

**ARTICLE 1 – RECOGNITION**

The Employer recognizes the Union as the sole and exclusive bargaining representative for all full-time, part-time, ~~and temporary~~ intermittent, and nonpermanent employees employed by the University of Washington at its facilities located at the University of Washington Medical Center – Northwest and at the Northwest Clinics and the UW Neighborhood Clinics as certified by the Public Employment Relations Commission under the jurisdiction of RCW 41.80.

Tentatively Agreed To:

For the Union:

DocuSigned by:

*Efrain Velasco*

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DocuSigned by:

*Jane Hopkins*

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For the Employer

DocuSigned by:

*Banks Evans*

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5/27/2022

6/2/2022

5/27/2022

Date:

Date:

**ARTICLE 4 – DEFINITIONS**

4.1 Full-Time Employee. An employee who works on a regularly scheduled basis at least forty (40) hours per week or eighty (80) hours in a fourteen (14) day period.

4.2 Part-Time Employee. An employee who is regularly scheduled to work on a continuing basis less than forty (40) hours per week.

4.3 Probationary Period. An employee who has been hired by the Employer on a full-time or part-time basis will attain permanent status in a job classification upon successful completion of a probationary or trial service period. Every part-time and full-time employee who has been continuously employed by the Employer will serve a probationary period of six (6) months. During the probationary period, an employee may be terminated without notice and without recourse to the grievance procedure. Probationary employees shall not be required to give fourteen (14) days' notice of intention to terminate. The Employer may extend the probationary period for an individual employee as long as the extension does not cause the total period to exceed twelve (12) months. Employees will be provided with a written explanation for the extension. If the extension is based on performance issues, the employee will receive a performance improvement plan. Extension of probationary periods shall not be a normal practice.

4.3.1 Permanent employees at the University of Washington shall not be required to complete another probationary period.

4.3.2 The Employer will extend an employee's probationary period, on a day-for-a-day basis, for any day(s) that the employee takes paid time off, leave without pay, or shared leave, except for leave taken for military service or for purposes of faith, or conscience. For the purpose of calculating the completion date, an employee's probationary period shall not end on the employee's regularly scheduled weekend off or a scheduled holiday off. In those instances the completion date will be the next scheduled work day.

4.3.3 By mutual agreement, the probationary period for additional selected classes may be established for a period in excess of six (6) months but not to exceed twelve (12) months.

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4.3.4 Employees in probationary status will earn seniority from their initial date of hire but may not exercise seniority rights until completion of the probationary period. Probationary employees are not eligible for layoff or rehire rights.

4.3.5 An employee who is appointed to a different position in a different classification prior to completing their initial probationary period will serve a new probationary period. The length of the new probationary period will be in accordance with Subsection 4.3, unless adjusted by the Appointing Authority for time already served in probationary status. In no case, however, will the total probationary period be less than six (6) consecutive months.

4.3.6 Probationary Period Rejection. An appointing authority may reject an employee who has not completed a probationary period. Upon request by the employee and within 10 business days of notice, a meeting to explain such action shall be held with a representative of the Employer. At the employee's request a representative of the Union shall attend such meetings. Such rejection is not subject to the grievance procedure.

~~4.4 Temporary Employee Nonpermanent and Intermittent Employees. An hourly paid employee doing bargaining unit work for more than three hundred and fifty (350) hours but less than one thousand and fifty (1,050) hours in any twelve (12) consecutive month period from an individual's original employment date in an hourly paid bargaining unit classification, exclusive of overtime worked. These terms are outlined in WAC 357-19-435(1).~~

**A. Definition.**

A Nonpermanent position can be created when any of the following conditions are met:

- (A) The UW is recruiting to fill a vacant position with a permanent position;
- (B) The UW needs to address a short-term immediate workload peak or other short-term needs;
- (C) The UW is not filling a position with a permanent position due to the impending or actual layoff of a permanent employee(s);
- (D) The UW is filling positions when a worker is on a leave-of-absence; or
- (E) Temporary project.

**B. Types of Nonpermanent Positions:**

- A. Nonpermanent Hourly
- B. Nonpermanent Fixed Duration

1 **C. Nonpermanent Hourly and Nonpermanent Fixed Duration Appointments:**

- 2 1) The initial duration of a Nonpermanent Hourly and Nonpermanent Fixed Duration appointment
- 3 cannot exceed twelve (12) months from the hire date but may be extended to no more than
- 4 twenty-four (24) months if the conditions in XX.1 A-E still exist. Individuals may receive
- 5 consecutive Nonpermanent Fixed Duration or Hourly appointments as long as:
- 6 a) Any subsequent appointment is to a different position; or
- 7 b) The multiple positions are cyclical in nature but last fewer than nine (9) months during
- 8 any consecutive twelve (12) month period.
- 9
- 10 2) Conclusion of the appointment will be at the discretion of the University, including termination of
- 11 appointment prior to its originally intended expiration date, and will not be subject to Articles XX
- 12 (Grievance Procedure) and Article XX (Seniority, Layoff, Rehire) of the contract.
- 13
- 14 3) If the employee is not a permanent state employee, the employer must give one work days'
- 15 notice prior to conclusion of the appointment. A Nonpermanent appointment may be terminated
- 16 immediately with pay in lieu of the one work day of notice required for Nonpermanent Employees.
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- 18 4) If at any time during a Nonpermanent appointment, a short-term workload peak or other short
- 19 term need becomes ongoing and permanent in nature, the Employer must take action to fill the
- 20 position on a permanent basis.

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22 **C. Intermittent Positions**

23 An Intermittent position exists when the nature of the work is sporadic and does not fit a

24 particular pattern.

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26 4.4.1 Hours of Work and Overtime. Hours of work for Nonpermanent and Intermittent

27 Represented Regular Temporary Employees shall be established by the employing

28 official. Work assigned in excess of forty (40) hours in a seven (7) day work week

29 constitutes overtime. Overtime hours will be compensated at a rate of one-and-one-

30 half (1-1/2) times the employee's straight time hourly rate.

31 Time paid for but not worked shall not count towards the calculation of overtime.

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33 4.4.2. Probationary Period. Nonpermanent and Intermittent ~~Represented Regular Temporary~~

34 Employees are subject to all terms of the Agreement at such time as a Regular

35 Temporary Employee is appointed to a monthly paid bargaining unit position. This

36 includes the requirement to serve a probationary period.

37

38 A Nonpermanent and Intermittent ~~Represented Regular Temporary~~ Employee who is

39 hired into the same job without a break in service, in the same unit through open

40 recruitment will have their Regular Temporary hours of service apply toward their

1 probatory period for that position up to a maximum of three (3) months of the six (6)  
2 month probatory period.

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4 4.4.3. Compensation. ~~The hourly rate for a Represented Regular Temporary Employee must~~  
5 ~~fall within the salary range for the classified title that best fits the work and may not be~~  
6 ~~below the lowest step of that salary range. If the assigned salary range increases and the~~  
7 ~~hourly rate paid to a temporary hourly employee falls below the lowest step of the~~  
8 ~~salary range, then the hourly rate of that employee will be increased to at least the~~  
9 ~~lowest step of the assigned salary range.~~

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11 ~~Individual departments may adjust temporary employee hourly rates, within the assigned salary~~  
12 ~~range, unless prohibited by State Law and/or University of Washington policy.~~

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14 ~~If a bargaining unit Represented Regular Temporary Employee leaves an appointment and is~~  
15 ~~later reemployed by the same department/unit in the same or substantially similar~~  
16 ~~appointment, the employee will be paid an hourly rate not less than their previous wage~~  
17 ~~in the department/unit.~~

18 A. The rate of pay for employees under this Article must be placed on a salary step within  
19 the range for the classified title that best fits the work.

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21 B. The progression start date shall be established as follows:  
22 1) The first of the current month for actions occurring between the first and the  
23 fifteenth of the month; or,  
24 2) The first of the following month for actions occurring between the sixteenth and  
25 the end of the month.

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27 C. Annual Salary Adjustment. Annual salary adjustments up to the top automatic step will be  
28 administered the same as regular positions in the same classification.

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30 4.4.4. Holidays and Holiday Credit:

31 A. Holiday Premium. If an employee works one of the following holidays, they will  
32 receive time and one half for all hours worked on that holiday: New Year’s Day, Martin  
33 Luther King Jr. Day, President’s Day, Memorial Day, Juneteenth, Independence Day,  
34 Labor Day, Veteran’s Day, Thanksgiving, Native American Heritage Day, and Christmas.

