

## Summary of SEIU 1199NW UWMC-NW 2021-2023 CBA

CONTRACT PROVISION	SUMMARY OF CHANGES
Article 1 - Recognition	<b>Updates:</b> The article was updated to reflect the employees the Union represents.
Article 2 – Union Membership Dues	<p><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.</p> <p>New language states that with 30 calendar days’ notice, unless agreed otherwise, employees may be granted leave without pay to accept temporary employment with the Union of a specified duration, not to exceed 12 weeks, provided the employee’s time off will not interfere with the operating needs of the agency. The parties may agree to an extension of leave without pay up to an additional 12 weeks. For leaves of up to 12 weeks duration, the employee will be returned to their same position. For leaves of more than 12 weeks duration, the returning employee will be employed in a position in the same job classification and the same geographical area, as determined by the Employer. Employees on a leave of absence will be placed on a Monday through Friday work schedule (pro-rated to their FTE) on their permanent shift.</p>
Article 3 – Union Representatives	<b>No changes:</b> The parties agreed to maintain existing contract language.
Article 4 – Definitions	Housekeeping changes only.
Article 5 – Employment Practices	<p><b>Updates:</b> New language states that a written resignation may be withdrawn in writing within 24 hours excluding the employee’s scheduled days off and holidays off, after submitting the resignation. A written resignation withdrawal request made after 24 hours may be granted at management’s discretion.</p> <p>The article was updated to state that employees who obtain a position in a new classification shall serve a trial service period of 6 months, rather than 6 weeks. An employee who voluntarily moves from one position in the bargaining unit to another within the same job classification (excluding shift changes on a given work unit) shall have a trial service period of six (6) weeks. During the trial service period either the employee or the employer may elect for the employee to return to their position without notice and without recourse to the grievance procedure. In the event the former position has either been filled with a permanent employee or a written offer of employment has been made, the employee will be placed on the rehire list.</p> <p>An employee who voluntarily moves from one position in the bargaining unit to another within the same job classification (excluding shift changes on a given work unit) shall have a trial service period of six (6) weeks. During the trial service period either the employee or the employer may elect for the employee to return to</p>

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	their position without notice and without recourse to the grievance procedure. In the event the former position has either been filled with a permanent employee or a written offer of employment has been made, the employee will be placed on the rehire list.
Article 6 – Seniority Layoff Restructure	<b>Updates:</b> The article was updated to state that time spent on leave of absence shall not be considered a break in service.
Article 7 – Hours of Work and Overtime	Housekeeping edits only.
Article 8 – Compensation	<p><b>Updates:</b> New language states that the University, at its discretion, may approve additional progression increases at any time. Such additional progression increases will not change an employee’s progression start date.</p> <p>The article was updated to eliminate specific language dictating how experience translated to the wage scale upon hire. New language states that all employees hired on or after July 1st 2021, shall be given year per year credit for relevant past work experience in an equivalent role, as determined by the Employer.</p> <p>The article was updated to outline new progression start dates upon promotion.</p> <p>New language states that the Employer may increase the salary of classifications that are experiencing recruitment/retention problems, upon thirty (30) days’ notice to the union and the opportunity for the union to bargain.</p> <p>New language states that effective on the first available pay period following ratification as determined by the Employer, all Salary Ranges will be increased by two percent (2%). This increase will be based upon the salary schedule in effect on July 1, 2021. Effective July 1, 2022, all Salary Ranges will be increased two percent (2%). This increase will be based upon the salary schedule in effect on June 30, 2022. Employees who are paid above the maximum for their range on the effective date of these increases will not receive the specified increase to their current pay unless the new range encompasses their current rate of pay.</p>

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### Article 9 – Other Compensation

**Updates:** The parties incorporated language from both the Professional and Technical and the Service/Maintenance contracts to create a single contract. Premiums remain the same unless otherwise noted.

The parties agree to increase the premium for the third shift for pharmacists from \$3.25 to \$4.00. The weekend premium will increase from \$1.25 to \$1.50 for the Service and Maintenance bargaining unit, and from \$2.25 to \$2.50 for the Professional Technical bargaining unit. The parties also agreed to create a second tier of standby pay, for a premium of \$6.00 per hour, for employees working over 30 hours of standby.

