

Summary of UW-WFSE Comprehensive Tentative Agreement

2013-2015 Collective Bargaining Agreement

Article	Revisions
Article 7 – Union Dues and Deduction	<p>Updates – Language surrounding the administration of dues deduction and the reporting of member information was updated to better reflect current processes.</p> <p>New Employee Materials – UW will no longer automatically distribute a dues deduction card and a hard copy of the contract to each new WFSE-represented employee.</p>
Article 8 – Contract Distribution	<p>Title – Article 8 was renamed “Contract Publication.”</p> <p>Contract Publication – Instead of printing and distributing hard copies of the collective bargaining agreement, the parties will utilize the electronic version published online, and each department or unit will maintain a paper copy of the contract accessible to all employees.</p>
Article 19 – Training	<p>Title – Article 19 was renamed “Training and Professional Development.”</p> <p>Educational/Professional Development – Surgical technologists and hospital central services technicians will be granted up to three days of leave and \$200 per full-time equivalent each year for educational/professional development purposes.</p>
Article 31 – Family Medical Leave and Parental Leave	<p>FMLA Calculation – Consistent with other union contracts, UW has reserved the right to move from calculating employees’ Family and Medical Leave Act (FMLA) entitlement using a calendar year to using a “rolling” 12-month period, which is measured backward from the date an employee uses any FMLA.</p> <p>FMLA Use – Employees absent on FMLA leave will use their accrued paid leave in the following order before taking leave without pay: sick leave, compensatory time, and then vacation time. Employees may choose to retain up to 80 hours of vacation leave while absent on FMLA.</p>
Article 32 – Child Dependent Care	<p>Update – The article was updated to reflect current practices, removing outdated references to the UW Work/Life office.</p>
Article 35 – Miscellaneous Paid Leave	<p>Bereavement Leave – Employees may take up to three days of bereavement leave.</p>
Article 39 – Hours of Work and Work Schedules	<p>Alternative Work Schedules – WFSE may propose alternative work schedules through the labor-management process.</p>
Article 40 – Overtime	<p>Listing of Positions – Overtime-exempt positions will be listed in Appendix XI of the collective bargaining agreement.</p> <p>Voluntary Overtime List – UW will establish a voluntary overtime list for WFSE-represented public safety officers at Harborview Medical Center, which will be exhausted before mandatory overtime is assigned.</p> <p>Dual Appointments – Language surrounding dual appointments was removed.</p>

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<p>Article 41 – Wages and Other Pay Provisions</p>	<p>Wage Increases – All WFSE-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.</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 inclusion in the Governor’s proposed budget for the 2013-2015 biennium, 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. The across-the-board increases will not occur if any one of the contingencies is not met.</p> <p>Assignment Pay – Assignment pay for using a respirator will not apply to non-trades hospital staff.</p> <p>Preceptor Pay – 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>Field Training Officer Premium – Public safety officers designated as a field training officer for a new employee will receive a 5 percent pay increase for all hours that they provide direct training.</p>
<p>Article 45 – Promotions/Transfers</p>	<p>Internal Applicants – For each WFSE-represented job opening, at least one WFSE-represented employee who possesses the proper essential skills will be among the applicants granted an interview.</p>
<p>Article 48 – Classification</p>	<p>Reallocation Compensation – An employee whose position is reallocated into a class with a lower salary range maximum will no longer retain the salary of their former position.</p>
<p>Article 49 – Seniority, Layoff, Rehire</p>	<p>Layoff Seniority – Layoff seniority has been redefined as an employee’s continuous length in service with the UW.</p> <p>Department Seniority – A definition of department seniority has been added.</p> <p>Employment Options – New language assigns a more prescriptive methodology to the employment options granted to an employee affected by a reduction in force.</p> <p>Rehire List – Employees will remain on the rehire list for 24 months, instead of 36.</p>
<p>Article 57 – Term of Agreement</p>	<p>Update – The contract term was updated to cover the 2013-2015 biennium</p>
<p>Article 60 – Skilled Trades Wages and Other Pay Provisions</p>	<p>Assignment Pay – Employees required by an approved work plan to use personal protective equipment to protect against arc flash, will receive a \$1.75 per hour pay premium while on such an assignment.</p>
<p>Appendix X</p>	<p>Update – In accordance with an existing MOU, the parties added Unit Supply Technicians and Unit Supply Inventory Control Specialists to the list of job classes eligible for health care professional technical premium pay.</p>
<p>MOU – ULP Proceedings: Specimen Processing Technicians; Custodians and Trades Shift Differentials</p>	<p style="text-align: center;">(Deleted)</p>
<p>MOU – Wage Reopener</p>	<p style="text-align: center;">(Deleted)</p>

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<p>MOU – Custodial Infection Control Premium</p>	<p>Infection Control Premium – Effective January 1, 2014, a premium pay of \$1 per hour will become available to positions in the custodial series at both Harborview and UW Medical Centers that work in patient care areas. Custodians at the medical centers will be evaluated to demonstrate that they meet all required competencies in order to qualify for the premium.</p> <p>Custodian Lead Assignment – For custodians across the University, the lead classification will be converted to an assignment, and will yield an hourly pay premium of \$1.65.</p> <p>Custodian Supervisors – Custodian Supervisor 1 and 2 employees across the University will be placed in higher pay ranges.</p>
<p>MOU – Kronos Committee</p>	<p>Updates – Updates to the MOU reflect that WFSE recognizes UW's right to continue with the implementation of the KRONOS timekeeping system, and that UW will bargain the effects that implementation has on WFSE-represented employees.</p>
<p>MOU – “Me-too” with SEIU 925 Salary Increases</p>	<p>“Me-too” Agreement – If UW agrees to across-the-board salary increases for any SEIU 925 bargaining unit during negotiations for the 2013 biennium that are more favorable than those negotiated by WFSE, UW will grant the same salary increases to WFSE-represented employees.</p> <p>Wage Discussions – UW and WFSE 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.