

## University of Washington – SEIU 925

### 07/01/19 – 06/30/21 Collective Bargaining Agreement Summary

*This summary is provided by the Employer in accordance with RCW 43.88.583. Please note that this is a summary only, and is not intended to be a substitute for reviewing the complete contract. This summary was drafted upon ratification, so please consult the main PDF contract on the LR website for the most up to date contract version.*

<b>Information Requested</b>	<b>Responsive Information</b>
The term of the agreement	July 1, 2019 – June 30, 2021
The bargaining units covered by the agreement by state agency	University-wide Nonsupervisory Bargaining Unit, University-wide Supervisory Bargaining Unit, Healthcare Professional/Laboratory Technical Bargaining Unit, Research Technologist Bargaining Unit, Research Technologist Supervisor Bargaining Unit, HMC Technical Bargaining Unit, UW Medicine Contact Center Bargaining Unit, and UW Medicine Contact Center Supervisor Bargaining Unit
Base compensation	<u>Appendix V – Pay Tables</u>
Provisions for and rate of overtime pay	<u>Article 10 - Overtime</u>
Provisions for and rate of compensatory time	<u>Article 10.1 - Overtime</u>
Provisions for and rate of any other compensation including, but not limited to, shift premium pay, on-call pay, stand-by pay, assignment pay, special pay, or employer-provided housing or meals	<u>Article 45 – Compensation, Wages and Other Pay Provisions</u>
Provisions for and rate of pay for each paid leave provision	<u>Article 3 – Reasonable Accommodation of Employees with Disabilities</u> <u>Article 11 – Training and Professional Leave</u> <u>Article 16 – Holidays</u> <u>Article 17 – Vacation Leave</u> <u>Article 18 – Sick Leave</u>

Information Requested	Responsive Information
	<p><u>Article 20 – Miscellaneous Leave</u></p> <p><u>Article 21 – Federal Family Medical Leave Act and Parental Leave</u></p> <p><u>Article 23 – Shared Leave</u></p> <p><u>Article 24 – Unpaid Holidays for a Reason of Faith or Conscience</u></p> <p><u>Article 25 – Leave Due to Family Care Emergencies</u></p> <p><u>Article 26 – Civil/Jury Duty Leave and Bereavement Leave</u></p> <p><u>Article 27 – Leave Related to Domestic Violence, Sexual Assault or Stalking</u></p> <p><u>Article 28 – Inclement Weather and Suspended Operations</u></p> <p><u>Article 29 – Military Leave</u></p> <p><u>Article 30 – Work Related Injury Leave</u></p>
Provisions for and rate of pay for any cash out provisions for compensatory time or paid leave	<p><u>Article 10.1(e) Compensatory Time Cash Out</u></p> <p><u>Article 16.2(B) Holiday Credit Cash Out</u></p> <p><u>Article 17.5 Vacation Leave Cash Payment</u></p> <p><u>Article 18.2 Sick Leave Cash Out</u></p>
Temporary layoff provision	N/A
Any impasse procedure subject to bargaining	N/A
Health care benefits provisions expressed as a percentage of cost or as a dollar amount, or in the case of contributions to a third-party benefit fund, the hourly contribution rate to the fund	<u>Article 46 - Health Care Benefits Amounts</u>

Information Requested	Responsive Information
<p>Any retirement benefit subject to bargaining, or in the case of contributions to a third-party benefit fund, the hourly contribution rate to the fund</p>	<p>N/A</p>
<p>For compensation or fringe benefits with an anticipated cost of fifty thousand dollars or more, a brief description of each component and its cost that comprises the amount funded by the legislature to implement in accordance with RCW 41.80.010(3)</p>	<p><b>Attachment A</b> includes costing information for implementation of the collective bargaining agreement</p> <p><b>General Wage Increases:</b> All SEIU 925 represented employees will receive a two percent (2%) across the board wage increase on July 1, 2019 and a two percent (2%) across-the-board wage increase on July 1, 2020.</p> <p>Additionally, the agreement includes a provision for an additional two percent (2%) locality adjustment on July 1, 2019 and a two percent (2%) locality adjustment on July 1, 2020. The locality adjustments are both contingent on the state appropriating new, permanent state funding from a non-University source to cover the full cost, including marginal benefit funding, of the locality adjustments for employees (regardless of funding source).</p> <p><b>Targeted Adjustments:</b> There will be targeted recruitment and retention adjustments applied to multiple classifications. There will be market adjustments applied to market classifications.</p> <p><b>Pay Premiums:</b> The hourly premium rate for standby pay will be increased for all eligible job classifications.</p> <p><b>Lump Sum:</b> Employees will receive a one-time lump sum payment of \$100 for those in active permanent appointments as of July 1, 2019 of .75 FTE or above, and \$50 for employees in active permanent appointments below .75 FTE.</p>

Information Requested	Responsive Information
	<p><b>U-PASS:</b> A fully subsidized U-PASS will be provided to all eligible bargaining unit employees.</p> <p><b>Flexible Spending Arrangement:</b> As agreed upon during the State Coalition Healthcare bargaining, in January 2020 and again in January 2021, the Employer will make available two hundred fifty dollars in a medical flexible spending arrangement (FSA) account for each bargaining unit member with an annual full-time base salary of \$50,004 or less on November 1 of the year prior to the FSA funds disbursement.</p>
Number of bargaining unit members covered by the agreement as of the date submitted to the office of financial management	Approximately 5,450
Content of any agency-specific supplemental agreements affecting (a) through (m) of this subsection	N/A
Any contract provisions that allow the contract to be reopened during the contract term	<u>MOU – House Bill 2669</u>

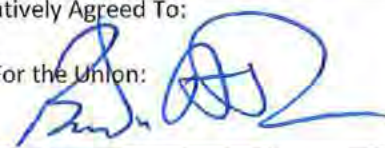

**PREAMBLE AND PURPOSE**

This Agreement is made by and between the Board of Regents of the University of Washington, hereinafter referred to as the Employer, and the Service Employees International Union, Local 925, hereinafter referred to as the Union.

The Employer is the Board of Regents of the University of Washington acting through its agents, administrators, and supervisors as determined by the Board of Regents.

Provisions of this Agreement apply to those regular monthly employees who are employed at the University of Washington in classifications included in the University-wide Nonsupervisory bargaining unit, University-wide Supervisory bargaining unit, Contact Center bargaining unit, Contact Center Supervisory bargaining unit, Harborview Medical Center Technical bargaining unit, Healthcare Professional/Laboratory Technical bargaining unit, Research Technologist bargaining unit, and Research Technologist Supervisor bargaining unit (see Appendix I). Regular temporary employees shall be covered per Article 59.

The purpose of this Agreement is to set forth certain terms and conditions of employment and to promote orderly and peaceful labor relations between the parties. The parties agree that it has been and will be their mutual aim to promote systematic and effective employee-management cooperation; fair and reasonable working conditions; effective methods for the prompt adjustment of differences, misunderstandings, and disputes; and dignified and fair treatment of employees in the implementation of all policies and procedures.

Tentatively Agreed To:	
For the Union: 	For the Employer: 
Date: 18 July 2018	Date: 7/18/18

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**ARTICLE 1 – UNION RECOGNITION**

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3 1.1 The Employer recognizes the Union as the sole and exclusive bargaining  
4 representative in all matters establishing and pertaining to wages and salaries,  
5 hours, and working conditions for all employees of the University of Washington in  
6 bargaining units certified by the Washington Personnel Resources Board, the  
7 Public Employment Relations Commission and/or the Department of Labor and  
8 Industries under the jurisdiction of RCW 28B.16 and 41.80. The composition of  
9 these units is as set forth in Appendix I of this Agreement – Bargaining Units  
10 Represented by the Service Employees International Union, Local 925, hereinafter  
11 referred to as the Union.  
12  
13 1.2 The Employer recognizes the exclusivity of the Union as bargaining representative  
14 for employees in the bargaining units. The Employer agrees not to enter into any  
15 agreement or contract with bargaining unit employees, individually or collectively,  
16 which conflicts with the terms of this Agreement unless the employee(s), Union  
17 and Employer specifically agree to such Agreement.  
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19 Tentatively Agreed To:

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21 For the Union:

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25 Date:

18 July 2018

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21 For the Employer:

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25 Date:

7/18/18

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## ARTICLE 2 – NON-DISCRIMINATION

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3 2.1 The parties individually agree that they will not engage in any act or practice or  
4 pursue any policy which is discriminatory against any employee who may be a  
5 qualified disabled individual, has status as a protected veteran (~~disabled veteran,~~  
6 ~~recently separated veteran, active duty wartime or campaign badge veteran, or~~  
7 ~~Armed Forces service medal veteran~~), who is a victim of domestic violence,  
8 sexual assault or stalking, nor because of their military status, ~~or because of~~ age,  
9 sex (except where sex or age is a bona fide occupational qualification), sexual  
10 orientation, gender identity or expression, genetic information, pregnancy, political  
11 affiliation, political belief, marital status, race, national origin, color, creed, religion,  
12 or membership or non-membership in a union. Unlawful harassment is included  
13 as a form of prohibited discrimination  
14

15  
16 2.2 Sexual Harassment. No employee shall be subjected to discrimination in the form  
17 of sexual harassment, ~~currently defined in the University of Washington Policy~~  
18 ~~Directory as the use of one's authority or power, either explicitly or implicitly, to~~  
19 ~~coerce another into unwanted sexual relations or to punish another for his or her~~  
20 ~~refusal, or as the creation by a member of the University community of an~~  
21 ~~intimidating, hostile, or offensive working or educational environment, through~~  
22 ~~verbal or physical conduct of a sexual nature, as defined in University of~~  
23 ~~Washington Executive Order 31 on Nondiscrimination and Affirmative Action.~~  
24

25 2.3 Complaints:  
26 Employees who feel they have been the subject of discrimination, harassment, or  
27 retaliation are encouraged to discuss such issues with their supervisor,  
28 administrator, or Human Resource Consultant for local resolution. The goal of  
29 local resolution is to address and resolve problems as quickly as possible and to  
30 stop any inappropriate behavior for which a University employee is responsible.  
31 A formal complaint may be filed with the University Complaint Investigation and  
32 Resolution Office (UCIRO). Employees may also file discrimination, harassment  
33 or retaliation complaints with appropriate federal or state agencies or through the  
34 grievance process in accordance with Article 6 of this Agreement. In cases where  
35 an employee files both a grievance and an internal complaint regarding the alleged  
36 discrimination, harassment or retaliation the grievance will be suspended until the  
37 internal complaint process has been completed.  
38

39 In accordance with Executive Order 31, retaliation against any individual who  
40 reports concerns regarding discrimination or harassment, or who cooperates with  
41 or participates in any investigation of allegations of discrimination, harassment, or  
42 retaliation is prohibited.  
43

1 2.4 The parties also agree that they will not engage in any act or practice or pursue  
2 any policy which is discriminatory against any employee based on political  
3 affiliation, political belief or because of the participation or lack of participation in  
4 union activities.  
5

6 2.5 Both parties agree that nothing in this Agreement will prevent the implementation  
7 of an approved affirmative action plan.  
8

9 2.6 A grievance alleging a violation of this article must be submitted within 180 days  
10 of an alleged occurrence.  
11

12 2.7 When a grievance or complaint is filed, the University will implement interim  
13 measures as appropriate.  
14

15 Agreed To:

16 For the Union:

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18 Date:

19 19 Sept 2018  
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21

For the Employer:



Date:

9/19/18  
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1                   **ARTICLE 3 – REASONABLE ACCOMMODATION OF EMPLOYEES WITH**  
2   **DISABILITIES**  
3

4     3.1     Disability Accommodation. The Employer and Union will comply with all relevant  
5           federal and state laws, regulations and executive orders and with the provisions of  
6           ~~the Employer's policy in providing reasonable accommodations~~University of  
7           Washington Administrative Policy Statement 46.5 on Reasonable Accommodation  
8           of Employees With Disabilities. The University and the Union are committed to  
9           providing reasonable accommodation to employees with disabilities.

10    3.2     An employee who believes that he or she suffers a disability and requires a  
11           reasonable accommodation to perform the essential functions of ~~his or her~~their  
12           position may request such an accommodation ~~through the by filling out the~~  
13           Disability ~~Accommodation Services Office~~Request form or otherwise informing the  
14           employee's supervisor and/or department of the need for accommodation.

15    3.3     Employees requesting accommodation must cooperate with the University in  
16           discussing the need for and possible form of any accommodation. The Employer  
17           may require supporting medical documentation and may require the employee to  
18           obtain a second medical opinion at Employer expense. Medical information  
19           disclosed to the Employer will be kept confidential.

20    3.4     The Employer will determine whether an employee is eligible for a reasonable  
21           accommodation and the final form of any accommodation to be provided.

22    3.5     An employee who is unable to perform the essential function of ~~his/her~~their position  
23           due to disability may be separated from service after the Employer has made good  
24           faith efforts to reasonably accommodate the employee's disability in accordance  
25           with applicable state and federal law. Disability separation is not a corrective  
26           action.

27    3.6     Disability Leave. Disability leave may be a combination of the employee's accrued  
28           sick ~~leavetime off~~, vacation ~~leavetime off~~, personal holiday, compensatory time,  
29           and/or ~~leave without pay~~unpaid time off, the combination of which may be  
30           determined by the employee. If disability leave is taken as ~~an leave without~~  
31           ~~pay~~unpaid absence, the employee may apply eight (8) hours of accrued paid ~~leave~~  
32           ~~time off~~ per month during at least the first four (4) months of disability leave to  
33           provide for continuation of employer paid health benefits. The interspersed paid  
34           ~~leave time off~~ will be applied to the first working day of the month. ~~Periods of~~  
35           ~~disability leave covered by the FMLA shall be deducted from the four (4) month~~  
36           ~~period of eligibility to intersperse paid leave.~~

37    3.7     Pregnancy Accommodation. The Employer and the Union will comply with all  
38           relevant federal and state laws, regulations, and executive orders and with the  
39           provisions of Washington Administrative Policy Statement 46.7 Reasonable

1 Accommodation of Pregnant Employees. The University and the Union are  
2 committed to providing reasonable accommodation to pregnant employees.

3  
4 A. The following pregnancy-related accommodations shall not require health care  
5 provider certification and are not subject to an employer's claim of undue  
6 hardship:

- 7 1. Providing more frequent, longer, or flexible restroom breaks;
- 8 2. Modifying a no food or drink policy;
- 9 3. Providing seating or allowing the employee to sit more frequently if her job  
10 requires her to stand; and
- 11 4. Restricting lifting to 17 lbs. or less.

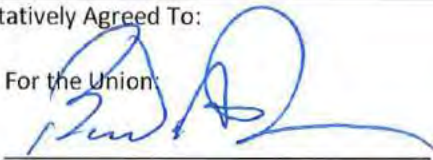
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13 B. An employee's pregnancy or pregnancy-related health condition may also be  
14 accommodated as follows:

- 15 1. Job restructuring, part-time or modified work schedules, reassignment to a  
16 vacant position, or acquiring or modifying equipment, devices, or an  
17 employee's work station;
- 18 2. Providing for a temporary transfer to a less strenuous or less hazardous  
19 position;
- 20 3. Providing assistance with manual labor and limits on lifting;
- 21 4. Scheduling flexibility for prenatal visits; and
- 22 5. Any further pregnancy accommodation an employee may request.

23  
24 With respect to these accommodations, the University may request an employee  
25 provide written certification from her treating health care provider regarding the  
26 need for reasonable accommodation and may deny an employee's request for  
27 reasons of significant difficulty or expense.  
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29 Tentatively Agreed To:

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31 For the Union:

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35 Date: 18 July 2018

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31 For the Employer:

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35 Date: 7/18/18

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**ARTICLE 4 – WORKPLACE BEHAVIOR**

The Employer and the Union agree that all employees should work in an environment that fosters mutual respect and professionalism. The parties agree that inappropriate behavior in the workplace does not promote the University's business, employee well being, or productivity. All employees are responsible for contributing to such an environment and are expected to treat others with courtesy and respect.

Inappropriate workplace behavior by employees, supervisors and/or managers will not be tolerated. At no time will bullying be accepted as appropriate workplace behavior. Bullying is defined as language or conduct that is unwelcome and sufficiently severe, persistent, or pervasive such that it could reasonably be expected to create an intimidating, hostile, or offensive environment, or has the purpose or effect of unreasonably interfering with an employee's work performance, when viewed through both an objective and subjective standard. If an employee and/or the employee's union representative believes the employee has been subjected to inappropriate workplace behavior, the employee and/or the employee's representative is encouraged to report this behavior to the employee's supervisor, a manager in the employee's chain of command and/or the Human Resources Office. An employee or the employee's representative should identify complaints as inappropriate workplace behavior. The Employer will investigate the reported behavior and take appropriate action as necessary. The employee and/or union representative will be notified upon conclusion of the investigation.

Retaliation against employees who make a workplace behavior complaint will not be tolerated

Grievances may be filed up to Step 3 Mediation.

Agreed To:	
For the Union: 	For the Employer: 
Date: 19 Sept 2018	Date: 9/19/18

**ARTICLE 5 – AFFIRMATIVE ACTION**

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5.1 Policies. In conjunction with Federal and State Executive Orders, the Employer and the Union agree on the need for an affirmative action approach to correct and review any inequities in the employment process. The Employer shall have and implement an affirmative action plan which requires the Employer to make special efforts to recruit, employ, retain, train, promote, encourage career development, and transfer qualified members of groups formerly excluded, even if that exclusion cannot be traced to particular discriminatory actions on the part of the Employer, and to develop, implement, and monitor affirmative action goals and timetables for hiring and/or promoting members of protected groups into job classes/categories where it has been determined that under-utilization exists.

5.2 Groups included in the affirmative action program are those covered by federal and state regulations, and are currently women, American Indians, Asian/Pacific Islanders, Blacks, Hispanics/Latinos, Vietnam era veterans, disabled veterans, persons with disabilities and persons 40 years of age and older.

5.3 Goals and Timetables. Upon request the Employer will provide the Union with its affirmative action reports which set forth the goals and timetables of the University for bargaining unit employees.

5.4 It is agreed by the parties that a bargaining unit member elected or selected by the Union shall be encouraged to take an active interest in affirmative action plans affecting each bargaining unit covered by this Agreement.

Tentatively Agreed To:	
For the Union: 	For the Employer: 
Date: 30 Aug 2018	Date: 8-30-18

1 **ARTICLE 6 – GRIEVANCE PROCEDURE**  
2

3 The Union and the Employer agree that it is in their best interest to resolve disputes at  
4 the earliest opportunity and at the lowest level. Whenever possible, disputes should be  
5 resolved informally prior to filing a formal written grievance. To that end, all supervisors  
6 and employees are encouraged to engage in free and open discussions about disputes.  
7

8 6.1 Definition. A grievance, within the meaning of this Agreement, shall be defined as  
9 any dispute between the University and the Union, an employee, or a group of  
10 employees as to alleged misapplication or misinterpretation of the terms of this  
11 Agreement or the Employer's written personnel rules, policies or practices.  
12

13 6.2 Employee Grievance Rights. Any employee who believes ~~he/shethey~~ ~~has-have~~  
14 been aggrieved may personally seek relief from that condition by filing a grievance,  
15 irrespective of any supervisor's opinion of the grievance's validity. In the  
16 presentation of grievances, the employees shall be safe from restraint,  
17 interference, discrimination, or reprisal.  
18

19 6.3. Employee Representation. The Union as exclusive representative of bargaining  
20 unit employees is the responsible representative of said employees in grievance  
21 matters.  
22

23 6.4 Time Limitations.

24 An extension of the time limitations as stipulated in the respective steps below,  
25 may be obtained by mutual consent of the parties. Failure of the union to comply  
26 with the time limitations without a request of time extension shall constitute  
27 withdrawal of the grievance. Failure of the Employer to comply with the time  
28 limitations without a request for time extension shall move the grievance to the  
29 next step of the grievance procedure. For the purpose of calculating time  
30 requirements, the first day shall be the day following the day on which the  
31 employee was aware, or reasonably should have been aware, of the issue giving  
32 rise to the grievance. Saturdays, Sundays, and University holidays shall be  
33 included in the calculation of days except that the final day may not be on a  
34 Saturday, Sunday, or holiday but will end at the close of the first working day  
35 following the Saturday, Sunday, or holiday.  
36

37 6.5 Contents. The written grievance shall include the following information:

- 38 a. The date upon which the grievance occurred.  
39 b. The specific Article(s) and Section(s) of the Agreement violated.  
40 c. The past practice, rule, policy violated.  
41 d. Specific remedy requested.  
42 e. The grievant(s) name.  
43 f. Name and signature of Union representative (Staff or Steward).

1 g. The nature of the grievance.  
2

3 Failure to include the above information shall not be a reason for invalidating the  
4 grievance.  
5

6 6.6 Pay Status – Meetings. Meetings and discussions on the grievance held with the  
7 Employer in connection with this grievance procedure shall normally be held during  
8 the University's regular business hours, or as mutually agreeable, and no  
9 deduction in pay status shall be made for the grievant or steward for reasonable  
10 time spent in such meetings or discussions during the employee's scheduled duty  
11 hours. The work schedule of the grievant will be seriously considered in the  
12 scheduling of the grievance meetings. Time off for employees and stewards shall  
13 be granted by supervision following a request, but in consideration of job  
14 responsibilities. If the requested time off cannot be granted, the parties shall  
15 arrange for time off at the earliest possible time thereafter.  
16

17 6.7 Grievance Withdrawal. A grievance may be withdrawn by the Union in writing at  
18 any time, and if withdrawn shall not be resubmitted.  
19

20 6.8 Resolution

21 If the Employer provides the requested remedy or a mutually agreed-upon  
22 alternative, the grievance will be considered resolved and may not be moved to  
23 the next step.  
24

25 6.9 Consolidation

26 Grievances arising out of the same set of facts may be consolidated by written  
27 agreement.  
28

29 6.10 Filing and Processing

30 a. Filing A grievance must be filed within thirty (30) days of the occurrence giving  
31 rise to the grievance, or the date the grievant knew or could reasonably have  
32 known of the occurrence. When possible the thirty (30) day periods above should  
33 be used to attempt to informally resolve the dispute. The union steward or staff  
34 representative will indicate when a discussion with the Employer is an attempt to  
35 informally resolve a dispute.  
36

37 b. Alternative Resolution Methods Any time during the grievance process, by  
38 mutual consent, the parties may use alternative methods to resolve the dispute. If  
39 the parties agree to use alternative methods, the time frames in this Article are  
40 suspended. If the selected alternative method does not result in a resolution, the  
41 Union may return to the grievance process and the time frames resume. Any  
42 expenses and fees of alternative methods will be shared equally by the parties.  
43

1 c. Processing The Union and the Employer agree that in-person meetings are  
2 preferred at all steps of the grievance process and will make efforts to schedule in-  
3 person meetings, if possible.  
4

5 6.11 Steps of the Grievance Procedure. All grievances shall be processed in  
6 accordance with the following procedure. Upon mutual agreement, Step One, Two  
7 or Three may be skipped. Grievances over final counseling or dismissal will begin  
8 at Step Two.  
9

10 **Step One: Supervisor, Manager or Designee**

11 If the issue is not resolved informally, the Union may file a written grievance to the  
12 supervisor or designee, and the Labor Relations office (laborrel@uw.edu). The Employer  
13 will designate a supervisor, manager or designee who will meet in person or confer by  
14 telephone with a union steward and/or staff representative and the grievant. The date of  
15 the meeting will be mutually agreed upon within fifteen (15) calendar days of receipt of  
16 the grievance and when possible the meeting will take place within the aforementioned  
17 fifteen (15) calendar days. The format (face to face or by telephone) for the meeting will  
18 be by mutual agreement. The employer will respond in writing to the Union within fifteen  
19 (15) calendar days after the meeting. The Human Resources Consultant may also attend,  
20 if desired by the University. If the grievance is directed against the employee's immediate  
21 supervisor, the grievance may be presented to the next higher level of supervision. In the  
22 event the employee's immediate supervisor does not have authority to resolve the  
23 grievance, the grievance will be presented at the level having authority to act as  
24 determined by the Employer.  
25

26 Step Two: If a satisfactory settlement is not reached in Step One, said grievance may be  
27 moved to the Step Two by filing the written grievance, including a copy of the Step One  
28 decision to department head, designee, or to the next appropriate level of management  
29 and the Office of Labor Relations within fifteen (15) calendar days after the decision from  
30 Step One. The date of the meeting will be mutually agreed upon within fifteen (15)  
31 calendar days after notice of the filing at Step Two and when possible the meeting will  
32 take place within the aforementioned fifteen (15) calendar days. The grievant may be  
33 represented by a steward and a Union staff representative. The University will be  
34 represented by the appropriate management official(s) or designee(s), a representative  
35 from the Office of Labor Relations, and a Human Resources Consultant, if desired by the  
36 University. The University will respond in writing within ~~fifteen~~thirty (30)-(15) calendar days  
37 after the meeting.  
38

39 Step Three: Grievance Mediation. If the grievance is not resolved at the Step Two, the  
40 Union may file a request for mediation with the Public Employment Relations Commission  
41 (PERC) in accordance with WAC 391-55-020, with a copy to the Labor Relations Office  
42 within thirty (30) days of receipt of the Step Two decision. In addition to all other filing  
43 requirements, the request must include a copy of the grievance and all previous  
44 responses. The Employer will inform the Union, in writing, and PERC within thirty (30)  
45 days of receipt of Mediation request if they are not in agreement. If those services are

1 unavailable on a timely basis, the parties may request a list of grievance mediators from  
2 the Federal Mediation and Conciliation Service (FMCS) or other agreed upon mediation  
3 provider. The cost of the mediation shall be borne equally by both parties.  
4

5 Step Four: Arbitration. If a satisfactory settlement is not reached at the prior step, or the  
6 step was skipped, either of the signatory parties to this Agreement may submit the  
7 grievance to binding arbitration. Such submittal must be made within thirty (30) calendar  
8 days following the written notice that the employer does not agree to Step Three (3)  
9 Mediation or the conclusion of the prior step.  
10

11 Panel of Arbitrators:

12 A. Within sixty (60) calendar days of the execution of the Agreement, the parties,  
13 SEIU 925, WFSE 1488, and the Employer, agree to meet to establish a  
14 permanent panel of six (6) arbitrators. If the parties do not meet or if there is no  
15 agreement on the panel, the current panel will remain.  
16

17 B. These arbitrators shall be assigned cases by the parties on a rotating basis. If  
18 the arbitrator is not available to hear the case within sixty (60) calendar days of  
19 being contacted to request available arbitration dates either party may elect to  
20 go to the next arbitrator in the rotation. If no arbitrator can hear the case within  
21 sixty (60) calendar days of being contacted, the case will be assigned to the  
22 arbitrator who can hear the case on the earliest date.  
23

24 C. The appointment to the panel will be for the life of the Agreement. If an arbitrator  
25 decides to remove his/her/their name from the panel the parties will meet to  
26 decide whether to substitute an additional name(s).  
27

28 No later than seven (7) working days prior to the scheduled arbitration meeting, the parties  
29 will submit questions of arbitration eligibility to the arbitrator for preliminary determination,  
30 share the name of each witness intending to testify at the hearing, and attempt to agree  
31 upon the issue statement. A copy of written materials submitted to the arbitrator will be  
32 provided to the opposing party.  
33

34 If either party raises an issue of procedural arbitrability, i.e. that any step of the grievance  
35 process or movement to arbitration was not pursued within the time limits proscribed in  
36 this article, the arbitrator shall make a determination on the arbitrability issue prior to  
37 proceeding to a hearing on the merits of the grievance. If the arbitrator determines the  
38 grievance is not arbitrable, then no hearing on the merits of the grievance will be held.  
39

40 Authority of the Arbitrator

41 The parties agree that the arbitrator shall have no power to render a decision that adds  
42 to, subtracts from, alters or modifies in any way the terms and conditions of the  
43 Agreement. The parties further agree that the decision of the arbitrator will be final and  
44 binding upon all parties.  
45

1 The Union or the Employer will have the right to request the arbitrator to require the  
2 presence of witnesses and/or documents. The arbitrator's decision shall be made in  
3 writing and the arbitrator shall be encouraged to render the decision within thirty (30)  
4 calendar days of the close of the arbitration.  
5

6 In cases where a grievance is moved to arbitration and the Employer did not agree to  
7 Step Three: Grievance Mediation, either party may request a pre-arbitration settlement  
8 conference. These conferences shall not delay the arbitration process, and may be held  
9 with or without the presence of the arbitrator, at the option of the moving party. In the  
10 event that an arbitrator is present, the cost of the arbitrator's participation shall be borne  
11 equally by the parties.  
12

13 **6.12 Arbitration Costs**

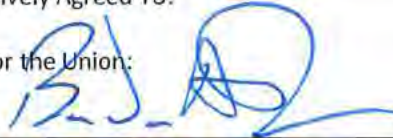

14 1. The fees and costs of the arbitrator, and the cost (if any) of the hearing room,  
15 will be shared equally by the parties.  
16

17 2. If the arbitration hearing is postponed or canceled because of one party, that  
18 party will bear the cost of the postponement or cancellation. The costs of any  
19 mutually agreed upon postponements or cancellations will be shared equally by  
20 the parties.  
21

22 3. If either party desires a record of the arbitration, a court reporter may be used.  
23 If that party purchases a transcript, a copy will be provided to the arbitrator free of  
24 charge. If the other party desires a copy of the transcript, it will pay for half of the  
25 costs of the fee for the court reporter, the original transcript and a copy.  
26

27 4. Each party is responsible for all fees and costs of its staff representatives,  
28 attorneys, experts, witnesses –and all other costs related to the development and  
29 presentation of their case. Every effort will be made to avoid the presentation of  
30 repetitive witnesses.  
31

32 **6.13 Files.** Grievance documents shall be maintained separately from employee  
33 personnel files. Employee personnel files will accurately reflect the final outcome  
34 of a grievance.  
35

Tentatively Agreed To:	
For the Union: 	For the Employer: 
Date: 30 Aug 2018	Date: 8-30-18

## ARTICLE 7 – EMPLOYEE RIGHTS

### 7.1 Representation

Upon request, an employee will have the right to representation at an investigatory meeting, requested by management in which ~~he/she~~the employee reasonably believes could lead to corrective action. Upon request, an employee will have the right to an interpreter at an investigatory meeting. The employer will provide reasonable time to allow an employee to secure a representative. The exercise of this right will not unreasonably delay or postpone a meeting. Except as otherwise specified in this Agreement, representation will not apply to discussions with an employee in the normal course of duty, such as giving instructions, assigning work, informal discussions, delivery of paperwork, staff or work unit meetings or other routine communications with an employee.

### 7.2 Paid Release Time

Employees will be provided a reasonable amount of time during their normal working hours to meet with the union steward and/or staff representative to process a grievance. In addition, employees will be released during their normal working hours to attend meetings or hearings scheduled by management for the following:

- a. Informal grievance resolution meetings, grievance meetings, alternative dispute resolution meetings, mediation sessions and arbitration hearings, in accordance with Article 6, Grievance Procedure, and held during ~~his or her~~the employee's work time;
- b. Management scheduled investigatory interviews and/or pre-disciplinary meetings, in accordance with Article 36, Corrective Action, and;
- c. Negotiations in accordance with Article 40, Mandatory Subjects.
- d. Joint Labor Management meetings in accordance with Article 43.

7.3 When an employee is subpoenaed as a witness on behalf of the Union in an arbitration case, with the employer, the employee may appear without loss of pay if ~~he or she~~the employee appears during ~~his or her~~scheduled work time, providing the testimony given is related to ~~his or her~~their own job function or involves matters ~~they have~~he or she witnessed, and is relevant to the arbitration case. Every effort will be made to avoid the presentation of repetitive witnesses.

### 7.4 Notification

An employee will obtain prior approval from ~~his or her~~their supervisor before attending any meeting or hearing. All requests must include the approximate amount of time the employee expects the activity to take. Employees will suffer no loss in pay for attending management scheduled meetings and hearings that

1 are scheduled during the employee's work time. Attendance at meetings or  
2 hearings during the employee's non-work hours will not be considered as time  
3 worked. An employee cannot use a state vehicle to travel to and from a worksite  
4 in order to attend a meeting or hearing unless authorized by the Employer.  
5

6 7.5 Indemnification

7 The University will indemnify employees for activities arising out of their  
8 employment in accordance with University policy.  
9

10 7.6 Off the Job Activities

11 The private and personal "off the job" lifestyle and activities of any employee shall  
12 not be legitimate grounds for corrective action initiated by Management except  
13 where such life style or activities, constitute a conflict of interest as set forth in  
14 RCW 42.18 or are detrimental to the employee's work performance.  
15

16 7.7 Off Duty Employment

17 Employees may engage in off duty employment that is consistent with University  
18 policy and state law.  
19

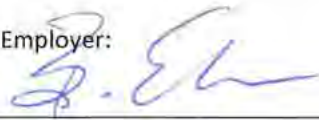
20 Tentatively Agreed To:

21 For the Union:

22   
23 \_\_\_\_\_  
24

25 Date: 1 Aug 2018  
26  
27

21 For the Employer:

22   
23 \_\_\_\_\_  
24

25 Date: 8/1/18  
26  
27

**ARTICLE 8 – EMPLOYEE FACILITIES**

8.1 Employee Facilities.

Adequate lunchroom, washroom and toilet facilities shall be provided and available for the use of the employees. Suitable dressing rooms and/or lockers shall be provided to employees in those occupations where a change of clothing is required by the Employer.

(a) Employees are encouraged to report to supervision any condition in employee facilities which appear to be below minimum standards.

(b) The adequacy of employee facilities, including sanitary supply dispensers employees, lactation stations, all gender bathrooms, or any change in employee facilities, shall be a proper subject for discussion by the Joint Union-Management Committee.

(c) Regarding the use of Gender Segregated Facilities:

(1) Facility use. The Employer shall allow individuals the use of gender-segregated facilities, such as restrooms, locker rooms, and dressing rooms that are consistent with that individual's gender expression or gender identity.

In such facilities where undressing in the presence of others occurs, The Employer shall allow access to and use of a facility consistent with that individual's gender expression or gender identity.

(2) The Employer shall not request or require an individual to use a gender-segregated facility that is inconsistent with that individual's gender expression or gender identity, or request or require an individual to use a separate or gender-neutral facility.

If another person expresses concern or discomfort about a person who uses a facility that is consistent with the person's gender expression or gender identity, the person expressing discomfort should be directed to a separate or gender-neutral facility, if available.

Any action taken against a person who is using a restroom or other gender-segregated facility, such as removing a person, should be taken due to that person's actions or behavior while in the facility, and must be unrelated to gender expression or gender identity. The same standards of conduct and behavior must be consistently applied to all facility users, regardless of gender expression or gender identity.

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15

(3) Provision of options encouraged. Whenever feasible, the Employer will provide options for privacy, such as single-use gender-neutral bathrooms or private changing areas that are available to any individual desiring privacy.

Tentatively Agreed To:	
For the Union:  _____	For the Employer:  _____
Date: 18 July 2018	Date: 7/18/18

**ARTICLE 9 – HOURS OF WORK**

1  
2  
3 9.1 General

4 (a) Hours of work for regular monthly employees in the bargaining units listed in  
5 Appendix I shall be established by the employing official.  
6

7 (b) Overtime may be assigned outside of normally scheduled shifts and  
8 compensated in accordance with Article 10.  
9

10 9.2 Definitions

11 (a) Full-time Employee. A regular monthly staff employee scheduled to work forty  
12 (40) hours per week in a seven (7) day period; or for designated hospital  
13 personnel scheduled to work eighty (80) hours in a fourteen (14) day period.  
14

15 (b) Part-time Employee. A regular monthly staff employee scheduled to work a  
16 minimum of twenty (20) hours per week but less than forty (40) per week in a  
17 seven (7) day period; or for designated hospital personnel scheduled to work  
18 more than forty (40) hours but less than eighty (80) hours in a fourteen (14) day  
19 period. Part-time employees shall receive all benefits of employment on a pro-  
20 rata basis, except health benefits coverage which is determined by the state.  
21

22 9.3 Work Day/Meal Period

23 (a) Meal breaks shall be a minimum of thirty (30) minutes, unpaid and on the  
24 employee's own time, provided the employee is off-duty for that meal period. It  
25 is the Employer's intention to provide uninterrupted meal breaks.  
26

27 (b) Specific to the University-wide Nonsupervisory, Supervisory, and Health Care  
28 Professional/Laboratory Technical bargaining units:

29  
30 The normal work day for full-time employees typically shall be eight (8) hours  
31 to be completed within a nine (9) hour period.  
32

33 The meal period shall commence not earlier than the second hour of the shift  
34 nor later than the fifth hour of the shift. If the employee is required to work  
35 beyond the fifth hour without a break, the employee will be allowed to eat  
36 his/her meal at the duty station on the Employer's time.  
37

38 9.4 Rest Breaks

39 Employees shall receive a fifteen (15) minute break during each four (4) hours  
40 worked. It is the Employer's intention to provide uninterrupted rest breaks.  
41

1 9.5 Work Period Designations/Scheduled Work Periods (Applicable only to the  
2 University-wide Nonsupervisory, Supervisory, and Health Care  
3 Professional/Laboratory Technical bargaining units)

4 Each position will be assigned by the personnel officer to one of the work period  
5 designations identified below. Employees will be informed of their eligibility for  
6 overtime compensation.

7  
8 (a) Scheduled work periods, within which there are two (2) work schedules:

9 (1) Regular work schedule. The regular work schedule for full-time regular  
10 monthly employees shall consist of five (5) consecutive and uniformly  
11 scheduled eight (8) hour days in a seven (7) day period. Uniformly  
12 scheduled means a daily repetition of the same working hours and a weekly  
13 repetition of the same working days.

14  
15 (2) Alternative work schedule. Operational necessity or employee convenience  
16 may require positions that are normally designated regular work schedule  
17 to work an alternate forty (40) hour work schedule (other than five (5)  
18 uniform and consecutive eight (8) hour days in a seven (7) day period), or  
19 as provided by the Washington State Minimum Wage Law Requirements  
20 and Labor Standards in conjunction with the federal law which provides for  
21 an eighty (80) hour work week in a fourteen (14) day period for hospital  
22 personnel.

23  
24 (b) Nonscheduled Work Period. The nonscheduled work period designation  
25 applies to those positions for which the hours cannot be scheduled but which  
26 work a forty (40) hour week and do not meet any of the other work period  
27 designations.

28  
29 (c) Part-time Schedule. This is any deviation from any full-time schedule which  
30 includes twenty (20) hours or more per week but less than forty (40) hours per  
31 week in seven (7) consecutive days; or for designated hospital personnel forty  
32 (40) or more hours and less than eighty (80) hours in a fourteen (14) day period.

33  
34 (d) Split Shifts. Employees will not be assigned to split shifts unless there is prior  
35 agreement.

36  
37 9.6 Change in Work Schedule/Shift Assignment Notification

38 The Employer agrees to provide a minimum of fourteen (14) calendar days'  
39 notice to an employee in the event of an Employer-directed permanent  
40 change in the employee's shift assignment or work schedule. For temporary  
41 changes in work assignment occurring within the employee's assigned work  
42 week, the Employer will provide two (2) calendar days' notice with the day  
43 of notification constituting the first day of notice. For emergency reasons,  
44 lack of work, an existing safety hazard to the employee or others, or mutual

1 agreement between the Employer and employee under Article 10.2(e), the  
2 Employer may temporarily change an employee's schedule with fewer than  
3 two (2) calendar days' notice. Temporary is defined as no longer than one  
4 (1) week.

5  
6 Specific to the University-wide Nonsupervisory, Supervisory, and Health Care  
7 Professional/Laboratory Technical bargaining units: Temporary shift changes not  
8 mutually agreed to shall not be employed to avoid the accrual of overtime.

9  
10 The assignment of employees in various shifts within each work group or  
11 department shall be determined by the employing official, provided that when  
12 qualifications are substantially equal in the judgment of the employing department,  
13 seniority shall be a factor in determining shift assignment. This criteria does not  
14 apply to positions deemed by the employer to require a rotational shift.

15  
16 9.7 Excepted Work Period Positions

17 Employees assigned to excepted work period positions normally do not qualify for  
18 overtime pay. However, when an employing official determines that the employee  
19 has been directed to work an excessive amount of hours for an extended period  
20 of time, overtime in the form of compensatory time or cash not to exceed a "time  
21 and one half (1-1/2)" basis may be approved by the Director Assistant Vice  
22 President of Human Resources Operations.

23  
24 When the University creates or modifies a classification such that it is excepted  
25 from overtime in accordance with the law, the Union shall be notified in advance  
26 of implementation. This language does not preclude the Union or any individual  
27 employee from challenging the University's overtime determination in appropriate  
28 forums.

29  
30 Tentatively Agreed To:

31 32 For the Union:	32 33 For the Employer:
33 34 	33 34 
35 36 Date: 4 Oct 2018	35 36 Date: 10/4/18

37  
38

## ARTICLE 10 – OVERTIME

### 10.1 Overtime

(a) Any one of the following constitutes overtime:

(1) Work in excess of the daily work shift for full-time employees assigned to scheduled work period positions;

(2) Work in excess of forty (40) hours in one (1) work week performed by overtime-eligible part time employees assigned to scheduled or nonscheduled work period positions; or

(3) For hospital personnel assigned to a fourteen (14) day schedule, work in excess of eight (8) hours in a twenty four (24) hour period or eighty (80) hours in a fourteen (14) day period.

(b) Overtime worked by the eligible employees assigned to scheduled or nonscheduled work positions shall be compensated at a rate of one and one-half (1-1/2) times the employee's straight time hourly rate including shift differential for all overtime worked as provided in subsection (a) of this section.

(c) Overtime-eligible employees assigned to scheduled or nonscheduled work period positions shall receive monetary payment as compensation for overtime worked; however, at the employee's request, compensatory time off at one and one-half (1-1/2) times the overtime hours worked may be granted in lieu of monetary payment. ~~The accumulation of unused compensatory time that exceeds two hundred and forty (240) hours must be paid in cash.~~

(d) Compensation paid to an employee for accrued compensatory time shall be paid at the regular rate earned by the employee at the time the employee receives such payment. Upon termination of employment, an employee will be paid for any unused compensatory time in accordance with the Fair Labor Standards Act.

(e) Use of accrued compensatory time shall be approved by the employing official with consideration being given to the work requirements of the department and the wishes of the employee. Compensatory time off may be scheduled by the employing official during the final sixty (60) days of a biennium (for the University-wide Nonsupervisory, University-wide Supervisory, Contact Center, Contact Center Supervisory, and Healthcare Professional/Laboratory Technical bargaining units), or fiscal year (for the Research Technologist and Research Technologist Supervisor bargaining units).

1 Compensatory time must be used or paid for by June 30<sup>th</sup> of each fiscal year.  
2 ~~Exceptions to this policy may be approved by the Human Resources Office~~  
3 ~~upon written justification of the extension. The employee's unused~~  
4 ~~compensatory time balance will be cashed out every June 30<sup>th</sup> or when the~~  
5 ~~employee leaves University employment for any reason. The employee's~~  
6 ~~compensatory time balance may also be cashed out when the employee:~~

7 1. Transfers within their department to a position with different funding  
8 sources, or

9 4.2. Transfers to a position in another department.

10  
11 (f) For purposes of computing overtime compensation, holidays or leave with pay  
12 during the employee's regular work schedule shall be considered as time  
13 worked.

14  
15 **10.2 Overtime Policies**

16 (a) Whenever overtime work is required, the employing official shall determine the  
17 employees needed to work overtime on the basis of their relevant experience.  
18 Overtime shall be distributed as equitably as possible among qualified  
19 employees.

20  
21 ~~(b) A record of overtime hours worked by each employee shall be kept by the~~  
22 ~~Employer, and such record of overtime may be reviewed, upon request, by the~~  
23 ~~Union.~~

24  
25 (c) It is intended that overtime wages for which salary payment is to be made shall  
26 be paid to the employee no later than on the paydate following the pay period  
27 in which the overtime was earned. In no event shall such overtime payments  
28 be made later than thirty (30) calendar days from the end of the pay period in  
29 which the overtime was earned providing the payroll office has received ~~the~~  
30 ~~Exception Time Report (ETR confirmation)~~ authorizing such payment within the  
31 time limits set by the payroll department Integrated Service Center Payroll  
32 Office.

33  
34 (d) Specific to the University-wide Nonsupervisory, Supervisory, and Health Care  
35 Professional/Laboratory Technical bargaining units: All employees assigned to  
36 scheduled and nonscheduled work periods in classifications listed in Appendix  
37 I shall be eligible for overtime. The University currently designates certain job  
38 classifications, listed in Appendix III as exempt from overtime. This does not  
39 preclude the Union or any individual employee from challenging the University's  
40 overtime determination in appropriate forums.

41  
42 (e) Temporary Modified Weekly Schedule. By mutual agreement, individual  
43 employees and their supervisors may agree to a temporary modified weekly  
44 schedule. This schedule allows employees to alter their regular daily working  
45 hours within a work week without generating the payment of overtime (unless

1 the employee works beyond forty (40) hours in the employee's regular work  
2 week). Such scheduling will not be considered a regularly recurring alternative  
3 schedule.  
4

5 Specific to the University-wide Nonsupervisory, Supervisory, Contact Center,  
6 Contact Center Supervisory, and Health Care Professional/Laboratory  
7 Technical bargaining units: Temporary modified weekly scheduling  
8 adjustments must be completed within the employee's regular work week.  
9

10 Tentatively Agreed To:

11 For the Union:

12 

13  
14  
15 Date:

16 4 Oct 2018  
17

11 For the Employer:

12 

13  
14  
15 Date:

16 10/4/18  
17

18

**ARTICLE 11 – EMPLOYEE TRAINING AND DEVELOPMENT**

1  
2  
3 11.1 Policy

4 The Employer reaffirms its commitment to an on-going system of staff  
5 development and training. Employer shall maintain an employee training and  
6 development plan. The objective of this plan shall be to provide opportunity for the  
7 development of the potential occupational and professional ability of each  
8 employee in order to (1) meet institutional needs, (2) to make the most effective  
9 and economic use of employee resources in accomplishing institutional goals, and  
10 (3) to enhance employee's career advancement opportunities.  
11

12 11.2 The University shall annually provide a list of job classifications reflecting the  
13 number of regular monthly positions and number filled in the past calendar year.  
14 This information shall be on file in ~~the Recruiting and Candidate Services Office~~  
15 ~~and the respective area UW~~ Human Resources ~~Offices~~.  
16

17 11.3 Training and Development Task Teams and Committees

18 The Union shall be invited to designate an employee representative to participate  
19 in each University Training and Development task team and committee convened  
20 to address topics relevant to the bargaining unit. Such topics may include career  
21 advancement, career paths, potential training needs and courses, and program  
22 crediting in the employment process. Task teams and committees shall be chaired  
23 by the Training and Development Manager or designee. Employee representatives  
24 shall be granted release time to attend task team and committee meetings which  
25 are conducted during regular business hours.  
26

27 11.4 Information

28 The Employer shall, upon written request, provide the Union with copies of the  
29 institution's training and development plan and the annual report of the  
30 achievement of training objectives.  
31

32 11.5 Training and Development Programs

33 It is intended that supervisors will encourage employees to participate in the  
34 various training and development programs as provided for by Executive Order 52  
35 in order to maximize their job performance and to increase their promotional  
36 opportunities.  
37

38 When the Employing Official requires an employee to acquire new skills the  
39 supervisor will identify appropriate sources of training and provide training in  
40 accordance with 11.8.  
41

42 11.6 Release Time

1 Release time for training for employees accepted for training and development  
2 programs shall be in accordance with Executive Order 52.

