

## Summary of RFPU/UW 2022-2025 Collective Bargaining Agreement

CONTRACT PROVISION	SUMMARY OF CHANGES
Article 1 - Definitions	Housekeeping edits only.
Article 2 – Committee Memberships and Hospital Committee	<b>Updates:</b> The parties agreed to include language that would better define committee participants as well as the responsibilities involved when a committee replacement is attending in place of a usual attendee.
Article 3 – Childcare	<b>Updates:</b> The parties agreed to update language on how Residents could obtain childcare services via Employer partnerships. Additionally, it was agreed to increase the childcare fund to \$75,000 to help reduce the financial burden of childcare services outside of the University Centers. In this provision, the parties also agreed to add a section for lactation accommodation. According to ACGME requirements, training sites will provide facilities for Residents to use for the purposing of lactation.
Article 4 – Disciplinary Action and Just Cause	<b>Updates:</b> <ul style="list-style-type: none"> <li>• The parties agreed that when an investigative interview is being conducted that would be made clear and the employee would be informed of their right to representation.</li> <li>• If remediated, the program director will remove a focus of concern or explain why it will not be removed.</li> </ul>
Article 5 – Dues Deduction and RFPU Membership	<b>Updates:</b> <ul style="list-style-type: none"> <li>• Article details employee membership within RFPU and when UW would notify the Union of new unit members. This article also explains the processing of dues and dues related communications.</li> <li>• Parties agreed that RFPU will be allotted 60 minutes to present at the annual GME orientation.</li> </ul>
Article 6 – Fringe Benefits	<b>Updates:</b> <ul style="list-style-type: none"> <li>• The parties agreed that Residents who need urgent mental health support will be prioritized for an appointment by the GME wellness service.</li> <li>• On the first day of the month following ratification, meals will be reimbursed at \$12 per meal. Beginning July 1, 2024, this amount will increase to \$13 per meal.</li> <li>• While performing inpatient services, and in situations where exposure to bodily fluids is a risk, Residents will have access to scrubs provided to other hospital and clinic employees.</li> <li>• Call Rooms shall be provided in accordance with ACGME requirements. These rooms will ensure healthy and safe learning and working environments that promote Resident well-being and provide for safe, quiet, clean, and private sleep/rest facilities.</li> <li>• Finally, when providing catering for Residents that is not contractually restricted, programs will make meaningful efforts to purchase from locally owned and BIPOC businesses.</li> </ul>

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Article 7 – Grievance Procedure	Housekeeping edits only.
Article 8 – Health and Safety	<p><b>Updates:</b></p> <ul style="list-style-type: none"> <li>• The parties agreed to add language that addresses the University’s commitment to provide a safe work environment. Residents may request to decline caring for patients who they reasonably believe pose a risk of workplace violence and programs will work to accommodate this request while considering patient care and training requirements.</li> <li>• In the situation where a Resident sustains a work-related illness or injury they will be granted disability leave. In these situations, the University’s policies on family and medical leave, sick time off, and disability accommodations apply.</li> </ul>
Article 9 – Housestaff Advisory Committee	<b>No Change:</b> The parties agreed to maintain existing contract language.
Article 10 – Leave Bereavement	<b>Updates:</b> The parties agreed to adjusting the title of this article to Time Off – Bereavement and to include miscarriage or stillbirth as a death of a family member within the parameters of this leave type.
Article 11 – Washington Family Medical Leave Program PFML	<p><b>Updates:</b></p> <ul style="list-style-type: none"> <li>• This article outlines the use of PFML by Residents and the Employer.</li> <li>• Most changes were housekeeping in nature except for one line where types of time off were explicitly listed as available to supplement PFML. These types are vacation time off, sick time off, and personal holiday.</li> </ul>
Article 12 – Leave Holidays	<p><b>Updates:</b></p> <ul style="list-style-type: none"> <li>• In this article, official University of Washington holidays are listed and that programs will try to schedule these days free from responsibilities and educational requirements, however, clinical needs may necessitate that a resident report for duty on a holiday.</li> <li>• Parties agreed that programs cannot code holidays as vacation and/or sick time off when the Resident was not scheduled to work.</li> </ul>
Article 13 – Leaves Miscellaneous	<p><b>Updates:</b></p> <ul style="list-style-type: none"> <li>• The parties agreed to housekeeping edits and the new section below:</li> <li>• The parties agreed that for leaves taken under Sections 1 (Parental Leave) and Sections 3 (Family Medical Leave), if an employee has exhausted their vacation and sick time off balances, the Employer will provide paid parental time off to cover the first six weeks of the first approved leave of absence taken. If an employee has exhausted all sick time off and has less than seven days of available</li> </ul>

