

August 10, 2017

To: Faculty and Staff at Harborview Medical Center

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 and a State-appointed mediator for our 19<sup>th</sup> bargaining session on August 9. The parties came ready and prepared to negotiate.

### **Overview: Value of Harborview Proposals**

The updated package HMC is offering is valued at approximately \$20.5 million for 2017-19 (6.3% 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.

**Standby Pay:** We have proposed increasing standby pay from \$3.00 to \$3.50 on July 1, 2018 for employees in the Professional/Technical and Respiratory Care Practitioner/Anesthesiology Technician/END Technologist Bargaining Units.

**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%) across-the-board increase for all 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 have formalized our commitment in a new Side Letter. We understand the importance and legal obligations of providing breaks for our nurses.

**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

**Reassignment Premium at Airlift Northwest:** We have proposed a new Reassignment premium of \$2.50 per hour worked if an employee arrives to work and is reassigned to a different base because their flight partner has an unscheduled absence.

**Hall Health RNs:** We have proposed to adjust the pay ranges for certain Hall Health RNs so that pay is more commensurate with experience.

**Hall Health Physician Assistant-Advanced Registered Nurse Practitioner Increases:** We have proposed an additional 4.8 percent (4.8%) across-the-board increase for all PA-ARNP and PA-ARNP Leads at Hall Health.

**Imaging Technologist Supervisor Increases:** We have proposed to move Imaging Technologist Supervisors to Pay Table BE at an available pay step nearest to but not less than their current rate of pay. This would add two additional top steps to their pay table.

**Technologist Classification Series Review:** We have proposed to establish a joint committee to review and potentially provide market adjustments for certain job codes in the Technologist Classification Series, beginning July 2018.

**2019-2021 Successor Agreement:** We have proposed to provide paid release time for one additional Union designated bargaining team member for the next round of contract negotiations.

## **Tentative Agreements**

The parties tentative agreements to close the following provisions:

- Article 7 – Hours of Work and Overtime (Research/Hall Health RN Addendum)
- Article 8 – Educational and Professional Development (main contract and (Research/Hall Health RN Addendum)
- Article 9 – Salaries/Pay Items (moved into new wages article)
- Article 12 – Premium Pay (moved into new wages article)
- Article 15 – Leaves of Absence
- Article 16 – Committees (Research/Hall Health RN Addendum)
- Article 21 – Corrective Action/Dismissal Process and/or Resignation
- Appendix I – Job Classifications
- Appendix III – Salary Schedules and Premiums (moved into new wages article)
- MOU – Successor Agreement
- MOU – Pre-scheduling Overtime Shifts for Permanent Nurses
- New MOU – Registered Nurse Pay Table
- New MOU – Non-monetary Steps
- New MOU – Healthcare Specialist Wage Increases (step-for-step)
- New MOU – PA-ARNP Wages (Research/Hall Health RN Addendum)
- New MOU – Hall Health Hours Change (Research/Hall Health RN Addendum)

### **Next Steps:**

The parties have not yet reached agreement on a new contract, and will be scheduling additional bargaining session dates in September with the State appointed mediator. We are looking forward to reaching an agreement so that our employees can receive the pay raises that they need and deserve.

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