

October 17, 2016

To: GME Negotiation Team

From: Byron D. Joyner, M.D., M.P.A.
Vice Dean and Designated Institutional Official
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Dear GME Negotiation Team,

After 22 months of negotiations, I am pleased to announce that the collective bargaining agreement (CBA) between the UW and UWHA has been **tentatively agreed upon** and is now subject to ratification by the UWHA. Over the next 2 weeks, the Residents will vote on the contract. If the Residents vote in favor of the new contract, ratification will be achieved and, over the next 3 years, the Residents will receive a new wage scale, as well as important new benefits including but not limited to a transportation allowance, a home call stipend, professional development funds, reimbursement for licensing fees and additional paid leave. Furthermore, the contract ensures Residents 1) representation on important hospital committees, 2) increased opportunities to moonlight, 3) just cause for disciplinary action against residents, and 4) a new grievance process.

During the negotiations, both parties worked hard and we were able to solve Residents' concerns. If you are interested in viewing the negotiation summaries, they can be viewed on the UW Labor Relations website: <http://hr.uw.edu/labor/unions/uw-housestaff-association/negotiation-updates>.

This has been a lengthy process, and one that we feel has been conducted in good faith on both sides. We feel that the outcome is a fair, market-based contract that recognizes the needs of both Residents and the institution. If the contract is ratified, we will initiate a robust communications plan to ensure that everyone understands the new contract and how it will be implemented.

We will await the Residents' vote to ratify the contract.

In the meantime, I am proud of what we have achieved at the bargaining table. I would like to thank all of the members of both negotiation teams. And, I would especially like to thank each of you for your and thoughtful contributions and tremendous support throughout this process.

Byron D. Joyner, MD, MPA

Vice Dean for Graduate Medical Education

Designated Institutional Official