

ARTICLE 9 – WAGES AND OTHER PAY PROVISIONS

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2
3 9.1 Research/Hall Health RN Bargaining Unit. Hire-in rates for new nurses both covered by this
4 Agreement and employed at Hall Health shall be on the basis of year for year credit for
5 applicable experience. Hire-in rates for new nurses both covered by this agreement and
6 employed as Research RN 1 or Research RN 2 will be based on applicable research RN
7 experience and the specific requirements of the position.
8

9 9.2 Salary Step Increases. Annually the salary of employees covered by this Agreement will be
10 increased by one step based on the employee’s progression start date until the employee
11 has reached the top automatic step of the appropriate salary range. For purposes of
12 progression increases, the progression start date will be determined as follows:
13

- 14 (a) The first of the current month for actions occurring between the first and the fifteenth
15 of the month; or,
- 16 (b) The first of the following month for actions occurring between the sixteenth and the
17 end of the month.

18
19 When a leave of absence without pay exceeds ten (10) working days or eighty (80) hours
20 in any calendar month, the progression start date will be extended by one (1) month. Leaves
21 of absence for Worker’s Compensation, military service, as a result of a cyclic year position,
22 or for the purpose of formal collective bargaining sessions, will not alter the progression start
23 date.
24

25 When an employee returns from layoff status, the progression start date will be
26 reestablished and extended by an amount of time equal to the period of layoff to give credit
27 for time served in a salary step prior to layoff.
28

29 9.3 Shift Premium. Employees assigned to work the second (3:00 pm – 11:00 pm) shift shall
30 be paid a shift differential in accordance to the Salary Schedules and Premiums in this
31 article over the hourly contract rates of pay. Employees assigned to work the third shift
32 (11:00 pm – 7:00 am) shall be paid a shift differential in accordance to the Salary
33 Schedules and Premiums in this article over the regular rate of pay. Employees shall be
34 paid shift differential on second or third shift if the majority of hours are worked during the
35 designated shift.
36

37 An employee permanently assigned to second (evening) or third (night) shift will receive the
38 shift premium assigned to that shift. An employee who is temporarily assigned, within the
39 employee’s FTE, to another shift with a lower shift rate will receive the higher shift rate if the
40 temporary assignment is not greater than five (5) consecutive working days.
41

42 An employee who is on paid leave will receive the shift premium assigned to the employee’s
43 permanent schedule.
44

45 Research/Hall Health Bargaining Unit RNs. Article 9.3 shall not apply to Research RNs 1
46 and 2, and also shall not apply to those Hall Health RNs whose shift starts before 3 p.m. but
47 ends no later than 8 p.m.
48

49 9.4 Nurses meeting the definition of Charge Nurse in Article 6.6 shall receive charge nurse pay.

1
2 Research/Hall Health Bargaining Unit RNs. Article 9.4 shall not apply to those employees
3 in the Research/Hall Health bargaining unit employed in the Research Nurse 1 and/or
4 Research Nurse 2 position.
5

6 9.5 Standby Premium. Off-duty standby assignments shall be determined in advance by
7 supervision. Volunteers will be used for standby assignment when practicable. Standby
8 premiums for employees placed on standby off the University premises are in this article
9 listed as Salary Schedules and Premiums.
10

11 9.6 Call Back – From Standby. Any time actually worked in call back from standby shall be
12 compensated at the rate of time and one-half (1-1/2) the regular rate of the employee
13 concerned and shall be paid in addition to any compensation for standby. When called back,
14 the employee shall receive premium pay for a minimum work period of two and one-half
15 hours (2-1/2).
16

17 Call Back – Not From Standby. When an employee has left the institution grounds and is
18 called to return to work outside of regularly scheduled hours to handle emergency situations
19 which could not be anticipated, he/she shall receive pay for time actually worked. Time
20 worked shall be compensated at time and one-half (1-1/2) and shall be paid for a minimum
21 of two and one half (2 ½) hours.
22