The parties agreed to pay a modality premium for specific job titles at the following rates:

- Modality Pay 1 - A premium of \$1.25/hour for staff actively participating in a new training program for a new modality.
- Modality Pay 2 - A premium of \$1.50/hour for staff assigned to conduct examinations/studies in a modality other than that described in the current classification of the position. For two modalities where the employee is scheduled for at least forty percent (40%) in the second modality, the premium pay will be for all hours worked. Where the employee is scheduled for less than forty percent (40%) in the second modality, the premium will apply for all hours worked in a shift.
- Modality Pay 3 - A premium of \$1.75/hour for staff assigned as a preceptor to other staff.

Job titles that will receive modality pay are as follows:

- Diagnostic Medical Sonographer and Lead
- Imaging Technologist, Imaging Technologist Trainee, Comp Tomo, Lead, MRI, MAMMO
- Interventional Tech
- Nuclear Med Technologist 1
- Radiology Tech Lead
- Spec Mammo and BRST US Tech
- Spec Mammography Tech

New language states that within 90 days of ratification, the Employer will develop a reporting tool to track and review patterns in call utilization and stand-by hours.

The parties agreed that the Call Staffing Committee already described within the contract would be created within 90 days of ratification. The committee shall meet on a monthly basis (rather than quarterly). New

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	<p>language describes the duties of the Call Staffing Committee. The parties also agreed to decrease the maximum number of on-call hours that would trigger a meeting of the Call Staffing Committee from 132 to 120 hours.</p> <p>The article was updated to state that the Employer may temporarily assign a regular monthly employee the duties and responsibilities of a higher-level class for up to one (1) year. Such appointments shall be made in increments of no more than 6 months. The employee shall be paid a temporary hourly increase (THI) at the salary step which represents of at least a 5% increase over the present salary but not to exceed the maximum of the range for the higher classification. Such increase shall be effective the first day of the assignment when approved.</p>
Article 10 - Holiday	<p><b>Updates:</b> The article was updated to include Juneteenth (June 19) as an additional paid holiday.</p> <p>New language states that an employee must be in pay status for at least 4 hours on the last scheduled work shift preceding the holiday.</p>
Article 11 – Vacation Leave	<p><b>Updates:</b> New language states that if an employee’s request for vacation leave is denied, the Employer, upon request, must provide the reason for denying vacation leave electronically or in writing.</p>
Article 12 – Sick Leave	Housekeeping edits only.
Article 13 – Medical and Insurance Benefits	<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 14 - Leaves	Housekeeping edits only.
Article 15 – Family Medical Leave Act and Parental Leave	Housekeeping edits only.
Article 16 – Washington Family Medical Leave Program	<p><b>No changes:</b> The parties agreed to maintain existing contract language.</p>

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Article 17 – Shared Leave	<b>No changes:</b> The parties agreed to maintain existing contract language.
Article 18 – Civil Jury Duty Leave and Bereavement Leave	<b>Updates:</b> The article was updated to state that the definition of family member for the purposes of bereavement would be the same as the definition of family member in Article 12, Sick Leave.
Article 19 – Unpaid Holidays for a Reason of Faith or Conscience	Housekeeping edits only.
Article 20 - Committees	<p><b>Updates:</b> New language states that the Labor/Management Committee may meet more or less frequently as mutually agreed upon between the parties, but the Committee shall schedule on a predetermined basis a meeting every other month and otherwise as needed. Meetings will be scheduled for sixty (60) minutes in duration. A Committee meeting shall normally be held during the day shift and at a mutually agreeable time and date.</p> <p>For the Clinics Committee, the parties agreed to increase the number of participants from the union and from management from 4 to 7 members each.</p> <p>The article was updated to state that paid release time, including 30 minutes for caucus pre-meet time, will apply for meetings that occur during scheduled work hours. However, meeting times are not construed as work time for purposes of calculating overtime and no overtime shall be claimed or paid for meeting attendance.</p>
Article 21 – Health and Safety Committee	<b>No changes:</b> The parties agreed to maintain existing contract language.
Article 22 – Staff Development	<b>No changes:</b> The parties agreed to maintain existing contract language.
Article 23 – Grievance Procedure	<b>Updates:</b> The parties agreed to adopt the grievance procedure for analogous employees at UWMC, replacing the previous language.
Article 24 – Management Responsibilities	<b>No changes:</b> The parties agreed to maintain existing contract language.
Article 25 – Subcontracting Sale or Transfer	<b>No changes:</b> The parties agreed to maintain existing contract language.

