

Ashlee Hooten

From: Ashlee Hooten <ahooten@uw.edu>
Sent: Wednesday, January 10, 2018 1:52 PM
To:
Subject: SEIU 1199NW 2017-2019 CBA – Overview of Changes

Hello,

Please reference the Labor Relations website for a copy of this communication, along with detailed summaries of bargaining sessions and other negotiation updates.

<http://hr.uw.edu/labor/unions/seiu-1199/negotiation-updates>.

The University of Washington reached agreement with SEIU 1199NW on a collective bargaining agreement for the 2017-2019 fiscal biennium. The finalized agreement, which is already in effect, is available on the Labor Relations website at: hr.uw.edu/labor/unions/seiu-1199/contract. We will update the posted version to include an executed signature page upon finalization.

The contract has been renumbered and reorganized so that article names and numeration align with the other hospital contracts, to the extent possible.

All Harborview managers and supervisors of SEIU 1199 employees should register to attend one of two training sessions (Feb 9 or Feb 13) on the new contract. More information about the trainings, including the RSVP information, can be found at: catalyst.uw.edu/webq/survey/ahooten/346596.

Important agreement changes are highlighted below with article numbers referenced from the main contract (corresponding article numbers in the Hall Health Addendum may vary from those listed below).

Please note that this is a summary only, and is not intended to be a substitute for reviewing the complete contract. Sharing this information broadly within your department is encouraged.

Across-the-board wage increases for all SEIU 1199 bargaining unit members: (Article 45.12)

- 2% upon ratification (effective 10/16/2017)
- 2% on July 1, 2018
- 2% on January 1, 2019

Additional Wage Increases (New MOUs)

- Health Care Specialists
 - The Health Care Specialist classification (job code 18935) was reassigned from table BQ, range 9 to table BQ, range 12 and the Health Care Specialist Lead classification (job code 18936) was reassigned from table BQ, range 19 to table BQ, range 22 effective 10/16/2017. Employees were placed on the new range at the same step to which they were assigned on the effective date, resulting in an approximate 3% recruitment and retention increase.
 - Added language stating that new health care specialists hired with prior experience will receive credit in wage determinations based on the criteria established at a previously held JLM (and added as a new appendix to the CBA).
- Electroneurodiagnostic Technologists
 - The END Tech 1 classification (job code 18950) was reassigned from table BS, range 38 to table BS, range 40, the END Tech 2 classification (job code 18951) was reassigned from table BS, range 48 to table BS, range 50, and the END Tech 3 classification (job code 18952) was reassigned from table BS, range 50 to

table BS, range 57 effective 10/16/2017. Employees were placed on the new range at the same step to which they were assigned on the effective date, resulting in an approximate 2% market increase.

- Social Work Assistant 2's
 - The Social Work Assistant 2 classification (job code 18942) was reassigned from table BC, range 28 to table BC, range 30 effective 10/16/2017. Employees were placed on the new range at an available pay step nearest to but not less than their current rate of pay.
- Imaging Technologist Supervisors
 - The Imaging Tech Supervisor classification (job code 18939) was reassigned from table BH, range 18 to table BE, range 77 effective 10/16/17. Employees were placed on the new pay range at an available step nearest to but not less than their current rate of pay.

New Salary Steps (New MOU)

- Effective January 1, 2019, the Employer will add one additional 2% salary step to pay tables BE and BS.
- Employees will be eligible to advance to the new top salary step once they have been on the current top salary step for at least two years.
- On January 1, 2019, all employees who have been at the current top salary step (T) for at least two years will advance to the new top salary step.

Non-monetary Steps (New MOU)

- Effective January 1, 2018, the Employer will eliminate all non-monetary steps for all pay ranges on pay tables BQ, BC, and BS by redistributing the values.

Standby Pay (Article 45.12)

- The parties agreed to increase standby pay from \$3.00 to \$3.75 on July 1, 2018 for employees in the Professional/Technical and Respiratory Care Practitioners/Anesthesiology Technician/END Technologist Bargaining Units.