3  
4 **11.7 Completion of Training Programs**

5 Completion of training programs will be considered in evaluating the employee's  
6 application for transfer or promotion when certification of completion has been  
7 indicated by the employee. The Employer will review courses offered through  
8 ~~Professional & Organizational Development~~ training and Development,  
9 ~~Computing and Communications~~ UW Information Technology, and the UW  
10 ~~Women's Information~~ Center in order to identify courses which satisfy  
11 requirements for regular monthly staff positions. The Employer will determine the  
12 amount of credit appropriate to the training course(s).

13 Crediting of completed training programs towards minimum qualifications shall be  
14 determined by the Employer. Currently, successful completion of the Fiscal  
15 Management Certificate Series or the Fiscal Management track of the  
16 Administrative Excellence Certificate is equivalent to six (6) months of budget/fiscal  
17 experience and successful completion of the Supervisory Skills Certificate Series  
18 is equivalent to six (6) months of supervisory experience.

19  
20 **11.8 Tuition Payment and Travel Cost Reimbursement**

21 If a supervisor requires an employee to receive training, all fees and related costs  
22 will be paid by the employing department. If attendance in such courses requires  
23 use of the employee's personal vehicle, the employee will be reimbursed at the  
24 University's travel rates applying at the time. If other transportation must be taken,  
25 the employee will be reimbursed for all transportation costs. Required attendance  
26 in courses which are outside of regular working hours and which are work related  
27 or meet an identified institutional need is considered "paid time training" and  
28 constitutes time worked.

29  
30 **11.9 Training - Layoff**

31 Employees on layoff status shall be eligible to participate on a space available  
32 basis in regularly scheduled ~~Training and~~ Professional & Organizational  
33 Development programs.

34  
35 **11.10 Education and Professional Development (Applicable only to the Research**  
36 **Technologist and Research Technologist Supervisor bargaining units)**

37  
38 The University encourages all departments/grants with individuals employed in this  
39 bargaining unit to provide as much support for Continuing Education as budgets  
40 will permit. The University recognizes the crucial contribution made by all  
41 bargaining unit members, and that Continuing Education assists staff in increasing  
42 the level of skill and knowledge they bring to their chosen fields.

43 **11.11 Educational/Professional Leave- Surgical Technologists**

1 For Surgical Technologists who have completed their probationary period, up to  
2 three (3) days, pro-rated for part-time, of paid release time shall be granted  
3 annually for each employee for educational/professional leave.

4 11.12 Education Support Funds- Surgical Technologists

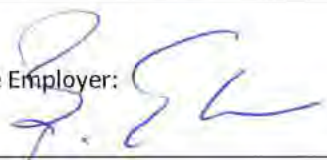
5 For Surgical Technologists \$200.00 per FTE, pro-rated for part-time, per fiscal year  
6 shall be made available to fund continuing education.  
7

8 11.13 Physical Therapists and Physical Therapy Assistants

9 Physical Therapists and Physical Therapy Assistants will receive paid leave time  
10 off for educational purposes, as follows:

- 11 • All Physical Therapists and Physical Therapy Assistants will be able to use three  
12 days of paid education time off/leave per fiscal year, prorated for FTE.
- 13 • From the effective date of this agreement until the fiscal year ending 6/30/19,  
14 Patient Care Services (Hospital) Physical Therapists and Physical Therapy  
15 Assistants will have up to \$500 per fiscal year available to reimburse costs for  
16 approved educational or training programs, prorated for FTE. Physical Therapists  
17 and Physical Therapy Assistants hired in the Ambulatory Care Division prior to  
18 the effective date of this agreement (Stadium Clinic, Roosevelt Clinic, East Side  
19 Clinic) will have up to \$1500 available to reimburse costs for approved  
20 educational or training programs, prorated for FTE. PTs and PTAs hired in  
21 Ambulatory Care Division after the effective date of this agreement will receive  
22 \$500 per fiscal year.
- 23 • Physical Therapists and Physical Therapy Assistants who attend approved  
24 educational opportunities on a day they are not scheduled to work will receive the  
25 equivalent of a day of pay or a day of accrued leavetime off. This practice will  
26 result in pay at straight time and will not trigger overtime pay for the affected pay  
27 period. This compensatory day will count toward the three days of annual  
28 education leavetime off.

29  
30 Tentatively Agreed To:

31 For the Union:	31 For the Employer:
32 	32 
33	33
34	34
35 Date: 21 Aug 18	35 Date: 8/21/18
36	36
37	37

38

**ARTICLE 12 – ADVANCE CERTIFICATION/REGISTRATION PAY**

Applicable only to HealthCare Professional/Laboratory Technical and Supervisory bargaining units

Certain hospital technical employees certified in a specialty area by a national organization and working in that area of certification shall be paid an hourly premium of one dollar and twenty five cents (\$1.25) provided the particular certification has been approved by management, and further provided that the employee continues to meet all educational and other requirements to keep the certification current and in good standing. A certified employee is eligible for only one certification premium regardless of other certifications the employee may have. Certified employees will notify their respective supervisor/manager in writing at the time 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.

**AFFECTED TITLES:**

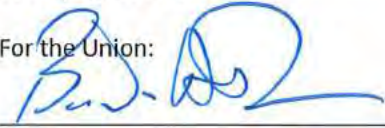
<b>Class Code</b>	<b>Job Title</b>	<b>Hourly Class Code</b>	<b>Hourly Job Title</b>
18312	Anesthesiology Technician 2 (NE S SEIU 925 HCP/LT)	20688	Anesthesiology Technician 2 (NE H SEIU 925 HCP/LT)
18345	Diagnostic Medical Sonographer (NE S SEIU 925 HCP/LT)	20701	Diagnostic Medical Sonographer (NE H SEIU 925 HCP/LT)
18346	Diagnostic Medical Sonographer Lead (NE S SEIU 925 HCP/LT)	20702	Diagnostic Medical Sonographer Lead (NE H SEIU 925 HCP/LT)
18348	Diagnostic Medical Sonographer Specialist (NE S SEIU 925 HCP/LT)	20704	Diagnostic Medical Sonographer Spec (NE H SEIU 925 HCP/LT)
18347	Diagnostic Medical Sonographer Supervisor (E S SEIU 925 Supv)	20703	Diagnostic Medical Sonographer Supv (NE H SEIU 925 Supv)
18349	Diagnostic Medical Sonographer Supv (NE S SEIU 925 Supv)		
18412	Nuclear Medicine Technologist Lead (NE S SEIU 925 HCP/LT)	20727	Nuclear Medicine Technologist Lead (NE H SEIU 925 HCP/LT)

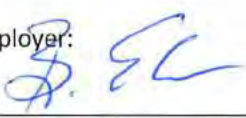
<b>Class Code</b>	<b>Job Title</b>	<b>Hourly Class Code</b>	<b>Hourly Job Title</b>
<u>18415</u>	<u>Nuclear Medicine Technologist 1 (NE S SEIU 925 HCP/LT)</u>	<u>20729</u>	<u>Nuclear Medicine Technologist 1 (NE H SEIU 925 HCP/LT)</u>
<u>18416</u>	<u>Nuclear Medicine Technologist 2 (NE S SEIU 925 HCP/LT)</u>	<u>20730</u>	<u>Nuclear Medicine Technologist 2 (NE H SEIU 925 HCP/LT)</u>
<u>18405</u>	<u>Nuclear Medicine P-E.T./CT Technologist (NE S SEIU 925 HCP/LT)</u>	<u>20726</u>	<u>Nuclear Medicine PET/CT Technologist (NE H SEIU 925 HCP/LT)</u>
<u>18414</u>	<u>Nuclear Medicine Technologist Supervisor (E S SEIU 925 Supv)</u>	<u>20728</u>	<u>Nuclear Medicine Technologist Supervisor (NE H SEIU 925 Supv)</u>
<u>18413</u>	<u>Nuclear Medicine Technologist Supervisor (NE S SEIU 925 Supv)</u>		
<u>18272</u>	<u>Imaging Technologist (NE S SEIU 925 HCP/LT)</u>	<u>20674</u>	<u>Imaging Technologist (NE H SEIU 925 HCP/LT)</u>
<u>18273</u>	<u>Imaging Technologist-Computed Tomo (NE S SEIU 925 HCP/LT)</u>	<u>20675</u>	<u>Imaging Technologist-Comp Tomo (NE H SEIU 925 HCP/LT)</u>
<u>18274</u>	<u>Imaging Technologist-Angiography (NE S SEIU 925 HCP/LT)</u>	<u>20676</u>	<u>Imaging Technologist-Angiography (NE H SEIU 925 HCP/LT)</u>
<u>18275</u>	<u>Imaging Technologist-Mag Res Imaging (NE S SEIU 925 HCP/LT)</u>	<u>20677</u>	<u>Imaging Technologist-Mag Res Imaging (NE H SEIU 925 HCP/LT)</u>
<u>18276</u>	<u>Imaging Technologist Lead (NE S SEIU 925 HCP/LT)</u>	<u>20678</u>	<u>Imaging Technologist-Lead (NE H SEIU 925 HCP/LT)</u>
<u>18279</u>	<u>Imaging Technologist-Supervisor (E S SEIU 925 Supv)</u>	<u>20681</u>	<u>Imaging Technologist-Supervisor (NE H SEIU 925 Supv)</u>
<u>18280</u>	<u>Imaging Technologist-Supervisor (NE S SEIU 925 Supv)</u>		
<u>18277</u>	<u>Imaging Technologist - Mammography (NE S SEIU 925 HCP/LT)</u>	<u>20679</u>	<u>Imaging Technologist-Mammo (NE H SEIU 925 HCP/LT)</u>
<u>18151</u>	<u>Respiratory Care Specialist (NE S SEIU 925 HCP/LT)</u>	<u>20657</u>	<u>Respiratory Care Specialist (NE H SEIU 925 HCP/LT)</u>

<b>Class Code</b>	<b>Job Title</b>	<b>Hourly Class Code</b>	<b>Hourly Job Title</b>
<u>18155</u>	<u>Respiratory Care Practitioner (NE S SEIU 925 HCP/LT)</u>	<u>20659</u>	<u>Respiratory Care Practitioner (NE H SEIU 925 HCP/LT)</u>
<u>18156</u>	<u>Respiratory Care Lead (NE S SEIU 925 HCP/LT)</u>	<u>20660</u>	<u>Respiratory Care Lead (NE H SEIU 925 HCP/LT)</u>
<u>18128</u>	<u>Physical Therapy Assistant 1 (NE S SEIU 925 HCP/LT)</u>	<u>20648</u>	<u>Physical Therapy Assistant 1 (NE H SEIU 925 HCP/LT)</u>
<u>18129</u>	<u>Physical Therapy Assistant 2 (NE S SEIU 925 HCP/LT)</u>	<u>20649</u>	<u>Physical Therapy Assistant 2 (NE H SEIU 925 HCP/LT)</u>
<u>18130</u>	<u>Physical Therapist 1 (NE S SEIU 925 HCP/LT)</u>		<u>Physical Therapist 1 (NE H SEIU 925 HCP/LT)</u>
<u>18131</u>	<u>Physical Therapist 2 (E S SEIU 925 HCP/LT)</u>	<u>21164</u>	<u>Physical Therapist 2 (NE H SEIU 925 HCP/LT)</u>
<u>18132</u>	<u>Physical Therapist 3 (E S SEIU 925 HCP/LT)</u>	<u>21165</u>	<u>Physical Therapist 3 (NE H SEIU 925 HCP/LT)</u>
<u>18133</u>	<u>Physical Therapist Specialist (E S SEIU 925 HCP/LT)</u>	<u>21166</u>	<u>Physical Therapist Specialist (NE H SEIU 925 HCP/LT)</u>
<u>18430</u>	<u>Surgical Technologist (NE S SEIU 925 HCP/LT)</u>	<u>20739</u>	<u>Surgical Technologist (NE H SEIU 925 HCP/LT)</u>

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Tentatively Agreed To:

For the Union:  \_\_\_\_\_

For the Employer:  \_\_\_\_\_

Date: 30 Aug 2018 Date: 8-30-18



1           **ARTICLE 14 – HIRING, APPOINTMENTS, PROMOTIONS AND TRANSFERS**  
2

3    14.1   Probation

4           An employee will attain permanent status in a job classification upon ~~his or~~  
5           ~~her~~their successful completion of a probationary, trial service or transition review  
6           period.

- 7    A.     Every part-time and full-time employee, following ~~his or her~~the initial appointment  
8           to a permanent position, will serve a probationary period of six (6) consecutive  
9           months. The Employer may extend the probationary period for an individual  
10          employee as long as the extension does not cause the total period to exceed  
11          twelve (12) months. Employees will be provided with a written explanation for the  
12          extension. If the extension is based on performance issues, the employee will  
13          receive a performance improvement plan. Extension of probationary periods shall  
14          not be a normal practice.
- 15   B.     Permanent employees at the University of Washington shall not be required to  
16          complete another probationary period.
- 17   C.     The Employer will extend an employee's probationary period, on a day-for-a-day  
18          basis, for any day(s) that the employee ~~is takes on~~ paid leavetime off, leave without  
19          pay, or shared leave, except for leave taken for military service or for purposes of  
20          faith or conscience under Article 24(c). For the purpose of calculating the  
21          completion date, an employee's probationary period shall not end on the  
22          employee's regularly scheduled weekend off or a scheduled holiday off. In those  
23          instances the completion date will be the next scheduled work day.
- 24   D.     By mutual agreement, the probationary period for additional selected classes may  
25          be established for a period in excess of six (6) months but not to exceed twelve  
26          (12) months.
- 27   E.     Employees in probationary status will earn seniority from their initial date of hire  
28          but may not exercise seniority rights until completion of the probationary period.  
29          Probationary employees are not eligible for layoff or rehire rights.
- 30   F.     An employee who is appointed to a different position in a different classification  
31          prior to completing ~~his or her~~their initial probationary period will serve a new  
32          probationary period. The length of the new probationary period will be in  
33          accordance with Subsection 14.1 (A), unless adjusted by the Appointing Authority  
34          for time already served in probationary status. In no case, however, will the total  
35          probationary period be less than six (6) consecutive months.
- 36   G.     Probationary Period Rejection.  
37          An appointing authority may reject an employee who has not completed a  
38          probationary period. Upon request by the employee and within 10 business days

1 of notice, a meeting to explain such action shall be held with a representative of  
2 the Employer. At the employee's request a representative of the Union shall attend  
3 such meetings. Such rejection is not subject to the grievance procedure, except  
4 in cases involving discrimination, under Article 2.  
5

6 14.2

7 A. Filling Positions. The University will determine when a position will be filled, the ~~as~~  
8 ~~defined in this agreement~~ appropriate type of appointment, to be used when filling  
9 the position, and the skills and abilities necessary to perform the duties of the  
10 specific position within a job classification. The University can fill a position on a  
11 full-time or part-time basis. Employees who are appointed as part-time or cyclic in  
12 classifications included in the bargaining units will also be included in the  
13 bargaining unit in accordance with the provisions of this Agreement. They will be  
14 eligible to receive medical benefits and retirement in accordance with state law and  
15 University policy.

16 B. Volunteers. Volunteers will not fill vacant bargaining unit positions.

17 C. It is the intent of the Employer to fill vacancies as soon as possible within budgetary  
18 limitations and where replacements are needed.

19 14.3 Core Duties and Other Assignments.

20 Except as otherwise provided in this Agreement, duties assigned an employee  
21 shall be consistent with the overall class concept of the employee's job  
22 classification.

23 14.4 Types of Appointments.

24 A. Regular Appointments for positions scheduled to work twelve (12) months per  
25 year.  
26

27 B. Cyclic Appointments for positions scheduled to work less than twelve (12) full  
28 months each year due to known, recurring periods in the annual cycle when the  
29 position is not needed or due to known budgetary restraints.  
30

31 (1) At least fifteen (15) calendar days before the start of each annual  
32 cycle, incumbents of cyclic positions will be informed in writing of their  
33 scheduled periods of leave without pay in the ensuing annual cycle. Such  
34 leave without pay will not:

35  
36 (a) Constitute a break in service and will not be deducted from the  
37 employee's length of service in granting periodic increments.  
38

39 (b) Be considered when computing the employee's vacation leave  
40 accrual rate.  
41

- 1 (2) When additional work is required of a cyclic position during a period of  
2 which the position was scheduled for leave without pay, the temporary  
3 work will first be offered to the incumbent. The incumbent will be allowed  
4 at least three (3) working days in which to accept or decline the offer.  
5  
6 (3) When additional pre-scheduled work is available during the leave without  
7 pay period that is declined or cannot be completed by the incumbents, the  
8 work will be offered to Cyclic Appointment employees prior to internal  
9 employees, students, or external candidates. The work will be offered in  
10 the following order, based on seniority:  
11  
12 (a) Cyclic Appointments in the same job classification.  
13  
14 (b) Cyclic Appointment in different job classifications with the ~~desired~~  
15 skills and abilities-essential skills to perform the work.  
16  
17 (4) Employees who elect to accept work in a different job classification will be  
18 compensated at the rate of pay of the position they have accepted.  
19 However, if an employee accepts work in a lower classification and their  
20 current rate of compensation falls within the pay range for that  
21 classification, they will maintain their current rate of pay within the lower  
22 classification.  
23  
24 (5) Both the Employer and the Union are encouraged to utilize the Joint Union  
25 Management Committee process in accordance with Article XX to resolve  
26 problems/concerns related to the cyclic leave without pay assignments.

27 C. Temporary Appointments

28 Temporary appointments may be made only to (a) perform work in the absence of  
29 an employee on leave for more than six (6) consecutive months or (b) perform  
30 work which does not exceed one thousand fifty (1050) hours in any twelve (12)  
31 consecutive month period. At the conclusion of a temporary appointment a  
32 permanent employee shall have the right to revert to ~~his/her~~their former position or  
33 to an equivalent position. No temporary appointment shall take the place of  
34 employees laid-off due to lack of work or lack of funds.

35 D. Temporary Appointment to a Higher Position.

36 The employing official may temporarily assign a regular monthly employee the  
37 duties and responsibilities of a higher-level class for up to one (1) year. Such  
38 appointments shall be made in increments of no more than six (6) months.

39 The employee shall be paid at the salary step which represents at least a five  
40 percent (5%) increase over the present salary. Such increase shall be effective the  
41 first day of the assignment when approved.

42 E. Fixed Duration Appointments.

1 Appointments for a fixed duration may be made for assignments initially intended  
2 to be for more than one thousand fifty (1050) hours, but for no more than twelve  
3 (12) consecutive months. Consecutive appointments that total more than twelve  
4 (12) consecutive months will not be made for the same assignment. The filling of  
5 fixed duration appointments will be determined by the University. Individuals hired  
6 under this section will receive written notification of the maximum length of the  
7 appointment and the eligibility for benefits. Conclusion of the appointment will be  
8 at the discretion of the University, including termination of appointment prior to its  
9 originally intended expiration date, and will not be subject to Articles 6 (Grievance  
10 Procedure) and 37 (Seniority, Layoff, Rehire) of the contract. Fixed duration  
11 appointments will not be made to replace current bargaining unit employees or to  
12 do the work of any bargaining unit employee who has been laid off. Fixed duration  
13 appointments may only be used to fill leave-of-absences and/or temporary  
14 projects; they may not be used to fill permanent positions. Time worked in a fixed  
15 duration appointment will count towards seniority for employees who are appointed  
16 to a regular monthly position represented by SEIU, Local 925 without a break in  
17 service. Employees on a fixed duration appointment will be considered non-  
18 bargaining unit internal applicants when applying for regular monthly bargaining  
19 unit positions and will be marked as internal applicants.

- 20 1. An individual appointed to a Fixed Duration Appointment who is hired into the,  
21 same job, or in the same classification in the same unit through open  
22 recruitment will have their Fixed Duration Appointment months of service apply  
23 toward their probationary period for that position.
- 24 2. Employees recruited into positions under section (a) who have worked in the  
25 Fixed Duration Appointment six (6) months or longer, extending on a day-for-  
26 a-day basis for paid or unpaid absences, will be considered to have completed  
27 their probationary period and all months of service under that Fixed Duration  
28 Appointment (including extensions) shall count toward their seniority.

29  
30 F. The Employer may convert a non-permanent appointment into a permanent  
31 appointment if the Employer used a competitive process to fill the non-permanent  
32 appointment or if the non-permanent appointment was filled using a veteran  
33 placement program. In such circumstances the employee will serve a probationary  
34 or trial service period whichever is applicable.

#### 35 36 14.5 Vacancies

37 Upon request, department heads will share with designated Union representatives  
38 information about classified positions within the bargaining unit which are purportedly  
39 being abolished or held unfilled.

- 40 (a) Cyclic year employees who have indicated a desire for a twelve month position  
41 will be considered for twelve (12) month positions available within their work unit  
42 so long as they comply with the requirements of the application process.
- 43 (b) Notice that applications are being accepted for vacant bargaining unit positions

1 will be published by the Employer and will be made available in places intended  
2 to reach bargaining unit employees for a minimum of seven (7) calendar days  
3 prior to the closing of the application period. The University may limit the scope  
4 of the posting area if applications only from within the posting area are accepted.

- 5 (c) It is the intent of the Employer to fill vacancies as soon as possible within  
6 budgetary limitations and where replacements are needed.

7 14.6 Promotions/Transfers

8 A. Policy.

9 It is the policy of the University to encourage job advancement and promote from  
10 within. It is the responsibility of each employee seeking promotion or transfer to  
11 provide the Employer with complete information regarding the employee's skills  
12 and qualifications relative to the position sought. The Employer will make the  
13 application process, necessary submittals and the essential skills of the vacant  
14 position clear to prospective applicants. All employees will be informed of the  
15 processes and steps necessary for advancement. This may be done as part of the  
16 annual performance evaluation.

17 B. Definitions.

18 For the purpose of this Article the following definitions apply:

19 Promotion - Movement to a position in a job class with ~~a different classification with~~  
20 a higher salary range maximum.

21 Transfer - Movement to a position ~~with the same salary maximum or within another~~  
22 department in the same classification.

23 Lateral – Movement of employee to a position in a different class which has the  
24 same salary range maximum as the employee's current class.

25 Voluntary Demotion - Movement to a position with a lower salary maximum, where  
26 the position is attained through the employment process. This section does not  
27 apply to employees who demote as the result of corrective action.

28 C. Notice that applications are being accepted for vacant bargaining unit positions  
29 will be published by the Employer and will be made available in places intended to  
30 reach bargaining unit employees for a minimum of seven (7) days prior to the  
31 closing of the application period. The University may limit the scope of the posting  
32 area if applications only from within the posting area are accepted.

33 D. The Employer will determine if applicants possess the essential skills required  
34 of the position. Essential skills are the minimum qualifications listed in the job  
35 description for the classification and any specific position requirements. The  
36 Employer will refer all current bargaining unit applicants possessing the essential  
37 skills prior to referring any non-bargaining unit applicants. Where the skills,  
38 abilities and experience of the vacant position applicants are considered equal,  
39 the Employer will offer the position to a bargaining unit applicant. Should the

1 senior qualified applicant not accept the position, the Employer shall offer the  
2 position in seniority order to the other qualified applicants before hiring outside. In  
3 accordance with applicable law, affirmative action goals will be considered when  
4 filling vacancies.

5  
6 E. At least one (1) bargaining unit applicant per job requisition, who is a  
7 regular monthly employee and who possesses the essential skills, shall be  
8 among those granted an interview for bargaining unit positions. Which  
9 bargaining unit applicant(s) the Employer chooses to interview shall not be  
10 grievable.

11  
12 F. Applicants from within the bargaining unit determined not to possess the  
13 essential skills for the vacant position may seek a non-grievable review of the  
14 assessment through the Human Resources Office. Applicants from the bargaining  
15 unit who possess the essential skills but are not offered the position may request  
16 an explanation, written or oral, as to why the position was not offered.

17 14.7...Movement between positions within the University: Employees who transfer,  
18 promote, move laterally, or voluntarily demote shall serve a trial service period. Paid  
19 or unpaid leave taken during the six (6) week trial service period shall extend the  
20 length of the trial service period on a day-for-a-day basis for any day(s) that the  
21 employee takes paid time off, leave without pay, or shared leave, except for leave  
22 taken for military service, by the amount of paid or unpaid leave taken. Either the  
23 Employer or the employee may end the appointment by providing notice. Both the  
24 trial service requirement and reversion rights (Employer and employee) apply to  
25 employees accepting positions represented by a different Union.

26  
27 14.8..Promotion, Transfer, or Lateral Movement: Promotional or lateral movement  
28 appointees will serve a six (6) month trial service. During the first two (2) months of  
29 the trial service period, promotional, transfer, or lateral movement employees have  
30 preemptive rights to their former position. After the first two (2) months but during  
31 remainder of trial service, employees who are not staying in the new position shall  
32 have the option to revert to their former position if it is still vacant, be considered for  
33 reassignment in the same class as their former class, or be placed on the rehire list.

34  
35 14.9 Demotion: Any employee who demotes to a classification in which they have  
36 previously held permanent status will serve a six (6) week trial service. At any time  
37 during the six (6) weeks the employee has preemptive rights to their former position.  
38 This section does not apply to corrective action related demotions.

39  
40  
41 ~~14.7—Movement Between Positions~~

42 ~~Applicable to all bargaining units except the **Research Technologist and**~~  
43 ~~**Research Technologist Supervisor bargaining units**~~

44

1 a. ~~Movement between positions will comply with the following:~~

2 ~~Local 925 to Local 925 — During the first six (6) weeks of a new appointment~~  
3 ~~employees who transfer, promote or voluntarily demote within a Local 925~~  
4 ~~bargaining unit may opt to return to the position they left as long as it is still~~  
5 ~~available; or employees who do not meet supervisory expectations may be~~  
6 ~~reassigned to the previous position. For employees who transfer or voluntarily~~  
7 ~~demote, if the former position is no longer available, the employee may be~~  
8 ~~reassigned in the same classification or be placed on the rehire list. Promotional~~  
9 ~~employees have preemptive rights to their former position, if the position still exists~~  
10 ~~even if it has been filled. Paid or unpaid leave taken during the six (6) week trial~~  
11 ~~service period shall extend the length of the trial service period by the amount of~~  
12 ~~paid or unpaid leave taken.~~

13 ~~Non-Local 925 Classified to Local 925 — Employees who transfer, promote, or~~  
14 ~~voluntarily demote from a UW non-Local 925 classified position to a Local 925~~  
15 ~~position will be granted a six (6) week leave of absence without pay for the~~  
16 ~~purpose of serving a six (6) week trial period. During the first six (6) weeks of the~~  
17 ~~new appointment either the employee or the supervisor may end the appointment~~  
18 ~~by providing notice to the employing official. The employee will be returned to the~~  
19 ~~same position or a comparable position in the same class. This notice must be~~  
20 ~~given prior to the end of the six (6) week trial period. For a brief time following~~  
21 ~~the expiration of the six (6) week period, due to operational necessity, the~~  
22 ~~employer may retain the employee in the position. Paid or unpaid leave taken~~  
23 ~~during the six week trial service period shall extend the length of the trial service~~  
24 ~~period by the amount of paid or unpaid leave taken. The six (6) week leave of~~  
25 ~~absence period will not be extended.~~

26 ~~Local 925 to Non-Local 925 Classified — Local 925 employees who accept a non-~~  
27 ~~Local 925 classified appointment at the UW will be granted a six (6) week leave of~~  
28 ~~absence without pay from the Local 925 position. Employees who accept a non-~~  
29 ~~Local 925 classified position will serve a probationary period in accordance with~~  
30 ~~the rules governing that non-Local 925 classified position. During the first six (6)~~  
31 ~~weeks of the new appointment, either the employee or the supervisor may end the~~  
32 ~~new appointment by providing notice to the employing official. The employee will~~  
33 ~~be returned to the same position or a comparable position in the same class. This~~  
34 ~~notice must be given prior to the end of the six (6) week trial period. For a brief~~  
35 ~~time following the expiration of the six (6) week period, due to operational~~  
36 ~~necessity, the employer may retain the employee in the position. Beyond this six~~  
37 ~~(6) week timeframe, the employee will be subject to the applicable rules governing~~  
38 ~~that non-Local 925 classified position.~~

39 **Applicable solely to the Research Technologist and Research Technologist**  
40 **Supervisor bargaining units:**

41 ~~Movement Between Positions Within the University — Employees who transfer,~~  
42 ~~promote or voluntarily demote shall serve a trial service period during the first six~~

1 ~~(6) months of a new appointment. During the first six (6) weeks of the trial service~~  
2 ~~period, promotional employees have preemptive rights to their former position if~~  
3 ~~the position still exists, and transferred or voluntarily demoted employees may~~  
4 ~~return to their former position if it still exists and is vacant. After the first six (6)~~  
5 ~~weeks but during the six (6) months, employees who do not meet supervisory~~  
6 ~~expectations shall have the option to be placed on the rehire list. Paid or unpaid~~  
7 ~~leave taken during the six (6) month trial service period shall extend the length of~~  
8 ~~the trial service period by the amount of paid or unpaid leave taken. Employees~~  
9 ~~who return to their former position, whether returning directly or being placed from~~  
10 ~~the rehire list, will not be required to serve an additional three (3) month trial service~~  
11 ~~period per 38.2(g).~~

12 ~~— Movement from a Non-University Position to a Bargaining Unit Position —~~  
13 ~~Employees will be required to serve a probationary period per Subsection 14.1 (A).~~

14 Employees shall receive reasonable paid release time for job interviews (which may  
15 include sitting for an examination) at the University. Such time must be approved in  
16 advance by the supervisor subject to unit staffing needs.

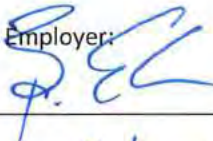
17  
18 Agreed To:

19  
20 For the Union:

21   
22 \_\_\_\_\_

23 Date: 19 Sept 2018  
24

20 For the Employer:

21   
22 \_\_\_\_\_

23 Date: 9/19/18  
24

25

**ARTICLE 15 – INTER-SYSTEM MOVEMENT**

Permanent state employees who change employment without a break in service between Higher Education institutions, state agencies, state board, or other state funded entities will have their unused sick and vacation leave, retirement, and other state benefits transferred to their new place of employment to the extent allowed by state law and this Agreement.

Such employees will be allowed to use vacation leave during their probationary period or first six (6) months of employment at the University. Vacation leave will be approved or denied in accordance with Article 17 Vacation Leave.

Seniority for leave accrual purposes shall include all time credited to the employee up to the date of entering into the bargaining unit including prior state service credit as applicable. Unused sick and vacation leave balances of permanent status employees changing employment between bargaining unit and non-bargaining unit positions shall move with the employee.

Tentatively Agreed To:

For the Union:



Date:

18 July 2018

For the Employer:



Date:

7/18/18

## ARTICLE 16 – HOLIDAYS

### 16.1 Holidays

The present holiday schedule includes the following ten (10) days with pay.

New Year's Day	Independence Day
Martin Luther King Jr. (Third Monday of January)	Labor Day
President's Day (Third Monday of February)	Veteran's Day
	Thanksgiving Day
	<del>Day After Thanksgiving</del> <u>Native American Heritage Day</u>
Memorial Day	Christmas Day

Holidays are prorated for part-time employees.

To be paid for a holiday not worked Employees must be in pay status for at least four (4) hours on the last scheduled work shift preceding the holiday.

The Employer may designate other days or shifts to be observed in lieu of the above holidays.

### 16.2 Holiday Pay Rules

The following applies to the holidays listed in this Article

Full Time Employee:

A. When the holiday falls on the full time employee's regularly scheduled work day and is worked, the employee will be paid holiday premium pay (one and one half) for all hours worked. The employee will also receive eight (8) hours of holiday credit.

B. When the holiday falls on the full time employee's regularly scheduled work day and is not worked, the employee will be paid eight (8) hours at the employee's regular rate of pay. If the employee's shift is more than eight (8) hours, the employee will be allowed to use compensatory time, holiday credit, vacation leave, or leave without pay to complete the regularly scheduled work hours for the day, or by a mutually agreed upon temporary modified weekly schedule.

C. When the holiday falls on the employee's regularly scheduled day off, the employee will receive eight (8) hours of holiday credit.

Part Time Employee:

D. When the holiday falls on the part time employee's regularly scheduled work day and is worked, the employee will be paid holiday premium pay (one and one half) for all hours worked. The employee will also receive the prorated to full time number of hours of holiday credit.

1 E. When the holiday falls on the part time employee's regularly scheduled work  
2 day and is not worked, the employee will be paid the prorated to full time number  
3 of hours at the employee's regular rate of pay.  
4

#### 5 Night Shift Employees

6 The holiday for night shift employees whose work schedule begins on one  
7 calendar day and ends on the next will be the shift in which half or more of the  
8 hours fall on the calendar holiday. That shift will be treated as the holiday and  
9 paid in accordance with the above holiday pay rules.  
10

#### 11 Holiday Credit

12 A. Holiday credit will be used and scheduled by the employee in the same  
13 manner as vacation leave in Article 17. Holiday credit must be used before  
14 vacation leave unless doing so would cause the employee to exceed the two  
15 hundred forty (240) hour vacation leave accrual limit.  
16

#### 17 B. Holiday Credit Cash Out:

18 All holiday credit must be used by June 30th of each year. The employee's  
19 holiday credit balance will be cashed out every June 30th or when the employee  
20 leaves University employment for any reason. The employee's holiday credit  
21 balance may be cashed out when the employee:

- 22 1. Transfers to a position in his or her department with different funding  
23 sources or,
- 24 2. Transfers to a position in another department.  
25

### 26 16.3 Personal Holiday

- 27
- 28 A. Each employee may select one personal holiday each calendar year in  
29 accordance with the following:
    - 30 1) The employee has been continuously employed by the University for more  
31 than four (4) months;
    - 32 2) The employee has requested and been approved to take the personal  
33 holiday in accordance with Article 17 Vacation Leave ~~and~~.
  - 34 B. It is the employee's responsibility to schedule the Personal Holiday before  
35 December 31<sup>st</sup> ~~if~~ not requested it is forfeited.
  - 36 C. Entitlement to the holiday will not lapse when it is cancelled by the Employer and  
37 cannot be rescheduled before December 31st.
  - 38 D. Full-time employees shall receive eight (8) hours of regular pay for the personal  
39 holiday. Any differences between the scheduled shift for the day and eight (8)  
40 hours may be adjusted by use of use of compensatory time, holiday credit, use of  
41 vacation leave, or leave without pay.
  - 42 E. Part-time employees shall be entitled to a pro-rated number of paid hours on a  
43 Personal Holiday based on their FTE.  
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Tentatively Agreed To:	
For the Union: 	For the Employer: 
Date: 28 Aug 2018	Date: 8-28-18

## ARTICLE 17 – VACATION LEAVE

### 17.1 Policy

To the degree possible vacation leave shall be scheduled in accordance with the preference of the employee.

### 17.2 Accrual

Employees will accrue vacation leave during the new hire probationary period. The current accrual schedule for full-time employees (prorated for part-time), to be credited monthly, is as follows:

<u>During</u>	<u>Paid Vacation Days Per Year</u>
1 <sup>st</sup> year	12
2 <sup>nd</sup> year	13
3 <sup>rd</sup> year	14
4 <sup>th</sup> year	15
5 <sup>th</sup> year	16
6 <sup>th</sup> year	17
7 <sup>th</sup> year	18
8 <sup>th</sup> year	19
9 <sup>th</sup> year	20
10 <sup>th</sup> year	21
11 <sup>th</sup> year	22
12 <sup>th</sup> – 19 <sup>th</sup> year	23
20 <sup>th</sup> – 24 <sup>th</sup> year	24
25 <sup>th</sup> year or more	25

### 17.3 Scheduling

(a) The annual vacation schedule for use of vacation leave in each department shall be established in the existing departmental manner if adequate or in the following manner:

(1) Twice each year, on or about April 1 and October 1, a vacation request sheet shall be circulated by the department to the bargaining unit employees. Each employee shall indicate ~~his or her~~their preferences of a vacation time period. In the event that two (2) or more employees request the same vacation period and supervision must limit the number of persons who may take vacation leave at one (1) time due to work requirements, preference shall be determined by departmental seniority. If departmental seniority is equal, the determination will be decided by lot.

(2) Supervision shall post the vacation schedule by May 1 and November 1, which shall remain in effect for each succeeding six (6) months; that is, June 1 through November 30 and December 1 through May 31, respectively. Individual vacation periods may be changed at any time by

1 mutual agreement between the employee(s) concerned and supervision.  
2 However, in no case shall an employee's scheduled vacation interfere with  
3 the necessary work of the organization, the determination of which shall  
4 rest with supervision.  
5

6  
7 Either the Union or employees may suggest new departmental procedures and/or  
8 changes to existing departmental procedures. These may also be appropriate  
9 agenda items for Joint Labor Management meetings. The Employer will not create  
10 a new departmental procedure nor change an existing departmental procedure  
11 (include the schedule listed above) without following Article XX Mandatory  
12 Subjects.

13  
14 (b) Employees may make supplemental vacation requests (requests made  
15 outside the provisions of 17.3(a)) at any time. However, such supplemental  
16 requests shall not take precedence over requests scheduled in accordance  
17 with 17.3(a). Individual vacation periods may be changed at any time by  
18 mutual agreement between the employee(s) concerned and supervision;  
19 however, in no case shall an employee's scheduled vacation interfere with the  
20 necessary work of the organization, the determination of which shall rest with  
21 supervision.  
22

23 An employee who makes a supplemental vacation request will be notified  
24 whether the request is approved or denied within a reasonable period of time,  
25 but in no case more than fourteen (14) calendar days after the supplemental  
26 vacation request is submitted.  
27

28 (c) Any bargaining unit employee who may transfer into a department shall alter  
29 his/hers/their preferred vacation period for that year if in conflict with a previously  
30 established vacation schedule for that department and the affected employees  
31 and department are unable to mutually resolve the conflict.  
32

33 (d) Vacation Denial. When an employee's vacation cannot be approved, the  
34 supervisor shall schedule the employee's vacation at the next earliest date  
35 requested by the employee and deemed possible by the supervisor. If an  
36 employee's request for vacation leave is denied, the Employer, upon request,  
37 must provide the reason for denying vacation leave electronically or in writing.  
38

39 The Employer may implement reoccurring blackout periods only when there is  
40 a demonstrable business or operational need.  
41

42 (e) Vacation Cancellation: In the event that the University cancels an employee's  
43 scheduled vacation, leaving no time to reschedule such vacation before the  
44 employee's maximum balance will be reached, the employee's vacation  
45 balance will be permitted to exceed the allowable maximum and the employee

1 will continue to accrue vacation for a period of up to six (6) months in order to  
2 allow rescheduling of the employee's vacation.  
3

- 4 (f) Holiday Rotation. Vacation requests filed in accordance with 17.3(a) for the  
5 week including Thanksgiving and the weeks including Christmas Day and New  
6 Year's Day shall be granted on a rotating basis. The rotation will begin with  
7 the most senior person and shall proceed in that order until all staff wishing to  
8 take vacation leave during those holiday periods have done so. No employee  
9 shall be granted more than one (1) of the aforementioned weeks in a single  
10 year, unless there are no other interested employees and the department is  
11 able to grant the request based on operational needs.  
12

13 ~~Vacation Leave Accumulation. An employee may also accumulate vacation leave~~  
14 ~~days in excess of the statutory limit (currently two hundred forty (240) hours) as~~  
15 ~~long as the employee uses the excess balance prior to anniversary date. Any~~  
16 ~~leave in excess of the maximum that is not deferred in advance of its accrual as~~  
17 ~~described above, will be lost on the employee's anniversary date.~~ An employee may  
18 accumulate a vacation balance, which normally shall not exceed two hundred and  
19 forty (240) hours. An employee may elect to accrue in excess of two hundred and  
20 forty (240) hours but must receive approval to use the excess balance prior to the  
21 next anniversary date or lose those hours accrued in excess of two hundred and  
22 forty (240).

#### 23 24 17.4 Vacation Leave Maximum


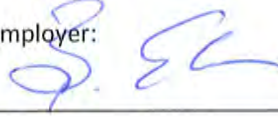
25 Employees may accumulate maximum vacation balances not to exceed the  
26 statutory limits in accordance with RCW 43.01.040 (currently two hundred forty  
27 (240) hours). However, there are two (2) exceptions that allow vacation leave to  
28 accumulate above the maximum:

29 A. A. If an employee's request for vacation leave is denied by the Appointing  
30 Authority or designee, and the employee has not exceeded the vacation leave  
31 maximum (currently two hundred forty (240) hours), the Employer shall grant  
32 an extension for each month that the Employer defers the employee's request  
33 for vacation leave.

34 B. An employee may also accumulate vacation leave days in excess of the  
35 statutory limit (currently two hundred forty (240) hours) as long as the employee  
36 uses the excess balance prior to their anniversary date. Any leave in excess of  
37 the maximum that is not deferred in advance of its accrual as described above,  
38 will be lost on the employee's anniversary date (time off service date).  
39  
40

41 17.65 Vacation Leave Cash Payment. Any employee who has been employed for at least  
42 six continuous months, who either resigns or retires, is laid-off or is terminated by  
43 the University shall be entitled to accrued vacation pay.  
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Tentatively Agreed To:	
For the Union: 	For the Employer: 
Date: 4 Oct 2018	Date: 10/4/18

ARTICLE 18 – SICK LEAVE

18.1 Sick Leave

a. Accrual. Full-time employees (prorated for part-time) accrue eight (8) hours of sick leave for each month of completed regular monthly service. Sick leave accrues at a rate of one (1) hour for every forty (40) hours worked when leave without pay exceeds eighty (80) hours (prorated for part-time) in any calendar month.

b. Sick Leave – Use. Sick leave shall be allowed an employee under the following conditions.

(1) Because of and during illness, disability or injury which has incapacitated the employee from performing required duties.

(2) By reason of exposure of the employee to a contagious disease during such period as attendance on duty would jeopardize the health of fellow employees or the public.

(3) Because of a health condition of a family member that requires treatment or supervision, or that requires the presence of the employee to make arrangements for extended care. ~~The Vice President for Human Resources Operations may authorize sick leave use as provided in this subsection for other than family members.~~

Family members includes biological, adoptive, de facto, or foster parent, stepparent, or legal guardian of an employee or the employee's spouse or domestic partner, or a person who stood in loco parentis when the employee was a minor child; sibling, spouse, domestic partner, grandparent, grandchild, or child, regardless of age or dependency status, including a biological, adopted or foster child, stepchild, or a child to whom the employee stands in loco parentis, is a legal guardian, or is a de facto parent.

(4) Sick leave may also be used to provide emergency child care (as in Article 25) or because of condolence or bereavement (as in Article 26)

(5) For personal medical, dental, or optical appointments or for family members' appointments when the presence of the employee is required, if arranged in advance with the Employer.

c. Use of Vacation Leave or Compensatory Time Off for Sick Leave Purposes. An employee who has used all accrued sick leave may be allowed to use

1 accrued vacation leave and/or compensatory time off for sick leave purposes  
2 when approved in advance or authorized by the employee's departmental  
3 supervisor. All available compensatory time must be used prior to accrued  
4 vacation leave, unless this will result in the loss of vacation time.  
5

- 6 d. Restoration of Vacation Leave. In the event of an incapacitating illness or injury  
7 during vacation leave, the employee's supervisor may authorize the use of sick  
8 leave and the equivalent restoration of any vacation leave otherwise charged.  
9 Such requests shall be in writing, and a medical certificate may be requested.  
10
- 11 e. No Abuse of Sick Leave. Both parties agree that neither the abuse nor the  
12 arbitrary denial of sick leave will be condoned. The Employer and the Union  
13 agree to work cooperatively toward the resolution of mutually identified  
14 problems regarding the use of sick leave.  
15
- 16 f. Sick Leave Verification: The Employer will not require verification for absences  
17 of ~~less than 3~~ consecutive work days or fewer. Such verification or proof may  
18 be given to the supervisor/manager or Human Resources according to  
19 departmental policy. The Employer will not make unreasonable requests for  
20 sick leave verification.  
21

22 18.2 Sick Leave Cash Out. Eligible employees may elect to receive monetary  
23 compensation for accrued sick leave as follows:  
24

25 In January of each year an employee whose sick leave balance at the end of the  
26 previous year exceeds four hundred eighty (480) hours may elect to convert the  
27 sick leave hours earned in the previous calendar year, minus those hours used  
28 during the year, to monetary compensation. No sick leave hours may be converted  
29 which would reduce the calendar year end balance below four hundred eighty  
30 (480) hours. Monetary compensation shall be paid at the rate of twenty-five  
31 percent and shall be based on the employee's current salary. All converted hours  
32 will be deducted from the sick leave balance.  
33

34 Employees who separate from University service due to retirement or death shall  
35 be compensated for the unused sick leave accumulation from the date of most  
36 recent hire in a leave eligible position with the State of Washington at the rate of  
37 25%. Compensation shall be based upon the employee's wage at the time of  
38 separation. For the purpose of this section, retirement shall not include vested out  
39 of service employees who leave funds on deposit with the retirement system.  
40

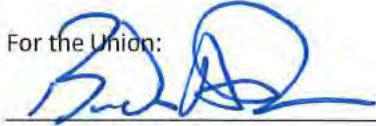
41 ~~In accordance with state law, Former~~ eligible employees who are re-employed  
42 ~~within three (3) years of their separation from service~~ shall be granted all unused  
43 sick leave credits, if any, to which they are entitled at time of separation.  
44

45 18.3 Family Care Leave.