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Article 26 – Uninterrupted Patient Care	<b>No changes:</b> The parties agreed to maintain existing contract language.
Article 27 – Training and Upgrading Fund	<b>Updates:</b> The parties incorporated language from both the Professional and Technical and the Service/Maintenance contracts to create a single contract. Training fund contributions remain the same.
Article 28 – General Provisions	<b>No changes:</b> The parties agreed to maintain existing contract language.
Article 29 - Duration	<b>Updates:</b> The contract cycle will be in effect from July 1, 2021 through June 30, 2023.
Article 30 – Classification and Reclassification	<b>Updates:</b> The parties agreed to adopt language from the existing SEIU 1199NW Harborview Medical Center and Airlift Northwest collective bargaining agreement. The new language is related to reclassification policy and describes the position review process, position review appeal process, and hearings.
Appendix A – Job Classifications	<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.
Appendix C – 9 Hour Work Schedule	<b>No changes:</b> The parties agreed to maintain existing contract language.
Appendix D – 10 Hour Work Schedule	<b>No changes:</b> The parties agreed to maintain existing contract language.
Appendix E – 12 Hour Work Schedule	<b>No changes:</b> The parties agreed to maintain existing contract language.
Appendix F – Less than 8 Hour Work Schedule	<b>No changes:</b> The parties agreed to maintain existing contract language.
Appendix G – Job Series	<b>No changes:</b> The parties agreed to maintain existing contract language.
MOA – Election Agreement	<b>No changes:</b> The parties agreed to extend the MOA for the 2021-23 contract term.
LOU – Article 7.8	<b>No changes:</b> The parties agreed to extend the LOU for the 2021-23 contract term.
LOU – Article 19 Subcontracting	<b>No changes:</b> The parties agreed to extend the LOU for the 2021-23 contract term.
LOU - JLMs	<b>No changes:</b> The parties agreed to extend the LOU for the 2021-23 contract term.

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LOU - Staffing	<b>Updates:</b> The parties agreed that One CNA from each of the following units will be selected by the union to participate in the hospital wide staffing committee: Surgical Unit, Medical Unit, ICU/CCU, SCU/TEL Adult Psych, East/DSU, MSE.
Side Letter XX - UPASS	<b>Updates:</b> A fully subsidized U-PASS is available for permanent appointments with a .5 or greater FTE.
NEW Article XX – Salary Overpayment Recovery	<b>New Article:</b> The parties agreed to language that outlines the process followed when the Employer has determined that an employee has been overpaid wages.
NEW Article XX – New Employee Orientation	<p><b>New Article:</b> The parties agreed to move language in the existing contract into a new article describing New Employee Orientation (NEOs).</p> <p>New language 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>
NEW Article XX – Non-Discrimination	<p><b>New article:</b> The parties agreed to adopt language from the existing SEIU 1199NW Harborview Medical Center and Airlift Northwest collective bargaining agreement. The new language is related to protected groups and identities and addresses how discrimination complaints will be handled.</p> <p>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>

