

Summary of SEIU 925-UW 2023-2025 Collective Bargaining Agreement

CONTRACT PROVISION	SUMMARY OF CHANGES
Preamble and Purpose	No changes: The parties agreed to maintain existing contract language.
Article 1 - Union Recognition	No changes: The parties agreed to maintain existing contract language.
Article 2 - Nondiscrimination	Updates: The parties agreed to include a reference to an employee’s option to report discrimination, harassment or retaliation through the bias reporting tool. The parties agreed that there would be DEI training provided for faculty and staff as required by law, and a summary report of the training results and progress towards University goals will be provided to the Union upon request.
Article 3 - Reasonable Accommodation of Employees with Disabilities	Updates: The parties agreed to the addition of a link for reference to the Disability Services Office as well as adding a reference to the Administrative Policy Statement for reasonable accommodation of employees with disabilities.
Article 4 - Workplace Behavior	Updates: The parties agreed to include a reference to the bias reporting tool for reporting any incidents of bias. The parties agreed to language stating that an investigation of reported behavior may result in training for the individual or department involved in the incident. Additional language was added stating that retaliation against employees who make a workplace behavior complaint would be viewed as a separate violation.
Article 5 - Affirmative Action	Updates: The parties agreed to revised language regarding affirmative action policies, as well as adding a statement that no employment decisions would be made based on any protected class. The parties agreed to strike the list of protected classes included in the program and reference the relevant federal and state regulations. The parties agreed to remove references to timetables and state that current affirmative action reports can be requested by the Union, which would list placement goals.
Article 6 - Grievance Procedure	No changes: The parties agreed to maintain existing contract language.
Article 7 - Employee Rights	Updates: The parties agreed to add a reference to the Administrative Policy Statement for professional or classified staff employees for outside consulting activities and part time employment.

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Article 8 - Employee Facilities	Updates: The parties agreed to include wellness rooms among the list of topics as a proper subject for discussion at a JLM.
Article 9 - Hours of Work	Updates: The parties agreed to minor housekeeping edits in this article.
Article 10 - Overtime	Updates: The parties agreed to update the language relating to overtime policies to accurately reflect the law with respect to FLSA exempt and non-exempt status, as well as updating references to the appendices. The parties agreed to incorporate language from the Dietitian MOU stating that this article will not apply to Dietitian job classifications and that Dietitians are FLSA exempt and extra shifts will be paid at straight time.
Article 11 – Employee Training and Development	Updates: The parties agreed to update the language relating to training and development committees to accurately reflect the current committees at the University, and agreed to include the language from Executive Order 52 regarding release time. The parties agreed that the University may offer a BIPOC Staff Development Program free to all BIPOC staff, which would include online programming, workshops, and specialized content. The parties agreed to language stating that employees are encouraged to report completion of training programs when applying for CEGP, and updated the types of certificates available that would be equivalent to work experience. The parties agreed to language that employees would be appropriately trained or certified prior to being assigned to perform work requiring such training. The parties agreed to increase the education support funds for Surgical Technologists from \$200 to \$400 per year, and added the reference to Medical Interpreter education support funds of \$250 per year. The parties agreed to incorporate language from the Dietitian MOU regarding education support funds and paid time off.
Article 12 - Advance Certification/Registration Pay	Updates: The parties updated this article to include all job classifications currently eligible for certification pay and agreed to update the formatting of the chart.
Article 13 - Tuition Exemption Program	No changes: The parties agreed to maintain existing contract language.
Article 14 - Hiring, Appointment, Promotions, and Transfers	Updates: The parties agreed to additional language encouraging departments to be transparent about the hiring process and the status of vacant positions. The parties agreed to restructure the section relating to movement between positions within the University, clarifying the trial service periods and available options when an appointment is ended.

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Article 15 - Inter-System Movement	Updates: The parties agreed to remove outdated language relating to the use of vacation time during an employee’s probationary period, and clarified terminology regarding months of service toward a higher vacation accrual and time spent in classified service.
Article 16 - Holidays	Updates: The parties agreed that the current holiday schedule includes 11 paid holidays, and agreed to add language stating that if a holiday falls on a regularly scheduled day off, the employee will receive the prorated number of hours of credit.
Article 17 - Vacation Leave	Updates: The parties agreed to minor housekeeping edits in this article.
Article 18 - Sick Leave	Updates: The parties agreed to language updating the calculation of paid sick time off, stating that employees on unpaid time off exceeding 80 hours in a month (prorated for part time) would earn a monthly accrual proportionate to the number of hours in pay status in the month to that required for employment. The parties agreed to add the additional conditions where sick time off will be permitted, and clarified that former employees will be granted all unused sick time credits if they are reemployed within five years of separation.
Article 19 – Washington Family Medical Leave Program	Updates: The parties agreed to additional language which would include bereavement time off as a supplemental benefit when an employee is qualified for PFML family leave.
Article 20 - Miscellaneous Leave	Updates: The parties agreed to minor housekeeping edits in this article.
Article 21 - Family Medical Leave Act and Parental Leave	Updates: The parties agreed to add language expanding the definition for parental leave from four to six months and stating that for birth parents, temporary disability leave is in addition to parental leave.
Article 22 - Child/Dependent Care	No changes: The parties agreed to maintain existing contract language.
Article 23 - Shared Leave	Updates: The parties agreed to minor housekeeping edits in this article.

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Article 24 - Unpaid Holidays for a Reason of Faith or Conscience	Updates: The parties agreed to minor housekeeping edits in this article.
Article 25 - Leave Due to Family Care Emergencies	Updates: The parties agreed to minor housekeeping edits in this article.
Article 26 - Civil/Jury Duty Leave and Bereavement Leave	Updates: The parties agreed to additional language to include the stillbirth or miscarriage of a child as a form of bereavement time off.
Article 27 - Leave Related to Domestic Violence, Sexual Assault or Stalking	Updates: The parties agreed to include a reference to Administrative Policy Statement (APS) 46.8, as well as language listing the potential safety accommodations in situations relating to leaves associated with domestic violence, sexual assault, or stalking.
Article 28 - Inclement Weather and Suspended Operations	Updates: The parties agreed to add language stating that telework arrangements would be encouraged for positions which are conducive to telework in the case of inclement weather, campus closure, or suspended operations.
Article 29 - Military Leave	Updates: The parties agreed to minor housekeeping edits in this article.
Article 30 - Work Related Injury Leave	Updates: The parties agreed to remove the statement that leave without pay due to a work-related injury may result in loss of seniority as well as the requirement to provide proof of continuing disability.
Article 31 - Health & Safety	Updates: The parties agreed to language stating that personal protective equipment (PPE) and tools are property of the Employer and may be required to be returned upon separation from employment. The parties agreed to add language stating that First Aid/Evacuation Kits will be readily available, easily accessible, and clearly marked, and that their locations should be documented and communicated to employees. The parties agreed to language stating that organizational units are required to develop a written Fire Safety and Evacuation Plan for each campus building they occupy pursuant to University policy, and agreed to include a link to active shooter training resources.