1 In accordance with RCW 49.12 and WAC 296-130, employees shall be allowed to  
2 use any or all of their choice of sick leave or other paid time off to care for a family  
3 member (as defined above) who has a serious health condition or an emergency  
4 condition. Employees shall not be disciplined or otherwise discriminated against  
5 because of their exercise of these rights.  
6

7 Tentatively Agreed To:

8  
9 For the Union:

10   
11 \_\_\_\_\_

12 Date:

13 10 Aug 2018

14 For the Employer:

  
\_\_\_\_\_

Date:

8/10/18

**ARTICLE 19 — UNION BUSINESS ACTIVITIES**

~~Employees who intend to absent themselves from work for the purpose of attending and participating in Union business functions or programs such as meetings, conventions, seminars, or to work for the Union on a temporary basis, may do so under the following conditions:~~

- ~~(1) Use accrued vacation leave;~~
- ~~(2) Take leave of absence without pay;~~
- ~~(3) Use accrued compensatory time;~~
- ~~(4) Use accrued holiday or personal holiday time.~~

~~The Union and/or the employee shall request leave approval from the affected employee's immediate supervisor as far in advance as possible but at least three (3) weeks prior to the planned absence for approval.~~

Tentatively Agreed To:

For the Union:	For the Employer:
	
_____	_____
Date: 21 Aug 18	Date: 8-21-18

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**ARTICLE 20 – MISCELLANEOUS LEAVE**

20.1 Leave Without Pay. In addition to the circumstances specified elsewhere in this Agreement, the Employer, in its discretion may approve a leave without pay for the following reasons specified below. Leaves without pay must be approved or denied by the Employer in writing within fourteen (14) calendar days of the request when practicable and if denied will include the reason for denial. Approval will set a date for the employee's return to work. Modification of the return date must also be approved in writing by the Employer.

20.2 Leave without pay may be granted for the following reasons:

- a. Child or elder care emergencies
- b. Governmental service
- c. Citizen volunteer or community service
- d. Conditions applicable for leave with pay
- e. Education
- f. Formal collective bargaining
- g. Leave taken voluntarily to reduce the effect of a layoff
- h. Union project activities
- i. To accommodate annual work schedules of employees occupying cyclic year positions
- j. As otherwise provided for in this Agreement

20.3 Leave without pay for the following reasons is not covered by this Article:

- a. Compensable work-related injury or illness, (Article 30)
- b. Military service (Article 29)
- c. Leave for serious health condition taken under the provisions of the Family and Medical Leave article (Article 21)
- d. Leave authorized by the Employer as part of a plan to reasonably accommodate a person of disability (Article 3)
- e. Disability due to pregnancy or childbirth (Article 21)
- f. Parental leave (Article 21)
- g. Union activities (Article ~~19~~ and 42)

20.4 Conditions Applicable to Leave without Pay:

Employees must submit any request for a leave without pay in writing when feasible prior to the leave being used. Except as required by law, a request for leave without pay must meet the following conditions:

- a. The employee must be a permanent employee

- 1 b. The employee must have a bona fide intention of returning to work following  
2 the leave  
3  
4 c. The leave without pay must not, in the discretion of the University, interfere with  
5 operational needs.  
6

7 20.5 Cancellation of Leave Without Pay. The Employer may cancel a leave without pay  
8 upon finding that the employee is using the leave for purposes other than those  
9 specified at the time of approval, or where there are extreme circumstances  
10 requiring the employee's return to work. The Employer will provide written notice  
11 to the employee that a leave without pay has been cancelled. The notice will set  
12 a date for the employee's return to work. Unless mutually agreed, the employee's  
13 failure to return to work on the date prescribed will be considered job  
14 abandonment.

15 20.6 Benefits During Leave. Employees are encouraged to contact the Employer's  
16 Benefits Office (phone # 206-543-2800, benefits@uw.edu) prior to any leave  
17 without pay to understand impact on benefits and learn about other points to  
18 consider.

19 20.7 Returning Employee Rights. Employees returning to work following an approved  
20 leave without pay will be returned to the position they held prior to the leave without  
21 pay or to another position in the same classification in the same geographical area  
22 unit and organizational unit. In the event the employee's position is substantially  
23 impacted during the time the employee is on leave, ~~he or she~~ the employee will be  
24 notified in writing and provided a time in which to exercise any rights available  
25 pursuant to this Agreement.

26 20.8 Educational Leave. After applicable accrued leave has been exhausted, leave  
27 without pay may be granted for the duration of actual attendance in an educational  
28 program.

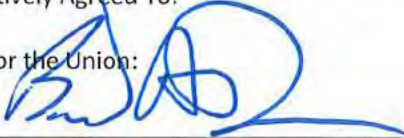
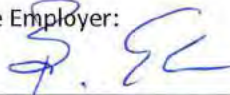
29 20.9 Government Service Leave. After applicable accrued leave has been exhausted,  
30 Leave without pay may be granted for government service in the public interest,  
31 including but not limited to the U.S. Public Health Service or Peace Corps.

32 20.10 Volunteer or Community Service Leave. After applicable accrued leave has been  
33 exhausted, Leave without pay may be granted for community volunteerism or  
34 service.

35 20.11 Formal Collective Bargaining Leave. Leave without pay may be granted to  
36 participate in formal collective bargaining sessions authorized by RCW 41.80 as  
37 mutually agreed by the parties.

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Tentatively Agreed To:	
For the Union:	For the Employer:
	
Date: 21 Aug 18	Date: 8-21-18

1 **ARTICLE 21 – FEDERAL FAMILY MEDICAL LEAVE ACT AND PARENTAL LEAVE**  
2

3 21.1 Federal Family and Medical Leave Act (FMLA). Consistent with the federal Family  
4 and Medical Leave Act of 1993, an employee who has worked for the state for at  
5 least twelve (12) months and for at least one thousand two hundred and fifty (1250)  
6 hours during the twelve (12) months prior to the requested leave is entitled to up  
7 to twelve (12) work weeks of leave per year for any combination of the following:

- 8 a. parental leave to care for a newborn or newly placed adopted or foster child; or  
9 b. personal medical leave due to the employee's own serious medical condition  
10 that requires the employee's absence from work; or  
11 c. family medical leave to care for a family member who suffers from a serious  
12 medical condition that requires care or supervision by the employee.

13 Family Member is defined as: the employee's spouse or same or opposite sex  
14 domestic partner, child, parent, grandparent, grandchild, sister, or brother. It  
15 also includes individuals in the following relationships with the employee's  
16 spouse or domestic partner: child, parent, and grandparent. "Child" also  
17 includes any child residing in the employee's home through foster care, legal  
18 guardianship or custody. Family members include those persons in a "step"  
19 relationship.

20 21.2 The amount of family medical leave available to an employee is determined by  
21 using a rolling twelve (12) month period. The rolling twelve (12) month period  
22 measures FMLA leave availability by "looking backward" from the date an  
23 employee begins FMLA leave, adding up any FMLA leave used in the previous  
24 twelve (12) months, and subtracting that amount from the employee's twelve (12)  
25 workweek FMLA leave entitlement. The remaining amount is available to the  
26 employee.

27 a. While on leave covered by FMLA, the employee must use accrued leave before  
28 leave without pay for the absence. ~~With~~ With respect to employees who receive  
29 workers' compensation time-loss benefits, employees may elect to receive time-  
30 loss exclusively, or may elect to receive a combination of time-loss and accrued  
31 leave as provided in Article 30.3. All other provisions of Article 21 shall apply to  
32 work-related injury leave that is designated as FMLA leave.

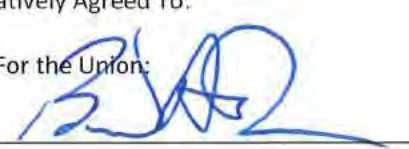
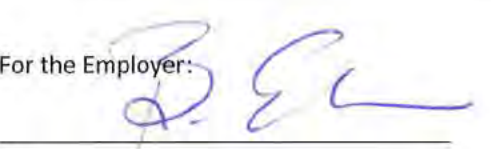
33 b. The Employer will not require the use of paid leave such that it would result in  
34 the employee having fewer than eighty (80) hours of accrued vacation leave or  
35 eighty (80) hours of accrued sick leave, counted separately, upon return to work.  
36 Vacation and sick leave that has been requested and approved prior to the request  
37 for the use of FMLA will not be considered when requiring employees to use leave  
38 during FMLA-covered leave.

1 21.3 The University will continue the employee's existing employer-paid health  
2 insurance benefits during the period of leave covered by FMLA. If necessary, due  
3 to continued approved personal medical or parental leave approved beyond the  
4 FMLA period, or if the employee is not eligible for FMLA, the employee may elect  
5 to use eight (8) hours of accrued applicable paid leave for continuation of employer  
6 paid health insurance benefits for ~~up to six (6) months~~ the duration of the approved  
7 leave of absence. The interspersed paid leave will be applied to the first working  
8 day of the month.

9 21.4 FMLA leave may be taken intermittently or as part of a reduced work schedule  
10 when medically necessary.


11 21.5 Parental Leave. Parental leave is defined as: up to four months of leave taken  
12 after the birth of a child to the employee, spouse or domestic partner, or because  
13 of the placement of a child with the employee or domestic partner through adoption  
14 or foster care. Parental leave may extend up to six (6) months, including time  
15 covered by the FMLA, during the first year after the child's birth or placement.  
16 Leave beyond the period covered by FMLA may only be denied by the Employer  
17 due to operational necessity. Extensions beyond six (6) months may be approved  
18 by the Employer.

19 To be paid during Parental leave ~~not covered by FMLA may be a combination of~~  
20 ~~the employee's~~ must use accrued vacation leave, sick leave up to thirty (30)  
21 days, personal holiday, holiday credit, or compensatory time, the combination of  
22 which may be determined by the employee. Employees must use all applicable  
23 accrued leave prior to going on leave without pay.  
24

25 Tentatively Agreed To:  
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27 For the Union:  For the Employer:   
28  
29  
30  
31 Date: 21 Aug 18 Date: 8/21/18  
32  
33

**ARTICLE 22 – CHILD CARE/DEPENDENT CARE**

As a major employer, the University of Washington recognizes that the family life of its employees has a significant impact upon their work lives. The Employer currently sponsors daycare within the community, subsidizes care for mildly ill children (as defined in 26.2), and funds a position for coordinating child care services. The Employer will notify the Union so that the Union may have an opportunity to provide input prior to any University action being taken to modify child care programs which are currently being sponsored by the University. Information regarding availability of resources to facilitate employee child care is available in the Reference Stations and/or the Work/Life Services office.

Tentatively Agreed To:	
For the Union: 	For the Employer: 
Date: 18 July 2018	Date: 7/18/18

## ARTICLE 23 – SHARED LEAVE

23.1 The purpose of this article is to inform employees of the basic provision of the leave-sharing program established by RCW 41.04.650- 41.04-670, as now or hereafter amended. In the event that there is any question as to leave sharing eligibility, entitlement or definition of terms, the language of the Revised Code of Washington is definitive.

The leave sharing program permits eligible state employees to donate a portion of their paid leave to financially aid other state employees who will need to take leave without pay or separate from employment because of:

- Having a severe or extraordinary illness; or
- Having caregiver responsibilities for a relative or household member with a severe or extraordinary illness; or,
- The employee is serving as an approved emergency worker; or,
- When voluntarily or involuntarily serving in one of the uniformed services; of the United States, or,
- Being a victim of domestic violence, sexual assault or stalking, or assisting a family member who is a victim of domestic violence, sexual assault or stalking, or-
- Sickness or temporary disability due to a pregnancy-related medical condition or miscarriage; or
- Taking parental leave to bond with and care for their newborn, adoptive or foster child, for a period of up to sixteen (16) weeks after birth or placement.

23.2 Shared Leave Program. The shared leave program is administered consistent with state law and University policy. Employees seeking to request shared leave or to donate shared leave to another employee will follow the request procedures ~~and use the forms~~ that the Human Resources Department publishes for that purpose.

23.3 Uniformed ServiceWA State Shared Leave Pool Programs: In accordance with state law and University Policy, Eeligible state employees may donate leave to the following uniformed-services shared leave pool programs:

- Uniformed Services Shared Leave Pool Program
- Foster Parent Shared Leave Pool Program
- Veterans' In-State Service Shared Leave Pool Program
- ~~for use by state employees who have been called to active duty in one of the uniformed services of the United States. Employees may participate in this program in accordance with state law and University Policy.~~

(<http://www.washington.edu/admin/hr/roles/mgr/leaveholiday/shared-leave.html>)

1  
2 ~~23.4 Leave Related to Domestic Violence, Sexual Assault or Stalking: As required by~~  
3 ~~state law, and in accordance with University policy, the University will grant time~~  
4 ~~off to an employee who is a victim of domestic violence, sexual assault, or stalking~~  
5 ~~or to an employee who has to assist a family member who is a victim of domestic~~  
6 ~~violence, sexual assault or stalking.~~  
7

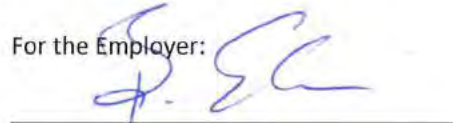
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10 For the Employer:

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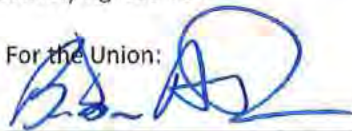
1 **ARTICLE 24 – UNPAID HOLIDAYS FOR A REASON OF FAITH OR CONSCIENCE**  
2

3 Leave without pay will be granted for a reason of faith or conscience for up to two (2)  
4 workdays per calendar year as provided below.

- 5 a) Leave without pay will be granted for up to two (2) workdays per calendar year  
6 for a reason of faith or conscience or an organized activity conducted under the  
7 auspices of a religious denomination, church or religious organization. Leave  
8 without pay may only be denied if the employee's absence would impose an  
9 undue hardship on the Employer as defined by Chapter 82-56 WAC or the  
10 employee is necessary to maintain public safety.
- 11 b) The Employer will allow an employee to use compensatory time, personal  
12 holiday or vacation leave in lieu of leave without pay. All requests to use  
13 compensatory time, personal holiday or vacation leave requests must indicate  
14 the leave is being used in lieu of leave without pay for a reason of faith or  
15 conscience. An employee's personal holiday must be used in full workday  
16 increments.
- 17 c) An employee's seniority date, probationary period or trial service period will not  
18 be affected by leave without pay taken for a reason of faith or conscience.
- 19 d) Employees will only be required to identify that the request for leave is for a  
20 reason of faith or conscience or an organized activity conducted under the  
21 auspices of a religious denomination, church, or religious organization.

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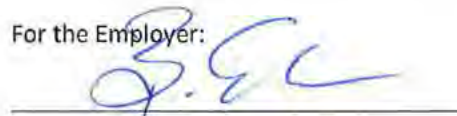
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27 Date:

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For the Employer:

  
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Date:

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1                   **ARTICLE 25 – LEAVE DUE TO CHILD-FAMILY CARE EMERGENCIES**  
2

3           A. There are two types of family care emergencies:

4           a. A child care emergency is defined as a situation causing an employee's  
5           inability to report for or continue scheduled work because of emergency  
6           child care requirements such as unexpected absence of regular care  
7           provider, unexpected closure of the child's school, or unexpected need to  
8           pick up child at school earlier than normal.

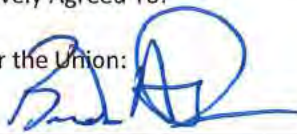
9           a-b. An elder care emergency is defined as a situation causing an  
10           employee's inability to report for or continue scheduled work because of  
11           emergency elder care requirements.  
12

13           B. An employee who is unable to report for or remain at work due to a child-family  
14           care emergency may use vacation leave, sick leave, compensatory time, holiday  
15           credit, or leave without pay up to a maximum of three (3) days of each type of leave  
16           per calendar year, and their personal holiday. Use of any of the above leave  
17           categories is dependent upon the employee's eligibility to use such leave. The  
18           employee upon returning from such leave shall designate to which leave category  
19           the absence will be charged.

20           C. In accordance with RCW 49.46.210, sick leave may be used when an  
21           employee's child's school or place of care has been closed by order of a public  
22           official for any health-related reason. Health-related reason means a serious  
23           public health concern that could result in bodily injury or exposure to an infectious  
24           agent, biological toxin, or hazardous material.  
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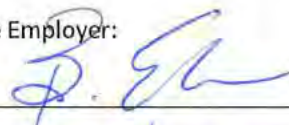
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32 Date:

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For the Employer:



Date:

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1           **ARTICLE 26 – CIVIL/JURY DUTY LEAVE AND BEREAVEMENT LEAVE**  
2

3 For the purposes of this Article, paid leave will be the salary the employee receives in  
4 his/her/their appointed position plus any additional monies (including, but not limited to  
5 shift differential and assignment pay) and benefits.

6 26.1 Civil Duty. Leave with pay will be granted for jury duty, to serve as trial witnesses,  
7 or to exercise other subpoenaed civil duties such as testifying at depositions.  
8 Employees are not entitled to civil leave for civil legal actions that they initiate or  
9 when named as a defendant in a private legal action that is unrelated to their  
10 University employment. The employee will notify the Employer as soon as  
11 he/shethey becomes aware of the need for a civil duty leave.

12 Employees assigned to work evening shift, who are scheduled to work the evening  
13 of civil duty shall be considered to be scheduled for the day shift for that day.

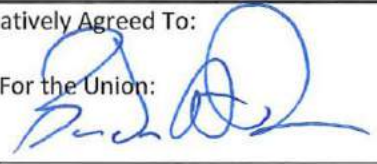
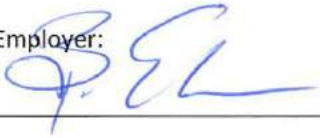
14 Employees assigned to work the night shift who are scheduled to work the day  
15 before and the day of civil duty leave will be allowed to have their civil duty leave  
16 the day before or the day of civil duty service.

17 26.2 Bereavement Leave. An employee shall be granted up to three (3) continuous or  
18 non-continuous days of bereavement leave, as requested by the employee, for  
19 each death of a family member. Bereavement leave beyond three (3) days may  
20 be approved based on individual circumstances, such as relationship of the  
21 employee to the deceased family member, employee responsibility for making  
22 funeral arrangements, religious reasons and/or distance of travel out of the area.  
23 Upon the Employer's approval, the employee may choose to use the following  
24 types of leave for beyond the three (3) days: sick, vacation, holiday credit,  
25 compensatory time, personal holiday, or leave without pay.

26 Family members includes biological, adoptive, de facto, or foster parent,  
27 stepparent, or legal guardian of an employee or the employee's spouse or  
28 domestic partner, or a person who stood in loco parentis when the employee was  
29 a minor child; sibling, spouse, domestic partner, grandparent, grandchild, or child,  
30 regardless of age or dependency status, including a biological, adopted or foster  
31 child, stepchild, or a child to whom the employee stands in loco parentis, is a legal  
32 guardian, or is a de facto parent. Family members include those persons in a "step"  
33 relationship.



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For the Union:	For the Employer:
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Date: 18 July 2018	Date: 7/18/18

1     **ARTICLE 27 – LEAVE RELATED TO DOMESTIC VIOLENCE, SEXUAL ASSAULT**  
2                                   **OR STALKING**  
3

4     As required by state law, and in accordance with University policy, the University will  
5     grant time off and/or reasonable safety accommodations to an employee who is a victim  
6     of domestic violence, sexual assault, or stalking. Time off may also be granted to ~~or to~~  
7     an employee who has to assist a family member who is a victim of domestic violence,  
8     sexual assault or stalking. The parties will continue to work to promote knowledge of  
9     this employee right.

11     Tentatively Agreed To:	
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15     _____	15     _____
16     Date: 18 July 2018	16     Date: 7/18/18
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1           **ARTICLE 28 – INCLEMENT WEATHER AND SUSPENDED OPERATIONS**  
2

3   28.1   Inclement Weather. When the University is in operation but an employee requests  
4           time off to deal with unanticipated problems related to natural disasters or severe  
5           weather conditions, the employee may charge the absence to accrued  
6           compensatory time, holiday credit, personal holiday, annual leave/vacation time off,  
7           or leave without pay. Employees designated as essential must make all  
8           reasonable efforts to report to work as scheduled.

9   28.2   Suspended Operations. If the University determines it is advisable due to  
10           emergency conditions to suspend the operation of all or any portion of the  
11           institution, requiring only employees in essential positions to report to work the  
12           following will govern: When prior notification of suspended operations has not  
13           been given, non-essential employees released until further notice after reporting  
14           to work shall receive a minimum of four (4) hours pay for the first day. Non-  
15           essential employees who do not work for the balance of the closure during  
16           suspended operations have the following options to account for hours not worked:

- 17           a. Using annual leave/vacation time off.
- 18           b. Accrued compensatory time and/or holiday credit.
- 19           c. Using personal holiday. An employee must use personal holiday time as a full  
20           day or shift.
- 21           d. Using leave without pay.
- 22           e. If leave without pay is used, up to ninety-sixty (90/60) calendar days after  
23           operations resume to make up work time lost provided the following:
- 24                 (1) Employees must request makeup time within five (5) working days after  
25                 operations resume, and
- 26                 (2) Reasonable work must exist and the supervisor must approve the request  
27                 to work.
- 28                 Make up time worked by overtime-eligible full-time employees is calculated  
29                 at time and one-half (1-1/2).

30           UW parking in unrestricted spaces shall be provided at each campus for which  
31           suspended operations have been declared for any staff member designated by  
32           their supervisor as essential. Restricted spaces include but are not limited to:  
33           disability stalls, time limited stalls, load/unload stalls, pay by space stalls (restricted  
34           to pay station parking), university vehicle stalls, metered stalls (restricted to pay  
35           meter parking) carpool stalls, UCAR Only stalls, electric vehicle charging stalls,  
36           motorcycle stalls, and department reserved stalls. Employees qualified to use a

1 restricted space (for example disabled stalls) shall be able to use the appropriate  
2 space.

3 28.3 Public Health Suspended Operations. Accrued sick leave may also be used for  
4 the suspension of operations when the employee's workplace has been closed by  
5 a public health official for any health related reason.

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Tentatively Agreed To:

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9 For the Union:



10 For the Employer:



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ARTICLE 29 – MILITARY LEAVE

29.1 Military Leave will be approved in accordance with University of Washington Administrative Policy Statement 45.4, which is subordinate to the Uniformed Services Employment and Reemployment Rights Act, RCW 38.40, and RCW 49.77. Employees who are called to active duty in any of the uniformed services or their reserves shall receive 21 work days of paid military leave annually from October 1 through September 30. Such paid military leave shall be in addition to any compensatory time, holiday credit, vacation or sick leave to which the employee might be otherwise entitled, and shall not involve the reduction of any benefits, performance rating, privileges or base pay. During the period of paid military leave, the employee shall receive ~~his or her~~their normal pay. If the employee is scheduled to work a shift that begins on one calendar day and ends on the next calendar day, the employee is charged military leave only for the first calendar day.

29.2 Employees required to appear during working hours for a physical examination to determine physical fitness for military service shall receive full pay for the time required to complete the examination.

29.3 Employees who are called to active duty in one of the uniformed services of the United States or the State of Washington shall be granted a military leave of absence without pay for absence from work for up to 5 years in addition to any time covered by the provisions of Section 29.1. During an unpaid military leave of absence, an employee is entitled to receive:

- a. retirement benefits and service credit in accord with the provisions of the applicable retirement system;
- b. paid medical and dental insurance if in pay status at least 8 hours per month. Other health plan coverage at the employee's request and expense for a limited period of time as determined by the Health Care Authority;
- c. other length-of-service credits related to employment that would have been granted had the employee not been absent; provided that the employee returns to University service at the conclusion of the leave in accord with applicable Federal and State laws related to military leave; and
- d. any additional benefit required by then-applicable state or federal law.

29.4 The employee should ~~complete the Military Leave Request Form to request military leave~~follow the military leave of absence request process. Unless prohibited by military necessity, the University shall be provided with a copy of an employee's orders at the time the employee requests military leave. Such request

1 shall be made as soon as reasonably practical after the employee learns of the  
2 need for such leave.

3 29.5 Following release from military service, an employee shall have the right to return  
4 to ~~his or her~~ employment as provided by then-applicable state and federal law.  
5 The employee will provide a copy of employee's discharge papers and any other  
6 documentation permitted or required by military-leave laws to their supervisor and  
7 to Human Resources.

8 29.6 Employees who are spouses of members of the armed forces will be released for  
9 the provisions of the Military Family Leave Act RCW 49.77 when the service  
10 member has been notified of an impending call or order to active duty or when on  
11 leave from deployment.

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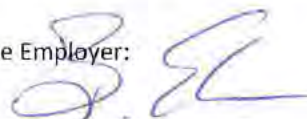
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For the Union:



Date: 18 July 2018

For the Employer:



Date: 7/18/18

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**ARTICLE 30 – WORK RELATED INJURY LEAVE**

30.1 An employee who sustains a work-related illness or injury shall be granted a disability leave of absence in accordance with federal and state law. It is the intention of the University to comply with state and federal laws regarding such absences through its policies and procedures.

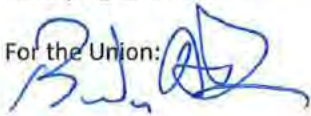
30.2 Employees who are in leave without pay status for up to six (6) months due to a work-related injury, upon written request and proof of continuing disability, shall maintain their seniority and annual progression start ~~increment~~ date. Leave without pay exceeding six (6) months without loss of seniority or change in increment progression start date may be granted at the option of the employing official.

30.3 Employees who suffer a work-related injury or illness that is compensable under the state worker's compensation law may select time loss compensation exclusively, leave payment exclusively or a combination of the two. Employees using accrued sick leave during a period in which they receive worker's compensation under the industrial insurance provisions shall receive full sick leave pay, less any industrial insurance payments for time loss during the sick leave period.

30.4 The University's policies on family and medical leave, sick leave and disability accommodations apply to employees with work related injuries or illnesses.

Tentatively Agreed To:

For the Union:



Date: 18 July 2018

For the Employer:



Date: 7/18/18

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**ARTICLE 31 – HEALTH AND SAFETY**

31.1 Health and Safety. It is the policy of the University of Washington to create and maintain a safe and healthful workplace free from recognized hazards that may cause harm to employees, consistent with and in compliance with applicable state and federal laws. Employees will play an active role in creating a safe and healthy workplace and will comply with all applicable health and safety rules. The Union and the Employer are jointly committed to the goal of implementing an effective health and safety program and accident prevention program that meets or exceeds WISHA requirements.

31.2 Safety. All work shall be performed in conformity with applicable health and safety standards. Employees are encouraged to immediately report any unsafe working conditions to their supervisor. If the matter is not resolved satisfactorily between the supervisor and employee, either may involve the Union Steward and request a decision from a medical center's Safety Officer, and/or the University's Department of Environmental Health & Safety or the Department of Labor & Industries. No other employee may do the work believed to present an imminent risk to life and safety until a risk assessment has been done by the Safety Officer and/or the University's Department of Environmental Health & Safety, or the Department of Labor & Industries, and it is confirmed that there is no imminent hazard. Once a risk assessment is completed and it is confirmed that there is no imminent hazard and conditions meet WISHA standards, the employee will be expected to perform the work.

Employees are encouraged to attempt to resolve the matter first with the supervisor, then the Safety Officer and/or the University's Department of Environmental Health & Safety prior to going outside the University.

No employee shall be disciplined or retaliated against for reporting any such condition.

31.3 Reporting. Employees in the bargaining units are encouraged to report immediately to their supervisor and/or designated safety official any apparent unsafe working condition. Employees shall use required safety devices and perform work according to required safety procedures.

If a supervisor, the Employer-designated safety official, Labor and Industries or Environmental Health and Safety (telephone 206-543-7262) declare a work site to be hazardous and unfit for work, affected employees may be assigned to alternative work sites until the hazardous condition is rectified. If assignment to an alternative work site is not possible and the supervisor decides to send the employee(s) home, those employees sent home will receive their regular pay for all time the employee(s) is scheduled to work on the day of the incident. For all

1 subsequent days the employee(s) may use accrued leave as appropriate or  
2 request make up time as follows:

- 3 a. Employees must request make up time within three (3) working days after  
4 operations resume.
- 5 b. Reasonable work must exist and the supervisor must approve the request to  
6 work. The time must be made up within ninety (90) calendar days after  
7 operations resume.

8 31.4 Health Examinations. The Employer shall provide at no cost to the employee, such  
9 medical tests, health examinations and surveillance/monitoring as may be required  
10 as a condition of employment and/or as a result of regulated hazards encountered  
11 after employment.

12 31.5 Safety Committees. Joint employee-elected and Employer appointed safety  
13 committees shall be formed in accord with WISHA requirements and following  
14 University of Washington policy. The Union is entitled to representation on the  
15 University-wide or specific organizational or divisional committees where  
16 bargaining unit employees are working. Any department or unit committee also  
17 dealing with health and safety issues in work areas shall appropriately involve  
18 bargaining unit employees. Participation in safety and health committees, including  
19 meeting time, health and safety research, work on committee assignments,  
20 seminars, and classes will be considered time worked for all employees in  
21 accordance with University policy. Release time must be arranged with  
22 supervisors in advance.

23 When the committee makes a recommendation that requires action or approval  
24 beyond its scope of authority, the Employer will communicate its disposition of the  
25 formal written recommendation within thirty (30) days.

26 31.6 Ergonomics. The supervisor/manager will provide training and equipment for staff  
27 to safely perform job functions and avoid injury. Employees should contact their  
28 supervisor if job procedures, equipment or workstations lead to risk of injury or  
29 work-related musculoskeletal disorders. Further ergonomic guidelines shall be  
30 referenced on the Environmental Health and Safety website  
31 [www.ehs.washington.edu](http://www.ehs.washington.edu).

32 31.7 Workplace Review. Supervisors will periodically inspect the worksite for the  
33 identification of recognized hazards, including ergonomic conditions, and put in  
34 place appropriate and feasible mitigations for any identified conditions that may be  
35 hazardous to health and safety. Such mitigations may include the use of  
36 engineering controls, administrative controls, the use of personal protective  
37 equipment, and/or increased training. The organizational unit will determine the  
38 appropriate frequency of the inspections and such frequency shall be an  
39 appropriate topic for Union Management meetings.

1 In response to a DOSHA\* (Department of Occupational Safety & Health  
2 Administration – Labor & Industries) inspection initiated by a bargaining unit  
3 employee complaint, the Employer will contact the designated Union  
4 representative to participate in the worksite inspection. Employees may also  
5 request a workplace review by the employing department and employees shall be  
6 given the results of the review.

7 31.8 WISHA Inspections: Each time there is a WISHA inspection of the Employer's  
8 property in an area where WFSE employees perform their duties, the Employer  
9 shall contact the Union Office to find out whom the Union designates as the  
10 employee representative. If the Union's representative is not present for the  
11 inspection, the Employer shall request that the WISHA inspector delay the  
12 inspection until the Union's representative can arrive.

13 31.9 Wellness. The Employer and the Union will encourage and support employee  
14 participation in appropriate programs including the UW Care Link Services through  
15 which employees may seek confidential assistance in the resolution of chemical  
16 dependency or other problems that may affect job performance. UW Care Link  
17 Services may presently be reached at 1-866-598-3978 (business hours) or 1-800-  
18 833-3031 (24 hour line). No employee's job security will be placed in jeopardy as  
19 a result of seeking and following through with corrective treatment, counseling or  
20 advice providing that the employee's job performance meets supervisory  
21 expectations.

22 31.10 Tools and Equipment. The Employer will furnish and maintain in safe working  
23 condition all tools and equipment required to carry out the duties of each position,  
24 and will provide, during working hours, training on the safe operation and use of  
25 tools/equipment/supplies required to perform the employee's duties. The  
26 Employer agrees to provide transport for necessary equipment and supplies which  
27 cannot safely be transported by hand. The employees will properly use and  
28 maintain all required tools/equipment/supplies and immediately report any defects  
29 or malfunctions to the supervisor.

30 31.11 Joint Union/Management Committee. It shall be appropriate for either the Union  
31 or the University to request that a Joint Union/Management committee be  
32 convened, with Environmental Health and Safety as a participating member, to  
33 discuss health and safety concerns and to explore options for addressing those  
34 concerns through appropriate training or other approaches.

35 31.12 Training. Training that is relevant to the business operations and hazards involved  
36 in the work activities will be provided in the workplace by qualified trained  
37 individuals to employees.

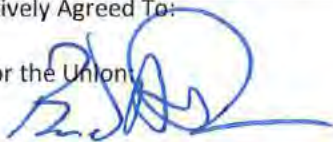
38 Training needs will be an appropriate topic at Joint Union/Management committee  
39 meetings. Assistance with interpretation may be requested by staff.

1 31.13 Safety and Health Grievances. Grievances arising out of violations of this Article  
2 will start at Step 2 of the grievance procedure.

3 \*WISHA was renamed DOSHA (**Department of Occupational Safety & Health**  
4 **Administration – Labor & Industries**) in 2006. The term WISHA was left in because  
5 the parties felt that the WISHA name would be more recognizable by its members.  
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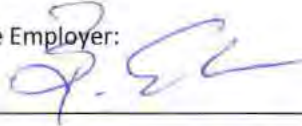
8 For the Union:

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10 Date:

11 18 July 2018  
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For the Employer:



Date:

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**ARTICLE 32 – UNIFORMS REQUIREMENT**

32.1 Uniforms Requirement.

Uniforms required to be worn by the employee shall be provided and replaced by the Employer at the Employer's expense. The maintenance of uniforms shall be the responsibility of the employee. Prior to any decision by a department head to purchase uniforms, employees in their respective departments shall be given an opportunity to consult with their department head regarding the color and style of uniform to be worn. The department head will give serious consideration to the wishes of the employees in making a decision.

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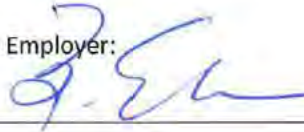
For the Union:



Date:

18 July 2018

For the Employer:



Date:

7/18/18

**ARTICLE 33 – TRANSPORTATION AND COMMUTE REDUCTION**

33.1 Parking/U-Pass.

The Union agrees that during the life of this Agreement, the University may apply changes in transportation policy, including adjusting parking and U-pass fees and criteria for assigning parking spots, to the bargaining unit without the obligation to bargain with the Union. The Union may raise issues and concerns about the University's parking program at Joint Labor/Management Committee meetings or at ad hoc Labor Management Committee meetings. The Union shall have a standing seat on the University's committee(s) that work on transportation and parking issues.

33.2 Flexible schedules to assist in commute trip reduction. Departments having continuous and/or public responsibility may establish independent work schedules in order to meet their special needs. Departments are encouraged to give serious consideration to employee requests for flexible schedules for commute trip reduction purposes. Individual requests for flexible scheduling may be approved by the employing official, provided that such scheduling does not interfere with the effective operation of the department and shall be dependent upon operating, business, and customer needs.

33.3 The University will provide parking for employees when they are required to work at football games.

33.4 Telework

University policy permits employees to telework when the employee's supervisor (or other designated official) evaluates the telework request and approves it. When evaluating the request, the supervisor must determine that the employee can effectively perform the job duties of the position while teleworking. The denial of a telework request is not subject to Article 6 Grievance Procedure

A. Telecommuting is a workplace option that allows work to be done at an alternate work site, such as the home, for one or more full or partial days a week. Telecommuting can be considered a means to meet business needs, use office space more efficiently, reduce vehicle and transit trips and costs, and improve employee productivity, morale and retention. Telecommuting can also serve as a way to keep inclement weather from interrupting operations.

B. Employees' work status, job duties, and job description will remain consistent with the on-site Employees of the same job classification, except that Employee may be required to make periodic trips to an Employer site for meetings and equipment repair. Employees remain obligated to comply with all of Employer's rules, policies, practices and procedures except as designated in this article. Requests to telework as a disability accommodation are handled through a separate process.

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C. Departmental policies around teleworking will be considered appropriate subjects for Joint Labor Management Meetings.

D. Termination of teleworking arrangements shall require no less than five (5) business days written notice, or longer as included in the teleworking agreement. This provision does not apply to telework arrangements made through the disability accommodation process.

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Tentatively Agreed To:	
For the Union:  _____	For the Employer:  _____
Date: 4 Oct 2018	Date: 10/4/18

1 **ARTICLE 34 – PERFORMANCE EVALUATION**  
2

3 34.1 Performance evaluations shall be performed at least annually. Evaluations shall be  
4 based on job related performance factors. Performance evaluations shall not be  
5 used to initiate personnel actions such as transfer, promotions or corrective  
6 disciplinary action, however evaluations may serve as supporting documentation  
7 for personnel actions. Employee participation in the development of evaluation  
8 materials and rating factors is encouraged.

9 34.2 Evaluation Forms

10 (a) Performance evaluation forms will at a minimum have include the following:  
11

- 12 (1) A description of the job related factors upon which the evaluation is based.  
13 These will include:  
14 i. quality of work (e.g. competence, accuracy, neatness,  
15 thoroughness),  
16 ii. quantity of work (e.g. use of time, volume of work accomplished,  
17 ability to meet schedules, productivity levels),  
18 iii. job knowledge (e.g. degree of technical knowledge, understanding  
19 of job procedures and methods),  
20 iv. working relationships (e.g. cooperation and ability to work with  
21 supervisor, co-workers, students, and clients served), and  
22 v. Specific to the University-wide Supervisory and Research  
23 Technologist Supervisor bargaining units: supervisory skills (e.g.  
24 training and directing subordinates, delegation, evaluating  
25 subordinates, planning and organizing work, problem solving,  
26 decision making ability, ability to communicate).  
27  
28 (2) Provision for identifying specific achievements of the employee,  
29 performance goals for the next evaluation period, training and  
30 development plans and other comments (applicable only to the University-  
31 wide Nonsupervisory, Supervisory, and Health Care  
32 Professional/Laboratory Technical bargaining units).  
33 (3) Provision for employee comments.  
34 (4) Provision for employee signature accompanied by a statement that  
35 "Employee signature means that the employee has seen and is aware of  
36 the content of the evaluation, but does not necessarily mean that the  
37 employee agrees with the evaluation content."  
38 (5) Provision for the evaluator and reviewer signatures, and reviewer  
39 comments.  
40

41 (b) The performance evaluation form may be supplemented with other forms  
42 and/or information used to support the employee's evaluation. Upon request,

1 an employee may review any written materials used by supervision to prepare  
2 the evaluation.

3  
4 (c) Implementation of alternative performance evaluation models is an appropriate  
5 topic for Joint Labor Management Meetings.

6  
7  
8 34.3 Employee Evaluation Information

9  
10 (a) Upon appointment to a position the employee's supervisor will provide the  
11 employee with a copy of:

- 12 (1) the class specification for the position;  
13 (2) the position's job duties.

14  
15 (b) Written performance expectations shall be provided to the employee in  
16 sufficient time to allow the employee to meet the work expectations (normally  
17 within sixty (60) calendar days after appointment to the position). The Employer  
18 will provide at least sixty (60) calendar days' notice to employees prior to the  
19 evaluation when modifications that substantively alter performance  
20 expectations are made. Minor modifications that do not substantively alter  
21 performance expectations require no notice.

22  
23 34.4 Evaluation Process

24  
25 (a) The supervisor will communicate with the employee about performance  
26 problems as they occur.

27 (b) The purpose of the evaluation meeting is to review, discuss, and if appropriate,  
28 modify the evaluation. The employee shall have an opportunity to discuss the  
29 proposed evaluation with the evaluator and to provide a written response.

30 ~~(c) A copy of the completed form, signed by all appropriate individuals, will be~~  
31 ~~provided to the employee upon request. The final evaluation, with employee~~  
32 ~~comments attached, will be signed by the evaluator and the employee. The~~  
33 ~~employee will be provided a copy at his/her request. Employees of the Medical~~  
34 ~~Centers and those completing their performance evaluations will not sign a~~  
35 ~~copy of the evaluation, but will complete the "acknowledgement" step in~~  
36 ~~Workday to demonstrate their review of the completed evaluation. Employees~~  
37 ~~of the Medical Centers can access and print their performance evaluations from~~  
38 ~~their Workday profile.~~

39 (d) Performance evaluations shall be retained in the departmental file for no more  
40 than three (3) years.

41 ~~(e) The evaluation shall be reviewed and signed by the employee's second level~~  
42 ~~of supervision or management designee. Upper level supervisors at the Medical~~  
43 ~~Centers have access and review privileges for employee performance~~  
44 ~~evaluations in Workday. If modification and/or comments are made at this level~~  
45 ~~a copy will be provided to the employee. Medical Centers employees are~~

1 alerted in Workday to any additional modifications and/or comments made.  
2 Employees of the Medical Centers can access and print their performance  
3 evaluations from their Workday profile.  
4

5 34.5 Evaluator Training.

6 The Employer shall make available training opportunities for evaluators regarding  
7 the Employer's performance evaluation program and shall, upon request, share  
8 and discuss the contents of such training programs with the Union.  
9

10 34.6 Grievability.

11 **Applicable to the University-wide Nonsupervisory, Supervisory, Health Care**  
12 **Professional/Laboratory Technical, HMC Technical, and UW Medicine**  
13 **Contact Center bargaining units:** Employee performance evaluations are  
14 grievable only through Step Two of the Grievance Procedure.  
15

16 **Applicable to the Research Technologist and Research Technologist**  
17 **Supervisor bargaining units:**  
18

19 The procedural aspects of the employee performance evaluation process are  
20 grievable only through Step Two of the Grievance Procedure. Procedural aspects  
21 include alleged violations of this contract or University policy. Disagreement over  
22 the supervisory marks assigned to a specific employee shall not be grievable and  
23 will be addressed via the actions described in Subsection 34.4.  
24

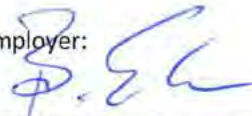
25 Tentatively Agreed To:

26 For the Union:

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28  
29  
30 Date: 30 Aug 2018

31 For the Employer:

32 

Date: 8-30-18

## ARTICLE 35 – PERSONNEL FILES

1  
2  
3 35.1 Files Relating to Employment. The Employer shall maintain files relating to  
4 employment in accordance with the applicable University policy and/or state or  
5 federal law. The personnel file for each employee will be maintained by the  
6 appropriate Human Resources Operations department and will accompany the  
7 employee throughout his or her service career at the University of Washington.  
8 The departmental file will be maintained by the department.

9 Individual supervisors may create and retain documents in a supervisor file.  
10 Documents in the supervisor file will not be placed in the department or personnel  
11 file unless they are incorporated as part of an official action (such as a performance  
12 evaluation or a corrective action).

13 35.2 Employee Access to Files. Each employee has the right to review <sup>their</sup> his or her  
14 personnel file, supervisory file, attendance file, payroll file and medical file. The  
15 Employer will determine the location of all employee files. Upon written request by  
16 an employee to their Human Resources Consultant (for personnel file) or  
17 department manager (for departmental file), the employee and/or representative  
18 may examine the employee's personnel file or departmental file. Review of  
19 employee files will be in the presence of an Employer representative during  
20 business hours. The employee and/or representative may request copies, which  
21 may be provided at no cost if the size of the request is reasonable. A copy of the  
22 written authorization will be retained in the employee's file.

23 35.3 Employee Response. A copy of any correspondence, adverse material, or letters  
24 issued and intended to be included in an employee's official personnel file shall be  
25 mailed or given to the employee prior to becoming a permanent part of the file. An  
26 employee may insert a reasonable amount of job-related materials in <sup>their</sup> his or her  
27 personnel file that reflects favorably on his or her job performance. An employee  
28 may provide a written rebuttal to any information in the files that <sup>they</sup> he or she  
29 considers objectionable. The Employer will attach the rebuttal to the related  
30 document.

31 Information shall be retained as long as it has a reasonable bearing on the  
32 employee's job performance or upon the efficient and effective management of the  
33 institution.

34 35.4 Confidentiality. Unauthorized parties shall not have access to any employee's  
35 personnel or departmental file. A record will be retained in the HR personnel file  
36 of the names of individuals outside of HR who have reviewed the personnel file  
37 who do not have written authorization from the employee, except requests for  
38 records in accordance with the Public Records request process.

1 35.5 Medical Files. Medical information related to employment will be kept separate  
2 from all other employment files and confidential in accordance with state and  
3 federal law.

4 35.6 Adverse material or information related to alleged misconduct that is determined  
5 to be false, and all such information in situations where the employee has been  
6 fully exonerated of wrongdoing, and/or any documents removed pursuant to Article  
7 36 Corrective Action, will be promptly removed from the employee's files. The  
8 Employer may retain this information in a legal defense file in accordance with the  
9 prevailing Washington State law. The Employer may retain information relating to  
10 employee misconduct or alleged misconduct if the employee requests that the  
11 information be retained.

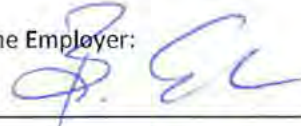
12 Tentatively Agreed To:

13  
14 For the Union:

15   
16 \_\_\_\_\_

17 Date: 18 July 2018  
18  
19

For the Employer:

  
\_\_\_\_\_

Date: 7/18/18

20

**ARTICLE 36 – CORRECTIVE ACTION/DISMISSAL**

36.1 The parties will follow the “Corrective Action/Dismissal Process” outlined below. No employee shall be subject to the process except for just cause. The corrective action process will be considered to incorporate the concept of progressive action while providing a positive method for improvement rather than punitive action. The University will determine the specific step at which the process begins based on the nature and severity of the problem.

**36.2 Representation**

(a) Employees shall be notified orally or in writing that upon request they shall be entitled to have a representative present when formal counseling, final counseling or dismissal is occurring. Employees have a right to a meeting with management whenever corrective action is issued. Attendance of a representative shall not delay the disciplinary process unduly as determined by the Employer. All parties shall make every effort possible to allow for Union representation without unduly delaying the process.

(b) Upon request, an employee has the right to a union representative at an investigatory interview called by the Employer, if the employee reasonably believes corrective action could result. The employer will provide reasonable time to allow an employee to secure a representative.

The role of the union representative in regard to an Employer-initiated investigation is to provide assistance and counsel to the employee and not interfere with the Employer’s right to conduct the investigation. Every effort will be made to cooperate in the investigation.

(c) An employee placed on an alternative assignment during an investigation will not be prohibited from contacting ~~his or her~~their union steward unless there is a conflict of interest, in which case the employee may contact another union steward. This does not preclude the Employer from restricting an employee’s access to the Employer’s premises.

(d) An interpreter can be requested by either party and will be provided.

