

ARTICLE 45 – COMPENSATION, WAGES AND OTHER PAY PROVISIONS**45.1**

A. Effective July 1, 2021, each classification represented by the Union will continue to be assigned to the same Pay Table and Salary Range as it was assigned on June 30, 2021. Effective July 1, 2021, each employee will continue to be assigned to the same Salary Range and Step that they were assigned on June 30, 2021 unless otherwise agreed.

B. Effective July 1, 2022, all Salary Ranges described in Section A above will be increased by three percent (3%). This increase will be based upon the salary schedule in effect on June 30, 2022.

B.C. Employees who are paid above the maximum for their range on the effective date of the increase described in B or C above will not receive the specified increase to their current pay unless the new range encompasses their current rate of pay. Employees who are Y-rated as of June 30, 2021 will continue to receive that salary if it is higher than the top step of the salary range for their classification as specified in Appendix I

45.2 Annual Salary Adjustment. Employees will receive an annual salary adjustment based on their progression start date until such time as the employee reaches the top automatic step of their salary range.

A. Movement on General Schedules: Employees who are hired at the minimum available step of their pay range will receive a two (2) step increase to base salary following completion of six (6) months of continuous service and the date they receive that increase will be based on the employee's progression start date. Thereafter, employees will receive a two (2) step increase annually, based on their progression start date, until they reach the top automatic step of the pay range.

Employees who are hired above the minimum available step of the pay range will receive a two (2) step increase to base salary following completion of twelve (12) months of continuous service and the date they receive that increase will be based on the employee's progression start date. Thereafter, employees will receive a two (2) step increase annually, based on their progression start date, until they reach the top automatic step of the pay range.

B. Movement on Health Care Schedules: Employees who are hired on the Health Care pay tables (as shown in Appendix V) above the minimum available step of the pay range will receive increment increases at the rate of one (1) step each twelve (12) months until they reach the top of the pay range. The date they receive that increase will be based on the employee's progression start date until they reach the top automatic step of the pay range.

Employees who are hired on the Health Care pay tables (Appendices III, V, and VIII (as shown in Appendix V) at the minimum available step in the pay range will receive a one (1) step increase to base salary following completion of six (6) months of continuous service and the date they receive that increase will be based on the employee's progression start date. Thereafter, employees will receive a one (1) step increase annually, based on their progression start date, until they reach the top automatic step of the pay range.

C. When a date progression increase coincides with a promotional date, the appointment to a new salary range, and/or a market adjustment, the progression increase date will be applied first.

D. The University, at its discretion, may approve additional increment increases at any time. Such additional increment increases will not change an employee's progression start date.

45.3 Recruitment/Retention Compensation. The Employer may increase the salary of classifications that are experiencing recruitment/retention problems.

45.4 Transfers/Lateral Movement. When an employee moves from one position to another position in the same or a different classification at the same salary range, the employee will retain their previous salary range and step.

45.5 Promotions/Reallocation/Reversion. Upon promotion or reallocation from a position under this contract to another position under this contract with a higher salary range, the affected employee shall be placed on the salary step of the new range which reflects a minimum of a three (3) step increase, except for positions on Health Care Professional/Technical pay tables, which shall receive a minimum increase of 6%.

The new progression start date shall be the first of the current month for effective dates falling between the first and fifteenth of the month and the first of the following month for effective dates falling between the sixteenth and the end of the month. An employee who voluntarily reverts or is reverted by the Employer during the trial service period in their promoted position will have the previous salary range and step they were was receiving prior to promotion reinstated.

45.6 Work Out of Class. When an employee is temporarily assigned by Management in writing, which may include e-mail, to perform the principal duties of a higher level position for a minimum period of one (1) working day, the employee shall be paid a temporary salary increase (TSI) of at least five percent (5%) over the present salary but not to exceed the maximum of the range for the higher classification. Said increase shall be effective as of the first day of the assignment.

45.7 Downward Allocation Compensation. An employee occupying a position that is reclassified to an existing class with a lower salary range shall be placed in the

salary step in the new range which is closest to the current salary, provided such salary does not exceed the top automatic step of the new salary range.

45.8 Shift Differential Premium Pay. Employees assigned to evening or night shifts shall receive a shift differential of at least \$1 per hour, except for those job titles listed in Appendix II, which shall receive the applicable rates. Employees in Skilled Trades job classifications assigned to evening or night shifts shall receive a shift differential of at least \$2.00 per hour.

For the purposes of this Agreement, evening shift is defined as a majority of time worked daily or weekly between 5:00 p.m. and 12:00 a.m. Night shifts defined as a majority of time worked daily or weekly between 12:00 a.m. and 7:00 a.m.

Any classification which receives a higher shift differential on the effective date of this Agreement shall continue to do so. Shift differential shall be paid for the entire shift that qualifies. When an employee is regularly assigned to an evening or night shift that qualifies for shift differential, they shall continue to receive the shift differential during temporary assignment, not to exceed five (5) consecutive working days, to a shift that does not qualify.

When an employee is compensated for working overtime during hours for which shift differential premium pay is authorized, the overtime rate will be calculated including the shift differential premium pay for evening or night hours.

45.9 Stand-By Pay. Employees required to restrict their off-duty activities in order to be immediately available for duty when called, will be compensated for time spent in standby status. Rate of compensation for standby status will be compensated at a rate of two dollars (\$2.00) per hour. Employees who, on the effective date of this Agreement, receive standby in excess of those rates shall continue to do so. In addition to the pay received while on standby, an employee called to work will be paid at their regular salary for all hours worked.

