

## Summary of SEIU 1199-HMC 2021-2023 Agreement

CONTRACT PROVISION	SUMMARY OF CHANGES
Preamble	<b>No changes:</b> The parties agreed to maintain existing contract language.
Article 1 – Purpose	<b>No changes:</b> The parties agreed to maintain existing contract language.
Article 2 – Nondiscrimination	<p><b>Updates:</b> New language was added in line with recent law changes including immigration and citizenship status as protected classes and clarifying that discrimination based on race extends to traits associated with race (e.g. protective hairstyles).</p> <p>New language states that if a UCIRO investigation exceeds sixty (60) days, the Union may request a status update from Labor Relations.</p>
Article 3 - Reasonable Accommodation of Employees with Disabilities	<b>No changes:</b> The parties agreed to maintain existing contract language.
Article 4 – Recognition/Employer	<b>No changes:</b> The parties agreed to maintain existing contract language.
Article 5 – Affirmative Action	<b>No changes:</b> The parties agreed to maintain existing contract language.
Article 6 - Grievance Procedure	Housekeeping edits only.
Article 7 - Union Membership, Dues Deduction, Status Report	<b>Updates:</b> The article was updated to state that the employee lists of authorizations for deductions of dues the union submits to the Employer will be transmitted via a web based electronic reporting system.
Article 8 - Employee Facilities	<b>No changes:</b> The parties agreed to maintain existing contract language.
Article 9 - Hours of Work and Overtime	<p><b>Updates:</b> The definition of a standard work day was clarified to include 10-hours and 12-hour work days.</p> <p>New language states that for Respiratory Care Specialists, only time worked over 40 hours in the defined workweek of Monday through Sunday will be paid at the overtime rate.</p> <p>The definition of weekend was adjusted to state that any employee who works more than 4 weekend shifts within a 4 week-schedule block would receive the weekend premium rate for all actual weekend hours worked after the 4 shifts in the scheduled block.</p>

## Summary of SEIU 1199-HMC 2021-2023 Agreement

CONTRACT PROVISION	SUMMARY OF CHANGES
Article 10 - Bargaining Unit Classes/Definitions	<b>No changes:</b> The parties agreed to maintain existing contract language.
Article 11 - Educational and Professional Development	<p><b>Updates:</b> Speech Language Pathologists and Respiratory Care Specialists were incorporated into existing language. Both classifications are eligible to receive 40 hours per fiscal year, prorated for part time, for educational or professional leave, and Respiratory Care Specialists are guaranteed to be granted a minimum of 24 hours to each employee requesting such leave. Speech Language Pathologists will receive up to \$750.00 per fiscal year, prorated for part time, for continuing education; Respiratory Care Specialists, \$500.</p> <p>New language states that upon request, and excluding some travel and accommodations expenses, departments will pay for continuing education expenses in lieu of requiring the employee to seek reimbursement. Requests for such payment must be made at least 6 weeks in advances. Servicing or processing fees for trainings offered by the Employer will not be counted towards an employee's total education support funds.</p>
Article 12 - Scholarship Fund – Registered Nurses	<b>No changes:</b> The parties agreed to maintain existing contract language.
Article 13 - Tuition Exemption Program	<b>No changes:</b> The parties agreed to maintain existing contract language.
Article 14 - Employment Practices	<b>No changes:</b> The parties agreed to maintain existing contract language.
Article 15 - Committees	<p><b>Updates:</b> The article was updated to include a Speech Language Pathologist Unit Committee with up to 2 paid release time for bargaining unit representatives with a quarterly meeting beginning July 1, 2022. New language adds up to 2 bargaining unit representatives and a union representative for Dietitians.</p> <p>New language indicates quarterly meetings will be scheduled for 90 minutes and the Union Committee members have 60 minutes prior to the meeting and 30 minutes after the meeting to caucus. For RN and Social Work JLM Committees, meetings will be predetermined and every other month.</p>
Article 16 – Holiday	<b>Updates:</b> The article was updated to include Juneteenth (June 19) as an additional paid holiday.
Article 17 - Vacation Schedule	<b>No changes:</b> The parties agreed to maintain existing contract language.
Article 18 - Sick Leave	<b>No changes:</b> The parties agreed to maintain existing contract language.

