

## Summary of UW-SEIU 925 Comprehensive Tentative Agreement

### 2013-2015 Collective Bargaining Agreement

Article	Revisions
<b>Article 3 - Union Membership, Fair Share &amp; Dues Deduction</b>	<b>Listing of Employees</b> – Language surrounding the information that UW reports to SEIU 925 on its members was updated to better reflect current processes.
<b>Article 8 – Hours of Work and Overtime</b>	<p><b>Language Pay</b> – Designated employees in technical/clerical positions will receive premium pay two steps above their normal pay for speaking a different language when management determines that such assistance is required.</p> <p><b>Update</b> – Obsolete language on the development of a survey regarding Alternate/Flex Work Schedules was deleted.</p> <p><b>Departmental Labor Management Meetings</b> – The scope of topics discussed at joint labor-management meetings will be expanded to include all departmental subjects, but release time for employees requesting to attend such meetings will be subject to their department's operational needs.</p> <p><b>Preceptor Pay</b> – Surgical technologists will be eligible for a preceptor pay premium of \$1 per hour for all time spent engaged in a preceptor capacity with newly hired surgical technologists or perioperative registered nurses.</p> <p><b>Public Safety Sergeant Premium</b> – All public safety sergeants at Harborview Medical Center who have been trained and qualified to assist clinical staff in restraining patients will receive a premium pay of \$1.30 per hour for all hours worked.</p>
<b>Article 16 – Probationary Period</b>	<b>Probationary Period</b> – When an employee is rejected during their probationary period, they may request an explanatory meeting, which will take place within 10 business days of the notice of rejection.
<b>Article 17 – Seniority, Layoff, Rehire</b>	<b>Increases to Full-Time Equivalent (FTE)</b> – New language reflects a memorandum regarding layoff, which gives employees who experience an involuntary increase to their FTE the same layoff rights provided in article 17.2 as those experiencing an involuntary reduction to their FTE.
<b>Article 20 – Employee Training and Development</b>	<b>Educational/Professional Development</b> – Surgical technologists will be granted up to three days of leave and \$200 per FTE each year for educational/professional development purposes.
<b>Article 23 – Health and Safety</b>	<p><b>Process</b> – New language establishes a suggested order for reporting workplace health and safety concerns, beginning with the supervisor, then UW Environmental Health and Safety, and finally the Department of Labor and Industries.</p> <p><b>Ergonomics</b> – New language updates the contract's reference to ergonomic guidelines.</p>
<b>Article 26 – Policies</b>	<b>Unauthorized Absence</b> – An employee who neither appears for work nor reports their absence to their supervisor on three consecutive workdays will be recommended for termination.
<b>Article 29 – Contract Distribution</b>	<b>Contract Distribution</b> – UW will submit the electronic version of the contract to SEIU 925 prior to posting it online, and each department will maintain a paper contract that is accessible to all SEIU 925 members. Also, UW will no longer send a letter to every new SEIU 925-represented employee informing them of their dues obligations, but instead will send dues deduction cards upon request.