45.10 Call Back Pay. When an employee has left the grounds and is called to return to the work station outside of regularly scheduled hours, they shall receive two (2) hours bonus pay plus time actually worked. The bonus pay shall be compensated at the regular rate; time worked shall be compensated at time and one-half (1-1/2). Time worked immediately preceding the regular shift does not constitute call back, provided time worked does not exceed two (2) hours. When the employee is provided at least eight (8) hours notice the call back premium does not apply. . An employee on standby status called to return to the work station does not qualify for call back pay.

45.11 Multilingual/Sign Language/Braille Premium Pay. Whenever a classified position has a bona fide requirement for regular use of competent skills in more than one language, and/or sign language and/or Braille, and the need for that skill is specified in the employee's position description, the employee shall receive a

premium pay of five percent (5%) above the level normally assigned for that position, except for those instances where the position is allocated to a class that specifies these skills.

If the employee's position is allocated to a class that specifies these skills, the employee will receive a premium pay of five percent (5%) above the level normally assigned for that position only when the employee's position description states that the position has a bona fide requirement for regular use of competent skills in three (3) or more languages in addition to English.

If this requirement is not included in the employee's position description, refusal by the employee to interpret will not result in corrective action.

45.12 Assignment Pay. The Employer agrees to pay a premium rate of at least \$1.75 per hour above an employee's base salary for the time an employee works in any of the following assignments:

a. While wearing a fall protection safety harness, when required by an approved Fall Protection Work Plan. While working with a fall protection monitor, when required by an approved Fall Protection Work Plan.

b. While wearing a fitted, reusable respirator or supplied air respirator (PAPR, SCBA, etc.) when required by an approved Work Plan. Assignment Pay for respirator use does not apply to non-trades hospital staff.

c. While working in a Permitted confined space, with appropriate permits.

d. When wearing a fall protection safety harness as required for specific Aerial Personnel Lift equipment or suspended platforms in accordance with WISHA standards (currently 10').

e. Skilled Trades Bargaining Unit Only: While using required personal protective equipment (PPE), above and beyond the standard uniform, to protect against arc flash when required by an approved Work Plan.

When an employee performs qualifying work less than 1 hour, they will be paid a minimum of one hour per day of assignment pay. Work exceeding one hour per day will be paid based on actual time worked.

45.14 Preceptor. Surgical Technologists (18716) may serve as a preceptor after successfully completing a preceptor workshop or equivalent documented training and agreeing to and being appointed to be specifically responsible for planning, organizing, and evaluating the new skill development of one or more newly hired surgical technologists or perioperative registered nurses. This includes teaching, clinical supervision, role modeling, feedback, evaluation (verbal and written) and

1 follow up of the new or transferring employee. Employees will receive a preceptor
2 premium pay of one dollar and fifty cents (\$ 1.50) per hour for all time spent
3 engaged in preceptor role responsibilities with/on behalf of the orienting
4 employees.

5
6 45.15 Late Payroll Checks. Regular payroll checks, either hard copy or electronic,
7 should be available to employees on payday. If the University is responsible for
8 delay in receipt of a regular payroll check, the University will work with the
9 employee to attempt to have any incurred fees waived.

10
11 45.16 Weekend Pay. All hours worked on weekends by employees in applicable job
12 titles shall include a weekend pay premium in accordance with Appendix II.

13
14 45.17 Field Training Officer. When a Public Safety Officer has been designated as a
15 Field Training Officer for a new employee he/she will receive a five percent (5%)
16 increase for all the hours they provide direct training/instruction.

17
18 45.18 Custodian Compensation. Custodians working for Environmental Services at
19 UW Medical Center and Harborview will receive an Infection Control Premium
20 pay of \$1.00 per hour.

21
22 Custodian Lead Assignment. Custodians assigned lead duties by the Employer
23 will be paid \$1.65 per hour for the duration of the assignment. A lead is one who
24 is assigned lead responsibilities as defined by management but does not have
25 supervisory authority. A lead assignment is delegated responsibility for training,
26 assigning, organizing and scheduling work and reviewing completed work
27 assignments. Lead assignment pay may be for an indefinite period, solely
28 determined by the Employer and it shall not provide the basis for an allocation or
29 reallocation under Article 44.

30
31 Existing lead custodian positions may be converted to lead assignments when
32 vacant, at management's option. Management decisions to create, modify, or
33 end any lead assignments under this section after July 1, 2013 are not grievable.
34 Employees holding lead job classifications as of July 1, 2013 will not be affected
35 by this section.

36
37 45.19 Career Enhancement/Growth Program.

38 The University will continue its Career Enhancement/Growth program. The
39 program will reward employees whose development of skills, increased
40 productivity, or assumption of higher level duties results in service enhancements
41 or efficiencies for the department in which the employee works.

42
43 CEGP steps on the respective pay tables (see Appendix V Pay Tables), will be
44 attained solely through the Career Enhancement/Growth program and will not be
45 based on length of service.
46

1 Employees in every classification covered by this Agreement will be eligible for the
2 program. Employees are eligible to receive a Career Enhancement/Growth step
3 any time after they have been at the top automatic step in their pay range for a
4 minimum of one (1) year. Employees are eligible for the subsequent Career
5 Enhancement/Growth step beginning one (1) year after receiving the previous
6 step.