35 B. Holiday Credit  
36 1) Employees in Nonpermanent Fixed Duration positions will be paid for holidays  
37 and receive holiday credit per Article XX Holidays.  
38 2) Holiday credit is a balance of time off that is received in lieu of holiday  
39 compensation for employees in Nonpermanent Hourly and Intermittent positions.  
40 Holiday credit accrual is proportionate to the number of hours in pay status

(excluding overtime hours) in the same month of the holiday to that required for full-time (1.0 FTE) employment, excluding all holiday hours. Holiday credit accrual will be calculated at the end of the month. Employees in Nonpermanent Hourly and Intermittent positions hired during the month of the holiday will not receive credit for holidays that occur prior to their hire date.

3) Employees in Nonpermanent Hourly and Intermittent positions shall be paid for holiday credit in accordance with Article XX Holidays.

**C. Personal Holiday**

1) Employees in Nonpermanent Fixed Duration positions will receive a personal holiday per Article XX Personal Holiday.

—Employees in Nonpermanent Hourly and Intermittent positions earn a personal holiday at a rate proportionate to the number of hours in pay status (excluding overtime hours) in the same month when the personal holiday is **scheduled** to that required for full-time (1.0 FTE) employment, excluding all holiday hours. The value of the Personal Holiday cannot exceed eight (8) hours.

4.4.5. Training. Employees shall be appropriately trained and or certified prior to being assigned to perform work requiring such training or certification, e.g., work with asbestos, lead, blood borne pathogens, and all other appropriate training required for safety and efficiency in the unit.

4.4.6. **Sick Time Off**

A. Employees in Nonpermanent Fixed Duration positions will accrue sick time off per Article XX Sick Time Off.

B. Employees in Nonpermanent Hourly and Intermittent positions will earn a monthly sick time off accrual proportionate to the number of hours in pay status (excluding overtime hours) in the month to that required for full-time (1.0 FTE) employment. Sick time off accruals cannot exceed eight (8) hours in a month.

~~A. Employees will accrue one (1) hour of sick leave for every forty (40) hours worked (0.025 per hour).~~

~~B. Sick leave accrues at the end of the month and is available for use the following month.~~

C. Accrued sick leave may be used in accordance with Article XX Sick Time Off.

~~1. in accordance with Article 18.1(b), 18.1(e), and 18.1 (f);~~

~~2. for the suspension of operations when the employee's workplace has been closed by a public health official for any health related reason; and~~

~~3. when the employee's child's school or day care has been closed by a public health official for any health related reason.~~

D. ~~Carryover and Separation: Employees may only carryover a maximum of forty (40) hours of accrued sick leave each calendar year. Accrued sick leave is not paid at separation.~~

**4.4.7 Vacation Time Off**

A. Employees in Nonpermanent Fixed Duration positions will accrue and use vacation time off per Article XX Vacation Time Off.

B. Employees in Nonpermanent Hourly and Intermittent positions will earn a monthly vacation time off accrual proportionate to the number of hours in pay status (excluding overtime hours) in the month to that required for full-time (1.0 FTE) employment.

C. Employees in Intermittent positions will receive vacation time off accrual rate increases in accordance with the accrual schedule in Article XX Vacation Time Off.

D. Employees in Nonpermanent and Intermittent positions are subject to the maximum vacation time off accrual rules as outlined in RCW 43.01.044 for classified employment.

4.5 Regular Rate of Pay. Unless otherwise required by the Fair Labor Standards Act, the regular rate of pay shall be defined to include the employee’s hourly wage rate, all premiums, and differentials.

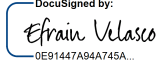


4.6 Preceptor. A preceptor is an experienced employee proficient in clinical teaching who has successfully completed a program of preceptor training, has had an evaluation of their training ability by their immediate supervisor or designee, and who has been assigned by the Employer to be specifically responsible for planning, organizing and evaluating the new skill development of an employee or student enrolled in a defined program, the parameters of which have been set forth in writing by the Employer. Preceptor assignments are voluntary. Each year, the Employer shall offer a class on preceptor training that will be open to bargaining unit members. Inherent in the preceptor role is the responsibility for specific, criteria-based and goal directed education and training for a specified training period. Management will determine the need for preceptor assignments. It is understood that employees in the ordinary course of their responsibilities will be expected to participate in the general orientation process of new employees. This would include the providing of informational assistance, support and guidance to new employees.

Any employee who currently is precepting, but has not completed the training program, shall continue as a preceptor when assigned by the Employer. Employees acting as preceptors shall have one year in which to complete the training, after which they may not precept.

This section does not apply to Coaches and Mentors in the MA Apprenticeship Program in Clinics.

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Tentatively Agreed To:

For the Union:		For the Employer:
		
5/27/2022	6/2/2022	5/27/2022



**ARTICLE 5 – EMPLOYMENT PRACTICES**

5.1 See Article 33 Non-Discrimination.

5.2 Notice of Resignation. Employees shall be required to give at least fourteen (14) days' written notice of resignation presented in person to the employee's manager or designee. The Employer will give consideration to situations that would make such notice by the employee impossible. A written resignation may be withdrawn in writing within twenty-four (24) hours excluding the employee's scheduled days off and holidays off, after submitting the resignation. A written resignation withdrawal request made after twenty-four (24) hours may be granted at management's discretion.

5.3 Discipline and Discharge. No full-time or part-time employee shall be disciplined or discharged except for just cause. "Just cause" shall be defined to include the concept of progressive and corrective discipline (such as verbal and written reprimands and the possibility of suspension without pay). Progressive discipline shall not be applied when the nature of the offense is just cause for immediate suspension or discharge. A copy of all written disciplinary actions shall be given to the employee. Employees shall be required to sign the written disciplinary action for the purpose of acknowledging receipt thereof. The Employer will make a good faith effort to inform the employee that they may have a union representative present during an investigatory meeting which may lead to disciplinary action. The failure of the Employer to so notify the employee will not be a basis for overturning any subsequent discipline based, in whole or in part, on the interview. An employee may request the attendance of a Union representative (and interpreting services, if necessary) during any investigatory meeting which may lead to disciplinary action. Documentation of disciplinary action at the oral warning or written reprimand level of discipline will not be considered relevant to future discipline after two (2) years, provided there are no further similar occurrences in the intervening period.

5.4 Personnel File. Personnel records will be maintained for each employee in Human Resources. Information contained in the personnel record may include: employment application and supporting materials, performance appraisals, records of payroll activity, licensure and training records, letters of commendation and recognition, and records of disciplinary action. By appointment, employees may inspect their personnel records. Employees will be given the opportunity to provide a written response to any written evaluations, disciplinary actions or other materials included in the personnel file and such comments shall be included in the employee's personnel file. Upon request, an employee will be given a copy of any material in the employee's personnel file.

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5.5 Floating. The Employer retains the right to float employees on a shift by shift basis to meet patient care and departmental needs.

Floating is defined as:

1. A change in work unit/department for a shift or partial shift
2. In the case of hospital float pool employees, it is defined as the compensated flexibility of an employee who is assigned daily to various units/departments based on the staffing needs of the campus. In the case of Clinic float pool employees, it is defined as the flexibility of an employee who is assigned daily to various units/departments based on the staffing needs of the campus.

Employees will be expected to perform all basic functions of their classifications but will not be required to perform tasks or procedures specifically applicable to the work unit for which they are not qualified or trained to perform. Employees required to float within the hospital or as a Clinic float pool employee will receive orientation appropriate to the assignment. Orientation will be dependent upon the employee's previous experience and familiarity with the work unit to which the employee is assigned. Volunteers will be sought first when floating is necessary. Floating assignments by classification within a work unit will be rotated equitably with the least senior employee floated first, subject to skill, competence, ability and other patient care or departmental considerations, in the opinion of the Employer.

5.6 Evaluations. All employees will be given an evaluative tool prior to completion of the probationary period. Performance evaluations will occur on an annual basis. Interim evaluations may be conducted as may be required. The annual evaluation is a tool for assessing the skills of the employee and for improving and recognizing the employee's performance. As determined by the employee's supervisor, the employee's participation, including a self-evaluation, is an integral part of the evaluation process. The employee can access a copy of the evaluation. Employees will be required to sign the evaluation acknowledging receipt thereof. Employees will be given the opportunity to provide a response to the evaluation which will be retained with the evaluation in the employee's personnel file. Evaluations will be completed during scheduled work time. A peer evaluation format may be developed by the Employer in addition to supervisory evaluation on a unit-by-unit basis utilizing input by other employees.

5.7 Communication. Employees who have concerns regarding their working conditions are encouraged to raise those concerns through the appropriate levels of supervision.