23 9.7 Temporary Assignment to a Higher Position. Whenever an employee is temporarily assigned
24 in writing by the Employer to regularly perform the principal duties of a higher level position
25 for a period of five or more scheduled working days within the employee’s standard work
26 period as specified in Article 7, Section 2, the employee shall be paid a temporary salary
27 increase (TSI) of at least five percent (5%) over the present salary but not to exceed the
28 maximum of the range for the higher classification. Said increase shall be paid beginning
29 with the first day and to include the days working such assignment. Such assignments must
30 be by mutual agreement.
31

32 **SALARY SCHEDULES AND PREMIUMS**
33

34 A. Effective July 1, 2021, each classification represented by the Union will continue to be
35 assigned to the same Pay Table and Salary Range as it was assigned on June 30, 2021.
36 Effective July 1, 2021, each employee will continue to be assigned to the same Salary
37 Range and Step that they were assigned on June 30, 2021 unless otherwise agreed.
38 Employees who are paid above the maximum for their range on June 30, 2021 will
39 continue to be paid above the maximum range on July 1, 2021 unless otherwise agreed.
40

41 B. Effective July 1, 2021, all Salary Ranges described in Section A will be increased by zero
42 percent (0%). This increase will be based upon the salary schedule in effect on June 30,
43 2021.
44

45 C. Effective July 1, 2022 all Salary Ranges described in Section A above will be increased
46 by ~~zero~~ three percent (~~0~~3%). This increase will be based upon the salary schedule in effect
47 on June 30, 2022
48

1 D. Employees who are paid above the maximum for their range on the effective date of the
2 increase described in B and C above will not receive the specified increase to their current
3 pay unless the new range encompasses their current rate of pay.
4

5 **PREMIUMS**

6
7 **Research/Hall Health Registered Nurses**


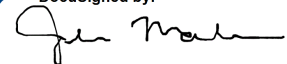

9	Standby Pay	\$4.00
10	Weekend	\$4.00
11	Preceptor	\$1.50
12	Certification	\$1.00
13	Charge	\$2.25

14
15 **Hall Health Advanced Registered Nurse Practitioners and Advanced Registered Nurse**
16 **Practitioner Leads**

17		
18	Evening shift differential	\$2.50
19	Night shift differential	\$4.00
20	Standby Pay	\$3.00
21	Weekend	\$4.00
22	Preceptor	\$1.50
23	Certification	\$1.00

25 Tentatively Agreed To:

26

27 For the Union:	27 For the Employer:
28	28
29 DocuSigned by:	29 DocuSigned by:
30 	30 
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32 Justin Novinger	32 Jennifer Mallahan
33 Date: 9/30/2021	33 Date: 9/30/2021
34	34
35 DocuSigned by:	35
36 	
37 <small>5DB0AAE583C6484...</small>	
38 Amber Smith	
39 Date: 9/30/2021	

MOU – ARTICLE 11 VACATION SCHEDULE

During negotiations for the 2021-2023 re-opener bargaining, the parties agreed to the following regarding Article 11 Vacation Schedule.

On ~~March January~~ 1, 2023 October 1, 2022, Article 11.1 of the 2021-2023 collective bargaining agreement will be replaced with the following:

ARTICLE 11 – VACATION SCHEDULE

11.1 Vacation Leave-Time Off. The current accrual schedule for full-time employees is as follows:

<u>During</u>	<u>Paid Vacation Days</u>
1st year	12
2nd year	13
3rd and 4th years	14
4th year	15
5th -9th years	15 <u>16</u>
6th year	17
7th year	18
8th year	19
9th year	20
10th year	16 <u>21</u>
11th year	17 <u>22</u>
12th – 19th th years	18 <u>23</u>
13th year	19
14th year	20
15th year	21
16th year	22
20th – 24th years	24
25th year or more	25

11.2 Vacation Leave-Time Off - Use.

- (1) An employee bringing an accrued balance from another state agency may use the previously accrued vacation leave-time off during the institutional probationary or trial service period.
- (2) All requests for vacation leave-time off must be approved by the employing official or designee in advance of the effective date unless used for emergency child care.
- (3) Vacation leave-time off shall be scheduled by the employing department at a time most convenient to the work of the department, the determination of which shall rest with the employing official. As far as possible, leave-absences will be scheduled in accordance with the wishes of the employee in any amount up to the total-balance of ~~his/her~~ the employee's accrued time off. -earned leave credits.

