

## Summary of SEIU 1199-UW 2019-2021 Agreement

CONTRACT PROVISION	SUMMARY OF CHANGES
Preamble	<b>No Change:</b> The parties agreed to maintain existing contract language.
Article 1 - Purpose	<b>No Change:</b> The parties agreed to maintain existing contract language.
Article 2 - Nondiscrimination	<p><b>Updates:</b> New language states that grievances alleging a violation of this article must be submitted within 180 days, and that in the interim, the Employer will implement measures as appropriate.</p> <p>New language states that whenever feasible, the Employer will provide single-use gender-neutral bathrooms, and that the Employer will comply with relevant State law regarding availability of lactation stations and reasonable time for the expression of milk.</p>
Article 3 - Reasonable Accommodation of Employees with Disabilities	<p><b>Updates:</b> New language was added in line with recent law changes regarding pregnancy accommodations.</p> <p>New language removed the benefit interspersing cap during disability leave from nine months to the duration of the approved leave.</p>
Article 4 – Recognition/Employer	<b>No Change:</b> The parties agreed to maintain existing contract language.
Article 5 – Affirmative Action	<b>No Change:</b> The parties agreed to maintain existing contract language.
Article 6 - Grievance Procedure	<p><b>Updates:</b> New language lists the contents that should be included in a written grievance, and that grievances arising out of the same set of facts may be consolidated by written agreement.</p> <p>New language increases the amount of time the Employer has to respond in writing after a Step Two grievance from ten to fourteen days.</p> <p>New language defines mediation and arbitration as separate sequential steps of the grievance process and specifies procedure for each.</p>
Article 7 - Union Membership, Dues Deduction, Status Report	<b>No Change:</b> The parties agreed to maintain existing contract language.
Article 8 - Employee Facilities	<b>No Changes:</b> The parties agreed to maintain existing contract language.

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Article 9 - Hours of Work and Overtime	<p><b>Updates:</b> New language states that all compensatory time must be used by June 30 of each year or will be cashed out on that date. Compensatory time may also be cashed out when an employee transfers to a position in their department with a different funding source or transfers to a position in another department.</p> <p>New language states that work schedule language is not applicable to standby.</p> <p>New language clarifies that required scheduled shift rotation changes shall be limited to three per four-week schedule period.</p>
Article 10 - Bargaining Unit Classes/Definitions	Housekeeping edits only
Article 11 - Educational and Professional Development	<p><b>Updates:</b> New language states that Dieticians will be provided \$500 in education support funds per fiscal year, based on departmental reimbursement policy, pro-rated for FTE.</p> <p>Beginning July 1, 2020, education support funds for Health Care Specialists/Leads will be increased from \$1,800 to \$2,200 per fiscal year for each individual full time bargaining unit employee, pro-rated for FTE.</p>
Article 12 - Scholarship Fund – Registered Nurses	<b>No Change:</b> The parties agreed to maintain existing contract language.
Article 13 - Tuition Exemption Program	Housekeeping edits only
Article 14 - Employment Practices	<b>Updates:</b> New language clarifies that confirmed payroll underpayment errors will be corrected on the employee's subsequent available pay check, unless an on demand check is requested.
Article 15 - Committees	<b>Updates:</b> Consolidated Imaging Technologist/Diagnostic Medical Sonographer/Nuclear Med Tech Committee, Cardiac Sonographer and Vascular Sonographer Committee, and Imaging Technologist Supervisor and Imaging Technologist Education QA committees to create the Imaging Committee, consisting of six bargaining unit representatives plus a Union representative.
Article 16 - Holiday	Housekeeping edits only

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Article 17 - Vacation Schedule	<p><b>Updates:</b> New language states that all requests for vacation leave will receive a response from the employing department within four weeks or less of the request.</p> <p>New language references the relevant State law regarding vacation leave maximum and the exceptions for the Employer to allow leave to accumulate above the maximum.</p> <p>A new MOU (detailed later in the chart) will update the vacation accrual schedule as of November 1, 2020.</p>
Article 18 - Sick Time Off	<p><b>Updates:</b> New language states that former eligible employees who are re-employed within five years shall be granted all unused sick leave credits, if any, to which they were entitled at time of separation.</p>
Article 19 - Job Posting & Transfer	<p><b>Updates:</b> Streamlined language related to the process by which employees request a different shift or schedule in their present unit/department, as well as transfers to another unit/department.</p>
Article 20 - Miscellaneous Leave	Housekeeping edits only
Article 21 - Family Medical Leave Act and Parental Leave	<p><b>Updates:</b> Removed the cap on interspersing so that an employee can continue using eight hours of accrued leave per month for continuation of employer-paid health care benefits for the duration of an approved leave of absence (instead of being capped at six months with the current language).</p>
Article 22 - Management Rights and Responsibilities	<p><b>No Changes:</b> The parties agreed to maintain existing contract language.</p>
Article 23 - Performance of Duty	<p><b>No Changes:</b> The parties agreed to maintain existing contract language.</p>
Article 24 - Unpaid Holidays for a Reason of Faith or Conscience	Housekeeping edits only
Article 25 - Leave Due to Family Care Emergencies	<p><b>Updates:</b> Expanded child care emergencies to family care emergencies by adding coverage for elder care emergencies.</p>
Article 26 - Civil/Jury Duty Time Off and Bereavement Time Off	Housekeeping edits only