## Summary of SEIU 1199-HMC 2021-2023 Agreement

CONTRACT PROVISION	SUMMARY OF CHANGES
Article 19 - Job Posting & Transfer	<p><b>Updates:</b> New language states that when notice is provided to the Employer that when an FTE will be permanently vacated the Employer will post the same FTE no more than 4 weeks after the notice or the position being vacated. The Employer will make a good faith effort to provide temporary coverage for positions vacant for long periods of time due to continuous FMLA, PFMLA, parental leave, or other types of protected leave within 4 weeks.</p> <p>New language states employees will submit requests for FTE decreases in writing. The Employer will respond in writing within 60 days of request. The Employer will make a good faith effort to accommodate requests to decrease FTE. If a request is denied, the employee may request a meeting with the Employer to discuss the decision to deny and potential alternatives that could be approved. Managers will track requests, approvals, and denials of FTE decrease requests. JLMs will review requests, denials, and approvals on a quarterly basis.</p>
Article 20 - Miscellaneous Leave	<b>No changes:</b> The parties agreed to maintain existing contract language.
Article 21 - Family Medical Leave Act and Parental Leave	<b>No changes:</b> The parties agreed to maintain existing contract language.
Article 22 - Management Rights and Responsibilities	<b>No changes:</b> The parties agreed to maintain existing contract language.
Article 23 - Performance of Duty	<b>No changes:</b> The parties agreed to maintain existing contract language.
Article 24 - Unpaid Holidays for a Reason of Faith or Conscience	<b>No changes:</b> The parties agreed to maintain existing contract language.
Article 25 - Leave Due to Family Care Emergencies	Housekeeping edits only.
Article 26 - Civil/Jury Duty Time Off and Bereavement Time Off	<b>No changes:</b> The parties agreed to maintain existing contract language.
Article 27 - Leave Related to Domestic Violence, Sexual Assault or Stalking	<b>No changes:</b> The parties agreed to maintain existing contract language.

## Summary of SEIU 1199-HMC 2021-2023 Agreement

CONTRACT PROVISION	SUMMARY OF CHANGES
Article 28 - Health Insurance and Pension	<p><b>Updates:</b> The parties incorporated the agreement reached at the state level healthcare Coalition bargaining. New language states that if changes to the long-term disability benefit structure occur during the life of the agreement, the Employer recognizes its obligation to bargain with the Coalition over impacts of those changes within the scope of bargaining.</p> <p>New language states that eligible employees will be provided information regarding the benefit and use of the FSA funds at new employee orientation, during open enrollment periods, and at the beginning of each plan year.</p>
Article 29 - Military Leave	<b>No changes:</b> The parties agreed to maintain existing contract language.
Article 30 - Worker's Compensation Leave	<b>Updates:</b> Language was eliminated so that employees who suffer a work-related injury or illness that is compensable under the state worker's compensation law may select time loss compensation exclusively or a combination of leave payment and time loss compensation, without any restriction (e.g. no longer deducting time loss insurance payments).
Article 31 - Health and Safety	<p><b>Updates:</b> New language states that the Employer will test employees for COVID in accordance with the Employer's policy.</p> <p>New language states that the Employer will conduct audits of Personal Protective Equipment (PPE) per manufacturer guidelines, and any faulty equipment will be pulled from circulation. The Employer shall provide appropriate PPE to all health care workers in accordance with UW Medicine policy. No employee will be disciplined or retaliated against for advocating for PPE that they believe is needed for their and others' safety.</p> <p>New language states that within 60 days of ratification, the parties will schedule an ad hoc JLM meeting for members and delegates in the Emergency Department to discuss solutions regarding safety concerns related to the entrances and weapons screening with the Director of HMC Security. The ad hoc JLM may meet again at the end of the pilot.</p>
Article 32 - Subordination of Agreement and Saving Clause	<b>No changes:</b> The parties agreed to maintain existing contract language.
Article 33 - Complete Agreement	<b>No changes:</b> The parties agreed to maintain existing contract language.

