

Summary of UW/Harborview-SEIU 1199 Comprehensive Tentative Agreement

2013-2015 Collective Bargaining Agreement

Article	Revisions
Article 1 – Purpose	Update – Language was added to memorialize the parties’ commitment to negotiating cooperatively and expeditiously.
Article 5 – Union Representative, Dues Deduction, Activities	<p>Union Delegates – One union delegate will be designated to represent electroneurodiagnostic (END) technologists.</p> <p>Delegate Training – The delegate representing END technologists may use up to eight hours of paid release time to participate in union-sponsored delegate training.</p>
Article 6 – Bargaining Unit Classes/Definitions <i>(Airlift Northwest-specific changes to this article are consolidated below)</i>	<p>Inclusion of END Technologists – END technologists will be incorporated into the Respiratory Therapist/Anesthesia Technician bargaining unit, and will be placed on the corresponding pay table.</p> <p>Preceptor – UW/Harborview will expand eligibility for preceptor pay to the health care specialist, social worker 1, and END technologist job classes. UW/Harborview will expand what constitutes "precepting" to include working with students, under defined circumstances.</p> <p>Certification – END technologists will be eligible for premium pay for one certification.</p>
Article 7 – Hours of Work and Overtime	<p>Overtime – For the purpose of calculating overtime payment, health care specialists and social workers may select either a fixed shift (overtime accrual on a daily basis) or an adjustable schedule (overtime accrual based on an employee’s 80-hour work period).</p> <p>Rest Between Shifts – UW/Harborview will expand eligibility for the rest between shifts premium to END technologists.</p>
Article 8 – Educational and Professional Development <i>(Airlift Northwest-specific changes to this article are consolidated below)</i>	<p>Educational and Professional Leave – Leave allotments will be listed in hours instead of days, and will correspond with the fiscal year cycle.</p> <p>Education Support Funds – UW/Harborview will increase the education support funds available to each full-time equivalent (FTE) as follows:</p> <ul style="list-style-type: none"> • Registered Nurses: From \$200 to \$500 • Respiratory Therapists: From \$200 to \$800 • Anesthesia Technicians/END Technologists: From \$200 to \$500 • Social Workers: From \$500 to \$850 • Health Care Specialists: From \$1,500 to \$1,800 <p>Employees at a 0.9 FTE will be considered full-time for purposes of this benefit, and will be eligible for the maximum amount. Unused funds will no longer be pooled.</p>
Article 9 – Salaries/Pay Items	Hire-in Rates – Language surrounding hire-in rates for health care specialists will be added to the contract, and credit for new-hires based on previous experience will be addressed at the health care specialist joint labor-management meeting.
Article 12 – Premium Pay	Shift Premium – New language establishes that employees working the

	<p>second shift (3:00 p.m. - 11:30 p.m.) will be paid a differential over the hourly contract rates of pay, and employees working third shift (11:00 p.m. - 7:30 a.m.) will be paid a differential over the regular rate of pay. Employees will be paid a shift differential on second or third shift if the majority of hours are worked during the designated shift.</p> <p>Float Pay – Employees assigned to work outside the department(s) to which they were hired and for which they are part of the departmental staffing plan will receive float pay.</p>
<p>Article 13 – Employment Practices <i>(Airlift Northwest-specific changes to this article are consolidated below)</i></p>	<p>Floating – New language clarifies that employees accepting or requesting multiple part-time positions or assignment in multiple departments are not eligible for float pay for such work, and will be notified of this in their appointment letter.</p> <p>Staffing Practices – For health care specialists, the collection of available data regarding relative value units will be discussed at joint labor-management meetings.</p>
<p>Article 15 – Leaves of Absence</p>	<p>Parental Leave – Employees may apply up to 10 days of sick leave toward parental leave.</p> <p>Domestic Violence and Military Spouse Leave – Language updates describe applicable state laws.</p>
<p>Article 16 – Sick Leave</p>	<p>Bereavement Leave – UW/Harborview will grant employees three days of paid leave for bereavement.</p> <p>Unexpected Absence – Employees working evening and night shifts may notify management of an unexpected absence as late as two hours before the beginning of their scheduled shift, instead of three.</p>
<p>Article 17 – Committees</p>	<p>Joint Labor-Management Committees – Two END technologist representatives and three health care specialist representatives may attend applicable joint labor-management meetings.</p>
<p>Article 21 – Corrective Action/Dismissal Process and/or Resignation</p>	<p>Title: Changed from “Discipline and/or Resignation”</p> <p>Corrective Action – UW/Harborview will use the jointly developed general template when conducting a Step A meeting, and it will not be added to an employee’s file. A registered nurse 3 may be present during the corrective action process, and involved in mentorship, feedback, and evaluations.</p>
<p>Article 22 – Seniority, Layoff, Rehire <i>(Airlift Northwest-specific changes to this article are consolidated below)</i></p>	<p>Layoff Notice – In the event of a layoff, a seniority list of the most recent hires will be sent to the union along with materials regarding the employees identified for layoff.</p>
<p>Article 23 – Job Posting and Transfer <i>(Airlift Northwest-specific changes to this article are consolidated below)</i></p>	<p>Job Posting – Job opportunities for health care specialists will be emailed or posted internally for seven days prior to being posted externally.</p>
<p>Article 27 – Grievance Procedure</p>	<p>Update – Language surrounding employee pay status during the grievance procedure was updated to clarify that the provision is applicable to all bargaining units.</p>
<p>Article 34 – Duration of Agreement</p>	<p>Update – The contract term was updated to cover the 2013-2015 biennium.</p>

