

**ARTICLE 9 – HOURS OF WORK AND OVERTIME**

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2  
3 9.1 Work Shift. The normal work shift shall consist of eight (8) hours work to be completed  
4 within eight and one-half (8 ½) consecutive hours, ten (10) hours to be completed within  
5 ten and one-half (10 ½) consecutive hours, or twelve (12) hours to be completed within  
6 twelve and one-half (12 ½) consecutive hours. All work shifts shall include at least one (1)  
7 thirty (30) minute meal period to be taken on the employee's own time if relieved of their  
8 duties during this period. Employees required to remain on duty during their meal period  
9 shall be compensated for such time at the appropriate rate of pay.

10  
11 Employees in the bargaining units shall be granted a fifteen (15) minute rest period within  
12 each four (4) hour period in accordance with state law. An employee who does not receive  
13 a rest period will be compensated at the appropriate rate of pay for each missed rest  
14 period.

15  
16 Employees are expected to make a good faith effort to communicate with the appropriate  
17 shift charge or lead to problem solve so that they can help facilitate a rest and meal break.  
18 A missed rest break or meal period not documented in Kronos or in the exception log will  
19 be considered as taken for the purposes of this section. Other work schedules may be  
20 instituted in the future which would be mutually acceptable to supervision and the  
21 employees concerned.

22  
23 9.2 Work Week/Period. A standard work week shall consist of forty (40) hours of work within  
24 seven (7) days, or eighty (80) hours within a fourteen (14) day period according to mutual  
25 agreement between the Employer and individual employee.

26  
27 9.3 Overtime. Both the Employer and Union concur that overtime shall be minimized. In case  
28 overtime is required by supervision, volunteers will be sought first when practicable. Time  
29 worked beyond the regularly scheduled shift in one (1) day, the standard week in one  
30 seven (7) day period, or eighty (80) hours within a fourteen (14) day period as defined  
31 above shall be considered overtime. Sick leave paid for will not count toward the  
32 calculation of overtime. For Respiratory Care Specialists, only time worked over forty (40)  
33 hours in the defined workweek of Monday through Sunday will be paid at the overtime  
34 rate.

35  
36 All time which is compensated at a rate of time and a half (1 ½) the rate of pay will be  
37 considered overtime whether or not such compensation is characterized as overtime or  
38 premium pay. There shall be no pyramiding or duplication of overtime pay or premium pay  
39 paid at the rate of time and one-half (1 ½).

40  
41 Overtime work must be approved in advance by the Employer and shall be paid at the rate  
42 of one and one-half times the employee's straight time hourly rate, or double time for  
43 registered nurses as appropriate.

44  
45 The straight-time hourly rate of pay shall include shift differential.

46  
47 A. Compensatory Time

48 As an option to wage payment above, an employee may request to accrue  
49 compensatory time on the basis of one and one-half the amount of overtime worked,  
50 or double time ~~for registered nurses~~ as appropriate. ~~The Employer will allow the~~

1 ~~accrual of up to forty (40) hours of compensatory time calculated on a rolling basis.~~  
2 ~~The Employer will consider special circumstances when deciding whether or not to~~  
3 ~~grant the accrual of compensatory time in excess of forty (40) hours (e.g. advanced~~  
4 ~~knowledge that an employee will be taking a long-term leave in the near future and the~~  
5 ~~accrued time would be used to cover for all or part of that leave). This is not intended~~  
6 ~~to upset any formal department policies regarding the accrual and use of~~  
7 ~~compensatory time that exceed this unless there is agreement to do so.~~ Accrued  
8 compensatory time will be scheduled off in a manner similar to the scheduling of  
9 vacation days requested off.

10  
11 **B. Compensatory Time Cash Out:**

12 If compensation is paid to an employee for accrued compensatory time, such  
13 compensation shall be paid at the regular rate earned by the employee at the time  
14 the employee receives such payment.

15  
16 All compensatory time must be used by June 30th of each year, however if the-  
17 balance exceeds 240 hours prior to June 30<sup>th</sup>, the excess amount will be cashed out  
18 to bring the balance back to 240 hours. The employee's compensatory time balance  
19 will be cashed out to zero every June 30th or when the employee leaves University  
20 employment for any reason. The employee's compensatory time balance may be  
21 cashed out when the employee:

- 22  
23 1. Transfers to a position in their department with different budget or funding  
24 sources or,  
25 2. Transfers to a position in another department.

26  
27 The grace period shall be seven (7) minutes before/after the scheduled shift.

28  
29 **PA-ARNPs and Social Workers.**

30 PA-ARNPs and social workers may select one of two methods for the purpose of  
31 calculating overtime payment.

32  
33 **Option 1: Fixed scheduled shift and hours.**

34 Employee will accrue overtime for hours worked in excess of scheduled shift. The  
35 employee is eligible for daily OT or comp time at one and one-half (1 ½) accrual rate.  
36 Employee cannot adjust scheduled hours without approval of HMC supervisor.

37  
38 **Option 2: Adjustable shift.**

39 Employee will accrue overtime for hours worked in excess of eighty (80) hours in the eighty  
40 (80) hour work period. The employee is not eligible for daily OT or comp time at one and  
41 one-half (1 ½) accrual rate unless hours worked exceed eighty (80) hours in an eighty (80)  
42 hour work period. Employee may adjust scheduled hours within the eighty (80) hour work  
43 period in accordance with patient and departmental needs.

44  
45 The employee may change from one option to the other with written notice to the  
46 manager/supervisor and the payroll coordinator at least four (4) weeks before the  
47 beginning of the next payroll pay period.

48  
49 9.4 **Work Schedules.** The Employer shall plan and post a four (4) week schedule at least two  
50 (2) weeks prior to the beginning of that four (4) week schedule. Schedule requests shall

1 be submitted to the Nurse/Department Manager no later than three (3) weeks before the  
2 schedule is posted. Prior to the schedule being posted, factors such as staff requests,  
3 unexpected leaves of absence or terminations may affect the approval of schedule  
4 requests. After the schedule is posted, an individual employee's schedule may be  
5 changed only by mutual agreement between the supervisor and employee concerned.  
6 This section does not apply to standby, Article 45.6.

7  
8 The Employer will maintain the existing schedule posting process. Any changes to the  
9 schedule posting process will be made in accordance with Article 40 Mandatory Subject.

10  
11 9.5 Weekends - Registered Nurses/Social Workers/PA-ARNPs/Leads: The Employer will  
12 make a good faith effort to schedule all employees to every other weekend off, or to two  
13 weekends off out of four successive weekends. Any employee who works more than four  
14 (4) weekend shifts within a four (4) week schedule block shall be paid at the rate of time  
15 and one-half (1 ½) the regular rate of pay for all actual weekend hours worked after four  
16 (4) shifts within the scheduled block. The weekend shall be defined for first (day) and  
17 second (evening) shift personnel as Saturday and Sunday. For third (night) shift  
18 personnel, the weekend shall be defined as Friday night and Saturday night. This section  
19 shall not apply to employees who request more frequent weekend duty or who request  
20 weekend work on a continuous basis, or who trade single or double days on the weekend.  
21 This shall not apply to work time spent for educational purposes. For purposes of this  
22 section, time spent on paid time off (sick time off, vacation time off, compensatory time  
23 off), does not count as a weekend shift worked. Stand by shifts and hours worked when  
24 on standby do not count as a weekend shift worked.

25  
26 9.6 Shift Rotation. Required scheduled shift changes shall be limited to three (3) per four (4)  
27 week schedule period with at least twenty-four (24) hours off between changes. The  
28 Employer will make a good faith effort to limit required shift changes to two (2) per four (4)  
29 week schedule period. A scheduled shift change shall be defined as a change of working  
30 hours in which a majority of working time occurs in a different shift. For purposes of this  
31 section, shifts are defined as days, evenings or nights. Management will make a good faith  
32 effort not to create new rotating shift positions.

33  
34 Article 9.6 does not apply to Imaging Technologist Supervisors or employee initiated or  
35 requested rotating shift schedules.

36  
37 9.7 Double Shifts. In the event double shifting is necessary, it will occur through mutual  
38 agreement between the employee and supervision.

39  
40 9.8 Work in Advance of Shift. When an employee at the request of the Employer, reports for  
41 work in advance of the assigned shift and continues working through the entire scheduled  
42 shift, all hours worked prior to the scheduled shift shall be paid at one and one-half (1-1/2)  
43 times the employee's regular rate.

44  
45 9.9 Rest Between Shifts – Registered Nurses. A good faith effort shall be made to provide an  
46 unbroken period of at least twelve (12) hours off work between scheduled shifts, unless  
47 an individual nurse's request for variation to this is approved by supervision. Nurse(s)  
48 regularly scheduled to work eight (8) or nine (9) hour shifts will qualify for Rest Period  
49 Premium Pay if they do not receive an unbroken rest period of twelve (12) hours between  
50 scheduled shifts. Nurses regularly scheduled to work ten (10) or twelve (12) hour shifts

1 will qualify for Rest Period Premium Pay if they do not receive an unbroken rest period of  
2 ten and one-half (10-1/2) hours between scheduled shifts.  
3

4 Social Workers/ PA-ARNPs/ Electroneurodiagnostic Technologists/ Respiratory Care  
5 and- All Other Employees Excluding Employees listed in 9.10: A good faith effort shall be  
6 made to provide an unbroken period of at least twelve (12) hours off work between  
7 scheduled shifts, unless an individual employee request for variation to this is approved  
8 by supervision. Employees regularly scheduled to work eight (8) or nine (9) hour shifts  
9 will qualify for Rest Period Premium Pay if they do not receive an unbroken rest period of  
10 twelve (12) hours between scheduled shifts. Employees regularly scheduled to work ten  
11 (10) or twelve (12) hour shifts will qualify for Rest Period Premium Pay if they do not  
12 receive an unbroken rest period of ten and one-half (10-1/2) hours between scheduled  
13 shifts. In the event an employee is scheduled without the appropriate rest between shifts  
14 as specified above, all time worked within the specified rest period (twelve [12] hours or  
15 ten and one-half [10-1/2 hours]) shall be paid at time and one-half (1-1/2).  
16

17 9.10 Article 9 Hours of Work and Overtime does not apply to the job classifications Speech  
18 Language Pathologist 1, 2, and 3. Speech Language Pathologist 1, 2, and 3 are  
19 overtime exempt. The Employer will follow their standard practice for complying with the  
20 FLSA and WMWA L&I salary threshold. If an employee is approved to work an extra  
21 shift, the extra shift shall be paid at straight time.  
22  
23

24 Tentatively Agreed To:

25 For the Union:

26 For the Employer:

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32 Date:

33 Date:  
34  
35

**ARTICLE 21 – FAMILY MEDICAL LEAVE ACT AND PARENTAL LEAVE\***

1  
2  
3 21.1 Federal Family and Medical Leave Act. Consistent with the federal Family and Medical  
4 Leave Act of 1993, an employee who has worked for the state for at least twelve (12)  
5 months and for at least one thousand two hundred and fifty (1250) hours during the twelve  
6 (12) months prior to the requested leave is entitled to up to twelve (12) work weeks of  
7 leave per year for any combination of the following:

- 8  
9 A. parental leave to care for a newborn or newly placed adopted or foster child; or  
10  
11 B. personal medical leave due to the employee's own serious medical condition that  
12 requires the employee's absence from work; or  
13  
14 C. family medical leave to care for a family member who suffers from a serious medical  
15 condition that requires care or supervision by the employee.  
16

17 Family Member is defined as: the employee's spouse or same or opposite sex  
18 domestic partner, child, parent, grandparent, grandchild, sister, or brother. It also  
19 includes individuals in the following relationships with the employee's spouse or  
20 domestic partner: child, parent, and grandparent. "Child" also includes any child  
21 residing in the employee's home through foster care, legal guardianship or custody.  
22 Family members include those persons in a "step" relationship.  
23

24 21.2 The amount of family medical leave available to an employee is determined by using a  
25 rolling twelve (12) month period. The rolling twelve (12) month period measures FMLA  
26 leave availability by "looking backward" from the date an employee begins FMLA leave,  
27 adding up any FMLA leave used in the previous twelve (12) months, and subtracting that  
28 amount from the employee's twelve (12) workweek FMLA leave entitlement. The  
29 remaining amount is available to the employee.  
30

- 31 A. For work under FMLA, the Employer may require that employees use a portion of their  
32 accrued but unused paid leave unless it runs concurrently with Washington Family and  
33 Medical Leave (PFML). With respect to employees who receive workers'  
34 compensation time-loss benefits, employees may elect to receive time-loss  
35 exclusively, or may elect to receive a combination of time-loss and accrued leave as  
36 provided in Article 30. All other provisions of Article 21 shall apply to work-related injury  
37 leave that is designated as FMLA leave.  
38 B. Employees may retain either eighty (80) hours of accrued vacation time off or eighty  
39 (80) hours of sick time off. Vacation and sick leave that has been requested and  
40 approved prior to the request for the use of FMLA will not be considered when requiring  
41 employees to use leave during FMLA-covered leave. This does not apply during an  
42 absence covered by the Washington Family and Medical Leave Program (PFML).  
43

44 21.3 The University will continue the employee's existing employer-paid health insurance  
45 benefits during the period of leave covered by FMLA. If necessary, due to continued  
46 personal medical or parental leave approved beyond the FMLA period, or if the employee  
47 is not eligible for FMLA, the employee may elect to use eight (8) hours per month of  
48 accrued applicable paid leave for continuation of employer paid health insurance benefits  
49 for the duration of the approved leave of absence.  
50

1 21.4 FMLA leave may be taken intermittently or as part of a reduced work schedule when  
2 medically necessary.  
3

4 21.5 Parental Leave. Parental leave is defined as: up to ~~four (4)~~six (6) months of leave taken  
5 after the birth of a child to the employee, spouse or domestic partner, or because of the  
6 placement of a child with the employee or domestic partner through adoption or foster  
7 care. ~~Parental leave may extend up to six (6) months~~, including time covered by the FMLA,  
8 during the first year after the child's birth or placement. Leave beyond the period covered  
9 by FMLA may only be denied by the Employer due to operational necessity. Extensions  
10 beyond six (6) months may be approved by the Employer. For birth parents, temporary  
11 disability leave for pregnancy is in addition to parental leave.  
12

13 Pay during parental leave may be a combination of the employee's accrued vacation time  
14 off, sick time off up to eighteen (18) weeks (720 hours), personal holiday, holiday credit,  
15 or compensatory time, the combination of which may be determined by the employee.  
16

17 21.6 Schedule During Continuous Leave of Absence (FMLA and Parental Leave). Employees  
18 that are placed on an approved continuous leave of absence, who do not work a Monday  
19 through Friday work schedule, will be placed on a Monday through Friday work schedule  
20 (pro-rated to their FTE) on their permanent shift- For example a fifty percent (50%)  
21 employee would be scheduled four (4) hours per day Monday through Friday.  
22  
23

24 Tentatively Agreed To:

25 For the Union:

26 For the Employer:

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32 Date:

33 Date:  
34  
35  
36

**ARTICLE 28 – HEALTH INSURANCE AND PENSION**

28.1

- A. For the ~~2021-2023~~-2023-2025 biennium, the Employer Medical Contribution (EMC) will be an amount equal to eighty-five percent (85%) of the monthly premium for the self-insured Uniform Medical Plan (UMP) Classic for each bargaining unit employee eligible for insurance each month, as determined by the Public Employees Benefits Board (PEBB). In no instance will the employee contribution be less than two percent (2%) of the EMC per month.  
~~the Employer will contribute an amount equal to eighty-five percent (85%) of the total weighted average of the projected medical premium for each bargaining unit employee eligible for insurance each month, as determined by the Public Employees Benefits Board (PEBB). The projected medical premium is the weighted average across all plans, across all tiers.~~
- B. The point-of-service costs of the Classic Uniform Medical Plan (deductible, out-of-pocket maximums and co-insurance/co-payment) may not be changed for the purpose of shifting health care costs to plan participants, but may be changed from the 2014 plan under two (2) circumstances.
1. In ways to support value-based benefits designs; and
  2. To comply with or manage the impacts of federal mandates.
- Value-based benefits designs will:
1. Be designed to achieve higher quality, lower aggregate health care services cost (as opposed to plan costs);
  2. Use clinical evidence; and
  3. Be the decision of the PEB Board.
- C. Article 28.1 (B) will expire June 30, ~~2023~~2025.

28.2

- A. The Employer will pay the entire premium costs for each bargaining unit employee for dental, basic life, and any offered basic long-term disability insurance coverage. If changes to the long-term disability benefit structure occur during the life of this ~~agreement~~agreement, the Employer recognizes its obligation to bargain with the Coalition over impacts of those changes within the scope of bargaining.
- B. If the PEB Board authorizes stand-alone vision insurance coverage, then the Employer will pay the entire premium costs for each bargaining unit employee.

28.3 Wellness

- A. To support the statewide goal for a healthy and productive workforce, employees are encouraged to participate in a Well-Being Assessment survey. Employees will be granted work time and may use a state computer to complete the survey.
- B. The Coalition of Unions agrees to partner with the Employer to educate their members on the wellness program and encourage participation. Eligible, enrolled subscribers shall have the option to earn an annual one hundred twenty-five dollars (\$125.00) or more wellness incentive in the form of reduction in deductible or deposit into the Health Savings Account upon successful completion of required Smart Health Program activities. During the term of this Agreement, the Steering

1 Committee created by Executive Order 13-06 shall make recommendations to the  
2 PEBB regarding changes to the wellness incentive or the elements of the Smart  
3 Health Program.  
4

5 28.4 The PEBB Program shall provide information on the Employer sponsored Insurance  
6 Premium Payment Program on its website and in an open enrollment publication  
7 annually.  
8

9 28.5 Medical Flexible Spending Arrangement  
10

11 A. During January ~~2022-2024~~ and again in January ~~2023-2025~~, the Employer will make  
12 available two hundred fifty dollars (\$250) in a medical flexible spending arrangement  
13 (FSA) account for each bargaining unit member represented by a Union in the  
14 Coalition described in RCW 41.80.020(3), who meets the criteria in Subsection  
15 28.5(B) below.  
16

17 B. In accordance with IRS regulations and guidance, the Employer FSA funds will be  
18 made available for a Coalition bargaining unit employee who:  
19

- 20 1. Is occupying a position that has an annual full-time equivalent base salary of ~~fifty~~  
21 ~~sixty~~ thousand ~~four~~ dollars (~~\$50,00460,000~~) or less on November 1 of the year  
22 prior to the year the Employer FSA funds are being made available; and  
23
- 24 2. Meets PEBB program eligibility requirements to receive the employer contribution  
25 for PEBB medical benefits on January 1 of the plan year in which the Employer  
26 FSA funds are made available, is not enrolled in a high-deductible health plan,  
27 and does not waive enrollment in a PEBB medical plan except to be covered as  
28 a dependent on another PEBB non-high deductible health plan.  
29
- 30 3. Hourly employees' annual base salary shall be the base hourly rate multiplied by  
31 two thousand eighty-eight (2088).  
32
- 33 4. Base salary excludes overtime, shift differential and all other premiums or  
34 payments.  
35

36 C. A medical FSA will be established for all employees eligible under this Section who  
37 do not otherwise have one. An employee who is eligible for Employer FSA funds  
38 may decline this benefit but cannot receive case in lieu of this benefit.  
39

40 D. The provisions of the State's salary reduction plan will apply. In the event that a  
41 federal tax that takes into account contributions to a FSA is imposed on PEBB health  
42 plans, this provision will automatically terminate. The parties agree to meet and  
43 negotiate over the termination of this benefit.  
44

45 ~~E. Eligible employees will be provided information regarding the benefit and use of the~~  
46 ~~FSA funds at new employee orientation, during open enrollment periods, and at the~~  
47 ~~beginning of each plan year. The PEBB Health Care Benefits Labor Coalition and~~  
48 ~~Health Care Authority committee will confer on methods of ensuring eligible~~  
49 ~~employees understand and are able to access information regarding the FSA benefit,~~



1 including exploring ways for employees to access information in preferred  
2 languages.  
3  
4

5 Tentatively Agreed To:

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7 For the Union:

8 For the Employer:

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12 \_\_\_\_\_

13  
14 Date:

13  
14 Date:

15  
16

**ARTICLE 34 – DURATION OF AGREEMENT**

This Agreement shall become effective July 1, ~~2021~~2023 or upon ratification, whichever is later, and shall remain in full force and effect until June 30, ~~2023~~2025. Automatic renewal shall extend the terms of the Agreement for one year at a time, unless either party serves the other with written notice at least one hundred twenty (120) calendar days prior to the anniversary date of its intent to negotiate a new Agreement. Should such notice be served, bargaining shall commence within thirty (30) days following the date of the notice for the purpose of negotiating a new Agreement.

Tentatively Agreed To:

For the Union:

For the Employer:

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\_\_\_\_\_

Date:

Date:

**ARTICLE 45 – WAGES AND OTHER PAY PROVISIONS**

45.1 The salary schedules for employees in the bargaining units are shown in this article.

45.2 Hire-in Rates – Registered Nurses. Hire-in rates for new nurses covered by this Agreement shall be on the basis of year for year credit for applicable experience.

Applicable experience shall be defined as clinical nursing experience in an acute care setting, ambulatory care setting, home health agency or equivalent health care experience without a break in nursing which would reduce the level of nursing skills or nursing experience comparable to that required in the position for which the nurse is being hired, in the opinion of the Associate Administrator for Patient Care Services. Participation in a nursing education program does not count as year for year credit and does not constitute a break in nursing experience. Equivalent international nursing experience is counted as applicable experience.

In the event an RN new hire has previous LPN experience, they shall receive credit based on the above definition on the basis of two (2) years of LPN experience to equal one (1) year of RN experience.