## Summary of SEIU 1199-HMC 2021-2023 Agreement

CONTRACT PROVISION	SUMMARY OF CHANGES
Article 34 - Duration of Agreement	<b>Updates:</b> The contract cycle will be in effect from ratification through June 30, 2023.
Article 35 - Drug and Alcohol Free Workplace	<b>No changes:</b> The parties agreed to maintain existing contract language.
Article 36 - Corrective Action/Dismissal Process and/or Resignation	<b>No changes:</b> The parties agreed to maintain existing contract language.
Article 37 - Temporary Nurses	<b>No changes:</b> The parties agreed to maintain existing contract language.
Article 38 - Seniority, Layoff, Rehire	<b>Updates:</b> The article was updated to state that time spent on leave of absence shall not be considered a break in service. The parties also agreed that in the event of layoff, positions offered to employees as layoff options will be positions with any FTE, rather than positions that are only within 0.2 FTE of the employee's current FTE.
Article 39 – Resignation	<b>No changes:</b> The parties agreed to maintain existing contract language.
Article 40 - Mandatory Subject	<b>No changes:</b> The parties agreed to maintain existing contract language.
Article 41 - New Employee Orientation	<b>Updates:</b> New language states the Employer will advise and encourage new employees to attend the paid SEIU 1199NW Union orientation, which is part of the Employer's New Employee Orientation program (NEO). Additional language specifies how the NEO will be scheduled and communicated. By the end of the week prior to each new employee orientation, the Employer shall provide the Union with a list of all employees scheduled for the orientation.
Article 42 - Union Activities	Housekeeping edits only.
Article 43 - RN Extended Leave	<b>No changes:</b> The parties agreed to maintain existing contract language.
Article 44 - Classifications and Reclassification	Housekeeping edits only.

## Summary of SEIU 1199-HMC 2021-2023 Agreement

### Article 45 - Wages and Other Pay Provisions

**Updates:** New language states that all employees hired on or after the effective date of this agreement, shall be given year per year credit for relevant past work experience in an equivalent role, as determined by the Employer.

The article was updated to state that whenever an employee is temporarily assigned to regularly perform the principal duties of a higher-level position for a period of 5 or more scheduled working days, they shall be paid a temporary hourly increase (THI) of at least 5% over the present salary.

The article was updated to create a differentiation between a temporary float premium, which will remain \$3.75 per hour, and a permanent float premium for employees hired solely into the Nurse Float Pool of \$4.00 per hour.

The parties agreed to increase wages across-the-board by 2% for all classifications except nurses the first pay period following ratification, and 2% for all classifications on July 1, 2022. The parties agreed to a 1% cost of living increase the first pay period following ratification, as well as a 5% recruitment and retention increase for nurses effective 45 days after ratification.

The parties agreed to the following regarding premiums for RNs:

- Night Shift: increase from \$4 to \$4.50
- Standby Pay for 0 to 30 hours in a pay period: increase from \$4 to \$4.25
- Standby Pay for over 30 hours: new premium of \$6.25
- Charge Pay: increase from \$2.25 to \$2.50

The parties agreed to the following regarding premiums for PA-ARNPs:

- Evening Shift: increase from \$2.50 to \$4.50
- Night Shift: increase from \$4.00 to \$4.50
- Standby Pay: increase from \$3.75 to \$4.00

The parties agreed to the following regarding premiums for Speech Language Pathologists, Dietitians, Social Workers:

- Standby Pay: increase from \$3.75 to \$4.00
- Preceptor Pay: dietitians became eligible for \$1.50 preceptor pay

## Summary of SEIU 1199-HMC 2021-2023 Agreement

CONTRACT PROVISION	SUMMARY OF CHANGES
	<p>The parties agreed to the following regarding premiums for the Professional/Technical, Imaging Technologist Supervisor, Respiratory Care, Anesthesiology Technician, and Electroneurodiagnostic (END) Technologist bargaining units:</p> <ul style="list-style-type: none"> <li>• Standby Pay for 0 to 30 hours in a pay period: new premium of \$4.00; for the Professional/Technical and END Tech bargaining units, \$5.00, effective July 1, 2022</li> <li>• Standby Pay for over 30 hours: new premium of \$6.00; effective July 1, 2022, for the Professional/Technical and END Tech bargaining unit, \$7.00, effective July 1, 2022</li> </ul> <p>The parties agreed to the following regarding premiums for the Pharmacy Technician bargaining units:</p> <ul style="list-style-type: none"> <li>• Standby Pay: increase from \$3.75 to \$4.00</li> </ul>
Article 46 – Privacy	<b>No changes:</b> The parties agreed to maintain existing contract language.
Article 47 - Airlift Northwest	<p><b>Updates:</b> New language states that ALNW will reimburse Alaska-based Flight Nurses with an FTE of .6 or greater up to \$450.00 each fiscal year for travel booked by the Flight Nurse in order to attend education courses not offered by the Employer.</p> <p>The article was updated to increase the value of the boots provided by the employer from \$1250 to \$150. Boots will meet OSHA requirements of protection.</p> <p>New language states that the Employer will conduct independent safety audits of all vendor’s aircraft annually and in accordance with CAMTS requirements. The audit reports will be provided to the safety committee and shared with the staff at an all-staff meeting.</p> <p>New language states that the Employer will attempt to assign employees within their geographical region when an aircraft is out of service. In a rolling three month period, Flight Nurses in Juneau will not be required to use more than 24 hours of vacation time, compensatory time, holiday credit, leave without pay, or a combination thereof, for any aircraft out of service for three or more consecutive days. If an aircraft is out of service two or more times in a rolling three month period as described above, this will trigger an emergency JLM to discuss the impacts.</p> <p>The article was updated to include 3 hours drive time for Wenatchee and 3 ½ hours for Pasco.</p>