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Article 27 - Leave Related to Domestic Violence, Sexual Assault or Stalking	<b>Updates:</b> New language clarifies that the University will grant time off and/or reasonable safety accommodation to an employee who is a victim of domestic violence, sexual assault, or stalking. Time off may also be granted to an employee who has to assist a family member who is a victim of domestic violence, sexual assault or stalking.
Article 28 - Health Insurance and Pension	<b>Updates:</b> Incorporated agreement reached through statewide bargaining with the Health Care Authority.
Article 29 - Military Leave	<b>Updates:</b> New language clarifies that if an employee is scheduled to work a shift that begins on one calendar day and ends on the next, the employee is charged military leave only for the first calendar day.
Article 30 - Worker's Compensation Leave	Housekeeping edits only
Article 31 - Health and Safety	<b>No Changes:</b> The parties agreed to maintain existing contract language.
Article 32 - Subordination of Agreement and Saving Clause	<b>No Changes:</b> The parties agreed to maintain existing contract language.
Article 33 - Complete Agreement	<b>No Changes:</b> The parties agreed to maintain existing contract language.
Article 34 - Duration of Agreement	<b>Updates:</b> Updated language states that this contract will be effective upon ratification to June 30, 2021.
Article 35 - Drug and Alcohol Free Workplace	<b>No Changes:</b> The parties agreed to maintain existing contract language.
Article 36 - Corrective Action/Dismissal Process and/or Resignation	<b>Updates:</b> New language move informal coaching out of the corrective action ladder.

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Article 37 - Temporary Nurses	<p><b>Updates:</b> New language clarifies that this article pertains only to temporary nurses.</p> <p>New language states that nurses who do not provide the minimum required availability will be subject to a written warning. If they thereafter fail to provide dates on a second occasion within a rolling year, their appointment may be ended. Appointments may also end due to a lack of work.</p> <p>New language states that Harborview per diem nurses who are employed as of December 31, 2019 shall not be terminated except for just cause. Newly hired per diems (January 1, 2020 or later) will not be terminated except for just cause, after working a cumulative 1,872 non-overtime hours or more from their date of hire in continuous employment. If an employee is not meeting performance expectations, they will be given an action plan outlining the identified issues.</p>
Article 38 - Seniority, Layoff, Rehire	Housekeeping edits only
Article 39 - Resignation	<b>No Changes:</b> The parties agreed to maintain existing contract language.
Article 40 - Mandatory Subject	<b>Updates:</b> New language regarding scheduling of bargaining mandatory subjects, including a timeline of thirty days to begin bargaining, how information requests impact this timeline, and the stipulation that requests to bargain must include at least three available dates and times to meet.
Article 41 - New Employee Orientation	<b>Updates:</b> Updated to reflect State law that allows for the Union to have up to thirty (30) minutes with employees during new employee orientation. For employees hired into the bargaining unit who do not attend the orientation, within ninety days of the employee's start date, the Employer will provide the Union access to the employee.
Article 42 - Union Activities	<b>Updates:</b> New language details the information request process for submittal to Labor Relations and details what happens if the Employer believes a request is unclear and/or unresponsive.
Article 43 - RN Extended Leave	Housekeeping edits only
Article 44 - Classifications and Reclassifications	<b>No Changes:</b> The parties agreed to maintain existing contract language.

