

Dear Colleagues,

We are writing to provide an update on our ongoing PT negotiations with SEIU 925. This has been a long and demanding process, and we want to thank all of you for your continued hard work, engagement, and patience during this time. We recently brought in a neutral mediator to help facilitate understanding at the table, and we're hopeful that we will reach resolution soon.

Ultimately what matters most is providing the best quality patient care and meeting patients' needs in a timely fashion. In the interest of reaching an agreement, our management team has compromised by moving closer to the union's position on several issues:

WEEKEND SCHEDULING – We continue to walk a fine line between addressing the union's proposals while prioritizing fairness, work/life balance, and recruitment/retention considerations.

- **SEIU 925 has proposed a “reverse seniority” model from the start**, where new and recent hires would need to work indefinite stretches on a fixed weekend schedule until vacancies and seniority allow them to eventually move out of it.
- **The UW team initially proposed to maintain current practices** while forming a committee to make recommendations on future weekend scheduling.
- **In trying to meet the union's interests and finalize an agreement**, we recently proposed that new-hires work 2 years in the fixed weekend schedule, **down from the union's proposal of 4 years**.
- While moving closer to the union's position, **we have maintained protections for new-hires** to avoid working fixed weekend schedules in back-to-back rotations, which the union has declined to date.

EDUCATION FUNDS – We have continually moved closer to the union's position on education funds. In an effort to reach agreement we have proposed grandfathering in a higher rate for clinic PTs, with the goal of working toward more uniformity among work sites.

Our latest proposal:

- **Hospital PTs:** Up to **\$500/year** for Patient Care Services PTs, prorated per FTE.
- **Clinic PTs:** Up to **\$1,500/year** for PTs hired in the Ambulatory Care Division prior to the agreement's effective date, and up to **\$500/year** for PTs hired after (all per FTE).
- **3 days/year of paid educational leave** (prorated per FTE).

WAGE INCREASES

- We have proposed moving PTs to union pay tables in a way that would provide **average increases of roughly 2.4%**, keeping UW PT wages competitive with the market.

- PTs would then receive an **additional 3% increase** on July 1, 2016.

We are proud of the package we have put together for our PTs, which also includes an **increased weekend pay, certification pay, a float pool differential**, and other provisions.

Recruiting and retaining talented PTs remains a top priority for the UW management team. We believe this is achieved through competitive compensation and also supporting a fair and rewarding work environment for all PTs.

Thanks again for all that you do, and we will keep you apprised of any important developments.

Sincerely,
The UW PT management team.