Certification Pay (Article 45.15)

- New language states that certification pay rewards employees for obtaining certifications that develop skills or knowledge above and beyond what is required in their job.
- The Employer does not provide certification pay for certifications that are required to perform the job.

Cert Pay - Respiratory Care Practitioners (Article 45.15)

- In connection with the new certification pay language, the parties agreed to eliminate language stating that employees registered as a Registered Respiratory Therapist (RRT) would be eligible for certification pay, as it is now a job requirement.
- Those who were hired and receiving certification pay prior to July 1, 2017, for being registered as a RRT will continue to receive certification pay but not be eligible for any additional certification premiums.

Cert Pay - Health Care Specialists (Article 45.15)

- The parties agreed to implement certification pay at \$1.00 per hour for the health care specialist bargaining unit.
- New language states that health care specialists certified in a specialty area by a national organization and working in that area of certification, shall be paid the premium provided the certification has been approved by the Associate Administrative, or designee.
- A certified employee is eligible for only one certification premium, regardless of others they may have.
- At least one year of work experience as a health care specialist is required prior to eligibility.
- Certified employees will notify their respective supervisor/manager in writing as well as nurse recruiting at the time the certification is received, providing a copy of the original certification document.
- Certification pay will be effective the first full pay period after the date documentation is received by the supervisor/manager.

BSN Premium (New MOU)

- The parties reached agreement on a new premium for eligible RNs.
- As of July 1, 2018, each RN with a Bachelor of Science in Nursing (BSN) degree will be eligible for a \$.50 per hour premium for all regular time worked.

Break Relief (New side letter)

- A new side letter states that the Employer is committed to the current break relief practices, which includes the current units/floors and break staff model (RN or Alternative).
- Language indicates that the Employer is committed to working through the nursing staffing committee to establish strategies that enable registered nurses to take meal and rest breaks as required by law.

Rest Breaks and Meal Periods (Article 9.1)

- New language clarifies that a missed rest break or meal period not documented in Kronos or in the exception log will be considered as taken.

Shift Rotation (Article 9.6)

- Shift rotation language was updated to say that required scheduled shift changes shall be limited to three (3) per month with at least twenty-four (24) hours off between changes (previously 15 hours).

Vacation Leave Use (Article 17)

- Recent updates to RCW 43.01.040 required the removal of language indicating that vacation leave may not be taken until an employee has completed six months of continuous employment.
- Vacation leave can now be used upon accrual, in accordance with other leave requirements.

Sick Leave (Article 18.1)

- New language clarifies that ten working days is equivalent to eighty hours (pro-rated for part time).

Parental Leave (Article 21.5)

- New language allows for parental leave to extend up to 6 months (including time covered by FMLA) during the first year after a child’s birth or placement, and extensions beyond 6 months may be approved by management.
- The parties agreed to new language allowing for use of up to 30 days of sick leave for parental leave (previously 10 days).

Scheduling During Continuous Leave of Absence (FMLA and Parental Leave) (Article 21.6)

- New language states that employees placed on an approved continuous leave of absence, who do not work a Monday through Friday work schedule, will be placed on a Monday through Friday work schedule (pro-rated to their FTE) on their permanent shift.
- For example a 50% employee would be scheduled four (4) hours per day Monday through Friday.

Licensed/Certified Employees (Article 10.4)

- New language states that employees will notify their appointing authority within 36 hours of their work related license or certification being expired, restricted, revoked, suspended or before their next shift.
- This includes but is not limited to a position which requires a valid driver’s license.

Corrective Action/Dismissal Process (Article 36.4)

- The parties removed the “step names” from each step of the corrective action process so that informal coaching is no longer called step A, and is just called informal coaching (and so on for the remainder of the steps).