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Article 32 - Uniforms Requirement	Updates: The parties agreed to add language stating that uniforms are considered property of the employer and that employees may be required to return serviceable uniform items upon separation.
Article 33 - Transportation and Commute Reduction	Updates: The parties agreed to language encouraging the use of telework arrangements, and stating that the reason for denials of teleworking requests would be provided in writing. The parties agreed that requests to telework as a disability accommodation will be handled through a separate process. The parties agreed that employees may propose new or revised individual teleworking arrangements, and that the University will provide the necessary equipment for telework per University policy, and stating that if the employee is required to pick up or drop off any provided equipment, this would occur during paid time.
Article 34 - Performance Evaluation	Updates: The parties agreed to revise the language to include a link to class specifications for an employee to access upon appointment to a position.
Article 35 - Personnel Files	No changes: The parties agreed to maintain existing contract language.
Article 36 - Corrective Action/Dismissal	Updates: The parties agreed to remove language providing an optional day of paid time off following a final counseling, and added language allowing the Employer to provide the employee with paid time off for the remainder of the workday upon issuance of a final counseling.
Article 37 - Employee Assistance Program	No changes: The parties agreed to maintain existing contract language.
Article 38 - Seniority, Layoff, Rehire	Updates: The parties agreed to change the number of days for an employee to decide whether to bump junior employees from three calendar days to three business days.
Article 39 - Resignation and Abandonment	No changes: The parties agreed to maintain existing contract language.
Article 40 - Mandatory Subject	No changes: The parties agreed to maintain existing contract language.
Article 41 - New Employees	No changes: The parties agreed to maintain existing contract language.

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Article 42 - Union Activities, Rights, and Stewards	No changes: The parties agreed to maintain existing contract language.
Article 43 - Joint Union/management Committees	Updates: The parties agreed to add language stating that JLM’s may be combined where multiple meetings are being scheduled to address hiring difficulties across departments for similar positions, and when appropriate a representative from HR Compensation will attend.
Article 44 - Classifications and Reclassification	Updates: The parties agreed to minor housekeeping edits in this article.
Article 45 - Compensation, Wages and Other Pay Provisions	<p>Updates: The parties agreed to across the board increases of 4% effective July 1, 2023 and 3% effective July 1, 2024. The parties agreed to limit the existing language that employees hired on minimum step would receive a two-step increase after six months to employees hired on or before June 30, 2023. The parties agreed that decisions about CEGP steps would be made within 60 days of submission to the employee’s manager.</p> <p>The parties agreed to increase standby pay for the Health Care Professional/Laboratory Technical Bargaining Unit to \$6.00 per hour for all hours worked. The parties agreed to remove the requirement that employees leave the premises to qualify for standby pay, and added that the pay will not apply until 30 minutes after the end of a scheduled shift. The parties agreed to add language stating if an employee works an equal number of hours in two shift zones, the employee is entitled to the greater shift differential for the entire shift. The parties agreed to revise the requirement for the bilingual premium pay from three languages to two languages, in addition to English. The parties agreed to include a reference to the existing Respiratory Therapist premium pay for Extra Corporeal Life Support (ECLS) work at \$6.50 per hour, and agreed to a new premium of 7% for Hospital Security Officers performing the Field Training Officer role. The parties agreed to include senior students fulfilling their practicum for Respiratory Care Practitioner preceptor premium eligibility, and incorporated previously agreed-upon language regarding preceptor pay for Dietitians and Electroneurodiagnostic (END) Technologists. The parties agreed to add a Rest Between Shifts premium of time and one-half for the Healthcare Professional/Laboratory Technical Bargaining Unit in the event the employee does not receive 11 hours of rest between shifts.</p>
Article 46 - Health Care Benefits Amounts	Updates: The parties agreed to incorporate agreed-upon language from the Healthcare Coalition bargaining.
Article 47 - Contracting	No changes: The parties agreed to maintain existing contract language.

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Article 48 - Staffing Concerns	No changes: The parties agreed to maintain existing contract language.
Article 49 - Privacy	No changes: The parties agreed to maintain existing contract language.
Article 50 - No Strike/Lockout	Updates: The parties agreed to minor housekeeping edits in this article.
Article 51 - Travel Pay and Work Time	No changes: The parties agreed to maintain existing contract language.
Article 52 - Personal Services	No changes: The parties agreed to maintain existing contract language.
Article 53 - Modality Pay	Updates: The parties agreed to add definitions for the modality pay premium of \$1.25 per hour for staff participating in new training programs, \$1.50 per hour for staff assigned to conduct examinations/studies other than in the current classification of the position, and \$1.75 per hour for staff assigned as a preceptor to other staff. The parties agreed to add the Advanced Cardiac Technologist series to the list of eligible classifications entitled to modality pay, and agreed to a revised format for the table of eligible job classes.
Article 54 - Subordination of Agreement and Saving Clause	No changes: The parties agreed to maintain existing contract language.
Article 55 - Contract Distribution	No changes: The parties agreed to maintain existing contract language.
Article 56 - Union Membership, Fair Share and Dues Deduction	No changes: The parties agreed to maintain existing contract language.
Article 57 - Management Rights and Responsibilities	No changes: The parties agreed to maintain existing contract language.
Article 58 - Duration	Updates: The contract cycle will be in effect from July 1, 2023 through June 30, 2025.

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Article 59 – Nonpermanent Hourly and Nonpermanent Intermittent Employees	No changes: The parties agreed to maintain existing contract language.
Appendix I - Job Classifications	Updates: The parties agreed to revise the format of this appendix and update the tables to reflect the accurate job codes and job titles.
Appendix II - Differentials	Updates: The parties agreed to revise the format of this appendix and update the tables to reflect the accurate premiums for the listed job codes and job titles.
Appendix III - Overtime Exempt Job Classifications	Updates: The parties agreed to revise the format of this appendix and update the tables to reflect the accurate job codes and job titles. The parties also agreed to retitle the appendix to “FLSA-Exempt Job Classifications.”
Appendix IV - Layoff Seniority Units	Updates: The parties agreed to update the appendix to include the accurate list of layoff units.
Appendix V - Pay Tables	Updates: The parties agreed to update the tables to reflect the most updated and current job codes and job titles.
MOU – Anesthesiology Tech R&R	Updates: Language was eliminated, MOU implemented during the 2021-2023 contract cycle.
MOU – Cardiac Sonographer R&R	Updates: Language was eliminated, MOU implemented during the 2021-2023 contract cycle.
MOU – Clinical Laboratory Tech R&R	Updates: Language was eliminated, MOU implemented during the 2021-2023 contract cycle.
MOU – Dental Laboratory Tech 3 R&R	Updates: Language was eliminated, MOU implemented during the 2021-2023 contract cycle.
MOU – Diagnostic Medical Sonographer R&R	Updates: Language was eliminated, MOU implemented during the 2021-2023 contract cycle.
MOU – Economic Discussion	Updates: Language was eliminated, MOU implemented during the 2021-2023 contract cycle.
MOU – Expedited Arbitration Pilot	Updates: The parties agreed to strike this MOU from the contract.

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MOU – Facilitated Mediation	Updates: The parties agreed to strike this MOU from the contract.
MOU – Football Game Overtime	No changes: The parties agreed to extend the MOU for the 2023-2025 contract term with some minor edits.
MOU – Former Administrative Assistant B	No changes: The parties agreed to extend the MOU for the 2023-2025 contract term with some minor edits.
MOU – Imaging Tech R&R	Updates: Language was eliminated, MOU implemented during the 2021-2023 contract cycle.
MOU – Interpretive Services	No changes: The parties agreed to extend the MOU for the 2023-2025 contract term with some minor edits.
MOU – Leave of Absences SEIU 925 Officer	No changes: The parties agreed to extend the MOU for the 2023-2025 contract term with some minor edits.
MOU – Lump Sum Payment	Updates: Language was eliminated, MOU implemented during the 2021-2023 contract cycle.
MOU - Medical Assistant R&R	Updates: Language was eliminated, MOU implemented during the 2021-2023 contract cycle.
MOU - Medical Interpreters R&R	Updates: Language was eliminated, MOU implemented during the 2021-2023 contract cycle.
MOU – Montlake Campus Security Officer & Sergeants	Updates: Language was eliminated, MOU implemented during the 2021-2023 contract cycle.
MOU – Occupational Therapists Certification	No changes: The parties agreed to extend the MOU for the 2023-2025 contract term with some minor edits.
MOU – Occupational Therapists Job Classification	Updates: Language was eliminated, MOU implemented during the 2021-2023 contract cycle.
MOU – Patient Services Specialist Supervisor R&R	Updates: Language was eliminated, MOU implemented during the 2021-2023 contract cycle.
MOU – Peer Counselor R&R	Updates: Language was eliminated, MOU implemented during the 2021-2023 contract cycle.
MOU – Pharmacy Tech R&R	Updates: Language was eliminated, MOU implemented during the 2021-2023 contract cycle.