7
8 There will be no minimum or maximum number of employees who may receive
9 Career Enhancement/Growth steps. There will be no minimum or maximum
10 amount of money the University will spend on the Career Enhancement//Growth
11 program. Decisions about Career Enhancement/ Growth steps shall be made
12 within sixty (60) days of supervisory/ managerial/professorial recommendations.

13
14 Either employees or managers may initiate the CEGP application process. All
15 CEGP applications shall be forwarded to the Compensation Office, regardless of
16 approval or denial. If the application has been denied, the reason for the denial
17 must be documented.

18
19 The Compensation Office tracks CEGP applications, grants, and denials including
20 at a minimum the job class, department, employee id, the decision to grant or deny,
21 and the documented reason for any denial. If denied, the employee may appeal
22 to the decision-maker's supervisor.

23
24 The CEGP application form allows for the inclusion of up to three letters of
25 recommendation, and record years of experience in the position or field, as well as
26 years of service with the University in the Statement of Qualifications section. The
27 union will have access to this information on request.

28
29 The Career Enhancement/Growth program will not be a substitute for
30 reclassifications. Reclassifications will take priority over receiving Career
31 Enhancement/Growth steps such that if an employee qualifies to receive a Career
32 Enhancement/Growth step but could otherwise be reclassified, the employee will
33 be reclassified and will not simultaneously receive the Career
34 Enhancement/Growth step. Career Enhancement/Growth steps shall be
35 considered in calculating salary adjustment associated with promotion and upward
36 reclassification, but in no instance shall a salary in a new position be at a step
37 higher than the top automatic step in the new pay range, except for lateral transfers
38 where there is no mutual agreement not to exceed the top automatic progression
39 step in the new pay range.

40
41 The University agrees to regularly issue University-wide reminders promoting the
42 value of this program.

43
44 The parties will utilize the JLM committee to review the CEGP program periodically
45 with the goal to improve standards and accessibility.
46

The Career Enhancement/Growth program in its entirety is not subject to the grievance procedure (Article 6).

Tentatively Agreed To:

For the Union:

DocuSigned by:

Richard Becker

887C0FF5A153467...

Date: 9/29/2021

For the Employer:

DocuSigned by:

Banks Evans

CS469E99932C427...

Date: 9/29/2021

Appendix II – Differentials

WFSE Campuswide and WFSE HMC – Health Care Professional/Technical Classifications (Effective 7/1/09 within sixty (60) days of ratification)

Salaried Job Code	Job Profile	Evening Shift Differ. (\$/Hour)	Night Shift Differ. (\$/Hour)	Standby Pay (\$/Hour)	Weekend Pay (\$/Hour)
18696	ALCOHOLISM THERAPIST 1	\$1.50	\$2.25	\$3.75	\$1.50
18711	ANESTHESIOLOGY TECHNICIAN 1	\$1.50 <u>75</u>	\$2.25 <u>50</u>	\$3.75 <u>4.00*</u>	\$1.50 <u>2.25</u>
18712	CARDIAC MONITOR TECHNICIAN	\$1.50 <u>75</u>	\$2.25 <u>50</u>	\$3.75 <u>4.00*</u>	\$1.50 <u>2.25</u>
<u>18718</u>	<u>CLINICAL LABORATORY TECHNICIAN 1-HMC</u>	<u>\$1.75</u>	<u>\$2.50</u>	<u>\$4.00*</u>	<u>\$2.25</u>
<u>18719</u>	<u>CLINICAL LABORATORY TECHNICIAN 2-HMC</u>	<u>\$1.75</u>	<u>\$2.50</u>	<u>\$4.00*</u>	<u>\$2.25</u>
<u>18720</u>	<u>CLINICAL LABORATORY TECHNICIAN LEAD-HMC</u>	<u>\$1.75</u>	<u>\$2.50</u>	<u>\$4.00*</u>	<u>\$2.25</u>
18570	DIETARY UNIT AIDE	\$1.50	\$2.25	\$3.75	\$1.50
18680	DIETARY UNIT AIDE	\$1.50	\$2.25	\$3.75	\$1.50
18678	DIETARY UNIT CLERK	\$1.50	\$2.25	\$3.75	\$1.50
18713	ELECTROCARDIOGRAPH TECHNICIAN 1	\$1.50 <u>75</u>	\$2.25 <u>50</u>	\$3.75 <u>4.00*</u>	\$1.50 <u>2.25</u>
18714	ELECTROCARDIOGRAPH TECHNICIAN 2	\$1.50 <u>75</u>	\$2.25 <u>50</u>	\$3.75 <u>4.00*</u>	\$1.50 <u>2.25</u>
<u>18715</u>	<u>ELECTROCARDIOGRAPH TECHNICIAN LEAD</u>	<u>\$1.75</u>	<u>\$2.50</u>	<u>\$4.00*</u>	<u>\$2.25</u>
18688	FINANCIAL SERVICES COUNSELOR	\$1.50	\$2.25	\$3.75	\$1.50
18576	HOSPITAL ASSISTANT	\$1.50	\$2.25	\$3.75	\$1.50
18708	HOSPITAL ASSISTANT	\$1.50	\$2.25	\$3.75	\$1.50
18577	HOSPITAL ASSISTANT LEAD	\$1.50	\$2.25	\$3.75	\$1.50
18709	HOSPITAL ASSISTANT LEAD	\$1.50	\$2.25	\$3.75	\$1.50
18571	HOSPITAL CENTRAL SERVICES TECH TRAINEE	\$1.50 <u>75</u>	\$2.25 <u>50</u>	\$3.75 <u>4.00*</u>	\$1.50
18682	HOSPITAL CENTRAL SERVICES TECH TRAINEE	\$1.50 <u>75</u>	\$2.25 <u>50</u>	\$3.75 <u>4.00*</u>	\$1.50
18572	HOSPITAL CENTRAL SERVICES TECHNICIAN 1	\$1.50 <u>75</u>	\$2.25 <u>50</u>	\$3.75 <u>4.00*</u>	\$1.50
18683	HOSPITAL CENTRAL SERVICES TECHNICIAN 1	\$1.50 <u>75</u>	\$2.25 <u>50</u>	\$3.75 <u>4.00*</u>	\$1.50
18574	HOSPITAL CENTRAL SERVICES TECHNICIAN 2	\$1.50 <u>75</u>	\$2.25 <u>50</u>	\$3.75 <u>4.00*</u>	\$1.50
18685	HOSPITAL CENTRAL SERVICES TECHNICIAN 2	\$1.50 <u>75</u>	\$2.25 <u>50</u>	\$3.75 <u>4.00*</u>	\$1.50
18573	HOSPITAL CENTRAL SERVICES TECHNICIAN LD	\$1.50 <u>75</u>	\$2.25 <u>50</u>	\$3.75 <u>4.00*</u>	\$1.50
18684	HOSPITAL CENTRAL SERVICES TECHNICIAN LD	\$1.50 <u>75</u>	\$2.25 <u>50</u>	\$3.75 <u>4.00*</u>	\$1.50
18717	HOSPITAL DENTISTRY ASSISTANT SPECIALIST	\$1.50	\$2.25	\$3.75	\$1.50
18575	LICENSED PRACTICAL NURSE	\$1.50	\$2.25	\$3.75	\$1.50
18707	LICENSED PRACTICAL NURSE	\$1.50	\$2.25	\$3.75	\$1.50
18710	MEDICAL ASSISTANT	\$1.50	\$2.25	\$3.75	\$1.50
18681	MEDICAL TRANSCRIPTIONIST 1	\$1.50	\$2.25	\$3.75	\$1.50
18700	MENTAL HEALTH PRACTITIONER	\$1.50	\$2.25	\$3.75	\$1.50
18726	MENTAL HEALTH PRACTITIONER CLINICAL SPECIALIST	\$1.50	\$2.25	\$3.75	\$1.50
18727	MENTAL HEALTH PRACTITIONER LEAD	\$1.50	\$2.25	\$3.75	\$1.50
18705	MENTAL HEALTH SPECIALIST 1	\$1.50	\$2.25	\$3.75	\$1.50
18706	MENTAL HEALTH SPECIALIST 2	\$1.50	\$2.25	\$3.75	\$1.50