1 5.8 Job Openings. When a regular status job opening occurs within the bargaining unit, seniority  
2 shall be the determining factor in filling such vacancy providing skill, competence, ability and  
3 performance are considered equal in the opinion of the Employer. Transfers within the  
4 department/unit will be given preference in filling job openings. Notice of job openings shall be  
5 posted on the Human Resources electronic job board seven (7) days in advance of filling where  
6 possible. To be considered for such job opening, an employee must submit an online  
7 application. Internal applicants will be notified when the job has been filled. If the Employer is  
8 unable to place the selected employee in the vacant position immediately due to departmental  
9 or unit considerations, the position may be filled on a temporary basis and the employee will be  
10 notified in writing as to when they will be placed in the position. In any event, the selected  
11 employee will be placed in the position within ninety (90) days. During the one hundred twenty  
12 (120) day period following the effective date of transfer, employees may apply for an additional  
13 transfer with the approval of their supervisor.

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15 5.8.1 Ongoing Increase in Hours. It would be the intent of the Employer that ongoing  
16 increased hours of work on a specific department or unit and shift that are not the  
17 result of temporary leaves, scheduling requests for time off, or temporary increases in  
18 work load would be made available for current staff on the specific unit and shift to  
19 increase their FTE in accordance with Section 5.8. If such ongoing increased hours of  
20 work persist for a period in excess of three (3) months,

- 21  
22 a. hospital employee may request in writing to the Director of Human Resources  
23 that these hours be posted. The Director of Human Resources or designee  
24 within her or his sole discretion will determine the appropriateness of the  
25 request based on the above criteria and respond within fourteen (14) days of  
26 the request for review.  
27 b. a clinic employee may request in writing to their manager for a review of  
28 hours worked relative to FTE. The manager will work with operations,  
29 leadership and HR to determine at the employer's sole discretion the  
30 appropriateness of the request and respond within fourteen (14) days of the  
31 request for review.  
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33 5.8.2 Trial Service Period.  
34 A. Paid or unpaid time off taken during a trial service period shall extend the  
35 length of the trial service period on a day-for-a-day basis for any day(s) that  
36 the employee takes paid time off, unpaid time off, or shared leave, except for  
37 leave taken for military service.  
38 B. An employee who obtains a position in a new classification pursuant to Section  
39 5.8 shall serve a six (6) month trial service period in their new assignment. An  
40 employee serving a trial service period may voluntarily revert to their former  
41 permanent position within six (6) weeks of the appointment, provided that  
42 the position has not been filled or a written offer has not been made to an

1 applicant. After six (6) weeks employees may revert to their former position  
2 with Employer approval. In the event the former position has been filled with  
3 a permanent employee, the employee will be placed on the rehire list.

4 C. An employee who voluntarily moves from one position in the bargaining unit  
5 to another within the same job classification (excluding shift changes on a  
6 given work unit) shall have a trial service period of six (6) weeks. During the  
7 trial service period either the employee or the employer may elect for the  
8 employee to return to their position without notice and without recourse to  
9 the grievance procedure. In the event the former position has either been  
10 filled with a permanent employee or a written offer of employment has been  
11 made, the employee will be placed on the rehire list.

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13 5.9 Additional Hours. Employees desiring to work additional shifts may notify the department  
14 manager or designee of their availability in writing or by email. Part-time employees will be  
15 given priority for additional shift assignments, unless it puts the employee in an overtime  
16 position.

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18 5.10 Parking. Parking rates listed in 5.10.2. below will not be changed unless changed for all  
19 employees. The Employer will, upon request, meet and confer with the Union prior to  
20 implementation of changes in hospital parking rates. Hospital employees on-call shall be  
21 provided free parking within close proximity to the hospital.

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23 5.10.1 The Employer will provide thirty (30) days' advance notice if practicable of a change in  
24 parking rates to the Union.

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26 5.10.2 Employee Parking Rates – Northwest Campus

27 \$75 – 1st Shift .5 FTE or higher

28 \$55 - 1st Shift less than .5 FTE/~~temp~~intermittent and nonpermanent

29 \$55 – 2nd Shift .5 FTE or higher

30 \$35 – 2nd Shift less than .5 FTE/~~temp~~intermittent and nonpermanent

31 \$35 – 3rd Shift .5 FTE or higher

32 \$25 – 3rd Shift less than .5 FTE/~~temp~~intermittent and nonpermanent

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34 5.11 ~~Temporary-Intermittent and Nonpermanent~~ Temporary-Intermittent and Nonpermanent Employees. Every three (3) months the Employer  
35 will provide to the union a list of intermittent and nonpermanent~~temporary~~ employees

1 including their job classification, department and their hours worked, by pay period. When the  
2 Union believes an employee classified as ~~temporary-intermittent and nonpermanent~~ has been  
3 working regular full or part-time hours for a period of over three (3) months that are ~~not~~  
4 ~~temporarynonpermanent~~, (i.e., not for a specified project or for a specified period of time,  
5 including but not limited to FMLA leave, sick leave, vacations or other projects of temporary  
6 duration), the Union can submit a request to post a regular position to the department director  
7 for justification and approval. All approved positions will be posted according to Article 5.8 no  
8 later than forty-five (45) days of the Union's submission.

9 Tentatively Agreed To:

10 For the Union:

DocuSigned by:

Efrain Velasco

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5/27/2022

13 Date:

DocuSigned by:

Jane Hopkins

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6/2/2022

10 For the Employer

DocuSigned by:

Banks Evans

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5/27/2022

13 Date:

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**ARTICLE 6 – SENIORITY, LAYOFF, RESTRUCTURE**

6.1 Seniority. Layoff seniority is defined as the continuous length of service in calendar days with the Employer from the most recent date of hire. Service of less than full time shall be considered full time. Permanent employees who are veterans or their unmarried widows/widowers shall have added to their seniority the veteran’s active military service to a maximum of five (5) years credit. Time spent on military duty leave, paid or unpaid, or time spent on leave without pay to work for the union, is included in seniority calculation. Probationary employees are not vested with seniority credits until successfully completing the probationary period.

Seniority shall be lost following a break in service including resignation, termination for cause, failure to return from a leave of absence, expiration of rehire rights. Employees who enter into the bargaining unit from other positions at the University of Washington shall be credited with layoff seniority for all seniority earned in the State classified service while employed at the University. Employees who enter into the bargaining unit from other state agencies and institutions of higher education shall earn layoff seniority from the first day of coverage under this Agreement.

6.1.1 Department Seniority. Department seniority is defined as continuous length of service in calendar days within the employee’s department and where applicable, shall be used for internal department processes, such as vacation and schedule bids.

6.1.2 Layoff Seniority Tiebreaker. For the purposes of layoff only, when it is necessary to determine the order of seniority among bargaining unit members whose contract seniority is identical, a random chance method will be employed to select the names of those employees one at a time. The University shall inform the Union every time this method is necessary and will provide proof of the seniority tie.

When selecting among employees whose seniority is identical, the Union may be represented by any individuals it chooses, and will draw the names. The University will be represented by a manager/administrator from the Department involved and a representative from Human Resources.

1 The first employee selected will be considered the most senior; the last employee  
2 selected will be considered the least senior.

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4 6.2 Layoff. Whenever it becomes necessary for the Employer to reduce its workforce due to lack of  
5 work, lack of funds, or good faith reorganization for efficiency purposes, the Employer shall use  
6 the following procedure. The Employer will notify the Union of impending layoffs thirty (30)  
7 calendar days in advance of implementation so that reasonable alternative proposals can be  
8 considered. Whenever possible the Employer will provide more than minimum notice. The  
9 Employer shall not lay off bargaining unit employees in lieu of disciplinary action. Employees will  
10 be laid off in accordance with seniority, as defined in Article 6.1.1.

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12 6.2.1 Employment Option. The employee affected by the reduction in force shall be offered  
13 the following employment options in descending order, provided they meet the  
14 essential skills (defined as the minimum qualifications listed in the job description for  
15 the classification and any specific position requirements or credentialing) of the offered  
16 position:

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18 a. A funded vacant position within the same job classification and layoff unit.

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20 b. The opportunity to replace the most junior employee within the layoff/seniority  
21 unit in the same classification and in an FTE status within .2 FTE status of the  
22 employee affected by the reduction in force. (For example, if a .8 FTE  
23 position is being abolished, the employee affected is eligible to replace the  
24 most junior individual in a .6 to 1.0 FTE position)

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26 c. The opportunity to replace the most junior employee in the same  
27 classification with a lower FTE status than their own within the layoff/seniority  
28 unit.