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MOU – Polysomnographic Tech R&R	Updates: Language was eliminated, MOU implemented during the 2021-2023 contract cycle.
MOU – Public Records Request	No changes: The parties agreed to extend the MOU for the 2023-2025 contract term with some minor edits.
MOU – Respiratory R&R	Updates: Language was eliminated, MOU implemented during the 2021-2023 contract cycle.
MOU – Respiratory Tech Premium	Updates: The parties agreed to strike this MOU and incorporate the language into the body of the contract.
MOU – Salary Overpayment	No changes: The parties agreed to maintain this language and turn the MOU into a new article in the 2023-2025 contract with some minor edits.
MOU – Scholarship Fund	Updates: The parties agreed to increase the annual pool of funds from \$100,000 to \$150,000, increasing the maximum for each employee from \$4,000 to \$5,000.
MOU – Standby Guidelines	No changes: The parties agreed to extend the MOU for the 2023-2025 contract term with some minor edits.
MOU – Surgical Tech R&R	Updates: Language was eliminated, MOU implemented during the 2021-2023 contract cycle.
MOU – Surgical Techs	No changes: The parties agreed to extend the MOU for the 2023-2025 contract term with some minor edits.
MOU – Transportation Services Video/Audio	No changes: The parties agreed to extend the MOU for the 2023-2025 contract term with some minor edits.
MOU – Vascular Sonographer R&R	Updates: Language was eliminated, MOU implemented during the 2021-2023 contract cycle.
MOU – Voluntary Float Between Campuses	No changes: The parties agreed to extend the MOU for the 2023-2025 contract term with some minor edits.

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MOU – Voluntary Standby Pool	Updates: The parties agreed to strike this MOU from the contract.

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New MOU – Accountant Cluster R&R Increases

Updates: The parties agreed to the following recruitment and retention increases effective July 1, 2023.:

Job Title	Job Code	Table	Range	New Table	New Range
Accountant 1	17300	B4	041	B4	044
Accountant 2	17301	B4	045	B4	048
Accountant 2	17818	B4	045	B4	048
Accountant, Senior	17302	B4	051	B4	054
Accountant, Senior	17819	B4	051	B4	054
Accounting Supervisor	17011	B4	051	B4	054
Accounting Supervisor	17810	B4	051	B4	054
Budget Analyst	17335	B4	043	B4	046
Budget/Fiscal Analyst	17336	B4	047	B4	050
Budget/Fiscal Analyst	17822	B4	047	B4	050
Budget/Fiscal Analyst Lead	17337	B4	052	B4	055
Budget/Fiscal Analyst Lead	17875	B4	052	B4	055
Budget/Fiscal Operations Supervisor	17339	B4	058	B4	061
Budget/Fiscal Operations Supervisor	17334	B4	058	B4	061
Budget/Fiscal Unit Supervisor	17333	B4	055	B4	058
Budget/Fiscal Unit Supervisor	17338	B4	055	B4	058
Credit Manager A	17344	B4	035	B4	038
Credit Manager B	17345	B4	043	B4	046
Credit Manager B	17823	B4	043	B4	046
Facilities/Project Cost Engineer	17621	B4	067	B4	070
Fiscal Specialist 1	17036	B4	040	B4	043
Fiscal Specialist 2	17037	B4	044	B4	047
Fiscal Specialist Supv	17068	B4	047	B4	050
ISC Payroll Accountant	17181	B4	053	B4	056

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CONTRACT PROVISION	SUMMARY OF CHANGES					
	ISC Payroll Accountant	17179	B4	053	B4	056
	ISC Payroll Specialist	17180	B4	047	B4	050
	Shared Services Analyst	17331	B4	047	B4	050
	Shared Services Specialist	17330	B4	046	B4	049
	Shared Services Supervisor	17332	B4	052	B4	055
	Shared Services Supervisor	23221	B4	052	B4	055
New MOU – Creation of Appendix VI	<p>Updates: The parties agreed to an MOU stating that modifications of Article 10, Appendix I, and/or Appendix III shall not be interpreted to remove overtime eligibility from employees receiving or eligible for overtime, and that the parties would document job classes which are FLSA exempt and eligible for additional straight or overtime in Appendix VI.</p>					

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New MOU – Critical R&R
Wages Increases

Updates: The parties agreed to the following recruitment and retention increases effective August 1, 2022:

Job Title	Job Code	Table	Range	New Table	New Range
Advanced Cardiac Technologist	18340	B8	100	B8	113
Advanced Cardiac Technologist Lead	18341	B8	105	B8	118
Advanced Cardiac Technologist	18343	B8	109	B8	122
Advanced Cardiac Technologist Supervisor	18344	B8	109	B8	122
Cardiac Monitor Technician	18290	B8	020	B8	038
Cardiac Technologist	18338	B8	079	B8	091
Cardiac Technologist Lead	18339	B8	084	B8	096
Cardiac Technologist Supervisor	18342	B7BX	089	B7BX	101
Electroneurodiagnostic Technologist 2	18371	BT	050	BT	058
Electroneurodiagnostic Technologist 3	18373	BT	057	BT	065
Hospital Security Officer - UWMC-ML	17634	B4	047	B4	049
Hospital Security Sergeant - HMC	17637	B4	062	B4	064
Hospital Security Sergeant - UWMC-ML	17635	B4	057	B4	059
Medical Assistant	18265	B7BX	042	B7BX	047
Medical Assistant Apprentice	18264	B4	032	B4	034
Medical Assistant Lead	18266	B7BX	050	B7BX	055
Medical Assistant Registered	18268	B7BX	036	B7BX	041
Medical Assistant Supervisor	18267	B7BX	059	B7BX	064
Medical Assistant Supervisor	17842	B7BX	059	B7BX	064
Pharmacy Technician 1	18038	BG	047	BG	052
Pharmacy Technician 2	18041	BG	052	BG	057
Pharmacy Technician Lead	18036	BG	057	BG	062
Phlebotomist	18394	B8	015	B8	029

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	Phlebotomist Lead	18395	B8	022	B8	036																				
	Surgical Technologist	18430	BG	054	BG	061																				
	Surgical Technologist Lead	21917	BG	061	BG	068																				
New MOU – Cytogenetics R&R Increases	<p>Updates: The parties agreed to the following recruitment and retention increases effective November 16, 2022:</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th style="text-align: center;">Job Code</th> <th style="text-align: center;">Job Title</th> <th style="text-align: center;">Table</th> <th style="text-align: center;">Range</th> <th style="text-align: center;">New Range</th> </tr> </thead> <tbody> <tr> <td style="text-align: center;">18451</td> <td>Clinic Cytogenetic Technologist</td> <td style="text-align: center;">B8</td> <td style="text-align: center;">064</td> <td style="text-align: center;">071</td> </tr> <tr> <td style="text-align: center;">18453</td> <td>Clinic Cytogenetic Technologist Specialist</td> <td style="text-align: center;">B8</td> <td style="text-align: center;">077</td> <td style="text-align: center;">084</td> </tr> <tr> <td style="text-align: center;">18450</td> <td>Clinic Cytogenetic Technologist Trnee</td> <td style="text-align: center;">B8</td> <td style="text-align: center;">049</td> <td style="text-align: center;">056</td> </tr> </tbody> </table>						Job Code	Job Title	Table	Range	New Range	18451	Clinic Cytogenetic Technologist	B8	064	071	18453	Clinic Cytogenetic Technologist Specialist	B8	077	084	18450	Clinic Cytogenetic Technologist Trnee	B8	049	056
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18450	Clinic Cytogenetic Technologist Trnee	B8	049	056																						
New MOU – Documenting Wellness Rooms	<p>Updates: The parties agreed that documentation around wellness room locations, amenities, and guidelines will be provided on the UW Human Resources website as of July 1, 2023.</p>																									
New MOU – Donning & Doffing in the Operating Room Montlake Hospital	<p>Updates: The parties agreed to integrate the mid-cycle bargaining MOU relating to Donning and Doffing into the contract, which states that employees who perform work in the OR at UWMC Montlake and who are required to change in and out of laundered scrub uniforms would be compensated for the time spent donning and doffing.</p>																									
New MOU – Enterprise Revenue and Health Information Flexible Starting Time	<p>Updates: The parties agreed to memorialize current practice allowing ERHI coders a 90-minute flex start time before or after the scheduled start time on any given day without supervisor approval.</p>																									