2021-2023 WFSE – UW Re-opener CBA
Tentative Agreement

Page 2 of 2

Salaried Job Code	Job Profile	Evening Shift Differ. (\$/Hour)	Night Shift Differ. (\$/Hour)	Standby Pay (\$/Hour)	Weekend Pay (\$/Hour)
18703	ORTHOPAEDIC TECHNICIAN I	\$1.50 75	\$2.25 50	\$3.75 4.00*	\$1.50 2.25
18704	ORTHOPAEDIC TECHNICIAN II	\$1.50 75	\$2.25 50	\$3.75 4.00*	\$1.50 2.25
18580	PATIENT CARE TECHNICIAN	\$1.50	\$2.25	\$3.75	\$1.50
18690	PATIENT SERVICES COORDINATOR	\$1.50	\$2.25	\$3.75	\$1.50
18689	PATIENT SERVICES REP	\$1.50	\$2.25	\$3.75	\$1.50
18722	PATIENT SERVICES SPECIALIST 2	\$1.50	\$2.25	\$3.75	\$1.50
18723	PATIENT SERVICES SPECIALIST 3	\$1.50	\$2.25	\$3.75	\$1.50
18725	PATIENT SERVICES SPECIALIST EDU-QA	\$1.50	\$2.25	\$3.75	\$1.50
18724	PATIENT SERVICES SPECIALIST LEAD	\$1.50	\$2.25	\$3.75	\$1.50
18692	PATIENT SERVICES SPECIALIST- CALL CENTER	\$1.50	\$2.25	\$3.75	\$1.50
18691	PATIENT SERVICES LEAD	\$1.50	\$2.25	\$3.75	\$1.50
18698	REHABILITATION COUNSELOR 1	\$1.50	\$2.25	\$3.75	\$1.50
18699	REHABILITATION COUNSELOR 2	\$1.50	\$2.25	\$3.75	\$1.50
18702	RESPIRATORY CARE ASSISTANT	\$1.50 75	\$2.25 50	\$3.75 4.00*	\$1.50 2.25
18693	SOCIAL WORK ASSISTANT 1	\$1.50 75	\$2.25 50	\$3.75 4.00*	\$1.50 2.25
18686	SPECIMEN PROCESSING TECHNICIAN	\$1.50 75	\$2.25 50	\$3.75 4.00*	\$1.50 2.25
18687	SPECIMEN PROCESSING TECHNICIAN LEAD	\$1.50 75	\$2.25 50	\$3.75 4.00*	\$1.50 2.25
18587	SUPPLY CHAIN TECHNICIAN 1	\$1.50	\$2.25	\$3.75	\$1.50
18617	SUPPLY CHAIN TECHNICIAN 1	\$1.50	\$2.25	\$3.75	\$1.50
18618	SUPPLY CHAIN TECHNICIAN 2	\$1.50	\$2.25	\$3.75	\$1.50
18588	SUPPLY CHAIN TECHNICIAN 2	\$1.50	\$2.25	\$3.75	\$1.50
18619	SUPPLY CHAIN TECHNICIAN LEAD 1	\$1.50	\$2.25	\$3.75	\$1.50
18589	SUPPLY CHAIN TECHNICIAN LEAD 2	\$1.50	\$2.25	\$3.75	\$1.50
18716	SURGICAL TECHNOLOGIST	\$1.50 75	\$2.25 50	\$3.75 4.00*	\$1.50 2.25
18632	TELEPHONE COMMUNICATIONS OPERATOR- HOSP	\$1.50	\$2.25	\$3.75	\$1.50
18621	UNIT SUPPLY TECHNICIAN 1	\$1.50	\$2.25	\$3.75	\$1.50
18622	UNIT SUPPLY TECHNICIAN 2	\$1.50	\$2.25	\$3.75	\$1.50
18623	UNIT SUPPLY TECHNICIAN LEAD	\$1.50	\$2.25	\$3.75	\$1.50
18624	UNIT SUPPLY INVENTORY CONTROL SPECIALIST	\$1.50	\$2.25	\$3.75	\$1.50

