

## Summary of SEIU 1199NW R/HH - UW 2021-2023 CBA Reopener

CONTRACT PROVISION	SUMMARY OF CHANGES																														
Article 9- Wages and Other Pay Provisions	<b>Updates:</b> The parties agreed to a wage rate increase of 3% on 7/1/2022.																														
Article 11 – Vacation Schedule	<p><b>Updates:</b> The parties agreed to increase the vacation accrual schedule effective on October 1, 2022 to the following table:</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th style="text-align: center;">During</th> <th style="text-align: center;">Paid Vacation Days</th> </tr> </thead> <tbody> <tr><td style="text-align: center;">1<sup>st</sup> year</td><td style="text-align: center;">12</td></tr> <tr><td style="text-align: center;">2<sup>nd</sup> Year</td><td style="text-align: center;">13</td></tr> <tr><td style="text-align: center;">3<sup>rd</sup> Year</td><td style="text-align: center;">14</td></tr> <tr><td style="text-align: center;">4<sup>th</sup> Year</td><td style="text-align: center;">15</td></tr> <tr><td style="text-align: center;">5<sup>th</sup> Year</td><td style="text-align: center;">16</td></tr> <tr><td style="text-align: center;">6<sup>th</sup> Year</td><td style="text-align: center;">17</td></tr> <tr><td style="text-align: center;">7<sup>th</sup> Year</td><td style="text-align: center;">18</td></tr> <tr><td style="text-align: center;">8<sup>th</sup> Year</td><td style="text-align: center;">19</td></tr> <tr><td style="text-align: center;">9<sup>th</sup> Year</td><td style="text-align: center;">20</td></tr> <tr><td style="text-align: center;">10<sup>th</sup> Year</td><td style="text-align: center;">21</td></tr> <tr><td style="text-align: center;">11<sup>th</sup> Year</td><td style="text-align: center;">22</td></tr> <tr><td style="text-align: center;">12<sup>th</sup> – 19<sup>th</sup> Years</td><td style="text-align: center;">23</td></tr> <tr><td style="text-align: center;">20<sup>th</sup> – 24<sup>th</sup> Years</td><td style="text-align: center;">24</td></tr> <tr><td style="text-align: center;">25 Years or more</td><td style="text-align: center;">25</td></tr> </tbody> </table>	During	Paid Vacation Days	1 <sup>st</sup> year	12	2 <sup>nd</sup> Year	13	3 <sup>rd</sup> Year	14	4 <sup>th</sup> Year	15	5 <sup>th</sup> Year	16	6 <sup>th</sup> Year	17	7 <sup>th</sup> Year	18	8 <sup>th</sup> Year	19	9 <sup>th</sup> Year	20	10 <sup>th</sup> Year	21	11 <sup>th</sup> Year	22	12 <sup>th</sup> – 19 <sup>th</sup> Years	23	20 <sup>th</sup> – 24 <sup>th</sup> Years	24	25 Years or more	25
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New MOU – Lump Sum Payment	<b>New:</b> The parties agreed to a lump sum payment for employees at or above a .6 FTE off \$850 and a \$425 lump sum for employees below a .6 FTE. Eligible employees must be in an active permanent appointment in pay status on July 1, 2022.																														