

June 27, 2017

To: Harborview Staff and Faculty

From: Paul Hayes, RN  
Executive Director

Re: UW/Harborview – SEIU 1199 NW Contract Voting

**VOTING STARTS TODAY**

Voting begins today on the proposed 2017-19 UW-SEIU 1199NW collective bargaining agreement. We encourage union members to vote “yes” and ratify the contract. The proposed contract includes:

- Across-the-board wage increases of 2% upon ratification, 2% on July 1, 2018, and another 2% on January 1, 2019
- Increased certification pay for all employees from \$1.00 to \$1.25 per hour
- An additional 3% base wage increase for all Health Care Specialists
- An additional 2% base wage increase for all END Technologists
- A 1% increase in value to the top step on the Registered Nurse 2 and Registered Nurse 3 pay ranges

We are committed to ensuring employees are able to take proper breaks, and have affirmed our commitment in a tentatively agreed upon side letter to the union, excerpted below:

“The University and the union agree that employees should be able to take uninterrupted meal and rest breaks. It is recognized that there is a mutual and shared commitment to uninterrupted breaks. The employer is responsible for creating a work environment and processes under which employees are able and encouraged to take uninterrupted breaks.”

A copy of the side letter, and other proposals presented by management can be found at: <http://hr.uw.edu/labor/2017/06/26/uw-seiu-1199-negotiations-recap-for-june-22-2017-proposals>.

Voting runs through Saturday, July 1.