**\$4.00/hour for hours 0-30 per pay period, \$6.00/hour for standby hours over 30 per pay period*

Tentatively Agreed To:

For the Union:

DocuSigned by:
Richard Becker

887C0FF5A153967...
Date: 9/29/2021

For the Employer:

DocuSigned by:
Banks Evans

CS489E99922C222...
Date: 9/29/2021

**MOU: ANESTHESIOLOGY TECHNICIAN 1 RECRUITMENT AND RETENTION
INCREASES**

During negotiations for the 2021-2023 collective bargaining agreement, the parties agreed to the following regarding recruitment and retention increases for the Anesthesiology Tech 1 classification:

Effective no more than forty-five (45) days following ratification and on the first available pay period as determined by the Employer.

- I. The job classification Anesthesiology Technician 1 (Job Code 18711) on Pay Table BABB at Pay Range 12 will be moved to Pay Table BABB at Pay Range 17.
- II. Temporary hourly employees must be paid within range minimum and range maximum. If a temporary hourly employee's current rate falls below the new range minimum, their hourly rate will be increased to range minimum.
- III. All regular employees will be placed on the new pay range at the same step as their current step.
- IV. Employee progression start dates (PSDs) will not be impacted by placement on the new range.

This MOU will expire upon implementation.

Tentatively Agreed To:

For the Union:

DocuSigned by:

Richard Becker

887C0FF5A153467...

Date: 9/29/2021

For the Employer:

DocuSigned by:

Banks Evans

C5489E99952C421...

Date: 9/29/2021

**MOU: CLINICAL LABORATORY TECHNICIAN SERIES RECRUITMENT AND
RETENTION INCREASES**

During negotiations for the 2021-2023 collective bargaining agreement, the parties agreed to the following regarding recruitment and retention increases for the Clinical Laboratory Technician classification series:

Effective no more than forty-five (45) days following ratification and on the first available pay period as determined by the Employer.

- I. The job classification Clinical Laboratory Technician 1 (Job Code 18718) on Pay Table BV at Pay Range 30 will be moved to Pay Table BV at Pay Range 35.
- II. The job classification Clinical Laboratory Technician 2 (Job Code 18719) on Pay Table BV at Pay Range 36 will be moved to Pay Table BV at Pay Range 41.
- III. The job classification Clinical Laboratory Technician Lead (Job Code 18720) on Pay Table BV at Pay Range 46 will be moved to Pay Table BV at Pay Range 51.
- IV. Temporary hourly employees must be paid within range minimum and range maximum. If a temporary hourly employee's current rate falls below the new range minimum, their hourly rate will be increased to range minimum.
- V. All regular employees will be placed on the new pay range at the same step as their current step.
- VI. Employee progression start dates (PSDs) will not be impacted by placement on the new range.

This MOU will expire upon implementation.

Tentatively Agreed To:

For the Union:

DocuSigned by:

Richard Becker

887C0FF8A153467...

Date: 9/29/2021

For the Employer:

DocuSigned by:

Banks Evans

C5469E99932C427...

Date: 9/29/2021

**MOU: ENVIRONMENTAL SERVICES RECRUITMENT AND RETENTION
INCREASES**

During re-opener negotiations for the 2021-2023 successor agreement, the parties agreed to the following regarding recruitment and retention increases for select Environmental Services classifications:

- I. Effective July 1, 2022, the classifications listed below will receive the following recruitment and retention increases.