## Summary of SEIU 1199-HMC 2021-2023 Agreement

CONTRACT PROVISION	SUMMARY OF CHANGES
	<p>The parties agreed that if there are open shifts after the schedule posts, shifts would be filled in an agreed-upon order, which is detailed in the article.</p> <p>The article was updated to include a description of the certification pay premium and how Senior Flight Nurses and Flight Nurses may qualify for such pay.</p> <p>New language was added stating that ALNW will pay a float pay premium of \$4.00 per hour to Flight Nurses hired into the float pool.</p>
Article 48 – Temporary Diagnostic Imaging Employees	<p><b>Updates:</b> The parties agreed that temporary diagnostic imaging employees will receive hourly pay rate increase equal to the across the board increase within 30 days of ratification.</p> <p>The parties also agreed to discuss and bargain non-permanent employee pay practices that will be effective July 1, 2022, when they bargain the implementation of the rules related to HB 2669. At the implementation of HB 2669, temporary diagnostic imaging employees will be moved to a non-permanent job classification and they will be placed on wage range steps.</p> <p>The article was updated to state that employees planning to resign shall give at least 14 days’ notice, rather than 30.</p>
Article 49 – Washington Family Medical Leave Program	<p><b>No changes:</b> The parties agreed to maintain existing contract language.</p>
Appendix I - Job Classifications	<p><b>Updates:</b> The parties agreed to update the job classifications and codes in Appendix I to reflect the job titles and codes as they appear in Workday.</p>
Appendix VII – Layoff Units	<p><b>Updates:</b> The article was updated to include Speech Language Pathologists (SLPs) and Respiratory Care layoff units. SLP 3s may bump SLP 2s in their respective layoff units; while SLP 2s may bump SLP 1s. Respiratory Care Specialists may bump Leads; Leads may bump Respiratory Care Practitioners, and Practitioners may bump Associates.</p>
Appendix VI – PA-ARNP New Hire Wages	<p><b>No changes:</b> The parties agreed to maintain existing contract language.</p>
MOU – Airlift Northwest Flight Paramedic	<p><b>Update:</b> The parties agreed that the Employer will not utilize the Flight Paramedic classification until June 30, 2023.</p>



## Summary of SEIU 1199-HMC 2021-2023 Agreement

CONTRACT PROVISION	SUMMARY OF CHANGES
MOU – Airlift Northwest Reassignment	<b>Update:</b> The parties agreed that employees would qualify for the Reassignment Premium even if the reassignment determination occurs at a later point in their shift.
MOU - Commitment to Staff Consistent with Approved Plans	<b>No changes:</b> The parties agreed to extend the MOU for the 2021-23 contract term.
MOU – EDI Council Workgroup Staff Focused	<p><b>Update:</b> New language states that the Employer is committed to continuing the work of the staff focused EDI Workgroup at Harborview Medical Center as a vital part of the EDI strategic plan focused specifically on issues impacting all front line staff.</p> <p>The parties agreed to reduce the number of all-day workshops the council workgroup will attend from two to one every twelve months. New language states that additional training opportunities may be added with mutual agreement of the council workgroup and approval from the CEO. Workgroup participants will receive paid release time for trainings.</p> <p>The parties agreed to language describing the participation of the independent facilitator and administrative support as designated by the CEO.</p> <p>New language states that unfilled positions or lack of attendance will not prevent discussions or work from moving forward. The workgroup may establish voting rules for the participating members.</p> <p>New language was added describing the scope of the workgroup, stating that the group will primarily be to discuss upcoming and ongoing hospital wide initiatives and programs and provide the CEO feedback related to EDI initiatives, programs, and workplace issues, and the CEO will continue to connect the workgroup to the larger EDI strategic plan of Harborview so that the voice of the front line worker is represented.</p>
MOU - Harborview Nursing Scholarships	<b>No changes:</b> The parties agreed to extend the MOU for the 2021-23 contract term.
MOU – Medical Errors	<b>No changes:</b> The parties agreed to extend the MOU for the 2021-23 contract term.
MOU - Negotiations for the 2021-2023 Successor Agreement	<b>Updates:</b> The parties agreed to increase the number of members provided paid release time from 14 to 15 for the negotiations for the 2023 – 2025 agreement. New language state that the parties will schedule at least 3 full days of bargaining for Airlift Northwest only.