MOU – Meal and Rest Breaks	This new memorandum memorializes the parties' commitment to uninterrupted breaks for employees. Harborview will collect data on any meal breaks that are not taken in each department or unit, which it will report to the joint labor-management committee to discuss solutions.
MOU – Medical Errors	This new memorandum establishes that if a medical error occurs, the surrounding events will be reviewed to determine mitigating factors before corrective action takes place.
MOU – Health Care Specialist Joint Labor-Management Meetings	This new memorandum memorializes the parties' commitment to participate in joint labor-management meetings on health care specialist issues as often as once a month.
MOU – Clinic Social Work Staffing	UW/Harborview and SEIU 1199 will discuss clinic social work staffing at joint labor-management meetings.
MOU – Missed Break Trial	Harborview will conduct a six-month project related to meals and rest breaks on two units, by assigning six registered nurses to dedicated break relief. These nurses will not have a permanent patient assignment, and will relieve nurses with permanent patient assignments for meal and rest breaks.
MOU – Commitment to Staff Consistent with Approved Plans	This new memorandum affirms Harborview's commitment to staff safely and according to staffing plans, and recognizes that for significant and ongoing changes in patient census, staffing adjustments may be required.
MOU – Wage Study	UW/Harborview will pursue a classification study for END technologists, health care specialists, and social workers, to be completed by October 1, 2013. Upon completion, health care specialists will receive a market adjustment of at least 2 percent.
Appendix IV – Salary Schedules and Premiums	Base Wage Rate Adjustment – All SEIU 1199-represented employees will receive a 2 percent across-the-board wage increase for both years of the 2013-2015 biennium, effective July 1 of 2013 and 2014.
Appendix XII – Layoff Units	Updates – The parties agreed to various updates to better reflect the current Social Work layoff units.
Side Letter A	<p>Market Adjustments – UW/Harborview and SEIU 1199 will meet at least quarterly to address wage issues, including issues based on market adjustments and matters of recruitment and retention.</p> <p>KRONOS Committee – Language updates outline the duties of the KRONOS Committee going forward, which include monitoring the system's accuracy and recommending improvements.</p> <p>Negotiations for a Successor Contract – A designated team of 13 employees will receive paid release to attend contract negotiations, not to exceed eight hours per session. Release time is restricted to the actual hours of negotiations, and does not count toward overtime.</p>

Provisions Specific to the Airlift Northwest Bargaining Unit	
Article 6 – Bargaining Unit Classes/Definitions	Airlift Northwest Preceptor – Airlift Northwest management will expand eligibility for preceptor pay to flight nurses working with emergency medicine residents under defined circumstances.
Article 8 – Educational and Professional Development	<p>Educational and Professional Leave – Leave allotments will be listed in hours instead of days, and will correspond with the fiscal year cycle.</p> <p>Education Support Funds – Airlift Northwest management will increase the education support funds available to each full-time equivalent (FTE) from \$300 to \$500.</p> <p>Nurses at a 0.9 FTE will be considered full-time for purposes of this benefit, and will be eligible for the maximum amount. Unused funds will no longer be pooled.</p>
Article 13 – Employment Practices	Airlift Northwest Float Pools – Airlift Northwest will discuss usage of float pools through the joint labor-management process.
Article 22 – Seniority, Layoff, Rehire	Airlift Northwest Day Basing – When day basing is to occur, every effort will be made to provide 60 days’ advance notice to the union and affected staff, and to arrange for rest-area accommodations.
Article 23 – Job Posting and Transfer	<p>Airlift Northwest Job Posting – For Airlift Northwest registered nurses, job opportunities will be emailed internally two weeks prior to being posted externally.</p> <p>Airlift Northwest Employee Transfers – Airlift Northwest management will try to complete the process of a nurse transferring to a different home base within six months, but it may take up to nine. Juneau-based nurses requesting transfer prior to completing their service commitment must repay their initial moving cost incentive.</p>
Appendix XIV: Airlift Northwest Bargaining Unit Addendum	<p>3). Mileage – When a nurse must work at a base other than their home base, all mileage driven to the base will be reimbursed.</p> <p>5). Aircraft out of Service – Airlift Northwest management will try to provide nurses with enough drive time to return back to their original base by their scheduled time off, and will pay the appropriate rate of pay if on flight-related duty.</p> <p>7). Official Duty Station – Schedule bidding practices for current Bellingham-based nurses will be grandfathered in.</p> <p>8). Juneau Base Staffing – Management will work to maximize the number of 24-hour shifts at the Juneau Base. Shift start times will correspond with community needs and flight volumes, and if a start time must be changed, affected nurses will be given four weeks’ advance notice. New language also details circumstances in which duty rest time can be considered hours worked for consecutive 12-hour on-call shifts.</p> <p>10). Hours of Work and Overtime – Any changes to scheduling practices at the Bellingham and Juneau bases will go through the joint labor-management process.</p>