

June 23, 2017

To: Harborview Staff and Faculty

From: Paul Hayes, RN
Executive Director

Re: UW/Harborview – SEIU 1199 NW Contract Negotiations Update

NEGOTIATIONS UPDATE

The Harborview (HMC) management team met with SEIU 1199NW for our 16th bargaining session on June 22. We have committed to gains for our employees through this process to include wage increases and increased certification pay, to name a few. These are long-term investments with great value, but they all come at a cost, and we have made it clear to the union bargaining team that we have exhausted all of the resources that we can commit to this contract.

Overview: Value of Harborview Proposals

The package HMC is offering is valued at approximately \$19.7 million for 2017-19 (6% of payroll over two years).

Across-the-board Increases: We have proposed general wage increases as follows:

- 2% raise upon ratification
- 2% raise effective July 1, 2018
- 2% raise effective January 1, 2019

Certification Pay: We have proposed increasing certification pay from \$1.00 to \$1.25.

Top Step for Pay Table BR: We have proposed to increase the value of step AD (top step), on the Registered Nurse 2 and Registered Nurse 3 pay ranges.

Healthcare Specialist Increases: We have proposed an additional three percent (3%) wage increase for Healthcare Specialists and Healthcare Specialist Leads.

Market-Increases for END Tech Series: We have proposed an additional two percent (2%) wage increase for all classifications in the END Technologist series.

HMC Nursing Scholarships: We have proposed to continue providing educational assistance for the next two academic years for nurses pursuing advanced degrees.

Continued Support for Nursing Break Relief: We are committed to the current break nurse practice and understand the importance and legal obligations of providing breaks for our nurses.

Administration

Education Support Funds: We have proposed to provide up to fifty dollars annually in education support funds for full-time pharmacy technicians and pharmacy technician leads. We agreed to retain current contract language for education fund amounts for other positions.

Non-monetary steps: We have proposed to eliminate non-monetary (“ghost”) steps for all pay ranges on pay tables BC, BS, and BQ, which impact over 440 employees housed in payroll title series to include the following:

- Health Care Specialist
- Social Worker & Social Work Assistant 2
- Pharmacy Technician
- END Technologist
- Respiratory Care Practitioner
- Anesthesiologist Technician

Next Steps:

This is a robust agreement, which will provide meaningful gains for employees across Harborview once we get this finalized. Again, we have been very clear with the union that after continual movement, we have finally reached the point where we cannot commit further financial resources.

As such, we have encouraged the union to put this contract to a vote of its members.

Detailed summaries of all bargaining sessions can be found at: <http://hr.uw.edu/labor/unions/seiu-1199/negotiation-updates>.

Our Harborview team members are Darcy Jaffe, Bonnie Conley, Steve Fijalka, Ketra Hayes, Sommer Kleweno-Walley, Dana Kyles, Stephanie Pardee, Becky Pierce, and representatives from UW Human Resources. Additionally, representatives from Airlift Northwest, Hall Health, and the School of Medicine (for Research RNs) are participating for their staff included in the contract.

cc: Brian Goldstein
Mindy Kornberg
Harborview Board of Trustees
King County Council
King County Executive