## Summary of SEIU 1199-HMC 2021-2023 Agreement

CONTRACT PROVISION	SUMMARY OF CHANGES
NEW MOU – Salary Increases	<b>New provision:</b> The parties agreed increase salary ranges by 2 for select classifications, resulting in an approximate 2% increase for those classifications, effective no more than 45 days following ratification on the first available pay period as determined by the Employer. The MOU includes a list that includes every classification not otherwise receiving a targeted increase.
MOU – Respiratory Therapists Skills Training	<b>No changes:</b> The parties agreed to extend the MOU for the 2021-23 contract term.
Side Letter A	<b>No changes:</b> The parties agreed to extend the side letter for the 2021-23 contract term.
Side Letter B	<b>No changes:</b> The parties agreed to extend the side letter for the 2021-23 contract term.
Side Letter C	<b>No changes:</b> The parties agreed to extend the side letter for the 2021-23 contract term.
Side Letter E – Diversity and Inclusion	<b>No changes:</b> The parties agreed to extend the side letter for the 2021-23 contract term.
Side Letter F – Tracking Discrimination and Bias	<b>No changes:</b> The parties agreed to extend the side letter for the 2021-23 contract term.
Side Letter G – U-PASS	Housekeeping edits only.
Side Letter H – PFML Communication	<b>Updates:</b> The parties agreed that when the 2023 email is sent providing employees information regarding their PFML Supplemental Benefits, this side letter will be removed from the CBA.
NEW Article – Salary Overpayment Recovery	<b>New article:</b> The parties agreed to incorporate the 2019-21 Salary Overpayment Recovery MOU into the body of the contract. Additionally, the parties agreed to increase the time an employee has to choose options to repay overpayments from 20 days to 30.
NEW MOU – 4WH Break Relief Program	<b>New provision:</b> The parties agreed that no later than February 1, 2022, the employer will implement a break relief program on 4WH and will assign at least the equivalent of 2.8 FTEs of dedicate break relief nurses in addition to the number of nurses at the time of the agreement.
NEW MOU – Airlift Northwest Certification Pay	<b>New provision:</b> The parties agreed to a new provision stating that the Certified Flight Registered Nurse (CFRN) credential is a requirement for CAMTS and employment. Employees hired without a CFRN credential are required to obtain it within 24 months in order to maintain employment. Since it is required for employment, the CFRN credential will not be eligible for certification premium pay. Employees who are currently receiving certification premium pay for the CFRN credential will have 24 months to obtain a certification eligible for certification premium pay. Employees who do not currently have the CFRN credential

The parties agr  
contract.