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NEW MOU – Anesthesia Tech R and R Increases	<p><b>New provision:</b> The parties agreed that the job classifications Anesthesia Tech and Sr Anesthesia Tech will be consolidated into one classification titled Sr Anesthesia Tech. Sr Anesthesia Tech will move from Range 204 to Range 213 216 of Pay Table BU.</p> <p>The job classification Sr. Anesthesia Tech Lead (Job Code XXXXX and XXXXX) will move from Range 213 to Range 220 227 of Pay Table BU.</p> <p>All regular employees will be placed on their corresponding range at a step that provides at least 5% increase, not to exceed top step.</p>
NEW MOU – Apprentice Program	<p><b>New provision:</b> The parties agreed that the Employer will use the Healthcare Apprenticeship Consortium administered by the SEIU Healthcare 1199NW Multiemployer Training Fund for one Medical Assistant (MA) cohort at UWMC-Northwest/Clinics during the next 2 years. The parties agree that the Mentor/Coach Premium Rate for the program will be \$1.50/hour. 60 days advanced notice will be provided to the Union to negotiate the remainder of the terms of the apprenticeship.</p> <p>The parties may mutually agree to add additional MA cohorts and/or extend the apprenticeship program to other job classifications.</p> <p>If the Employer decides to utilize an apprenticeship program that is not administered by the SEIU Healthcare 1199NW Multi-Employer Training Fund for a classification other than MA and that classification is represented by the Union, the Employer will notify the Union of its decision as soon as possible. After notification, the Union will have 30 days to bargain the impacts of that decision.</p>
NEW MOU – Cardiovascular Tech Consolidation	<p><b>New provision:</b> The parties agreed that the job classifications Cardiac Peripheral Tech and Cardiovascular Tech will be consolidated into one classification titled Cardiac Peripheral Tech.</p> <p>All regular employees in the Cardiovascular Tech classification will be placed on Pay Table BU, Range 274 at a step that provides at least 3% increase, not to exceed top step.</p> <p>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.</p>



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NEW MOU – Clinic Floating	<p><b>New provision:</b> The parties agreed that clinic workers that are assigned to float from their home clinic to a different clinic location than their home clinic will receive an additional \$1.50 per hour for all hours worked at the assigned clinic.</p> <p>The Employer will make a good faith effort to seek volunteers for floating before mandatorily floating any employee.</p> <p>Employees will be reimbursed for travel, mileage, and parking at the second site per university policy, and will be provided with the appropriate forms and instructions that will allow them to submit the forms for reimbursement.</p> <p>This does not apply to employees who are hired into a float pool.</p>
NEW MOU – CNA R and R Increases	<p><b>New provision:</b> The parties agreed that effective no more than 45 days following ratification and on the first available pay period as determined by the Employer: the job classification Certified Nursing Assistant on Pay Table BU at Pay Range 162 will be moved to Pay Table BU at Pay Range 166. All regular employees will be placed on the new pay range at their current step. 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.</p>
NEW MOU – Dietitian Pharm Tech Social Work R and R Increases	<p><b>New provision:</b> The parties agreed that effective no later than 90 days following ratification and on the first available pay period as determined by the Employer, the classifications listed below will receive the following range increases for recruitment and retention purposes:</p> <ul style="list-style-type: none"> <li>• Dietitian Reg: move from Table BU Range 233 to Table BUBC Range 52</li> <li>• Pharmacy Technician: move from Table BU Range 201 to Table BUBC Range 12</li> <li>• Pharmacy Purchasing Technician: move from Table BU Range 199 to Table BUBC Range 22</li> <li>• Pharmacy Technician Lead: move from Table BU Range 203 to Table BUBC Range 22</li> <li>• Social Worker, Senior: move from Table BU Range 241 to Table BUBC Range 53</li> </ul> <p>All regular employees in the Dietitian Reg classification will be placed on the corresponding range of Pay Table BUBC at a step that provides at least a 2% increase not to exceed the top step.</p>