Job Code (reg)	Job Code (temp)	Job Title	FROM		TO	
			Table	Range	Table	Range
18536	20803	CARPET CLEANER	BI	33	BI	35
18532	20799	CUSTODIAN	BI	31	BI	33
18658	20879	CUSTODIAN	BI	31	BI	33
18533	20800	CUSTODIAN LEAD	BI	35	BI	37
18659	20880	CUSTODIAN LEAD	BI	35	BI	37
18776	20957	CUSTODIAN SUPERVISOR 1	BI	41	BI	43
18777, 17846	20958	CUSTODIAN SUPERVISOR 2	BI	45	BI	47
18543	20810	MAINTENANCE CUSTODIAN 1	BI	33	BI	35
18665	20885	MAINTENANCE CUSTODIAN 1	BI	33	BI	35
18534	20801	WINDOW WASHER 1	BI	33	BI	35
18660	20881	WINDOW WASHER 1	BI	33	BI	35
18544	21244	WINDOW WASHER 2	BI	41	BI	43
18664	21875	WINDOW WASHER 2	BI	41	BI	43
18535	20802	WINDOW WASHER LEAD	BI	43	BI	45
18661	20882	WINDOW WASHER LEAD	BI	43	BI	45
18778	21878	WINDOW WASHER SUPERVISOR	BI	46	BI	48

- II. All regular employees will be placed on the new pay range at the same step as their current step ~~a step that is the closest to but not less than the value of their current step.~~ (approximately a 5% increase)
- III. Employee progression start dates (PSDs) will not be impacted by the placement on the new range.

This MOU will expire upon implementation.

1 Tentatively Agreed To:

2
3 For the Union:

4 DocuSigned by:
5 *Richard Becker*
6 887CUFF5A153467...

7 Date: 9/29/2021

For the Employer:

DocuSigned by:
Banks Evans
C5409E99932C427...

Date: 9/29/2021

MOU: FACILITATED MEDIATION RE: MULTI-CAMPUS FLOATING

To address census fluctuations while supporting a healthy work environment for our staff, increase recruitment and retention through growth opportunities, and ensure quality patient care, the parties agree to request facilitated mediation from PERC within ninety (90) days of ratification to develop a tiered floating tool. The goal would be to create an equitable and effective method of responding to changes in staffing needs across all three (3) hospitals (HMC, UWMC-ML and UWMC-NW). The parties commit to meeting at least monthly with the facilitator/mediator, for up to 12 months, to fully discuss and work together to develop a process. Participants would be provided paid release time, if applicable, to attend each session. Up to four (4) bargaining unit members from HMC may attend each session.

Goals of the floating tool:

- Build the skill and competency of staff through development opportunities.
 - Build a tiered float system that compensates staff depending on availability, competency, assigned location, clinical groupings, and level of support needed.
- Increase recruitment and retention of employees as they will have increased development and growth opportunities. Enable staff to see growth opportunities within UW Medicine instead of seeking those elsewhere.
- Ability to address high/low census across UW Medicine.
- Increase staff satisfaction and patient care across UW Medicine.

Tentatively Agreed To:

For the Union:

DocuSigned by:
Richard Becker
887C0FF5A153467...

Date: 9/28/2021

For the Employer:

DocuSigned by:
Banks Evans
C5469E99932C427...

Date: 9/23/2021

MOU: FOOD & NUTRITION SERVICES RECRUITMENT AND RETENTION INCREASES

During re-opener negotiations for the 2021-2023 successor agreement, the parties agreed to the following regarding recruitment and retention increases for select Food and Nutrition Services classifications:

- I. Effective July 1, 2022, the classifications listed below will receive the following recruitment and retention increases.

Job Code (reg)	Job Code (temp)	Job Title	FROM		TO	
			Table	Range	Table	Range
17024	20312	FOOD SERVICE SUPERVISOR 1-HMC	B4	42	B4	44
18774	21687	FOOD SERVICE SUPERVISOR 1-UWMC	BI	42	BI	44
17025	20313	FOOD SERVICE SUPERVISOR 2-HMC	B4	44	B4	46
18775	21688	FOOD SERVICE SUPERVISOR 2-UWMC	BI	44	BI	46
18510	20782	FOOD SERVICE WORKER 1	BI	28	BI	30
18644	20866	FOOD SERVICE WORKER 1	BI	28	BI	30
18511	20783	FOOD SERVICE WORKER 2	BI	30	BI	32
18645	20867	FOOD SERVICE WORKER 2	BI	30	BI	32
18518	21240	FOOD SERVICE WORKER 3	BI	35	BI	37
18505	20777	COOK	BI	33	BI	35
18641	20863	COOK	BI	33	BI	35
18642	20864	COOK LEAD	BI	35	BI	37
18506	20778	COOK LEAD	BI	35	BI	37

- I. All regular employees will be placed on the new pay range at the same step as their current step. a step that is the closest to but not less than the value of their current step. (approximately a 5% increase)
- II. Employee progression start dates (PSDs) will not be impacted by the placement on the new range.

This MOU will expire upon implementation.

Tentatively Agreed To:

For the Union:

DocuSigned by:

Richard Becker

887C0FF5A153467...

Date: 9/29/2021

For the Employer:

DocuSigned by:

Banks Evans

CS489E99952C421...

Date: 9/29/2021

MOU: HOSPITAL ASSISTANT RECRUITMENT AND RETENTION INCREASES

During negotiations for the 2021-2023 collective bargaining agreement, the parties agreed to the following regarding recruitment and retention increases for the Hospital Assistant classification series:

Effective no more than forty-five (45) days following ratification and on the first available pay period as determined by the Employer.

- I. The job classification Hospital Assistant (Job Code 18576 and 18708) on Pay Table B0 at Pay Range 8 will be moved to Pay Table B0 at Pay Range 13.
- II. The job classification Hospital Assistant Lead (Job Code 18577 and 18709) on Pay Table B0 at Pay Range 15 will be moved to Pay Table B0 at Pay Range 20.
- III. Temporary hourly employees must be paid within range minimum and range maximum. If a temporary hourly employee's current rate falls below the new range minimum, their hourly rate will be increased to range minimum.
- IV. All regular employees will be placed on the new pay range at the same step as their current step.
- V. Employee progression start dates (PSDs) will not be impacted by placement on the new range.