PA-ARNPs. Applicable experience shall be defined as clinical experience in an acute care setting, ambulatory care setting, home health agency or equivalent health care experience without a break which would reduce the level of skills or experience comparable to that required in the position for which the PA-ARNP is being hired, in the opinion of the Associate Administrator for Patient Care Services or designee. Participation in an education program does not count as year for year credit and does not constitute a break in experience. Equivalent international experience is counted as applicable experience.

In the event a PA-ARNP new hire has previous medical/nursing/health care experience, the employee shall receive credit based on the criteria located in Appendix VIII as determined by the Employer.

All Other Classifications: All employees hired on or after the effective date of this agreement, shall be given year per year credit for relevant past work experience in an equivalent role, as determined by the Employer.

45.3 Periodic Increments (Salary Step Increments). Annually the salary of employees covered by this Agreement will be increased by one (1) step 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 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.

1  
2 When a progression start date coincides with a promotional date, the appointment to a  
3 new salary range, and/or a market adjustment, the progression start date will be applied  
4 first.

5  
6 Upon promotion or reclassification the new progression start date shall be the first of the  
7 current month for effective dates falling between the first and fifteenth of the month and  
8 the first of the following month for effective dates falling between the sixteenth and the end  
9 of the month

10  
11 Recruitment/Retention Compensation. The Employer may increase the salary of  
12 classifications that are experiencing recruitment/retention problems.

13  
14 45.4 Shift Premium. Employees assigned to work the evening (3:00 pm – 11:00 pm) shift  
15 shall be paid a shift differential in accordance with this article over the hourly contract  
16 rates of pay. Employees assigned to work the night shift (11:00 pm – 7:00 am) shall be  
17 paid a shift differential in accordance with Article 45.12 Salary Schedules and Premiums  
18 over the regular rate of pay. Employees shall be paid shift differential on second or third  
19 shift if the majority of hours are worked during the designated shift.

20  
21 An employee permanently assigned to evening or night shift will receive the shift premium  
22 assigned to that shift. An employee who is temporarily assigned, within the employee's  
23 FTE, to another shift with a lower shift rate will receive the higher shift rate if the temporary  
24 assignment is not greater than five (5) consecutive working days.

25  
26 An employee who is using paid time off will receive the shift premium if the employee has  
27 a permanent work shift designation of evening or night.

28  
29 45.5 Charge Nurse Pay. Nurses meeting the definition of Charge Nurse in Article 45.13 shall  
30 receive charge nurse pay.

31  
32 Substitute Lead Pay. Employees in the Professional/Technical and RT/AT/END  
33 bargaining units will receive Substitute Lead Pay when assigned to act in that role.

34  
35 Weekend Social Worker Coordinator. Social Workers shall receive Weekend Coordinator  
36 Pay when assigned to that role.

37  
38 45.6 Standby. Off-duty standby assignments shall be determined in advance by supervision.  
39 Volunteers will be used for standby assignment when practicable. Article 9.4 does not  
40 apply to standby.

41  
42 45.7 Employees required to restrict their off-duty activities in order to be immediately available  
43 for duty when called, will be compensated for time spent in standby status. An employee  
44 called to work will be paid at time and one-half (1-1/2) and shall be paid for a minimum of  
45 two and one half (2 ½) hours. Call back from standby does not apply until after forty-five  
46 (45) minutes after the end of the scheduled shift.

47  
48 Call Back When an employee has left the institution grounds and is called to return to work  
49 outside of regularly scheduled hours to handle emergency situations which could not be  
50 anticipated, the employee shall receive pay for time actually worked. Time worked shall

1 be compensated at time and one-half (1-1/2) and shall be paid for a minimum of two and  
2 one half (2 ½) hours. Time worked immediately preceding the regular shift does not  
3 constitute call back, provided time worked does not exceed two hours or notice of at least  
4 eight hours has been given. An employee on standby status called to return to the work-  
5 station does not qualify for call back pay.

6  
7 45.8 Temporary Assignment to a Higher Position. Whenever an employee is temporarily  
8 assigned in writing by the Employer to regularly perform the principal duties of a higher  
9 level position for a period of five or more scheduled working days within the employee's  
10 standard work period as specified in Article 9.2, the employee shall be be paid a temporary  
11 salary increase (TSI) of at least five percent (5%) increase over the present salary but not  
12 to exceed the maximum of the range for the higher classification Such increase shall be  
13 effective the first day of the assignment when approved. Such assignments must be by  
14 mutual agreement.

15  
16 45.9 Modality Pay – Professional Technical Bargaining Unit (does not apply to Cardiac and  
17 Vascular Sonographers)

18 A. Modality Pay 1 - For staff actively participating in a new training program for a new  
19 modality.

20 B. Modality Pay 2 - For staff assigned to conduct examinations/studies in a modality other  
21 than that described in the current classification of the position. For two modalities  
22 where the employee is scheduled for at least forty percent (40%) in the second  
23 modality, the premium pay will be for all hours worked. Where the employee is  
24 scheduled for less than forty percent (40%) in the second modality, the premium will  
25 apply for all hours worked in a shift.

26 C. Modality Pay 3 - for staff assigned as a preceptor to other staff.

27  
28 45.10 Float Pay.

29  
30 A. Temporary Float. Employees assigned to work outside the department(s) to which  
31 they were hired and for which they are part of the departmental staffing plan will  
32 receive temporary float pay premium of three dollars and seventy-five cents (\$3.75)  
33 per hour.

34 B. Permanent Float- Nurse Float Pool: Employees hired solely in the Nurse Float Pool  
35 will receive a permanent float premium of four dollars (\$4.00) per hour for all hours  
36 worked.

37  
38 45.11 Social Worker License Pay. License Pay in the amount of one dollar and fifty cents  
39 (\$1.50) per hour will be provided to all Social Workers who are licensed by the State of  
40 Washington as an Advanced Social Worker or Independent Clinical Social Worker.  
41 License Pay will be provided on the first available pay period after the Social Worker has  
42 provided proof of licensure to the appointing authority or designee.

43  
44 45.12 **SALARY SCHEDULES AND PREMIUMS**

45  
46 A. Effective July 1, 2023<sup>34</sup>, each classification represented by the Union will continue to  
47 be assigned to the same Pay Table and Salary Range as it was assigned on June 30,  
48 2023<sup>34</sup>. Effective July 1, 2023<sup>34</sup>, each employee will continue to be assigned to the  
49 same Salary Range and Step that they were assigned on June 30, 2023<sup>34</sup> unless  
50 otherwise agreed. Employees who are paid above the maximum for their range on

June 30, 2023<sup>34</sup> will continue to be paid above the maximum range on July 1, 2023<sup>34</sup> unless otherwise agreed.

~~B. Effective on the first available pay period following ratification as determined by the Employer, all Salary Ranges described in Section A above, except Pay Table BR, Range 02 and Pay Table BR, Range 03, will be increased by two percent (2%). This increase will be based upon the salary schedule in effect on June 30, 2021.~~

B. Effective July 1, 2023<sup>32</sup>, all Salary Ranges described in Section A will be increased by an additional ~~two percent~~four percent (4%). This increase will be based upon the salary schedule in effect on June 30, 2023<sup>32</sup>.

C. Effective July 1, 2024, all Salary Ranges described in Section A will be increased by an additional three percent (3%). This increase will be based upon the salary schedule in effect on June 30, 2024.

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

~~E. Effective on the first available pay period following ratification as determined by the Employer, Pay Table BR Range 02 will be increased by one percent (1%). This increase will be based upon the salary schedule in effect June 30, 2021.~~

~~F. Effective no more than forty five (45) days following ratification on the first available pay period as determined by the Employer, Pay Table BR, Range 02 will be increased by five percent (5%) for recruitment and retention purposes. The recruitment and retention increase will be applied after the across the board increase described in Section E. The new step values shall align with the 7/1/2021 rates of UWMC Montlake Pay Table BJ, Range 02.~~

G.E. Effective no more than forty five (45) days following ratification on the first available pay period as determined by the Employer, Effective with the increases listed in B and C above, the values on Pay Table BR, Range 03 will be increased to reflect eight percent (8%) above Table BR, Range 02 at each step of the wage scale. The eight percent (8%) difference will be maintained throughout the life of this agreement.

**PREMIUMS**

**HMC Registered Nurse Bargaining Unit/ALNW Bargaining Unit**

Evening shift differential	\$2.50
Night shift differential	\$4.50
Standby Pay <del>(for 0 to 30 hours per pay period)</del>	<del>\$4.25</del> <u>7.00</u>
<del>Standby Pay (for hours over 30 per pay period)</del>	<del>\$6.25</del>
Weekend	\$4.00
Preceptor	\$1.50
Certification	\$1.25
Temporary Float premium (Does not apply to ALNW unit)	\$3.75
<u>ECMO (Extracorporeal Membrane Oxygenation)</u>	<u>\$4.00</u>
Charge	\$2.50

1 BSN \$1.00

2

3 **Social Worker/Dietitian/SLP Unit**

4

5 Evening shift differential: \$2.00

6 Night shift differential: \$2.75

7 Standby pay: \$4.00

8 Weekend: \$2.50

9 Dietitian/SLP

10 Certification: \$1.25

11

12 Dietitian

13 Preceptor \$1.50

14

15 Social Worker

16 License Pay \$1.50

17 Preceptor \$1.50

18 Weekend Coordinator \$2.00

19

20 **PA-ARNP Bargaining Unit**

21

22 Evening shift differential: \$2.50

23 Night shift differential: \$4.50

24 Standby pay: \$4.00

25 Weekend: \$4.00

26 Certification: \$1.25

27 Preceptor: \$1.50

28

29 **Professional/Technical Bargaining Unit**

30

31 Evening shift differential: \$2.00

32 Night shift differential: \$2.75

33 Standby Pay (for 0 to 30 hours per pay period): ~~\$4.00~~

34 Standby Pay (for hours over 30 per pay period): ~~\$6.00~~ \$7.00

35

36 Weekend: \$2.50

37 Certification: \$1.25

38 Substitute lead: \$2.00

39 Modality Pay 1 \$1.25

40 Modality Pay 2 \$1.50

41 Modality Pay 3 \$1.75

42

43 ~~Effective July 1, 2022~~

44 ~~Standby Pay (for 0 to 30 hours per pay period) \$5.00~~

45 ~~Standby Pay (for hours over 30 per pay period) \$7.00~~

46

47 **Imaging Technologist Supervisor Bargaining Unit**

48

49 Evening shift differential: \$2.00

50 Night shift differential: \$2.75

1	Standby Pay ( <del>for 0 to 30 hours per pay period</del> ):	<del>\$4.00</del>
2	<del>Standby Pay (for hours over 30 per pay period)</del> :	<del>\$6.00</del> <u>\$7.00</u>
3	Weekend:	\$2.50
4	Certification:	\$1.25
5	Substitute lead:	\$2.00
6	Modality Pay 1	\$1.25
7	Modality Pay 2	\$1.50
8	Modality Pay 3	\$1.75

9  
10 **Respiratory Care / Anesthesiology Technician / Electroneurodiagnostic**  
11 **Technologist Bargaining Unit**

13	Evening shift differential:	\$2.00
14	Night shift differential:	\$2.75
15	Standby Pay ( <del>for 0 to 30 hours per pay period</del> ):	<del>\$4.00</del>
16	<del>Standby Pay (for hours over 30 per pay period)</del> :	<del>\$6.00</del> <u>\$7.00</u>
17	Weekend:	\$2.50
18	Substitute lead	\$2.00
19	Certification Pay	\$1.25
20	Preceptor	\$1.50

21  
22 Respiratory Care Practitioner, Respiratory Care Lead, and Respiratory Care Specialist  
23 ECMO (Extracorporeal Membrane Oxygenation) \$4.00

24  
25  
26  
27 Electroneurodiagnostic Technologist Bargaining Unit

28 Effective July 1, 2022

29	<del>Standby Pay (for 0 to 30 hours per pay period)</del>	<del>\$5.00</del>
30	<del>Standby Pay (for hours over 30 per pay period)</del>	<del>\$7.00</del>

31  
32 **Pharmacy Technician Bargaining Unit**

33	Standby pay:	\$4.00
34	Evening shift differential:	\$2.00
35	Night shift differential:	\$2.75
36	Weekend:	\$2.50

37  
38  
39 45.13 Charge Nurse. A Registered Nurse 2 (staff nurse) who is assigned responsibility for an  
40 organized unit for a period of four (4) or more hours. Charge nurse responsibility shall not  
41 overlap on the same shift. "Organized unit" shall be defined by the Employer. Upon  
42 successful completion of the probationary period, all nurses shall be eligible to apply for  
43 training as charge nurse. If a nurse is not accepted into training, the nurse will receive an  
44 explanation.