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	<p>All regular employees in the Pharmacy Technician, Pharmacy Purchasing Tech, and Pharmacy Technician Lead classifications will be placed on the corresponding range of Pay Table BUBC at a step that provides at least a 5% increase, not to exceed top step.</p> <p>Consolidation of Social Worker titles: All employees in the Geropsych Senior Social Worker classification will be moved to the Social Worker, Senior classification.</p> <p>All regular employees in the Social Worker, Senior classification will be placed on the corresponding range of Pay Table BUBC provides at least a 2% increase not to exceed the top step.</p> <p>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.</p>
NEW MOU – Float Between Campuses	<p><b>New provision:</b> The parties agreed to new language stating that when there is low patient volume in a specific unit or department, management may float staff between UWMC-Montlake and UWMC-NW if the nurse agrees to float, with a float premium of \$4.00. This premium will apply to employees already receiving a premium for being in the float team but cannot otherwise be stacked with any other float premiums. Employees will be reimbursed for mileage and parking at the second site per university policy.</p> <p>Employees who volunteer to float will receive adequate orientation and appropriate resources, described in the MOU. Employees shall not be required to perform new procedures without proper supervision and shall seek supervisory guidance for those tasks or procedures for which they have not been trained. Employees who encounter difficulties related to floating should report these to the appropriate unit leader. There will be no adverse consequences for an employee filing a concern.</p> <p>Employees will not float more than once per shift.</p> <p>The employee's "Home Entity" Collective Bargaining Agreement applies while floating to other facilities.</p>
NEW MOU – Housekeeper Consolidation	<p><b>New provision:</b> The parties agreed that the job classifications Housekeeper I and Housekeeper II will be consolidated into one classification titled Custodian.</p> <p>The job classification Housekeeper Lead will be renamed as Custodian Lead.</p>

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	<p>All regular employees in the Housekeeper 1 classification will be placed on Pay Table BU, Pay Range 156 at a step that provides at least 3% increase, not to exceed top step.</p> <p>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.</p> <p>All employees in the Housekeeper II classification prior to the consolidation described in Section I will receive an additional step on the pay range upon implementation of the consolidation.</p>
NEW MOU – Instrument Tech R and R Increases	<p><b>New provision:</b> The parties agreed that effective no more than 45 days following ratification and on the first available pay period as determined by the Employer, the job classification Instrument Tech on Pay Table BU at Pay Range 175 will be moved to Pay Table BU at Pay Range 183, which is at least pay range that is 5% higher than their current pay range.</p> <p>The job classification Instrument Tech Lead on Pay Table BU at Pay Range 185 will be moved to Pay Table BU at Pay Range 194, which is at least a pay range that is 5% higher than their current pay range.</p> <p>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.</p> <p>All regular employees will be placed on the new pay range at their current step.</p>
NEW MOU – Lump Sum Payment	<p><b>New provision:</b> The parties agreed to a new MOU that states that bargaining unit members with a .6 FTE and above will receive a \$1,000 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.</p>
NEW MOU – MA R and R Increases	<p><b>New provision:</b> The parties agreed that a new pay table will be created that has identical automatic steps to SEIU 925 Healthcare Pay Table B7BX as of 1/1/2021, referred to as Pay Table BUB7 for purposes of this MOU. Pay Table BUB7 will not have CEGP steps.</p>

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	<p>Effective no later than 90 days following ratification and on the first available pay period as determined by the Employer, the classifications listed below will receive the following range increases for recruitment and retention purposes.</p> <ul style="list-style-type: none"> <li>• MA-Reg: move from Table BU Range 170 to Table BUB7 Range 36</li> <li>• MA-Cert: move from Table BU Range 176 to Table BUB7 Range 42</li> <li>• MA Lead: move from Table BU Range 192 to Table BUB7 Range 50</li> </ul> <p>All regular employees, except those with start dates after 9/23/2021, will be placed on the new range at their current step. Regular employees who are currently on Step S to Z will be placed on Top Step R of the new range.</p> <p>All regular employees with start dates after 9/23/2021, will be placed on the new range on a step that is closest but not less than the value of their current step.</p> <p>The job classification Medical Assistant – Apprentice will move from Pay Table BU, Range 115 to Pay Table BU, Range 125. All regular employees in the Medical Assistant – Apprentice classification will be placed on the new range at their current step.</p> <p>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.</p>
NEW MOU – Non-Monetary Steps	<p><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 BU. The Employer will eliminate the non-monetary steps in this table by increasing each step after Step K by 2% and maintaining the value of the top step as illustrated in Attachment A. The new top step will be Step S.</p> <p>The Employer will remove non-monetary steps for any additional pay table that may exist which are applicable to this collective bargaining agreement.</p>
NEW MOU – OR Cert Tech Market Increases	<p><b>New provision:</b> The parties agreed that effective no more than 45 days following ratification and on the first available pay period as determined by the Employer, the job classification Operating Room Tech Cert on Pay Table BU at Pay Range 204 will be moved to Pay Table BU at Pay Range 209.</p>