1
2 (4) Paid vacation ~~leave-time off~~ may not be used in advance of its accrual.
3

4 Scheduling of vacations shall be the responsibility of supervision. However,
5 supervision shall receive input from the local units before making major changes to
6 established department policies on vacation leave.
7

8 11.3 Vacation ~~Leave-Time Off~~ - Accumulation-Excess.
9

10 Vacation ~~leave-credits~~~~time off~~ may be accumulated to a maximum of thirty working days
11 (240 hours). However, there are two methods which allow vacation leave to be
12 accumulated above the maximum:
13

14 (1) If an employee's request for vacation leave is denied by the employing official, then
15 the maximum of thirty (30) working days accrual shall be extended for each month
16 that the leave is deferred provided a statement of necessity justifying the denial is
17 approved by the Personnel Officer.
18

19 (2) As an alternative to subsection (1) of this section, employees may also accumulate
20 vacation leave in excess of thirty days as follows:
21

22 (a) An employee may accumulate the vacation ~~leave-time off~~ days between the
23 time thirty (30) days is accrued and ~~his/her~~their Time Off Service Date
24 (anniversary date of state employment).
25

26 (b) Such accumulated ~~leave-time off~~ shall be used by the anniversary date and at
27 a time convenient to the employing institution/agency. If such leave is not used
28 prior to the employee's anniversary date, such leave shall be automatically
29 extinguished and considered to have never existed.
30


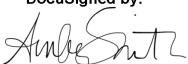

31 (b) Such leave credit accumulated shall never, regardless of circumstances, be
32 deferred by the employing institution/agency by filing a statement of necessity
33 described in subsection (1) of this section.
34

35 11.4 Vacation ~~Leave-Time Off~~ - Cash Payment.
36

37 Bargaining unit members who have completed six (6) continuous months of employment
38 and who separate from service by resignation, layoff, dismissal, retirement or death are
39 entitled to a lump sum cash payment for all unused vacation ~~leave~~~~time off~~. In the case of
40 voluntary resignation, an employee may be required to provide fourteen (14) calendar
41 days' notice to qualify for such lump sum cash payment. Vacation ~~leave-time off~~ payable
42 under this section shall be computed and paid as prescribed by the Office of Financial
43 Management. No contributions are to be made to the Department of Retirement
44 Systems for lump sum payment of excess vacation leave accumulated nor shall such
45 payment be reported to the Department of Retirement Systems as compensation.
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Tentatively Agreed To:

<p>For the Union:</p> <p>DocuSigned by:  Justin Novinger Date: 9/30/2021</p> <p>DocuSigned by:  Amber Smith Date: 9/30/2021</p>	<p>For the Employer:</p> <p>DocuSigned by:  Jennifer Mallahan Date: 9/30/2021</p>
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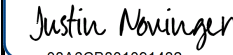
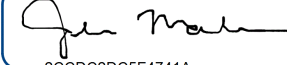

1 MEMORANDUM OF UNDERSTANDING
2 BETWEEN
3 THE UNIVERSITY OF WASHINGTON (UNIVERSITY)
4 AND
5 THE SERVICE EMPLOYEES INTERNATIONAL UNION 1199NW

6
7 **MOU: LUMP SUM PAYMENT**
8

9 During re-opener negotiations for the 2021-2023 successor agreement, the parties
10 reached agreement on the following lump sum upon ratification:
11

12 A. Employees with an active permanent appointment and in pay status on July 1,
13 2022 shall receive a single one-time lump sum payment of ~~one three four five~~
14 ~~eight~~ hundred ~~and fifty~~ dollars (~~\$400300400500850~~) to each employee at or
15 above a ~~.75-60~~ FTE.
16

17 B. Employees with an active permanent appointment and in pay status on July 1,
18 2022 shall receive a single one-time lump sum payment of ~~one hundred and fifty~~
19 ~~dollars two four hundred and fifty twenty five~~ (~~\$150200250425~~) to each employee
20 below a ~~.75-60~~ FTE.
21

Tentatively Agreed To:	
For the Union:	For the Employer:
DocuSigned by: 	DocuSigned by: 
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Justin Novinger Date: 9/30/2021	Jennifer Mallahan Date: 9/30/2021
DocuSigned by: 	
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Amber Smith Date: 9/30/2021	

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