

Dear GME Community,

As you know, the University of Washington and the University of Washington Housestaff Association (UWHA) have been negotiating a new collective bargaining agreement since July 2019. Our first agreement expired on June 30, 2019, and we have had 26 negotiation sessions since then.

***At our session this evening, the UW made its “last, best and final” offer to the UWHA.*** In this final offer, the University has addressed in a significant and meaningful way the most important economic issues raised by the UWHA. For example, we have committed to new and/or expanded benefits for our housestaff, including wage increases, non-salary stipend increases, a fully-subsidized UPASS and an additional, fourth week of vacation each year.

The University’s final offer includes the following ***new / additional benefits*** in addition to those already proposed and/or agreed to during negotiations:

### **Overview: New / Additional Value of UW Proposals**

- **Overall**: the package that the University is offering is valued at **over \$17 million** in additional costs for 2019-2022 (approximately 15% of the total UWHA payroll over 3 years).
- **Salary Increases**: the offer includes the following annual wage increases for all UWHA members:
  - 2% raise within sixty days of contract ratification
  - 2% raise effective July 1, 2020
  - 2% raise effective July 1, 2021
- **Ratification Bonus**: the offer includes \$1.5 million in ratification bonuses, which will be paid as a one-time, lump sum of \$950 per resident/fellow, within sixty days of contract ratification.
- **Home Call and Travel Stipends**: the offer includes increasing the combined annual travel and home call stipends by \$600 to a new amount of \$2500.
- **R9 Stipend Level**: the offer includes adding a new stipend level for housestaff who reach the R9 appointment level.
- **Fully subsidized UPASS**: the offer includes a fully subsidized UPASS for all UWHA members beginning July 1, 2020. This is a savings of to residents of \$600 per year.
- **Chief Resident Stipend**: the offer includes an increased monthly Chief Resident stipend of \$175/month.
- **Four Weeks of Vacation**: the offer includes increasing annual vacation by one week, bringing the total to four weeks of vacation each year. This will be phased in as three additional weekdays beginning July 1, 2020, which will increase to one additional week beginning July 1, 2021 (for a total of four weeks per year beginning July 2021).

### **Next Steps:**

This is a substantial offer that will provide meaningful gains for medical and dental residents and fellows once finalized. We believe this offer keeps the University of Washington competitive with Seattle- and West Coast-based sponsoring institutions with regard to compensation and benefits. However, as we made clear to the bargaining team, given the current financial constraints within UW Medicine, we have no additional resources that we can commit to this contract.

***We have requested that UWHA leadership bring this contract offer to a vote of its members. In that case, UWHA will provide full details of the offer to its members. We sincerely hope that the UWHA members will vote to ratify this offer and thank you for your thoughtful consideration of our proposal.***

Detailed summaries of all bargaining sessions can be found at: <https://hr.uw.edu/labor/academic-and-student-unions/uw-housestaff-association/negotiation-updates>.

Sincerely,

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