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	<p>The job classification Surgical Services Resource Tech on Pay Table BU at Pay Range 210 will be moved to Pay Table BU at Pay Range 215.</p> <p>The job classification OSC Resource Coordinator is paid on Pay Table BU at Pay Range 216. Pay Table BU, Pay Range 216 will be increased by 4%.</p> <p>All regular employees will be placed on the new pay range at their current step.</p> <p>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.</p>
NEW MOU – Prescheduled 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.</p> <p>The MOU also states that within 60 days of ratification, the JLM will develop guidelines for determining which shifts are critical and can be offered at double time. During the sixty (60) days, once the schedule is posted if there is more than one open shift per job classification the extra open shift(s) will be offered at double time.</p>
NEW MOU – Professional Technical Range Increases	<p><b>New provision:</b> The parties agreed that a new pay table will be created that is identical to SEIU 1199NW HMC Healthcare Pay Table BE as of 1/1/2021, referred to as Pay Table BUBE for purposes of this MOU.</p> <p>Effective no later than ninety (90) days following ratification and on the first available pay period as determined by the Employer, the classifications listed below will receive the following range increases for recruitment and retention and/or market-based purposes. Market based adjustments are noted with an asterisk by the job title name.</p> <ul style="list-style-type: none"> <li>• Diagnostic Medical Sonographer: move from BU Range 265 to BUBE Range 57, for an approximate employee increase of 6.9%</li> <li>• Diagnostic Medical Sonographer Lead: move from BU Range 273 to BUBE Range 68</li> <li>• Echo and Vasc Tech: move from BU Range 267 to BUBE Range 59</li> </ul>

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	<ul style="list-style-type: none"> <li>• Echo and Vasc Tech Lead: move from BU Range 264 to BUBE Range 55, for an approximate employee increase of 7.2%</li> <li>• Echocardiographer: move from BU Range 260 to BUBE Range 53, for an approximate employee increase of 7.1%</li> <li>• Imaging Technologist: move from BU Range 232 to BUBE Range 37, for an approximate employee increase of 6.7%</li> <li>• Imaging Technologist Trainee: move from BU Range 199 to BUBE Range 13</li> <li>• Interventional Tech: move from BU Range 265 to BUBE Range 55, for an approximate employee increase of 5.5%</li> <li>• Imaging Tech – CT: move from BU Range 262 to BUBE Range 46, for an approximate employee increase of 6.0%</li> <li>• Imaging Tech – Lead: move from BU Range 275 to BUBE Range 65, for an approximate employee increase of 6.6%</li> <li>• Imaging Tech – MRI: move from BU Range 285 to BUBE Range 58, for an approximate employee increase of 6.1%</li> <li>• Imaging Tech – Mammo: move from BU Range 250 to BUBE Range 46, for an approximate employee increase of 10.3%</li> <li>• Spec Mammo &amp; Brst US Tech: move from BU Range 271 to BUBE Range 52, for an approximate employee increase of 9.3%</li> <li>• Spec Mammo Tech: move from BU Range 262 to BUBE Range 47,</li> <li>• Nuclear Med Technologist move from BU Range 270 to BUBE Range 57, for an approximate employee increase of 4.3%</li> <li>• Radiology Tech Lead move from BU Range 243 to BUBE Range 45, for an approximate employee increase of 5.5%</li> </ul> <p>All regular employees in the Imaging Technologist – Mammo, Spec Mammo &amp; Brst US Tech, and Spec Mammography Tech classifications will be placed on the corresponding range of Pay Table BUBE at a step that provides at least 8% increase, not to exceed top step.</p> <p>All regular employees in the Nuclear Med Technologist 1 classification will be placed on the new range of Pay Table BUBE at a step that provides at least 3% increase, not to exceed top step.</p>