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New MOU – Grounds Supervisor R&R	<p>Updates: The parties agreed to the following recruitment and retention increases effective July 1, 2023:.</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th style="text-align: center;">Job Code</th> <th style="text-align: center;">Job Title</th> <th style="text-align: center;">Table</th> <th style="text-align: center;">Range</th> <th style="text-align: center;">New Range</th> </tr> </thead> <tbody> <tr> <td style="text-align: center;">17210</td> <td style="text-align: center;">Grounds Supervisor I</td> <td style="text-align: center;">B4</td> <td style="text-align: center;">041</td> <td style="text-align: center;">043</td> </tr> </tbody> </table>					Job Code	Job Title	Table	Range	New Range	17210	Grounds Supervisor I	B4	041	043
Job Code	Job Title	Table	Range	New Range											
17210	Grounds Supervisor I	B4	041	043											

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New MOU – Healthcare Pay Tables Consolidation

Updates: The parties agreed to move the following classifications from non-healthcare pay tables to healthcare pay tables effective November 16, 2022:

Job Code	Job Title	Table	Range	New Table	New Range
18263	Audiology Assistant (NE S SEIU 925 Non Supv)	B4	038	B7BX	018
17119	Buyer 1 (NE S SEIU 925 Non Supv)	B4	038	B7BX	018
17120	Buyer 2 (NE S SEIU 925 Non Supv)	B4	044	B7BX	033
17122	Buyer 3 (E S SEIU 925 Non Supv)	B4	049	B7BX	045
17812	Buyer 3 (NE S SEIU 925 Non Supv)	B4	049	B7BX	045
18106	Contact Center Quality Assurance Coord (NE S SEIU 925 Contact Center)	B4	045	B7BX	035
18097	Contact Center Representative 1 (NE S SEIU 925 Contact Center)	B4	042	B7BX	028
18098	Contact Center Representative 2 (NE S SEIU 925 Contact Center)	B4	043	B7BX	030
18099	Contact Center Representative 3 (NE S SEIU 925 Contact Center)	B4	045	B7BX	035
18103	Contact Center Supervisor (E S SEIU 925 Contact Center Supv)	B4	053	B7BX	055
18104	Contact Center Supervisor (NE S SEIU 925 Contact Center Supv)	B4	053	B7BX	055
18057	Financial Access Specialist 1 (NE S SEIU 925 Non Supv)	B4	040	B7BX	023
18058	Financial Access Specialist 2 (NE S SEIU 925 Non Supv)	B4	045	B7BX	035
18059	Financial Access Specialist Lead (NE S SEIU 925 Non Supv)	B4	047	B7BX	040

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18060	Financial Access Specialist Supv (E S SEIU 925 Supv)	B4	051	B7BX	050
18064	Financial Access Specialist Supv (NE S SEIU 925 Supv)	B4	051	B7BX	050
18256	Health Information Lead (NE S SEIU 925 Non Supv)	B4	039	B7BX	020
17841	Health Information Supervisor (E S SEIU 925 Supv)	B4	049	B7BX	045
18257	Health Information Supervisor (NE S SEIU 925 Supv)	B4	049	B7BX	045
18222	Health Information Technician 1 (NE S SEIU 925 Non Supv)	B4	031	B7BX	001
18255	Health Information Technician 2 (NE S SEIU 925 Non Supv)	B4	032	B7BX	003
18254	Health Information Technician 3 (NE S SEIU 925 Non Supv)	B4	035	B7BX	010
17634	Hospital Security Officer - UWMC-ML (NE S SEIU 925 Non Supv)	B4	047	B7BX	040
17637	Hospital Security Sergeant - HMC (NE S SEIU 925 Supv)	B4	062	B7BX	077
17635	Hospital Security Sergeant - UWMC-ML (NE S SEIU 925 Supv)	B4	057	B7BX	065
18085	Medical Air Lift Communications Spec (NE S SEIU 925 Non Supv)	B4	049	B7BX	045
18086	Medical Airlift Communications Supv (NE S SEIU 925 Supv)	B4	054	B7BX	057
18264	Medical Assistant Apprentice (NE S SEIU 925 Non Supv)	B4	032	B7BX	003

Summary of SEIU 925-UW 2023-2025 Collective Bargaining Agreement

18171	Patient Account Representative 1 (NE S SEIU 925 Non Supv)	B4	036	B7BX	013
18172	Patient Account Representative 2 (NE S SEIU 925 Non Supv)	B4	042	B7BX	028
18173	Patient Account Representative 3 (NE S SEIU 925 Non Supv)	B4	044	B7BX	033
18174	Patient Account Representative Lead (NE S SEIU 925 Non Supv)	B4	046	B7BX	037
18175	Patient Account Representative Supervisor (E S SEIU 925 Supv)	B4	050	B7BX	047
18176	Patient Account Representative Supervisor (NE S SEIU 925 Supv)	B4	050	B7BX	047
18072	Patient Care Coordinator (NE S SEIU 925 Non Supv)	B4	046	B7BX	037
18069	Patient Care Coordinator Supv (NE S SEIU 925 Supv)	B4	052	B7BX	052
18070	Patient Representative (NE S SEIU 925 Non Supv)	B4	044	B7BX	033
17838	Patient Representative Supervisor (E S SEIU 925 Supv)	B4	050	B7BX	047
18071	Patient Representative Supervisor (NE S SEIU 925 Supv)	B4	050	B7BX	047
18090	Patient Services Specialist 1-Trainee (NE S SEIU 925 Non Supv)	B4	034	B7BX	008
18091	Patient Services Specialist 2 (NE S SEIU 925 Non Supv)	B4	037	B7BX	015
18092	Patient Services Specialist 3 (NE S SEIU 925 Non Supv)	B4	039	B7BX	020