**36.3 Coaching.** Informal discussion or instruction between employee and their immediate supervisor. Supervisor may follow up in writing which may include a simple action plan. This is not a form of corrective action.

**36.4 Corrective Action/Dismissal Process.** The Employer will make clear when formal or final counseling is being conducted and will inform the employee about their right to representation under the CBA. When counseling or dismissing an employee, the Employer will make every effort to protect the privacy of the employee. Translators may be requested by any party.

1 36.5 Formal Counseling. Formal counseling (may involve administrative personnel  
2 other than the employee's immediate supervisor) including the development of a  
3 written action plan. The action plan will identify specific problem areas,  
4 performance objectives, suggestions for remedying, and a timeframe for  
5 improvement. Prior to issuance of formal counseling, a meeting may be scheduled  
6 by the employer or requested by the employee to give the employee an opportunity  
7 to make ~~his~~their/~~her~~ case before the final decision is made. Employee requests for  
8 such a meeting will be granted. An employee is entitled to representation at this  
9 meeting.

10 36.6 Final Counseling. Final counseling (may involve administrative personnel other  
11 than the employee's immediate supervisor) including action plan discussion and  
12 revision, where appropriate. A decision-making period of one (1) day of paid time  
13 away from the work site for the employee to consider the consequences of failure  
14 to follow the action plan may be used at this step. If the Employer decides to  
15 provide a decision-making day, the employee will be given a list of expectations  
16 and problem statements prior to the day taking place.

17 36.7 Dismissal. Prior to dismissal, a pre-determination meeting will be scheduled to  
18 give an employee an opportunity to make ~~his~~/~~her~~their case before the final decision  
19 is made. The employee has the right to have a union representative present at the  
20 pre-determination meeting. At least five (5) days prior to the meeting, the  
21 employee will be informed in writing of the reasons for the contemplated dismissal  
22 and given referenced documentation. The employee will be furnished with written  
23 notification of the outcome of the pre-determination hearing.

24 36.8 Demotion. Demotion of Leads and/or Supervisors may be initiated by the  
25 Employer at any step of the Corrective Action process.

26 36.9 Removal of Records

27 Upon written request by the employee, any formal or final counseling, excluding  
28 those for workplace violence or University policies against harassment,  
29 discrimination, or retaliation, will be removed from an employee's personnel file  
30 after three (3) years if the following criteria have been met:

- 31 1. Circumstances set forth in writing, and as determined by the University do not  
32 warrant a longer retention period; and
- 33 2. There has been no subsequent corrective action.

34  
35 Nothing in this Article prevents the Employer from agreeing to an earlier removal  
36 date.



37 Once a corrective action has been removed from the employee's file as outlined  
38 above, the information removed will not be used in subsequent corrective action,  
39 unless mutually agreed otherwise.

40 36.10 Grievability/Arbitrability.

1 Formal counseling may be grieved beginning at Step One or Step Two of the  
2 grievance procedure and up to Step Three Mediation only.

3 Final counseling, demotion, and dismissal may be grieved through every step of  
4 the grievance procedure beginning at Step Two.

5

6 Tentatively Agreed To:  
7  
8 For the Union:  \_\_\_\_\_ For the Employer:  \_\_\_\_\_  
9  
10  
11  
12 Date: 1 Aug 2018 Date: 8/1/18  
13  
14

**ARTICLE 37 – EMPLOYEE ASSISTANCE PROGRAM**

The Employer will continue to offer an Employer supported Employee Assistance Program for all employees covered by this Agreement. Employees can request, and Employer will consider, adjustments in schedule to allow access to the services of the Employee Assistance Program.

The Employee Assistance Program will protect the confidentiality of those employees using their services.

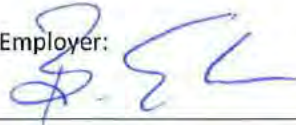
Tentatively Agreed To:

For the Union:



Date: 18 July 2018

For the Employer:



Date: 7/18/18

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**ARTICLE 38 – SENIORITY, LAYOFF, REHIRE**

1  
2  
3 38.1 a. Seniority.

4 Layoff seniority is defined as the continuous length of service in calendar days with  
5 the Employer from the most recent date of hire. Service of less than full time shall  
6 be considered full time. Time spent on leave of absence without pay or on layoff  
7 shall not be included in computing seniority except for cyclic year positions, but  
8 does not constitute a break in service. Permanent employees who are veterans  
9 or their unmarried widows/widowers shall have added to their seniority the  
10 veteran's active military service to a maximum of five (5) years credit. Time spent  
11 on military duty leave, paid or unpaid, or time spent on leave without pay to work  
12 for the union in accordance with Article 29 is included in seniority calculation.  
13 Probationary employees are not vested with seniority credits until successfully  
14 completing the probationary period.  
15

16  
17 Seniority shall be lost following a break in service including resignation, termination  
18 for cause, failure to return from a leave of absence, expiration of rehire rights.  
19

20 Employees who enter into the bargaining unit from other positions at the University  
21 of Washington shall be credited with layoff seniority for all seniority earned in the  
22 State classified service while employed at the University. Employees who enter  
23 into the bargaining unit from other state agencies and institutions of higher  
24 education shall earn layoff seniority from the first day of coverage under this  
25 Agreement.  
26

27 b. Department Seniority.

28 Department seniority is defined as continuous length of service in calendar days  
29 within the employee's department and where applicable, shall be used for  
30 internal department processes, such as vacation and schedule bids.  
31

32 c. Layoff Seniority Tiebreaker.

33 For the purposes of layoff only, when it is necessary to determine the order of  
34 seniority among bargaining unit members whose contract seniority is identical,  
35 a random chance method will be employed to select the names of those  
36 employees one at a time. The University shall inform the Union every time this  
37 method is necessary and will provide proof of the seniority tie.

38 When selecting among employees whose seniority is identical, the Union may  
39 be represented by any individuals it chooses, and will draw the names. The  
40 University will be represented by a manager/administrator from the Department  
41 involved and a representative from Human Resources.

42 The first employee selected will be considered the most senior; the last employee  
43 selected will be considered the least senior.

1  
2 38.2 a. Layoff.

3 (1) Whenever it becomes necessary for the Employer to reduce its workforce  
4 due to lack of work, lack of funds, or good faith reorganization for efficiency  
5 purposes, the Employer shall use the following procedure. The Employer will  
6 notify the Union of impending layoffs thirty (30) calendar days in advance of  
7 implementation so that reasonable alternative proposals can be considered.  
8 Whenever possible the Employer will provide more than minimum notice.  
9

10 (2) The Employer shall not lay off bargaining unit employees in lieu of  
11 disciplinary action.  
12

13 (3) Employees will be laid off in accordance with seniority, as defined in Article  
14 38.1(a).  
15

16 b. Employment Option.

17 The employee affected by the reduction in force shall be offered the following  
18 employment options in descending order, provided he or she meets the  
19 essential skills (defined as the minimum qualifications listed in the job  
20 description for the classification and any specific position requirements or  
21 credentialing) of the offered position:  
22

23 1. A funded vacant position within the same job classification and layoff  
24 unit.  
25

26 ~~2. The opportunity to replace the most junior employee within the~~  
27 ~~layoff/seniority unit (set forth in Appendix IV) in the same classification~~  
28 ~~and in an FTE status within .2 FTE status of the employee affected by~~  
29 ~~the reduction in force. (For example, if a .8 FTE position is being~~  
30 ~~abolished, the employee affected is eligible to replace the most junior~~  
31 ~~individual in a .6 to 1.0 FTE position)~~  
32

33 ~~2.~~ The opportunity to replace the most junior employee in the same  
34 classification ~~with a lower FTE status than their own~~ within the  
35 layoff/seniority unit.

36 ~~3.~~ A funded vacant position in a lower classification within the same series  
37 within the layoff unit.  
38

39 ~~3.4.~~ The opportunity to replace the most junior employee in a lower  
40 classification within the same series within the department.  
41

42 ~~4.~~ ~~The opportunity to replace the most junior employee within the same~~  
43 ~~department who is:~~  
44

- 1  
2 a. ~~In a lower classification in the same series as the employee~~  
3 ~~affected by the reduction in force; and~~  
4 ~~b.a. Within .2 FTE of the employee affected by the reduction in~~  
5 ~~force~~  
6

7 c. Notice.

8 The Employer shall identify the positions to be abolished and the employee(s)  
9 to be affected and shall notify employees in these positions, with notice to the  
10 union, not less than thirty (30) calendar days prior to the abolishment of the  
11 positions, pay the employee in lieu of notice, or combine pay and notice.  
12 Whenever possible the Employer will provide more than minimum notice. The  
13 notice shall include:

- 14  
15 (1) The effective date of the layoff and a reference to the employee's rights  
16 under this Article, and  
17  
18 (2) Identification of the employment option being offered, if applicable.  
19

20 In accordance with 38.2.b. above, if the incumbent in a position to be abolished  
21 has an opportunity to replace the most junior employee within the  
22 layoff/seniority unit, the incumbent will be given up to three (3) calendar days  
23 to determine if he/she wants to replace the junior employee or be placed on  
24 the rehire list. Vacant positions or those held by probationary employees within  
25 the layoff/seniority unit will be considered a more junior position.  
26

27 d. FTE Increase or Reduction.

28 An employee in a position that is not abolished but is increased or reduced in  
29 FTE status and who will remain benefit eligible after the reduction or increase  
30 will have the choice of staying in the reduced or increased position and going  
31 on the rehire list for the position and FTE status held by the employee  
32 immediately prior to the increase or reduction or exercising available layoff  
33 rights under 38.2. The employee must exercise this choice within three (3)  
34 working days of the increase or reduction notice.  
35

36 e. Voluntary Layoff:

37 Appointing authorities will allow an employee in the same job classification and  
38 department where layoffs will occur to volunteer to be laid off provided that the  
39 employee is in a position requiring the same skills and abilities, as a position  
40 subject to layoff. Any volunteer for layoff shall have no formal layoff option. If  
41 the appointing authority accepts the employee's voluntary request for layoff,  
42 the employee will submit a non-revocable letter stating they are accepting a  
43 voluntary layoff from the University. The employee will be placed on all  
44 applicable rehire lists.  
45

1 f. Rehire.

2 The Employer shall make a concerted effort to re-employ bargaining unit  
3 members on the rehire list. Bargaining unit members on the rehire list are eligible  
4 to take all Professional & Organizational Development (POD) courses on a  
5 space available basis upon payment of designated fees. Employees without  
6 employment options will be placed on the rehire list(s) designated by the  
7 employee for twenty-four (24) months. In addition to the rehire list for the  
8 classification and FTE status from which the employee was laid off, employees  
9 identified for layoff may request placement on the following rehire lists:

10 (1) For positions of a lower FTE status in the classification from which the  
11 employee was laid off (or equivalent if prior classification has been  
12 abolished); and

13  
14 (2) For positions in other classifications in which the employee previously  
15 held permanent status; and

16  
17 (3) Lower classes in the series from which the employee was laid off.  
18 The Employer will refer an employee from the designated rehire list(s) for  
19 any open positions in the bargaining unit for which the laid off employee  
20 possesses the essential skills. For classifications which have separate job  
21 codes in the Campuswide and Harborview Bargaining Units, Rehire lists will  
22 include both job codes. Employees referred from the rehire list(s) who  
23 possess the essential skills needed for a vacant position will be offered the  
24 position prior to the Employer posting for competitive recruitment. From  
25 among these employees, offers will be made in seniority order, most senior  
26 person first. Job requests for positions for which there are employees on  
27 rehire list(s) may not be withdrawn solely to avoid hiring laid off employees.

28  
29 (4) The Employer will provide a copy of the Rehire List to the Union upon  
30 request.

31  
32 (5) When the job classification the employee was laid off from is represented  
33 by both SEIU 925 and WFSE 1488 the employee will be placed on the rehire  
34 list for the specific job classification for both unions.

35  
36 g. Rehire Trial Period.

37 Employees placed into vacant positions from the rehire list will serve a three  
38 (3) month rehire trial period. During the rehire trial period either party may, at  
39 its sole discretion and without resort to the grievance procedure, initiate return  
40 to the rehire list. Time spent in a rehire trial period will not count toward the  
41 twenty-four (24) month rehire list period. The three (3) month rehire trial period  
42 will be adjusted to reflect any paid or unpaid leave taken during the period.

43 h. Corrective Action.

1 Final Counseling that occurs within the six (6) months prior to the layoff will be  
2 considered in effect should the employee be rehired. The employee will continue  
3 to be subject to any consequences of not following the directives and/or action  
4 plan(s) specified in the current corrective action.  
5

6 i. Removal from List.

7 Removal from the rehire list(s) will occur for any of the following circumstances:  
8

9 (1) If placement does not occur within twenty-four (24) months,  
10

11 (2) If the employee refuses two (2) offers of placement for a position having the  
12 same pay, FTE status and shift as the position from which the employee was  
13 laid off. In such case, the employee will be removed from all other rehire lists  
14 and will have exhausted their rehire rights.  
15

16 (3) If the employee was placed into two (2) vacant positions for which the  
17 employee has failed to complete the rehire trial period.  
18

19 (4) If the employee accepts any offer of placement from any rehire list and  
20 completes the rehire trial service period for a position with the same FTE status  
21 and pay as the position from which the employee was laid off.  
22

23 (5) Employees who reject two (2) offers of placement from a list for a position  
24 of a lower FTE status than that which the employee held immediately prior to  
25 layoff will be removed from that list.  
26

27 (6) Employees who reject one (1) offer of placement from a list for a position in  
28 a classification other than that from which the employee was laid off will be  
29 removed from that list.  
30

31 j. Rehire List Crossover. Employees within an SEIU Local 925 represented  
32 bargaining unit may, in accordance with this Article, be placed on the rehire list  
33 for positions in another SEIU Local 925 represented bargaining unit.  
34

35 38.3 Rehire Wages and Increment Date.

36 When employees are rehired from layoff status the periodic increment date and  
37 annual leave accrual date will be reestablished and extended by an amount of time  
38 in calendar days equal to the period of time spent on the rehire list prior to rehire.  
39 Employees placed from the rehire list into positions with the same salary range  
40 held at the time of layoff shall be placed at the same step in the range held at the  
41 time of layoff. Employees placed from the rehire list into positions with a lower  
42 salary range than held at the time of layoff shall be placed in a salary step nearest  
43 to, but not in excess of, the salary held at time of layoff.  
44

1 38.4 Affirmative action goals may be considered at any point during the layoff or rehire  
2 process.  
3  
4  
5

6 38.5 Benefits and Temporary Services.

7 Employees on the rehire list who follow the rules prescribed by Temporary  
8 Services may be referred to temporary positions and can receive employer paid  
9 health benefit coverage if they meet the eligibility requirements as determined by  
10 the State.  
11

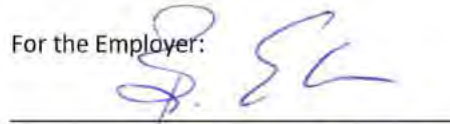
12 Tentatively Agreed To:

13 For the Union:

14 

15 Date: 17 Sept 2018

16 For the Employer:

17 

18 Date: 9/17/18

19

**ARTICLE 39 – RESIGNATION AND ABANDONMENT**

39.1 Resignation. Employees are encouraged to provide at least two weeks' notice of resignation. A written or oral resignation may be withdrawn within twenty-four (24) hours excluding the employee's scheduled days off and holidays off, after submitting the resignation. The employee may only withdraw one resignation per position held. The Employer may permit withdrawal of resignation at any time.

39.2 Presumption of Resignation/Abandonment.

- a. An employee who fails to appear for work and report absence to the supervisor, in accordance with departmental policy, on three (3) consecutive scheduled workdays, shall be deemed to have resigned. Notice of separation will be sent to the employee's last known address on record with the UW Payroll Office via certified mail after the third (3<sup>rd</sup>) consecutive day of absence. Prior to sending the notice, the Employer will attempt to contact the employee through current home telephone and emergency contact numbers on record in Employee Self-Service and departmental records.
- b. Within fourteen (14) calendar days of mailing the separation notice and upon proof that the failure to report absent could not reasonably have been avoided, an employee may submit to the supervisor a written petition for reinstatement. The Employer's decision to not reinstate may be grieved according to the grievance procedure in Article 6

39.3 Separated employees have the right to compensation for accrued vacation leave and compensation time according to University policy.

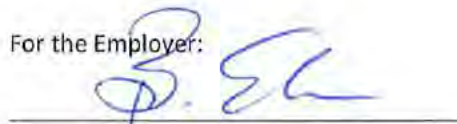
Tentatively Agreed To:

For the Union:



Date: 18 July 2018

For the Employer:



Date: 7/18/18

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**ARTICLE 40 – MANDATORY SUBJECT**

The Employer shall satisfy its collective bargaining obligation before changing a matter that is a mandatory subject. The Employer will notify the union staff representative in writing, with a copy to the Executive Director of the Union, of these changes. The Union may request discussions about and/or negotiations on the impact of these changes on employee's working conditions. The Union will notify the Vice President of Labor Relations of any demands to bargain. In the event the Union does not request discussions and/or negotiations within thirty (30) calendar days, the Employer may implement the changes without further discussions and/or negotiations. There may be emergency or mandated conditions that are outside of the Employer's control requiring immediate implementation, in which case the Employer shall notify the Union as soon as possible.

Prior to making any change in written agency policy that is a mandatory subject of bargaining; the Employer shall notify the Union and satisfy its collective bargaining obligations per Article 40.

Unless agreed otherwise, the parties agree to begin bargaining within thirty (30) calendar days of receipt of the request to bargain. A valid request to bargain must include at least three (3) available dates and times to meet. If the union makes a request for information at the same time as the request to bargain, the thirty (30) calendar days will not begin until the information request has been fulfilled. Information requests made after the request to bargain will not delay the scheduling of discussion and/or negotiations. The parties shall agree to the location and time for the discussions and/or negotiations. Each party is responsible for choosing its own representatives for these activities. The Union will provide the Employer with the names of its employee representatives at least seven (7) calendar days in advance of the meeting date unless the meeting is scheduled sooner, in which case the Union will notify the Employer as soon as possible.

Release Time

- a. The Employer shall approve paid release time for up to four (4) employee representatives who are scheduled to work during the time meetings or negotiations are being conducted, provided the absence of the employee will not interfere with the operating needs of the Employer. The Employer may approve leave without pay for additional employee representatives provided the absence of the employee will not interfere with the operating needs of the Employer. If the additional employee absence is approved, the employee(s) may use personal holiday, annual-vacation time off, holiday credit, or compensatory leave instead of leave without pay.
- b. No overtime will be incurred as a result of bargaining and/or preparation for bargaining.

1 c. The Union is responsible for paying any travel or per diem of employee  
2 representatives. Employee representatives may not use a state vehicle to  
3 travel to and from a bargaining session, unless authorized by the Employer  
4 for Business Purposes.  
5

6 Tentatively Agreed To:

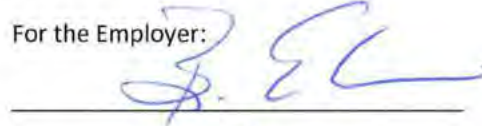
7  
8 For the Union:

9 

10  
11 Date:

12 1 August 2018  
13

14 For the Employer:



Date:

8/1/18

ARTICLE 41 – NEW EMPLOYEES

41.1 New Employees.

~~(a) The Employer will distribute to each new employee in the bargaining units a copy of the dues deduction card.~~

A.(b)–The Employer will offer a regularly scheduled, in-person, all day new employee orientation which will include a benefits orientation. The orientation will be offered by the office of Professional and Organizational Development in coordination with the Benefits Office and the Employer will require new employees from the Seattle Main Campus to attend.

B. A Union representative shall be allowed up to thirty (30) minutes with employees during the new employee orientation, called by the University at which time the Union representative may address the new bargaining unit employees on matters concerning the rights and obligations of employees and the role of the Union as exclusive bargaining representative. Such release time will be subject to the operational needs of the department and does not count as time worked for the purpose of calculating overtime.

C. If the University conducts orientation on-line, the Union will be permitted to display a reasonable amount of information as part of the program. "A bargaining unit member designated by the Union shall be granted paid release time to attend new employee orientation and/or new employee coffee hours scheduled by the University. Such release time will be subject to the operational needs of the department and does not count as time worked for the purpose of calculating overtime."

D. For employees hired into the bargaining unit who do not attend the orientation described in A and B above, within ninety (90) days of the employee's start date, the Employer will provide the Union access to the employee during the employee's regular work hours to present information about the Union. This access will be provided at the employee's regular worksite, or at a location mutually agreed to by the Employer and the Union and will be for no less than thirty (30) minutes.

Tentatively Agreed To:

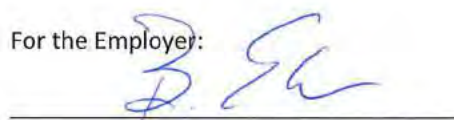
For the Union:



Date:

21 Aug 18

For the Employer:



Date:

8-21-18

1                   **ARTICLE 42 – UNION ACTIVITIES, RIGHTS, AND STEWARDS**

2  
3   42.1   Staff Representatives

- 4  
5       a. Within thirty (30) calendar days from the effective date of this Agreement, the  
6       Union shall provide the Office of Labor Relations a list of staff representatives.  
7       The Union shall provide written notice to the Employer of any changes within  
8       thirty (30) calendar days of the change.  
9  
10      b. Staff representatives may access University premises to carry out  
11      representational activities. The representative shall notify local management  
12      prior to their arrival and shall not interrupt the normal operations of the  
13      institution. The staff representative may meet with bargaining unit employees  
14      in non-work areas during non-work times.

15  
16      It is understood that any such visits which require a meeting with an employee  
17      will be restricted to the non-working time of the employee unless otherwise  
18      authorized by management or provided for elsewhere in this Agreement, and  
19      that there will be no interference with an employee's work assignment.  
20

21      While inspecting the workplace, the Union may engage in de minimis  
22      conversations with employees, so long as an employee does not object and  
23      such conversation does not interfere or disturb the operation of the facility or  
24      compromise the security of patient health information

25  
26      ~~c. Upon written request of the staff representative or steward to the Office of Labor~~  
27      ~~Relations (laborrel@uw.edu), the Employer will provide relevant information~~  
28      ~~necessary for conducting representational duties. The information will be~~  
29      ~~provided within a reasonable timeframe and without requiring the Union to file~~  
30      ~~with the Public Records Office.~~

31  
32   42.2   Steward Release Time.

33  
34      A steward who is processing a grievance in accordance with the grievance  
35      procedure of any SEIU Local 925 Agreement between the Employer and the Union  
36      shall be permitted reasonable time to assist in the resolution of legitimate  
37      employee grievances on the Employer's property without loss of pay or recorded  
38      work time. Time off for processing grievances shall be granted to a steward by  
39      supervision following a request, but in consideration of job responsibilities. If  
40      permission for time off cannot be immediately granted, the supervisor shall arrange  
41      for time off at the earliest possible time thereafter.  
42

1 A record of a steward's work time spent on grievances or other authorized activity  
2 on behalf of the Union shall be maintained on a basis mutually agreeable between  
3 the Union and the department involved.  
4

5 In the event the Employer determines that the amount of work time used by any  
6 steward on grievances or other authorized Union activities is unreasonable, it may  
7 become a topic for mutual discussion between the parties.  
8

9 a. The Union shall prevail upon all employees in the bargaining unit and especially  
10 Union stewards, to make a diligent and serious attempt to resolve complaints  
11 at the lowest possible level. The Employer, likewise, shall prevail upon its  
12 supervisory personnel to cooperate fully with the Union stewards and other  
13 Union representatives in the speedy resolution of any grievance that may arise.  
14

15 b. Union stewards shall primarily conduct representational duties only within their  
16 designated area of jurisdiction. Stewards may represent members in another  
17 jurisdiction if the steward designated for that other jurisdiction is unavailable  
18 (e.g. away on approved leave), has a conflict, or if there is no steward in that  
19 area. In the event that a steward is unavailable, the steward of the next  
20 geographically closest designated jurisdiction will be contacted to represent the  
21 employee. The number of stewards in a particular area and the jurisdiction  
22 they serve shall be an appropriate subject of discussion between the Union and  
23 the Employer.  
24

25 c. The Union agrees to submit an up-to-date list to the Office of Labor Relations  
26 once per month indicating the name of all Union stewards, their work locations,  
27 department, - jurisdiction and designation as a Lead, Chief, or Officer. In any  
28 event, said list shall be submitted at least annually with changes noted as they  
29 occur. Union stewards shall be recognized when the Office of Labor Relations  
30 is informed of their appointment. Examples of jurisdiction are as follows:  
31 UWMC, South Campus HSB, HMC, Health Sciences, South Lake Union,  
32 Downtown, Airlift Northwest, UW Tower, Bothell Campus, Tacoma Campus,  
33 Seattle Campus, and Sandpoint. Stewards shall be assigned by the union.  
34 Lead Stewards, Chief Stewards, and Local/Chapter officers shall be  
35 recognized to have broader jurisdictions.  
36

37 d. Whereas it benefits the University to have Union stewards who understand the  
38 contract and are trained in administration of the contract, each of the Union's  
39 stewards shall be allowed a total of eight (8) working hours annually without  
40 loss of pay to participate in the Union's steward training program. Said time off  
41 shall be approved in advance by the employee's supervisor and shall be  
42 contingent upon the ability to provide coverage during the time off.  
43

44 The Union shall submit to the Office of Labor Relations at least fifteen (15) days  
45 in advance the names of the employees (with their respective supervisors) that

1 are scheduled to participate in the training. The Union will confirm the  
2 employee's participation in the training upon completion.  
3

- 4 e. New Steward Training: Where the Union requests in advance of an  
5 investigatory meeting or grievance Step Two-hearing that a second steward be  
6 present to be trained or to provide steward training for training purposes, ~~T~~this  
7 release will be approved without loss of pay or recorded work time subject to  
8 the operational needs of the second steward's department. No overtime or  
9 compensatory time will be earned for participation and no steward shall attend  
10 as a second steward more than once.  
11

12 ~~42.3~~ Training and Orientation

- 13 ~~a. Upon signing of this Agreement, the Employer and Union will make a good faith~~  
14 ~~effort to conduct joint training on contract administration.~~  
15

16 42.4 Union Business Activities

- 17 a. Employees who intend to absent themselves from work for the purpose of  
18 attending and participating in Union business functions or programs, such as  
19 meetings, conventions, seminars, or other authorized meetings or to work for  
20 the Union on a temporary basis at the Union's request, may do so with  
21 supervisory approval. The Employee may use paid or unpaid timeleave  
22 consistent with University policy, including compensatory time, holiday credit,  
23 personal holiday, accrued vacation time, or unpaid time off.  
24  
25 b. The Union and/or the employee shall request leave from the Employee's  
26 immediate supervisor at least two (2) weeks prior to the planned absence.  
27

28 42.5 Use of State Facilities, Resources, and Equipment

- 29  
30 a. Meeting Space and Facilities. The Employer's campuses and facilities may be  
31 used by the Union to hold meetings subject to the University's policy and  
32 availability of the space. The Employer may provide private space for stewards  
33 and/or Union representatives to meet in confidence with those they represent  
34 on a space available basis. Staff representatives may reserve and utilize  
35 meeting rooms in accordance with University policy and procedure. Such  
36 requests will be subject to availability and all applicable fees.  
37  
38 b. E-mail, Fax Machines, the Internet, and Intranets  
39 Union delegates, and members may utilize state owned/operated equipment  
40 to communicate with the Union and/or the Employer only for the exclusive  
41 purpose of administration of this Agreement. Such use will:  
42  
43 1. Result in little or no cost to the Employer;  
44 2. Be brief in duration and frequency;  
45 3. Not interfere with the performance of their official duties;  
46 4. Not distract from the conduct of state business;

- 1 5. Not disrupt other state employees and will not obligate other employees to  
2 make a personal use of state resources; and  
3 6. Not compromise the security or integrity of state information or software.

4  
5 The Union and its union delegates will not use the above referenced state  
6 equipment in a manner that is prohibited by the Executive Ethics Board.  
7 Communication that occurs when using state-owned equipment is the property  
8 of the Employer. Supplies and Equipment. Union representatives may use  
9 University equipment for contract administration if there is no cost to the  
10 Employer, is brief in duration, limited in distribution, and does not disrupt or  
11 distract from University business in accordance with University policy and state  
12 law.

- 13  
14  
15 c. Bulletin Boards and Distribution of Union Material. Upon request, space will  
16 be made available to the Union on bulletin boards in those areas where  
17 bargaining unit employees work or frequent, for the posting of notices and  
18 information pertaining to official business of the Union. Materials posted on  
19 Union bulletin boards without the signature of a recognized Union officer or  
20 representative may be removed.

21 Employees shall have the right to distribute official Union information materials  
22 during hours off work. Such distribution of official material shall not interfere  
23 with the work assignments of employees who are on duty. Further, such  
24 distribution activities must be held in locations which cause no interference with  
25 the various departments normal operations or with any employees who may  
26 not be involved or interested.

27  
28 42.6 Temporary Employment with the Union

29 With thirty (30) calendar days notice, unless agreed otherwise, employees may be  
30 granted leave without pay if the employee is elected or appointed to serve as an  
31 officer or staff member of a specified duration, not to exceed six (6) months,  
32 provided the employee's time off will not interfere with the operating needs of the  
33 Employer as determined by management. Upon request, the department may  
34 agree to an extension of leave without pay up to an additional six (6) months. The  
35 returning employee will be employed in a position in the same job classification, in  
36 the same layoff unit, and in the same geographical area, as determined by the  
37 Employer.

38  
39 43.7 Information Requests

40 A. Upon written request of the staff representative or steward to the Office of  
41 Labor Relations (laborrel@uw.edu), the Employer will provide relevant  
42 information necessary for conducting representational duties.


43

1 B. The Employer will acknowledge receipt of the information request and will  
2 provide the union with a date by which the information is anticipated to be  
3 provided.

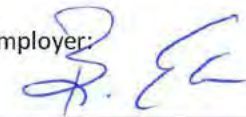
4  
5 C. When the Union submits a request for information that the Employer believes  
6 is unclear or unreasonable, the Employer will contact the Union staff  
7 representative and the parties will discuss the relevance and necessity of the  
8 request. The costs associated with the request and the amount the Union may  
9 pay for receipt of the information may also be discussed.

10  
11 Tentatively Agreed To:

12  
13 For the Union:

14   
15 \_\_\_\_\_  
16 21 Aug 18

13 For the Employer:

14   
15 \_\_\_\_\_  
16 8-21-18

17 Date:

**ARTICLE 43 – JOINT UNION-MANAGEMENT COMMITTEE**

1  
2  
3 43.1 Committee Purpose and Membership.

4 A Joint Union-Management Committee is established to provide a forum for  
5 communications between the two (2) parties and to deal with matters of general  
6 Union/Employer concern. The committee's function will be limited to an advisory  
7 capacity and shall not include any decision-making or collective bargaining  
8 authority.

9  
10 Committee membership for employees in the University-wide Nonsupervisory,  
11 University-wide Supervisory, and Health Care Professional/Laboratory Technical  
12 bargaining units shall consist of three (3) bargaining unit employees and a Union  
13 staff representative and four (4) Employer representatives to include the Assistant  
14 Vice President of Labor Relations or designee.

15  
16 Committee membership for employees in the Research Technologist and  
17 Research Technologist Supervisor bargaining units shall consist of two (2)  
18 bargaining unit employees and a Union staff representative and three (3) Employer  
19 representatives to include the Assistant Vice President of Labor Relations or  
20 designee.

21  
22 The Employer will discuss with representatives of the Union significant changes  
23 affecting institutional conditions of employment generally affecting bargaining unit  
24 employees sufficiently in advance of the targeted implementation date of said  
25 changes so that reasonable alternative proposals can be adequately considered  
26 by the Joint Union-Management Committee. Diversity, child care and tuition  
27 exemption shall be considered appropriate subjects for the Joint Union-  
28 Management Committee.

29  
30 SEIU 925 and Labor Relations will use the joint labor-management process to  
31 explore possible in-training opportunities for SEIU 925 members.

32  
33 Market adjustments may be discussed at quarterly joint labor-management  
34 meetings.

35  
36 43.2 Meetings. Committee meetings may be requested by an authorized representative  
37 of either party. Requests for a quarterly meeting shall be honored; however, once  
38 convened, the committee may meet more or less frequently as mutually agreed  
39 between the parties.

40  
41 At least one (1) weeks' notice shall be given to members of any agreed upon  
42 meeting and the agenda. Committee meetings shall normally be held during  
43 University business hours and at a mutually agreeable time and date. Employee  
44 members shall experience no loss in salary for meeting participation; however,

1 meeting times are not construed as work time and no overtime shall be claimed or  
2 paid for meetings attended outside the employee members' regular working hours.  
3

4 43.3 Limitations.

5 Committee meeting topics shall be limited to subjects of group rather than  
6 individual concern, and the committee shall not discuss grievances properly  
7 processed under Article 6 of the Agreement. Further, it is not intended that this  
8 Article obligate in any way either party to negotiate on personnel matters covered  
9 in this Agreement or to alter, limit, restrict, or reduce prerogatives of either party  
10 otherwise provided in this Agreement.  
11

12 **Departmental Labor Management.** In an effort to resolve workplace problems  
13 collaboratively and at the lowest level, staff are strongly encouraged to bring  
14 concerns about staffing and other working conditions to the attention of their  
15 department(s). SEIU Local 925 can request that the Office of Labor Relations set  
16 up a Joint Labor Management meeting for the particular department. The Union  
17 can also place on the agenda of any Labor Management meeting issues of staffing  
18 and/or other working conditions in particular departments/units.  
19

20 Release time for the employees requesting to be at the meeting will be subject to  
21 the operational needs of the department.  
22

23 Tentatively Agreed To:	
24 For the Union:	24 For the Employer:
25 	25 
26 _____	26 _____
27 Date: 18 July 2018	27 Date: 7/18/18
28	28
29	29
30	30

**ARTICLE 44 – CLASSIFICATIONS AND RECLASSIFICATION**

44.1 The Employer will allocate positions on a "best fit" basis to the most appropriate classification at the University of Washington. Allocations shall be based on a position's duties, responsibilities, or qualifications.

44.2 Reallocations shall be based on a permanent and substantive change in the duties, responsibilities, or qualifications of a position or application of the professional exemption criteria set forth in RCW 41.06.070(2).

44.3 (a) Should the University decide to create, eliminate or modify class specifications which does not involve a major restructure to the overall classification system, it will notify the Union in advance of implementing the action. Notification will include the bargaining unit status of the classification and, for a newly created or modified classification considered to be in the bargaining unit, a proposed salary. Notification will occur at least forty-five (45) days in advance of any proposed implementation date. At the Union's request the University will meet and confer with the Union over its proposed action.

(b) An employee occupying a position reallocated to a class with a lower salary range maximum due to a class being created, abolished or modified will retain the salary of their former position until reaching the top of the range of the former position, and then will be frozen until the new class pay range catches up.

An employee(s) occupying a position reallocated to a class with a higher salary range due to a class being created, abolished or modified will receive the same step in the new range as the employee(s) held in the previous range. The periodic increment date of the employee will remain unchanged.

(c) Within thirty (30) calendar days following implementation of the University's decision to create or combine classifications per Article 44, or modify class specifications for bargaining unit positions, the Union may file an appeal with the Classification Review Hearing Officer selected under Article 44.6 of this contract, to determine if the salary assigned to the classification is appropriate.

44.4 The Union may, at any time, propose a new classification or edits to an existing classification with appropriate justification. These proposals will be reviewed by the Compensation Office of Human Resources which will accept, reject, or modify any proposal. The Union and the Compensation office will meet and discuss the proposal within sixty (60) days. This review is not grievable.

44.5 The University agrees to notify the Union of any proposed reclassifications of occupied bargaining unit positions into non-bargaining unit positions at least thirty (30) days prior to implementation.

44.6 Professional Staff Exemptions:

1 1. The University will make reallocations based on application of the  
2 professional staff exemption criteria set forth in RCW 41.06.070 (including any  
3 permanent and substantive change in the duties, responsibilities, or qualifications  
4 of the position).

5 2. The Union and the University agree to a procedure that includes the  
6 provision of information by the University and a meeting with the Union to discuss  
7 and resolve issues regarding the transfer of work from the bargaining unit  
8 within four (4) weeks of the University's initial notice to the union for a proposed  
9 professional staff exemption.

10 3. All negotiations regarding transfer of any work from the bargaining unit shall  
11 be concluded by the meeting described above, unless both parties agree to an  
12 extension.

13 4. Disputes regarding professional staff exemptions shall be resolved by the  
14 classification review hearing officer. The Hearing Officer shall make his/her  
15 decision based on the criteria outlined in Subsection 44.6 (1) above. If the  
16 employee appeals the exemption determination in any other forum the Union  
17 cannot pursue the determination through the process outlined in this Article

18 **44.7 Position Review Process.**

19 (a) The University, employee, or employee representative may request that a  
20 position be reviewed when the requesting party believes that the basis of its  
21 request has become a permanent requirement of the position. Employees and  
22 employee representatives may not request that a position be reviewed more  
23 often than once every six (6) months.

24 (b) The request must be complete and in writing on forms provided by the  
25 University. Requests may be submitted to Human Resources or to an  
26 employee's direct supervisor or department. Any party may submit additional  
27 information, including the names of individuals, which the party believes is  
28 relevant to the position review.

29 (c) An employee may request that a representative be present as an observer at  
30 meetings with the University reviewer scheduled to discuss the request for  
31 position review. At the employee's request a portion of such meetings shall be  
32 conducted in a quiet and private location, away from the work station.

33 (d) The University reviewer will investigate the position and issue a written  
34 response to the employee or employee representative within sixty (60)  
35 calendar days from receipt, by Human Resources, of the completed request.  
36 The response will include notification of the class and salary assigned when  
37 the position is reallocated, or notification of the reasons the position does not  
38 warrant reallocation when the request is not approved. Reclass requests may  
39 be submitted at either the departmental level or directly to Human Resources.



1           **ARTICLE 45 – COMPENSATION, WAGES AND OTHER PAY PROVISIONS**

2  
3       45.1

4           A. Effective July 1, 2019, each classification represented by the Union will  
5           continue to be assigned to the same Pay Table and Salary Range as it was  
6           assigned on June 30, 2019. Effective July 1, 2019, each employee will continue  
7           to be assigned to the same Salary Range and Step that he or she was assigned  
8           on June 30, 2019 unless otherwise agreed.

9  
10          B. Effective July 1, 2019, all Salary Ranges described in Section A above will be  
11          increased by two percent (2%). This increase will be based upon the salary  
12          schedule in effect on June 30, 2019.

13  
14          C. Effective July 1, 2020, all Salary Ranges described in Section A above will be  
15          increased by two percent (2%). This increase will be based upon the salary  
16          schedule in effect on June 30, 2020.

17  
18          D. Employees who are paid above the maximum for their range on the effective  
19          date of the increase described in B or C above will not receive the specified  
20          increase to their current pay unless the new range encompasses their current  
21          rate of pay. Employees who are receiving a Red-lined (Y-rated) salary as of  
22          June 30, 2019 will continue to receive that salary if it is higher than the top step  
23          of the salary range for their classification as specified in Appendix I

24  
25       45.2 Upon promotion or reclassification from a Local 925 position to another Local 925  
26       position with a higher salary range, the affected employee shall be placed on the  
27       salary step of the new range which reflects a minimum of a three (3) step, except  
28       for positions on Health Care Professional/Technical pay tables, which shall receive  
29       a minimum increase of 6%. The new ~~periodic increment~~progression start date shall  
30       be the first of the current month for effective dates falling between the first and  
31       fifteenth of the month and the first of the following month for effective dates falling  
32       between the sixteenth and the end of the month.

33       45.3 An employee occupying a position that is reclassified to an existing class with a  
34       lower salary range shall be placed in the salary step in the new range which is  
35       closest to the current salary, provided such salary does not exceed the top step of  
36       the new salary range.

37  
38       45.4 Salary Schedules.

39           (a) The salary schedules shall be incorporated into this Agreement as Appendix V.

1 (b) Salary schedules will contain Career Enhancement/Growth steps as described  
2 in Section 45.6.

3 (c) Movement on General Schedules

4 Employees who are hired at the minimum available step of their pay range will  
5 receive a two (2) step increase to base salary following completion of six (6)  
6 months of continuous service and the date they receive that increase will be the  
7 employee's periodic increment date. Thereafter, employees will receive a two (2)  
8 step increase annually, on their periodic increment date, until they reach the top of  
9 the pay range.

10  
11 Employees who are hired above the minimum available step of the pay range will  
12 receive a two (2) step increase to base salary following completion of twelve (12)  
13 months of continuous service and the date they receive that increase will be the  
14 employee's periodic increment date. Thereafter, employees will receive a two (2)  
15 step increase annually, on their periodic increment date, until they reach the top of  
16 the pay range.

17 (d) Movement on Health Care Schedules

18 Employees who are hired on the Health Care pay tables above the minimum  
19 available step of the pay range will receive increment increases at the rate of one  
20 (1) step each twelve (12) months until they reach the top of the pay range. The  
21 date they receive that increase will be the employee's periodic increment date until  
22 they reach the top of the pay range.

23  
24 Employees who are hired on the Health Care pay tables at the minimum available  
25 step in the pay range will receive a one (1) step increase to base salary following  
26 completion of six (6) months of continuous service and the date they receive that  
27 increase will be the employee's periodic increment date. Thereafter, employees  
28 will receive a one (1) step increase annually, on their periodic increment date, until  
29 they reach the top of the pay range.

30 (e) When a periodic increment date coincides with a promotional date, the  
31 appointment to a new salary range, and/or a market adjustment, the periodic  
32 increment date will be applied first.

33  
34 (f) The University, at its discretion, may approve additional ~~increment~~  
35 progression increases at any time. Such additional ~~increment-progression~~  
36 increases will not change an employee's ~~periodic-progression start~~increment  
37 date.

38  
39 (g) Recruitment/Retention Compensation. The Employer may increase the  
40 salary of classifications that are experiencing recruitment/retention problems,

1 upon thirty (30) days' notice to the union and the opportunity for the union to  
2 bargain as per 45.7 below.

3  
4 45.5 The University and the Union affirm their commitment to the principles of  
5 comparable worth by implementing any state-mandated comparable worth  
6 adjustments.

7  
8 45.6 Career Enhancement/Growth Program.

9 The University will continue its Career Enhancement/Growth program. The  
10 program will reward employees whose development of skills, increased  
11 productivity, or assumption of higher level duties results in increased value to the  
12 department, service enhancements, or efficiencies for the department in which the  
13 employee works.

14 CEGP steps on the respective pay tables (see Appendix V Pay Tables), will be  
15 attained solely through the Career Enhancement/Growth program and will not be  
16 based on length of service.

17 Employees in every classification covered by this Agreement will be eligible for the  
18 program. Employees are eligible to receive a Career Enhancement/Growth step  
19 any time after they have been at the last ~~automatic~~ increment progression step in  
20 their pay range for a minimum of one (1) year. Employees are eligible for the  
21 subsequent Career Enhancement/Growth step beginning one (1) year after  
22 receiving the previous step.

23 There will be no minimum or maximum number of employees who may receive  
24 Career Enhancement/Growth steps. There will be no minimum or maximum  
25 amount of money the University will spend on the Career Enhancement//Growth  
26 program. Decisions about Career Enhancement/ Growth steps shall be made  
27 within sixty (60) days of supervisory/ managerial/professorial recommendations.

28 Either employees or managers may initiate the CEGP application process. All  
29 CEGP applications shall be forwarded to the Compensation Office, regardless of  
30 approval or denial. If the application has been denied, the reason for the denial  
31 must be documented.

32 The Compensation Office ~~\_will develop a system to~~ tracks CEGP applications,  
33 grants, and denials including. ~~This tracking system will~~ at a minimum capture the  
34 job class, department, employee id, the decision to grant or deny, and the  
35 documented reason for any denial. If denied, the employee may appeal to the  
36 decision-maker's supervisor.

37  
38 The CEGP application ~~form will be revised to~~ allows for the inclusion of up to three  
39 letters of recommendation, and record years of experience in the position or field,

1 as well as years of service with the University in the Statement of Qualifications  
2 section. The union will have access to this information on request.

3 The Career Enhancement/Growth program will not be a substitute for  
4 reclassifications. Reclassifications will take priority over receiving Career  
5 Enhancement/Growth steps such that if an employee qualifies to receive a Career  
6 Enhancement/Growth step but could otherwise be reclassified, the employee will  
7 be reclassified and will not simultaneously receive the Career  
8 Enhancement/Growth step. Career Enhancement/Growth steps shall be  
9 considered in calculating salary adjustment associated with promotion and upward  
10 reclassification, but in no instance shall a salary in a new position be at a step  
11 higher than the highest automatic increment progression top automatic step in the  
12 new pay range, except for lateral transfers where there is no mutual agreement  
13 not to exceed the highest top automatic increment progression step in the new pay  
14 range.

15 The University agrees to regularly issue University-wide reminders promoting the  
16 value of this program.

17 The parties will utilize the JLM committee to review the CEGP program periodically  
18 with the goal to improve standards and accessibility.

19 The Career Enhancement/Growth program in its entirety is not subject to the  
20 grievance procedure (Article 6).

#### 21 45.7 Market Rate Wage Adjustments.

22 If market conditions determine that an upward adjustment in one or more economic  
23 areas is essential to maintain competitiveness, both the Union and the Employer  
24 shall be given the opportunity to raise issues of competitive compensation and  
25 propose market adjustments. When the Employer proposes adjustments, the  
26 Union shall be given at least thirty (30) days' notice in advance of the  
27 implementation date to negotiate the adjustment.

#### 28 45.8 Callback Pay (Applicable only to the University-wide Nonsupervisory, Supervisory, 29 Contact Center, Contact Center Supervisory, and Health Care 30 Professional/Laboratory Technical bargaining units).

31 When a scheduled work period employee has left the grounds and is called to  
32 return to the work station outside of regularly scheduled hours, he/she/the  
33 employee shall receive two (2) hours bonus pay plus time actually worked. The  
34 bonus pay shall be compensated at the regular rate; time worked shall be  
35 compensated at time and one-half (1-1/2). Time worked immediately preceding  
36 the regular shift does not constitute call back, provided time worked does not  
37 exceed two (2) hours or notice of at least eight (8) hours has been given. An  
38 employee on standby status called to return to the work station does not qualify for  
39 call back pay.

1 45.9 Standby Pay (Applicable only to the University-wide Nonsupervisory, Supervisory,  
2 Contact Center, Contact Center Supervisory, and Health Care  
3 Professional/Laboratory Technical bargaining units).

