steps</i>	SEIU (9/4/14): Add 1 auto step on 7/1/15 for all 925 tables w/o CEGP; Make CEGP steps automatic: 7/1/15 for 1 st /only CEGP step, & 7/1/16 for 2 nd CEGP step when applicable.	9/8/14: UW Declines
<i>U-Pass</i>	SEIU (9/4/14): Increase UW U-Pass contribution to 17% in 1 st year of CBA, 27% in 2 nd year; Ee contribution decreased by 7% in 1 st year of CBA & 10% more in 2 nd year.	9/8/14: UW Declines
<i>Restraint Premium</i>	SEIU (7/31/14): Public safety officers & sergeants get \$1.50 premium for all hours if trained to assist clinical staff w/ restraint.	9/8/14: UW Declines

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<i>Med. Interpreter Wages</i>	SEIU (7/31/14): Increase pay for Medical Interpreter job classes by 6 pay ranges.	9/8/14: UW Declines
Appx3: Differentials	SEIU (7/31/14): Several broadcast media & campus security job classes eligible for eve & night shift diff, standby, & weekend pay.	9/8/14: UW Declines
Side Letter D: Representation	SEIU (7/31/14): UW won't oppose any efforts by 925 to add new bargaining units. UW (8/7/14): Decline.	9/8/14: UW Declined 8/7
Side Letter G: 925/1199 Identical Titles	SEIU (9/4/14): Add cardiac, vascular, END sonographers, & several jobs supervising existing like-titles jobs.	9/8/14: Under Advisement
Tuition & Debt	SEIU (6/5/14): UW Regents freeze tuition until annual state funding is restored to 2008 levels, develop a plan to reduce tuition to pre-recession levels by end of 2018. UW conduct full public accounting of fees paid to Wall Street, w/ monthly web-based reporting. UW (8/7/14): Decline.	9/8/14: UW Declined 8/7
Tuition Exemption	SEIU (6/5/14): UW conduct full audit of fee-based courses, provide history of their growth in last 10 years, & develop a system of faculty & staff tuition exemption for fee-based courses. UW (8/7/14): Decline.	9/8/14: UW Declined 8/7
Major Donations	SEIU (6/5/14): UW report donor names, contact info, donation amount, & intended fund use for any donation to a specific UW school, program, or ee >\$1,000. 50% of all donations >\$1 million, to UW general funds & student tuition assistance. UW (8/7/14): Decline.	9/8/14: UW Declined 8/7
Childcare	SEIU (6/5/14): UW to make childcare more affordable, expand on-campus services, & stop contracting out for childcare services. UW (8/7/14): Decline. SEIU (9/4/14): 20% off on-campus childcare for 925 members; UW to implement plan to reduce waitlists to ≤6 mo. by 6/30/17.	9/8/14: Maintain 8/7 Decline
International Student Fees	SEIU (6/5/14): UW to rescind the international student fee & keep tuition & fees affordable.	9/8/14: UW Declined 8/7

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	UW (8/7/14): Decline.	
Surplus & Disposal	SEIU (7/16/14): UW to arrange for removal of old equipment in LR conference rooms.	TA: 7/16/14