## Summary of SEIU 1199-HMC 2021-2023 Agreement

CONTRACT PROVISION	SUMMARY OF CHANGES
	will be given 12 months to obtain it. The Employer will pay for all costs associated with securing and maintaining the CFRN.
NEW MOU – Anesthesiology Tech R and R Increases	<b>New provision:</b> The parties agreed to a recruitment and retention increase for Anesthesiology Technician. Each job classification will be increased 5 ranges on their pay table. All regular employees will be placed on the new pay range at their current step, resulting in a 5.1% average increase.
NEW MOU – Appreciation Lump Sum Payment	<b>New provision:</b> The parties agreed to a new provision stating that bargaining unit members with a .6 FTE and above will receive a \$1,200 lump sum payment, below a .6 FTE will receive a \$600 lump sum payment, and temporary employees in the bargaining unit and pay status described in Section IV will receive \$300 sixty (60) days after ratification. Eligible employees must be in pay status during the pay period in which the lump sum is distributed.
NEW MOU – Arbitration Panel	<b>New provision:</b> The parties agreed to a new panel of arbitrators listed in the MOU. From the ratification date to June 30, 2023, the parties agreed to temporarily add Juan Carlos Gonzales to the panel, after which he may be permanently added to the panel by mutual agreement.
NEW MOU – Code Grey Trainings	<b>New provision:</b> The parties agreed that the Employer will provide training in accordance with the Harborview Medical Center Workplace Violence Prevention Plan. Trainings may include topics such as: de-escalation tactics, safe and humane restraint usage, and proper usage and administration of Code Greys.
NEW MOU – ECMO Premium	<b>New provision:</b> The parties agreed that effective no more than 60 days following ratification and on the first available pay period as determined by the Employer, employees designated as ECMO (Extracorporeal Membrane Oxygenation) care providers will receive the \$4.00 per hour ECMO premium for every hour worked as an ECMO care provider. Registered Nurse 2, Registered Nurse 3, Respiratory Care Practitioners, Respiratory Care Leads, and Respiratory Care Specialists are eligible for this premium.
NEW MOU – Imaging Tech R and R Increases	<b>New provision:</b> The parties agreed to a recruitment and retention increase for Imaging Technologists. Imaging Technologist job classifications designated as Comp Tomo, Angiography, Mag Res Imaging, and Lead will be increased 5 ranges on their pay table. All regular employees will be placed on the new pay range at their current step, resulting in a 5.1% average increase.
NEW MOU – Non Monetary Steps	<b>New provision:</b> The parties agreed that effective on the first available pay period following ratification as determined by the Employer, the Employer will eliminate all non-monetary steps for all pay ranges on pay table BE by redistributing the values as displayed in Attachment A.
NEW MOU – Pharmacy Tech R and R Increases	<b>New provision:</b> The parties agreed to a recruitment and retention increase for Pharmacy Technicians. Each job classification will be increased 5 ranges on their pay table. All regular employees will be placed on the new pay range at their current step, resulting in a 5.1% average increase.

## Summary of SEIU 1199-HMC 2021-2023 Agreement

CONTRACT PROVISION	SUMMARY OF CHANGES
NEW MOU – Pre-Scheduled Voluntary Double-Time	<p><b>New provision:</b> The parties agreed to a new MOU stating that pre-scheduled voluntary double-time shifts can be offered for any classification after the initial scheduled bid is incorporated and posted and the Employer has sent out notice for staff, including Per Diems. Per Diems will not be eligible to volunteer for pre-scheduled double-time shifts until they have scheduled up to 40 hours in that week. Staff members calling in sick on voluntary double-time shifts will not receive sick pay.</p> <p>The MOU also states that within 60 days of ratification, the Employer will develop guidelines for determining which shifts are critical and can be offered at double time and the guidelines will be discussed at a JLM. During the 60 days, if on posted schedule there is more than one staff down on a scheduled shift double time will be offered to reach a deficit of only one staff down. Per Diems will be eligible to volunteer for double time shifts during this 60 days consistent with regular employees.</p>
NEW MOU – Professional Technical R and R Increases	<p><b>New provision:</b> The parties agreed on a number of recruitment and retention and/or market-based increases for job classifications in the Professional Technical bargaining unit.</p> <p>The following job classifications will receive a 5 range increase on their pay tables. All regular employees in these classifications will be placed on the new pay range at their current step, resulting in an average 5.1% salary increase:</p> <ul style="list-style-type: none"> <li>• Cardiac Sonographer 1, 2, and Lead</li> <li>• Diagnostic Medical Sonographer, Lead and Spec</li> <li>• Imaging Tech, Imaging Tech – Angio, Comp Tomo, Education/QA, Lead, Mammo , MRI, Supervisor</li> <li>• Vascular Sonographer and Vascular Sonographer Lead</li> </ul> <p>The following job classifications will receive a 7 range increase on their pay tables. All regular employees in these classifications will be placed on the new pay range at their current step, resulting in an average 7.3% salary increase:</p> <ul style="list-style-type: none"> <li>• Imaging Tech Trainee</li> </ul> <p>Increase will be effective no more than 45 days following ratification.</p>
NEW MOU – Respiratory Care R and R Increases	<p><b>New provision:</b> The parties agreed to a recruitment and retention increase for Respiratory Care. Respiratory Care Associates, Practitioners, and Lead job classifications will be increased 5 ranges on their pay table. All regular employees will be placed on the new pay range at their current step, resulting in a 5.1% average</p>