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<p><b>Article 30 – Compensation</b></p>	<p><b>Wage Increases</b> – All SEIU 925-represented employees will receive a 2 percent across-the-board wage increase each year, for both years of the 2013-2015 biennium.</p> <p>These across-the-board wage increases will ultimately be contingent on successful completion of a sequence of events in the Washington State government, including a finding of financial feasibility by the Washington State Office of Financial Management (OFM), followed by approval by the Legislature, and concluding with appropriation of the state portion of funding for the increases in the 2013-2015 state budget.</p> <p>If any one of the contingencies is not met, the across-the-board increases will not occur and the parties will resume collective bargaining on financial matters.</p> <p><b>Pay Step Increases</b> – On certain salary ranges that include “rest steps” – successive steps with the same value – UW will change selected steps to provide an increase from the previous step.</p> <p>For health care pay scales B7, BG, and BH, steps I, J, and L will each be worth 1 percent more than the previous step, effective July 1, 2013. All SEIU 925 health care pay tables will increase steps N and O by 1 percent more than the previous step, effective July 1, 2014.</p>
<p><b>Appendix VII – Layoff Seniority Units</b></p>	<p><b>Update</b> – The parties agreed to various updates to better reflect current practice, which included moving the Equipment Inventory Office to the Grant and Contract Accounting layoff unit, and consolidating various units into the College of the Environment layoff unit.</p>
<p><b>Appendix VIII – Regular Temporary Employees</b></p>	<p><b>Pay Rates</b> – The hourly rate for regular temporary employees must fall within their assigned salary range. Thus, none will be left below their salary range’s lowest step if their salary range were to increase.</p> <p>Additionally, departments may adjust hourly rates for such employees within their salary range, unless prohibited by State Law and/or UW policy. These provisions memorialize existing UW policy.</p>
<p><b>Side Letter: Contract Consolidation</b></p>	<p><b>Contract Consolidation</b> – UW and SEIU 925 will form a collaborative work group to consolidate all SEIU 925 contracts into one document by December 31, 2012.</p>
<p><b>MOU – Layoff “Tiebreaker”</b></p>	<p><b>Update</b> – The parties will add an existing MOU to the contract for purposes of layoff, which establishes that a random chance method will be employed to determine the order of seniority between employees whose contract seniority is identical.</p>
<p><b>MOU – Audio/Video Equipment in the Transportation Services Office</b></p>	<p><b>Update</b> – The parties will add an existing MOU to the contract that details parameters surrounding the use of audio and video equipment in the UW Transportation Services office.</p>
<p><b>MOU – Classification Study</b></p>	<p><b>Wage Study</b> – UW will pursue a classification study for the messenger driver classification and for the clinical technologist 1, 2, and lead classifications, to be completed by March 31, 2013.</p>
<p><b>Specification for Class</b></p>	<p><b>Ophthalmic Specialist</b> – Ophthalmic technicians performing ophthalmic imaging work will be reclassified as “Ophthalmic Specialists,” with a class specification that more accurately describes their work.</p>

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<p><b>Side Letter F – SEIU Local 925/1199NW Identical Titles</b></p>	<p><b>Identical Titles List</b> – The nuclear medicine PET technologist, imaging technologist, respiratory care specialist, and respiratory care assistant job classifications will be added to the SEIU 925/1199 “Identical Titles” list.</p> <p><b>Market Adjustments</b> – Job classes in the SEIU 925 cardiac sonographer series will receive the equivalent base wage market adjustments agreed upon by the UW and SEIU 1199 for the SEIU 1199 diagnostic medical sonographer series. The SEIU 925 pulmonary function technologist series will have the same linkage to the SEIU 1199 respiratory care series.</p>
<p><b>MOU – Health Care Technical Titles</b></p>	<p><b>Health Care Technical Titles</b> – SEIU 925-represented employees in the Cardiac Technologist, Dialysis/Phoresis Technician, Medical Interpreter, and Ophthalmic Technician series will be moved to the SEIU 925 Healthcare Professional/Laboratory Technical bargaining unit.</p>
<p><b>Side Letter – Merging Bargaining Units</b></p>	<p><b>Harborview Technical Bargaining Unit</b> – UW and SEIU 925 will merge the “HMC Technical bargaining unit” contract with that of the Healthcare Professional/Laboratory Technical bargaining unit, and will work together to merge the bargaining units themselves.</p>
<p><b>MOU – “Me-too” with SEIU 1199NW/WSNA Salary Increases</b></p>	<p><b>“Me-too” Agreement</b> – If UW agrees to across-the-board salary or general increases for an SEIU 1199 or WSNA bargaining unit during negotiations for the 2013 biennium that are more favorable than those negotiated by SEIU 925, UW will apply the same treatment to the salary schedules of SEIU 925-represented employees.</p> <p><b>Wage Discussions</b> – UW and SEIU 925 will meet at least quarterly to address and bargain issues involving wages relative to market rates, recruitment and retention, and/or wage compression.</p>

**All other issues and proposals have been withdrawn by both parties, and all articles not referenced here remain the same.**