Summary of SEIU 925-UW 2023-2025 Collective Bargaining Agreement

CONTRACT PROVISION	SUMMARY OF CHANGES																													
	18094	Patient Services Specialist Edu-QA (NE S SEIU 925 Non Supv)	B4	044	B7BX	033																								
	18093	Patient Services Specialist Lead (NE S SEIU 925 Non Supv)	B4	044	B7BX	033																								
	18095	Patient Services Specialist Supv (NE S SEIU 925 Supv)	B4	049	B7BX	045																								
	17263	Peer Counselor/Community Health Worker (NE S SEIU 925 Non Supv)	B4	040	B7BX	023																								
New MOU – Healthcare Pay Tables R&R Increases	<p>Updates: The parties agreed to recruitment and retention increases for bargaining unit employees on healthcare pay tables (pay tables B3, B7BX, B8, BF, BG, and BT) of 4% effective December 31, 2022, and 5% effective June 30, 2023.</p>																													
New MOU – Library Supervisor R&R Increases	<p>Updates: The parties agreed to the following recruitment and retention increases effective July 1, 2023:</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th style="text-align: center;">Job Code</th> <th style="text-align: center;">Job Title</th> <th style="text-align: center;">Table</th> <th style="text-align: center;">Range</th> <th style="text-align: center;">New Range</th> </tr> </thead> <tbody> <tr> <td style="text-align: center;">17312</td> <td>Library Specialist I - Supervisor</td> <td style="text-align: center;">B4</td> <td style="text-align: center;">043</td> <td style="text-align: center;">045</td> </tr> <tr> <td style="text-align: center;">17313</td> <td>Library Specialist II - Supervisor</td> <td style="text-align: center;">B4</td> <td style="text-align: center;">047</td> <td style="text-align: center;">049</td> </tr> <tr> <td style="text-align: center;">17320</td> <td>Library Supervisor I</td> <td style="text-align: center;">B4</td> <td style="text-align: center;">039</td> <td style="text-align: center;">041</td> </tr> <tr> <td style="text-align: center;">17321</td> <td>Library Supervisor II</td> <td style="text-align: center;">B4</td> <td style="text-align: center;">043</td> <td style="text-align: center;">045</td> </tr> </tbody> </table>					Job Code	Job Title	Table	Range	New Range	17312	Library Specialist I - Supervisor	B4	043	045	17313	Library Specialist II - Supervisor	B4	047	049	17320	Library Supervisor I	B4	039	041	17321	Library Supervisor II	B4	043	045
Job Code	Job Title	Table	Range	New Range																										
17312	Library Specialist I - Supervisor	B4	043	045																										
17313	Library Specialist II - Supervisor	B4	047	049																										
17320	Library Supervisor I	B4	039	041																										
17321	Library Supervisor II	B4	043	045																										
New MOU – Lump Sum Payment	<p>Updates: The parties agreed to provide bargaining unit employees who are not on healthcare pay tables (pay tables B4 and B7BX) with a \$1,000 lump sum payment if they are .6 FTE and above and a \$500 lump sum payment if they are below .6 FTE and have an active appointment. Eligible employees would be paid within 90 days of July 15, 2023.</p>																													

Summary of SEIU 925-UW 2023-2025 Collective Bargaining Agreement

New MOU – Market Based Increases

Updates: The parties agreed to the following market-based increases effective July 1, 2023:

Job Code	Job Profile	Table	Range	New Table	New Range
18391	Clinical Laboratory Assistant	B7BX	017	B7BX	023
18330	Clinical Laboratory Technician 1	B8	035	B8	041
18331	Clinical Laboratory Technician 2	B8	041	B8	047
18332	Clinical Laboratory Technician Lead	B8	051	B8	057
18351	Dialysis/Pheresis Technician	B8	049	B8	055
18354	Dialysis/Pheresis Technician Lead	B8	059	B8	065
18004	Dietary Unit Clerk	B7BX	002	B7BX	007
18333	Medical Laboratory Technician	BG	060	BG	066
17075	Bookkeeping Machine Operator	B4	030	B4	033
17550	Broadcast Technician 1	B4	045	B4	050
17551	Broadcast Technician 2	B4	051	B4	056
17552	Broadcast Technician 3	B4	055	B4	060
17553	Broadcast Technician Supervisor	B4	059	B4	064
17554	Broadcast Technician Supervisor	B4	059	B4	064
17641	Drafting Technician 2	B4	048	B4	049
17642	Drafting Technician 3	B4	052	B4	053
17580	Electronic Media Producer 1	B4	044	B4	049
17581	Electronic Media Producer 2	B4	050	B4	055
17582	Electronic Media Producer Lead	B4	054	B4	059
17741	Electronics Technician 2	B4	044	B4	045
17639	Engineering Assistant 1	B4	048	B4	049
17640	Engineering Assistant 2	B4	054	B4	055
17625	Facilities Drafting Technician 2	B4	048	B4	049
17683	Fire Protection Engineer	B4	071	B4	072
21759	Fire Protection Engineer	B4	071	B4	072
17684	Fire Protection Engineer-Lead	B4	076	B4	077
21760	Fire Protection Engineer-Lead	B4	076	B4	077
17050	Fiscal Technician 1	B4	030	B4	033
17051	Fiscal Technician 2	B4	033	B4	036

Summary of SEIU 925-UW 2023-2025 Collective Bargaining Agreement

17055	Fiscal Technician 3	B4	036	B4	039
17052	Fiscal Technician Lead	B4	037	B4	040
17053	Fiscal Technician Supervisor	B4	040	B4	043
17186	ISC Customer Service Representative	B4	042	B4	045
17190	ISC Customer Service Representative Lead	B4	046	B4	049
17188	ISC Customer Service Representative Supervisor	B4	048	B4	051
17189	ISC Customer Service Representative Supervisor	B4	048	B4	051
17187	ISC SR Customer Service Representative	B4	044	B4	047
17240	Legal Secretary 1	B4	038	B4	039
17241	Legal Secretary 2	B4	044	B4	045
17540	Media Engineer A	B4	057	B4	062
17541	Media Engineer B	B4	062	B4	067
17542	Media Engineer B	B4	062	B4	067
17562	Media Laboratory Coordinator	B4	039	B4	044
17532	Media Maintenance Supervisor	B4	050	B4	051
17827	Media Maintenance Supervisor	B4	050	B4	051
17529	Media Maintenance Technician 1	B4	036	B4	037
17530	Media Maintenance Technician 2	B4	042	B4	043
17531	Media Maintenance Technician 3	B4	046	B4	047
17533	Media Maintenance Technician Lead	B4	048	B4	049
17561	Media Services Dispatcher	B4	034	B4	039
17560	Media Services Operator	B4	031	B4	036
17520	Media Technician	B4	033	B4	038
17523	Media Technician Lead	B4	044	B4	049
17521	Media Technician Senior	B4	041	B4	046
17522	Media Technician Supervisor	B4	047	B4	052
17058	Payroll & Benefits Coordinator	B4	041	B4	044
17060	Payroll Technician 1	B4	026	B4	029
17061	Payroll Technician 2	B4	031	B4	034
17062	Payroll Technician Lead	B4	033	B4	036
17780	Photographer 1	B4	043	B4	045
17781	Photographer 2	B4	047	B4	049
17779	Photographic Technician	B4	032	B4	034