45  
46 Management will make a good faith effort not to assign charge duty to a float nurse. Nurses  
47 regularly assigned to a specific unit and who are qualified to act in charge will be placed  
48 in charge before a nurse floated to that unit is placed in charge. On all units, the charge  
49 nurse will use their professional judgment when it is necessary to take patients, based on



1 patient needs and nurse competency. Nurses floating to a unit shall then be assigned  
2 charge only by mutual consent.

3  
4 It is within the role of the Charge nurse to determine the need for additional staff based on  
5 a thorough assessment of patient needs, unit activity, and available resources and to  
6 make the appropriate recommendation to the staffing office/manager.

7  
8 45.14 Preceptor. A Registered Nurse 2, PA-ARNP, Social Worker, Dietitian, END Technologist,  
9 Respiratory Care Practitioner or Anesthesia Technician may serve as a preceptor after  
10 successfully completing a preceptor workshop or equivalent documented training and  
11 agreeing to and being appointed to be specifically responsible for planning, organizing,  
12 and evaluating the new skill development of one or more employees as appropriate  
13 enrolled in a defined orientation program, the parameters of which have been set forth in  
14 writing by the Employer. This includes teaching, clinical supervision, role modeling,  
15 feedback, evaluation (verbal and written) and follow up of the new or transferring  
16 employee.

17  
18 The preceptor is eligible to receive preceptor premium pay when actually engaged in  
19 preceptor role responsibilities with/on behalf of the orienting employees.

20  
21 An employee substituting for the original preceptor during a period of absence and who  
22 has been designated to carry out the preceptor's complete responsibility (including  
23 following and/or adjusting the plan to meet learning needs and providing oral and written  
24 evaluation input) will receive preceptor pay.

25  
26 A preceptor may be assigned to a student when it is determined by the Employer that the  
27 employee has completed the required preceptor training or has agreed to and been  
28 appointed a preceptor. The employee is specifically responsible for planning, organizing,  
29 and evaluating the new skill development of the student as appropriately enrolled in a  
30 defined program, the parameters of which have been set forth in writing by the Employer.  
31 This includes teaching, clinical supervision, role modeling, feedback, evaluation (verbal  
32 and written) and follow up of the student.

33  
34 45.15 Certification

35 Certification pay rewards employees for obtaining certifications that develop skills or  
36 knowledge above and beyond what is required in their job. The employer does not  
37 provide certification pay for certifications that are required to perform the job.

38  
39 Registered Nurses. Nurses certified in a specialty area by a national organization and  
40 working in that area of certification shall be paid a premium provided the particular  
41 certification has been approved by the Associate Administrator for Patient Care, or  
42 designee, and further provided that the nurse continues to meet all educational and other  
43 requirements to keep the certification current and in good standing. A certified nurse is  
44 eligible for only one certification premium regardless of other certifications the nurse may  
45 have. Certified nurses will notify their respective Director/Manager in writing at the time  
46 certification is received, providing a copy of the original certification document.  
47 Certification pay will be effective the first full pay period after the date documentation is  
48 received by the Director/Manager.

49  
50 Imaging Technologists/Diagnostic Medical Sonographers.

1 Imaging Technologists/Diagnostic Medical Sonographers, certified in a specialty area by  
2 a national organization and working in that area of certification shall be paid a premium  
3 provided the particular certification has been approved by the Administrative Director,  
4 Radiology, or designee, and further provided that the employee continues to meet all  
5 educational and other requirements to keep the certification current and in good standing.  
6 A certified employee is eligible for only one certification premium regardless of other  
7 certifications the employee may have. Certified employees will notify their respective  
8 Supervisor/Manager in writing at the time certification is received, providing a copy of the  
9 original certification document. Certification pay will be effective the first full pay period  
10 after the date documentation is received by the Supervisor/Manager and apply only to  
11 regular hours worked.  
12

13 Respiratory Care. A Respiratory Care Practitioner/Lead/Specialist certified in their  
14 specialty area by a national organization and working in that area of certification shall be  
15 paid a premium provided the certification has been approved by the Respiratory Care  
16 Manager or designee. A Respiratory Care Practitioner/Lead/Specialist is eligible for only  
17 one certification premium regardless of other certifications the employee may have.  
18 Certified employees will notify their respective Supervisor/Manager in writing at the time  
19 certification is received, providing a copy of the original certification document.  
20 Certification pay will be effective the first full pay period after the date documentation is  
21 received by the Supervisor/Manager.  
22

23 Respiratory Care Practitioners who were both hired and receiving certification pay prior to  
24 July 1, 2017, for being registered as a Registered Respiratory Therapist (RRT) by the  
25 National Board for Respiratory Therapy will continue to receive certification pay. However,  
26 they will not be eligible for any additional certification premium.  
27

28 Anesthesia Technicians. Anesthesia Technicians certified in their specialty area by a  
29 national organization and working in that area of certification shall be paid a premium  
30 provided the particular certification has been approved by the Director of Perioperative  
31 Services, or designee, and further provided that the employee continues to meet all  
32 educational and other requirements to keep the certification current and in good standing.  
33 A certified employee is eligible for only one certification premium regardless of other  
34 certifications the employee may have. Certified employees will notify their respective  
35 Supervisor/Manager in writing at the time certification is received, providing a copy of the  
36 original certification document. Certification pay will be effective the first full pay period  
37 after the date documentation is received by the Supervisor/Manager.  
38

39 Electroneurodiagnostic Technologists. Electroneurodiagnostic Technologists certified in a  
40 specialty area by a national organization and working in that area of certification shall be  
41 paid a premium provided the particular certification has been approved by the appropriate  
42 divisional Administrative Director, or designee, and further provided that the employee  
43 continues to meet all educational and other requirements to keep the certification current  
44 and in good standing. A certified employee is eligible for only one certification premium  
45 regardless of other certifications the employee may have. Certified employees will notify  
46 their respective Supervisor/Manager in writing at the time certification is received,  
47 providing a copy of the original certification document. Certification pay will be effective  
48 the first full pay period after the date documentation is received by the  
49 Supervisor/Manager.  
50

1 The Imaging Technologist Supervisors and Imaging Technologist Education QA. The  
2 Imaging Technologist Supervisors and Imaging Technologist Education QAs who obtain  
3 and maintain their registration through the American Registry of Radiologic Technologists  
4 (ARRT) in more than one (1) modality will be paid one dollar and twenty-five cents (\$1.25)  
5 per hour premium for all hours in paid status.  
6

7 A. Employees will be eligible for the premium if:

- 8
- 9 1. The certification has been presented to and approved by management;
  - 10 2. The employee continues to meet all educational and other requirements to keep  
11 the certification current and in good standing;
  - 12 3. The employee is working or supervising in the area of certification.  
13

14 Once the above criteria are satisfied, the employee will begin earning the certification  
15 premium at the beginning of the next available pay period.  
16

17 B. An employee is eligible for only one certification premium regardless of other  
18 certifications the employee may have.  
19

20 C. Employees will notify their Appointing Authority or designee if their certification has  
21 expired, or has been restricted, revoked or suspended within twenty-four (24) hours  
22 of expiration, restriction, revocation or suspension, or prior to their next scheduled  
23 shift, whichever occurs first.  
24

25 PA-ARNPs. Advanced Registered Nurse Practitioners and Physician Assistants, certified  
26 in a specialty area by a national organization and working in that area of certification, shall  
27 be paid a premium provided the particular certification has been approved by the  
28 Associate Administrative, or designee. The certification must be renewable with ongoing  
29 continuing education in the specialty area. The employee is only eligible to receive  
30 certification pay if their certification is germane to their current clinical area of practice.  
31 This determination is the role of the Administrator or designee.

32 A certified employee is eligible for only one (1) certification premium regardless of other  
33 certifications the employee may have. At least one (1) year of work experience as a PA-  
34 ARNP is required prior to eligibility. Certified employees will notify their respective  
35 Supervisor/Manager in writing as well as nurse recruiting at the time certification is  
36 received, providing a copy of the original certification document. Certification pay will be  
37 effective the first full pay period after the date documentation is received by the  
38 Supervisor/Manager. The employer reserves the right to determine if the certifying body  
39 is in good standing for the purpose of certification pay.  
40

41 45.16 Bachelor of Science in Nursing (BSN). The BSN Premium pay will be effective the first full  
42 pay period after the date that a primary source documentation is received and approved  
43 by the Supervisor/Manager.  
44  
45  
46  
47  
48  
49  
50

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12

Tentatively Agreed To:	
For the Union:	For the Employer:
_____	_____
Date:	Date:

**ARTICLE 47 – AIRLIFT NORTHWEST**

Only the following language in this article applies to the Airlift Northwest Bargaining Unit and shall constitute the whole agreement between the union and the University regarding these employees.

**47.1 Airlift Northwest Registered Nurse Bargaining Unit**

<b>Job Code</b>	<b>Job Profile</b>
18908	Flight Nurse (E S SEIU 1199NW ALNW)
21038	Flight Nurse (NE H Temp SEIU 1199NW ALNW)
17883	Flight Nurse (NE S SEIU 1199NW ALNW)
18909	Flight Nurse, Senior (E S SEIU 1199NW ALNW)
21039	Flight Nurse, Senior (NE H Temp SEIU1199 NW ALNW)
21761	Flight Nurse, Senior (NE S SEIU 1199NW ALNW)
XXXXX	Flight Paramedic

**47.2 Full-Time Employees.** For Airlift Northwest Bargaining Unit Members – an employee who is classified staff and is regularly scheduled two hundred and forty (240) hours in a six (6) week period.