4 Scheduled or nonscheduled work period employees required to restrict off-duty  
5 activities to be available for duty shall be compensated as follows:

- 6 • At a rate of two dollars (\$1.752.00) per hour for the University-wide  
7 Nonsupervisory, and Supervisory Units, Contact Center, and Contact  
8 Center Supervisory, except for those job titles listed in Appendix II, which  
9 shall receive the applicable rates.
- 10 • At a rate of three dollars and seventy-five cents (\$3.003.75) per hour for the  
11 Health Care Professional/Laboratory Technical Unit

12 ~~Employees who, on the effective date of this Agreement, receive standby pay in~~  
13 ~~excess of those rates shall continue to do so.~~ When called in from standby status,  
14 the employee shall receive premium pay (time and one-half [1-1/2] the employee's  
15 regular rate) for a minimum work period of two (2) hours. The two (2) hours pay  
16 shall not apply unless the employee has left the employer's premises.

17 45.10 Shift Differential (Applicable only to the University-wide Nonsupervisory,  
18 Supervisory, Contact Center, Contact Center Supervisory, and Health Care  
19 Professional/Laboratory Technical bargaining units).

20 Employees assigned to evening and night shifts shall receive a shift differential as  
21 follows:

- 22 • University-wide Nonsupervisory, ~~and~~ Supervisory, Contact Center, Contact  
23 Center Supervisory Units: \$1.00 per hour for evening and night shifts,  
24 except for those job titles listed in Appendix II, which shall receive the  
25 applicable rates;
- 26 • Health Care Professional/Laboratory Technical Unit: \$1.50 per hour for  
27 evening shift and \$2.25 per hour for night shift.

28 Evening shift is defined as a majority of time worked daily or weekly between 5:00  
29 p.m. and 12:00 a.m. Night shift is defined as a majority of time worked daily or  
30 weekly between 12:00 a.m. and 7:00 a.m. ~~Any classification which receives a~~  
31 ~~higher shift differential on the effective date of this Agreement shall continue to do~~  
32 ~~so.~~ Shift differential shall be paid for the entire shift which qualifies. When an  
33 employee is regularly assigned to an afternoon or evening shift that qualifies for  
34 shift differential, ~~he/she~~ the employee shall continue to receive the shift differential  
35 during temporary assignment, not to exceed five (5) working days, to a shift that  
36 does not qualify.

1 45.11 Multilingual/Sign Language/Braille Premium Pay. Whenever a classified position  
2 has a bona fide requirement for regular use of competent skills in more than one  
3 language, and/or sign language and/or Braille, and the need for that skill is  
4 specified in the employee's position description, the employee shall receive a  
5 premium pay of five (5%) percent above the level normally assigned for that  
6 position, except for those instances where the position is allocated to a class that  
7 specifies these skills.

8 If the employee's position is allocated to a class that specifies these skills, the  
9 employee will receive a premium pay of five (5%) percent above the level normally  
10 assigned for that position only when the employee's position description states that  
11 the position has a bona fide requirement for regular use of competent skills in three  
12 (3) or more languages in addition to English.

13 If this requirement is not included in the employee's position description, refusal by  
14 the employee to interpret will not result in corrective action.

15 45.12 Weekend Pay.

- 16 • University-wide Nonsupervisory, ~~and~~ Supervisory, Contact Center, and  
17 Contact Center Supervisory bargaining units: All hours worked on weekends  
18 by employees in applicable job titles shall include a weekend pay premium  
19 accordance with Appendix II.
- 20 • Health Care Professional/Laboratory Technical bargaining unit: All hours  
21 worked on weekends shall include a weekend pay premium of \$1.50 per hour.

22 45.13 Substitute Lead (Applicable only to the Health Care Professional/Laboratory  
23 Technical bargaining unit).

24 Employees in a non-lead classification who are designated by the employer to  
25 assume the lead role in the absence of an employee in a lead classification shall  
26 be paid a premium of \$2.00 per hour for all hours worked in the assignment.

27 45.14 Preceptor.

28 Surgical Technologists (18430) may serve as a preceptor after successfully  
29 completing a preceptor workshop or equivalent documented training and agreeing  
30 to and being appointed to be specifically responsible for planning, organizing, and  
31 evaluating the new skill development of one or more newly hired surgical  
32 technologists or perioperative registered nurses. This includes teaching, clinical  
33 supervision, role modeling, feedback, evaluation (verbal and written) and follow up  
34 of the new or transferring employee. Employees will receive a preceptor premium  
35 pay of \$1.50 per hour for all time spent engaged in preceptor role responsibilities  
36 with/on behalf of the orienting employees.

1 Respiratory Care Practitioners (18155) may serve as preceptors after successfully  
2 completing a preceptor workshop or equivalent documented training and agreeing  
3 to and being appointed to be specifically responsible for planning, organizing, and  
4 evaluating the new skill development of one or more Respiratory Care Practitioners  
5 enrolled in a defined orientation program, the parameters of which have been set  
6 forth in writing by the Employer. This includes teaching, clinical supervision, role  
7 modeling, feedback, evaluation (verbal and written) and follow up of the new or  
8 transferring employee.

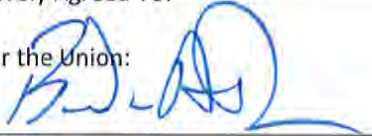
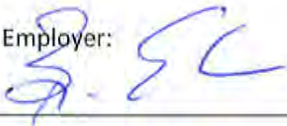
9 Respiratory Care Practitioner preceptors are eligible to receive preceptor premium  
10 pay of \$1.50 per hour only when actually engaged in preceptor role responsibilities  
11 with/on behalf of the orienting Respiratory Care Practitioner.

12 45.15 HMC Public Safety Sergeant Premium.

13 All Department of Public Safety Sergeants who have been trained and qualified to  
14 assist the clinical staff when requested in the proper restraint of patients will  
15 receive the premium pay of \$1.30 per hour. For the purpose of this article, hours  
16 of paid time off, such as holiday, vacation or sick leave, do not count as hours  
17 worked.

18 45.16 UWMC Public Safety Officer Premium.

19 All Department of Public Safety Officers and Sergeants who have been trained  
20 and qualified to assist the clinical staff in the proper restraint of patients will  
21 receive premium pay of \$1.30 per hour. For the purpose of this article, hours of  
22 paid time off, such as holiday, vacation or sick leave, do not count as hours  
23 worked.

24  
25 Tentatively Agreed To:  
26  
27 For the Union:   
28  
29 For the Employer:   
30  
31 Date: 4 Oct 2018 Date: 10/21/18  
32

ARTICLE 46 – HEALTH CARE BENEFITS AMOUNTS

46.1

A. For the ~~2017-2019~~2019-2021 biennium, the Employer will contribute an amount equal to eighty-five percent (85%) of the total weighted average of the projected ~~health care~~medical premium for each bargaining unit employee eligible for insurance each month, as determined by the Public Employees Benefits Board (PEBB). The projected ~~health care~~medical premium is the weighted average across all plans, across all tiers.

B. The point-of-service costs of the Classic Uniform Medical Plan (deductible, out-of-pocket maximums and co-insurance/co-payment) may not be changed for the purpose of shifting health care costs to plan participants, but may be changed from the 2014 plan under two (2) circumstances.

1. In ways to support value-based benefits designs; and
2. To comply with or manage the impacts of federal mandates.

Value-based benefits designs will:

1. Be designed to achieve higher quality, lower aggregate health care services cost (as opposed to plan costs);
2. Use clinical evidence; and
3. Be the decision of the PEBB Board.

C. Article ~~X46.1~~ (B) will expire June 30, ~~2019~~2021.

~~46.2 The PEBB Program shall provide information on the Employer Sponsored Insurance Premium Payment Program on its website and in an open enrollment publication annually.~~

46.32

A. The Employer will pay the entire premium costs for each bargaining unit employee for basic life, basic long-term disability and dental insurance coverage.

B. If the PEB Board authorizes stand-alone vision insurance coverage, then the Employer will pay the entire premium costs for each bargaining unit employee.

46.43 Wellness

A. To support the statewide goal for a healthy and productive workforce, employees are encouraged to participate in a Well-Being Assessment

1 survey. Employees will be granted work time and may use a state  
2 computer to complete the survey.

- 3  
4 B. The Coalition of Unions agrees to partner with the Employer to educate  
5 their members on the wellness program and encourage participation.  
6 Eligible, enrolled subscribers who register for the Smart Health Program  
7 and complete the Well-Being Assessment will be eligible to receive a  
8 twenty-five dollar (\$25) gift certificate each calendar year. In addition,  
9 eligible, enrolled subscribers shall have the option to earn an annual one  
10 hundred twenty-five dollars (\$125.00) or more wellness incentive in the  
11 form of reduction in deductible or deposit into the Health Savings Account  
12 upon successful completion of required Smart Health Program activities.  
13 During the term of this Agreement, the Steering Committee created by  
14 Executive Order 13-06 shall make recommendations to the PEBB  
15 regarding changes to the wellness incentive or the elements of the Smart  
16 Health Program.

17  
18 46.4 The PEB Program shall provide information on the Employer sponsored  
19 Insurance Premium Payment Program on its website and in an open enrollment  
20 publication annually.

21  
22 46.5 Medical Flexible Spending Arrangement

23  
24 A. During January 2020 and again in January 2021, the Employer will make  
25 available two hundred fifty dollars (\$250) in a medical flexible spending  
26 arrangement (FSA) account for each bargaining unit member represented by a  
27 Union in the Coalition described in RCW 41.80.020(3), who meets the criteria in  
28 Subsection 28.7(B) below.

29  
30 B. In accordance with IRS regulations and guidance, the Employer FSA funds will  
31 be made available for a Coalition bargaining unit employee who:

32  
33 1. Is occupying a position that has an annual full-time equivalent base salary  
34 of fifty thousand four dollars (\$50,004) or less on November 1 of the year  
35 prior to the year the Employer FSA funds are being made available; and

36  
37 2. Meets PEBB program eligibility requirements to receive the employer  
38 contribution for PEBB medical benefits on January 1 of the plan year in  
39 which the Employer FSA funds are made available, is not enrolled in a  
40 high-deductible health plan, and does not waive enrollment in a PEBB  
41 medical plan except to be covered as a dependent on another PEBB non-  
42 high deductible health plan.

43  
44 3. Hourly employees' annual base salary shall be the base hourly rate  
45 multiplied by two thousand eighty-eight (2088).

1  
2 4. Base salary excludes overtime, shift differential and all other premiums or  
3 payments.  
4

5 C. A medical FSA will be established for all employees eligible under this Section  
6 who do not otherwise have one. An employee who is eligible for Employer FSA  
7 funds may decline this benefit but cannot receive case in lieu of this benefit.  
8

9 D. The provisions of the State's salary reduction plan will apply. In the event that a  
10 federal tax that takes into account contributions to a FSA is imposed on PEBB  
11 health plans, this provision will automatically terminate. The parties agree to  
12 meet and negotiate over the termination of this benefit.  
13  
14  
15

16 Agreed To:

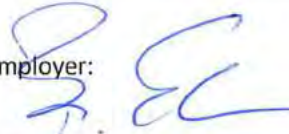
17 For the Union:

18   
19 \_\_\_\_\_  
20

21 Date:

22 18 Sept 2018  
23

For the Employer:

  
\_\_\_\_\_

Date:

9/18/18

**ARTICLE 47 – CONTRACTING**

Contracting Out.

The University will not contract out work which results in the layoff of bargaining unit employees who are employed prior to the time of the execution or renewal of the contract. The University will provide the Union thirty (30) calendar days' notice prior to the implementation of any contract allowed under this Article.

Agreed To:

For the Union:



Date:

19 Sept 2018

For the Employer:



Date:

9/19/18

**ARTICLE 48 – STAFFING CONCERNS**

1  
2  
3 48.1 Individual Staffing Concerns. Employees are strongly encouraged to bring  
4 concerns about workload issues to the attention of their supervisor or designee.  
5 Upon request, the supervisor or designee will provide direction and guidance that  
6 may include the setting of priorities and the adjustment of workload.  
7

8 48.2 Departmental Staffing Concerns. Workload, work area and staffing considerations  
9 will be appropriate subjects for Joint Union/Management meetings.  
10

11 48.3 The Employer will ensure that the reporting authority for each employee is clearly  
12 defined.  
13

14 48.4 **Moved to Hiring and Appointments**

15  
16 Assignment of Additional Duties

17 An employee who is assigned, on a long term basis, the duties of a position  
18 vacated by attrition, layoff, or other reasons, in addition to his or her job duties,  
19 shall have the right to meet with his or her supervisor to discuss the situation. If the  
20 initial meeting between the supervisor and the employee does not result in a  
21 satisfactory conclusion, the employee may request a subsequent meeting which a  
22 representative of the Union may attend.  
23

24 Agreed To:

25  
26 For the Union:



27  
28  
29 Date:

16 Aug 18

For the Employer:



30 Date:

8/10/18

31

**ARTICLE 49 – PRIVACY**

49.1 Personnel, medical records, and other employment related files containing personal employee information, will be kept confidential in accordance with state and federal law and University policy.

49.2 The Employer will make a reasonable attempt to notify affected current employees when a public disclosure request, in which they are named, is received for information from their personnel file. The Employer will copy the Union on the notification to the employee. This notification does not apply to any public disclosure request from the employee, a request from the Union, one that includes a release signed by the employee, or a request for information otherwise available to the public.

Agreed To:	
For the Union: 	For the Employer: 
Date: 10 Aug 2018	Date: 8/10/18

**ARTICLE 50 – NO STRIKE/LOCKOUT**

The Employer and the Union acknowledge that this Agreement provides, through the grievance procedure and through other administrative remedies, for an orderly settlement of grievances or disputes which may arise between the parties. Accordingly, the parties agree that the public interest requires the uninterrupted performance of all University services and to this end pledge to prevent or eliminate any conduct contrary to that objective. Therefore, during the life of the Agreement the Employer shall not lockout any of the employees as a result of a labor dispute or grievance or disputes on personnel matters nor shall the Union condone or authorize a work stoppage, work slowdown, or any other curtailment of work in the bargaining units.

Should the employees engage in any unauthorized concerted action, a Joint Union/Management Committee shall immediately convene and shall continue to meet until the dispute is settled, and the employees involved shall immediately return to work and continue working. Any employee who refuses to perform his/her work may be subject to disciplinary action.

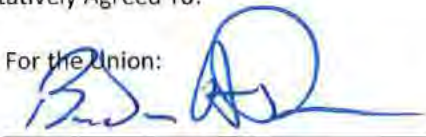
There will be no strike or lockout regarding any matters pertaining to the contents of this Agreement.

Any action of the Employer in closing the University during a general strike, riot, or civil disturbance for the protection of the institution, its property, or its employees shall not be deemed a lockout.

Any action of an employee in refusing to cross, for his/her own personal safety, a picket line at the Employer's premises in case of an officially declared strike by some other employee organization or union representing employees working for the Employer shall not constitute a violation of this clause of the Agreement, provided, however, that such a decision shall be made freely by the employee without coercion by either the Employer or the Union and provided further that nothing herein shall preclude the Employer from continuing to operate the University with or without temporary replacement personnel.

Tentatively Agreed To:

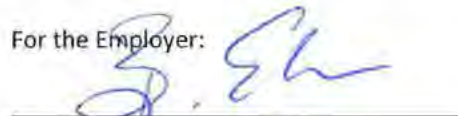
For the Union:



Date:

18 July 2018

For the Employer:



Date:

7/18/18

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**ARTICLE 51 – TRAVEL PAY AND WORK TIME**

51.1 General.

Any employee required to travel to a place of work other than his/her regular official duty station shall be reimbursed for travel costs if eligible, in accordance with University of Washington Administrative Policy Statements, Section 70.

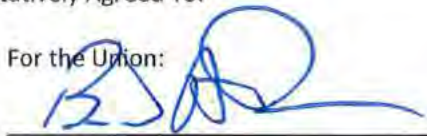
51.2 Work Time and Compensation.

(a) When employees are required to report for work to their official duty station before traveling to a temporary official duty station, work time computation shall commence at the time of reporting to the regular official duty station.

(b) When employees are required to travel on a nonscheduled work day they shall be paid in accordance with Articles 9 and 10, and University policy. For purposes of determining hours of work, the work day shall commence at the time the employee leaves his/her official duty station and end upon arrival at the temporary duty station. The employee's domicile shall be his/her official work station when travel commences from that location if less than time calculation from the official duty station.

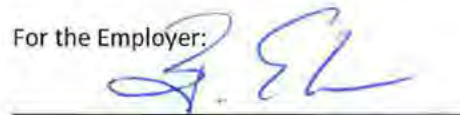
Tentatively Agreed To:

For the Union:



Date: 18 July 2018

For the Employer:



Date: 7/18/18

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**ARTICLE 52 – PERSONAL SERVICES**

The University agrees it is inappropriate and contrary to University policy to assign any employee coffee making, related food service duties, or other tasks of a personal nature. The exception is when such an activity is based on a bona fide departmental requirement.

Agreed To:	
For the Union: 	For the Employer: 
Date: 	Date: 

**ARTICLE 53 – MODALITY PAY**

Applicable only to HealthCare Professional/Laboratory Technical and Supervisory bargaining units.

The parties agree that Modality Pay will be applicable to the job titles below. When applicable, Modality Pay will be paid as follows:

Modality Pay 1- \$1.25 per hour

Modality Pay 2- \$1.50 per hour

Modality Pay 3- \$1.75 per hour

**AFFECTED TITLES:**

<b>Class Code</b>	<b>Job Title</b>	<b>Hourly Class Code</b>	<b>Hourly Job Title</b>
18345	Diagnostic Medical Sonographer <u>(NE S SEIU 925 HCP/LT)</u>	20701	Diagnostic Medical Sonographer (NE H SEIU 925 HCP/LT)
18346	Diagnostic Medical Sonographer Lead <u>(NE S SEIU 925 HCP/LT)</u>	20702	Diagnostic Medical Sonographer Lead (NE H SEIU 925 HCP/LT)
18428	Cardiac Sonographer Supervisor <u>(E S SEIU 925 Supv)</u>		
18348	Diagnostic Medical Sonographer Specialist <u>(NE S SEIU 925 HCP/LT)</u>	20704	Diagnostic Medical Sonographer Spec (NE H SEIU 925 HCP/LT)
18347	Diagnostic Medical Sonographer Supervisor <u>(E S SEIU 925 Supv)</u>	20703	Diagnostic Medical Sonographer Supv (NE H SEIU 925 Supv)
18349	<u>Diagnostic Medical Sonographer Supv (NE S SEIU 925 Supv)</u>		
18298	Electrocardiograph Laboratory Supervisor <u>(NE S SEIU 925 Supv)</u>	20686	Electrocardiograph Laboratory Supv (NE H SEIU 925 Supv)
18412	Nuclear Medicine <del>Lead</del> Technologist Lead <u>(NE S SEIU 925 HCP/LT)</u>	20727	Nuclear Medicine Technologist Lead (NE H SEIU 925 HCP/LT)

<b>Class Code</b>	<b>Job Title</b>	<b>Hourly Class Code</b>	<b>Hourly Job Title</b>
<u>18415</u>	<u>Nuclear Medicine Technologist 1 (NE S SEIU 925 HCP/LT)</u>	<u>20729</u>	<u>Nuclear Medicine Technologist 1 (NE H SEIU 925 HCP/LT)</u>
<u>18416</u>	<u>Nuclear Medicine Technologist 2 (NE S SEIU 925 HCP/LT)</u>	<u>20730</u>	<u>Nuclear Medicine Technologist 2 (NE H SEIU 925 HCP/LT)</u>
<u>18405</u>	<u>Nuclear Medicine P-E-T/CT Technologist (NE S SEIU 925 HCP/LT)</u>	<u>20726</u>	<u>Nuclear Medicine PET/CT Technologist (NE H SEIU 925 HCP/LT)</u>
<u>18414</u>	<u>Nuclear Medicine Technologist Supervisor (E S SEIU 925 Supv)</u>	<u>20728</u>	<u>Nuclear Medicine Technologist Supervisor (NE H SEIU 925 Supv)</u>
<u>18413</u>	<u>Nuclear Medicine Technologist Supervisor (NE S SEIU 925 Supv)</u>		
<u>18272</u>	<u>Imaging Technologist (NE S SEIU 925 HCP/LT)</u>	<u>20674</u>	<u>Imaging Technologist (NE H SEIU 925 HCP/LT)</u>
<u>18274</u>	<u>Imaging Technologist-Angiography (NE S SEIU 925 HCP/LT)</u>	<u>20676</u>	<u>Imaging Technologist-Angiography (NE H SEIU 925 HCP/LT)</u>
<u>18275</u>	<u>Imaging Technologist-Mag Res Imaging (NE S SEIU 925 HCP/LT)</u>	<u>20677</u>	<u>Imaging Technologist-Mag Res Imaging (NE H SEIU 925 HCP/LT)</u>
<u>18276</u>	<u>Imaging Technologist-Lead (NE S SEIU 925 HCP/LT)</u>	<u>20678</u>	<u>Imaging Technologist-Lead (NE H SEIU 925 HCP/LT)</u>
<u>18279</u>	<u>Imaging Technologist-Supervisor (E S SEIU 925 Supv)</u>	<u>20681</u>	<u>Imaging Technologist-Supervisor (NE H SEIU 925 Supv)</u>
<u>18280</u>	<u>Imaging Technologist-Supervisor (NE S SEIU 925 HCP/LT)</u>		
<u>18273</u>	<u>Imaging Technologist-Computed Tomo (NE S SEIU 925 HCP/LT)</u>	<u>20675</u>	<u>Imaging Technologist-Comp Tomo (NE H SEIU 925 HCP/LT)</u>
<u>18277</u>	<u>Imaging Technologist-Mammography (NE S SEIU 925 HCP/LT)</u>	<u>20679</u>	<u>Imaging Technologist-Mammo (NE H SEIU 925 HCP/LT)</u>
<u>18435</u>	<u>Vascular Sonographer (NE S SEIU 925 HCP/LT)</u>	<u>20744</u>	<u>Vascular Sonographer (NE H SEIU 925 HCP/LT)</u>

<b>Class Code</b>	<b>Job Title</b>	<b><u>Hourly</u> Class Code</b>	<b><u>Hourly</u> Job Title</b>
18439	Vascular Sonographer Lead <u>(NE S SEIU 925 HCP/LT)</u>	20748	Vascular Sonographer Lead <u>(NE H SEIU 925 HCP/LT)</u>

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Tentatively Agreed To:

For the Union:   
Date: 30 Aug 2018

For the Employer:   
Date: 8-30-18

1           **ARTICLE 54 – SUBORDINATION OF AGREEMENT AND SAVINGS CLAUSE**

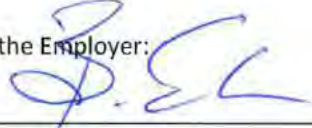
2  
3   Should any part of this Agreement or any provision contained herein be determined by a  
4   body of competent jurisdiction to be unlawful or invalid the remainder of the Agreement  
5   shall remain in full force and effect. Upon request from either party, the Union and  
6   Employer negotiating committee shall commence negotiations within thirty (30) days for  
7   the purpose of coming to agreement on a substitute provision for that which was declared  
8   unlawful or invalid.

9   Nothing in this Agreement shall be construed to limit or reduce the rights and privileges  
10  of the parties except where specifically modified herein.

11 Tentatively Agreed To:

12  
13   For the Union: 

14  
15  
16   Date: 18 July 2018

17   For the Employer: 

18   Date: 7/18/18

19

**ARTICLE 55 – CONTRACT DISTRIBUTION**

55.1 Contract Distribution

Prior to posting on the Labor Relations website, the University will submit to the Union the electronic version of the collective bargaining agreement between the University of Washington and the SEIU Local 925.

55.2 Distribution.

~~(a) Each department or unit will maintain a paper copy of the contract accessible to all union members regardless of shift.~~

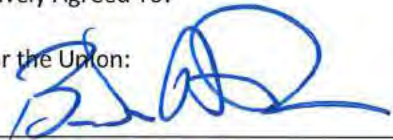
~~(b) Each Human Resources Operations Office will maintain a paper copy of the agreement accessible to union members during normal business hours.~~

~~(e)(a)~~ The Employer shall allow the Union to distribution distribute paper copies through campus mail as needed.

~~(d)(b)~~ The Employer will provide all current and new employees with a link to the new Agreement.

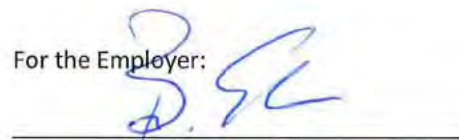
Tentatively Agreed To:

For the Union:



Date: 10 Aug 2018

For the Employer:



Date: 8/10/18

1 **ARTICLE 56 – UNION MEMBERSHIP, DUES DEDUCTION, AND STATUS REPORTS**  
2  
3

4 56.1 Dues Deduction.

5 Upon authorization by an individual employee to the Union, the Employer shall  
6 provide for the semi-monthly payroll deductions of union dues which are uniformly  
7 applied to all members in those bargaining units in which the Union is the exclusive  
8 bargaining agent.  
9

10 A. The Union shall transmit to the Employer by the cut-off date for each payroll  
11 period, the name and Employee ID number of employees who have, since  
12 the previous payroll cut-off date, provided authorization for deduction of dues,  
13 COPE, or have changed their authorization for deduction.  
14  
15

16 56.2 Indemnification.

17 The Union and each employee authorizing the assignment of wages for the  
18 payment of Union dues hereby undertakes to indemnify and hold the University  
19 harmless from all claims, demands, suits or other forms of liability that may arise  
20 against the University for or on account of any deductions made from the wages  
21 of such employees or for any action taken in compliance with this Article.  
22

23 56.3 Remittance of Dues.

24 The Employer shall electronically transmit to the Union on the first bank working  
25 day after each payday all dues deducted for that pay period in those bargaining  
26 units for which the Union is the exclusive bargaining representative.  
27

28 56.4 Revocation

29 An employee may revoke their authorization for payroll deduction of payments to  
30 the Union by written notice to the Union in accordance with the terms and  
31 conditions of their signed membership card. Every effort will be made to end the  
32 deduction effective on the first payroll, and not later than the second payroll, after  
33 receipt by the Employer of confirmation from the Union that the terms of the  
34 employee's signed membership card regarding dues deduction revocation have  
35 been met.  
36

37 56.5 Listing of Employees.

38 a. Authorized Use - All Reports

39 The information contained in the requested reports would be provided to each  
40 Union for the sole and exclusive purpose of enabling the Union to fulfill their  
41 representational responsibilities as the collective bargaining representative for  
42 the UW employees about whom the information is requested. No personally  
43 identifiable data will be published or shared by any Union, except among those

1 within each Union with a need-to-know for the purpose of enabling the Union  
2 to fulfill its representational responsibilities as the collective bargaining  
3 representative for the University employees about whom the data or  
4 information is requested.

5  
6 Information provided pursuant to this Section will be maintained by the Union  
7 in confidence according to the law. The Union will indemnify the Employer for  
8 any violations of employee privacy committed by the Union pursuant to this  
9 Section..

10  
11  
12 **Each pay period UW shall provide the following four reports electronically in**  
13 **EXCEL format**

14 **A. Total Compensation and deductions**

*Placeholder all below*

15 Name  
16 Home Address  
17 Home phone  
18 Cell phone  
19 Work phone  
20 Work location (building)  
21 Work location (address)  
22 Work station or office (suite and/or number)  
23 Employee ID number  
24 Personal Email  
25 UW email  
26 UW mailbox  
27 Employment status  
28 Employment status effective date  
29 Job classification  
30 Department  
31 Pay grade  
32 Pay step  
33 Pay rate salary  
34 Hourly rate  
35 Supervisor  
36 Supervisor email  
37 Race  
38 Gender  
39 DOB  
40 Date of hire  
41 Job title  
42 Job class code  
43 Shift  
44 Deduction amount dues  
45 Deduction amount other

1 Deduction amount cope  
2 Total wages for the pay period  
3 Total base pay for pay period  
4 Total overtime pay for pay period  
5 Total overtime hours per pay period  
6 Total hours worked in the pay period  
7 Days in the pay period  
8 Total hours for each class/type of differential and or/ premium pay for the pay  
9 period  
10 Total wages for each class/type of differential and or/ premium pay for the pay  
11 period  
12 Total wages year to date.  
13 Pension plan enrollment (which plan)  
14 Position number  
15 Medical plan enrollment (which plan)  
16 Bargaining Unit  
17 Total FTE  
18 Anniversary date (step date)  
19 Employment status (regular fulltime, regular part time, hourly, fixed duration part  
20 time, fixed duration full time)  
21  
22

23 **B. All appointment list**

24 All information above with wages and codes organized by appointment including:

- 25 a. Id by each worker.  
26 b. Appointment budget number(s)  
27 c. Beginning date  
28 d. End date  
29 e. Department and /or hiring unit  
30 f. College/Org name  
31 g. Job Classification  
32 h. Job Classification Code  
33 i. Full time salary or hourly rate  
34 j. Appointment/FTE Percentage  
35 k. Appointment status  
36 l. Appointment term  
37 m. Distribution line information.  
38 n. Position number  
39 o. Earnings in last pay cycle  
40 p. Hours worked in last pay cycle  
41 q. FTE in last pay cycle  
42

43 **C. Change Report**

44 Name,  
45 Job classification,

1 Job classification code,  
2 Department,  
3 Employee id,  
4 Original hire date,  
5 Status change date,  
6 Termination/separation date if any,  
7 Reason for status change, nature of status change,  
8 Reason for termination/separation  
9 LOA effective date,  
10 Nature of LOA  
11 New hire date  
12 New Hire

13  
14 **D. Vacancy Report**

15 Position Number,  
16 Job Classification  
17 Date of vacancy  
18 Elimination date of vacancy  
19 Reason for elimination (filled, deleted, transferred to a different  
20 classification/status)

21  
22 **56.6 Privacy Rights of Union Members**

23 In recognition of the privacy interests of all persons covered under this Agreement,  
24 the Employer will not disclose any personally identifiable wage or deduction  
25 information, or membership status, concerning persons covered by this Agreement  
26 to any members of the public or to nongovernmental organizations except to the  
27 extent required by law, including the Public Disclosure Act and the Freedom of  
28 Information Act.  
29

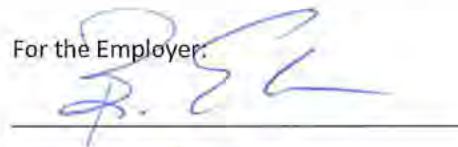
30 Agreed To:

31  
32 For the Union:

33   
34 \_\_\_\_\_

35  
36 Date: 28 Aug 2018  
37

31  
32 For the Employer:

33   
34 \_\_\_\_\_

35  
36 Date: 8-28-18  
37

38

**ARTICLE 57 – MANAGEMENT RIGHTS AND RESPONSIBILITIES**

1  
2  
3 The Employer through its designated management personnel or agents has the right and  
4 responsibility, except as expressly modified by this Agreement, to control, change, and  
5 supervise all operations and to direct and assign work to all working forces. Such rights  
6 and responsibilities shall include by way of illustration but shall not be limited to: the  
7 selection and hiring, training, discipline and discharge, classification, reclassification,  
8 layoff, promotion and demotion or transfer of employees; the establishment of work  
9 schedules; the allocation of all financial and other resources; the control and regulation  
10 of the use of all equipment and other property of the Employer. The Employer shall  
11 determine the methods, technological means and qualifications of personnel by and for  
12 which operations are to be carried out. The Employer shall take whatever action as may  
13 be necessary to carry out its rights in any emergency situation.  
14 Application of this Article shall not preclude the use of the grievance procedure as  
15 established in this Agreement.

16 Tentatively Agreed To:

17 For the Union:

18   
19 \_\_\_\_\_  
20

21 Date: 18 July 2018  
22  
23

For the Employer:

  
\_\_\_\_\_

Date: 7/18/18

24

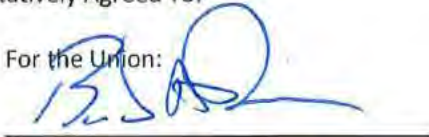
**ARTICLE 58 – DURATION**

This Agreement shall become effective July 1, 201~~9~~<sup>7</sup> and remain in force through June 30, 20~~21~~<sup>19</sup>; provided that if this Agreement expires while negotiations between the parties are underway for a successor Agreement, the terms and conditions of this Agreement will remain in effect for a period not to exceed one (1) year from the expiration date.

Either party may request negotiation of a successor Agreement by notifying the other party in writing no sooner than January 1, ~~2018~~<sup>2020</sup>, and no later than January 31, ~~2018~~<sup>2020</sup>, to negotiate a new Agreement. Should such notice be served, bargaining shall commence at a time agreed upon by the parties.

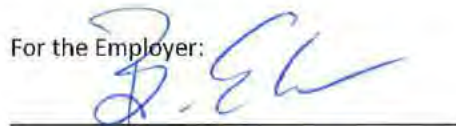
Tentatively Agreed To:

For the Union:



Date: 18 July 2018

For the Employer:



Date: 7/18/18

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**ARTICLE 59 – REPRESENTED REGULAR TEMPORARY EMPLOYEES**

Only the following language in this Article applies to the Represented Regular Temporary Employees and shall constitute the whole agreement between the Union and the University regarding these employees.

The Following Articles in this Agreement apply to Represented Regular Temporary employees, except as modified below:

PREAMBLE AND PURPOSE
ARTICLE 1 – UNION RECOGNITION
ARTICLE 2 – NON-DISCRIMINATION
<u>ARTICLE 3 – REASONABLE ACCOMMODATION OF EMPLOYEES WITH DISABILITIES</u>
ARTICLE 4 – WORKPLACE BEHAVIOR
ARTICLE 5 – AFFIRMATIVE ACTION
ARTICLE 6 – GRIEVANCE PROCEDURE
ARTICLE 7 – EMPLOYEE RIGHTS
ARTICLE 8 – EMPLOYEE FACILITIES
<u>ARTICLE 12 – ADVANCE CERTIFICATION REGISTRATION PAY</u>
ARTICLE 19 – UNION BUSINESS ACTIVITIES
ARTICLE 20.11 – FORMAL COLLECTIVE BARGAINING LEAVE
ARTICLE 22 – CHILD/DEPENDENT CARE
ARTICLE 24 – UNPAID LEAVE FOR A REASON OF FAITH OR CONSCIENCE
ARTICLE 27 – LEAVE RELATED TO DOMESTIC VIOLENCE, SEXUAL ASSAULT OR STALKING
ARTICLE 30 – WORK RELATED INJURY LEAVE (except 30.2)
ARTICLE 31 – HEALTH AND SAFETY
ARTICLE 40 – MANDATORY SUBJECTS
ARTICLE 42 – UNION ACTIVITIES, RIGHTS, AND STEWARDS (except Article 42.6 Temporary Employment with the Union)

ARTICLE 43 – JOINT UNION-MANAGEMENT COMMITTEE
ARTICLE 46 – HEALTH CARE BENEFITS AMOUNTS (if qualified for PEBB)
ARTICLE 49 – PRIVACY
ARTICLE 50 – NO STRIKE/LOCKOUT
ARTICLE 51 – TRAVEL PAY AND WORK TIME
ARTICLE 52 – PERSONAL SERVICES
ARTICLE 54 – SUBORDINATION OF AGREEMENT AND SAVINGS CLAUSE
ARTICLE 55 – CONTRACT DISTRIBUTION
ARTICLE 56 – UNION MEMBERSHIP, FAIR SHARE AND DUES DEDUCTION
ARTICLE 57 – MANAGEMENT RIGHTS AND RESPONSIBILITIES
ARTICLE 58 – DURATION
APPENDIX I – JOB CLASSIFICATIONS
APPENDIX III – OVERTIME EXEMPT JOB CLASSIFICATIONS
APPENDIX IV – LAYOFF SENIORITY UNITS
APPENDIX V – PAYTABLES
APPENDIX VI – MARKET INCREASES

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**59.1 DEFINITION**

The term Represented Regular Temporary Employee shall mean an hourly paid employee doing bargaining unit work for more than 350 hours but less than 1,050 hours in any twelve (12) consecutive month period from an individual's original employment date in an hourly paid bargaining unit classification or from January 1, 2004, whichever is later, exclusive of overtime worked.

**59.2 HOURS OF WORK AND OVERTIME**

Hours of work for Represented Regular Temporary Employees shall be established by the employing official. Work hours assigned in excess of forty (40) hours in a seven (7) day work week constitutes overtime. Overtime hours will be compensated at a rate of one-and-one-half (1-1/2) times the employee's straight time hourly rate.

**59.3 PROBATIONARY PERIOD**

1 Represented Regular Temporary Employees are subject to all terms of the Agreement at  
2 such time as a Regular Temporary Employee is appointed to a monthly paid bargaining  
3 unit position. This includes the requirement to serve a probationary period.

4 A Represented Regular Temporary Employee who is hired into the same job without a  
5 break in service, in the same unit through open recruitment will have their Regular  
6 Temporary hours of service apply toward their probationary period for that position up to  
7 a maximum of three (3) months of the six (6) month probationary period.  
8  
9

#### 10 **59.4 COMPENSATION**

11  
12 The Salary schedules for Represented Regular Temporary Employees shall be  
13 incorporated into this Agreement as Appendix V.  
14

15 The hourly rate for a Represented Regular Temporary Employee under this Appendix  
16 must fall within the salary range for the classified title that best fits the work and may not  
17 be below the lowest step of that salary range. If the assigned salary range increases and  
18 the hourly rate paid to a temporary hourly employee falls below the lowest step of the  
19 salary range, then the hourly rate of that employee will be increased to at least the lowest  
20 step of the assigned salary range.  
21

22 Individual departments may adjust temporary employee hourly rates, within the assigned  
23 salary range, unless prohibited by State Law and/or University of Washington policy.

24 If a bargaining unit Represented Regular Temporary Employee leaves an appointment  
25 and is later reemployed by the same department/unit in the same or substantially similar  
26 appointment, the employee will be paid an hourly rate not less than their previous wage  
27 in the department/unit.  
28

29 All positions filled by Represented Regular Temporary Employees shall continue to  
30 receive the premiums and differentials they received prior to July 1, 2005, including any  
31 increases in the amounts of those premiums and differentials as provided for in this  
32 Agreement.  
33

#### 34 **59.5 HOLIDAY PREMIUM**

35  
36 If an employee works one of the following holidays, she/he will receive time and one half  
37 for all hours worked on that holiday: New Year's Day, Martin Luther King Jr. Day,  
38 President's Day, Memorial Day, Independence Day, Labor Day, Veteran's Day,  
39 Thanksgiving, the Day after Thanksgiving, and Christmas.  
40



#### 41 **59.6 TRAINING**

42  
43 Employees shall be appropriately trained and or certified prior to being assigned to  
44 perform work requiring such training or certification, e.g., work with asbestos, lead, blood

1 borne pathogens, and all other appropriate training required for safety and efficiency in  
2 the unit.

3  
4 **59. 7 SICK LEAVE**

- 5  
6 A. Employees will accrue one (1) hour of sick leave for every forty (40) hours  
7 worked (0.025 per hour).  
8 B. Sick leave accrues at the end of the month and is available for use the following  
9 month.  
10 C. Accrued sick leave may be used  
11 a. in accordance with Article 18.1(b), 18.1(e), and 18.1 (f);  
12 b. for the suspension of operations when the employee's workplace has  
13 been closed by a public health official for any health related reason; and  
14 c. when the employee's child's school or day care has been closed by a  
15 public health official for any health related reason.  
16 D. Carryover and Separation: Employees may only carryover a maximum of forty  
17 (40) hours of accrued sick leave each calendar year. Accrued sick leave is not  
18 paid at separation.  
19

20 Tentatively Agreed To:  
21  
22 For the Union:   
23  
24  
25 Date: 17 Sept 2018  
26  
27 For the Employer:   
Date: 9-17-18

1           **NEW ARTICLE XX – WASHINGTON FAMILY MEDICAL LEAVE PROGRAM**

2  
3   X.X   Washington Family Medical Leave Program effective January 1, 2020

4           The parties recognize that the Washington State Family and Medical Leave  
5           Program (RCW 50A.04) is in effect beginning January 1, 2020 and eligibility for  
6           and approval of leave for purposes as described under that Program shall be in  
7           accordance with RCW 50A.04. In the event that the legislature amends all or part  
8           of RCW 50A.04, those amendments are considered by the parties to be  
9           incorporated herein. In the event that the legislature repeals all or part of RCW  
10          50A.04, those provisions that are repealed are considered by the parties to be  
11          expired and no longer in effect upon the effective date of their repeal.

12  
13   Tentatively Agreed To:

14  
15   For the Union:

16           

17  
18   Date:

19           4 Oct 2018

20   For the Employer:



          Date:

          10/4/18

**APPENDIX I – JOB CLASSIFICATIONS**

1  
2  
3

Note: This list is current as of X. Neither party will be bound by typographical errors, grammatical errors, or other instances of unintended error in this article.