Summary of SEIU 925-UW 2023-2025 Collective Bargaining Agreement

CONTRACT PROVISION	SUMMARY OF CHANGES																																																											
	17782	Photography Supervisor	B4	051	B4	053																																																						
	17832	Photography Supervisor	B4	051	B4	053																																																						
	17831	Stockroom Supervisor	B4	037	B4	040																																																						
	17768	Stockroom Supervisor	B4	037	B4	040																																																						
	17508	Supervisor-Media Technical Services	B4	055	B4	060																																																						
	17509	Supervisor-Media Technical Services	B4	055	B4	060																																																						
	17545	Tv/Video Equipment Operator 1	B4	032	B4	037																																																						
	17546	Tv/Video Equipment Operator 2	B4	037	B4	042																																																						
	17547	Tv/Video Equipment Operator Lead	B4	040	B4	045																																																						
	17548	Tv/Video Equipment Operator Supervisor	B4	043	B4	048																																																						
	17828	Tv/Video Equipment Operator Supervisor	B4	043	B4	048																																																						
	<p>The parties agreed that Clinical Laboratory Assistant and Technician series and the Medical Laboratory Technician will be effective November 16, 2022.</p>																																																											
	New MOU – MLS MLT R&R Increases	<p>Updates: The parties agreed to the following recruitment and retention increases effective November 16, 2022:</p> <table border="1" style="width: 100%; border-collapse: collapse; margin-top: 10px;"> <thead> <tr style="background-color: #d3d3d3;"> <th style="text-align: center;">Job Code</th> <th style="text-align: center;">Job Title</th> <th style="text-align: center;">Table</th> <th style="text-align: center;">Range</th> <th style="text-align: center;">New Table</th> <th style="text-align: center;">New Range</th> </tr> </thead> <tbody> <tr> <td style="text-align: center;">17877</td> <td>Medical Laboratory Scientist 1</td> <td style="text-align: center;">BG</td> <td style="text-align: center;">070</td> <td style="text-align: center;">BG</td> <td style="text-align: center;">076</td> </tr> <tr> <td style="text-align: center;">18400</td> <td>Medical Laboratory Scientist 1</td> <td style="text-align: center;">BG</td> <td style="text-align: center;">070</td> <td style="text-align: center;">BG</td> <td style="text-align: center;">076</td> </tr> <tr> <td style="text-align: center;">17878</td> <td>Medical Laboratory Scientist 2</td> <td style="text-align: center;">BG</td> <td style="text-align: center;">077</td> <td style="text-align: center;">BG</td> <td style="text-align: center;">083</td> </tr> <tr> <td style="text-align: center;">18403</td> <td>Medical Laboratory Scientist 2</td> <td style="text-align: center;">BG</td> <td style="text-align: center;">077</td> <td style="text-align: center;">BG</td> <td style="text-align: center;">083</td> </tr> <tr> <td style="text-align: center;">18401</td> <td>Medical Laboratory Scientist Lead</td> <td style="text-align: center;">BG</td> <td style="text-align: center;">084</td> <td style="text-align: center;">BG</td> <td style="text-align: center;">090</td> </tr> <tr> <td style="text-align: center;">18404</td> <td>Medical Laboratory Scientist Lead</td> <td style="text-align: center;">BG</td> <td style="text-align: center;">084</td> <td style="text-align: center;">BG</td> <td style="text-align: center;">090</td> </tr> <tr> <td style="text-align: center;">18402</td> <td>Medical Laboratory Scientist-Trainee</td> <td style="text-align: center;">BG</td> <td style="text-align: center;">066</td> <td style="text-align: center;">BG</td> <td style="text-align: center;">072</td> </tr> <tr> <td style="text-align: center;">18406</td> <td>Medical Laboratory Scientist-Trainee</td> <td style="text-align: center;">BG</td> <td style="text-align: center;">066</td> <td style="text-align: center;">BG</td> <td style="text-align: center;">072</td> </tr> </tbody> </table>						Job Code	Job Title	Table	Range	New Table	New Range	17877	Medical Laboratory Scientist 1	BG	070	BG	076	18400	Medical Laboratory Scientist 1	BG	070	BG	076	17878	Medical Laboratory Scientist 2	BG	077	BG	083	18403	Medical Laboratory Scientist 2	BG	077	BG	083	18401	Medical Laboratory Scientist Lead	BG	084	BG	090	18404	Medical Laboratory Scientist Lead	BG	084	BG	090	18402	Medical Laboratory Scientist-Trainee	BG	066	BG	072	18406	Medical Laboratory Scientist-Trainee	BG	066	BG
Job Code	Job Title	Table	Range	New Table	New Range																																																							
17877	Medical Laboratory Scientist 1	BG	070	BG	076																																																							
18400	Medical Laboratory Scientist 1	BG	070	BG	076																																																							
17878	Medical Laboratory Scientist 2	BG	077	BG	083																																																							
18403	Medical Laboratory Scientist 2	BG	077	BG	083																																																							
18401	Medical Laboratory Scientist Lead	BG	084	BG	090																																																							
18404	Medical Laboratory Scientist Lead	BG	084	BG	090																																																							
18402	Medical Laboratory Scientist-Trainee	BG	066	BG	072																																																							
18406	Medical Laboratory Scientist-Trainee	BG	066	BG	072																																																							

Summary of SEIU 925-UW 2023-2025 Collective Bargaining Agreement

CONTRACT PROVISION	SUMMARY OF CHANGES																																																					
New MOU – Non-Healthcare Pay Tables Consolidation	<p>Updates: The parties agreed to move the following classifications from healthcare pay tables to non-healthcare pay tables effective November 16, 2022:</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="text-align: center;">Job Code</th> <th style="text-align: center;">Job Title</th> <th style="text-align: center;">Table</th> <th style="text-align: center;">Range</th> <th style="text-align: center;">New Table</th> <th style="text-align: center;">New Range</th> </tr> </thead> <tbody> <tr> <td style="text-align: center;">18470</td> <td>Dental Assistant 1</td> <td style="text-align: center;">B7BX</td> <td style="text-align: center;">005</td> <td style="text-align: center;">B7BX*</td> <td style="text-align: center;">005</td> </tr> <tr> <td style="text-align: center;">18471</td> <td>Dental Assistant 2</td> <td style="text-align: center;">B7BX</td> <td style="text-align: center;">023</td> <td style="text-align: center;">B7BX*</td> <td style="text-align: center;">023</td> </tr> <tr> <td style="text-align: center;">18475</td> <td>Dental Asst-Expanded Function Dental Aux</td> <td style="text-align: center;">B7BX</td> <td style="text-align: center;">076</td> <td style="text-align: center;">B7BX*</td> <td style="text-align: center;">076</td> </tr> <tr> <td style="text-align: center;">18465</td> <td>Dental Hygienist</td> <td style="text-align: center;">BG</td> <td style="text-align: center;">096</td> <td style="text-align: center;">B7BX*</td> <td style="text-align: center;">102</td> </tr> <tr> <td style="text-align: center;">18462</td> <td>Dental Laboratory Technician 3</td> <td style="text-align: center;">B5</td> <td style="text-align: center;">053</td> <td style="text-align: center;">B7BX*</td> <td style="text-align: center;">058</td> </tr> <tr> <td style="text-align: center;">18476</td> <td>Dental Xray Technician 2</td> <td style="text-align: center;">B7BX</td> <td style="text-align: center;">023</td> <td style="text-align: center;">B7BX*</td> <td style="text-align: center;">023</td> </tr> <tr> <td style="text-align: center;">18474</td> <td>Hospital Dentistry Assistant Specialist</td> <td style="text-align: center;">B7BX</td> <td style="text-align: center;">050</td> <td style="text-align: center;">B7BX*</td> <td style="text-align: center;">050</td> </tr> </tbody> </table>						Job Code	Job Title	Table	Range	New Table	New Range	18470	Dental Assistant 1	B7BX	005	B7BX*	005	18471	Dental Assistant 2	B7BX	023	B7BX*	023	18475	Dental Asst-Expanded Function Dental Aux	B7BX	076	B7BX*	076	18465	Dental Hygienist	BG	096	B7BX*	102	18462	Dental Laboratory Technician 3	B5	053	B7BX*	058	18476	Dental Xray Technician 2	B7BX	023	B7BX*	023	18474	Hospital Dentistry Assistant Specialist	B7BX	050	B7BX*	050
Job Code	Job Title	Table	Range	New Table	New Range																																																	
18470	Dental Assistant 1	B7BX	005	B7BX*	005																																																	
18471	Dental Assistant 2	B7BX	023	B7BX*	023																																																	
18475	Dental Asst-Expanded Function Dental Aux	B7BX	076	B7BX*	076																																																	
18465	Dental Hygienist	BG	096	B7BX*	102																																																	
18462	Dental Laboratory Technician 3	B5	053	B7BX*	058																																																	
18476	Dental Xray Technician 2	B7BX	023	B7BX*	023																																																	
18474	Hospital Dentistry Assistant Specialist	B7BX	050	B7BX*	050																																																	
New MOU – Notification of Changes to COVID Policies	<p>Updates: The parties agreed to an MOU stating that if there are changes to COVID-19 health and safety policies, E&H will provide notice of the changes through the UW Insider. In addition, monthly COVID-19 updates will continue to be provided as part of the University-wide safety committee meeting, and employees can also register to receive the EH&S newsletter directly. The MOU will expire when the Washington COVID-19 public health emergency ends.</p>																																																					