**47.3 Part-Time Employees.** For Airlift Northwest Bargaining Unit Members – an employee who is classified staff and is regularly scheduled less than two hundred and forty (240) hours in a six (6) week period.

**47.4 Licensed/Certified Employees.** Employees who must be licensed by the State of Washington or possess a specific certification must update and maintain current their license or certification to practice in their classification. For Airlift Northwest bargaining unit members the Employer will pay for the state nursing license that the ALNW Registered Nurse needs for the state that the nurse does not live in.

**47.5 Probationary Period/Trial Service Period.**

**Probationary Period.** A probationary employee is an employee in a permanent position who has been hired by the Employer on a full-time or part-time basis and who has been continuously employed by the Employer for less than six (6) months. After six (6) months of continuous employment, the employee will attain permanent status. Any paid or unpaid leave taken during the probationary period will extend the period for an amount of time equal to the leave. Probationary period employees have no layoff or rehire rights. During the probationary period an employee may be terminated without notice and without recourse to the grievance procedure.

By mutual agreement the Employer and an employee may extend the probationary period up to an additional six (6) months. Extension will be in no more than three (3) month increments. In no event will the probationary period exceed twelve (12) months.

**Trial Service Period.**

A. An employee with permanent status who accepts a position in a job classification for which they have not previously attained permanent status will serve a six (6) month trial service period.

- 1 1. Any employee serving a trial service period may have their trial service period  
2 extended, on a day-for-a-day basis, for any day(s) that the employee is on leave  
3 without pay or shared leave, except for leave taken for military service.
  - 4 2. An employee serving a trial service period may voluntarily revert to their former  
5 permanent position within six (6) weeks of the appointment, provided that the  
6 position has not been filled or an offer has not been made to an applicant. After  
7 six (6) weeks employees may revert to their former position with Employer  
8 approval.
  - 9 3. In the event the former position has been filled with a permanent employee, the  
10 employee will be placed on the rehire list.
  - 11 4. The reversion of employees who are unsuccessful during their trial service period  
12 is not subject to the grievance procedure in Article 6.
- 13
- 14 B. An employee who voluntarily moves from one position in the bargaining unit to another  
15 within the same job classification (excluding shift changes on a given work unit) shall  
16 have a trial service period of six (6) weeks. During the trial service period either the  
17 employee or the employer may elect for the employee to return to their position without  
18 notice and without recourse to the grievance procedure. In the event the former  
19 position has been filled with a permanent employee, the employee will be placed on  
20 the rehire list.

21

22 47.6 Elective Educational and Professional Leave.

23 Request for educational and professional leave shall be submitted in writing on the  
24 appropriate form to the immediate supervisor with at least fourteen (14) days' notice and  
25 shall be responded to in writing, including the reason for any denial, within fourteen (14)  
26 days of the receipt of the request.

27

28 Such leave shall be subject to budgetary considerations, the scheduling requirements of  
29 the Employer, and approval by the Chief Flight Nurse, ~~Director of Operations~~ Regional  
30 manager, Department head or designee, of the subject matter to be studied. Such leave  
31 may be used on an hourly basis if staffing permits.

32

33 For purposes of this Article, educational and professional leave shall be defined as:

- 34
- 35 A. short-term conferences for educational and professional growth and development in  
36 the employee's specialty;
  - 37 B. enhancement and expansion of clinical skills for positions at ALNW;
  - 38 C. meetings and committee activities of the employees' respective professional  
39 associations which are designed to develop and promote programs to improve the  
40 quality and availability of service and health care;
  - 41 D. those inservice educational programs attended on a voluntary basis; and
  - 42 E. any educational programs necessary to maintain licensure.
- 43

44 ALNW registered nurses will be granted a minimum of forty (40) hours of  
45 educational/professional leave per fiscal year. The Employer may grant up to eighty (80)  
46 hours of leave per year. Both are pro-rated for FTE.

47

48 47.7 Education Support Funds.

1 The Employer will provide \$600.00 (six hundred dollars) per bargaining unit nurse FTE  
2 at the beginning of each fiscal year (pro-rated for part-time nurses that are less than  
3 ninety percent (90%) FTE) to pay for continuing education expenses.  
4

5 Additionally, ALNW will reimburse Alaska based Flight Nurses with an FTE of .6 or  
6 greater up to four hundred fifty dollars (\$450.00) each fiscal year for travel booked by the  
7 Flight Nurse in order to attend education courses not offered by the Employer.  
8

9 ALNW will continue to provide all legal and regulatory required training within the  
10 mandated timelines.  
11

#### 12 47.8 Equipment

13 The following equipment will be provided by Airlift Northwest:

14 Nomex flight suits – three (3) flight suits for nurses who are .9FTE or greater; two (2)  
15 flight suits for nurses who are between .5 and .9FTE. Flight suits will be replaced as  
16 needed.  
17

18 Boots – boots that meet OSHA requirement of protection with a protective toe shield will  
19 be provided to a value of one hundred and fifty dollars (\$150.00).  
20

21 Helmet – Airlift Northwest will provide a helmet.  
22

23 Additional allowance – Airlift Northwest will provide up to three hundred dollars (\$300.00)  
24 annually for current and new employees for the purchase of nomex coats, vests, hearing  
25 dampening devices or boots that exceed the value of the amounts above. Receipts must  
26 be provided for reimbursement and Airlift Northwest reserves the right to require that  
27 items portray a professional image.  
28

29 Employees will be responsible for the normal upkeep of the equipment issued by the  
30 Employer. The replacement of unserviceable or lost items will be made upon surrender  
31 of the items or proof of loss in accordance with terms of the list of equipment above. All  
32 equipment provided to employees, either directly or by allowance funding, must be  
33 utilized by employees at work.  
34

35 Safety equipment will be replaced when the manufacturer's timeline indicates expiration.  
36

37 The ALNW Safety Committee may recommend the issuance of additional  
38 equipment/clothing for all ALNW nurses, or for a specifically unique station or region.  
39

#### 40 47.9 Mileage and Per Diem

41 The Employer will provide mileage and meal reimbursement in accordance with  
42 University and ALNW Policy.  
43

#### 44 47.10 ALNW Safety Committee

45 The Airlift Northwest Safety Committee will strive to create the safest work environment  
46 possible. The Airlift Northwest Safety Committee will review and make recommendations  
47 regarding all aspects of safety that may impact employees and patients including, but  
48 not limited to, safety-related policies and equipment. The Airlift Northwest Safety  
49 Committee may also oversee the impact of any modifications to safety-related policies  
50 and/or equipment. The Safety Committee shall include a time frame for response from

1 Airlift Northwest management when issuing recommendations regarding safety-related  
2 policies or equipment. Normally, responses will be made at a future Safety Committee  
3 meeting.  
4

5 Committee Make-Up:

6 A. The Airlift Northwest Safety Committee will have two (2) co-chairs. The union may  
7 appoint up to three members to the Airlift Northwest Safety Committee, one of whom  
8 will act as co-chair. The Safety Committee will appoint the other co-chair, who may  
9 be one of the other union appointed members. If the members of the Safety  
10 Committee determine that its membership is not adequately diverse to address all  
11 potential safety issues appropriately, it may authorize the appointment of an  
12 additional member from the bargaining unit. The union will make a good faith effort to  
13 appoint members with diverse skill and geographic knowledge.  
14

15 The Airlift Northwest Administrator most responsible for safety matters and at least  
16 one (1) AOC will attend Airlift Northwest Safety Committee meetings.  
17

18 B. Committee paid time: Safety Committee meetings are open to all employees. For  
19 nurses appointed to the Airlift Northwest Safety Committee attendance at committee  
20 meetings and performing work assigned to them by the committee (e.g. policy  
21 review; equipment review) will be considered work time and paid appropriately.  
22 Employees who attend Safety Committee meetings who are not members of the  
23 committee will be considered in pay status only if the meeting overlaps with their  
24 regular schedule and if attendance does not impede their ability to perform their  
25 normal duties.  
26

27 C. EE Education/Awareness: At the time of the new employee orientation all new  
28 employees will be given information regarding the Safety Committees, including but  
29 not limited to, the committee's mission, meeting time and location, members and  
30 location of agendas and minutes.  
31

32 D. Accountability: The employer will make a good faith effort to accommodate off-site  
33 employees by video or tele-conferencing.  
34

35 Any employee may submit safety suggestions to the Safety Committee for review  
36 and recommendation. Submissions may also be brought directly to the committee by  
37 committee members. The Safety Committee will maintain an on-going tracking and  
38 charting system for all safety concerns which shall include a summary of each safety  
39 concern brought to the committee, any action plan developed to address the concern  
40 and any resolution, if any, that is reached.  
41

42 The date, time, location and agenda of each Safety Committee meeting will be  
43 posted to all employees at least two weeks ahead of each meeting.  
44

45 E. Communication: All Safety Committee minutes will be posted electronically and  
46 stored on an internal drive that employees can access.  
47

48 The Safety Committee is charged with maintaining an on-going tracking and charting  
49 system for all safety concerns. This chart will include, but is not limited to:  
50



- 1 1. An outline of each concern brought to the Safety Committee or being addressed
- 2 by the Safety Committee.
- 3 2. The action plan to address the concern or issue.
- 4 3. The evidence of resolution as it is reached
- 5

6 F. Safety Audits: The Employer will conduct independent safety audits of all vendor's  
7 aircraft annually and in accordance with CAMTS requirements. The audit reports will be  
8 provided to the safety committee and shared with the staff at an all-staff meeting.  
9

10 47.11 Aircraft out of Service

11 Employer, at its discretion, may assign the nurse to work at another Airlift Northwest  
12 facility or assign other work as determined. The Employer will attempt to assign  
13 employees within their geographical region.  
14

15 For Flight Nurses working in Juneau: In a rolling three month period, Flight Nurses will  
16 not be required to use more than twenty-four (24) hours of vacation time, compensatory  
17 time, holiday credit, leave without pay, or a combination thereof, for any aircraft out of  
18 service for three or more consecutive days. If an aircraft is out of service two or more  
19 times in a rolling three month period as described above, this will trigger an emergency  
20 JLM to discuss the impacts.  
21

22 If the nurse has already reported to work and the Employer assigns the nurse to work at  
23 another Airlift Northwest facility, travel time will be considered duty time.  
24

25 ALNW will make a best faith effort to allow staff enough drive time to be included such  
26 that they could be back at their original Base by their scheduled time off (currently no  
27 guarantee under any shift) and will pay the appropriate rate of pay (over-time or double-  
28 time) if on flight-related duty. ALNW will pay one and a half (1 ½ ) hour of drive time from  
29 Boeing Field for Arlington, Olympia, and Bremerton, two (2) hours for Bellingham, up to  
30 two and a half (2 1/2) hours for Yakima, and up to three (3) hours for Wenatchee and  
31 three and a half (3 ½) for Pasco all at straight time, if the employee does not get off at  
32 their originally scheduled shift's end from Boeing Field.  
33