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30 d. The opportunity to replace the most junior employee within the same  
31 department who is:

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33 i. In a lower classification in the same series as the employee affected by  
34 the reduction in force; and

35 ii. Within .2 FTE of the employee affected by the reduction in force.

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37 6.2.2 Notice. The Employer shall identify the positions to be abolished and the employee(s) to  
38 be affected and shall notify employees in these positions, with notice to the union, not  
39 less than thirty (30) calendar days prior to the abolishment of the positions, pay the  
40 employee in lieu of notice, or combine pay and notice. Whenever possible the Employer  
41 will provide more than minimum notice. The notice shall include:

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- a. The effective date of the layoff and a reference to the employee’s rights under this Article, and
- b. Identification of the employment option being offered, if applicable.

In accordance with 6.2.1 above, if the incumbent in a position to be abolished has an opportunity to replace the most junior employee within the layoff/seniority unit, the incumbent will be given up to three (3) calendar days to determine if they want to replace the junior employee or be placed on the rehire list. Vacant positions or those held by probationary employees within the layoff/seniority unit will be considered a more junior position.

6.2.3 FTE Increase or Reduction. An employee in a position that is not abolished but is increased or reduced in FTE status and who will remain benefit eligible after the reduction or increase will have the choice of staying in the reduced or increased position and going on the rehire list for the position and FTE status held by the employee immediately prior to the increase or reduction or exercising available layoff rights under Article 6. The employee must exercise this choice within three (3) working days of the increase or reduction notice.

6.2.4 Voluntary Layoff. Appointing authorities will allow an employee in the same job classification and department where layoffs will occur to volunteer to be laid off provided that the employee is in a position requiring the same skills and abilities, as a position subject to layoff. Any volunteer for layoff shall have no formal layoff option. If the appointing authority accepts the employee’s voluntary request for layoff, the employee will submit a non-revocable letter stating they are accepting a voluntary layoff from the University. The employee will be placed on all applicable rehire lists.

6.2.5 Rehire. The Employer shall make a concerted effort to re-employ bargaining unit members on the rehire list. Bargaining unit members on the rehire list are eligible to take all Professional & Organizational Development (POD) courses on a space available basis upon payment of designated fees. Employees without employment options will be placed on the rehire list(s) designated by the employee for twenty-four (24) months. In addition to the rehire list for the classification and FTE status from which the employee was laid off, employees identified for layoff may request placement on the following rehire lists:



- 1 a. For positions of a lower FTE status in the classification from which the  
2 employee was laid off (or equivalent if prior classification has been  
3 abolished); and
- 4
- 5 b. For positions in other classifications in which the employee previously held  
6 permanent status; and  
7
- 8 c. Lower classes in the series from which the employee was laid off.  
9 The Employer will refer an employee from the designated rehire list(s) for any  
10 open positions in the bargaining unit for which the laid off employee  
11 possesses the essential skills. For classifications which have separate job  
12 codes in the Campus-wide and Harborview Bargaining Units, Rehire lists will  
13 include both job codes. Employees referred from the rehire list(s) who  
14 possess the essential skills needed for a vacant position will be offered the  
15 position prior to the Employer posting for competitive recruitment. From  
16 among these employees, offers will be made in seniority order, most senior  
17 person first. Job requests for positions for which there are employees on  
18 rehire list(s) may not be withdrawn solely to avoid hiring laid off employees.  
19
- 20 d. The Employer will provide a copy of the Rehire List to the Union upon  
21 request.  
22

23 6.2.6 Rehire Trial Period. Employees placed into vacant positions from the rehire list will serve  
24 a three (3) month rehire trial period. During the rehire trial period either party may, at  
25 its sole discretion and without resort to the grievance procedure, initiate return to the  
26 rehire list. Time spent in a rehire trial period will not count toward the twenty-four (24)  
27 month rehire list period. The three (3) month rehire trial period will be adjusted to  
28 reflect any paid or unpaid time off taken during the period.

29

30 6.2.7 Corrective Action. Final Counseling that occurs within the six (6) months prior to the  
31 layoff will be considered in effect should the employee be rehired. The employee will  
32 continue to be subject to any consequences of not following the directives and/or action  
33 plan(s) specified in the current corrective action.

34

35 6.2.8 Removal from List. Removal from the rehire list(s) will occur for any of the following  
36 circumstances:

- 37
- 38 a. If placement does not occur within twenty-four (24) months,
- 39 b. If the employee refuses two (2) offers of placement for a position having the  
40 same pay, FTE status and shift as the position from which the employee was  
41 laid off. In such case, the employee will be removed from all other rehire lists  
42 and will have exhausted their rehire rights.

- 1 c. If the employee was placed into two (2) vacant positions for which the
- 2 employee has failed to complete the rehire trial period.
- 3 d. If the employee accepts any offer of placement from any rehire list and
- 4 completes the rehire trial service period for a position with the same FTE
- 5 status and pay as the position from which the employee was laid off.
- 6 e. Employees who reject two (2) offers of placement from a list for a position of
- 7 a lower FTE status than that which the employee held immediately prior to
- 8 layoff will be removed from that list.
- 9 f. Employees who reject one (1) offer of placement from a list for a position in a
- 10 classification other than that from which the employee was laid off will be
- 11 removed from that list.
- 12

13 6.2.9 Rehire List Crossover. Employees within an SEIU 1199NWrepresented bargaining unit  
14 may, in accordance with this Article, be placed on the rehire list for positions in another  
15 SEIU 1199NWrepresented bargaining unit.

16

17 6.3 Rehire Wages and Increment Date. When employees are rehired from layoff status the  
18 progression start date and vacation accrual date will be reestablished and extended by an  
19 amount of time in calendar days equal to the period of time spent on the rehire list prior to  
20 rehire. Employees placed from the rehire list into positions with the same salary range held at  
21 the time of layoff shall be placed at the same step in the range held at the time of layoff.  
22 Employees placed from the rehire list into positions with a lower salary range than held at the  
23 time of layoff shall be placed in a salary step nearest to, but not in excess of, the salary held at  
24 time of layoff.

25

26 6.4. Affirmative action goals may be considered at any point during the layoff or rehire process.

27

28 6.5. Benefits and Temporary Services. Employees on the rehire list who follow the rules prescribed  
29 by Temporary Services may be referred to ~~temporary intermittent and nonpermanent~~ positions  
30 and can receive employer paid health benefit coverage if they meet the eligibility requirements  
31 as determined by the State.

32

33 6.6 Department/Unit Restructure. In the event of a merger of two (2) or more units into a single  
34 unit or a restructuring of an existing department or unit, the Employer will determine the  
35 number of full-time and part-time FTEs by shift required for the new or restructured department  
36 or unit. Prior to implementation of the schedule, the Employer will meet with the employees of  
37 the affected department(s) or unit(s) to discuss the reconfiguration of the FTEs in the  
38 department(s) or unit(s) and the new work schedules. A listing of the FTEs for each shift on the  
39 new/restructured department(s) or unit(s), including any qualification requirements, shall be  
40 posted on the department(s) or unit(s) for at least ten (10) days. Other vacant bargaining unit  
41 positions will also be posted on the department(s) or unit(s) at that time. By the end of the

1 posting period, each employee shall have submitted to the Employer a written list which  
2 identifies and ranks the employee’s preferences for all available positions (first to last). Based  
3 upon these preference lists, the Employer will assign employees to positions on the  
4 new/restructured department(s) or unit(s) based upon seniority, providing skill, competence,  
5 and ability are considered substantially equal in the opinion of the Employer.

6

7 6.7 Low Census. Low census is defined as a decline in patient care requirements or workload in a  
8 particular department or unit resulting in a temporary staff decrease. Prior to implementing the  
9 low census procedure within a job classification, the Employer will float the surplus staff to  
10 other areas of the Hospital if the Employer determines the need exists. During temporary  
11 periods of low census after canceling any overtime hours on the department or unit affected,  
12 the Employer will ask for volunteers within the job classification to take time off before  
13 determining and implementing the reduced staffing schedule required. In the event there are no  
14 volunteers, the Employer will endeavor to rotate low census equitably among all employees on  
15 the shift starting with the least senior employee first, providing skills, competence, ability and  
16 availability are considered equal as determined by the Employer.

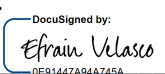


17

18 6.7.1 During temporary periods of low census, employees within a job classification on a unit  
19 and shift will be released from work in the following order:

20

- 21 a. Send home agency workers;
- 22 b. Cancel overtime shifts;
- 23 c. Ask for volunteers;
- 24 d. Cancel ~~reserve-intermittent or nonpermenent~~ staff;
- 25 e. Cancel part-time employees working above their assigned FTE;
- 26 f. Rotate regular full-time and part-time employees by seniority within the Low  
27 Census grouping starting with the least senior employee first, providing skills,  
28 competence and ability are not overriding factors.