Summary of SEIU 925-UW 2023-2025 Collective Bargaining Agreement

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New MOU – Orthopaedic and Ophthalmic R&R Increases	<p>Updates: The parties agreed to the following recruitment and retention increases effective November 16, 2022:</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="text-align: center;">Job Code</th> <th style="text-align: center;">Job Title</th> <th style="text-align: center;">Table</th> <th style="text-align: center;">Range</th> <th style="text-align: center;">New Table</th> <th style="text-align: center;">New Range</th> </tr> </thead> <tbody> <tr> <td style="text-align: center;">18431</td> <td>Ophthalmic Specialist</td> <td style="text-align: center;">B5</td> <td style="text-align: center;">051</td> <td style="text-align: center;">B7BX</td> <td style="text-align: center;">058</td> </tr> <tr> <td style="text-align: center;">18432</td> <td>Ophthalmic Technician 1</td> <td style="text-align: center;">B5</td> <td style="text-align: center;">044</td> <td style="text-align: center;">B7BX</td> <td style="text-align: center;">041</td> </tr> <tr> <td style="text-align: center;">18433</td> <td>Ophthalmic Technician 2</td> <td style="text-align: center;">B5</td> <td style="text-align: center;">047</td> <td style="text-align: center;">B7BX</td> <td style="text-align: center;">048</td> </tr> <tr> <td style="text-align: center;">18434</td> <td>Ophthalmic Technician Lead</td> <td style="text-align: center;">B5</td> <td style="text-align: center;">054</td> <td style="text-align: center;">B7BX</td> <td style="text-align: center;">066</td> </tr> <tr> <td style="text-align: center;">18436</td> <td>Ophthalmic Technician Supervisor</td> <td style="text-align: center;">B4</td> <td style="text-align: center;">060</td> <td style="text-align: center;">B7BX</td> <td style="text-align: center;">077</td> </tr> <tr> <td style="text-align: center;">18158</td> <td>Orthopaedic Technician 1</td> <td style="text-align: center;">B8</td> <td style="text-align: center;">040</td> <td style="text-align: center;">B8</td> <td style="text-align: center;">045</td> </tr> <tr> <td style="text-align: center;">18159</td> <td>Orthopaedic Technician II</td> <td style="text-align: center;">B8</td> <td style="text-align: center;">047</td> <td style="text-align: center;">B8</td> <td style="text-align: center;">052</td> </tr> </tbody> </table>						Job Code	Job Title	Table	Range	New Table	New Range	18431	Ophthalmic Specialist	B5	051	B7BX	058	18432	Ophthalmic Technician 1	B5	044	B7BX	041	18433	Ophthalmic Technician 2	B5	047	B7BX	048	18434	Ophthalmic Technician Lead	B5	054	B7BX	066	18436	Ophthalmic Technician Supervisor	B4	060	B7BX	077	18158	Orthopaedic Technician 1	B8	040	B8	045	18159	Orthopaedic Technician II	B8	047	B8	052
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Summary of SEIU 925-UW 2023-2025 Collective Bargaining Agreement

CONTRACT PROVISION	SUMMARY OF CHANGES																																																																								
New MOU – Pay Tables B5 B6	<p>Updates: The parties agreed to eliminate pay tables B5 and B6, and move the following classifications to pay table B7BX effective November 16, 2022:</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="text-align: center;">Job Code</th> <th style="text-align: center;">Job Profile</th> <th style="text-align: center;">Table</th> <th style="text-align: center;">Range</th> <th style="text-align: center;">New Table</th> <th style="text-align: center;">New Range</th> </tr> </thead> <tbody> <tr> <td style="text-align: center;">18087</td> <td>Medical Interpreter 1</td> <td style="text-align: center;">B5</td> <td style="text-align: center;">45</td> <td style="text-align: center;">B7BX</td> <td style="text-align: center;">38</td> </tr> <tr> <td style="text-align: center;">18088</td> <td>Medical Interpreter 2</td> <td style="text-align: center;">B5</td> <td style="text-align: center;">48</td> <td style="text-align: center;">B7BX</td> <td style="text-align: center;">46</td> </tr> <tr> <td style="text-align: center;">18089</td> <td>Medical Interpreter Csewrkr-Cultrl Mediat</td> <td style="text-align: center;">B5</td> <td style="text-align: center;">49</td> <td style="text-align: center;">B7BX</td> <td style="text-align: center;">48</td> </tr> <tr> <td style="text-align: center;">18462</td> <td>Dental Laboratory Technician 3</td> <td style="text-align: center;">B5</td> <td style="text-align: center;">53</td> <td style="text-align: center;">B7BX</td> <td style="text-align: center;">58</td> </tr> <tr> <td style="text-align: center;">18096</td> <td>Medical Interpreter-ASL</td> <td style="text-align: center;">B5</td> <td style="text-align: center;">57</td> <td style="text-align: center;">B7BX</td> <td style="text-align: center;">68</td> </tr> <tr> <td style="text-align: center;">18065</td> <td>Patient Collections Representative</td> <td style="text-align: center;">B6</td> <td style="text-align: center;">5</td> <td style="text-align: center;">B7BX</td> <td style="text-align: center;">5</td> </tr> <tr> <td style="text-align: center;">18066</td> <td>Patient Collections Lead</td> <td style="text-align: center;">B6</td> <td style="text-align: center;">12</td> <td style="text-align: center;">B7BX</td> <td style="text-align: center;">12</td> </tr> <tr> <td style="text-align: center;">18455</td> <td>Clinical Embryologist Trainee</td> <td style="text-align: center;">B6</td> <td style="text-align: center;">42</td> <td style="text-align: center;">B7BX</td> <td style="text-align: center;">42</td> </tr> <tr> <td style="text-align: center;">18160</td> <td>Orthotist-Prosthetist Technician</td> <td style="text-align: center;">B6</td> <td style="text-align: center;">50</td> <td style="text-align: center;">B7BX</td> <td style="text-align: center;">50</td> </tr> <tr> <td style="text-align: center;">18456</td> <td>Clinical Embryologist</td> <td style="text-align: center;">B6</td> <td style="text-align: center;">62</td> <td style="text-align: center;">B7BX</td> <td style="text-align: center;">62</td> </tr> <tr> <td style="text-align: center;">18457</td> <td>Clinical Embryologist Lead</td> <td style="text-align: center;">B6</td> <td style="text-align: center;">69</td> <td style="text-align: center;">B7BX</td> <td style="text-align: center;">69</td> </tr> </tbody> </table>	Job Code	Job Profile	Table	Range	New Table	New Range	18087	Medical Interpreter 1	B5	45	B7BX	38	18088	Medical Interpreter 2	B5	48	B7BX	46	18089	Medical Interpreter Csewrkr-Cultrl Mediat	B5	49	B7BX	48	18462	Dental Laboratory Technician 3	B5	53	B7BX	58	18096	Medical Interpreter-ASL	B5	57	B7BX	68	18065	Patient Collections Representative	B6	5	B7BX	5	18066	Patient Collections Lead	B6	12	B7BX	12	18455	Clinical Embryologist Trainee	B6	42	B7BX	42	18160	Orthotist-Prosthetist Technician	B6	50	B7BX	50	18456	Clinical Embryologist	B6	62	B7BX	62	18457	Clinical Embryologist Lead	B6	69	B7BX	69
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New MOU – Pre-Scheduled Voluntary Double-Time Shift Incentive	<p>Updates: The parties agreed to create an MOU allowing management to offer double-time for critical shifts that would be compensated at two times the regular rate of pay for all hours worked. The determination of critical staffing needs would be at the sole discretion of the unit manager. The parties agreed that nonpermanent and intermittent employees are not eligible to volunteer for pre-scheduled double-time shifts until they have scheduled up to 40 hours in the week regardless of FTE.</p>																																																																								

Summary of SEIU 925-UW 2023-2025 Collective Bargaining Agreement

CONTRACT PROVISION	SUMMARY OF CHANGES
New MOU – Program Coordinator UWM Patient Schedulers	Updates: The parties agreed to create a new job profile, Program Coordinator – UWM Patient Scheduler (NE S SEIU 925 Supv), to be placed on Pay Table B7BX, Range 028, effective November 16, 2022. Management will identify employees in the current Program Coordinator job profile who are performing patient scheduling work to be moved into the new job profile.