Use of State Facilities, Resources and Equipment (Article 42.3)

- New language states that Union delegates, officers and members may utilize state owned/operated equipment to communicate with the Union and/or the Employer only for the exclusive purpose of administration of the CBA.
- Such use will:

1. Result in little or no cost to the Employer;
 2. Be brief in duration and frequency;
 3. Not interfere with the performance of their official duties;
 4. Not distract from the conduct of state business;
 5. Not disrupt other state employees and will not obligate other employees to make a personal use of state resources; and
 6. Not compromise the security or integrity of state information or software.
- The Union and its Union delegates will not use the above referenced state equipment in a manner that is prohibited by the Executive Ethics Board.
 - Communication that occurs when using state-owned equipment is the property of the Employer.

Joint Labor/Management Committee Meetings (Article 47.24)

- New language states that committee meeting agenda items must be provided at least seven (7) days in advance of the meeting.
- If agenda items are not provided at least seven (7) days in advance of the meeting either party may cancel the meeting.
- The Union must submit release requests at least seven (7) days in advance of the meeting.

Temporary Employment with the Union (Article 42.5(B))

- New language states that with thirty (30) calendar days' notice, unless agreed otherwise, employees may be granted leave without pay to accept temporary employment with the Union of a specified duration, not to exceed twelve (12) weeks, provided the employee's time off will not interfere with the operating needs of the agency.
- The parties may agree to an extension of leave without pay up to an additional twelve (12) weeks.
- For leaves of up to twelve (12) weeks duration, the employee will be returned to their same position.
- For leaves of more than twelve (12) weeks duration, the returning employee will be employed in a position in the same job classification and the same geographical area, as determined by the Employer.
- Employees granted LWOP will be placed on a Monday through Friday work schedule (pro-rated to their FTE) on their permanent shift.

Union Delegate Training (Article 42.7)

- New language states that each of the Union's delegates shall be allowed up to a total of eight (8) paid release time hours annually to participate in the Union's delegate training program.
- Said time off shall be approved in advance by the employee's supervisor and shall be contingent upon the ability to provide coverage during the time off.

New MOU: JLM Team Members and Union Delegate Training

A new MOU outlines the following trainings to be held:

- Institutional Racism
 - To be scheduled within 12 months of the Union providing a list of participants
- Bargaining 101 Training with the Public Employment Relations Commission (PERC)
 - To be scheduled by January 1, 2019
- Joint Labor Management Committee Training with PERC
 - To be scheduled within the first six months of the implementation date of the CBA

New MOU: JLM Workgroup Pertaining to Inpatient Social Work

- The parties agreed to form a JLM workgroup aimed at evaluating and recommending best practices for social work and staffing on the inpatient units.
- The JLM Workgroup will meet at least once a month for three months, and the parties may add additional meetings by mutual agreement.

Airlift Northwest (ALNW) (Article 47)

- New reassignment premium of \$3.00 per hour (excluding travel time) for employees that are reassigned to a different base when they arrive to work and do not have a flight partner due to an unscheduled absence (new MOU).
- Part-time employees were redefined as classified staff who are regularly scheduled 144 hours or more (previously 120) but less than 240 in a six week period.
- Education support funds for full-time nurses were increased to \$600 per year.
- Paid drive time (if not back to base before end of shift) increases (now 1 hour for Arlington and Bremerton, 1.5 for Olympia, 2 for Bellingham, and 2.5 for Yakima); all paid at straight time.
- Clarified pay protocols when stuck out of town; If the employee returns in four (4) or fewer hours of their duty off time they receive four (4) hours of pay at the overtime rate of pay. If the employee returns after more than four (4) hours of their duty off time they will receive eight (8) hours of pay at the overtime rate of pay.
- Addition of Bremerton as the 7th official duty station.

Hall Health Addendum

- PA-ARNPs and PA-ARNP leads were added to the Research/Hall Health Bargaining Unit with step-for-step placement on pay table BQ (new MOU).
 - Work a set and repeating schedule
 - Granted 64 hours per year for educational/professional leave (after probation)
 - \$1,800 per year in education funds

Thank you,

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