34 If there is no other work to do, the nurse may choose to use leave without pay or annual  
35 leave, if available, to cover the nurse's scheduled work time.  
36

37 47.12 Stuck Out of Town

38 When employees are stuck out of town on their duty off time past their scheduled shift,  
39 they will receive pay, at an overtime rate, for all hours (hour for hour) until they return to  
40 their home base. they will receive either four (4) or eight (8) hours of pay for each day  
41 they are stuck out of town. If the employee returns in four (4) or fewer hours of their duty  
42 off time they receive four (4) hours of pay at the overtime rate of pay. If the employee  
43 returns after more than four (4) hours of their duty off time they will receive eight (8)  
44 hours of pay at the overtime rate of pay. This includes time to complete all aspects of  
45 the mission including but not limited to charting.  
46

47 47.13 Official Duty Station

48 Each bargaining unit employee will be assigned an official duty station.  
49

50 A. The Joint Labor Management Committee may review how the schedule is working.

1 B. Training more than one hundred (100) miles from base will be allowed lodging and  
2 food per diem, unless trainings are on consecutive days, in which case nurses more  
3 than eighty (80) miles will receive lodging and food per diem. Juneau nurses will in  
4 addition receive airfare and car rental.  
5

6 47.14 Juneau Base Staffing

7 Management will work toward maximizing the number of twenty-four (24)-hour shifts at  
8 the Juneau Base.  
9

10 Shift start times will be set based on the needs of the community and timing of highest  
11 flight volume. If management must change a start time, affected RNs will be notified of  
12 the change at least four (4) weeks prior to its implementation.  
13

14 47.15 Nurse Replacement

15  
16 If a flight RN calls in sick the shift will first be offered as extra straight time to other flight  
17 RNs at the base. If not filled, the shift will be offered as extra straight time to other flight  
18 RNs at other bases.  
19

20 If there are open shifts or FMLA after schedule posts, shifts will be filled in this order:

- 21 A. Anyone needing to meet their FTE including sick floats (if they have not gotten their
- 22 FTE);
- 23 B. Intermittent and Nonpermanent (if it does not put them into overtime);
- 24 C. Base staff at EST;
- 25 D. All staff at EST;
- 26 E. Pro-staff or residents, if they have gone through MD core and signed off by
- 27 Dr./Education;
- 28 F. Base staff at OT;
- 29 G. All staff at OT.  
30

31 47.16 Hours of Work and Overtime

32  
33 A. Work Day

34 The length of the workday may vary depending on the base and/or aircraft. The  
35 Employer and the Union will make a good faith to discuss changes to the scheduled  
36 length of a workday at a given base and/or aircraft at a JLM.  
37

38 Except in emergent medical situations, the employer will make a good faith effort to  
39 end duty shifts on time in an effort to minimize mandatory overtime.  
40

41 B. Overtime

42 Both the Employer and the Union concur that overtime shall be minimized. Overtime  
43 at time and one half (1 ½) shall be paid for hours worked beyond an employee's  
44 regularly scheduled shift in one day, or for hours worked beyond the full-time work  
45 schedule in accordance with the definition of the work period for a full-time classified  
46 employee in Article 47.2. Overtime at the rate of double time (2x) will be paid for  
47 continuous hours worked beyond twelve (12) for a twelve (12) hour scheduled shift  
48 and for continuous hours worked beyond twenty-four (24) hours when the flight nurse  
49 is in flight status. This includes time to complete all aspects of the mission including

1 but not limited to charting. Sick leave paid for will not count toward the calculation of  
2 overtime.

3  
4 The straight time hourly rate of pay used for the calculation of overtime shall include  
5 all differentials and premiums that are considered part of the employee's regular rate  
6 of pay.

7  
8 Under the KRONOS system, overtime will be triggered and compensated to the  
9 nearest minute beyond a seven (7) minute grace period before/after a scheduled  
10 shift.

11  
12 As an option to wage payment above, an employee may request to accrue  
13 compensatory time on the basis of one and one-half (1 ½) the amount of overtime  
14 worked, or double time for registered nurses as appropriate. The Employer will allow  
15 the accrual of up to forty (40) hours of compensatory time calculated on a rolling  
16 basis. The Employer will consider special circumstances when deciding whether or  
17 not to grant the accrual of compensatory time in excess of forty (40) hours (e.g.  
18 advanced knowledge that an employee will be taking a long-term leave in the near  
19 future and the accrued time would be used to cover for all or part of that leave). This  
20 is not intended to upset any formal department policies regarding the accrual and  
21 use of compensatory time that exceed this unless there is agreement to do so.  
22 Accrued compensatory time will be scheduled off in a manner similar to the  
23 scheduling of vacation days requested off.

24  
25 C. Compensatory Time Cash Out:

26 If compensation is paid to an employee for accrued compensatory time, such  
27 compensation shall be paid at the regular rate earned by the employee at the time  
28 the employee receives such payment.

29  
30 All compensatory time must be used by June 30th of each year. The employee's  
31 compensatory time balance will be cashed out every June 30th or when the  
32 employee leaves University employment for any reason. The employee's  
33 compensatory time balance may be cashed out when the employee:

- 34  
35 1. Transfers to a position in their department with different funding sources or,  
36 2. Transfers to a position in another department.

37  
38 Sick call coverage at designated bases will be offered based upon desired crew skill  
39 mix, to the official duty station nurses first then if they remain uncovered will be  
40 offered to other duty station nurses for coverage.

41  
42 D. Work Schedule

43 The Employer shall plan and post the work schedule. The work schedule will be  
44 posted at least two weeks prior to the beginning of the schedule. Schedule requests  
45 should be submitted at least four weeks before the schedule is posted. Prior to the  
46 schedule being posted, factors such as staff requests, unexpected leaves of absence  
47 or terminations may affect the approval of schedule requests. After the schedule is  
48 posted an individual employee's schedule may be changed only by mutual  
49 agreement between the supervisor and employee concerned.  
50

1 Should the Employer propose changing either the length of the schedule or work  
2 day, the Employer will comply with the requirements of, "Change in Working  
3 Conditions," contained in this Article.  
4

5 E. Weekends

6 Weekend scheduling will be done in accordance with current practice. Weekend  
7 premium will be based on a majority of hours worked over the weekend period (e.g.  
8 – a nurse who works a twenty-four (24) hour shift beginning at 7:00am on Friday will  
9 receive no weekend premium. A nurse who works a twenty-four (24) hour shift  
10 beginning at 7:00am on Saturday or Sunday morning will receive weekend premium  
11 for twenty-four (24) hours).  
12

13 G. Work in Advance of Shift

14 When an employee at the request of the Employer reports for work in advance of the  
15 assigned shift and continues working through the entire scheduled shift all hours  
16 worked prior to the scheduled shift shall be paid at the appropriate overtime rate.  
17

18 47.17 Change in Working Conditions

19 The Employer will give the Union notice and opportunity to bargain the impact of any  
20 change in working conditions including, but limited to, crew skill mix, team configuration,  
21 or mode of transportation. The Employer will make a good faith effort to discuss potential  
22 changes in working conditions at a JLM prior to notifying the Union.  
23

24 47.18 Sick Leave Usage for Travel

25 Nurses may use sick leave to account for travel time for medical appointments/  
26 procedures that require the nurse to leave the nurse's home area. To use sick leave the  
27 travel time must overlap with the nurse's regularly scheduled work. Nurses will make a  
28 good faith effort not to schedule medical appointments/procedures after the work  
29 schedule has been posted.  
30

31 47.19 Union Delegates. Union delegates are Airlift Northwest employees who are members of  
32 the bargaining units. The Employer recognizes the right of the Union to designate one  
33 union delegate from each Base and an additional delegate for the Seattle Base.  
34

35 A Union delegate who is a bargaining unit employee and is processing a grievance in  
36 accordance with the Grievance Procedure shall be permitted reasonable time to assist in  
37 the resolution of recognized employee grievances on the Employer's property without loss  
38 of pay or recorded work time. Time off for processing grievances which have been filed  
39 shall be granted to a Union delegate by supervision following a request but in  
40 consideration of any job responsibilities. If permission for time off cannot be immediately  
41 granted, the supervisor will arrange for time off at the earliest possible time thereafter or  
42 the Employer and Union representative may provide for a Union delegate outside the area  
43 of jurisdiction to assist in the Grievance Process.  
44

45 The Union shall prevail upon all employees in the bargaining units and especially Union  
46 delegates to make a diligent and serious attempt to resolve complaints at the lowest  
47 possible level. The Employer, likewise, shall prevail upon its supervisory personnel to  
48 cooperate fully with the Union delegates and other Union representatives in the speedy  
49 resolution of any grievances that may arise.  
50

1 Delegates will normally process grievances only in their own base.  
2

3 The Union shall annually submit an up-to-date list to the Office of Labor Relations  
4 indicating the names of all Union delegates, their work locations and jurisdiction. The  
5 Office of Labor Relations shall be notified of changes as they occur. Union delegates shall  
6 not be recognized until the Office of Labor Relations is informed of their appointment.  
7

8 47.20 Delegate Training. During each year of this Agreement, the Union may use up to eight (8)  
9 hours each for two (2) Airlift Northwest RNs of paid release time to participate in delegate  
10 training sponsored by the Union.  
11

12 The Union shall submit to the Office of Labor Relations and affected departments at  
13 least four (4) weeks in advance, the names of those delegates who will be eligible for  
14 each training course.  
15

16 Time off for these purposes shall be approved in advance by the employee's supervisor  
17 and will be contingent upon the supervisor's ability to provide proper work coverage  
18 during the requested time off.  
19

20 47.21 Bereavement Leave.

