

Summary of SEIU 925-UW 2021-2023 Collective Bargaining Agreement

CONTRACT PROVISION	SUMMARY OF CHANGES
Preamble and Purpose	No changes: The parties agreed to maintain existing contract language.
Article 1 - Union Recognition	No changes: The parties agreed to maintain existing contract language.
Article 2 - Nondiscrimination	Updates: New language adds immigration status and citizenship to protected groups under the non-discrimination policy.
Article 3 - Reasonable Accommodation of Employees with Disabilities	No changes: The parties agreed to maintain existing contract language.
Article 4 - Workplace Behavior	No changes: The parties agreed to maintain existing contract language.
Article 5 - Affirmative Action	No changes: The parties agreed to maintain existing contract language.
Article 6 - Grievance Procedure	No changes: The parties agreed to maintain existing contract language.
Article 7 - Employee Rights	No changes: The parties agreed to maintain existing contract language.
Article 8 - Employee Facilities	No changes: The parties agreed to maintain existing contract language.
Article 9 - Hours of Work	No changes: The parties agreed to maintain existing contract language.
Article 10 - Overtime	No changes: The parties agreed to maintain existing contract language.
Article 11 - Employee Training and Development	No changes: The parties agreed to maintain existing contract language.
Article 12 - Advance Certification/Registration Pay	No changes: The parties agreed to maintain existing contract language.
Article 13 - Tuition Exemption Program	No changes: The parties agreed to maintain existing contract language.
Article 14 - Hiring, Appointment, Promotions, and Transfers	<p>Updates: Housekeeping edits to TSI when an employee is temporary appointed to a higher position.</p> <p>New language added to capture current practice during promotions; trial service period is extended day for day when an employee uses paid or unpaid leave during their six month trial service period.</p>
Article 15 - Inter-System Movement	No changes: The parties agreed to maintain existing contract language.

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Article 16 - Holidays	No changes: The parties agreed to maintain existing contract language.
Article 17 - Vacation Leave	No changes: The parties agreed to maintain existing contract language.
Article 18 - Sick Leave	No changes: The parties agreed to maintain existing contract language.
Article 19 – Washington Family Medical Leave Program	No changes: The parties agreed to maintain existing contract language.
Article 20 - Miscellaneous Leave	No changes: The parties agreed to maintain existing contract language.
Article 21 - Family Medical Leave Act and Parental Leave	Updates: Language update regarding sick leave buy back.
Article 22 - Child/Dependent Care	No changes: The parties agreed to maintain existing contract language.
Article 23 - Shared Leave	No changes: The parties agreed to maintain existing contract language.
Article 24 - Unpaid Holidays for a Reason of Faith or Conscience	No changes: The parties agreed to maintain existing contract language.
Article 25 - Leave Due to Family Care Emergencies	No changes: The parties agreed to maintain existing contract language.
Article 26 - Civil/Jury Duty Leave and Bereavement Leave	Updates: New language added to clarify the definition of family member.
Article 27 - Leave Related to Domestic Violence, Sexual Assault or Stalking	No changes: The parties agreed to maintain existing contract language.
Article 28 - Inclement Weather and Suspended Operations	No changes: The parties agreed to maintain existing contract language.
Article 29 - Military Leave	No changes: The parties agreed to maintain existing contract language.

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Article 30 - Work Related Injury Leave	Updates: Language update regarding sick leave buy back.
Article 31 - Health & Safety	No changes: The parties agreed to maintain existing contract language.
Article 32 - Uniforms Requirement	No changes: The parties agreed to maintain existing contract language.
Article 33 - Transportation and Commute Reduction	No changes: The parties agreed to maintain existing contract language.
Article 34 - Performance Evaluation	No changes: The parties agreed to maintain existing contract language.
Article 35 - Personnel Files	No changes: The parties agreed to maintain existing contract language.
Article 36 - Corrective Action/Dismissal	No changes: The parties agreed to maintain existing contract language.
Article 37 - Employee Assistance Program	No changes: The parties agreed to maintain existing contract language.
Article 38 - Seniority, Layoff, Rehire	<p>Updates: Language was updated to reflect that paid or unpaid time off will no longer impact the calculation of layoff seniority.</p> <p>Language was added to clarify that rehire list candidates, must be hired at the same salary step, not to exceed the top auto step. This includes situations where the department intended to fill the position at a lower step on the range.</p>
Article 39 - Resignation and Abandonment	No changes: The parties agreed to maintain existing contract language.
Article 40 - Mandatory Subject	No changes: The parties agreed to maintain existing contract language.