Summary of SEIU 925-UW 2023-2025 Collective Bargaining Agreement

New MOU – Radiology R&R Increases

Updates: The parties agreed to the following recruitment and retention increases effective November 16, 2022:

Job Code	Job Title	Table	Range	New Table	New Range
18422	Cardiac Sonographer 1	BF	054	BF	059
18423	Cardiac Sonographer 2	BF	057	BF	062
18427	Cardiac Sonographer Lead	BF	065	BF	070
18424	Cardiac Sonographer Specialist	BF	061	BF	066
18428	Cardiac Sonographer Supervisor	BF	083	BF	088
18429	Cardiac Sonographer Supervisor	BF	083	BF	088
18345	Diagnostic Medical Sonographer	BF	057	BF	062
18346	Diagnostic Medical Sonographer Lead	BF	068	BF	073
18348	Diagnostic Medical Sonographer Spec	BF	060	BF	065
18347	Diagnostic Medical Sonographer Supv	BF	086	BF	091
18349	Diagnostic Medical Sonographer Supv	BF	086	BF	091
18272	Imaging Technologist	BF	037	BF	042
18270	Imaging Technologist Trainee	BF	013	BF	018
18274	Imaging Technologist-Angiography	BF	055	BF	060
18273	Imaging Technologist-Comp Tomo	BF	046	BF	051
18278	Imaging Technologist-Educ/Quality Assur	BF	069	BF	074
18276	Imaging Technologist-Lead	BF	065	BF	070
18275	Imaging Technologist-Mag Res Imaging	BF	058	BF	063
18277	Imaging Technologist-Mammo	BF	046	BF	051
18279	Imaging Technologist-Supervisor	BF	082	BF	087
18280	Imaging Technologist-Supervisor	BF	082	BF	087
18405	Nuclear Medicine PET/CT Technologist	BF	078	BF	083
18415	Nuclear Medicine Technologist 1	BF	055	BF	060
18416	Nuclear Medicine Technologist 2	BF	062	BF	067
18412	Nuclear Medicine Technologist Lead	BF	080	BF	085
18414	Nuclear Medicine Technologist Supervisor	BF	093	BF	098
18413	Nuclear Medicine Technologist Supervisor	BF	093	BF	098

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	18449	Radiation Therapy Dosimetrist	B3	038	B3	043																																				
	18438	Radiation Therapy Specialist	B3	001	B3	006																																				
	18445	Radiation Therapy Technologist	BG	095	B3	000																																				
	18446	Radiation Therapy Technologist Lead	B3	004	B3	009																																				
	18435	Vascular Sonographer	BF	057	BF	062																																				
	18439	Vascular Sonographer Lead	BF	065	BF	070																																				
New MOU – Respiratory Care Practitioner R&R Increases	<p>Updates: The parties agreed to the following recruitment and retention increases effective November 16, 2022:</p> <table border="1" style="margin-left: 20px;"> <thead> <tr> <th style="text-align: center;">Job Code</th> <th style="text-align: center;">Job Title</th> <th style="text-align: center;">Table</th> <th style="text-align: center;">Range</th> <th style="text-align: center;">New Range</th> </tr> </thead> <tbody> <tr> <td>18156</td> <td>Respiratory Care Lead</td> <td>BT</td> <td>068</td> <td>070</td> </tr> <tr> <td>18155</td> <td>Respiratory Care Practitioner</td> <td>BT</td> <td>059</td> <td>061</td> </tr> </tbody> </table>						Job Code	Job Title	Table	Range	New Range	18156	Respiratory Care Lead	BT	068	070	18155	Respiratory Care Practitioner	BT	059	061																					
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18156	Respiratory Care Lead	BT	068	070																																						
18155	Respiratory Care Practitioner	BT	059	061																																						
New MOU – Skilled Trades R&R Increases	<p>Updates: The parties agreed to the following recruitment and retention increases effective July 1, 2023:</p> <table border="1" style="margin-left: 20px;"> <thead> <tr> <th style="text-align: center;">Job Code</th> <th style="text-align: center;">Job Title</th> <th style="text-align: center;">Table</th> <th style="text-align: center;">Range</th> <th style="text-align: center;">New Table</th> <th style="text-align: center;">New Range</th> </tr> </thead> <tbody> <tr> <td>17207</td> <td>Utility Worker Supervisor (NE S SEIU 925 Supv)</td> <td>B4</td> <td>38</td> <td>B4</td> <td>42</td> </tr> <tr> <td>17728</td> <td>Messenger Driver (NE S SEIU 925 Non Supv)</td> <td>B4</td> <td>26</td> <td>B4</td> <td>30</td> </tr> <tr> <td>17729</td> <td>Messenger Driver Lead (NE S SEIU 925 Non Supv)</td> <td>B4</td> <td>30</td> <td>B4</td> <td>34</td> </tr> <tr> <td>17208</td> <td>Maintenance Supervisor 1 (E S SEIU 925 Supv)</td> <td>B4</td> <td>64</td> <td>B4</td> <td>66</td> </tr> <tr> <td>17209</td> <td>Maintenance Supervisor 2 (E S SEIU 925 Supv)</td> <td>B4</td> <td>68</td> <td>B4</td> <td>70</td> </tr> </tbody> </table>						Job Code	Job Title	Table	Range	New Table	New Range	17207	Utility Worker Supervisor (NE S SEIU 925 Supv)	B4	38	B4	42	17728	Messenger Driver (NE S SEIU 925 Non Supv)	B4	26	B4	30	17729	Messenger Driver Lead (NE S SEIU 925 Non Supv)	B4	30	B4	34	17208	Maintenance Supervisor 1 (E S SEIU 925 Supv)	B4	64	B4	66	17209	Maintenance Supervisor 2 (E S SEIU 925 Supv)	B4	68	B4	70
Job Code	Job Title	Table	Range	New Table	New Range																																					
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Side Letter A – City of Seattle Minimum Wage	No changes: The parties agreed to extend the side letter for the 2021-2023 contract term with some minor edits.
Side Letter B – Contact Center	No changes: The parties agreed to extend the side letter for the 2021-2023 contract term with some minor edits.
Side Letter C– Diversity and Inclusion	No changes: The parties agreed to extend the side letter for the 2021-2023 contract term with some minor edits.
Side Letter D - Legislative Briefings	No changes: The parties agreed to extend the side letter for the 2021-2023 contract term with some minor edits.
Side Letter E - Public Transportation Delays	No changes: The parties agreed to extend the side letter for the 2021-2023 contract term with some minor edits.
Side Letter F - Regular Temporary Harborview Medical Center Interpreters	No changes: The parties agreed to extend the side letter for the 2021-2023 contract term with some minor edits.
Side Letter G - Representation	No changes: The parties agreed to extend the side letter for the 2021-2023 contract term with some minor edits.
Side Letter H – Tracking Diversity and Bias	No changes: The parties agreed to extend the side letter for the 2021-2023 contract term with some minor edits.
Side Letter I – U-PASS	No changes: The parties agreed to extend the side letter for the 2021-2023 contract term with some minor edits.