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Article 45 - Wages and Other Pay Provisions	<p><b>Updates:</b> New language states that standby language is not subject to work schedules language in article 9.4.</p> <p>New language states that call back from standby does not apply until after forty-five minutes after the end of the scheduled shift.</p> <p>The parties agreed to increase wages across-the-board by 2% upon ratification and 2% on July 1, 2020.</p> <p>The Standby premium will be increased from \$3.00 to \$3.75 for the Social Work/Dietician and Health Care Specialist + Imaging Tech Supervisor + Pharmacy Tech bargaining units.</p> <p>The following premiums will be increased as of July 1, 2020:</p> <ul style="list-style-type: none"> <li>• Certification pay – from \$1.00 to \$1.25 for all eligible job classes</li> <li>• Evening shift differential – from \$1.50 to \$2.00 (SW/HCS/Dietician, P/T, RCP/AT/END, Imaging Tech Supervisor, Pharm Tech bargaining units)</li> <li>• Night shift differential – from \$2.25 to \$2.75 (SW, P/T, RCP/AT/END, Imaging Tech Supervisor, Pharm Tech bargaining units)</li> <li>• Weekend premium – from \$1.50 to \$2.50 (SW, P/T, RCP/AT/END, Imaging Tech Supervisor, Pharm Tech bargaining units)</li> </ul>
Article 46 - Privacy	<p><b>No Changes:</b> The parties agreed to maintain existing contract language.</p>
Article 47 - Airlift Northwest	<p><b>Updates:</b> New language states that the Employer will provide mileage and meal reimbursement in accordance with University and ALNW Policy.</p> <p>ALNW will pay one and a half hours of drive time from Boeing Field to Arlington and Bremerton (was one hour).</p> <p>New language clarifies that each bargaining unit employee will be assigned an official duty station.</p> <p>Same compensatory time cash out language was added to the ALNW specific article as was added to the main SEIU 1199 contract.</p> <p>As of July 1, 2020 certification pay will increase from \$1.00 to \$1.25.</p>

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Appendix I - Job Classifications	<p><b>Updates:</b> The parties agreed to updates to the contract's list of job profiles.</p> <p>The parties agreed on a naming update to the job classification title of Health Care Specialists/Lead to Physician Assistant-Advanced Registered Nurse Practitioner/Lead.</p>
Appendix II – VII Payscale Tables	<p><b>Updates:</b> The parties will update the pay tables in the appendices per the contract terms.</p>
Appendix VIII – Layoff Units	<p><b>Updates:</b> Imaging Technologist – Education Quality Assurance was added to the existing Professional/Technical layoff unit.</p> <p>Three separate layoff units were created for Imaging Technologist Supervisors, Pharmacy Technicians and Dieticians.</p>
Appendix IX – HCS New Hire Wage	<p><b>No Changes:</b> The parties agreed to maintain existing contract language.</p>
MOU – Airlift Northwest Reassignment	<p><b>No Changes:</b> The parties agreed to maintain existing contract language.</p>
MOU – BSN Premium	<p><b>Updates:</b> The parties agreed to increase the BSN premium for HMC and ALNW RNs, effective July 1, 2020, from \$0.50 to \$1.00 per hour paid.</p>
MOU - Commitment to Staff Consistent with Approved Plans	<p><b>No Changes:</b> The parties agreed to maintain existing contract language.</p>
MOU - Harborview Nursing Scholarships	<p><b>No Changes:</b> The parties agreed to extend existing contract language.</p>
MOU - Medical Errors	<p><b>No Changes:</b> The parties agreed to maintain existing contract language.</p>
MOU - Negotiations for the 2021-2023 Successor Agreement	<p>Housekeeping edits only</p>
MOU - Respiratory Therapists Skills Training	<p><b>No Changes:</b> The parties agreed to extend existing contract language.</p>
Side Letter A	<p>Housekeeping edits only</p>

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Side Letter B	<b>No Changes:</b> The parties agreed to maintain existing contract language.
Side Letter C	Housekeeping edits only
New Article – Temporary Diagnostic Imaging Employees	<b>New provision:</b> A new article outlining applicable contract provisions for represented per diem diagnostic imaging employees.
New Article – Washington Family Medical Leave Program	<b>New provision:</b> The Washington State Family and Medical Leave Program goes into effect January 1, 2020, and the parties agree that eligibility for and approval of leave under the program shall be in accordance with the relevant law. The Employer will adhere to the remainder of the provisions outlined in the law.
New MOU – Airlift Northwest Flight Paramedic	<b>New MOU:</b> The parties agreed that the Employer will not utilize the Flight Paramedic classification until June 30, 2021.
New MOU – Article 17 Vacation Schedule	<b>New MOU:</b> Effective November 1, 2020 the vacation accrual schedule will be updated to match that of SEIU 925 and WFSE.
New MOU – Callback from Standby	<b>New MOU:</b> New language states that the minimum callback hours from standby shall not apply more than once in a sixty minute period.
New MOU – Committees – Dietitians	<b>New MOU:</b> New language states that Dietitians will have a joint labor/management committee made up of up to two bargaining unit representatives, a Union representative, and an equal number of Employer participants. Agenda items must be provided at least seven days in advance of the meeting, or either party may cancel. The Union must submit release requests at least seven days in advance of the meeting.
New MOU – Dietitian Bargaining Unit and Wages	<b>New MOU:</b> Dietitians have been added to the Social Work bargaining unit, and remain overtime exempt.  New job codes will be created, and Dietitians will be moved to a new pay table (BC) and moved to pay range 40 (Dietician 1) or 50 (Dietician 2).
New MOU – Dietitian Premiums	<b>New MOU:</b> Dietitians will be eligible for the following premiums: <ul style="list-style-type: none"> <li>• Standby - \$3.75</li> <li>• Weekend Premium - \$1.50 (defined as from 12am Saturday until 12am Monday)</li> <li>• Certification Premium - \$1.00</li> </ul>