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Article 41 - New Employees	No changes: The parties agreed to maintain existing contract language.
Article 42 - Union Activities, Rights, and Stewards	No changes: The parties agreed to maintain existing contract language.
Article 43 - Joint Union/management Committees	No changes: The parties agreed to maintain existing contract language.
Article 44 - Classifications and Reclassification	No changes: The parties agreed to maintain existing contract language.
Article 45 - Compensation, Wages and Other Pay Provisions	<p>Update: The parties agreed to increase wages across-the-board by 0% on July 1, 2021 and 0% on July 1, 2022.</p> <p>Housekeeping edits were also made throughout the article to reflect that periodic increment date is now known as progression start date.</p> <p>Language for HMC public safety sergeant premium was eliminated. The language is no longer needed as the group has the premium as a factor in their base pay.</p>
Article 46 - Health Care Benefits Amounts	Update: Placeholder for State Agreement on Health Care Benefits.
Article 47 - Contracting	No changes: The parties agreed to maintain existing contract language.
Article 48 - Staffing Concerns	No changes: The parties agreed to maintain existing contract language.
Article 49 - Privacy	No changes: The parties agreed to maintain existing contract language.

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Article 50 - No Strike/Lockout	No changes: The parties agreed to maintain existing contract language.
Article 51 - Travel Pay and Work Time	No changes: The parties agreed to maintain existing contract language.
Article 52 - Personal Services	No changes: The parties agreed to maintain existing contract language.
Article 53 - Modality Pay	No changes: The parties agreed to maintain existing contract language.
Article 54 - Subordination of Agreement and Saving Clause	No changes: The parties agreed to maintain existing contract language.
Article 55 - Contract Distribution	No changes: The parties agreed to maintain existing contract language.
Article 56 - Union Membership, Fair Share and Dues Deduction	Updates: Language was added to allow for dues transmission via a web based electronic reporting system.
Article 57 - Management Rights and Responsibilities	No changes: The parties agreed to maintain existing contract language.
Article 58 - Duration	Updates: The contract cycle will be in effect from July 1, 2021 through June 30, 2023.
Article 59 - Represented Regular Temporary Employees	Updates: The list of contract provisions that apply to temporary employees was updated to include Reasonable Accommodation of Employees with Disabilities & Advance Certification Registration Pay.
Appendix I - Job Classifications	No changes: The parties agreed to maintain existing contract language.

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Appendix II - Differentials	No changes: The parties agreed to maintain existing contract language.
Appendix III - Overtime Exempt Job Classifications	No changes: The parties agreed to maintain existing contract language.
Appendix IV - Layoff Seniority Units	No changes: The parties agreed to maintain existing contract language.
Appendix V - Pay Tables	No changes: The parties agreed to maintain existing contract language.
Appendix VI - Market Increases	No changes: The parties agreed to maintain existing contract language.
MOU – Advanced Cardiac Technologist Recruitment and Retention Wage Increases	Updates: Language was eliminated, MOU implemented during the 2019-2021 contract cycle.
MOU - Expedited Arbitration Pilot	No changes: The parties agreed to extend the MOU for the 2021-23 contract term.
MOU – Former Administrative Assistant B	No changes: The parties agreed to extend the MOU for the 2021-23 contract term.
MOU – House Bill 2669	Updates: Language was eliminated, MOU implemented during the 2019-2021 contract cycle.
MOU - Interpretive Services at UWMC	No changes: The parties agreed to extend the MOU for the 2021-23 contract term.
MOU – King County Premium Pay	Updates: Language was eliminated, MOU implemented during the 2019-2021 contract cycle.
MOU - Leave of Absence SEIU 925 Officer	No changes: The parties agreed to extend the MOU for the 2021-23 contract term.