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	vacation time off, at the end of the first six weeks of the first approved leave of absence taken, the Employer will add the difference between the remaining balance and seven days of vacation time off to the employee's balance. In June 2024, the Employer will provide the Union with data on the number of employees to which this provision has applied. The Union may request a HAC meeting to discuss the data.
Article 14 – Leave Professional	<p><b>Updates:</b></p> <ul style="list-style-type: none"> <li>• The parties agreed to including language that would accurately reflect current program policy.</li> <li>• Additionally, parties agreed that programs are encouraged to grant professional days for off service residents as well.</li> </ul>
Article 15 – Leave Sick	<p><b>Updates:</b> The parties agreed to housekeeping edits but also included language stating that Residents would provide notice to their supervising attending of any medical, dental, or optical appointments and comply with any applicable program policy regarding taking time off. In the successor agreement, the parties agreed that the Residents' Sick and Health Maintenance Time Off need not be a combination of weekdays and weekends; instead, the Residents will be able to use the total amount of time off in this section regardless of weekday or weekend designation.</p>
Article 16 – Leave Vacation	<p><b>Updates:</b> The parties agreed that a vacation day must be one continuous 24 hours period free from all administrative, clinical, and educational activities. When possible, a vacation day will be scheduled as a calendar day off.</p>
Article 17 – Management Rights	<p><b>No Change:</b> The parties agreed to maintain existing contract language.</p>
Article 18 – Working Outside of the Training Program	<p><b>No Change:</b> The parties agreed to maintain existing contract language.</p>
Article 19 – No Strikes/No Lockouts	<p><b>No Change:</b> The parties agreed to maintain existing contract language.</p>
Article 20 – Non-Discrimination	<p><b>Updates:</b></p> <ul style="list-style-type: none"> <li>• To increase access, the parties agreed to include the University's Bias Reporting Tools.</li> <li>• The parties agreed to language detailing the grievance process related to a violation of this article and outlining the interim measures that could be taken to accommodate.</li> </ul>
Article 21 – Professional Development and Licensing	<p><b>Updates:</b></p> <ul style="list-style-type: none"> <li>• The parties agreed that programs will increase the amount of professional development funds offered:</li> </ul>

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	<ul style="list-style-type: none"> <li>○ Reimbursement – from \$375 to \$400/academic year</li> <li>○ Lump Sum – from \$400 to \$450/academic year</li> <li>● Included in this article is that USMLE/COMLEX Step III exam reimbursement.</li> </ul>
Article 22 – Salary Stipend	<p><b>Updates:</b></p> <ul style="list-style-type: none"> <li>● The parties agreed to a 3% increase per year to the Residents’ salary schedule.</li> <li>● During year one, Resident allowance is \$6000, \$7000 during year two, and \$8500 academic year.</li> <li>● The parties also agreed that the Chief Resident or Fellow allowance will be \$225 per month.</li> <li>● Residents who are elected to the President and Vice President role in the Network of Underrepresented Residents &amp; Fellows (NURF) and/or the co-chairs of the Housestaff Quality &amp; Safety Committee (HQSC) will receive an additional allowance during the appointment period in the amount of \$225 per month as well.</li> </ul>
Article 23 – Subordination of Agreement and Authority	<ul style="list-style-type: none"> <li>● <b>No Change:</b> The parties agreed to maintain existing contract language.</li> </ul>
Article 24 – Transportation	<p><b>Updates:</b></p> <ul style="list-style-type: none"> <li>● The parties agreed that free parking at the UWMC will also be available at Triangle parking garage. When a Resident enters the garage after 4pm or on a weekend, they will not be charged for parking if they exit before 8am or on the weekend.</li> <li>● This is also true for HMC in P1, P2, P3, and P4 lots.</li> <li>● The parties agreed that Residents will not be charged for parking during nights whenever they enter after 4pm and exit before 8am.</li> <li>● The parties agreed that Residents would not be charged for parking during weekends whenever they enter a garage at 12am on Saturday and exit before 11:59pm on Sunday.</li> <li>● The Seattle Children’s Hospital shuttle drivers will now be able to accept a UWMC badge or Husky Card for Residents and Fellows when boarding.</li> </ul>
Article 25 – Union Activities	Housekeeping edits only.
Article 26 – Duration	Housekeeping edits only.
Appendix IV – Regarding Reimbursement for USMLE COMLEX Step III	<p><b>Updates:</b> The parties agreed to fold the language of this appendix into Article 21: Professional Development and Licensing.</p>

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Side Letter A – Communication	<p><b>Updates:</b> Side Letter A, regarding the Employer providing all known non state operated emails and phone numbers for potential new members by May each year, was agreed by both parties to be struck. Striking this letter was only agreed upon since it was now a part of Article 5: Dues Deduction and RFPU Membership.</p>
Side Letter B – Scheduling	<p><b>New Article: Scheduling; Updates:</b></p> <ul style="list-style-type: none"> <li>• The parties agreed that Residents will not be disciplined for reporting scheduled work hour violations.</li> <li>• The parties agreed that Residents should be given eight hours off between clinical work and educational periods. Residents will also have at least 14 hours free of clinical work and education after 24 hours of in-house call.</li> <li>• The parties also agreed that Programs will develop policies and procedures for back-up systems that are made available when clinical care needs exceed the resident ability or when a resident may be unable to attend work.</li> </ul>