## Summary of SEIU 1199-HMC 2021-2023 Agreement

CONTRACT PROVISION	SUMMARY OF CHANGES
	increase. Respiratory Care Specialists will first be placed value-to-value on Pay Table BS at range 78, then will move step-to-step to Pay Range 81.
NEW MOU – Retention Incentive Program	<p><b>New provision:</b> The parties agreed that employees would receive a retention bonus. The retention bonuses are different amounts according to job classification, and prorated by FTE:</p> <ul style="list-style-type: none"> <li>• Registered Nurses - \$5,000</li> <li>• Respiratory Care Leads, Practitioners, Specialists - \$5,000</li> <li>• Regular employees in select Imaging Technologist classifications - \$3,000</li> <li>• All other regular employees in job classes represented by SEIU Healthcare 1199NW - \$2,000</li> </ul> <p>Retention bonuses will require a signed agreement committing the employee to 2 years of employment in a regular position from the date of the signed agreement and will be subject to full repayment if the employee leaves prior to fulfilling the agreement. Employees who are involuntarily separated as part of a layoff or reduction in force shall not be required to pay back the retention bonus. Transfer to another regular position at HMC, UWMC- Montlake, or UWMC-Northwest shall have no effect on the retention agreement so long as the employee remains employed in a regular position through the expiration of the retention agreement.</p> <p>No payback will be due under the following extenuating circumstances that may prohibit the employee from continuing employment in order to fulfill commitment: military call back, military reassignment or deployment of the employee or employee’s spouse, injury or illness that prevents the employee from working resulting in a medical separation.</p> <p>Normal taxes and withholdings apply. The retention bonus will only be available to employees who are in pay status during the pay period of the effective date. The retention bonus will not be offered to employees who have already received a sign-on bonus within the last 12 months.</p> <p>The Employer may also identify additional classifications eligible for a retention bonus and offer retention bonuses consistent with the same requirements listed in this agreement, provided the Employer provides the Union at least 30 days’ notice and opportunity to bargain.</p>
NEW MOU – Salary Increases	<b>New provision:</b> The parties agreed on market-based increases for a number of job classifications.

## Summary of SEIU 1199-HMC 2021-2023 Agreement

CONTRACT PROVISION	SUMMARY OF CHANGES
	<p>The following job classifications will receive a 2 range increase on their pay tables. All regular employees will be placed on the new pay range at their current step, resulting in an average 2% increase:</p> <ul style="list-style-type: none"> <li>• Dietitian 1, Dietitian 2</li> <li>• Electroneurodiagnostic Technologist 1, 2, and 3</li> <li>• Nuclear Med P.E.T. Technologist</li> <li>• Nuclear Med Technologist 1, 2, and 3</li> <li>• Physician Assistant – Adv RN Pract and Lead</li> <li>• Social Work Assistant and Social Worker</li> <li>• Speech-Language Pathologist 1, 2, and 3</li> </ul> <p>Increase will be effective no more than 45 days following ratification.</p>
NEW MOU – Speech Language Pathologist Bargaining Unit and Wages	<p><b>New provision:</b> The parties agreed on a new MOU describing placement of Speech Language Pathologists, a new group recently added to the SEIU 1199NW bargaining unit. The MOU states the following:</p> <p>Current incumbents of the job classification Speech Pathologist/Audiologist Specialist 1 will map into one of the following new classifications:</p> <ul style="list-style-type: none"> <li>• Speech Language Pathologist 1 (JC XXXXX) will be assigned to Pay Table BC, Range 55.</li> <li>• Speech Language Pathologist 2 (JC XXXXX) assigned to Pay Table BC, Range 57.</li> </ul> <p>Current incumbents of the job classification Speech Pathologist/Audiologist Specialist 2 will map into a new classification Speech Language Pathologist 3 (JC XXXXX) assigned to Pay Table BC, Range 61.</p> <p>All employees will be placed at a step on the new range that is closest to, but not less than their current step value. Employees with a current step value above the max auto step of their new range will be y-rated until the max auto step of their new ranges catches up to their current salary. Progression start dates will not change.</p> <p>Speech Language Pathologist 1, 2, and 3 are eligible for the Weekend and Certification premiums.</p> <p>Within 30 days of ratification, the parties will jointly petition PERC to clarify the bargaining unit to include Speech Language Pathology Trainee, Speech Pathologist 1, Speech Pathologist 2, and Speech Pathologist 3.</p>