29

Tentatively Agreed To:		
For the Union: <div style="display: flex; justify-content: space-around; margin-top: 10px;"> <div style="text-align: center;"> <small>DocuSigned by:</small>    <small>0E81447A94A745A</small> </div> <div style="text-align: center;"> <small>DocuSigned by:</small>    <small>8981B9A2358D493...</small> </div> </div> <hr style="border: 0.5px solid black; margin: 5px 0;"/> <div style="display: flex; justify-content: space-around;"> <span>5/27/2022</span> <span>6/2/2022</span> </div>	For the Employer <div style="text-align: center; margin-top: 10px;"> <small>DocuSigned by:</small>    <small>C5469E99932C427...</small> </div> <hr style="border: 0.5px solid black; margin: 5px 0;"/> <div style="text-align: center;"> <span>5/27/2022</span> </div>	
Date:		Date:

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**ARTICLE 8 – COMPENSATION**

8.1 Wage Rates. Employees covered by this Agreement shall be paid in accordance with the schedule of classification rates of pay attached as Appendix B to this Agreement.

8.1.1 Progression start dates will be maintained as follows:

Annually the salary of employees covered by the UWMC-NW bargaining units will be increased by one step based on the employee’s progression start date until the employee has reached the top step of the appropriate salary range. For purposes of periodic salary step increases, the progression start date will be determined as follows:

- a. The first of the current month for actions occurring between the first and the fifteenth of the month; or,
- b. The first of the following month for actions occurring between the sixteenth and the end of the month.

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

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

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

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.

8.2 Date of Implementation. Wage increases and increases in other forms of compensation set forth in this Agreement shall become effective at the beginning of the first full payroll period on or after the calendar dates designated.

1 8.3 Recognition for Past Experience: All employees hired on or after July 1<sup>st</sup> 2021, shall be given year  
2 per year credit for relevant past work experience in an equivalent role, as determined by the  
3 Employer.

4 8.4 Job Descriptions. The Employer shall furnish the Union with a description for each bargaining  
5 unit classification and shall furnish each employee with a copy of the employee’s job  
6 description.

7 8.5 Pay on Promotion. An employee promoted to a higher paid position will be placed at the step of  
8 the wage schedule applicable to the new position that provides the employee a minimum wage  
9 increase of three percent (3%) not to exceed the maximum for the new position. The new  
10 progression start date shall be the first of the current month for effective dates falling between  
11 the first and fifteenth of the month and the first of the following month for effective dates  
12 falling between the sixteenth and the end of the month.

13 8.6 Recruitment/Retention Compensation. The Employer may increase the salary of classifications  
14 that are experiencing recruitment/retention problems, upon thirty (30) days’ notice to the union  
15 and the opportunity for the union to bargain.

16 8.7 **SALARY SCHEDULES**

17 A. Effective July 1, 2021, each classification represented by the Union will continue to be  
18 assigned to the same Pay Table and Salary Range as it was assigned on June 30, 2021. Effective  
19 July 1, 2021, each employee will continue to be assigned to the same Salary Range and Step  
20 that they were assigned on June 30, 2021 unless otherwise agreed. Employees who are paid  
21 above the maximum for their range on June 30, 2021 will continue to be paid above the  
22 maximum range on July 1, 2021 unless otherwise agreed.  
23

24 B. Effective on the first available pay period following ratification as determined by the  
25 Employer, all Salary Ranges described in Section A above will be increased by two percent  
26 (2%). This increase will be based upon the salary schedule in effect on July 1, 2021.  
27

28 C. Effective July 1, 2022, all Salary Ranges described in Section A will be increased two percent  
29 (2%). This increase will be based upon the salary schedule in effect on June 30, 2022.  
30

31 Employees who are paid above the maximum for their range on the effective date of the  
32 increase described in B and C above will not receive the specified increase to their current pay  
33 unless the new range encompasses their current rate of pay.  
34

35 Tentatively Agreed To:

36 For the Union:

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Efrain Velasco  
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5/27/2022

DocuSigned by:  
Jane Hopkins  
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6/2/2022

36 For the Employer:

DocuSigned by:  
Banks Evans  
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5/27/2022

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**ARTICLE 12 – SICK TIME OFF**

12.1. Sick Time Off Accrual. Full-time employees (prorated for part-time) accrue eight (8) hours of sick time off for each month of completed regular monthly service. Employees with leave without pay exceeding 80 hours in a month (prorated for part-time) will earn a monthly accrual proportionate to the number of hours in pay status, in the month to that required for full-time employment. Sick leave accruals must not exceed eight hours in a month. Sick time off accrues at a rate of one (1) hour for every forty (40) hours worked when unpaid time off exceeds eighty (80) hours (prorated for part time) in any calendar month.

12.2 Sick -Time-Off – Use. Sick time off shall be allowed an employee under the following conditions.

- a. Because of and during illness, disability or injury which has incapacitated the employee from performing required duties.
- b. By reason of exposure of the employee to a contagious disease during such period as attendance on duty would jeopardize the health of fellow employees or the public.
- c. Because of a health condition of a family member that requires treatment or supervision, or that requires the presence of the employee to make arrangements for extended care.  
  
Family members includes biological, adoptive, de facto, or foster parent, stepparent, or legal guardian of an employee or the employee’s spouse or domestic partner, or a person who stood in loco parentis when the employee was a minor child; sibling, spouse, domestic partner, grandparent, grandchild, or child, regardless of age or dependency status, including a biological, adopted or foster child, stepchild, or a child to whom the employee stands in loco parentis, is a legal guardian, or is a de facto parent. Family members include those persons in a “step” relationship.
- d. Sick time off may also be used to provide emergency family care or because of condolence or bereavement (as in Article 18)
- e. For personal medical, dental, or optical appointments or for family members’ appointments when the presence of the employee is required, if arranged in advance with the Employer.

12.3 Use of Vacation or Compensatory Time Off for Sick Time Off Purposes. An employee who has used all accrued sick time off may be allowed to use accrued vacation time off and/or

1 compensatory time off for sick time off purposes when approved in advance or authorized by  
2 the employee's departmental supervisor. All available compensatory time must be used prior to  
3 accrued vacation time off, unless this will result in the loss of vacation time.

4

5 12.4 Restoration of Vacation Time Off. In the event of an incapacitating illness or injury during  
6 vacation time off, the employee's supervisor may authorize the use of sick time off and the  
7 equivalent restoration of any vacation time off otherwise charged. Such requests shall be in  
8 writing, and a medical certificate may be requested.

9

10 12.5 No Abuse of Sick Time Off. Both parties agree that neither the abuse nor the arbitrary denial of  
11 sick time off will be condoned. The Employer and the Union agree to work cooperatively toward  
12 the resolution of mutually identified problems regarding the use of sick time off.

13

14 12.6 Sick Time-Off Verification. The Employer will not require verification for absences of less than  
15 three (3) consecutive work days. Such verification or proof may be given to the  
16 supervisor/manager or Human Resources according to departmental policy. The Employer will  
17 not make unreasonable requests for sick time off verification.

18

19 12.7. Sick Time Off Cash Out. Eligible employees may elect to receive monetary compensation for  
20 accrued sick time off as follows:

21

22 In January of each year an employee whose sick time off balance at the end of the previous year  
23 exceeds four hundred and eighty (480) hours may elect to convert the sick time off hours,  
24 earned in the previous calendar year, minus those hours used during the year, to monetary  
25 compensation. No sick time off hours may be converted which would reduce the calendar year  
26 end balance below four hundred and eighty (480) hours. Monetary compensation shall be paid  
27 at the rate of twenty-five percent (25%) and shall be based upon the employee's current salary.  
28 All converted hours will be deducted from the employee's sick time off balance.

29

30 Employees who separate from University service due to retirement or death shall be  
31 compensated for the unused sick time off accumulation from the date of most recent hire in a  
32 time-off eligible position with the State of Washington at the rate of twenty-five percent (25%).

33

34 Compensation shall be based upon the employee's wage at the time of separation. For the  
35 purpose of this section, retirement shall not include vested out of service employees who leave  
36 funds on deposit with the retirement system.

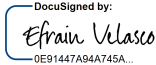
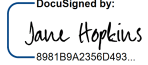



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Former eligible employees who are re-employed within three (3) years of their separation from service shall be granted all unused sick time off credits, if any, to which they are entitled at time of separation.