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MOU – Lump Sum Payment	Updates: Language was eliminated, MOU implemented during the 2019-2021 contract cycle.
MOU – Market Based Salary Adjustments	Updates: Language was eliminated, MOU implemented during the 2019-2021 contract cycle.
MOU – Medical Airlift Communications Specialist and Medical Airlift Communications Supervisor Recruitment and Retention Wage Increases	Updates: Language was eliminated, MOU implemented during the 2019-2021 contract cycle.
MOU – Medical Interpreters Recruitment and Retention Wage Increases	No changes: The parties agreed to extend the MOU for the 2021-23 contract term.
MOU – New Salary Steps for Pay Tables BF and BT	Updates: Language was eliminated, MOU implemented during the 2019-2021 contract cycle.
MOU – Non-Monetary Steps and Pay Tables BH	Updates: Language was eliminated, MOU implemented during the 2019-2021 contract cycle.
MOU – Pay Table Parity	Updates: Language was eliminated, MOU implemented during the 2019-2021 contract cycle.
MOU – Pay Tables BD, B1, and BY	Updates: Language was eliminated, MOU implemented during the 2019-2021 contract cycle.
MOU – Phlebotomist Recruitment and Retention Wage Increases	Updates: Language was eliminated, MOU implemented during the 2019-2021 contract cycle.

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MOU - Public Records Requests and Privacy	No changes: The parties agreed to extend the MOU for the 2021-23 contract term.
MOU – Salary Overpayment Recovery	No changes: The parties agreed to extend the MOU for the 2021-23 contract term.
MOU - Scholarship Fund for Medical Center Employees	No changes: The parties agreed to extend the MOU for the 2021-23 contract term.
MOU – Sports Equipment Manager Recruitment and Retention Wage Increases	Updates: Language was eliminated, MOU implemented during the 2019-2021 contract cycle.
MOU – Surgical Technologist Recruitment and Retention Wage Increases	No changes: The parties agreed to extend the MOU for the 2021-23 contract term.
MOU - Surgical Technologists	No changes: The parties agreed to extend the MOU for the 2021-23 contract term.
MOU - Transportation Services Video/Audio System	No changes: The parties agreed to extend the MOU for the 2021-23 contract term.

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New MOU – Economic Discussion	<p>New provision: The parties agreed to language regarding an economic discussion during the second year of the contract:</p> <p><i>“Upon mutual agreement, the parties agree to meet and discuss economic items for the fiscal year beginning July 1, 2022, by September 15, 2021, for submission to the Office of Financial Management by the October 1, 2021 deadline for inclusion in the Governor’s supplemental mid-biennium budget. Any proposed increases will be contingent on a determination of financial feasibility by the Office of Financial Management, inclusion in the Governor’s budget and being fully funded by the legislature. The employer may elect to bring economic proposals, which may include concessions, to the discussion.”</i></p>
Side Letter A – City of Seattle Minimum Wage	No changes: The parties agreed to extend the side letter for the 2021-23 contract term.
Side Letter B – Contact Center	No changes: The parties agreed to extend the side letter for the 2021-23 contract term.
Side Letter C– Diversity and Inclusion	No changes: The parties agreed to extend the side letter for the 2021-23 contract term.
Side Letter D - Legislative Briefings	No changes: The parties agreed to extend the side letter for the 2021-23 contract term.
Side Letter E - Public Transportation Delays	No changes: The parties agreed to extend the side letter for the 2021-23 contract term.
Side Letter F - Regular Temporary Harborview Medical Center Interpreters	No changes: The parties agreed to extend the side letter for the 2021-23 contract term.
Side Letter G - Representation	No changes: The parties agreed to extend the side letter for the 2021-23 contract term.

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Side Letter H – Tracking Diversity and Bias	No changes: The parties agreed to extend the side letter for the 2021-23 contract term.
Side Letter I – U-PASS	No changes: The parties agreed to extend the side letter for the 2021-23 contract term.
Side Letter J – Workday Rosters	Updates: Language was eliminated, MOU implemented during the 2019-2021 contract cycle.