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New MOU – Lump Sum Payment	<p><b>New MOU:</b> The parties agreed to a lump sum payment of \$800 for employees with an active permanent appointment above a .6 FTE and employees and \$400 for .6 FTE and below, to be paid within sixty days of ratification.</p> <p>The parties agreed to a lump sum payment of \$400 for employees with an active permanent appointment above a .6 FTE and employees and \$200 for .6 FTE and below, to be paid by August 10, 2020.</p>
New MOU – Pharmacy Tech Pay Range Increases	<p><b>New MOU:</b> The parties agreed to provide an increase of one pay range for the Pharmacy Tech series, effective January 1, 2021. Employees will be placed on the new pay range at their current step.</p>
New MOU – Quarterly JLM Committees	<p><b>New MOU:</b> The parties agreed to hold JLMs quarterly instead of every other month (except RN and Social Work committees). Union members will caucus for sixty minutes before and thirty minutes after JLM. After one year, the JLMs will decide whether to continue with quarterly meetings or go back to every other month.</p>
New MOU – Salary Overpayment Recovery	<p><b>New MOU:</b> The parties agreed to language that outlines the process followed when the Employer has determined that an employee has been overpaid wages.</p>
New MOU – Staff Focused EDI Council Workgroup	<p><b>New MOU:</b> The parties agreed that within six months of ratification, a new council workgroup will be added to HMC’s existing Equity, Diversity, and Inclusion (EDI) Committee structure, focused specifically on issues impacting front line staff.</p> <p>The workgroup will be sponsored by the Executive Director of HMC and will include: four SEIU 1199 represented staff, four unrepresented staff, one HMC Program Director, up to two UW Medicine HR representatives, and ad hoc members from HMC and/or UW Medicine EDI Programs. The Employer will invite four SEIU 925 and four WFSE represented staff to participate on the committee.</p> <p>The workgroup will attend at least two all-day workshops intended to increase skill and awareness on hidden bias and cultural competency. Additional training opportunities may be added with mutual agreement of the workgroup.</p> <p>The workgroup will meet monthly, and the first task will be to review information obtained during HMC’s 2019 sensing interviews, to use the data to develop a further work plan.</p>

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New MOU – Top Salary Steps for Pay Table BE and BS	<p><b>New MOU:</b> On January 1, 2020, Employees will be eligible to advance to the top salary step (U) on pay tables BE and BS upon their progression start date if they have been on the salary step (T) for at least one year.</p> <p>On January 1, 2021, the Employer will add one percent to the value of pay step U on the BE and BS tables.</p>
New Side Letter – 4WH Rehab	<p><b>New Side Letter:</b> The parties agreed that within six months of ratification, the HMC Nursing Staffing Committee will study the availability and frequency of employees taking meal and rest breaks on 4WH Rehab. The Committee will track the frequency of missed meal and rest breaks in Kronos for a period of six weeks.</p> <p>Following completion of the study, the Committee will determine next steps to ensure employees are getting uninterrupted meal and rest breaks.</p>
New Side Letter – Diversity and Inclusion	<p><b>New Side Letter:</b> Same agreement as was reached with SEIU 1199 Research/Hall Health to include a report on diversity-wide metrics, trainings for employees, an appointment to the UW Diversity Council, and related provisions.</p>
New Side Letter – Tracking Discrimination and Bias	<p><b>New Side Letter:</b> Same agreement as was reached with SEIU 1199 Research/Hall Health to include assessment reports from various UW groups quantifying reports of discrimination, harassment, and retaliation.</p>
New Side Letter – U-PASS	<p><b>New Side Letter:</b> Within sixty days after ratification, permanent employees with an FTE of 0.5 or greater will not be charged a fee for a U-PASS.</p>