This MOU will expire upon implementation.

Tentatively Agreed To:

For the Union:

DocuSigned by:
Richard Beker
887C0FF5A153467...

Date: 9/29/2021

For the Employer:

DocuSigned by:
Banks Evans
C5469E99932C421...

Date: 9/29/2021

**MOU: HOSPITAL CENTRAL SERVICES TECH RECRUITMENT AND RETENTION
INCREASES**

During negotiations for the 2021-2023 collective bargaining agreement, the parties agreed to the following regarding recruitment and retention increases for the Hospital Central Services Tech classification series:

Effective no more than forty-five (45) days following ratification and on the first available pay period as determined by the Employer.

- I. The job classification Hospital Central Services Tech Trainee (Job Code 18571, 18682, 20833, and 20899) on Pay Table B0 at Pay Range 5 will be moved to Pay Table B0 at Pay Range 26.
- II. The job classification Hospital Central Services Tech 1 (Job Code 18572, 18683, 20834, and 20900) on Pay Table B0 at Pay Range 10 will be moved to Pay Table B0 at Pay Range 31.
- III. The job classification Hospital Central Services Tech 2 (Job Code 18574, 18685, 20836, and 20902) on Pay Table B0 at Pay Range 19 will be moved to Pay Table B0 at Pay Range 40.
- IV. The job classification Hospital Central Services Tech Lead (Job Code 18573, 18684, 20835, and 20901) on Pay Table B0 at Pay Range 26 will be moved to Pay Table B0 at Pay Range 47.
- V. Temporary hourly employees must be paid within range minimum and range maximum. If a temporary hourly employee's current rate falls below the new range minimum, their hourly rate will be increased to range minimum.
- VI. All regular employees will be placed on the new pay range a step that provides at least a five percent (5%) increase.
- VII. Employee progression start dates (PSDs) will not be impacted by placement on the new range.

This MOU will expire upon implementation.

Tentatively Agreed To:

For the Union:

DocuSigned by:

Richard Becker

887C0FF615346
Date: 9/29/2021

For the Employer:

DocuSigned by:

Banks Evans

C5489E98202047
Date: 9/29/2021

MOU: LUMP SUM PAYMENT

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

- A. Employees with an active permanent appointment and in pay status on July 1, 2022 shall receive a single one-time lump sum payment of ~~three-eight~~ hundred and fifty dollars (~~\$300850~~) to each employee at or above a .75-60 FTE.
- B. Employees with an active permanent appointment and in pay status on July 1, 2022 shall receive a single one-time lump sum payment of ~~one-five~~ hundred and fifty dollars (~~\$150500~~) to each employee below a .75-60 FTE.

This MOU will expire upon implementation.

Tentatively Agreed To:

For the Union:

DocuSigned by:
Richard Becker
887C06F6A153467...

Date: 9/30/2021

For the Employer:

DocuSigned by:
Banks Evans
C6480E99932C427...

Date: 9/30/2021

MOU: MEDICAL ASSISTANT RECRUITMENT AND RETENTION INCREASES

During re-opener negotiations for the 2021-2023 collective bargaining agreement, the parties agreed to the following regarding recruitment and retention increases for the Medical Assistant classification series:

Due to emergency staffing needs, this MOU is effective September-October 1, 2021 or the first available pay period as determined by the employer after agreement:

I. The job classification Medical Assistant (Job Code 18710 and 20923) on Pay Table BI at Pay Range 43 will be moved to Pay Table B0 at Pay Range 3942.

II. The job classification Medical Assistant Apprentice (Job Code 18697) on Pay Table BI at Pay Range 30 will be moved to Pay Table BI at Pay Range 32.

III. All regular employees will be placed on the new pay range at the step that provides at least 5% increase.

IV. After being placed on the new range all employees in the Medical Assistant classification will receive a one (1) step increase, not to exceed top step.

V. Temporary hourly employees must be paid within range minimum and range maximum. If a temporary hourly employee's current rate falls below the new range minimum, their hourly rate will be increased to range minimum.

VI. Employee progression start dates (PSDs) will not be impacted by placement on the new range.

This MOU will expire upon implementation.

Tentatively Agreed To:

For the Union:

DocuSigned by:

Richard Becker

887C0FF5A153467...

Date: 9/29/2021

For the Employer:

DocuSigned by:

Banks Evans

C5469E99932C427...

Date: 9/29/2021

MOU: MULTI-CAMPUS VOLUNTARY STANDBY POOL

With the goal of reducing the burden of required standby/call shifts, the Employer may create multi-campus voluntary standby (call) pool by classification. If applicable, the pool may include employees/members from different bargaining units and/or represented by different Unions. The classifications utilized for the voluntary standby (call) pool will be determined by the Employer. The Employer will develop a process for employees to sign up for the voluntary standby (call) pool for their classification. Employees may remove their name from the voluntary pool at any time. The Employer will utilize the voluntary standby (call) pool to fill standby shifts and/or to call employees into work at Harborview, UW Medical Center- Montlake, or UW Medical Center- Northwest as necessary. Regardless of where the employee is called to work, the employee's compensation will be based on the terms and conditions described in their home collective bargaining agreement.

Tentatively Agreed To:

For the Union:

DocuSigned by:
Richard Becker
887C0FF5A153487...