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	<p>All regular employees in the classifications not covered in III or IV will be placed on the corresponding range of Pay Table BUBE at a step that provides at least 5% increase, not to exceed top step.</p> <p>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.</p>
NEW MOU – Respiratory Therapist R and R Increases	<p><b>New provision:</b> The parties agreed that effective no more than 45 days following ratification and on the first available pay period as determined by the Employer.</p> <p>The job classification Respiratory Therapist Reg on Pay Table BU at Pay Range 237 will be moved to Pay Table BU at Pay Range 247.</p> <p>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.</p> <p>All regular employees will be placed on the new pay range at a step that represents a minimum of a 5% increase, not to exceed top step.</p>
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>• Respiratory Therapist Reg - \$5,000</li> <li>• Regular employees in select Imaging Technologist classifications - \$3,000</li> <li>• MA-Reg, MA-Cert, MA Lead - \$3,000</li> <li>• Operating Room Tech Cert, Surgical Services Resource Tech, OSC Resource Coordinator - \$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 will have thirty (30) days from the offer date to accept and sign a retention 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,</p>

## Summary of SEIU 1199NW UWMC-NW 2021-2023 CBA

CONTRACT PROVISION	SUMMARY OF CHANGES
	<p>UWMC- Montlake, UWMC-Northwest, or UW Medicine Primary Care Clinics 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>Individual agreements will expire upon separation or completion of the two-year agreement.</p>
NEW MOU – Salary Increases	<p><b>New provision:</b> The parties agreed to a 2% salary increase for select 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.</p>
NEW MOU – Therapeutic Rec Specialist Cert Market Increases	<p><b>New provision:</b> The parties agreed that effective no more than 45 days following ratification and on the first available pay period as determined by the Employer, the job classification Therapeutic Recreation Specialist-Certified will be moved from Pay Table BU, Pay Range 227 to Pay Table BU, Pay Range 228 which will be 1% higher than Pay Table BU, Pay Range 227.</p> <p>Regular employees will be placed on the new range at their current step.</p>
NEW Side Letter XX – Call Room	<p><b>New provision:</b> The parties agreed to a new side letter stating that within 60 days of ratification, the Employer will make 1 call room available for employees to utilize while on standby/call. Clean linens will be provided for the call room. Employees will contact EVS if the room is lacking clean linens.</p> <p>On or before January 1, 2023 there will be 1 additional standby/call room available.</p>



## Summary of SEIU 1199NW UWMC-NW 2021-2023 CBA

CONTRACT PROVISION	SUMMARY OF CHANGES
NEW Side Letter XX – EDI	<p><b>New provision:</b> The parties agreed that the Union may appoint 4 employee members to serve on the existing UWMC Equity, Diversity &amp; Inclusion (EDI) Committee.</p> <p>Within thirty 30 days of ratification, the UWMC Director of Equity, Diversity, and Inclusion will meet with Union delegates to build relationship, share the vision of EDI at UWMC, and hear the experiences of union members at UWMC-Northwest and Clinics.</p>
NEW Side Letter XX – Meal Breaks, Rest Breaks, and Missed Break Reporting	<p><b>New provision:</b> The parties agreed to a new side letter stating the importance of breaks. Employees shall make a good faith effort to notify their supervisor/designee if the employee anticipates not being able to take a meal or rest break. The supervisor/designee will make a good faith effort to provide the employee with the break.</p> <p>As is stated in the law, employees shall be allowed a paid uninterrupted rest period of 15 minutes for each 4 hours of working time. Rest periods may be taken at any point during each 4 hour work period. Employees who have been instructed and/or required to carry a pager or answer a phone during their meal period will be compensated at the appropriate rate of pay.</p> <p>Employees are required to report missed breaks. Either party may place the issue on the Joint Labor Management Committee agenda. The employer will not engage in any kind of employee intimidation or retaliation against employees who report missed breaks.</p>
NEW Side Letter XX – 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>

## Summary of SEIU 1199NW UWMC-NW 2021-2023 CBA

CONTRACT PROVISION	SUMMARY OF CHANGES
NEW Side Letter XX – Work Experience Review	<p><b>New provision:</b> The parties agreed that between April 1 and 30, 2022, employees who were hired on or before June 1, 2019, who believe they have been placed on the incorrect step based on their past work experience, will have a one-time opportunity to provide their information to leadership for review. Leadership will review their experience based on the criteria for credit for past experience and will place them at the correct step, as determined by the Employer, according to their past experience.</p> <p>Any increase will be effective back to the date the review request was submitted.</p>