12.8. Family Care Leave. In accordance with RCW 49.12 and WAC 296-130, employees shall be allowed to use any or all of their choice of sick leave or other paid time off to care for a family member (as defined above) who has a serious health condition or an emergency condition. Employees shall not be disciplined or otherwise discriminated against because of their exercise of these rights.

12.9 NWH Carryover. NWH Carryover may be used in the same way as UW Sick Time Off, except that NWH Carryover cannot be cashed out at retirement, will not be considered in the Annual Attendance Incentive Program, does not transfer to positions outside UW Medicine, and will not transfer if the employee takes a job with another state agency. Employees who have NWH Carryover will be encouraged to use it to cover absences when appropriate before using UW Sick Time Off.

Tentatively Agreed To:		
For the Union:		For the Employer:
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5/27/2022	6/2/2022	5/27/2022

**ARTICLE 20 – COMMITTEES**

20.1 Labor/Management Committee. The Employer, jointly with employees selected by the Union, shall establish a Labor/Management Committee to assist with personnel and other mutual problems. The purpose of the Labor/Management Committee shall be to foster improved communication between the Employer and the staff and to improve working conditions and patient and employee satisfaction. The Committee may address staffing issues, including issues related to low census and including developing possible solutions to mitigate low census in specific work areas. The Union may request data to assist in its low census review, and the Employer will in good faith make such information available subject to the availability of information and any Employer confidentiality concerns. Management and the Union agree to study the use of ~~temporary-intermittent and nonpermanent~~ employees and investigate the reasons for their employment and utilization. The function of the Committee shall be limited to an advisory rather than a decision-making capacity. The Committee will recommend solutions to identified problems. The Committee shall be established on a permanent basis and shall consist of not more than eight (8) representatives of the Employer and not more than eight (8) bargaining unit employees, with not more than one (1) employee from each job classification and/or department. The Committee will be representative of hospital work areas. The number of Committee participants may be expanded by the mutual agreement of the Employer and the Union.

The 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. The Committee shall operate under guidance of co-chairs, one to be selected by the Employer and one by the Union. The co-chairs shall prepare a common written agenda for each meeting to be distributed to all Committee members at least three (3) days in advance of the meeting; however, failure to place an item on the agenda shall not preclude the Committee from addressing any issue.

20.1.1 Clinics Labor/Management Committee. The Parties agree there shall be a Labor/Management Committee specifically for the UWMC-NW Clinics within the current bargaining units. The Union shall have up to seven (7) representatives. Management shall have up to seven (7) representatives.

1 20.2 Customer Service Collaboration. The Union and Employer recognize that the commitment of  
2 UWMC- Northwest and its employees to customer service is fundamental to both the hospital's  
3 status in the local community and its long term financial stability. Customer satisfaction is only  
4 made possible through the commitment of every employee.

5  
6 Within thirty (30) days after signing this Agreement, the Labor-Management Committee will  
7 meet to collaboratively assess how best to further this mission. The members of the Labor-  
8 Management Committee will be asked to come up with suggested improvements in the  
9 processes utilized by unit employees, focusing on ways to improve customer service. Employees  
10 participating receive paid release time from their work duties.

11 20.3 Committees in General. The above-referenced committees, although advisory in nature, will be  
12 expected to assist in the development of positive change which can be implemented by the  
13 Employer with successful results. Each committee will review its progress and effectiveness  
14 annually. Minutes will be kept of each meeting for distribution to all members of the committee.  
15 Arrangements for and scheduling of meeting rooms will be performed by representatives of the  
16 Employer.

17  
18 20.4 Compensation. Employees shall be compensated at their regular rate of pay for all time spent on  
19 Employer-established committees and contract committees set forth in this Article 20 when as  
20 members of the committee, they are required to attend committee meetings, or are serving on  
21 ad hoc or sub-committees established by the standing committees, and with prior approval, for  
22 time spent in preparation and presentation of projects required by the Employer. Paid release  
23 time, including 30 minutes for caucus pre-meet time, will apply for meetings that occur during  
24 scheduled work hours. However, meeting times are not construed as work time for purposes of  
25 calculating overtime and no overtime shall be claimed or paid for meeting attendance.

26  
27 Tentatively Agreed To:

28 For the Union:

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Efrain Velasco

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5/27/2022

DocuSigned by:

Jane Hopkins

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6/2/2022

28 For the Employer

DocuSigned by:

Banks Evans

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5/27/2022

31 Date:

31 Date:

32

**ARTICLE 27 – TRAINING AND UPGRADING FUND**

27.1 Establishment of Fund and Contribution Rate. A Training and Upgrading Fund to be known as the Joint Employer Training and Education Fund (the "Fund") will be established for the purpose of creating a program for addressing the workforce needs of participating employers (collectively "Participating Employers") as well as the career, knowledge and skill aspirations of SEIU Healthcare 1199NW bargaining unit employees. The Employer agrees to become a Participating Employer in the Fund, which will be established by an Agreement and Declaration of Trust ("Trust Agreement").

27.1.1 The contribution to the Fund shall be an amount equal to one percent (1.0 %) percent of the gross payroll of the Service & Maintenance bargaining unit employees,.

27.1.2 The contribution to the Fund shall be an amount equal to one-half of one percent (0.5 %) percent of the gross payroll of the Professional bargaining unit employees.

27.1.3 Gross payroll shall be defined as the amount included on Box 5 of the W-2 form report of the Employer, excluding per diem/on call/~~temporary employees~~intermittent/nonpermanent.

27.2 Fund Trustees, Programs, Staff. The Trustees of the Fund shall be composed of an equal number of representatives designated by the Union and by the employers contributing to the Fund. While acting in a manner consistent with the Fund Principles established between the Union and Participating Employers, the Trustees will determine the overall parameters for these programs, and the staffing needed to carry out the purposes of the Fund.

27.3 Trust Agreement. The Employer and Union agree to abide by the Trust Agreement.

27.4 Availability of Onsite Rooms. In order to facilitate employees' access to education and training, the Employer will make a good faith effort to make rooms available on-site for conducting training, counseling and other activities of the Fund.

1 27.5 Fund Contributions, Records and Collections. The Employer shall remit the Fund contributions  
2 required under this Article on either a monthly or pay period basis, based upon the payroll for  
3 the previous month or pay period. Payments shall be due no later than thirty (30) days following  
4 the end of the month or pay period on which they are based. The Employer shall submit regular  
5 reports with its contributions in such form as may be necessary for the sound and efficient  
6 administration of the Fund and/or to enable the Fund to comply with the requirements of  
7 Federal and applicable State law and for the collection of payments due pursuant to the Fund.

8  
9 The Employer agrees to make available to the Fund, in accordance with Fund policy, such  
10 records of employees which the Fund may require in connection with the sound and efficient  
11 operation of the Fund or that may be so required in order to determine the eligibility of  
12 employees for Fund benefits.

13  
14 The Employer agrees that the collection of delinquent Employer contributions shall be subject to  
15 the collection policy established by the Trustees of the Fund.

16  
17 27.5.1. The Union will provide the University quarterly with the same reports Training Fund  
18 trustees get regarding utilization and participation. The reports will include the job class  
19 of employees participating, utilization and associated cost.

20  
21 27.6 Training Fund Committee. While the Joint Employer Training and Education Fund is being  
22 established, the Labor Management Training Committee will meet at intervals determined by  
23 the Committee to assess the needs of bargaining unit employees related to education/career  
24 advancement interests and needs, and to promote the advantages of and participation in this  
25 Fund and all of the Fund's specific programs.

26  
27 Information collected regarding training interests and needs and any barriers will be forwarded  
28 to the multi-employer Training and Education Fund Staff

29  
30 Once the Training and Education Fund is fully operational, the Labor Management Training  
31 Committee will evaluate the need for any additional meetings.