<u>Historical Job Code</u>	<u>WD Job Code</u>	<u>Hourly Job Code</u>	<u>Job Classification Profile</u>	<u>Pay Table</u>	<u>Salary Range</u>
7115	17115	<a href="#">20534</a>	ACCELERATOR TECHNICIAN 1	B4	40
7300	17300	<a href="#">20398</a>	ACCOUNTANT 1	B4	41
7301	17301	<a href="#">20399</a>	ACCOUNTANT 2	B4	45
7302	17302	<a href="#">20400</a>	ACCOUNTANT, SENIOR	B4	51
7045	17045	<a href="#">20324</a>	ADMINISTRATIVE ASSISTANT A	B4	39
	<a href="#">17081</a>	<a href="#">21228</a>	ADMINISTRATIVE ASSISTANT 1	B4	33
	<a href="#">17082</a>	<a href="#">21229</a>	ADMINISTRATIVE ASSISTANT 2	B4	37
	<a href="#">17083</a>	<a href="#">21230</a>	ADMINISTRATIVE ASSISTANT 3	B4	41
	<a href="#">17084</a>	<a href="#">21231</a>	ADMINISTRATIVE ASSISTANT LEAD	B4	43
7080	17080	<a href="#">20344</a>	ADMINISTRATIVE COORDINATOR	B4	37
7490	17490	<a href="#">20451</a>	ADMISSIONS SPECIALIST	B4	41
7583	17583	<a href="#">20492</a>	AFFIRMATIVE ACTION/HUMAN RIGHTS ASSISTANT	B4	41
7724	17724	<a href="#">20538</a>	ANIMAL TECHNICIAN 1	B4	27
7725	17725	<a href="#">20539</a>	ANIMAL TECHNICIAN 2	B4	28
7726	17726	<a href="#">20540</a>	ANIMAL TECHNICIAN 3	B4	32

<u>Historical Job Code</u>	<u>WD Job Code</u>	<u>Hourly Job Code</u>	<u>Job Classification Profile</u>	<u>Pay Table</u>	<u>Salary Range</u>
7613	17613	<a href="#">20502</a>	BOOK PRODUCTION COORDINATOR	B4	44
7075	17075	<a href="#">20343</a>	BOOKKEEPING MACHINE OPERATOR	B4	30
7550	17550	<a href="#">20478</a>	BROADCAST TECHNICIAN 1	B4	44
7554	17551	<a href="#">20479</a>	BROADCAST TECHNICIAN 2	B4	50
7552	17552	<a href="#">20480</a>	BROADCAST TECHNICIAN 3	B4	54
7335	17335	<a href="#">20410</a>	BUDGET ANALYST	B4	43
7336	17336	<a href="#">20411</a>	BUDGET/FISCAL ANALYST	B4	47
7337	17337	<a href="#">20412</a>	BUDGET/FISCAL ANALYST LEAD	B4	52
7024	17021	<a href="#">20310</a>	BUILDING SERVICES COORDINATOR	B4	33
7119	17119	<a href="#">20345</a>	BUYER 1	B4	38
7120	17120	<a href="#">20346</a>	BUYER 2	B4	44
7122	17122	<a href="#">20347</a>	BUYER 3	B4	49
7638	17638	<a href="#">20508</a>	CAMPUS SECURITY OFFICER	B4	41
7070	17070	<a href="#">20339</a>	CASHIER 1	B4	28
7074	17071	<a href="#">20340</a>	CASHIER 2	B4	30
7073	17073	<a href="#">20342</a>	CASHIER LEAD	B4	32
8052	48052	<a href="#">20606</a>	CLINIC REPRESENTATIVE 1	B4	26
8053	48053	<a href="#">20607</a>	CLINIC REPRESENTATIVE 2	B4	30

<u>Historical Job Code</u>	<u>WD Job Code</u>	<u>Hourly Job Code</u>	<u>Job Classification Profile</u>	<u>Pay Table</u>	<u>Salary Range</u>
<del>8364</del>	18364	<u>20708</u>	<del>CLINICAL DATA SPECIALIST - CODER</del>	B7BX	40
<del>8365</del>	18365	<u>20709</u>	<del>CLINICAL DATA SPECIALIST - UTIL MANAGEMENT</del>	B7BX	59
<del>8367</del>	18367	<u>20711</u>	<del>CLINICAL DATA SPECIALIST LEAD</del>	B7BX	69
<del>8363</del>	18363	<u>20707</u>	<del>CLINICAL DATA SPECIALIST TRAINEE</del>	B7BX	22
<del>8366</del>	18366	<u>20710</u>	<del>CLINICAL DATA SPECIALIST - CODER/UTIL MANAGEMENT</del>	B7BX	64
<del>8456</del>	18456	<u>20756</u>	CLINICAL EMBRYOLOGIST	B6	62
<del>8457</del>	18457	<u>20757</u>	CLINICAL EMBRYOLOGIST LEAD	B6	69
<del>8455</del>	18455	<u>20755</u>	CLINICAL EMBRYOLOGIST TRAINEE	B6	42
<del>8394</del>	18391	<u>20719</u>	CLINICAL LABORATORY ASSISTANT	B7BX	12
	<u>18211</u>	<u>21211</u>	<u>CODING SPECIALIST 1</u>	B7BX	51
	<u>18212</u>	<u>21212</u>	<u>CODING SPECIALIST 2</u>	B7BX	60
	<u>18213</u>	<u>21213</u>	<u>CODING SPECIALIST 3</u>	B7BX	68
	<u>18214</u>	<u>21214</u>	<u>CODING SPECIALIST LEAD</u>	B7BX	75
	<u>18210</u>	<u>21210</u>	<u>CODING SPECIALIST TRAINEE</u>	B7BX	33
<del>7378</del>	17378	<u>20429</u>	COMMUNICATIONS TECHNICIAN 1	B4	62
<del>7379</del>	17379	<u>20430</u>	COMMUNICATIONS TECHNICIAN 2	B4	66
<del>7380</del>	17380	<u>20431</u>	COMMUNICATIONS TECHNICIAN 3	B4	70
<del>7374</del>	17374	<u>20426</u>	COMPUTER MAINTENANCE TECHNICIAN 1	B4	45

<u>Historical Job Code</u>	<u>WD Job Code</u>	<u>Hourly Job Code</u>	<u>Job Classification Profile</u>	<u>Pay Table</u>	<u>Salary Range</u>
7375	17375	<a href="#">20427</a>	COMPUTER MAINTENANCE TECHNICIAN 3	B4	61
7388	17388	<a href="#">20437</a>	COMPUTER MAINTENANCE TECHNICIAN 4	B4	65
7377	17377	<a href="#">20428</a>	COMPUTER MAINTENANCE TECHNICIAN LEAD	B4	63
7370	17370	<a href="#">20422</a>	COMPUTER OPERATOR 1	B4	30
7371	17371	<a href="#">20423</a>	COMPUTER OPERATOR 2	B4	36
7372	17372	<a href="#">20424</a>	COMPUTER OPERATOR 3	B4	42
7373	17373	<a href="#">20425</a>	COMPUTER OPERATOR LEAD	B4	45
7945	17945	<a href="#">20594</a>	COMPUTER SERVICES CONSULTANT 1	B4	57
7925	17925	<a href="#">20589</a>	COMPUTER SUPPORT ANALYST 1	B4	49
7926	17926	<a href="#">20590</a>	COMPUTER SUPPORT ANALYST 2	B4	55
7390	17390	<a href="#">20438</a>	COMPUTER SUPPORT SPECIALIST 1	B4	48
7391	17391	<a href="#">20439</a>	COMPUTER SUPPORT SPECIALIST 2	B4	54
7392	17392	<a href="#">20440</a>	COMPUTER SUPPORT SPECIALIST LEAD	B4	60
7939	17939	<a href="#">20591</a>	COMPUTER SUPPORT TECHNICIAN 1	B4	42
7940	17940	<a href="#">20592</a>	COMPUTER SUPPORT TECHNICIAN 2	B4	48
7941	17941	<a href="#">20593</a>	COMPUTER SUPPORT TECHNICIAN 3	B4	51
7019	17019	<a href="#">20308</a>	CONFERENCE COORDINATOR 1	B4	38

<u>Historical Job Code</u>	<u>WD Job Code</u>	<u>Hourly Job Code</u>	<u>Job Classification Profile</u>	<u>Pay Table</u>	<u>Salary Range</u>
7020	17020	<a href="#">20309</a>	CONFERENCE COORDINATOR 2	B4	42
7659	17659	<a href="#">20524</a>	COPY CENTER ASSISTANT/COURIER	B4	27
7656	17656	<a href="#">20521</a>	COPY CENTER COORDINATOR 1	B4	35
7657	17657	<a href="#">20522</a>	COPY CENTER COORDINATOR 2	B4	37
7660	17660	<a href="#">20525</a>	COPY CENTER EQUIPMENT OPERATOR 1	B4	30
7664	17661	<a href="#">20526</a>	COPY CENTER EQUIPMENT OPERATOR 2	B4	33
7662	17662	<a href="#">20527</a>	COPY CENTER EQUIPMENT OPERATOR 3	B4	34
7586	17586	<a href="#">20494</a>	COSTUMER LEAD	B4	39
7585	17585	<a href="#">20493</a>	COSTUMER SPECIALIST	B4	48
7485	17485	<a href="#">20447</a>	CREDENTIALS EVALUATOR 1	B4	31
7486	17486	<a href="#">20448</a>	CREDENTIALS EVALUATOR 2	B4	34
7487	17487	<a href="#">20449</a>	CREDENTIALS EVALUATOR 3	B4	36
7410	17410	<a href="#">20441</a>	CURRICULUM ADVISOR	B4	35
7364	17364	<a href="#">20418</a>	DATA CONTROL TECHNICIAN 1	B4	30
7365	17365	<a href="#">20419</a>	DATA CONTROL TECHNICIAN 2	B4	36
7366	17366	<a href="#">20420</a>	DATA CONTROL TECHNICIAN 3	B4	42
7367	17367	<a href="#">20421</a>	DATA CONTROL TECHNICIAN LEAD	B4	45
7383	17383	<a href="#">20433</a>	DATA ENTRY OPERATOR 1	B4	26

<u>Historical Job Code</u>	<u>WD Job Code</u>	<u>Hourly Job Code</u>	<u>Job Classification Profile</u>	<u>Pay Table</u>	<u>Salary Range</u>
7384	17384	20434	DATA ENTRY OPERATOR 2	B4	28
7385	17385	20435	DATA ENTRY OPERATOR 3	B4	32
7386	17386	20436	DATA ENTRY OPERATOR LEAD	B4	34
8470	18470	20762	DENTAL ASSISTANT 1	B7BX	5
8471	18471	20763	DENTAL ASSISTANT 2	B7BX	23
8475	18475	20765	DENTAL ASSISTANT-EXPANDED FUNCTION DENTAL AUXILIARY	B7BX	76
8476	18476	20766	DENTAL X-RAY TECHNICIAN 2	B7BX	23
7250	17250	20381	DEVELOPMENT/FUND RAISING EVENTS COORDINATOR	B4	43
8004	18004	20596	DIETARY UNIT CLERK	B7BX	2
8481	18481	20769	DISPENSARY ASSISTANT 2	B4	31
7641	17641	20511	DRAFTING TECHNICIAN 2	B4	48
7642	17642	20512	DRAFTING TECHNICIAN 3	B4	52
7770	17770	20557	EDITOR-PUBLICATIONS 1	B4	50
7771	17771	20558	EDITOR-PUBLICATIONS 2	B4	55
7755	17755	20550	EDITOR-RESEARCH PUBLICATIONS 1	B4	50
7756	17756	20551	EDITOR-RESEARCH PUBLICATIONS 2	B4	55
7757	17757	20552	EDITOR-RESEARCH PUBLICATIONS 3	B4	61
7580	17580	20489	ELECTRONIC MEDIA PRODUCER 1	B4	43
7581	17581	20490	ELECTRONIC MEDIA PRODUCER 2	B4	49

<u>Historical Job Code</u>	<u>WD Job Code</u>	<u>Hourly Job Code</u>	<u>Job Classification Profile</u>	<u>Pay Table</u>	<u>Salary Range</u>
7582	17582	20491	ELECTRONIC MEDIA PRODUCER LEAD	B4	53
7741	17741	20547	ELECTRONICS TECHNICIAN 2	B4	44
7593	17593	20499	EMPLOYMENT TRAINING SPECIALIST 1	B4	37
7595	17595	20501	EMPLOYMENT TRAINING SPECIALIST 2	B4	43
7592	17592	20498	EMPLOYMENT TRAINING SPECIALIST ASSISTANT	B4	32
7594	17594	20500	EMPLOYMENT TRAINING SPECIALIST LEAD	B4	43
7639	17639	20509	ENGINEERING ASSISTANT 1	B4	48
7640	17640	20510	ENGINEERING ASSISTANT 2	B4	54
7750	17750	20548	ENVIRONMENTAL CONTROL TECHNICIAN 1	B4	34
7752	17752	20549	ENVIRONMENTAL CONTROL TECHNICIAN 3	B4	42
7625	17625	20504	FACILITIES DRAFTING TECHNICIAN 2	B4	48
7621	17621	20503	FACILITIES/PROJECT COST ENGINEER	B4	67
8057	18057	21169	FINANCIAL ACCESS SPECIALIST 1	B4	40
8058	18058	21170	FINANCIAL ACCESS SPECIALIST 2	B4	45
8059	18059	21171	FINANCIAL ACCESS SPECIALIST LEAD	B4	47
8073	18073	20616	FINANCIAL SERVICES COUNSELOR	B4	37
8074	18074	20617	FINANCIAL SERVICES SPECIALIST 1	B4	38

<u>Historical Job Code</u>	<u>WD Job Code</u>	<u>Hourly Job Code</u>	<u>Job Classification Profile</u>	<u>Pay Table</u>	<u>Salary Range</u>
8075	18075	20618	FINANCIAL SERVICES SPECIALIST 2	B4	42
7683	17683	20528	FIRE PROTECTION ENGINEER	B4	71
7684	17684	20529	FIRE PROTECTION ENGINEER-LEAD	B4	76
7036	17036	20320	FISCAL SPECIALIST 1	B4	40
7037	17037	20321	FISCAL SPECIALIST 2	B4	44
7050	17050	20329	FISCAL TECHNICIAN 1	B4	30
7051	17051	20330	FISCAL TECHNICIAN 2	B4	33
7055	17055	20333	FISCAL TECHNICIAN 3	B4	36
7052	17052	20331	FISCAL TECHNICIAN LEAD	B4	37
7488	17488	20450	FOREIGN ADMISSIONS EVALUATOR	B4	36
7026	17026	20314	FORMS ANALYST 1	B4	33
7027	17027	20315	FORMS ANALYST 2	B4	39
7028	17028	20316	FORMS ANALYST 3	B4	45
7483	17483	20445	GRADUATION & ACADEMIC RECORDS SPECIALIST	B4	41
7484	17484	20446	GRADUATION & ACADEMIC RECORDS SPECIALIST LEAD	B4	43
7514	17514	20460	GRAPHIC DESIGNER/ILLUSTRATOR	B4	43
7515	17515	20461	GRAPHIC DESIGNER/ILLUSTRATOR LEAD	B4	49
7512	17512	20459	GRAPHIC ILLUSTRATOR	B4	33

<u>Historical Job Code</u>	<u>WD Job Code</u>	<u>Hourly Job Code</u>	<u>Job Classification Profile</u>	<u>Pay Table</u>	<u>Salary Range</u>
7503	17503	<a href="#">20452</a>	HEALTH EDUCATION RESOURCES COORDINATOR 1	B4	44
7504	17504	<a href="#">20453</a>	HEALTH EDUCATION RESOURCES COORDINATOR 2	B4	48
8256	18256	<a href="#">20669</a>	HEALTH INFORMATION LEAD	B4	39
8222	18222	<a href="#">20665</a>	HEALTH INFORMATION TECHNICIAN 1	B4	31
8255	18255	<a href="#">20668</a>	HEALTH INFORMATION TECHNICIAN 2	B4	32
8254	18254	<a href="#">20667</a>	HEALTH INFORMATION TECHNICIAN 3	B4	35
7762	17762	<a href="#">20553</a>	HEALTH PHYSICIST 1	B4	52
7763	17763	<a href="#">20554</a>	HEALTH PHYSICIST 2	B4	56
8474	18474	<a href="#">20764</a>	HOSPITAL DENTISTRY ASSISTANT SPECIALIST	B7BX	50
7587	17587	<a href="#">20495</a>	HUMAN RESOURCE ASSISTANT	B4	35
7588	17588	<a href="#">20496</a>	HUMAN RESOURCE ASSISTANT SENIOR	B4	41
7589	17589	<a href="#">20497</a>	HUMAN RESOURCE COORDINATOR	B4	37
7043	17043	<a href="#">20322</a>	HUMAN SUBJECTS REVIEW COORDINATOR	B4	48
7774	17774	<a href="#">20559</a>	INFORMATION SPECIALIST 1	B4	41
7775	17775	<a href="#">20560</a>	INFORMATION SPECIALIST 2	B4	46
7788	17788	<a href="#">20568</a>	INSTRUCTIONAL TECHNICIAN 2	B4	43
7702	17702	<a href="#">20532</a>	INVENTORY INSPECTOR 1	B4	30

<u>Historical Job Code</u>	<u>WD Job Code</u>	<u>Hourly Job Code</u>	<u>Job Classification Profile</u>	<u>Pay Table</u>	<u>Salary Range</u>
7703	17703	<a href="#">20533</a>	INVENTORY INSPECTOR 2	B4	35
7186	17186	<a href="#">21197</a>	ISC CUSTOMER SERVICE REPRESENTATIVE	B4	42
7181	17181	<a href="#">21199</a>	ISC PAYROLL ACCOUNTANT	B4	53
7180	17180	<a href="#">21200</a>	ISC PAYROLL SPECIALIST	B4	47
7187	17187	<a href="#">21198</a>	ISC SR CUSTOMER SERVICE REPRESENTATIVE	B4	44
7797	17797	<a href="#">20572</a>	LABORATORY HELPER	B4	25
7798	17798	<a href="#">20573</a>	LABORATORY HELPER LEAD	B4	27
7800	17800	<a href="#">20574</a>	LABORATORY TECHNICIAN 1	B4	28
7801	17801	<a href="#">20575</a>	LABORATORY TECHNICIAN 2	B4	32
7240	17240	<a href="#">20375</a>	LEGAL SECRETARY <u>1</u>	B4	38
7241	17241	<a href="#">20376</a>	LEGAL SECRETARY 2	B4	44
7792	17792	<a href="#">20569</a>	MAILING LIST EQUIPMENT OPERATOR 1	B4	24
7793	17793	<a href="#">20570</a>	MAILING LIST EQUIPMENT OPERATOR 2	B4	28
7540	17540	<a href="#">20472</a>	MEDIA ENGINEER A	B4	56
7562	17562	<a href="#">20487</a>	MEDIA LABORATORY COORDINATOR	B4	38
7529	17529	<a href="#">20467</a>	MEDIA MAINTENANCE TECHNICIAN 1	B4	36
7530	17530	<a href="#">20468</a>	MEDIA MAINTENANCE TECHNICIAN 2	B4	42
7531	17531	<a href="#">20469</a>	MEDIA MAINTENANCE TECHNICIAN 3	B4	46

<u>Historical Job Code</u>	<u>WD Job Code</u>	<u>Hourly Job Code</u>	<u>Job Classification Profile</u>	<u>Pay Table</u>	<u>Salary Range</u>
7533	17533	<a href="#">20471</a>	MEDIA MAINTENANCE TECHNICIAN LEAD	B4	48
7564	17561	<a href="#">20486</a>	MEDIA SERVICES DISPATCHER	B4	33
7560	17560	<a href="#">20485</a>	MEDIA SERVICES OPERATOR	B4	30
7520	17520	<a href="#">20463</a>	MEDIA TECHNICIAN	B4	32
7523	17523	<a href="#">20466</a>	MEDIA TECHNICIAN LEAD	B4	43
7524	17521	<a href="#">20464</a>	MEDIA TECHNICIAN SENIOR	B4	40
7557	17557	<a href="#">20482</a>	MEDIA/FILM CLERK 1	B4	26
7558	17558	<a href="#">20483</a>	MEDIA/FILM CLERK 2	B4	28
7559	17559	<a href="#">20484</a>	MEDIA/FILM CLERK 3	B4	33
8085	18085	<a href="#">20624</a>	MEDICAL AIRLIFT COMMUNICATIONS SPEC	B4	47
8265	18265	<a href="#">20671</a>	MEDICAL ASSISTANT	B4	43
8266	18266	<a href="#">20672</a>	MEDICAL ASSISTANT LEAD	B4	46
7511	17511	<a href="#">20458</a>	MEDICAL ILLUSTRATOR	B4	53
8024	18021	<a href="#">20597</a>	MEDICAL TRANSCRIPTIONIST 1	B7BX	14
8022	18022	<a href="#">20598</a>	MEDICAL TRANSCRIPTIONIST 2	B7BX	21
8023	18023	<a href="#">20599</a>	MEDICAL TRANSCRIPTIONIST LEAD	B7BX	28
7728	17728	<a href="#">20542</a>	MESSENGER DRIVER	B4	26
7729	17729	<a href="#">20543</a>	MESSENGER DRIVER LEAD	B4	30
7220	17220	<a href="#">20368</a>	OFFICE ASSISTANT 1	B4	28

<u>Historical Job Code</u>	<u>WD Job Code</u>	<u>Hourly Job Code</u>	<u>Job Classification Profile</u>	<u>Pay Table</u>	<u>Salary Range</u>
7221	17221	20369	OFFICE ASSISTANT 2	B4	31
7222	17222	20370	OFFICE ASSISTANT 3	B4	34
7223	17223	20371	OFFICE ASSISTANT LEAD	B4	36
7631	17631	20505	OFFSET DUPLICATOR OPERATOR	B4	26
7632	17632	20506	OFFSET DUPLICATOR OPERATOR LEAD	B4	29
7734	17734	20545	ORDER FULFILLMENT COORDINATOR	B4	32
8160	18160	20663	ORTHOTIST-PROSTHETIST TECHNICIAN	B6	50
7658	17658	20523	PARKING ENFORCEMENT OFFICER	B4	33
7648	17648	20516	PARKING SPECIALIST	B4	33
	18171	21223	PATIENT ACCOUNT REPRESENTATIVE 1	B4	36
	18172	21224	PATIENT ACCOUNT REPRESENTATIVE 2	B4	42
	18173	21225	PATIENT ACCOUNT REPRESENTATIVE 3	B4	44
	18174	21226	PATIENT ACCOUNT REPRESENTATIVE LEAD	B4	46
8072	18072	20615	PATIENT CARE COORDINATOR	B4	46
8066	18066	20611	PATIENT COLLECTIONS LEAD	B6	12
8065	18065	20610	PATIENT COLLECTIONS REPRESENTATIVE	B6	5

<u>Historical Job Code</u>	<u>WD Job Code</u>	<u>Hourly Job Code</u>	<u>Job Classification Profile</u>	<u>Pay Table</u>	<u>Salary Range</u>
8081	18081	20621	PATIENT FINANCIAL SERVICES SPECIALIST 1	B6	3
8082	18082	20622	PATIENT FINANCIAL SERVICES SPECIALIST 2	B6	15
8070	18070	20613	PATIENT REPRESENTATIVE	B4	44
8078	18078	20620	PATIENT SERVICES REPRESENTATIVE COORDINATOR	B4	37
8090	18090	20629	PATIENT SERVICES SPECIALIST 1- TRAINEE	B4	34
8091	18091	20630	PATIENT SERVICES SPECIALIST 2	B4	37
8092	18092	20631	PATIENT SERVICES SPECIALIST 3	B4	39
8094	18094	20633	PATIENT SERVICES SPECIALIST EDU-QA	B4	44
8093	18093	20632	PATIENT SERVICES SPECIALIST LEAD	B4	44
7058	17058	20334	PAYROLL & BENEFITS COORDINATOR	B4	41
7060	17060	20335	PAYROLL TECHNICIAN 1	B4	26
7061	17061	20336	PAYROLL TECHNICIAN 2	B4	31
7062	17062	20337	PAYROLL TECHNICIAN LEAD	B4	33
7780	17780	20563	PHOTOGRAPHER 1	B4	43
7781	17781	20564	PHOTOGRAPHER 2	B4	47
7779	17779	20562	PHOTOGRAPHIC TECHNICIAN	B4	32
7420	17420	20442	PIANO TECHNICIAN	B4	41

<u>Historical Job Code</u>	<u>WD Job Code</u>	<u>Hourly Job Code</u>	<u>Job Classification Profile</u>	<u>Pay Table</u>	<u>Salary Range</u>
<del>7204</del>	17204	<a href="#">20358</a>	PLANNING ANALYST 1	B4	52
<del>7205</del>	17205	<a href="#">20359</a>	PLANNING ANALYST 2	B4	57
<del>7206</del>	17206	<a href="#">20360</a>	PLANNING ANALYST 3	B4	62
<del>7270</del>	17270	<a href="#">20389</a>	POLICE DISPATCHER	B4	50
<del>7274</del>	17271	<a href="#">20390</a>	POLICE DISPATCHER LEAD	B4	52
<del>7325</del>	17325	<a href="#">20406</a>	PRESERVATION AND MUSEUM SPECIALIST 1	B4	32
<del>7326</del>	17326	<a href="#">20407</a>	PRESERVATION AND MUSEUM SPECIALIST 2	B4	38
<del>7327</del>	17327	<a href="#">20408</a>	PRESERVATION AND MUSEUM SPECIALIST 3	B4	42
<del>7328</del>	17328	<a href="#">20409</a>	PRESERVATION AND MUSEUM SPECIALIST 4	B4	47
<del>7202</del>	17202	<a href="#">20356</a>	PROCEDURES ANALYST 1	B4	47
<del>7203</del>	17203	<a href="#">20357</a>	PROCEDURES ANALYST 2	B4	52
<del>7125</del>	17125	<a href="#">20348</a>	PROCUREMENT REPRESENTATIVE	B4	32
<del>7255</del>	17255	<a href="#">20382</a>	PROGRAM ASSISTANT	B4	<del>3537</del>
<del>7256</del>	17256	<a href="#">20383</a>	PROGRAM COORDINATOR	B4	<del>4042</del>
<del>8244</del>	18241	<a href="#">20666</a>	QUALITY ASSURANCE COORDINATOR	B7BX	78
<del>7236</del>	17236	<a href="#">20373</a>	RECORDER	B4	33

<u>Historical Job Code</u>	<u>WD Job Code</u>	<u>Hourly Job Code</u>	<u>Job Classification Profile</u>	<u>Pay Table</u>	<u>Salary Range</u>
7047	17047	<a href="#">20326</a>	RECORDS ANALYST 1	B4	41
7048	17048	<a href="#">20327</a>	RECORDS ANALYST 2	B4	46
7049	17049	<a href="#">20328</a>	RECORDS ANALYST 3	B4	53
7168	17168	<a href="#">20349</a>	RECREATION COORDINATOR 2	B4	53
7854	17851	<a href="#">20576</a>	RESEARCH AIDE 2	B4	37
7030	17030	<a href="#">20317</a>	RESEARCH ANALYST 1	B4	37
7031	17031	<a href="#">20318</a>	RESEARCH ANALYST 2	B4	42
7032	17032	<a href="#">20319</a>	RESEARCH ANALYST 3	B4	47
7005	17005	<a href="#">20306</a>	RESEARCH ANALYST LEAD	B4	50
7853	17853	<a href="#">20577</a>	RESEARCH LITERATURE ANALYST	B4	42
7867	17867	<a href="#">20582</a>	RESEARCH STUDY ASSISTANT	B4	33
7868	17868	<a href="#">20583</a>	RESEARCH STUDY COORDINATOR 1	B4	38
7869	17869	<a href="#">20584</a>	RESEARCH STUDY COORDINATOR 2	B4	43
7870	17870	<a href="#">20585</a>	RESEARCH STUDY COORDINATOR LEAD	B4	43
7510	17510	<a href="#">20457</a>	RESEARCH/EXTENSION PROGRAM ASSISTANT	B4	38
7720	17720	<a href="#">20535</a>	RETAIL CLERK 1	B4	26
7721	17721	<a href="#">20536</a>	RETAIL CLERK 2	B4	28
7722	17722	<a href="#">20537</a>	RETAIL CLERK LEAD	B4	32
7686	17686	<a href="#">20530</a>	SAFETY PROFESSIONAL 1	B4	50

<u>Historical Job Code</u>	<u>WD Job Code</u>	<u>Hourly Job Code</u>	<u>Job Classification Profile</u>	<u>Pay Table</u>	<u>Salary Range</u>
7688	17688	<a href="#">20531</a>	SAFETY PROFESSIONAL 2	B4	54
7506	17506	<a href="#">20454</a>	SCIENCE INSTRUCTION DESIGNER 1	B4	44
7507	17507	<a href="#">20455</a>	SCIENCE INSTRUCTION DESIGNER 2	B4	49
7784	17784	<a href="#">20566</a>	SCIENTIFIC INSTRUCTIONAL TECHNICIAN 1	B4	44
7785	17785	<a href="#">20567</a>	SCIENTIFIC INSTRUCTIONAL TECHNICIAN 2	B4	47
7769	17769	<a href="#">20556</a>	SCIENTIFIC STORES ATTENDANT	B4	36
7243	17243	<a href="#">20377</a>	SECRETARY	B4	33
7246	17246	<a href="#">20380</a>	SECRETARY LEAD	B4	39
7244	17244	<a href="#">20378</a>	SECRETARY SENIOR	B4	36
7644	17644	<a href="#">20513</a>	SECURITY GUARD	B4	34
7176	17176	<a href="#">20354</a>	SPORTS EQUIPMENT ATTENDANT 1	B4	24
7177	17177	<a href="#">20355</a>	SPORTS EQUIPMENT ATTENDANT 2	B4	25
7169	17169	<a href="#">20350</a>	SPORTS EQUIPMENT TECHNICIAN	B4	27
7573	17573	<a href="#">20488</a>	STAGE TECHNICIAN 2	B4	40
7234	17234	<a href="#">20372</a>	STATISTICAL TYPIST	B4	32
7911	17911	<a href="#">20586</a>	SYSTEMS ANALYST/PROGRAMMER 1	B4	53
7912	17912	<a href="#">20587</a>	SYSTEMS ANALYST/PROGRAMMER 2	B4	59
7913	17913	<a href="#">20588</a>	SYSTEMS ANALYST/PROGRAMMER 3	B4	65
7238	17238	<a href="#">20374</a>	TECHNICAL SECRETARY	B4	36

<u>Historical Job Code</u>	<u>WD Job Code</u>	<u>Hourly Job Code</u>	<u>Job Classification Profile</u>	<u>Pay Table</u>	<u>Salary Range</u>
<del>7288</del>	17288	<a href="#">20396</a>	TELECOMMUNICATIONS ANALYST 1	B4	58
<del>7289</del>	17289	<a href="#">20397</a>	TELECOMMUNICATIONS ANALYST 2	B4	62
<del>7287</del>	17287	<a href="#">20395</a>	TELECOMMUNICATIONS ANALYST 3	B4	65
<del>7281</del>	17281	<a href="#">20392</a>	TELEPHONE COMMUNICATIONS OPERATOR-HOSPITAL	B7BX	00
<del>7285</del>	17285	<a href="#">20393</a>	TELEPHONE COMMUNICATIONS OPERATOR LEAD-HOSPITAL	B7BX	7
<del>7464</del>	17464	<a href="#">20443</a>	TELEPHONE SYSTEMS TECHNICIAN	B4	46
<del>7646</del>	17646	<a href="#">20514</a>	TRAFFIC GUIDE	B4	33
<del>7647</del>	17647	<a href="#">20515</a>	TRAFFIC GUIDE LEAD	B4	35
<del>7545</del>	17545	<a href="#">20474</a>	TV/VIDEO EQUIPMENT OPERATOR 1	B4	31
<del>7546</del>	17546	<a href="#">20475</a>	TV/VIDEO EQUIPMENT OPERATOR 2	B4	36
<del>7547</del>	17547	<a href="#">20476</a>	TV/VIDEO EQUIPMENT OPERATOR LEAD	B4	39
<del>8028</del>	18028	<a href="#">20601</a>	UTILIZATION REVIEW COORDINATOR	B4	31
<del>7472</del>	17472	<a href="#">20444</a>	VETERANS ADVISOR	B4	36
<del>7260</del>	<del>17260</del>	<del><a href="#">20386</a></del>	<del>WORD PROCESSING OPERATOR 1</del>	<del>B4</del>	<del>31</del>
<del>7261</del>	<del>17261</del>	<del><a href="#">20387</a></del>	<del>WORD PROCESSING OPERATOR 2</del>	<del>B4</del>	<del>33</del>
<del>7262</del>	<del>17262</del>	<del><a href="#">20388</a></del>	<del>WORD PROCESSING OPERATOR LEAD</del>	<del>B4</del>	<del>37</del>

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2 **University-wide Supervisory Bargaining Unit**

<del>Historical Job Code</del>	WD Job Code	Hourly Job Code	Job Classification Profile	Pay Table	Salary Range
<del>7011</del>	17011	<a href="#">20307</a>	ACCOUNTING SUPERVISOR	B4	51
<del>7044</del>	<del>17044</del>	<del>20323</del>	<del>ADMINISTRATIVE ASSISTANT A- SUPERVISORY</del>	<del>B4</del>	<del>44</del>
<del>7046</del>	<del>17046</del>	<del>20325</del>	<del>ADMINISTRATIVE ASSISTANT B</del>	<del>B4</del>	<del>42</del>
			<del>ADMINISTRATIVE ASSISTANT LEAD</del>	<del>B4</del>	<del>43</del>
	<a href="#">17085</a> <a href="#">17090</a>	<a href="#">21232</a>	ADMINISTRATIVE ASSISTANT SUPERVISOR	B4	48
<del>7727</del>	17727	<a href="#">20541</a>	ANIMAL TECHNICIAN SUPERVISOR	B4	36
<del>8343</del>	18343 <a href="#">18344</a>	<a href="#">20700</a>	ADVANCED CARDIAC TECHNOLOGIST SUPERVISOR	B7BX	108
<del>7553</del>	17553 <a href="#">17544</a>	<a href="#">20481</a>	BROADCAST TECHNICIAN SUPERVISOR	B4	58
<del>7339</del>	17339	<a href="#">20414</a>	BUDGET/FISCAL OPERATIONS SUPERVISOR	B4	58
<del>7338</del>	17338	<a href="#">20413</a>	BUDGET/FISCAL UNIT SUPERVISOR	B4	55
<del>7022</del>	17022	<a href="#">20311</a>	BUILDING SERVICES SUPERVISOR	B4	38
<del>7636</del>	17636	<a href="#">20507</a>	CAMPUS SECURITY SERGEANT	B4	51
<del>8428</del>	18428 <a href="#">18429</a>		CARDIAC SONOGRAPHER SUPERVISOR	BH	20
<del>8342</del>	<a href="#">18342</a>	<a href="#">20699</a>	<a href="#">CARDIAC TECHNOLOGIST SUPERVISOR</a>	<a href="#">B7BX</a>	<a href="#">89</a>
<del>7072</del>	17072	<a href="#">20341</a>	CASHIER SUPERVISOR	B4	35
<del>8368</del>	<del>18368</del>	<del>20712</del>	<del>CLINICAL DATA SPECIALIST SUPERVISOR</del>	<del>B7BX</del>	<del>79</del>

<del>Historical Job Code</del>	WD Job Code	Hourly Job Code	Job Classification Profile	Pay Table	Salary Range
	<a href="#">18369</a>				
	<a href="#">18215</a>	<a href="#">21215</a>	<a href="#">CODING SPECIALIST SUPERVISOR</a>	<a href="#">B7BX</a>	<a href="#">85</a>
<del>7382</del>	17382 <a href="#">17381</a>	<a href="#">20432</a>	COMMUNICATIONS TECHNICIAN SUPERVISOR	B4	74
<del>7956</del>	17956	<a href="#">20595</a>	COMPUTER OPERATOR SUPERVISOR	B4	50
<del>7650</del>	17650	<a href="#">20517</a>	COPY CENTER SUPERVISOR	B4	40
<del>7344</del>	17344	<a href="#">20415</a>	CREDIT MANAGER A	B4	35
<del>7345</del>	17345	<a href="#">20416</a>	CREDIT MANAGER B	B4	43
<del>7362</del>	17362	<a href="#">20417</a>	DATA CONTROL SUPERVISOR	B4	50
<del>8477</del>	18477	<a href="#">20767</a>	DENTAL CLINIC SUPERVISOR 1	B4	41
<del>8478</del>	18478	<a href="#">20768</a>	DENTAL CLINIC SUPERVISOR 2	B4	45
<del>8347</del>	18347 <a href="#">18349</a>	<a href="#">20703</a>	DIAGNOSTIC MEDICAL SONOGRAPHER SUPV	BH	23
<del>8298</del>	18298	<a href="#">20686</a>	ELECTROCARDIOGRAPH LABORATORY SUPV	B7BX	57
<del>8060</del>	18060	<a href="#">21172</a>	FINANCIAL ACCESS SPECIALIST SUPERVISOR	B4	51
<del>8076</del>	<del>18076</del>	<del><a href="#">20619</a></del>	<del>FINANCIAL SERVICES SPECIALIST SUPERVISOR</del>	<del>B4</del>	<del>48</del>
<del>7068</del>	17068	<a href="#">20338</a>	FISCAL SPECIALIST SUPERVISOR	B4	47
<del>7053</del>	17053	<a href="#">20332</a>	FISCAL TECHNICIAN SUPERVISOR	B4	40
<del>7024</del>	17024	<a href="#">20312</a>	FOOD SERVICE SUPERVISOR 1	B4	42

<b>Historical Job Code</b>	<b>WD Job Code</b>	<b>Hourly Job Code</b>	<b>Job Classification Profile</b>	<b>Pay Table</b>	<b>Salary Range</b>
7025	17025	<a href="#">203113</a>	FOOD SERVICE SUPERVISOR 2	B4	44
7516	17516 <a href="#">17517</a>	<a href="#">20462</a>	GRAPHIC DESIGN/ILLUSTRATOR SUPERVISOR	B4	53
7210	17210	<a href="#">20364</a>	GROUNDS SUPERVISOR 1	B4	41
8257	18257	<a href="#">20670</a>	HEALTH INFORMATION SUPERVISOR	B4	49
8279	18279 <a href="#">18280</a>	<a href="#">20681</a>	IMAGING TECHNOLOGIST-SUPERVISOR	BH	18
	<a href="#">17188</a>		<a href="#">ISC CUSTOMER SERVICE REPRESENTATIVE SUPERVISOR</a>	<a href="#">B4</a>	<a href="#">48</a>
7306	17306	<a href="#">20401</a>	LIBRARY MATERIALS CONSERVATION SUPERVISOR	B4	38
7312	17312	<a href="#">20402</a>	LIBRARY SPECIALIST I - SUPERVISOR	B4	43
7313	17313	<a href="#">20403</a>	LIBRARY SPECIALIST II - SUPERVISOR	B4	47
7320	17320	<a href="#">20404</a>	LIBRARY SUPERVISOR I	B4	39
7321	17321	<a href="#">20405</a>	LIBRARY SUPERVISOR II	B4	43
7794	17794	<a href="#">20571</a>	MAIL SERVICES SUPERVISOR	B4	39
7211	17211	<a href="#">20365</a>	MAINTENANCE & CONSTRUCTION COORDINATOR A	B4	66
7208	17208 <a href="#">17200</a>	<a href="#">20362</a>	MAINTENANCE SUPERVISOR 1	B4	64
7209	17209 <a href="#">17201</a>	<a href="#">20363</a>	MAINTENANCE SUPERVISOR 2	B4	68

<del>Historical Job Code</del>	WD Job Code	Hourly Job Code	Job Classification Profile	Pay Table	Salary Range
<del>7173</del>	17173	<a href="#">20353</a>	MANAGER-SWIMMING POOLS	B4	51
<del>7541</del>	17541	<a href="#">20473</a>	MEDIA ENGINEER B	B4	61
<del>7532</del>	17532	<a href="#">20470</a>	MEDIA MAINTENANCE SUPERVISOR	B4	50
<del>7522</del>	17522	<a href="#">20465</a>	MEDIA TECHNICIAN SUPERVISOR	B4	46
<del>8086</del>	18086	<a href="#">20625</a>	MEDICAL AIRLIFT COMMUNICATIONS SUPERVISOR	B4	52
<del>8267</del>	18267	<a href="#">21173</a>	MEDICAL ASSISTANT SUPERVISOR	B4	50
<del>8024</del>	18024	<a href="#">20600</a>	MEDICAL TRANSCRIPTION SUPERVISOR	B7BX	38
<del>8414</del>	18414 <a href="#">18413</a>	<a href="#">20728</a>	NUCLEAR MEDICINE TECHNOLOGIST SUPERVISOR	BH	35
<del>7215</del>	<del>17215</del>	<del><a href="#">20366</a></del>	<del>OFFICE SUPPORT SUPERVISOR 1</del>	<del>B4</del>	<del>42</del>
<del>7216</del>	<del>17216</del>	<del><a href="#">20367</a></del>	<del>OFFICE SUPPORT SUPERVISOR 2</del>	<del>B4</del>	<del>46</del>
<del>8436</del>	18436	<a href="#">20745</a>	OPHTHALMIC TECHNICIAN SUPERVISOR	B4	60
<del>7735</del>	17735	<a href="#">20546</a>	ORDER FULFILLMENT COORDINATOR SUPERVISOR	B4	35
<del>7733</del>	17733	<a href="#">20544</a>	ORDER SERVICE COORDINATOR SUPERVISOR	B4	35
<del>7652</del>	17652	<a href="#">20519</a>	PARKING SUPERVISOR 1	B4	38
<del>7653</del>	17653	<a href="#">20520</a>	PARKING SUPERVISOR 2	B4	44
<del>7651</del>	17651	<a href="#">20518</a>	PARKING SUPERVISOR 3	B4	48
	<a href="#">18175</a>	<a href="#">21227</a>	<a href="#">PATIENT ACCOUNT REPRESENTATIVE SUPERVISOR</a>	<a href="#">B4</a>	<a href="#">50</a>

<del>Historical Job Code</del>	WD Job Code	Hourly Job Code	Job Classification Profile	Pay Table	Salary Range
	<a href="#">18176</a>				
<del>8069</del>	18069	<a href="#">20612</a>	PATIENT CARE COORDINATOR SUPERVISOR	B4	50
<del>8083</del>	<del>18083</del>	<del>20623</del>	<del>PATIENT FINANCIAL SERVICES SUPERVISOR</del>	<del>B4</del>	<del>48</del>
<del>8071</del>	18071	<a href="#">20614</a>	PATIENT REPRESENTATIVE SUPERVISOR	B4	50
<del>8095</del>	18095	<a href="#">20634</a>	PATIENT SERVICES SPECIALIST SUPERVISOR	B4	47
<del>7782</del>	17782	<a href="#">20565</a>	PHOTOGRAPHY SUPERVISOR	B4	51
<del>7272</del>	17272	<a href="#">20391</a>	POLICE DISPATCH SUPERVISOR	B4	56
<del>7015</del>	<del>17015</del>		<del>PROGRAM MANAGER A</del>	<del>B4</del>	<del>42</del>
<del>7259</del>	17259	<a href="#">20385</a>	PROGRAM SUPPORT SUPERVISOR I	B4	<del>4446</del>
<del>7257</del>	17257	<a href="#">20384</a>	PROGRAM SUPPORT SUPERVISOR II	B4	<del>4749</del>
<del>7245</del>	<del>17245</del>	<del>20379</del>	<del>SECRETARY SUPERVISOR</del>	<del>B4</del>	<del>43</del>
<del>7170</del>	17170	<a href="#">20351</a>	SPORTS EQUIPMENT MANAGER 1	B4	30
<del>7171</del>	17171	<a href="#">20352</a>	SPORTS EQUIPMENT MANAGER 2	B4	34
<del>7768</del>	17768	<a href="#">20555</a>	STOCKROOM SUPERVISOR	B4	37
<del>7509</del>	17509	<a href="#">20456</a>	SUPERVISOR-MEDIA TECHNICAL SERVICES	B4	54
	<a href="#">17508</a>				
<del>7286</del>	17286	<a href="#">20394</a>	TELEPHONE COMMUNICATIONS SUPERVISOR	B7BX	18
<del>7548</del>	17548	<a href="#">20477</a>	TV/VIDEO EQUIPMENT OPERATOR SUPERVISOR	B4	42

<del>Historical Job Code</del>	<del>WD Job Code</del>	<del>Hourly Job Code</del>	<del>Job Classification</del> <a href="#">Profile</a>	<del>Pay Table</del>	<del>Salary Range</del>
<del>7207</del>	17207	<a href="#">20361</a>	UTILITY WORKER SUPERVISOR	B4	38

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5 **Healthcare Professional/Laboratory Technical Bargaining Unit**

<del>Historical Job Code</del>	<del>WD Job Code</del>	<del>Hourly Job Code</del>	<del>Job Classification</del> <a href="#">Profile</a>	<del>Pay Table</del>	<del>Salary Range</del>
<del>8340</del>	18340	<a href="#">20697</a>	ADVANCED CARDIAC TECHNOLOGIST	B8	98
<del>8341</del>	18341	<a href="#">20698</a>	ADVANCED CARDIAC TECHNOLOGIST LEAD	BY	3
<del>8326</del>	<del>18326</del>	<a href="#">20690</a>	ANATOMIC PATHOLOGY TECHNICIAN	B8	55
<del>8325</del>	18325	<a href="#">20689</a>	ANATOMIC PATHOLOGY TECHNICIAN TRAINEE	B8	40
<del>8327</del>	18327	<a href="#">20691</a>	ANATOMIC PATHOLOGY TECHNOLOGIST	B8	66
	<a href="#">18310</a>	<a href="#">20687</a>	<a href="#">ANESTHESIOLOGY TECHNICIAN 1</a>	<del>BG</del>	<del>12</del>
<del>8312</del>	18312	<a href="#">20688</a>	ANESTHESIOLOGY TECHNICIAN 2	BT	30
<del>8290</del>	18290	<a href="#">20682</a>	CARDIAC MONITOR TECHNICIAN	B5	36
<del>8422</del>	18422	<a href="#">20734</a>	CARDIAC SONOGRAPHER 1	BF	49
<del>8423</del>	18423	<a href="#">20735</a>	CARDIAC SONOGRAPHER 2	BF	52

<del>Historical Job Code</del>	<b>WD Job Code</b>	<b>Hourly Job Code</b>	<b>Job Classification Profile</b>	<b>Pay Table</b>	<b>Salary Range</b>
<del>8427</del>	18427	<a href="#">20737</a>	CARDIAC SONOGRAPHER LEAD	BF	60
<del>8424</del>	18424	<a href="#">20736</a>	CARDIAC SONOGRAPHER SPECIALIST	BF	56
	<a href="#">18338</a>	<a href="#">20695</a>	<a href="#">CARDIAC TECHNOLOGIST</a>	<a href="#">B8</a>	<a href="#">79</a>
	<a href="#">18339</a>	<a href="#">20696</a>	<a href="#">CARDIAC TECHNOLOGIST LEAD</a>	<a href="#">B8</a>	<a href="#">84</a>
<del>8451</del>	18451	<a href="#">20753</a>	CLINIC CYTOGENETIC TECHNOLOGIST	B8	64
<del>8453</del>	18453	<a href="#">20754</a>	CLINIC CYTOGENETIC TECHNOLOGIST SPECIALIST	B8	77
<del>8450</del>	18450	<a href="#">20752</a>	CLINIC CYTOGENETIC TECHNOLOGIST TRAINEE	B8	49
<del>8330</del>	18330	<a href="#">20692</a>	CLINICAL LABORATORY TECHNICIAN 1	B8	30
<del>8331</del>	18331	<a href="#">20693</a>	CLINICAL LABORATORY TECHNICIAN 2	B8	36
<del>8332</del>	18332	<a href="#">20694</a>	CLINICAL LABORATORY TECHNICIAN LEAD	B8	46
<del>8465</del>	18465	<a href="#">20760</a>	DENTAL HYGIENIST	BG	96
<del>8462</del>	18462	<a href="#">20758</a>	DENTAL LABORATORY TECHNICIAN 3	B5	41
<del>8345</del>	18345	<a href="#">20701</a>	DIAGNOSTIC MEDICAL SONOGRAPHER	BF	52
<del>8346</del>	18346	<a href="#">20702</a>	DIAGNOSTIC MEDICAL SONOGRAPHER LEAD	BF	63
<del>8348</del>	18348	<a href="#">20704</a>	DIAGNOSTIC MEDICAL SONOGRAPHER SPECIALIST	BF	55
<del>8354</del>	18351	<a href="#">20705</a>	DIALYSIS/PHARESIS TECHNICIAN	B1	46
<del>8354</del>	18354	<a href="#">20706</a>	DIALYSIS/PHARESIS TECHNICIAN LEAD	B1	56

<del>Historical Job Code</del>	WD Job Code	Hourly Job Code	Job Classification Profile	Pay Table	Salary Range
<del>8295</del>	18295	<a href="#">20683</a>	ELECTROCARDIOGRAPH TECHNICIAN 1	B8	33
<del>8296</del>	18296	<a href="#">20684</a>	ELECTROCARDIOGRAPH TECHNICIAN 2	B8	43
<del>8297</del>	18297	<a href="#">20685</a>	ELECTROCARDIOGRAPH TECHNICIAN LEAD	B8	51
<del>8370</del>	18370	<a href="#">20713</a>	ELECTRONEURODIAGNOSTIC TECHNOLOGIST 1	BT	38
<del>8371</del>	18371	<a href="#">20714</a>	ELECTRONEURODIAGNOSTIC TECHNOLOGIST 2	BT	48
<del>8373</del>	<del>18373</del>	<a href="#">20715</a>	ELECTRONEURODIAGNOSTIC TECHNOLOGIST 3	BT	55
	18469	<a href="#">20761</a>	GASTRIC SURGERY TECHNICIAN	BG	66
<del>8272</del>	18272	<a href="#">20674</a>	IMAGING TECHNOLOGIST	BF	32
	<a href="#">18270</a>	<a href="#">20673</a>	<a href="#">IMAGING TECHNOLOGIST TRAINEE</a>	<a href="#">BF</a>	<a href="#">08</a>
<del>8274</del>	18274	<a href="#">20676</a>	IMAGING TECHNOLOGIST-ANGIOGRAPHY	BF	50
<del>8273</del>	18273	<a href="#">20675</a>	IMAGING TECHNOLOGIST-COMPUTED TOMO	BF	41
	<a href="#">18278</a>	<a href="#">20680</a>	<a href="#">IMAGING TECHNOLOGIST-EDUC/QUALITY ASSURANCE</a>	<a href="#">BF</a>	<a href="#">64</a>
<del>8276</del>	18276	<a href="#">20678</a>	IMAGING TECHNOLOGIST-LEAD	BF	60
<del>8275</del>	18275	<a href="#">20677</a>	IMAGING TECHNOLOGIST-MAGNETIC RES IMAGING	BF	53
<del>8277</del>	18277	<a href="#">20679</a>	IMAGING TECHNOLOGIST-MAMMO	BF	41