21 For Airlift Northwest members, paid leave in addition to any other form of paid leave  
22 shall be granted for bereavement as follows: two (2) shifts totaling up to forty-eight (48)  
23 hours within a seven (7) day period starting from first day of bereavement shall be  
24 granted for each death of a family member.  
25

26 47.22 Joint Labor/Management Committees: Purpose and Membership. Joint Labor/  
27 Management Committees are established to provide a forum for communications and  
28 problem-solving between the two parties and to deal with matters of a general personnel  
29 Union/Employer concern, as well as professional practices within the hospital related to  
30 patient care and professional issues. The Committees will work toward the improvement  
31 of patient care and recommend ways and means to improve patient care; and will address  
32 problems and concerns related to staffing and workloads. The Committees' function will  
33 be limited to an advisory capacity and shall not include any decision making or collective  
34 bargaining authority.  
35

36 47.23 Meetings Committee meetings may be requested by an authorized representative of either  
37 party. The Committee may meet more or less frequently as mutually agreed upon between  
38 the parties but the Committee shall schedule on a predetermined basis a meeting every  
39 other month and otherwise as needed. A Committee meeting shall normally be held during  
40 the day shift and at a mutually agreeable time and date. Employee members shall  
41 experience no loss in salary for meeting participation. Committee members shall be given  
42 release time for attendance at committee meetings held during working hours.  
43

44 Agenda items must be provided at least seven (7) business days in advance of the  
45 meeting. If agenda items are not provided at least seven (7) business days in advance of  
46 the meeting the meeting may be canceled by either party.  
47

48 Committee Work. All time spent by employees on Employer established committees and  
49 committees mentioned in this contract (including side letters) shall be considered paid  
50 release time (provided the employee is scheduled to work during the time of the committee

1 meeting) and shall be paid at the regular rate of pay. Those employees for whom part of  
2 their FTE is dedicated to committee work, and who serve as a chair on the Clinical Practice  
3 and Quality Committee or the Safety Committee, will receive a premium of \$2.50 per hour  
4 for that portion of their FTE dedicated to committee work.  
5  
6

7 47.24 Job Posting & Transfer ALNW Bargaining Unit Employees will be made aware of open  
8 ALNW positions prior to making those positions known to external to ALNW candidates.  
9 Employees will be made aware of the location of the base, as well as the FTE needed for  
10 that base. When selecting between internal candidates, if all other qualifications are  
11 considered equal, Seniority (first by Base and then by length of unbroken service with  
12 ALNW) shall be the determining factor on a transfer to a different shift or section providing  
13 skill, competence, ability, experience are considered equivalent. Such a transfer may be  
14 delayed until the vacancy created by the transfer is replenished, if a nurse's vacancy of  
15 their position will unduly impact the operations of the base they are leaving. All ALNW  
16 nurse job openings will be emailed internally two (2) weeks prior to being posted externally.  
17 If the internal transfer is requested by a nurse prior to completion of their commitment,  
18 initial moving cost incentive will be paid back at a prorated amount based on the amount  
19 of the commitment that was completed as long as the nurse has completed at least  
20 eighteen (18) months of the commitment. ALNW will make every best faith effort to make  
21 the internal transfer within six (6) months, but such internal transfer may take up to nine  
22 months to occur.  
23

24 47.25 Service Commitment. Newly hired nurses and currently employed nurses who voluntarily  
25 choose to relocate and receive a relocation allowance may be required to serve for a  
26 minimum of two years at their base before they will be considered for transfer to another  
27 base. This commitment will not apply when the employer and nurse mutually agree to  
28 waive it and when relocation occurs as a result of layoff/rehire.  
29

30 47.26 Airlift Northwest Preceptor. Airlift Northwest will pay preceptor pay to assigned nurses who  
31 have completed the preceptor work shop and agree to work with assigned new  
32 employees, RNs, R3 Residents, and/or ALNW fellows, which will include monitoring and  
33 evaluating their training. Such preceptors will be the conduit for the residents to have a  
34 consistent and educational experience at Airlift Northwest.  
35

36 47.27 Certification Pay. Certification pay rewards employees for obtaining certifications that  
37 develop skills or knowledge above and beyond what is required in their job. The  
38 employer does not provide certification pay for certifications that are required to perform  
39 the job.  
40

41 Senior Flight Nurses and Flight Nurses certified in a specialty area by a national  
42 organization shall be paid a premium provided the particular certification has been  
43 approved by the appropriate Employer designee. A flight nurse with a qualifying  
44 certification will be eligible for certification premium pay for all hours paid and will  
45 continue to receive the premium provided that the flight nurse continues to meet all  
46 educational and other requirements to keep the certification current and in good  
47 standing. A flight nurse with a qualifying certification is eligible for only one certification  
48 premium regardless of other certifications the flight nurse may have. A flight nurse with a  
49 qualifying certification will notify their respective Director/Manager in writing at the time  
50 certification is received, providing a copy of the original certification document.

1 Certification pay will be effective the first full pay period after the date documentation is  
2 received by the Director/Manager.

3  
4 47.28 Float Pay. ALNW will pay a float pay premium of \$4.00 per hour to Flight Nurses hired  
5 into the float pool.

6  
7 47.29 PREMIUMS

8 Evening shift differential	\$2.50
9 Night shift differential	\$4.00
10 Standby Pay	\$4.00
11 Weekend	\$4.00
12 Preceptor	\$1.50
13 Certification	\$1.00

14  
15 Effective July 1, 2020:

16 Certification	\$1.25
17 BSN	\$1.00

18  
19 47.30 OTHER PROVISIONS. The Following Articles in this Agreement apply to the Airlift  
20 Northwest Bargaining Unit:

21 Article 1	Purpose
22 Article 2	Non-Discrimination
23 Article 3	Reasonable Accommodation of Employees with Disabilities
24 Article 4	Recognition/Employer
25 Article 5	Affirmative Action
26 Article 6	Grievance Procedure
27 Article 7	Union Dues Deduction
28 Article 8	Employee Facilities
29 Article 13	Tuition Exemption Program
30 Article 16	Holidays
31 Article 17	Vacation Schedule
32 Article 18	Sick Leave
33 Article 20	Miscellaneous Leave
34 Article 21	Family Medical Leave Act and Parental Leave
35 Article 22	Management Rights and Responsibilities
36 Article 23	Performance of Duty
37 Article 24	Unpaid Holidays for a Reason of Faith or Conscience
38 Article 25	Leave Due to Family Care Emergencies
39 Article 27	Leave Related to Domestic Violence, Sexual Assault or Stalking
40 Article 28	Health Insurance and Pension
41 Article 29	Military Leave
42 Article 30	Workers Compensation Leave
43 Article 32	Subordination of Agreement and Saving Clause
44 Article 33	Complete Agreement
45 Article 34	Duration
46 Article 35	Drug and Alcohol Free Workplace
47 Article 36	Corrective Action/Dismissal Process
48 Article 38	Seniority Layoff and Rehire
49 Article 40	Mandatory Subject
50 Article 41	New Employee Orientation

1	Article 42	Union Activities (except Article 42.6 and 42.7)
2	Article 44	Classification and Reclassification
3	Article 45	Wages and Other Pay Provisions (45.3 Periodic Increments/Salary Step
4		Increments Only)
5		

6 47.31 Seniority Defined. For all purposes except layoff, seniority is defined as the total continuous  
7 length of most recent unbroken state service, including adjustment for military service.

8  
9 For purposes of layoff within Airlift Northwest seniority shall be defined as the total  
10 continuous length of unbroken service as an employee with Airlift Northwest, including  
11 adjustment for military service. Ties in seniority within Airlift Northwest will be broken using  
12 the following tiebreakers in order:

- 13
- 14 A. continuous employment with Airlift Northwest
- 15 B. total employment with Airlift Northwest
- 16 C. total state service
- 17 D. FTE
- 18 E. Years of nursing as determined by the NCLEX exam or foreign country equivalent.
- 19

20 47.32 Rehire. Laid off employees will be placed on an eligible rehire list(s) designated by the  
21 employee for twenty-four (24) months. Employees will be automatically placed on the  
22 rehire list for the classification and FTE status from which they were laid off. In addition,  
23 based on employee request, employees identified for layoff may be on the following rehire  
24 lists:

- 25
- 26 A. Positions of a lower FTE status in the classification from which the employee was laid  
27 off;
- 28 B. Lower classifications in the series from which the employee was laid off.
- 29

30 The University will refer an employee from the designated rehire list(s) for any open  
31 positions in the layoff unit within .2 FTE of the position from which the employee was laid  
32 off for which the laid off employee possesses the essential skills. Employees referred from  
33 the rehire list(s) who possess the essential skills needed for a vacant position in the layoff  
34 unit will be offered the position prior to the University offering it to any other applicant. The  
35 University will refer employees from the rehire list(s) in order of seniority, most senior  
36 employee on the list first.

37  
38 The University will create and maintain an Airlift Northwest rehire list and any nurse laid  
39 off from Airlift Northwest will be placed on that list. Nurses will indicate base preference  
40 for rehire. For purposes of placement of a laid off Airlift Northwest nurse on the Airlift  
41 Northwest rehire list, seniority will be as defined in 38.1. Nurses laid off from Airlift  
42 Northwest may, at their option, choose to be placed on the Harborview Medical Center  
43 Registered Nurse rehire list. For purposes of placement of a laid off Airlift Northwest nurse  
44 on the Harborview Medical Center Registered Nurse rehire list, Airlift Northwest nurses  
45 will be considered the most junior.

46  
47 47.33 Rehire Trial Period. Employees placed into vacant positions from the rehire list will serve  
48 a two (2) month rehire trial period. During the rehire trial period either party may, at its sole  
49 discretion and without resort to the grievance procedure, initiate return to the rehire list.  
50 Time spent in a rehire trial period will not count toward the twenty-four (24) month rehire



1 list period. The two (2) month rehire trial period will be adjusted to reflect any paid or  
2 unpaid leave taken during the period.  
3

4 47.34 Removal from List. For nurses laid off from Airlift Northwest removal from the rehire list  
5 will be in accordance with the following:  
6

- 7 A. Airlift Northwest nurses may refuse one (1) offer of rehire into a position within ALNW  
8 if the position offered is not at the base at which the nurse was working when laid off;  
9 B. Airlift Northwest nurses will be removed from the rehire list if they accept a position  
10 within Airlift Northwest from the rehire list; if they refuse a position within Airlift  
11 Northwest at the base the nurse was working when laid off; or, if they refuse any two  
12 (2) positions within Airlift Northwest;  
13 C. Nurses who choose to be placed on the Harborview Medical Center Registered Nurse  
14 rehire list will be removed from that list if they accept a position as a result of being  
15 referred from the rehire list or if they refuse placement into an offered position;  
16 D. Removal from the Harborview Medical Center Registered Nurse rehire list will not  
17 affect a nurse's status on the Airlift Northwest rehire list.  
18

19 47.35 Base Closure. In the event of a base closure the Employer will notify the union and  
20 employees as soon as possible. The Employer will provide a minimum of sixty (60) days'  
21 notice for the closing of a base outside Washington State and a minimum of six (6) weeks'  
22 notice for the closing of a base inside Washington State.  
23

24 The employees will be laid off in order of seniority using the following process:

- 25  
26 A. a bump pool of nurses working in ALNW positions equal to the number of nurses being  
27 laid off as a result of the base closure will be developed. The bump pool will consist of  
28 the least senior nurses working throughout the Airlift Northwest system.  
29 B. in order of seniority, nurses from the base being closed will be offered the opportunity  
30 to displace any junior nurse in the bump pool.  
31 C. nurses who choose not to displace a junior nurse from the bump pool and nurses for  
32 whom there is no displacement option will be placed on the Airlift Northwest rehire list  
33 and will have full rehire rights in accordance with Article 38 – Seniority, Layoff, Rehire.  
34 D. Nurses displaced as a result of (A) above, will be placed on the rehire list and will not  
35 have the opportunity to displace a less senior nurse.  
36

37 47.36 Day Basing Airlift Northwest will notify the union and employees as soon as possible in  
38 regards to day basing and will make every best faith effort to provide provisions within  
39 reason to include a rest area, kitchen, and restroom, but will not guarantee this to be an  
40 Airlift Northwest-specific space. Airlift Northwest will make every effort to give staff sixty  
41 (60) days' notice.  
42  
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Tentatively Agreed To:	
For the Union:	For the Employer:
_____	_____
Date:	Date:

**MEMORANDUM OF UNDERSTANDING  
BETWEEN  
THE UNIVERSITY OF WASHINGTON (UNIVERSITY)  
AND  
THE SERVICE EMPLOYEES INTERNATIONAL UNION Local 1199 HMC/ALNW  
MOU – EARLY  
RECRUITMENT AND RETENTION WAGE INCREASES**

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During negotiations for the 2023-2025 successor agreement, the parties agreed to the following recruitment and retention wage increases for health care classifications:

1. Effective beginning of the pay period following 90-days after ratification all job profiles assigned to pay tables BC, BE, BQ, BR, and BS will receive a ~~three-four~~ two-five percent (~~34~~25%) increase. This increase will be based upon the salary schedule in effect on October 1, 2022.
2. July 1, 2023, all job profiles assigned to pay tables BC, BE, BQ, BR, and BS will receive a ~~two-five~~ two-five percent (~~25~~25%) increase.
3. Employees who are paid above the maximum for their range on the effective date of the increase described in 1 or 2 above will not receive the specified increase to their current pay unless the new range encompasses their current rate of pay.
4. Progression start dates are not impacted by these increases.