32  
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Tentatively Agreed To:	
For the Union:	For the Employer
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<p>_____</p> <p>5/27/2022      6/2/2022</p>	<p>_____</p> <p>5/27/2022</p>
Date:	Date:

**MEMORANDUM OF UNDERSTANDING  
BETWEEN  
THE UNIVERSITY OF WASHINGTON (UNIVERSITY)  
AND  
THE SERVICE EMPLOYEES INTERNATIONAL UNION Local 925**

The parties agree that Appendix A of the 2021-2023 UW/SEIU 1199NW collective bargaining agreement for UWMC-NW will be modified as follows:

**APPENDIX A JOB CLASSIFICATIONS**

Service and Maintenance Unit

Salaried Job Code	Temp Hourly Job Code	Job Classification	Pay Table	Salary Range
21300	21500	ADMINISTRATIVE ASSISTANT (NE H SEIU 1199NW Northwest Service and Maintenance)	BU	195
21427	21627	ALLERGY TECH (NE H SEIU 1199NW Northwest Service and Maintenance)	BU	210
21368	21568	CARDIAC MONITOR TECHNICIAN (NE H SEIU 1199NW Northwest Service and Maintenance)	BU	180
21306	21506	CASE MGMT ASST (NE H SEIU 1199NW Northwest Service and Maintenance)	BU	205
21299	21499	CERT NURSING ASST (NE H SEIU 1199NW Northwest Service and Maintenance)	BU	166
21309	21509	CHILD CARE TEACHER (NE H SEIU 1199NW Northwest Service and Maintenance)	BU	169
21310	21510	CHILD CARE TEACHERS AIDE (NE H SEIU 1199NW Northwest Service and Maintenance)	BU	126
21318	21518	CULINARY ASSOCIATE (NE H SEIU 1199NW Northwest Service and Maintenance)	BU	165
21343	21543	CUSTODIAN (NE H SEIU 1199NW Northwest Service and Maintenance)	BU	156
21344	21544	CUSTODIAN LEAD (NE H SEIU 1199NW Northwest Service and Maintenance)	BU	174
		DEPARTMENT ASST I		
21319	21519	DEPARTMENT ASST II (NE H SEIU 1199NW Northwest Service and Maintenance)	BU	155
		DEPARTMENT ASST LEAD		

21322	21522	DIETARY UNIT CLERK (NE H SEIU 1199NW Northwest Service and Maintenance)	BU	160
21323	21523	DIETETIC TECHNICIAN (NE H SEIU 1199NW Northwest Service and Maintenance)	BU	175
21327	21527	EKG END TECHNICIAN (NE H SEIU 1199NW Northwest Service and Maintenance)	BU	225
21328	21528	EKG TECH IN HOUSE CERT (NE H SEIU 1199NW Northwest Service and Maintenance)	BU	170
21329	21529	ELECTRICIAN LEAD (NE H SEIU 1199NW Northwest Service and Maintenance)	BU	240
21330	21530	FACILITY & PROPERTY COORD (NE H SEIU 1199NW Northwest Service and Maintenance)	BU	198
21332	21532	FLOAT CERT NURSING ASST (NE H SEIU 1199NW Northwest Service and Maintenance)	BU	163
21333	21533	FLOAT UNIT SECRETARY (NE H SEIU 1199NW Northwest Service and Maintenance)	BU	171
21334	21534	FOOD SERVICE LEAD (NE H SEIU 1199NW Northwest Service and Maintenance)	BU	176
21335	21535	FOOD SERVICE WORKER (NE H SEIU 1199NW Northwest Service and Maintenance)	BU	140
		GARDENER 1		
21337	21537	GARDENER II (NE H SEIU 1199NW Northwest Service and Maintenance)	BU	170
21338	21538	GARDENER LEAD (NE H SEIU 1199NW Northwest Service and Maintenance)	BU	180
21345	21545	HVAC MECHANIC (NE H SEIU 1199NW Northwest Service and Maintenance)	BU	240
21346	21546	IMPLANT MATERIALS SPECLST (NE H SEIU 1199NW Northwest Service and Maintenance)	BU	206
21347	21547	INSTRUMENT TECH (NE H SEIU 1199NW Northwest Service and Maintenance)	BU	183
21348	21548	INSTRUMENT TECH LEAD (NE H SEIU 1199NW Northwest Service and Maintenance)	BU	194
21350	21550	INVENTORY COORD (NE H SEIU 1199NW Northwest Service and Maintenance)	BU	198
21354	21554	LAB ASSISTANT (NE H SEIU 1199NW Northwest Service and Maintenance)	BU	170
21355	21555	LAB ASSISTANT LEAD (NE H SEIU 1199NW Northwest Service and Maintenance)	BU	190
21356	21556	LAB ASST TECHNICAL (NE H SEIU 1199NW Northwest Service and Maintenance)	BU	180



		LAB ASST TECHNICAL LEAD		
21359	21559	MAINTENANCE ENGINEER LEAD (NE H SEIU 1199NW Northwest Service and Maintenance)	BU	224
21358	21558	MAINTENANCE ENGINEER (NE H SEIU 1199NW Northwest Service and Maintenance)	BU	211
21360	21560	MAINTENANCE WORKER (NE H SEIU 1199NW Northwest Service and Maintenance)	BU	175
		MATERIALS HANDLING AIDE I (NE H SEIU 1199NW Northwest Service and Maintenance)		
21361	21561	MATERIALS HANDLING AIDE II (NE H SEIU 1199NW Northwest Service and Maintenance)	BU	150
21362	21562	MATERIALS HANDLING AIDE III (NE H SEIU 1199NW Northwest Service and Maintenance)	BU	180
21308	21508	MEDICAL ASST – CERT (NE H SEIU 1199NW Northwest Service and Maintenance)	BY	42
21415	21615	MEDICAL ASST - CERT LD (NE H SEIU 1199NW Northwest Service and Maintenance)	BY	50
21363	21563	MEDICAL ASST – REG (NE H SEIU 1199NW Northwest Service and Maintenance)	BY	36
21437	21637	MEDICAL ASST APPRENTICE (NE H SEIU 1199NW Northwest Service and Maintenance)	BU	125
		MOBILITY AIDE (NE H SEIU 1199NW Northwest Service and Maintenance)		
		NURSING ASSISTANT REG (NE H SEIU 1199NW Northwest Service and Maintenance)		
21373	21573	OR SECRETARY (NE H SEIU 1199NW Northwest Service and Maintenance)	BU	175
21374	21574	OR/ED ASSISTANT (NE H SEIU 1199NW Northwest Service and Maintenance)	BU	155
21376	21576	PARKING CONTROL ATTENDANT (NE H SEIU 1199NW Northwest Service and Maintenance)	BU	140
21432	21632	PATIENT CARE COORDINATOR (NE H SEIU 1199NW Northwest Service and Maintenance)	BU	190
21428	21628	PATIENT SERVICES SPECIALIST I (NE H SEIU 1199NW Northwest Service and Maintenance)	BU	161
21421	21621	PATIENT SERVICES SPECIALIST II (NE H SEIU 1199NW Northwest Service and Maintenance)	BU	167
21409	21609	PATIENT SERVICES SPECIALIST III (NE H SEIU 1199NW Northwest Service and Maintenance)	BU	187
21422	21622	PATIENT SERVICES SPECIALIST LD (NE H SEIU 1199NW Northwest Service and Maintenance)	BU	193
21383	21583	PHYSICAL THERAPY TECH (NE H SEIU 1199NW Northwest Service and Maintenance)	BU	145

21385	21585	RADIOLOGY TECH ASST (NE H SEIU 1199NW Northwest Service and Maintenance)	BU	170
21389	21589	RETAIL ASSOC - GIFT SHOP (NE H SEIU 1199NW Northwest Service and Maintenance)	BU	140
21390	21590	SCHEDULER - DI/OR (NE H SEIU 1199NW Northwest Service and Maintenance)	BU	179
21391	21591	SCHEDULER LEAD (NE H SEIU 1199NW Northwest Service and Maintenance)	BU	190
21397	21597	SR CARPENTER (NE H SEIU 1199NW Northwest Service and Maintenance)	BU	230
21398	21598	SR MAINTENANCE ENGINEER (NE H SEIU 1199NW Northwest Service and Maintenance)	BU	217
21399	21599	SR PAINTER (NE H SEIU 1199NW Northwest Service and Maintenance)	BU	231
21402	21602	TELEMETRY/UNIT SEC (NE H SEIU 1199NW Northwest Service and Maintenance)	BU	175
		TRANSPORTER		
		TRANSPORTER LEAD		
21404	21604	UNIT SECRETARY (NE H SEIU 1199NW Northwest Service and Maintenance)	BU	170

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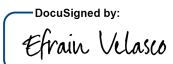
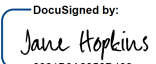
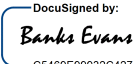
**Professional Unit**