<u>Historical Job Code</u>	<u>WD Job Code</u>	<u>Hourly Job Code</u>	<u>Job Classification Profile</u>	<u>Pay Table</u>	<u>Salary Range</u>
<del>8087</del>	18087	<a href="#">20626</a>	MEDICAL INTERPRETER 1	B5	41
<del>8088</del>	18088	<a href="#">20627</a>	MEDICAL INTERPRETER 2	B5	44
<del>8096</del>	18096	<a href="#">20635</a>	MEDICAL INTERPRETER, ASL	B5	53
<del>8089</del>	18089	<a href="#">20628</a>	MEDICAL INTERPRETER CASEWORKER/CULTURAL MEDIATOR	B5	45
<del>8400</del>	18400	<a href="#">20722</a>	MEDICAL LABORATORY SCIENTIST 1	BG	70
<del>8403</del>	18403	<a href="#">20725</a>	MEDICAL LABORATORY SCIENTIST 2	BG	77
<del>8401</del>	18401	<a href="#">20723</a>	MEDICAL LABORATORY SCIENTIST LEAD	BG	84
<del>8402</del>	18402	<a href="#">20724</a>	MEDICAL LABORATORY SCIENTIST- TRAINEE	BG	66
<del>8405</del>	18405	<a href="#">20726</a>	NUCLEAR MED P.E.T./CT TECH	BF	73
<del>8415</del>	<del>18415</del>		<del>NUCLEAR MED TECHNOLOGIST 1</del>	<del>BF</del>	<del>55</del>
<del>8416</del>	<del>18416</del>		<del>NUCLEAR MED TECHNOLOGIST 2</del>	<del>BF</del>	<del>62</del>
<del>8412</del>	<del>18412</del>		<del>NUCLEAR MED TECHNOLOGIST LEAD</del>	<del>BF</del>	<del>79</del>
<del>8437</del>	18437	<a href="#">20746</a>	OB TECHNOLOGIST	BG	34
	<a href="#">18138</a>	<a href="#">20652</a>	<a href="#">OCCUPATIONAL THERAPY ASSISTANT 1</a>	<del>BG</del>	<del>47</del>
<del>8139</del>	18139	<a href="#">20653</a>	OCCUPATIONAL THERAPY ASSISTANT 2	BG	50
<del>8434</del>	18431	<a href="#">20740</a>	OPHTHALMIC SPECIALIST	B5	51
<del>8432</del>	18432	<a href="#">20741</a>	OPHTHALMIC TECHNICIAN 1	B5	44
<del>8433</del>	18433	<a href="#">20742</a>	OPHTHALMIC TECHNICIAN 2	B5	47

<del>Historical Job Code</del>	WD Job Code	Hourly Job Code	Job Classification Profile	Pay Table	Salary Range
<del>8434</del>	18434	<a href="#">20743</a>	OPHTHALMIC TECHNICIAN LEAD	B5	54
<del>8463</del>	18463	<a href="#">20759</a>	ORAL MAXILLO FACIAL SURGERY TECHNICIAN	B8	62
	<a href="#">18158</a>	<a href="#">20661</a>	<a href="#">ORTHOPAEDIC TECHNICIAN 1</a>	<a href="#">B8</a>	<a href="#">40</a>
<del>8159</del>	18159	<a href="#">20662</a>	ORTHOPAEDIC TECHNICIAN II	B8	47
	<a href="#">18037</a>	<a href="#">20603</a>	<a href="#">PHARMACY ASSISTANT</a>	<a href="#">BG</a>	<a href="#">25</a>
<del>8038</del>	18038	<a href="#">20604</a>	PHARMACY TECHNICIAN 1	BG	35
<del>8041</del>	18041	<a href="#">20605</a>	PHARMACY TECHNICIAN 2	BG	40
<del>8036</del>	18036	<a href="#">20602</a>	PHARMACY TECHNICIAN LEAD	BG	45
<del>8394</del>	18394	<a href="#">20720</a>	PHLEBOTOMIST	B8	10
<del>8395</del>	18395	<a href="#">20721</a>	PHLEBOTOMIST LEAD	B8	17
<del>8130</del>	18130		PHYSICAL THERAPIST 1	BG	93
<del>8131</del>	18131	<a href="#">21164</a>	PHYSICAL THERAPIST 2	B3	01
<del>8132</del>	18132	<a href="#">21165</a>	PHYSICAL THERAPIST 3	B3	07
<del>8133</del>	18133	<a href="#">21166</a>	PHYSICAL THERAPIST SPECIALIST	B3	14
<del>8128</del>	18128	<a href="#">20648</a>	PHYSICAL THERAPY ASSISTANT 1	B8	53
<del>8129</del>	18129	<a href="#">20649</a>	PHYSICAL THERAPY ASSISTANT 2	BG	61
	<a href="#">18417</a>	<a href="#">20731</a>	<a href="#">PULMONARY FUNCTION TECHNOLOGIST 1</a>	<a href="#">BG</a>	<a href="#">58</a>
<del>8418</del>	18418	<a href="#">20732</a>	PULMONARY FUNCTION TECHNOLOGIST 2	BG	60

<u>Historical Job Code</u>	<u>WD Job Code</u>	<u>Hourly Job Code</u>	<u>Job Classification Profile</u>	<u>Pay Table</u>	<u>Salary Range</u>
	<a href="#">18419</a>	<a href="#">20733</a>	<a href="#">PULMONARY FUNCTION TECHNOLOGIST LEAD</a>	<a href="#">BG</a>	<a href="#">82</a>
<del>8449</del>	18449	<a href="#">20751</a>	RADIATION THERAPY DOSIMETRIST	B3	38
<del>8438</del>	18438	<a href="#">20747</a>	RADIATION THERAPY SPECIALIST	B3	1
<del>8445</del>	18445	<a href="#">20749</a>	RADIATION THERAPY TECHNOLOGIST	BG	95
<del>8446</del>	18446	<a href="#">20750</a>	RADIATION THERAPY TECHNOLOGIST LEAD	B3	4
<del>8153</del>	18153	<a href="#">20658</a>	RESPIRATORY CARE ASSISTANT	BT	6
<del>8156</del>	18156	<a href="#">20660</a>	RESPIRATORY CARE LEAD	BT	63
<del>8155</del>	18155	<a href="#">20659</a>	RESPIRATORY CARE PRACTITIONER	BT	54
<del>8151</del>	18151	<a href="#">20657</a>	RESPIRATORY CARE SPECIALIST	BT	73
	<a href="#">18111</a>	<a href="#">20645</a>	<a href="#">SOCIAL WORK ASSISTANT 1</a>	<a href="#">BD</a>	<a href="#">01</a>
<del>8112</del>	18112	<a href="#">20646</a>	SOCIAL WORK ASSISTANT 2	BD	14
<del>8055</del>	18055	<a href="#">20608</a>	SPECIMEN PROCESSING TECHNICIAN	<del>B7BxB8</del>	14
<del>8056</del>	18056	<a href="#">20609</a>	SPECIMEN PROCESSING TECHNICIAN LEAD	B8	26
<del>8430</del>	18430	<a href="#">20739</a>	SURGICAL TECHNOLOGIST	BG	47
<del>8135</del>	18135	<a href="#">20651</a>	THERAPEUTIC RECREATOR 1	BG	70
<del>8134</del>	18134	<a href="#">20650</a>	THERAPEUTIC RECREATOR 2	BG	77
<del>8435</del>	18435	<a href="#">20744</a>	VASCULAR SONOGRAPHER	BF	52
<del>8439</del>	18439	<a href="#">20748</a>	VASCULAR SONOGRAPHER LEAD	BF	60

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**Research Technologist Bargaining Unit**

<u>Historical Job Code</u>	<u>WD Job Code</u>	<u>Hourly Job Code</u>	<u>Job Classification Profile</u>	<u>Pay Table</u>	<u>Salary Range</u>
<del>8380</del>	18380	<a href="#">20717</a>	HISTOLOGIC TECHNICIAN 1	B7BX	40
<del>8384</del>	18381	<a href="#">20718</a>	HISTOLOGIC TECHNICIAN 2	B7BX	49
<del>8379</del>	18379	<a href="#">20716</a>	HISTOTECHNOLOGIST	B7BX	59
<del>7859</del>	17859	<a href="#">20578</a>	RESEARCH TECHNOLOGIST 1	B4	35
<del>7860</del>	17860	<a href="#">20579</a>	RESEARCH TECHNOLOGIST 2	B4	40
<del>7864</del>	17861	<a href="#">20580</a>	RESEARCH TECHNOLOGIST 3	B4	44

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**Research Technologist Supervisor Bargaining Unit**

<u>Historical Job Code</u>	<u>WD Job Code</u>	<u>Hourly Job Code</u>	<u>Job Classification Profile</u>	<u>Pay Table</u>	<u>Salary Range</u>
<del>7863</del>	17863	<a href="#">20581</a>	RESEARCH TECHNOLOGIST SUPERVISOR	B4	49

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**HMC Technical Bargaining Unit**

<u>Historical Job Code</u>	<u>WD Job Code</u>	<u>Hourly Job Code</u>	<u>Job Classification Profile</u>	<u>Pay Table</u>	<u>Salary Range</u>
8145	18145	20654	ANATOMIC PATHOLOGY TECHNICIAN TRAINEE	B8	40
8146	18146	20655	ANATOMIC PATHOLOGY TECHNICIAN	B8	55
8147	18147	20656	ANATOMIC PATHOLOGY TECHNOLOGIST	B8	66
8122	18122	20647	CLINICAL AUTOPSY COORDINATOR	BG	60
	18200	20664	<u>CLINICAL TECHNOLOGIST 1</u>	<u>BG</u>	<u>66</u>
8335	18335		CYTOTECHNOLOGIST 1	BG	83
8336	18336		CYTOTECHNOLOGIST 2	BG	93
8495	18495	20770	POLYSOMNOGRAPHIC TECHNICIAN 1	BG	54
8496	18496	20771	POLYSOMNOGRAPHIC TECHNICIAN 2	BG	64
8497	18497		POLYSOMNOGRAPHIC TECHNOLOGIST	BG	71

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2 **UW Medicine Contact Center Bargaining Unit**

<u>Historical Job Code</u>	<u>WD Job Code</u>	<u>Hourly Job Code</u>	<u>Job Classification Profile</u>	<u>Pay Table</u>	<u>Salary Range</u>
8102	18102	20641	ADMINISTRATIVE COORDINATOR CONTACT CTR	B4	39
	18107		<u>ADMINISTRATIVE ASSISTANT 1</u>	<u>B4</u>	<u>33</u>
	18108		<u>ADMINISTRATIVE ASSISTANT 2</u>	<u>B4</u>	<u>37</u>
	18109		<u>ADMINISTRATIVE ASSISTANT 3</u>	<u>B4</u>	<u>41</u>

<u>Historical Job Code</u>	<u>WD Job Code</u>	<u>Hourly Job Code</u>	<u>Job Classification Profile</u>	<u>Pay Table</u>	<u>Salary Range</u>
8106	18106	20644	CONTACT CENTER QUALITY ASSURANCE COORD	B4	45
8097	18097	20636	CONTACT CENTER REPRESENTATIVE 1	B4	42
8098	18098	20637	CONTACT CENTER REPRESENTATIVE 2	B4	43
8099	18099	20638	CONTACT CENTER REPRESENTATIVE 3	B4	45
8100	18100	20639	DATA ENTRY OPERATOR-CONTACT CENTER	B4	33
8105	18105	20643	PROCEDURES ANALYST 2-CONTACT CENTER	B4	52
8101	18101	20640	PROGRAM ASSISTANT-CONTACT CENTER	B4	3637

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2 **UW Medicine Contact Center Supervisor Bargaining Unit**

<u>Historical Job Code</u>	<u>WD Job Code</u>	<u>Hourly Job Code</u>	<u>Job Classification Profile</u>	<u>Pay Table</u>	<u>Salary Range</u>
8103	18103 <u>18104</u>	20642	CONTACT CENTER SUPERVISOR	B4	53

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Tentatively Agreed To:

For the Union:   
 Date: 30 Aug 2018

For the Employer:   
 Date: 8-30-18

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PLACEHOLDER – Update with amounts negotiated in Article 45

1 **APPENDIX II – DIFFERENTIALS**  
2 **University-wide Nonsupervisory Bargaining Unit**

<u>Salaried Job Class Code</u> <u>Profile #</u>	<u>Hourly Job Profile #</u>	<u>Class Title</u> <u>Job Profile</u>	<u>Evening Shift Differ.</u> <u>(\$/Hour)</u>	<u>Night Shift Differ.</u> <u>(\$/Hour)</u>	<u>Standby Pay</u> <u>(\$/Hour)</u>	<u>Weekend Pay</u> <u>(\$/Hour)</u>
<u>18364</u>	<u>20708</u>	<u>CLINICAL DATA SPECIALIST-CODER</u>	<u>\$1.50</u>	<u>\$2.25</u>	<u>\$3.00</u>	<u>\$1.50</u>
<u>18365</u>	<u>20709</u>	<u>CLINICAL DATA SPECIALIST-UTIL MGMT</u>	<u>\$1.50</u>	<u>\$2.25</u>	<u>\$3.00</u>	<u>\$1.50</u>
<u>18211</u>	<u>21211</u>	<u>Coding Specialist 1</u>	<u>\$1.50</u>	<u>\$2.25</u>	<u>\$3.00</u>	<u>\$1.50</u>
<u>18212</u>	<u>21212</u>	<u>Coding Specialist 2</u>	<u>\$1.50</u>	<u>\$2.25</u>	<u>\$3.00</u>	<u>\$1.50</u>
<u>18213</u>	<u>21213</u>	<u>Coding Specialist 3</u>	<u>\$1.50</u>	<u>\$2.25</u>	<u>\$3.00</u>	<u>\$1.50</u>
<u>18214</u>	<u>21214</u>	<u>Coding Specialist Lead</u>	<u>\$1.50</u>	<u>\$2.25</u>	<u>\$3.00</u>	<u>\$1.50</u>
<u>18210</u>	<u>21210</u>	<u>Coding Specialist Trainee</u>	<u>\$1.50</u>	<u>\$2.25</u>	<u>\$3.00</u>	<u>\$1.50</u>
<u>18367</u>	<u>20711</u>	<u>CLINICAL DATA SPECIALIST LEAD</u>	<u>\$1.50</u>	<u>\$2.25</u>	<u>\$3.00</u>	<u>\$1.50</u>
<u>18363</u>	<u>20707</u>	<u>CLINICAL DATA SPECIALIST TRAINEE</u>	<u>\$1.50</u>	<u>\$2.25</u>	<u>\$3.00</u>	<u>\$1.50</u>
<u>18366</u>	<u>20710</u>	<u>CLINICAL DATA SPECIALIST-CODER/UTIL MGMT</u>	<u>\$1.50</u>	<u>\$2.25</u>	<u>\$3.00</u>	<u>\$1.50</u>

PLACEHOLDER – Update with amounts negotiated in Article 45

<u>Salaried Job Class Code Profile #</u>	<u>Hourly Job Profile #</u>	<u>Class Title Job Profile</u>	<u>Evening Shift Differ. (\$/Hour)</u>	<u>Night Shift Differ. (\$/Hour)</u>	<u>Standby Pay (\$/Hour)</u>	<u>Weekend Pay (\$/Hour)</u>
<u>18456</u>	<u>20756</u>	CLINICAL EMBRYOLOGIST	\$1.50	\$2.25	\$3.00	\$1.50
<u>18457</u>	<u>20757</u>	CLINICAL EMBRYOLOGIST LEAD	\$1.50	\$2.25	\$3.00	\$1.50
<u>18455</u>	<u>20755</u>	CLINICAL EMBRYOLOGIST TRAINEE	\$1.50	\$2.25	\$3.00	\$1.50
<u>18391</u>	<u>20719</u>	CLINICAL LABORATORY ASSISTANT	\$1.50	\$2.25	\$3.00	\$1.50
<u>17378</u>	<u>20429</u>	COMMUNICATIONS TECHNICIAN 1	\$1.50	\$2.25	\$3.00	\$1.50
<u>17379</u>	<u>20430</u>	COMMUNICATIONS TECHNICIAN 2	\$1.50	\$2.25	\$3.00	\$1.50
<u>17380</u>	<u>20431</u>	COMMUNICATIONS TECHNICIAN 3	\$1.50	\$2.25	\$3.00	\$1.50
<u>18470</u>		DENTAL ASSISTANT 1	\$1.50	\$2.25	\$3.00	\$1.50
<u>18471</u>		DENTAL ASSISTANT 2	\$1.50	\$2.25	\$3.00	\$1.50
<u>18004</u>		DIETARY UNIT CLERK	\$1.50	\$2.25	\$3.00	\$1.50
<u>18057</u>		FINANCIAL ACCESS SPECIALIST 1	\$1.50	\$2.25	\$3.00	\$1.50

PLACEHOLDER – Update with amounts negotiated in Article 45

<u>Salaried Job Class Code Profile #</u>	<u>Hourly Job Profile #</u>	<u>Class Title Job Profile</u>	<u>Evening Shift Differ. (\$/Hour)</u>	<u>Night Shift Differ. (\$/Hour)</u>	<u>Standby Pay (\$/Hour)</u>	<u>Weekend Pay (\$/Hour)</u>
<u>18058</u>		FINANCIAL ACESS SPECIALIST 2	\$1.50	\$2.25	\$3.00	\$1.50
<u>18059</u>		FINANCIAL ACESS SPECIALIST LEAD	\$1.50	\$2.25	\$3.00	\$1.50
<u>18073</u>		FINANCIAL SERVICES COUNSELOR	\$1.50	\$2.25	\$3.00	\$1.50
<u>18074</u>		FINANCIAL SERVICES SPECIALIST 1	\$1.50	\$2.25	\$3.00	\$1.50
<u>18075</u>		FINANCIAL SERVICES SPECIALIST 2	\$1.50	\$2.25	\$3.00	\$1.50
<u>18256</u>		HEALTH INFORMATION LEAD	\$1.50	\$2.25	\$3.00	\$1.50
<u>18222</u>		HEALTH INFORMATION TECHNICIAN 1	\$1.50	\$2.25	\$3.00	\$1.50
<u>18255</u>		HEALTH INFORMATION TECHNICIAN 2	\$1.50	\$2.25	\$3.00	\$1.50
<u>18254</u>		HEALTH INFORMATION TECHNICIAN 3	\$1.50	\$2.25	\$3.00	\$1.50
<u>18474</u>		HOSPITAL DENTISTRY ASSISTANT SPECIALIST	\$1.50	\$2.25	\$3.00	\$1.50

PLACEHOLDER – Update with amounts negotiated in Article 45

<u>Salaried Job Class Code Profile #</u>	<u>Hourly Job Profile #</u>	<u>Class Title Job Profile</u>	<u>Evening Shift Differ. (\$/Hour)</u>	<u>Night Shift Differ. (\$/Hour)</u>	<u>Standby Pay (\$/Hour)</u>	<u>Weekend Pay (\$/Hour)</u>
<del>18085</del>		MEDICAL AIR LIFT COMMUNICATIONS SPEC	\$1.50	\$2.25	\$3.00	\$1.50
<del>18265</del>		MEDICAL ASSISTANT	\$1.50	\$2.25	\$3.00	\$1.50
<del>18266</del>		MEDICAL ASSISTANT LEAD	\$1.50	\$2.25	\$3.00	\$1.50
<del>18021</del>		MEDICAL TRANSCRIPTIONIST 1	\$1.50	\$2.25	\$3.00	\$1.50
<del>18022</del>		MEDICAL TRANSCRIPTIONIST 2	\$1.50	\$2.25	\$3.00	\$1.50
<del>18023</del>		MEDICAL TRANSCRIPTIONIST LEAD	\$1.50	\$2.25	\$3.00	\$1.50
<del>18160</del>		ORTHOTIST-PROSTHETIST TECHNICIAN	\$1.50	\$2.25	\$3.00	\$1.50
<del>18072</del>		PATIENT CARE COORDINATOR	\$1.50	\$2.25	\$3.00	\$1.50
<del>18066</del>		PATIENT COLLECTIONS LEAD	\$1.50	\$2.25	\$3.00	\$1.50
<del>18065</del>		PATIENT COLLECTIONS REPRESENTATIVE	\$1.50	\$2.25	\$3.00	\$1.50

PLACEHOLDER – Update with amounts negotiated in Article 45

<u>Salaried Job Class Code Profile #</u>	<u>Hourly Job Profile #</u>	<u>Class Title Job Profile</u>	<u>Evening Shift Differ. (\$/Hour)</u>	<u>Night Shift Differ. (\$/Hour)</u>	<u>Standby Pay (\$/Hour)</u>	<u>Weekend Pay (\$/Hour)</u>
<u>18171</u>	<u>21223</u>	<u>Patient Account Representative 1</u>	<u>\$1.50</u>	<u>\$2.25</u>	<u>\$3.00</u>	<u>\$1.50</u>
<u>18172</u>	<u>21224</u>	<u>Patient Account Representative 2</u>	<u>\$1.50</u>	<u>\$2.25</u>	<u>\$3.00</u>	<u>\$1.50</u>
<u>18173</u>	<u>21225</u>	<u>Patient Account Representative 3</u>	<u>\$1.50</u>	<u>\$2.25</u>	<u>\$3.00</u>	<u>\$1.50</u>
<u>18174</u>	<u>212226</u>	<u>Patient Account Representative Lead</u>	<u>\$1.50</u>	<u>\$2.25</u>	<u>\$3.00</u>	<u>\$1.50</u>
<u>18084</u>		<u>PATIENT FINANCIAL SERVICES SPECIALIST 1</u>	<u>\$1.50</u>	<u>\$2.25</u>	<u>\$3.00</u>	<u>\$1.50</u>
<u>18082</u>		<u>PATIENT FINANCIAL SERVICES SPECIALIST 2</u>	<u>\$1.50</u>	<u>\$2.25</u>	<u>\$3.00</u>	<u>\$1.50</u>
<u>18070</u>		<u>PATIENT REPRESENTATIVE</u>	<u>\$1.50</u>	<u>\$2.25</u>	<u>\$3.00</u>	<u>\$1.50</u>
<u>18078</u>		<u>PATIENT SERVICES REP COORDINATOR</u>	<u>\$1.50</u>	<u>\$2.25</u>	<u>\$3.00</u>	<u>\$1.50</u>
<u>18090</u>		<u>PATIENT SERVICES SPECIALIST 1- TRAINEE</u>	<u>\$1.50</u>	<u>\$2.25</u>	<u>\$3.00</u>	<u>\$1.50</u>
<u>18091</u>		<u>PATIENT SERVICES SPECIALIST 2</u>	<u>\$1.50</u>	<u>\$2.25</u>	<u>\$3.00</u>	<u>\$1.50</u>

PLACEHOLDER – Update with amounts negotiated in Article 45

<u>Salaried Job Class Code</u> <u>Profile #</u>	<u>Hourly Job Profile</u> <u>#</u>	<u>Class Title</u> <u>Job Profile</u>	<u>Evening Shift Differ.</u> <u>(\$/Hour)</u>	<u>Night Shift Differ.</u> <u>(\$/Hour)</u>	<u>Standby Pay</u> <u>(\$/Hour)</u>	<u>Weekend Pay</u> <u>(\$/Hour)</u>
18092		PATIENT SERVICES SPECIALIST 3	\$1.50	\$2.25	\$3.00	\$1.50
18094		PATIENT SERVICES SPECIALIST EDU-QA	\$1.50	\$2.25	\$3.00	\$1.50
18093		PATIENT SERVICES SPECIALIST LEAD	\$1.50	\$2.25	\$3.00	\$1.50
18241		QUALITY ASSURANCE COORDINATOR	\$1.50	\$2.25	\$3.00	\$1.50
17281		TELEPHONE COMMUNICATIONS OPERATOR-HOSP	\$1.50	\$2.25	\$3.00	\$1.50
17285		TELEPHONE COMMUNICATIONS OPR LEAD-HOSP	\$1.50	\$2.25	\$3.00	\$1.50

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2 **University-wide Supervisory Bargaining Unit**

<u>Salaried Job Class Code</u>	<u>Hourly Job Class Code</u>	<u>Class Title</u>	<u>Evening Shift Differ.</u> <u>(\$/Hour)</u>	<u>Night Shift Differ.</u> <u>(\$/Hour)</u>	<u>Standby Pay</u> <u>(\$/Hour)</u>	<u>Weekend Pay</u> <u>(\$/Hour)</u>
18343		ADVANCED CARDIAC	\$1.50	\$2.25	\$3.00	\$1.50

PLACEHOLDER – Update with amounts negotiated in Article 45

<u>Salaried Job Class Code</u>	<u>Hourly Job Class Code</u>	Class Title	Evening Shift Differ. (\$/Hour)	Night Shift Differ. (\$/Hour)	Standby Pay (\$/Hour)	Weekend Pay (\$/Hour)
		TECHNOLOGIST SUPERVISOR				
<del>18368</del>		<del>CLINICAL DATA SPECIALIST SUPV</del>	<del>\$1.50</del>	<del>\$2.25</del>	<del>\$3.00</del>	<del>\$1.50</del>
<del>18215</del>	<del>21215</del>	<del>Coding Specialist Supervisor</del>	<del>\$1.50</del>	<del>\$2.25</del>	<del>\$3.00</del>	<del>\$1.50</del>
<del>18060</del>		FINANCIAL ACCESS SPECIALIST SUPERVISOR	\$1.50	\$2.25	\$3.00	\$1.50
<del>18076</del>		<del>FINANCIAL SERVICES SPECIALIST SUPV</del>	<del>\$1.50</del>	<del>\$2.25</del>	<del>\$3.00</del>	<del>\$1.50</del>
<del>18257</del>		HEALTH INFORMATION SUPERVISOR	\$1.50	\$2.25	\$3.00	\$1.50
<del>18024</del>		MEDICAL TRANSCRIPTION SUPV	\$1.50	\$2.25	\$3.00	\$1.50
<del>18069</del>		PATIENT CARE COORDINATOR SUPV	\$1.50	\$2.25	\$3.00	\$1.50
<del>18083</del>		<del>PATIENT FINANCIAL</del>	<del>\$1.50</del>	<del>\$2.25</del>	<del>\$3.00</del>	<del>\$1.50</del>

PLACEHOLDER – Update with amounts negotiated in Article 45

<u>Salaried Job Class Code</u>	<u>Hourly Job Class Code</u>	Class Title	Evening Shift Differ. (\$/Hour)	Night Shift Differ. (\$/Hour)	Standby Pay (\$/Hour)	Weekend Pay (\$/Hour)
		SERVICES SUPERVISOR				
<u>18175</u> <u>18176</u>	<u>21227</u>	Patient Account Representative Supervisor	<u>\$1.50</u>	<u>\$2.25</u>	<u>\$3.00</u>	<u>\$1.50</u>
<u>18071</u>		PATIENT REPRESENTATIVE SUPERVISOR	\$1.50	\$2.25	\$3.00	\$1.50
<u>18095</u>		PATIENT SERVICES SPECIALIST SUPERVISOR	\$1.50	\$2.25	\$3.00	\$1.50
<u>17286</u>		TELEPHONE COMMUNICATIONS SUPERVISOR	\$1.50	\$2.25	\$3.00	\$1.50

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2 **Healthcare Professional/Laboratory Technical Bargaining Unit**

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PLACEHOLDER – Update with amounts negotiated in Article 45

<u>Salaried</u> <u>Job</u> <u>Class</u> <u>Code</u>	<u>Hourly</u> <u>Job Class</u> <u>Code</u>	Class Title	Evening Shift Differ. (\$/Hour)	Night Shift Differ. (\$/Hour)	Standby Pay (\$/Hour)	Weekend Pay (\$/Hour)
<u>18130</u>		PHYSICAL THERAPIST 1	\$1.50	\$2.25	\$3.00	\$3.00 (employees on rotating schedules)  \$4.00 (employees on fixed schedules)
<u>18131</u>		PHYSICAL THERAPIST 2	\$1.50	\$2.25	\$3.00	\$3.00 (employees on rotating schedules)  \$4.00 (employees on fixed schedules)
<u>18132</u>		PHYSICAL THERAPIST 3	\$1.50	\$2.25	\$3.00	\$3.00 (employees on rotating schedules)  \$4.00 (employees on fixed schedules)

PLACEHOLDER – Update with amounts negotiated in Article 45

<b>Salaried Job Class Code</b>	<b>Hourly Job Class Code</b>	<b>Class Title</b>	<b>Evening Shift Differ. (\$/Hour)</b>	<b>Night Shift Differ. (\$/Hour)</b>	<b>Standby Pay (\$/Hour)</b>	<b>Weekend Pay (\$/Hour)</b>
18133		PHYSICAL THERAPIST SPECIALIST	\$1.50	\$2.25	\$3.00	\$3.00 (employees on rotating schedules) \$4.00 (employees on fixed schedules)

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2 For the most current information regarding earnings types applicable to Health Care  
3 Professional/Technical classes, please refer to the Employment Earnings Type  
4 Information on the web at: <https://hr.uw.edu/comp/classified-staff/overview/>  
5 <http://www.washington.edu/admin/hr/ocpsp/earnings/ern.pgs/>

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7 Tentatively Agreed To:

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9 For the Union:



For the Employer:



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Date: 4 Oct 2018

Date: 10/4/18

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**APPENDIX III – OVERTIME EXEMPT JOB CLASSIFICATIONS**

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**University-wide Nonsupervisory Bargaining Unit**

<b>Job Code</b>	<b>Job Classification</b>
7301	ACCOUNTANT 2
7302	ACCOUNTANT, SENIOR
7336	BUDGET/FISCAL ANALYST
7337	BUDGET/FISCAL ANALYST LEAD
7122	BUYER 3
7683	FIRE PROTECTION ENGINEER
7684	FIRE PROTECTION ENGINEER LEAD
7504	HEALTH EDUCATION RESOURCES COORDINATOR 2
7762	HEALTH PHYSICIST 1
7763	HEALTH PHYSICIST 2
7043	HUMAN SUBJECTS REVIEW COORDINATOR
7511	MEDICAL ILLUSTRATOR
7205	PLANNING ANALYST 2
7206	PLANNING ANALYST 3
7688	SAFETY PROFESSIONAL 2
7507	SCIENTIFIC INSTRUCTION DESIGNER 2
7287	TELECOMMUNICATIONS ANALYST 3

3

4

**University-wide Supervisory Bargaining Unit**

<b>Job Code</b>	<b>Job Classification</b>
7011	ACCOUNTING SUPERVISOR
7553	BROADCAST TECHNICIAN SUPERVISOR
7339	BUDGET/FISCAL OPERATIONS SUPERVISOR
7338	BUDGET/FISCAL UNIT SUPERVISOR
8342	CARDIAC TECHNOLOGIST SUPERVISOR
8368	CLINICAL DATA SPECIALIST SUPERVISOR
7382	COMMUNICATIONS TECHNICIAN SUPERVISOR
7956	COMPUTER OPERATOR SUPERVISOR
7345	CREDIT MANAGER B
7362	DATA CONTROL SUPERVISOR
8477	DENTAL CLINIC SUPERVISOR 1
8478	DENTAL CLINIC SUPERVISOR 2
8347	DIAGNOSTIC MEDICAL SONOGRAPHER SUPV
8076	FINANCIAL SERVICES SPECIALIST SUPERVISOR
7516	GRAPHIC DESIGNER/ILLUSTRATOR SUPERVISOR
7210	GROUNDS SUPERVISOR
8257	HEALTH INFORMATION SUPERVISOR
8279	IMAGING TECHNOLOGIST-SUPERVISOR
7313	LIBRARY SPECIALIST II - SUPERVISOR
7321	LIBRARY SUPERVISOR II

<b>Job Code</b>	<b>Job Classification</b>
7794	MAIL SERVICES SUPERVISOR
7208	MAINTENANCE SUPERVISOR 1
7209	MAINTENANCE SUPERVISOR 2
7173	MANAGER - SWIMMING POOLS
7541	MEDIA ENGINEER B
7532	MEDIA MAINTENANCE SUPERVISOR
8414	NUCLEAR MEDICINE TECHNOLOGIST SUPERVISOR
7216	OFFICE SUPPORT SUPERVISOR 2
8436	OPHTHALMIC TECHNICIAN SUPERVISOR
7653	PARKING SUPERVISOR 2
7651	PARKING SUPERVISOR 3
8083	PATIENT FINANCIAL SERVICES SUPERVISOR
8071	PATIENT REPRESENTATIVE SUPERVISOR
7782	PHOTOGRAPHY SUPERVISOR
7015	PROGRAM MANAGER A
7259	PROGRAM SUPPORT SUPERVISOR I
7257	PROGRAM SUPPORT SUPERVISOR II
7768	STOCKROOM SUPERVISOR
7509	SUPERVISOR - MEDIA TECHNICAL SERVICES
7548	TV/VIDEO EQUIPMENT OPERATOR SUPERVISOR

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Tentatively Agreed To:	
For the Union:  _____	For the Employer:  _____
Date: 4 Oct 2018	Date: 10/4/18

9

APPENDIX IV – LAYOFF SENIORITY UNITS

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<u>Unit Number</u>	<u>Organization</u>
<u>1</u>	<u>Office of the President including:</u> <ul style="list-style-type: none"><li><u>• Ombudsman's Office</u></li><li><u>• Assistant Attorney General's Division</u></li></ul>
<u>2</u>	<u>Applied Physics Laboratory</u>
<u>3</u>	<u>Provost's Office including:</u> <ul style="list-style-type: none"><li><u>• Vice Provost for Research</u></li><li><u>• Vice Provost for the Graduate School</u></li><li><u>• Vice President for Educational Outreach</u></li><li><u>• Equal Opportunity Office</u></li><li><u>• Undergraduate Academic Affairs</u></li><li><u>• ROTC</u></li></ul>
<u>4</u>	<u>UW Bothell</u>
<u>5</u>	<u>UW Tacoma</u>
<u>6</u>	<u>Libraries (excluding Law Library)</u>
<u>7</u>	<u>Finance and Facilities:</u> <ul style="list-style-type: none"><li><u>• Financial Management</u></li></ul>
<u>8</u>	<u>Finance and Facilities:</u> <ul style="list-style-type: none"><li><u>• Capital Projects</u></li><li><u>• Facilities Services</u></li></ul>
<u>9</u>	<u>Vice President for Computing</u>
<u>10</u>	<u>Vice President for Minority Affairs</u>
<u>11</u>	<u>Vice President for Student Affairs</u>
	<u>Vice President for University Advancement</u>
	<u>Intercollegiate Athletics</u>
	<u>Vice President for External Affairs</u>
<u>12</u>	<u>College of Arts and Sciences</u>
<u>13</u>	<u>College of Environment</u> <ul style="list-style-type: none"><li><u>• Aquatic and Fishery Sciences</u></li><li><u>• Oceanography</u></li><li><u>• Earth and Space Sciences</u></li><li><u>• Atmospheric Sciences</u></li><li><u>• Forest Resources</u></li></ul>
	<u>(Excluding Applied Physics Lab)</u>
<u>14</u>	<u>College of Engineering</u>
<u>15</u>	<u>College of Built Environments</u>
	<u>School of Law and Law Library</u>
	<u>Evans School of Public Affairs</u>
	<u>School of Social Work</u>
	<u>Foster School of Business</u>

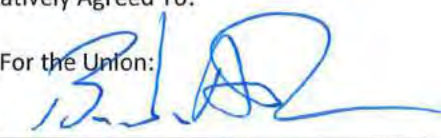



- 1 ~~13. Experimental Education Unit~~
- 2 ~~14. Undergraduate Academic Affairs~~
- 3 ~~15. School of Dentistry~~
- 4 ~~16. School of Nursing~~
- 5 ~~17. School of Pharmacy~~
- 6 ~~18. School of Public Health and Community Medicine~~
- 7 ~~19. Facilities Services and Capital Planning & Development~~
- 8 ~~20. Arts and Sciences — Arts~~
- 9 ~~21. Arts and Sciences — Humanities~~
- 10 ~~22. Arts and Sciences — Social Sciences~~
- 11 ~~23. Arts and Sciences — Natural Sciences~~
- 12 ~~24. Arts and Sciences — Biology, Psychology, Speech and Hearing Sciences~~
- 13 ~~25. Arts and Sciences — Dean's Office and Burke Museum~~
- 14 ~~26. Vice President of Student Affairs except Housing and Food Services~~
- 15 ~~27. Housing and Food Services~~
- 16 ~~28. Vice President for External Affairs~~
- 17 ~~29. Vice President for University Advancement~~
- 18 ~~30. Vice President for Human Resources~~
- 19 ~~31. Creative Communications~~
- 20 ~~32. Purchasing and Stores~~
- 21 ~~33. Financial Accounting~~
- 22 ~~34. Payables Administration, Travel~~
- 23 ~~35. Student Fiscal Services~~
- 24 ~~36. Grant & Contract Accounting, Payroll, Management Accounting & Analysis,~~
- 25 ~~Treasury, Controller's Office, Equipment Inventory Office, Other Financial~~
- 26 ~~Management Units~~
- 27 ~~37. Special Employment Programs~~
- 28 ~~38. Health Sciences Administration: HS Academic Services and Facilities~~
- 29 ~~39. Health Sciences Administration: Alcohol and Drug Abuse Institute Administration —~~
- 30 ~~Center on Human Development and Disability~~
- 31 ~~40. Health Sciences Administration — Hall Health; Environmental Health and Safety~~
- 32 ~~41. Health Sciences Administration — Washington National Primate Research Center~~
- 33 ~~42. Health Sciences Administration — All Other — Finance and Administration, News and~~
- 34 ~~Community Relations, Office of the Executive Director~~
- 35 ~~43. Office of the Vice President for Medical Affairs and Dean of School of Medicine~~
- 36 ~~administrative/program units including the Interdisciplinary Graduate Programs:~~
- 37 ~~Biomolecular Structure & Design Program, Molecular and Cell Biology Program,~~
- 38 ~~Compliance, Community Relations, Development and Program for Neurobiology~~
- 39 ~~and Behavior~~
- 40
- 41 ~~School of Medicine Departments to be broken down as follows:~~
- 42 ~~44. Anesthesiology and Pain Medicine~~
- 43 ~~45. Biochemistry~~
- 44 ~~46. Biological Structure, Bioengineering, Microbiology, Genome Sciences, Department~~
- 45 ~~of Neurology~~
- 46 ~~47. Clinical Research Center~~

- 1 ~~48. Comparative Medicine~~
- 2 ~~49. Family Medicine~~
- 3 ~~50. Immunology~~
- 4 ~~51. Laboratory Medicine~~
- 5 ~~52. Bioethics and Humanities, Biomedical Informatics and Medical Education~~
- 6 ~~53. Medicine~~
- 7 ~~54. Neurological Surgery~~
- 8 ~~55. Obstetrics/Gynecology~~
- 9 ~~56. Ophthalmology~~
- 10 ~~57. Orthopedics~~
- 11 ~~58. Otolaryngology~~
- 12 ~~59. Pathology~~
- 13 ~~60. Pediatrics~~
- 14 ~~61. Pharmacology~~
- 15 ~~62. Physiology and Biophysics~~
- 16 ~~63. Psychiatry and Behavioral Sciences~~
- 17 ~~64. Radiation Oncology, Radiology~~
- 18 ~~65. Rehabilitation Medicine~~
- 19 ~~66. Surgery~~
- 20 ~~67. Urology~~
- 21
- 22 ~~UW Technology:~~
- 23 ~~68. Office of the VP, Business & Finance~~
- 24 ~~69. IT Infrastructure~~
- 25 ~~70. Office of Information Management~~
- 26
- 27 ~~UW Medical Centers Shared Services~~
- 28 ~~71. Information Technology~~
- 29 ~~72. Patient Financial Services~~
- 30 ~~73. UW Medicine Contact Center~~
- 31
- 32 ~~Harborview Medical Center~~
- 33 ~~74. Executive Director, Chief Operating Officer, Hiring authority for HMC and all other~~
- 34 ~~units not listed below~~
- 35 ~~75. Associate Administrator—Surgical Emergent Integrated Clinical Services~~
- 36 ~~76. Associate Administrator—Ambulatory Care and Allied Care Services~~
- 37 ~~77. Associate Administrator—Patient Care Service~~
- 38 ~~78. Associate Administrator—Finance~~
- 39 ~~79. Medical Director~~
- 40
- 41 ~~UW Medical Center~~
- 42 ~~80. Executive Director, UWMC and all other units not listed below~~
- 43 ~~81. Associate Administrator—Chief Nursing Officer~~
- 44 ~~82. Senior Associate Administrator—Planning, Marketing, Design & Construction~~
- 45 ~~83. Associate Administrator—Chief Financial Officer~~
- 46 ~~84. Associate Administrator for Support Services~~

- 1 ~~85. Associate Administrator—Ambulatory Services~~
- 2 ~~86. Medical Director's Office~~
- 3
- 4 ~~Provost Units, UW Bothell, UW Tacoma~~
- 5 ~~87. Planning and Management—Vice Provost for~~
- 6 ~~88. Provost, Office of the—all Provost's units not delineated as separate units including~~
- 7 ~~the Enrollment Management Division (Student Financial Aid/Veteran's Benefits,~~
- 8 ~~Office of the University Registrar, Undergraduate Admissions, International Student~~
- 9 ~~Services, and Finance and Administration Shared Services).~~
- 10 ~~89. Educational Outreach—Vice President for~~
- 11 ~~90. Vice Provost for Research and Dean of Graduate School~~
- 12 ~~91. University of Washington, Bothell~~
- 13 ~~92. University of Washington, Tacoma~~
- 14
- 15 ~~Physical Therapists~~
- 16 ~~93. Eastside Clinic, Stadium Clinic, Exercise Training, and Urology Clinic~~
- 17 ~~94. UWMC~~
- 18

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Tentatively Agreed To:	
For the Union: 	For the Employer: 
Date: 17 Sept 2018	Date: 9/17/18

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## APPENDIX V – PAY TABLES

### PLACEHOLDER

Pay tables will be updated with July 1, 2019 values and included in the final CBA.

For the most current information regarding pay tables, please refer to the [UW Compensation Plan](#).

**MEMORANDUM OF UNDERSTANDING  
BETWEEN  
THE UNIVERSITY OF WASHINGTON (UNIVERSITY)  
AND  
THE SERVICE EMPLOYEES INTERNATIONAL UNION Local 925  
AND  
THE WASHINGTON FEDERATION OF STATE EMPLOYEES Local 1488**

**MOU – EXPEDITED ARBITRATION PILOT**

1  
2  
3 The parties to this agreement are the University of Washington (Employer), SEIU Local  
4 925 (SEIU), and WFSE Local 1488 (WFSE). During negotiations for the 2017-2019  
5 successor agreement, the parties reached agreement on the following regarding an  
6 expedited arbitration pilot.

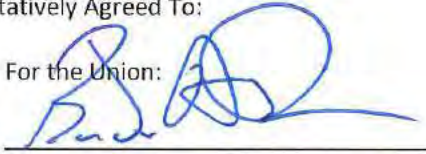
- 7  
8 1. ~~Beginning January 1, 2017, upon~~Upon mutual agreement, the parties will utilize the  
9 expedited arbitration format within this agreement.  
10  
11 2. Either party may request an expedited arbitration for any grievance already timely  
12 moved to the arbitration step by submitting such request by email to the other party.  
13 The responding party will reply by email and accept or decline expedited arbitration  
14 within ten (10) days.  
15  
16 3. Expedited arbitration hearings format will be as follows:  
17 a. The parties will utilize the panel of arbitrators referred to in the Grievance  
18 Procedure of the collective bargaining agreements for the parties to  
19 determine the arbitrator.  
20 b. The hearing will be held within sixty (60) days of acceptance.  
21 c. Transcripts of the hearing shall be made available.  
22 d. Briefs shall be waived unless the parties mutually agree that they shall be  
23 presented.  
24 e. The award will be completed within seven (7) business days after the  
25 hearing or submission of briefs. The award is expected to be brief, concise,  
26 and not require extensive written opinion or research time.  
27  
28 4. Except as contradicted within this agreement, all other conditions of the Grievance  
29 Procedure article contained in the collective bargaining agreements for the parties  
30 apply.

31 The pilot and this agreement expire on June 30, ~~2019~~2021. However, if a request for an  
32 expedited arbitration is made and accepted prior to June 30, ~~2019~~2021, the hearing may  
33 be scheduled after the expiration of this agreement.  
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Tentatively Agreed To:

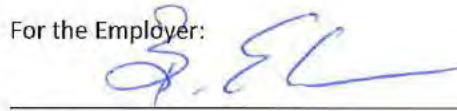
For the Union:



Date:

18 July 2018

For the Employer:



Date:

7/18/18

**MEMORANDUM OF UNDERSTANDING  
BETWEEN  
THE UNIVERSITY OF WASHINGTON (UNIVERSITY)  
AND  
THE SERVICE EMPLOYEES INTERNATIONAL UNION Local 925  
AND  
THE WASHINGTON FEDERATION OF STATE EMPLOYEES Local 1488**

**MOU – SCHOLARSHIP FUND FOR MEDICAL CENTER EMPLOYEES**

1  
2  
3 During negotiations for the ~~2017-2019~~2019-2021 successor agreement, the parties  
4 reached agreement on the following regarding Scholarship Funds for SEIU 925- and  
5 WFSE-represented employees at Harborview Medical Center (HMC) and UW Medical  
6 Center (UWMC) for academic year ~~2019~~2018 and ~~2019~~2020, only to be implemented  
7 upon ratification:  
8

9 In recognition of the commitment of HMC and UWMC to the delivery of excellent patient  
10 care as well as the enhancement of employees' professional skills, the Employer will  
11 provide annually a pool of up to a total of \$100,000 (maximum \$4,000.00 per employee)  
12 for SEIU 925- and WFSE-represented employees at Harborview Medical Center (HMC)  
13 and UW Medical Center (UWMC) to obtain a degree or certification required for  
14 employment in a healthcare field within the hospital where the employee works.  
15

16 The parties agree to form two Committees, one at HMC and UWMC, and split the  
17 funding equitably with \$50,000 allocated to each medical center. Each Committee will  
18 be comprised of at least one management representative, one member from WFSE and  
19 one member from SEIU at HMC and one member from WFSE and one member from  
20 SEIU at UWMC. The Committee will be established to research the availability of funds  
21 and to recommend the policies and guidelines regarding fund disbursement to the  
22 Administration.  
23

24 In accordance with the above, the Committee will be in charge of administering  
25 scholarships. To be eligible, the employee must have a minimum of one (1) year at  
26 HMC/UWMC prior to submission of scholarship application. After completion of the  
27 program, there is an expected three (3) year commitment to HMC/UWMC. If the  
28 employee voluntarily terminates employment prior to the end of the three (3) year  
29 commitment, the pro-rated amount of the scholarship must be repaid to HMC/UWMC  
30 and may be deducted from the employee's pay.  
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Tentatively Agreed To:

For the Union:	For the Employer:
	
Date: 18 July 2018	Date: 7/18/18

**MEMORANDUM OF UNDERSTANDING  
BETWEEN  
THE UNIVERSITY OF WASHINGTON (UNIVERSITY)  
AND  
THE SERVICE EMPLOYEES INTERNATIONAL UNION Local 925  
AND  
THE WASHINGTON FEDERATION OF STATE EMPLOYEES Local 1488**

**MOU – SURGICAL TECHNOLOGISTS**

1  
2  
3 During negotiations for the ~~2017~~2019-2019-2021 successor agreement, the parties  
4 agreed to the following regarding Surgical Technologists at Harborview in WFSE  
5 Harborview Bargaining Unit and UW Medical Center in the SEIU 925 Healthcare  
6 Professional/Laboratory Technical Bargaining Unit.