Tentatively Agreed To:	
For the Union:	For the Employer:
_____	_____
Date:	Date:

**MEMORANDA OF UNDERSTANDING – WAGE DISCUSSION**

During negotiations for the 2023-2025 successor agreement, the parties reached agreement on the following:

At least one (1) year prior to contract expiration, the parties agree to discuss the 2025 bargaining process to assist in planning for wage discussions in future negotiations.

The parties will explore shared interests and collaborative problem solving by discussing wage concerns at UW Medicine:

- Equity
- Options and approaches to address both parties' interests regarding wages
- Systems change to support options ~~for~~to address wage concerns

~~Options and approaches to address both parties' interests regarding wages will be discussed.~~

~~Systems change including IT and compensation to support options for addressing wage concerns~~

The discussions ~~will~~may result in ~~mutual recommendations~~ potential opportunities for addressing wages in the 2025-2027 bargaining. Participants in these discussions will include relevant stakeholders for each party, including an EDI leader from each party~~UW EDI Leadership, labor relations, compensation department, IT, management from EVS and other departments, and the union.~~ Each party ~~shall have no less than five~~may bring up to six~~seven~~ participants. ~~These conversations will be facilitated by a facilitator jointly identified by labor and management.~~ During the life of this agreement, the parties will schedule at least three meetings to discuss with the option to mutually agree to more meetings. Employees will be ~~compensated~~ paid release time for time spent in the meetings.

~~for all time spent in these discussions.~~

This MOU expires on June 30, 2025.

Tentatively Agreed To:	
For the Union:	For the Employer:
_____	_____
Date:	Date:

**MOU: Recruitment and Retention Radiology**

During negotiations for the 2023-25 successor agreement, the parties reached agreement on the following recruitment and retention increases effective November 16, 2022

Job Code	Job Title	Table	Range	New Range
18927	Cardiac Sonographer 1	BE	054	059
18928	Cardiac Sonographer 2	BE	057	062
18930	Cardiac Sonographer Lead	BE	065	070
18913	Diagnostic Medical Sonographer	BE	057	062
18914	Diagnostic Medical Sonographer Lead	BE	068	073
18915	Diagnostic Medical Sonographer Spec	BE	060	065
18938	Imaging Tech-Education Quality Assurance	BE	069	074
18921	Imaging Technologist	BE	037	042
18919	Imaging Technologist Trainee	BE	013	018
18923	Imaging Technologist-Angiography	BE	055	060
18922	Imaging Technologist-Comp Tomo	BE	046	051
18925	Imaging Technologist-Lead	BE	065	070
18924	Imaging Technologist-Mag Res Imaging	BE	058	063
18926	Imaging Technologist-Mammo	BE	046	051
18939	Imaging Technologist-Supervisor	BE	082	087
21770	Imaging Technologist-Supervisor	BE	082	087
18912	Nuclear Medicine P.E.T. Technologist	BE	075	080
18917	Nuclear Medicine Technologist 1	BE	057	062
18918	Nuclear Medicine Technologist 2	BE	064	069
18916	Nuclear Medicine Technologist Lead	BE	077	082
18931	Vascular Sonographer	BE	057	062
18932	Vascular Sonographer Lead	BE	065	070

Employees will be placed on the new range at their same step as of the effective date. Progression Start Dates (PSDs) are not impacted.

Nonpermanent and temporary hourly versions of the job profiles listed above will receive the same range increase.

Increases may take up to 90 days to implement but retro pay back to the effective date of 11/16/22 will be provided.

This MOU will expire upon implementation.

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Tentatively Agreed To:

For the Union:	For the Employer:
_____	_____
Date:	Date:

**MOU: R&R INCREASES – Respiratory Care**

During negotiations for the 2023-25 successor agreement, the parties reached agreement on the following recruitment and retention increases effective November 16, 2022

Job Code	Job Title	Table	Range	New Range
18958	Respiratory Care Lead	BS	068	070
18957	Respiratory Care Practitioner	BS	059	061

Employees will be placed on the new range at their same step as of the effective date. Progression Start Dates (PSDs) are not impacted.

Nonpermanent and temporary hourly versions of the job profiles listed above will receive the same range increase.

Increases may take up to 90 days to implement but retro pay back to the effective date of 11/16/22 will be provided.

This MOU will expire upon implementation.

Tentatively Agreed To:

For the Union:

For the Employer:

\_\_\_\_\_

\_\_\_\_\_

Date:

Date:

**MOU: Pay Ranges for Registered Nurses**

During negotiations for the 2023-25 successor agreement, the parties reached agreement on the following recruitment and retention increases effective January 1, 2023

Steps A to E of Pay Table BR Range 02 will be increased by two percent (2%). This increase will be based upon the salary schedule in effect December 31, 2022.

The values on Pay Table BR, Range 03 will be increased to reflect eight percent (8%) above Table BR, Range 02 at each step of the wage scale.

This MOU will expire upon implementation.

Tentatively Agreed To:

For the Union:

For the Employer:

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Date:

Date:



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**MEMORANDA OF UNDERSTANDING – SEATTLE MINIMUM WAGE**

During negotiations for the 2023-2025 successor agreement, the parties reached agreement on the following regarding the Seattle Minimum Wage

Contract classified pay tables will be updated to reflect the current Seattle minimum wage after an across-the-board increase or a minimum wage adjustment made by the City of Seattle. Steps falling below the new minimum wage will be inactivated and employees will be moved, if needed, to the new minimum step of the range. If an across-the-board increase brings steps back above the current Seattle minimum wage, those steps will be reactivated and available for use. Whenever steps are reactivated, no employees will be moved to lower steps.

When a minimum wage increase results in a pay range with less than three (3) active steps, the parties agree that job profiles assigned to those ranges will be placed on the next available pay range in the same table. Incumbents will be placed on the new range at their current step. PSDs will not be impacted by this movement.

This MOU expires on June 30, 2025.

Tentatively Agreed To:	
For the Union:	For the Employer:
_____	_____
Date:	Date:

**MOU: PRE-SCHEDULED VOLUNTARY DOUBLE-TIME SHIFT INCENTIVE FOR CRITICAL STAFFING NEEDS**

During negotiations for the ~~2021-2023~~2023-2025 successor agreement, the parties reached agreement on the following regarding Pre-Scheduled Voluntary Double-Time.

After the initial scheduled bid is incorporated and posted, and the employer has sent out notice for staff, including Per Diems/Intermittent staff, the Employer may offer pre-scheduled voluntary double-time shifts for any classification. The determination of critical staffing needs and the double-time shift incentive is at the sole discretion of the Employer.

Per Diems/Intermittent staff will not be eligible to volunteer for pre-scheduled double-time shifts until they have scheduled up to ~~forty (40)~~ thirty-six (36) hours in the week of the pre-scheduled double-time shift. Per Diems will not be eligible to be paid at the double-time incentive shift rate unless they have worked all of their scheduled ~~forty (40)~~thirty-six (36) hours in the shift week.

The shifts shall be compensated at the rate of two times (2X) the regular rate of pay for all hours worked. Pre-scheduled double-time shifts will be considered Extra Shifts and will not be guaranteed, but once scheduled are expected to be worked unless it is determined that they are not needed. Staff members calling in sick on voluntary double-time shifts will not receive sick pay.

All staff, once scheduled, are expected to honor the commitment, with the exception of illness or serious emergency. Notification of absence is required at least two (2) hours before the beginning of all shifts.

Failure by the Employer to notify or attempt to notify staff of cancellation at least two (2) hours in advance of the shift will result in the employee being assigned to a unit for two (2) hours.

~~Within sixty (60) days of ratification, the Employer will develop guidelines for determining which shifts are critical and can be offered at double time and the guidelines will be discussed at a JLM. During the sixty (60) days, if on posted schedule there is more than one staff down on a scheduled shift double time will be offered to reach a deficit of only one staff down. Per Diems will be eligible to volunteer for double time shifts during this sixty (60) days consistent with regular employees.~~

Within 90 days of ratification the Employer will provide the Union with a current list of departments that are using pre-scheduled voluntary double-time shifts for critical staffing needs. Within 60 days of receiving the information the Union may request a JLM a to discuss the status of pre-scheduled double-time use.

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Tentatively Agreed To:	
For the Union:	For the Employer:
_____	_____
Date:	Date:

**MEMORANDUM OF UNDERSTANDING  
 BETWEEN  
 THE UNIVERSITY OF WASHINGTON (UNIVERSITY)  
 AND  
 THE SERVICE EMPLOYEES INTERNATIONAL UNION Local 1199 HMC/ALNW  
 MOU – CRITICAL  
 RECRUITMENT AND RETENTION WAGE INCREASES**

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The parties agreed to recruitment and retention wage increases for the job profiles listed on Attachment A.

1. Regular employees will be placed on their current step on the new range. Progression Start Date (PSDs) will not be impacted by these increases.
2. Nonpermanent Intermittent employees will be placed on their current step on the new range. PSDs will not be impacted by these increases.
3. If applicable, temporary hourly employees who are currently paid on steps will be placed on their current step on the new range. If applicable, temporary hourly employees who are not currently paid on steps will receive an increase if their current hourly rate falls below the new range minimum.
4. If agreement is reached by August 16, 2022, the effective date will be August 1, 2022. If agreement is reached later than August 16, 2022, the effective date will be the first available pay period after agreement is reached as determined by the employer.
5. Increases may take up to 90 days to implement but retro pay back to the effective date will be provided.

Tentatively Agreed To:

<p>For the Union:</p> <p style="text-align: center;">DocuSigned by: <i>Justin Nowinger</i></p> <p>_____ Date: 8/26/2022 <small>08A6CB001091432...</small></p>	<p>For the Employer:</p> <p style="text-align: center;">DocuSigned by: <i>Laura Hartless</i></p> <p>_____ Date: 8/22/2022 <small>1CB62316D8AE4A0...</small></p>
<p>For the Union:</p> <p style="text-align: center;">DocuSigned by: <i>Jane Hopkins</i></p> <p>_____ Date: 8/29/2022 <small>8981B8A2356D493...</small></p>	