<b>Salaried Job Code</b>	<b>Temp Hourly Job Code</b>	<b>Job Classification</b>	<b>Pay Table</b>	<b>Salary Range</b>
21302	21502	ANESTHESIA TECH (NE H SEIU 1199NW UWMC Northwest Professional)	BU	216
21899	21900	ANESTHESIA TECH LEAD (NE H SEIU 1199NW UWMC Northwest Professional)	BU	231
21406	21606	BEREAV/SPIRITUAL SVCS CRD (NE H SEIU 1199NW UWMC Northwest Professional)	BU	234
21304	21504	CARDIAC EP TECH (NE H SEIU 1199NW UWMC Northwest Professional)	BU	274
21305	21505	CARDIAC PERIPHERAL TECH (NE H SEIU 1199NW UWMC Northwest Professional)	BU	274
21408	21608	CARDIOVASCULAR TECH (NE H SEIU 1199NW UWMC Northwest Professional)	BU	274
21307	21507	CERTIFIED HAND THERAPIST (NE H SEIU 1199NW UWMC Northwest Professional)	BU	272
21321	21521	DIAGNOSITC MEDICAL SONOGRAPHER (NE H SEIU 1199NW UWMC Northwest Professional)	BH	57

21407	21607	DIAGNOSTIC MEDICAL SONOGRAPHER LEAD (NE H SEIU 1199NW UWMC Northwest Professional)	BH	68
21324	21524	DIETITIAN REG (NE H SEIU 1199NW UWMC Northwest Professional)	BD	52
21411	21611	ECHO AND VASCULAR TECH (NE H SEIU 1199NW UWMC Northwest Professional)	BH	55
21326	21526	ECHOCARDIOGRAPHER (NE H SEIU 1199NW UWMC Northwest Professional)	BH	53
21325	21525	ECHOCARDIOGRAPHER LEAD (NE H SEIU 1199NW UWMC Northwest Professional)	BH	59
21433	21633	ELECTROCARDIOGRAPH TECHNICIAN 2 (NE H SEIU 1199NW UWMC Northwest Professional)	BU	200
21317	21517	IMAGING TECHNOLOGIST – COMPUTED TOMOGRAPHY	BH	46
21320	21520	IMAGING TECHNOLOGIST – LEAD (NE H SEIU 1199NW UWMC Northwest Professional)	BH	65
21405	21605	IMAGING TECHNOLOGIST – MAMMO (NE H SEIU 1199NW UWMC Northwest Professional)	BH	46
21369	21569	IMAGING TECHNOLOGIST – MAS RES IMAGING (NE H SEIU 1199NW UWMC Northwest Professional)	BH	58
21384	21584	IMAGING TECHNOLOGIST (NE H SEIU 1199NW UWMC Northwest Professional)	BH	37
21886	21887	IMAGING TECHNOLOGIST – TRAINEE (NE H SEIU 1199NW UWMC Northwest Professional)	BH	13
21349	21549	INTERVENTIONAL TECH (NE H SEIU 1199NW UWMC Northwest Professional)	BH	55
21357	21557	LPN (NE H SEIU 1199NW UWMC Northwest Professional)	BU	202
21413	21613	LPN LD (NE H SEIU 1199NW UWMC Northwest Professional)	BU	213
21367	21567	MEDICAL TECHNOLOGIST (NE H SEIU 1199NW UWMC Northwest Professional)	BU	263
21364	21564	MEDICAL LAB TECHNICIAN (NE H SEIU 1199NW UWMC Northwest Professional)	BU	207
21366	21566	MEDICAL TECH LEAD (NE H SEIU 1199NW UWMC Northwest Professional)	BU	247
21370	21570	NEUROPHYSIOLOGY TECHNOLOGIST (NE H SEIU 1199NW UWMC Northwest Professional)	BU	245
21371	21571	NUCLEAR MEDICINE TECHNOLOGIST I (NE H SEIU 1199NW UWMC Northwest Professional)	BH	57
21372	21572	OCCUPATIONAL THERAPIST (NE H SEIU 1199NW UWMC Northwest Professional)	BU	257

21298	21498	OPERATING ROOM TECH CERT (NE H SEIU 1199NW UWMC Northwest Professional)	BU	209
21375	21575	OSC RESOURCE COORDINATOR (NE H SEIU 1199NW UWMC Northwest Professional)	BU	217
21430	21630	PEDORTHIST (NE H SEIU 1199NW UWMC Northwest Professional)	BU	227
21377	21577	PHARMACIST (NE H SEIU 1199NW UWMC Northwest Professional)	BU	310
21378	21578	PHARMACY PURCHASING TECH (NE H SEIU 1199NW UWMC Northwest Professional)	BD	22
21379	21579	PHARMACY TECHNICIAN (NE H SEIU 1199NW UWMC Northwest Professional)	BD	12
21380	21580	PHARMACY TECHNICIAN LEAD (NE H SEIU 1199NW UWMC Northwest Professional)	BD	22
21381	21581	PHYS THERAPY ASST (NE H SEIU 1199NW UWMC Northwest Professional)	BU	214
21382	21582	PHYSICAL THERAPIST (NE H SEIU 1199NW UWMC Northwest Professional)	BU	178
21386	21586	RADIOLOGY TECH LEAD (NE H SEIU 1199NW UWMC Northwest Professional)	BH	45
21388	21588	RESPIRATORY THERPST REG ((NE H SEIU 1199NW UWMC Northwest Professional)	BU	247
21400	21600	SOCIAL WORKER, SENIOR (NE H SEIU 1199NW UWMC Northwest Professional)	BD	53
21416	21616	SPEC MAMMO & BRST US TECH (NE H SEIU 1199NW UWMC Northwest Professional)	BH	52
21392	21592	SPEC MAMMOGRAPHY TECH (NE H SEIU 1199NW UWMC Northwest Professional)	BH	47
21393	21593	SPEECH PATHOLOGIST (NE H SEIU 1199NW UWMC Northwest Professional)	BU	253
21395	21595	SR ANESTHESIA TECH (NE H SEIU 1199NW UWMC Northwest Professional)	BU	216
21401	21601	SURG SVCS RESOURCE TECH (NE H SEIU 1199NW UWMC Northwest Professional)	BU	215
21403	21603	THER RECR SPLST CERT (NE H SEIU 1199NW UWMC Northwest Professional)	BU	227
		VASCULAR TECH		

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Tentatively Agreed To:		
For the Union:	For the Employer:	
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**MEMORANDUM OF UNDERSTANDING**

**By and Between**

**Service Employees International Union 1199NW**

**And**

**University of Washington**

**MOU: INTERMITTENT, NONPERMANENT, AND REPRESENTED TEMPORARY  
EMPLOYEES**

The parties have reached agreement on the following regarding Intermittent, Nonpermanent, and Represented Regular Temporary employees and appointments.

**A. Transition of employees:**

- (1) On August 1, 2022, the Employer will move all existing Represented Temporary employees to new Intermittent, Nonpermanent Fixed Duration, or Nonpermanent Hourly positions.
- (2) All employees placed in the new appointment types will be placed on a step within the range for the classified title that is closest too but not less than their current rate of pay.
- (3) The employee’s company service date, position entry date, progression start date and time off service date will be set as August 1, 2022. Where applicable, there will be no change to the employee’s end date.

**B. Once the employees described in Section A have been placed in Intermittent, Nonpermanent Hourly, or Nonpermanent Fixed Duration appointments, the Employer will sunset the usage of temporary appointments for classifications represented by the Union.**

Tentatively Agreed To:

For the Union:

DocuSigned by:  
  
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DocuSigned by:  
  
8981B9A2356D493...

5/27/2022      6/2/2022

Date:

For the Employer:

DocuSigned by:  
  
C5469E9932CA27...

5/27/2022

Date:

1 **MEMORANDUM OF UNDERSTANDING**  
 2 **By and Between**  
 3 **Service Employees International Union 1199NW**  
 4 **And**  
 5 **University of Washington**

6  
7  
8 **MOU: UNIT CLARIFICATION INTERMITTENT AND NONPERMANENT EMPLOYEES**  
9

10 A. Within 30 days the parties will jointly petition PERC to clarify the following bargaining  
 11 units to include employees working in intermittent and nonpermanent positions.

- 12 1. Service and Maintenance Bargaining Unit  
 13 2. Professional Bargaining Unit  
 14

15 B. The impacted job classifications are listed in Appendix I (attached).  
 16

17 ~~C. The Employer will provide each newly accreted member with thirty (30) minutes of paid~~  
 18 ~~release time to meet with the Union in accordance with Articles 41.2 and 41.5.~~  
 19

20 Tentatively Agreed To:

21 For the Union:

For the Employer:

22 DocuSigned by:  
 Efrain Velasco  
 0E91447A94A745A...

DocuSigned by:  
 Jane Hopkins  
 8981B9A2356D493...

DocuSigned by:  
 Banks Evans  
 C5469E98932C427...

23 \_\_\_\_\_  
 24 5/27/2022

6/2/2022

\_\_\_\_\_ 5/27/2022

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