7 In order to recognize the need for professional development, continuing education, and  
8 ongoing credentialing, and in accordance with the aforementioned agreement, ~~on July~~  
9 ~~1, 2017,~~ the University agrees to implement the following for the ~~2017~~2019-2019-2021  
10 collective bargaining agreements:

11 I. Surgical Technologists who obtain and maintain their Certified Surgical  
12 Technologist (CST) certification through the National Board of Surgical  
13 Technology and Surgical Assisting (HBSTSA) will be paid one dollar (\$1.00) per  
14 hour premium for all hours in paid status.  
15

16 II. Employees will be eligible for the premium if:

17 A. The certification has been presented to and approved by management;

18 B. The employee continues to meet all educational and other requirements  
19 to keep the certification current and in good standing;

20 C. The employee is working in the area of certification.

21 Once the above criteria are satisfied, the employee will begin earning the  
22 certification premium at the beginning of the next available pay period.

23 III. An employee is eligible for only one certification premium regardless of other  
24 certifications the employee may have.

25 IV. Employees will notify their Appointing Authority or designee if their certification  
26 has expired, or has been restricted, revoked or suspended within twenty-four  
27 (24) hours of expiration, restriction, revocation or suspension, or prior to their  
28 next scheduled shift, whichever occurs first.

29 V. The parties agree that there are no written or oral representations,  
30 understandings, promises, or agreements directly or indirectly related to this

1 Agreement that are not incorporated herein in full. Furthermore, this Agreement  
2 is not precedent setting and does not establish a practice.

3 Tentatively Agreed To:

4	For the Union:		For the Employer:	
5		_____		_____
6	Date:	4 Oct 2018	Date:	10/4/18
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10



1 5. UWMC will determine the difference between Medical Interpreter budgeted FTE  
2 and actual work FTE in each language and offer an equitable distribution of the  
3 additional FTE in each language. Management will review language volumes/FTE on an  
4 ongoing basis to determine changes to demand in each language.  
5

6 6. Medical Interpreters who have increased FTE as a result of Section 5 shall be  
7 restored hours of Vacation, Sick, Holiday hours lost over last three (3) months as a  
8 result of FTE assignment realignment.  
9

10 7. Overtime shall be offered to all qualified interpreters and rotated in each  
11 language group to ensure equitable distribution of overtime assignments.  
12

13 8. Work on special projects and translation shall be distributed transparently to  
14 qualified employees and rotated in each language group. Qualification for specific tasks  
15 is taken into consideration before seniority in assignment of translation, data projects,  
16 and liaison with internal or external groups. Seniority will be taken into consideration in  
17 first offer of taking trainings or representing the department at events.  
18

19 9. UWMC management affirms the right of Interpreters and all employees to be  
20 treated with dignity and respect.  
21

22 10. All agency interpreters doing in-person or telephonic shall be certified/qualified  
23 medical interpreters.  
24

25 11. The department will comply with the collective bargaining agreement concerning  
26 travel time, on-call, call back and other work standards.  
27

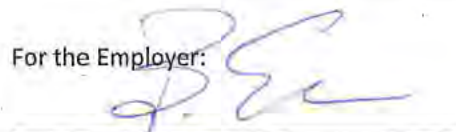
28 Tentatively Agreed To:

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30 For the Union:

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33 Date: 28 Aug 2018

30 For the Employer:

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33 Date: 8-28-18

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**MEMORANDUM OF UNDERSTANDING**  
**BETWEEN**  
**THE UNIVERSITY OF WASHINGTON (UNIVERSITY)**  
**AND**  
**THE SERVICE EMPLOYEES INTERNATIONAL UNION Local 925**

2

**MOU – LEAVE OF ABSENCE SEIU 925 OFFICER**

3

4 During negotiations for the ~~2017-2019~~2019-2021 successor agreement, the parties  
5 reached agreement on the following regarding a leave of absence for an  
6 employee/union member elected to serve as an officer with the Union.

7

8 With thirty (30) calendar days' notice, unless agreed otherwise, an employee accepting  
9 a position as a Union Officer will be granted leave without pay for up to thirty-six (36)  
10 months.

11

12 As determined by the Employer, the returning employee will be employed in a funded  
13 vacant position in the same job classification and the same geographical area provided  
14 the employee has the necessary skills and abilities. If there is no funded vacant position  
15 available, the employee may request his/her name be placed on the rehire list.

16

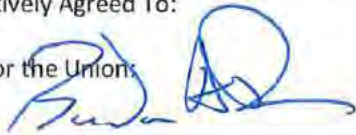
17 This agreement expires on June 30, ~~2019~~2021.

18

19 Tentatively Agreed To:

20

21 For the Union:



22 For the Employer:



23

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Date: 18 July 2018

Date: 7/18/18

26

**MEMORANDUM OF UNDERSTANDING  
BETWEEN  
THE UNIVERSITY OF WASHINGTON (UNIVERSITY)  
AND  
THE SERVICE EMPLOYEES INTERNATIONAL UNION Local 925 (UNION)**

**MOU – PUBLIC RECORDS REQUESTS AND PRIVACY**

During negotiations for the ~~2017-2019~~2019-2021 successor agreement, the parties reached agreement on the following regarding Public Records Requests.

~~Effective thirty (30) days after the ratification of the 2017-2019 agreement,~~ Labor Relations will notify the Union of public records requests for information received by the UW Office of Public Records that directly concern and encompass SEIU 925's members. Notification will be provided in order to allow for a ten (10) day protest period.

Tentatively Agreed To:

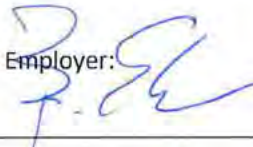
For the Union:



Date:

18 Aug 2018

For the Employer:



Date:

8/10/18

**MEMORANDUM OF UNDERSTANDING  
BETWEEN  
THE UNIVERSITY OF WASHINGTON (UNIVERSITY)  
AND  
THE SERVICE EMPLOYEES INTERNATIONAL UNION Local 925**

**MOU – TRANSPORTATION SERVICES VIDEO/AUDIO SYSTEM**

This Memorandum of Understanding is regarding the use of audio and video equipment in the University of Washington Transportation Services office.

1. It is agreed that the cameras/audio are not for the purpose of evaluation or monitoring of employees. The purpose of the camera/audio is for the security of property and for the protection of employees.

2. Management shall not use the camera/audio system to monitor work. When video or audio is reviewed in response to an incident, management will have the option to act upon issues revealed in the recording even if they are not central to the initial incident.

3. Audio shall be recorded in the Sales and Administration area only (including the hearing office).

4. The system shall not be subject to live monitoring without prior notice to the Union and an opportunity to meet and discuss potential impacts for employees.

5. If modifications are performed to the cameras or their field of vision, the Union will be informed and allowed to view the modifications.

6. Management shall maintain a written log of camera/audio system access, including date, time and reason for access, that will be available to the union for review.

7. If video/audio is downloaded it shall be noted in the log and copies of the footage shall be available for union review.

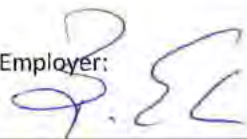
Tentatively Agreed To:

For the Union:



Date: 21 Aug 18

For the Employer:



Date: 8/21/18

**MEMORANDUM OF UNDERSTANDING  
BETWEEN  
THE UNIVERSITY OF WASHINGTON (UNIVERSITY)  
AND  
THE SERVICE EMPLOYEES INTERNATIONAL UNION Local 925  
MOU – ADVANCED CARDIAC TECHNOLOGIST RECRUITMENT AND RETENTION  
WAGE INCREASES**

1

2 During negotiations for the 2019-2021 successor agreement, the parties agreed to the  
3 following recruitment and retention wage increases for Advanced Cardiac Technologists  
4 series:

5

6 1. Effective July 1, 2019, Advanced Cardiac Technologist (Job Code 18340 and  
7 20697) shall move from Pay Table B8 Range 98 to Pay Table B8 Range 100.  
8 Employees will be placed on the new range at their current pay step.

9

10 2. Effective July 1, 2019, Advanced Cardiac Technologist Lead (Job Code 18341  
11 and 20698) shall move from Pay Table BY Range 3 to Pay Table B8 Range 105.  
12 Employees will be placed on the new range at their current pay step.

13

14 3. Effective July 1, 2019, Advanced Cardiac Technologist Supervisor (Job Code  
15 18343, 18344, and 20700) shall move from Pay Table B7BX Range 108 to Pay  
16 Table B8 Range 109. Employees will be placed on the new range at their current  
17 pay step.

18

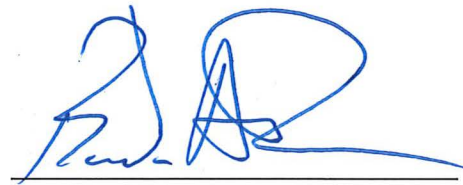
19 Dated 12 April, 2018~~9~~

20



21  
22 For the Employer

23



For the Union

**MEMORANDUM OF UNDERSTANDING  
BETWEEN  
THE UNIVERSITY OF WASHINGTON (UNIVERSITY)  
AND  
THE SERVICE EMPLOYEES INTERNATIONAL UNION Local 925**

**MOU – KING COUNTY PREMIUM PAY**

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2  
3 During negotiations for the 2019-2021 successor agreement, the parties agreed to the  
4 following:

5 The University will implement an additional 2% locality adjustment on July 1, 2019 and a  
6 2% locality adjustment on July 1, 2020, both contingent upon the state appropriating  
7 new, permanent state funding from a non-University source and on-going General  
8 Fund-State to cover the full cost, including marginal benefit funding, of these locality  
9 adjustments for all employees regardless of funding source. Any money appropriated  
10 for this locality adjustment will only be used for bargaining unit members of SEIU 925.

11 If funding is appropriated at a greater or lesser amount, the Employer and the Union will  
12 meet to negotiate the impacts.

13 This agreement is not precedent setting for funding across-the-board increases for  
14 future contracts.

15 By January 1, 2020, the University and Unions will meet to discuss the Employer's long  
16 range budget plan including funding for classified employee compensation.

17 This MOU will expire on June 30, 2021.  
18

19 Tentatively Agreed To:

20  
21 For the Union:



22  
23  
24 Date:

4 Oct 2018

21 For the Employer:



22  
23  
24 Date:

10/4/18

26

**MEMORANDUM OF UNDERSTANDING  
BETWEEN  
THE UNIVERSITY OF WASHINGTON (UNIVERSITY)  
AND  
THE SERVICE EMPLOYEES INTERNATIONAL UNION Local 925  
MOU – FORMER ADMINISTRATIVE ASSISTANT B**

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During negotiations for the 2019-2021 successor agreement, the parties agreed to the following for former Administrative Assistant Bs who were reclassified on July 1, 2018, to Administrative Assistant 3s:

- 1) Within sixty (60) days of ratification of this Agreement, employees who were reclassified from Administrative Assistant B to Administrative Assistant 3 on July 1, 2018 will be reclassified to a new job profile titled Administrative Assistant 3 (DNU – CLOSED) that pays at the historic Administrative Assistant B rate, on pay table B4 range 42. Employees will be placed on range 42 at the step closest to, but not less than, their current rate of pay.
- 2) Employees will remain in the Administrative Assistant 3 (DNU – CLOSED) job profile as long as they remain in these positions. No other employees will be hired or reclassified into the Administrative Assistant 3 (DNU – CLOSED) job profile.
- 3) When Administrative Assistant 3 (DNU – CLOSED) positions become vacant, they will be reclassified from the Administrative Assistant 3 (DNU – CLOSED) job profile into the best fit available classification.

Tentatively Agreed To:	
For the Union: 	For the Employer: 
Date: 4 Oct 2018	Date: 10/4/18



1                                   **MEMORANDUM OF UNDERSTANDING**  
2                                   **BETWEEN**  
3                                   **THE UNIVERSITY OF WASHINGTON (UNIVERSITY)**  
4                                   **AND**  
5                                   **THE SERVICE EMPLOYEES INTERNATIONAL UNION Local 925**

6                                   **MOU: LUMP SUM PAYMENT**

7  
8  
9 During negotiations for the 2019-2021 successor agreement, the parties reached agreement on  
10 the following lump sum upon ratification:

- 11
- 12       A. Employees with an active permanent appointment and in pay status on July 1, 2019  
13       shall receive a single one-time lump sum payment of one hundred dollars (\$100) to each  
14       employee at or above a .75 FTE.
  - 15
  - 16       B. Employees with an active permanent appointment and in pay status on July 1, 2019  
17       shall receive a single one-time lump sum payment of fifty dollars (\$50) to each employee  
18       below a .75 FTE.
  - 19
  - 20
  - 21

22 Tentatively Agreed To:

23 For the Union:

24 

25 \_\_\_\_\_  
26 Date:

4 Oct 2018

23 For the Employer:

24 

25 \_\_\_\_\_  
26 Date:

10/4/18

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**MEMORANDUM OF UNDERSTANDING  
BETWEEN  
THE UNIVERSITY OF WASHINGTON (UNIVERSITY)  
AND  
THE SERVICE EMPLOYEES INTERNATIONAL UNION Local 925**

**MOU – MARKET BASED SALARY ADJUSTMENTS**

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During negotiations for the 2019-2021 successor agreement, the parties agreed to the following regarding Market Based Salary Adjustments.

On July 1, 2019, the Employer will implement the following:


**MARKET INCREASES SEIU 925**


Benchmark Cluster Name	Job Title	Job Codes	Current Pay Table	Current Pay Range	New Pay Range	Approx % Increase
Multimedia Technician	Broadcast Technician 1	17550	B4	44	45	2.50%
		20478				
	Broadcast Technician 2	17551	B4	50	51	2.50%
		20479				
	Broadcast Technician 3	17552	B4	54	55	2.50%
		20480				
	Broadcast Technician Supervisor	17553	B4	58	59	2.50%
		17554				
		20481				
	Electronic Media Producer 1	17580	B4	43	44	2.50%
		20489				
	Electronic Media Producer 2	17581	B4	49	50	2.50%
		20490				
	Electronic Media Producer Lead	17582	B4	53	54	2.50%
		20491				
Media Engineer A	17540	B4	56	57	2.50%	
	20472					
Media Engineer B	17541	B4	61	62	2.50%	
	20473					
Media Laboratory Coordinator	17562	B4	38	39	2.50%	
	20487					
Media Services Dispatcher	17561	B4	33	34	2.50%	
	20486					
Media Services Operator	17560	B4	30	31	2.50%	

		20485				
Media Technician		17520	B4	32	33	2.50%
		20463				
Media Technician Lead		17523	B4	43	44	2.50%
		20466				
Media Technician Senior		17521	B4	40	41	2.50%
		20464				
Media Technician Supervisor		17522	B4	46	47	2.50%
		20465				
Supervisor-Media Technical Services		17508	B4	54	55	2.50%
		17509				
		20456				
Tv/Video Equipment Operator 1		17545	B4	31	32	2.50%
		20474				
Tv/Video Equipment Operator 2		17546	B4	36	37	2.50%
		20475				
Tv/Video Equipment Operator Lead		17547	B4	39	40	2.50%
		20476				
Tv/Video Equipment Operator Supervisor		17548	B4	42	43	2.50%
		17828				
		20477				

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Agreed To:

For the Union:  \_\_\_\_\_

For the Employer:  \_\_\_\_\_

Date: 4 Oct 2018                      Date: 10/4/18

**MEMORANDUM OF UNDERSTANDING  
BETWEEN  
THE UNIVERSITY OF WASHINGTON (UNIVERSITY)  
AND  
THE SERVICE EMPLOYEES INTERNATIONAL UNION Local 925**

**MOU – MEDICAL AIRLIFT COMMUNICATIONS SPECIALIST AND  
MEDICAL AIRLIFT COMMUNICATIONS SUPERVISOR  
RECRUITMENT AND RETENTION WAGE INCREASES**

- 1
- 2 During negotiations for the 2019-2021 successor agreement, the parties agreed to the  
3 following recruitment and retention wage increases for the Medical Airlift  
4 Communications Specialist and Medical Airlift Communications Supervisor job  
5 classifications:
- 6 1. Effective July 1, 2019, Medical Airlift Communications Specialists (Job Code  
7 18085 and 20624) shall move from Pay Table B4 Range 47 to Pay Table B4  
8 Range 49. Each employee shall be placed on the step nearest to, but not less  
9 than their current step, plus one step.
- 10
- 11 2. Effective July 1, 2019, Medical Airlift Communications Supervisors (Job Code  
12 18086 and 20625) shall move from Pay Table B4 Range 52 to Pay Table B4  
13 Range 54. Each employee shall be placed on the step nearest to, but not less  
14 than their current step, plus one step.
- 15
- 16 3. Medical Airlift Communications Specialist and Medical Airlift Communications  
17 Supervisors will be moved to the Police Dispatcher benchmark cluster.

18

19 Tentatively Agreed To:

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21 For the Union:

22   
23 \_\_\_\_\_  
24 Date: 4 Oct 2018

20  
21 For the Employer:

22   
23 \_\_\_\_\_  
24 Date: 10/4/18

26

**MEMORANDUM OF UNDERSTANDING  
BETWEEN  
THE UNIVERSITY OF WASHINGTON (UNIVERSITY)  
AND  
THE SERVICE EMPLOYEES INTERNATIONAL UNION Local 925  
MOU – MEDICAL INTERPRETERS  
RECRUITMENT AND RETENTION WAGE INCREASES**

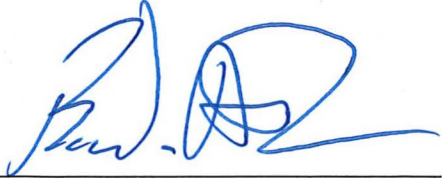
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During negotiations for the 2019-2021 successor agreement, the parties agreed to the following recruitment and retention wage increases for Medical Interpreters:

1. Effective July 1, 2019, Medical Interpreter 1 (Job Code 18087 and 20626) shall move from Pay Table B5 Range 41 to Pay Table B5 Range 43. Employees will be placed on the new range at the step closest to but not less than their current rate of pay, plus one step.
2. Effective July 1, 2019, Medical Interpreter 2 (Job Code 18088 and 20627) shall move from Pay Table B5 Range 44 to Pay Table B5 Range 46. Employees will be placed on the new range at the step closest to but not less than their current rate of pay, plus one step.
3. Effective July 1, 2019, Medical Interpreter Caseworker – Cultural Mediator L (Job Code 18089 and 20628) shall move from Pay Table B5 Range 45 to Pay Table B5 Range 47. Employees will be placed on the new range at the step closest to but not less than their current rate of pay, plus one step.
4. Effective July 1, 2019, Medical Interpreter – ASL (Job Code 18096 and 20635) shall move from Pay Table B5 Range 53 to Pay Table B5 Range 55. Employees will be placed on the new range at the step closest to but not less than their current rate of pay, plus one step.
5. Annually, the Employer will extend to UWMC interpreters \$250 per employee prorated by FTE for education and training.

Dated 12 April, 2018/9

  
\_\_\_\_\_  
For the Employer

  
\_\_\_\_\_  
For the Union

1                                   **MEMORANDUM OF UNDERSTANDING**  
2                                   **BETWEEN**  
3                                   **THE UNIVERSITY OF WASHINGTON (UNIVERSITY)**  
4                                   **AND**  
5                                   **THE SERVICE EMPLOYEES INTERNATIONAL UNION LOCAL 925 (UNION)**

6                                   **MOU: NON-MONETARY STEPS AND PAY TABLE BH**  
7  
8

9     During negotiations for the 2019-2021 successor agreement, the parties reached agreement on  
10  the following regarding non-monetary steps:



11  
12  Effective January 1, 2020, the Employer will eliminate all non-monetary steps for all pay ranges  
13  on pay tables BF and BT by redistributing the current increases along the range.

14  Effective January 1, 2020, the Employer will move the following job profiles from the BH table to  
15  the BF table. Employees will be placed on the new range at the value closest to, but not less  
16  than, their current rate of pay.

Job Profile	Current Table/Range Assignment	New Table/Range Assignment
Cardiac Sonographer Supervisor (E S SEIU 925 Supv)	BH-20	BF-78
Diagnostic Medical Sonographer Supv (E S SEIU 925 Supv)	BH-23	BF-81
Imaging Technologist-Supervisor (E S SEIU 925 Supv)	BH-18	BF-76
Nuclear Medicine Technologist Supervisor (E S SEIU 925 Supv)	BH-35	BF-93

17  
18  Effective January 1, 2020, the BH table will be inactivated.  
19

20  Tentatively Agreed To:

21  For the Union:	21  For the Employer:
22 	22 
23  _____	23  _____
24  Date: 4 Oct 2018	24  Date: 10/4/18
25	25

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**MEMORANDUM OF UNDERSTANDING  
BETWEEN  
THE UNIVERSITY OF WASHINGTON (UNIVERSITY)  
AND  
THE SERVICE EMPLOYEES INTERNATIONAL UNION Local 925**


**MOU – HOUSE BILL 2669**

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During negotiations for the 2019-2021 successor agreement, the parties reached agreement on the following regarding House Bill 2669.

House Bill 2669 2017-18 amends RCW 41.06.070 to remove the exemption of part-time employees from state civil service rules. Once the Office of Financial Management State Human Resources has finalized its amendments to the civil service rules, the parties agree to meet and discuss possible amendments to the 2017-2019 Collective Bargaining Agreement and, if applicable, the tentative agreement of the 2019-2021 Collective Bargaining Agreement.

Dated 17<sup>Sept</sup> Oct, 2018 

  
\_\_\_\_\_

For the Employer

  
\_\_\_\_\_

For the Union

**MEMORANDUM OF UNDERSTANDING  
BETWEEN  
THE UNIVERSITY OF WASHINGTON (UNIVERSITY)  
AND  
THE SERVICE EMPLOYEES INTERNATIONAL UNION Local 925**

**MOU – PAY TABLE PARITY**

During negotiations for the 2019-2021 successor agreement, the parties agreed to pay table parity as referenced in Attachment: Pay Table Parity effective July 1, 2019.

Dated \_\_\_\_\_, 2018



\_\_\_\_\_  
For the Employer



\_\_\_\_\_  
For the Union

## Attachment: Pay Table Parity

### Additional action items in relation to Pay Table Parity MOU: WFSE and SEIU 925

1. To WFSE table BV, add a new top auto step, R, and the CEGP steps will change from R and S to S and T to create parity with SEIU 925 B8.

Employees who were at the current top step Q for 12 months or longer will be moved to the new top incremental step, R.

Employees on current CEGP step R will be moved to CEGP step S, employees on CEGP step S will be moved to CEGP step T.

Job	Job Title	Representative Group	FROM		TO		Headcount
			Table/Range	Top Step	Table/Range	Top Step	
18718	CLINICAL LABORATORY TECHNICIAN 1-HMC	WFSE HMC	BV/30	Q	BV/30	R	6
18719	CLINICAL LABORATORY TECHNICIAN 2-HMC	WFSE HMC	BV/36	Q	BV/36	R	0
18720	CLINICAL LABORATORY TECHNICIAN LEAD-HMC	WFSE HMC	BV/46	Q	BV/46	R	1

2. To SEIU 925 table B7BX, add a new top auto step, R, and the CEGP steps will change from R and S to S and T to create parity with WFSE B0.

Employees who were at the current top step Q for 12 months or longer will be moved to the new top incremental step, R.

Employees on current CEGP step R will be moved to CEGP step S, employees on CEGP step S will be moved to CEGP step T.

Job	Job Title	Representative Group	FROM		TO		Headcount
			Table/Range	Top Step	Table/Range	Top Step	
18343	ADVANCED CARDIAC TECHNOLOGIST SUPERVISOR	SEIU LOCAL 925 SUPERVISORY	B7BX-R108	Q	B7BX-R108	R	1
18391	CLINICAL LABORATORY ASSISTANT	SEIU LOCAL 925 NONSUPERVISORY	B7BX-R012	Q	B7BX-R012	R	2
18212	CODING SPECIALIST 2	SEIU LOCAL 925 NONSUPERVISORY	B7BX-R060	Q	B7BX-R060	R	1
				S		T	1
18213	CODING SPECIALIST 3	SEIU LOCAL 925 NONSUPERVISORY	B7BX-R068	Q	B7BX-R068	R	8
				R		S	5
18214	CODING SPECIALIST LEAD	SEIU LOCAL 925 NONSUPERVISORY	B7BX-R075	Q	B7BX-R075	R	1
				R		S	1
18470	DENTAL ASSISTANT 1	SEIU LOCAL 925 NONSUPERVISORY	B7BX-R005	Q	B7BX-R005	R	1
18471	DENTAL ASSISTANT 2	SEIU LOCAL 925 NONSUPERVISORY	B7BX-R023	Q	B7BX-R023	R	17
				R		S	5
				S		T	3
18476	DENTAL XRAY TECHNICIAN 2	SEIU LOCAL 925 NONSUPERVISORY	B7BX-R023	Q	B7BX-R023	R	1
18004	DIETARY UNIT CLERK	SEIU LOCAL 925 NONSUPERVISORY	B7BX-R002	Q	B7BX-R002	R	3
18380	HISTOLOGIC TECHNICIAN 1	SEIU LOCAL 925 RESEARCH TECH BU	B7BX-R040	Q	B7BX-R040	R	1
18381	HISTOLOGIC TECHNICIAN 2	SEIU LOCAL 925 RESEARCH TECH BU	B7BX-R049	Q	B7BX-R049	R	1
18379	HISTOTECHNOLOGIST	SEIU LOCAL 925 RESEARCH TECH BU	B7BX-R059	Q	B7BX-R059	R	3
				R		S	1
				S		T	1
18474	HOSPITAL DENTISTRY ASSISTANT SPECIALIST	SEIU LOCAL 925 NONSUPERVISORY	B7BX-R050	Q	B7BX-R050	R	1
				S		T	1
18022	MEDICAL TRANSCRIPTIONIST 2	SEIU LOCAL 925 NONSUPERVISORY	B7BX-R021	Q	B7BX-R021	R	8
				R		S	1
18023	MEDICAL TRANSCRIPTIONIST LEAD	SEIU LOCAL 925 NONSUPERVISORY	B7BX-R028	Q	B7BX-R028	R	4
18024	MEDICAL TRANSCRIPTION SUPV	SEIU LOCAL 925 SUPERVISORY	B7BX-R038	R	B7BX-R038	S	1
17281	TELEPHONE COMMUNICATIONS OPERATOR-HOSP	SEIU LOCAL 925 NONSUPERVISORY	B7BX-R000	Q	B7BX-R000	R	4

17285	TELEPHONE COMMUNICATIONS OPR LEAD-HOSP	SEIU LOCAL 925 NONSUPERVISORY	B7BX- R007	Q	B7BX- R007	R	4
17286	TELEPHONE COMMUNICATIONS SUPERVISOR	SEIU LOCAL 925 SUPERVISORY	B7BX- R018	Q	B7BX- R018	R	1

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**3. To SEIU 925 pay table BG, add a second CEGP step, U, to create pay table parity with WFSE pay table BABB.**

Note: Movement from 1st CEGP step to 2nd CEGP step is not automatic.

Job	Job Title	Representative Group	FROM		TO		Headcount
			Table/ Range	Top Step	Table/ Range	Top Step	
18336	CYTOTECHNOLOGIST 2	SEIU LOCAL 925-HMC TECHNICAL	BG/93	T	BG/93	U	1
18465	DENTAL HYGIENIST	SEIU LOCAL 925 HEALTHCARE PROF/LAB TECH	BG/96	T	BG/96	U	1
18400	MEDICAL LABORATORY SCIENTIST 1	SEIU LOCAL 925 HEALTHCARE PROF/LAB TECH	BG/70	T	BG/70	U	4
18403	MEDICAL LABORATORY SCIENTIST 2	SEIU LOCAL 925 HEALTHCARE PROF/LAB TECH	BG/77	T	BG/77	U	6
18401	MEDICAL LABORATORY SCIENTIST LEAD	SEIU LOCAL 925 HEALTHCARE PROF/LAB TECH	BG/84	T	BG/84	U	9
18430	SURGICAL TECHNOLOGIST	SEIU LOCAL 925 HEALTHCARE PROF/LAB TECH	BG/47	T	BG/47	U	1

22

**4. Reassign four WFSE-HMC job titles to higher pay ranges in order to match SEIU 925 counterparts.**

Place employees on the new range at the value closest to, but not less than, their current rate of pay.

Job	Job Title	Representative Group	FROM		TO		Headcount
			Table	Range	Table	Range	
18711	ANESTHESIOLOGY TECHNICIAN 1	WFSE HMC	BABB	10	BABB	12	1
18678	DIETARY UNIT CLERK	WFSE HMC	B0	1	B0	2	31
18717	HOSPITAL DENTISTRY ASSISTANT SPECIALIST	WFSE HMC	B0	49	B0	50	2
18681	MEDICAL TRANSCRIPTIONIST 1	WFSE HMC	B0	13	B0	14	0

34

**5. Reassign six WFSE-HMC job titles from pay table B0 to pay table BV; WFSE BV aligns with SEIU 925 B8.**

Place employees on the new range at the value closest to, but not less than, their current rate of pay.

Job	Job Title	Representative Group	FROM		TO		Headcount
			Table	Range	Table	Range	
18703	ORTHOPAEDIC TECHNICIAN I	WFSE HMC	B0	39	BV	40	5
18704	ORTHOPAEDIC TECHNICIAN II	WFSE HMC	B0	46	BV	47	6
18686	SPECIMEN PROCESSING TECHNICIAN	WFSE HMC	B0	13	BV	14	0
18687	SPECIMEN PROCESSING TECHNICIAN LEAD	WFSE HMC	B0	25	BV	26	0

11

**6. Reassign one WFSE-HMC job title from pay table BK to pay table B0; WFSE B0 aligns with SEIU 925 B7BX.**

Place employees on the new range at the value closest to, but not less than, their current rate of pay.

Job	Job Title	Representative Group	FROM		TO		Headcount
			Table	Range	Table	Range	
18632	TELEPHONE COMMUNICATIONS OPERATOR-HOSP	WFSE HMC	BK	3	B0	0	13

**7. One job represented by WFSE is on pay table BI; parallel job represented by SEIU 925 is on table B5. Move BOTH jobs in tables that have parity.**

Place employees on the new range at the value closest to, but not less than, their current rate of pay.

Job	Job Title	Representative Group	FROM		TO		Headcount
			Table	Range	Table	Range	
18290	CARDIAC MONITOR TECHNICIAN	SEIU LOCAL 925 HEALTHCARE PROF/LAB TECH	B5	36	B8	20	9
18712	CARDIAC MONITOR TECHNICIAN	WFSE HMC	BI	36	BV	20	9

8. One job represented by WFSE is on pay table BABB; parallel job represented by SEIU 925 is on table BT.

Move the SEIU 925 job to another table that aligns with WFSE BABB table values.

Place employees on the new range at the value closest to, but not less than, their current rate of pay.

Job	Job Title	Representative Group	FROM		TO		Headcount
			Table	Range	Table	Range	
18153	RESPIRATORY CARE ASSISTANT	SEIU LOCAL 925 HEALTHCARE PROF/LAB TECH	BT	6	BG	30	7
18702	RESPIRATORY CARE ASSISTANT	WFSE HMC	BABB	25	BABB	30	1

8

9. One job represented by WFSE is on pay table BABB; parallel job represented by SEIU 925 is on table BD

Move the SEIU 925 job to another table that aligns with WFSE BABB table values.

Job	Job Title	Representative Group	FROM		TO		Headcount
			Table	Range	Table	Range	
18111	SOCIAL WORK ASSISTANT 1	SEIU LOCAL 925 HEALTHCARE PROF/LAB TECH	BD	1	BG	51	0
18693	SOCIAL WORK ASSISTANT 1	WFSE HMC	BABB	38	BABB	51	0

Note: Only salaried job codes are listed above. Hourly counterparts are similarly impacted and will move accordingly.

-----  
prepared by MedCntrs Comp 09/20/2018

**MEMORANDUM OF UNDERSTANDING  
BETWEEN  
THE UNIVERSITY OF WASHINGTON (UNIVERSITY)  
AND  
THE SERVICE EMPLOYEES INTERNATIONAL UNION Local 925  
MOU – PHLEBOTOMIST RECRUITMENT AND RETENTION WAGE INCREASES**

1

2 During negotiations for the 2019-2021 successor agreement, the parties agreed to the  
3 following recruitment and retention wage increases for the Phlebotomist and  
4 Phlebotomist Lead classifications:

- 5 1. Effective July 1, 2019, Phlebotomist (Job Code 18394 and 20720) shall move  
6 from Pay Table B8 Range 10 to Pay Table B8 Range 15. Employees will be  
7 placed on the new range at the step closest to but not less than their current rate  
8 of pay.  
9
- 10 2. Effective July 1, 2019, Phlebotomist Lead (Job Code 18395 and 20721) shall  
11 move from Pay Table B8 Range 17 to Pay Table B8 Range 22. Employees will  
12 be placed on the new range at the step closest to but not less than their current  
13 rate of pay.  
14  
15

16 Dated 4 Oct, 2018

17



18  
19 For the Employer

20



For the Union

**MEMORANDUM OF UNDERSTANDING  
BETWEEN  
THE UNIVERSITY OF WASHINGTON (UNIVERSITY)  
AND  
THE SERVICE EMPLOYEES INTERNATIONAL UNION Local 925**

**MOU – SALARY OVERPAYMENT RECOVERY**

1  
2  
3 During negotiations for the 2019-2021 successor agreement, the parties agreed to the  
4 following regarding Salary Overpayment Recovery.

5 Salary Overpayment Recovery

6 A. When an Employer has determined that an employee has been overpaid  
7 wages, the Employer may recoup the overpayment. The Employer will provide  
8 written notice to the employee that will include the following items:

- 9 1. The amount of the overpayment,  
10 2. The basis for the claim,  
11 3. A demand for payment, and  
12 4. The rights of the employee under the terms of this Agreement.

13  
14 Employees may request a meeting with the Employer and an interpreter to have  
15 the overpayment notification explained.

16  
17 B. Method of Payback

18 1. The employee must choose one (1) of the following options for paying  
19 back the overpayment:

- 20 a. Voluntary wage deduction,  
21 b. Cash, or  
22 c. Check (separated employee).  
23 d. Vacation (if under 240 hours only) or Compensatory time  
24 balances

25  
26 ~~2. The employee will have the option to repay the overpayment over a~~  
27 ~~period of time equal to the number of pay periods during which the~~  
28 ~~overpayment was made. The employee may propose a payment schedule~~  
29 ~~to repay the overpayment to the Employer. If the employee's proposal is~~  
30 ~~accepted by the Employer, the deductions shall continue until the~~  
31 ~~overpayment is fully recouped. Nothing in the section prevents the~~  
32 ~~Employer and employee from agreeing to a different overpayment amount~~  
33 ~~than that specified in the overpayment notice or to a method other than a~~  
34 ~~deduction from wages for repayment of the overpayment amount.~~

35  
36 3. If the employee fails to choose one (1) of the four (4) options described  
37 above, within twenty (20) days of written notice of overpayment, the

1 Employer will deduct the overpayment owed from the employee's wages  
2 or the amount due may be placed with a collection agency. This  
3 overpayment recovery will not be more than five percent (5%) of the  
4 employee's disposable earnings in a pay period. Disposable earnings will  
5 be calculated in accordance with the Attorney General of Washington's  
6 guidelines for Wage Assignments.  
7

8 4. Any overpayment amount still outstanding at separation of employment  
9 will be deducted from their final pay.

10  
11 C. Neither A nor B above are required for employee reported overpayments  
12 and/or employee corrected time including leave submittal corrections. All  
13 employee initiated overpayment corrections may be collected from the next  
14 available pay check.  
15

16 ~~D. Nothing in the section prevents the Employer and employee from agreeing~~  
17 ~~to a different overpayment amount that that specified in the overpayment notice~~  
18 ~~or to a method other than a deduction from wages for repayment of the~~  
19 ~~overpayment amount.~~  
20

21 E. Appeal Rights: Any dispute concerning the occurrence or amount of the  
22 overpayment will be resolved through the grievance procedure in Article 6 of this  
23 Agreement. The Employer will suspend attempts to collect an alleged  
24 overpayment until the grievance process has concluded.  
25

26 This MOU expires on June 30, 2021.  
27

28 Tentatively Agreed To:  
29  
30 For the Union:   
31  
32 For the Employer:   
33  
34 Date: 18 Sept 2018 Date: 9/18/18  
35

**MEMORANDUM OF UNDERSTANDING  
BETWEEN  
THE UNIVERSITY OF WASHINGTON (UNIVERSITY)  
AND  
THE SERVICE EMPLOYEES INTERNATIONAL UNION Local 925**

**MOU: NEW SALARY STEPS FOR PAY TABLES BF AND BT**

During negotiations for the 2019-2021 successor agreement, the parties reached agreement on the following regarding Salary Steps effective January 1, 2021:

- I. The Employer will add one (1) additional two percent (2%) top Salary Step to the following pay tables effective January 1, 2021: BF and BT. With the new top step (U), CEGP steps will now be step V (2% increase) and step W (2% increase).
- II. Employees will be eligible to advance to this new top salary step (U) once they have been on the current top salary step (T) for at least one (1) year.

Dated 4 Oct, 2018

  
\_\_\_\_\_  
For the Employer

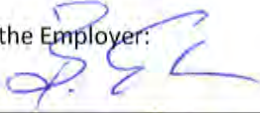
  
\_\_\_\_\_  
For the Union

**MEMORANDUM OF UNDERSTANDING  
BETWEEN  
THE UNIVERSITY OF WASHINGTON (UNIVERSITY)  
AND  
THE SERVICE EMPLOYEES INTERNATIONAL UNION Local 925  
MOU – SPORTS EQUIPMENT MANAGER  
RECRUITMENT AND RETENTION WAGE INCREASES**

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During negotiations for the 2019-2021 successor agreement, the parties agreed to the following recruitment and retention wage increases for Sports Equipment Mangers:

1. Effective July 1, 2019, Sports Equipment Manger 1 (Job Code 17170 and 20351) shall be moved from Pay Table B4 Range 30 to Pay Table B4 Range 35. Employees will be placed on the new range at the step closest to but not less than their current rate of pay, plus one step.
2. Effective July 1, 2019, Sports Equipment Manger 2 (Job Code 17171 and 20352) shall be moved from Pay Table B4 Range 34 to Pay Table B4 Range 39. Employees will be placed on the new range at the step closest to but not less than their current rate of pay, plus one step.

Tentatively Agreed To:	
For the Union:  _____	For the Employer:  _____
Date: 4 Oct 2018	Date: 10/4/18

**MEMORANDUM OF UNDERSTANDING  
BETWEEN  
THE UNIVERSITY OF WASHINGTON (UNIVERSITY)  
AND  
THE SERVICE EMPLOYEES INTERNATIONAL UNION Local 925**

**MOU – SURGICAL TECHNOLOGIST  
RECRUITMENT AND RETENTION WAGE INCREASES**

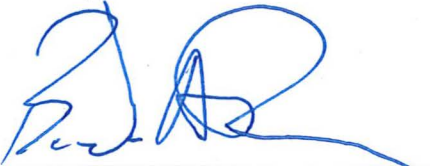
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During negotiations for the 2019-2021 successor agreement, the parties agreed to the following recruitment and retention wage increases for Surgical Technologists:

Effective July 1, 2019, Surgical Technologist (Job Code 18430 and 20739) shall move from Pay Table BG Range 47 to Pay Table BG Range 49. Employees will be placed on the new range at the step closest to but not less than their current rate of pay, plus one step.

Dated 12 April, 201~~8~~9

  
\_\_\_\_\_  
For the Employer

  
\_\_\_\_\_  
For the Union

1                                   **MEMORANDUM OF UNDERSTANDING**  
2                                   **BETWEEN**  
3                                   **THE UNIVERSITY OF WASHINGTON (UNIVERSITY)**  
4                                   **AND**  
5                                   **THE SERVICE EMPLOYEES INTERNATIONAL UNION LOCAL 925 (UNION)**

6                                   **MOU: PAY TABLES BD, B1, AND BY**  
7  
8

9     During negotiations for the 2019-2021 successor agreement, the parties reached agreement on  
10  the following:



11  
12  Effective July 1, 2019, the following job profiles will be reassigned to new tables/ranges.

Job Profile	Current Table/Range Assignment	New Table/Range Assignment
Social Work Assistant 2 (NE S SEIU 925 HCP/LT)	BD-14	BG-64
Dialysis/Pheresis Technician (NE S SEIU 925 HCP/LT)	B1-46	B8-49
Dialysis/Pheresis Technician Lead (NE S SEIU 925 HCP/LT)	B1-56	B8-59

13  
14  Employees will be placed on the new range at the value closest to, but not less than, their  
15  current rate of pay.

16  Effective July 1, 2019, pay tables BD, B1, and BY will be inactivated.  
17

18  Tentatively Agreed To:

19     For the Union:	20     For the Employer:
21 	21 
22     Date: 4 Oct 2018	22     Date: 10/4/18

23  
24

1                                   **SIDE LETTER B – PUBLIC TRANSPORTATION DELAYS**

2  
3   July 1, 2017-2019

4  
5   Employees who arrive late to work due to rarely occurring unforeseen or unavoidable  
6   delays in public transportation (for example - an accident or a bus break down) will not be  
7   subject to corrective action. The Employer may require employees to provide proof or  
8   documentation of the unforeseen or unavoidable incident. Employees may use  
9   accumulated compensatory time, vacation leave, or leave without pay. Compensatory  
10   time must be used before vacation leave. If the employee has exhausted both  
11   compensatory time and vacation leave, leave without pay will be used.

12  
13   The Employer may adjust the employees schedule to make up for the missed time. No  
14   overtime will be accrued for the adjustment of the employee's schedule unless the  
15   employee ends up working more than the total number of hours the employee was  
16   originally scheduled to work.

17  
18   This side letter will expire on June 30, 2021.

19  
20   Tentatively Agreed To:

21  
22   For the Union:

23   

24  
25   Date: 30 Aug 2018

26   For the Employer:

27   

28   Date: 8-30-18



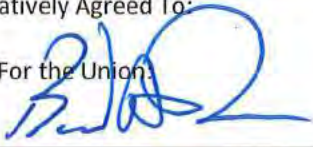
**SIDE LETTER G – LEGISLATIVE BRIEFINGS**

July 1, 2017-2019

The Union President or designee shall be invited to attend legislative briefings conducted by the Employer.

Tentatively Agreed To:

For the Union:



Date: 21 Aug 18

For the Employer:



Date: 8-21-18



**SIDE LETTER K – REPRESENTATION**

July 1, ~~2017-2019~~

The University agrees not to oppose the Union's effort to add to the bargaining unit, except in cases when the employees the union seeks to add are represented by another union, when the employees' collective bargaining rights fall under RCW 41.76, RCW 41.56 or other statute hereinafter enacted by the legislature. The University does not waive its right in any case to petition the Public Employment Relations Commission for unit clarification when the University, in its sole discretion, deems it appropriate. ~~The University will reply to Public Employment Relations Commission (PERC) requests for information within PERC's prescribed timeline. The University will also agree to any PERC hearing date within four (4) weeks of the filing of any petition. The parties can mutually agree to the extension of these deadlines.~~

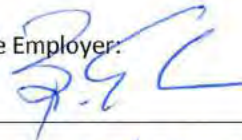
Agreed To:

For the Union:



Date: 19 Sept 2018

For the Employer:



Date: 9/19/18

**SIDE LETTER XX – CITY OF SEATTLE MINIMUM WAGE**

July 1, 2019




Contract classified pay tables will be updated to reflect the current Seattle minimum wage after an across-the-board increase or a minimum wage adjustment made by the City of Seattle. Steps falling below the new minimum wage will be inactivated and employees will be moved, if needed, to the new minimum step of the range. If an across-the-board increase brings steps back above the current Seattle minimum wage, those steps will be reactivated and available for use. Whenever steps are reactivated, no employees will be moved to lower steps.

This side letter expires on June 30, 2021.

Tentatively Agreed To:	
For the Union: 	For the Employer: 
Date: 18 Sept 2018	Date: 9/18/18



1 programs using diversity and inclusion best practices in support of UW's strategic  
2 initiatives.

3  
4 Agreed To:  
5  
6 For the Union:  For the Employer:   
7  
8  
9  
10 Date: 20~~18~~ Sept 2018 Date: ~~9/19/18~~ 9/20/18   
11

**SIDE LETTER XX – TRACKING DISCRIMINATION AND BIAS**

July 1, 2019

During negotiations for the 2019-2021 successor agreement, recognizing the University's long stated goals of diversity and inclusion, the parties agree to the following:

1. Annually the Employer will email all bargaining unit employees information regarding the availability and purpose of the University's bias incident reporting tool as an avenue to report incidents of suspected bias.
2. On an annual basis, the following groups will prepare an assessment report which will at a minimum include information quantifying reports of discrimination, harassment, and retaliation. An electronic copy of each report will be made available to the Union.
  - i. UCIRO
  - ii. Safe Campus
  - iii. Title IX Investigation Office
  - iv. UW Human Resources Campus Operations Investigations
  - v. UW Medical Centers Human Resources Operations Investigations
3. This side letter will expire on June 30, 2021.

Tentatively Agreed To:	
For the Union: 	For the Employer: 
Date: 20 Sept 2018	Date: 9/20/18

**SIDE LETTER XX – U-PASS**

July 1, 2019

The parties agree to the following regarding U-PASS:

Effective July 1, 2019, bargaining unit employees will not be charged a ~~monthly~~ fee for a U-PASS.

This Side Letter expires on June 30, 2021.

Tentatively Agreed To:

For the Union:



Date: 4 Oct 2018

For the Employer:



Date: 10/4/18

**SIDE LETTER XX – WORKDAY ROSTERS**

1  
2  
3  
4 Within one hundred twenty (120) ~~ninety (90)~~ days after ratification of the 2019-2021  
5 agreement, the parties will meet to discuss and complete any necessary updates to the  
6 contract provisions regarding Union rosters (Article 56.5 in the 17-19 agreement). The  
7 parties acknowledge that the implementation of Workday has resulted in some  
8 variances in the content of the agreed upon four reports, and the parties will work  
9 together to resolve the differences between accurately outline the current Union roster  
10 contents and in the contract.  
11

12 Tentatively Agreed To:  
13  
14 For the Union:  For the Employer:   
15  
16  
17 Date: 17 Oct 2018  Date: 9-17-18  
18  
19