Date: 9/29/2021

For the Employer:

DocuSigned by:
Banks Evans
CS469CE99932C427...

Date: 9/29/2021

MOU: PATIENT CARE TECHNICIAN RECRUITMENT AND RETENTION INCREASES

During negotiations for the 2021-2023 collective bargaining agreement, the parties agreed to the following regarding recruitment and retention increases for the Patient Care Technician classification:

Effective no more than forty-five (45) days following ratification and on the first available pay period as determined by the Employer.

- I. The job classification Patient Care Technician (Job Code 18580) on Pay Table B0 at Pay Range 13 will be moved to Pay Table B0 at Pay Range 29.
- II. Temporary hourly employees must be paid within range minimum and range maximum. If a temporary hourly employee's current rate falls below the new range minimum, their hourly rate will be increased to range minimum.
- III. All regular employees will be placed on the new pay range at the step that provides at least 5% increase.
- IV. Employee progression start dates (PSDs) will not be impacted by placement on the new range.

This MOU will expire upon implementation.

Tentatively Agreed To:

For the Union:

DocuSigned by:

Richard Becker

887C0FF5A153467...

Date: 9/29/2021

For the Employer:

DocuSigned by:

Banks Evans

C5469E99932C427...

Date: 9/29/2021

**MOU: UW MEDICINE PRE-SCHEDULED VOLUNTARY DOUBLE-TIME SHIFT INCENTIVE
FOR CRITICAL STAFFING NEEDS**

During reopener negotiations for the 2021-2023 agreement, the parties reached agreement on the following regarding Pre-Scheduled Voluntary Double-Time at Harborview and UWMC-Montlake.

After the initial scheduled bid is incorporated and posted, and the employer has sent out notice for staff, including temporary employees, the Employer may offer pre-scheduled voluntary double-time shifts for any classification. The determination of critical staffing needs and the double-time shift incentive is at the sole discretion of the Employer.

The shifts shall be compensated at the rate of two times (2X) the regular rate of pay for all hours worked. Pre-scheduled double-time shifts will be considered Extra Shifts and will not be guaranteed, but once scheduled are expected to be worked unless it is determined that they are not needed. Staff members calling in sick on voluntary double-time shifts will not receive sick pay.

Temporary employees will not be eligible to volunteer for pre-scheduled double-time shifts until they have scheduled up to forty (40) hours in the week of the pre-scheduled double-time shift regardless of their FTE. Temporary employees must also work all scheduled hours in the week of the pre-scheduled double time shift in order to be compensated at double time for the shift(s). If they do not, they will be compensated at the appropriate rate of pay in accordance with Article 60 Regular Represented Temporary Employees.

All staff, once scheduled, are expected to honor the commitment, with the exception of illness or serious emergency. Notification of absence is required at least two (2) hours before the beginning of all shifts.

Failure by the Employer to notify or attempt to notify staff of cancellation at least two (2) hours in advance of the shift will result in the employee being assigned to a unit for two (2) hours.

Tentatively Agreed To:

For the Union:

DocuSigned by:

Richard Becker

887C0FF5A153487...

Date: 9/29/2021

For the Employer:

DocuSigned by:

Banks Evans

C3R09E9952C427...

Date: 9/29/2021

**MOU: RESPIRATORY CARE ASSISTANT RECRUITMENT AND RETENTION
INCREASES**

During negotiations for the 2021-2023 collective bargaining agreement, the parties agreed to the following regarding recruitment and retention increases for the Respiratory Care Assistant classification:

Effective no more than forty-five (45) days following ratification and on the first available pay period as determined by the Employer.

- I. The job classification Respiratory Care Assistant (Job Code 18702) on Pay Table BABB at Pay Range 30 will be moved to Pay Table BABB at Pay Range 35.
- II. Temporary hourly employees must be paid within range minimum and range maximum. If a temporary hourly employee's current rate falls below the new range minimum, their hourly rate will be increased to range minimum.
- III. All regular employees will be placed on the new pay range at the same step as their current step.
- IV. Employee progression start dates (PSDs) will not be impacted by placement on the new range.

This MOU will expire upon implementation.

Tentatively Agreed To:

For the Union:

DocuSigned by:

Richard Becker

887C0FF5A153467...

Date: 9/29/2021

For the Employer:

DocuSigned by:

Banks Evans

C5469E99932C427...

Date: 9/29/2021

MOU: SURGICAL TECHNOLOGIST RECRUITMENT AND RETENTION INCREASES

During negotiations for the 2021-2023 collective bargaining agreement, the parties agreed to the following regarding recruitment and retention increases for the Surgical Technologist classification:

Effective no more than forty-five (45) days following ratification and on the first available pay period as determined by the Employer.

- I. The job classification Surgical Technologist (Job Code 18716) on Pay Table BABB at Pay Range 49 will be moved to Pay Table BABB at Pay Range 54.
- II. Temporary hourly employees must be paid within range minimum and range maximum. If a temporary hourly employee's current rate falls below the new range minimum, their hourly rate will be increased to range minimum.
- III. All regular employees will be placed on the new pay range at the same step as their current step.
- IV. Employee progression start dates (PSDs) will not be impacted by placement on the new range.

This MOU will expire upon implementation.

Tentatively Agreed To:

For the Union:

DocuSigned by:

Richard Becker

887C0FF5A153487...

Date: 9/29/2021

For the Employer:

DocuSigned by:

Banks Evans

C5469E99932C427...

Date: 9/29/2021