## Summary of SEIU 1199-HMC 2021-2023 Agreement

CONTRACT PROVISION	SUMMARY OF CHANGES
NEW Side Letter – END Tech Call Back	<p><b>New provision:</b> The parties agreed that Electroneurodiagnostic Technologists who are required to stay past their shift for longer than 45 minutes and who are scheduled to be on standby immediately after their shift ends will be eligible for 2.5 hours of call back pay.</p>
NEW Side Letter – PA-ARNNP Training Workshop	<p><b>New provision:</b> The parties agreed that within 6 months of ratification, the Employer will form a workgroup to discuss and develop an onboarding/training program for the PA-ARNP's (Advanced Registered Nurse Practitioners and Physician Assistants). This workgroup will include APP leadership at the director level. A representative from the Medical Director's office will be present for the first and last meeting. The Union can appoint up to 2 members from outpatient services and up to 2 members from inpatient services to participate in the workgroup. The workgroup will have equal representation between the Employer and the Union.</p> <p>The workgroup will meet at least monthly for up to 6 months. The Workgroup will provide a recommendation on a pilot onboarding program to all new hires and experienced providers entering new roles. At the end of the pilot program, the committee will meet once more and make a recommendation on next steps.</p>
NEW Side Letter – Respiratory Care JLM	<p><b>New provision:</b> The parties agreed that the Employer and the Union will create a Respiratory Therapy Ad Hoc JLM group. The Ad Hoc JLM group will meet every other monthly for 6 months to discuss RT staffing and the first meeting will be held within 60 days of ratification. The Union may have up to 3 member representatives plus a Union Representative.</p>
NEW Side Letter – Stand-by Hours	<p><b>New provision:</b> The parties agreed upon an MOU to address call. The MOU states the following:</p> <p>Within 90 days of ratification, the Employer will develop a reporting tool to track and review patterns in call utilization and stand-by hours.</p> <p>Subject to patient care considerations, the Employer will make a good faith effort to provide relief for an employee who requests the immediate next scheduled shift off or offer a change in the employee's start time or end time for the immediate next scheduled shift when the employee has been working on call within 8 hours of the start of their next scheduled shift.</p> <p>Within 90 days of ratification, the parties will establish separate call staffing committees for the Professional Technical bargaining unit and Respiratory Care Practitioner/Anesthesia Technician/Electroneurodiagnostic</p>

## Summary of SEIU 1199-HMC 2021-2023 Agreement

CONTRACT PROVISION	SUMMARY OF CHANGES
	<p>Technologist bargaining unit. Membership for the committees and committee duties are described in the MOU.</p> <p>The Employer will maintain 4 call rooms that employees who take mandatory call will have access to. Clean linens will be provided for the call rooms. Employees will contact EVS if a room is lacking clean linens.</p> <p>The Employer may offer incentives to voluntarily fill call/standby shifts to reduce the burden of mandatory call/standby. Additionally, the Call Staffing Committee may mutually agree to mechanisms to authorize incentives to respond to urgent staffing needs.</p>
NEW Side Letter – Virtual New Employee Orientation	<p><b>New provision:</b> The parties agreed upon an MOU to address New Employee Orientations (NEOs). The MOU states that if the NEO is conducted online, up to 30 minutes of paid release time shall be provided to one Union delegate to attend orientation meetings conducted virtually via Zoom. The Employer will continue to provide the Union with a list of all employees scheduled for orientation prior to the beginning of NEO. The Employer will continue to include the union orientation portion of NEO in the agenda. The Union will provide a link for the orientation which the Employer will then make available to new employees.</p> <p>In situations where an employee would not otherwise have been scheduled to attend the New Employee Orientation webinar, the Employer will provide the employee with information and instructions on the Union portion of the virtual New Employee Orientation on the day that best aligns with the effective date of the employee’s job change. This information will be provided when the Employee is moving from a non-bargaining unit job to a bargaining unit job; or when the Employee is moving between unions.</p>