

**ARTICLE 5 – EMPLOYMENT PRACTICES**

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3 5.1 See Article 33 Non-Discrimination.  
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5 5.2 Notice of Resignation. Employees shall be required to give at least fourteen (14) days'  
6 written notice of resignation presented in person to the employee's manager or  
7 designee. The Employer will give consideration to situations that would make such  
8 notice by the employee impossible. A written resignation may be withdrawn in writing  
9 within twenty-four (24) hours excluding the employee's scheduled days off and holidays  
10 off, after submitting the resignation. A written resignation withdrawal request made after  
11 twenty-four (24) hours may be granted at management's discretion.  
12

13 5.3 Discipline and Discharge. No full-time or part-time employee shall be disciplined or  
14 discharged except for just cause. "Just cause" shall be defined to include the concept of  
15 progressive and corrective discipline (such as verbal and written reprimands and the  
16 possibility of suspension without pay). Progressive discipline shall not be applied when  
17 the nature of the offense is just cause for immediate suspension or discharge. A copy of  
18 all written disciplinary actions shall be given to the employee. Employees shall be  
19 required to sign the written disciplinary action for the purpose of acknowledging receipt  
20 thereof. The Employer will make a good faith effort to inform the employee that they may  
21 have a union representative present during an investigatory meeting which may lead to  
22 disciplinary action. The failure of the Employer to so notify the employee will not be a  
23 basis for overturning any subsequent discipline based, in whole or in part, on the  
24 interview. An employee may request the attendance of a Union representative (and  
25 interpreting services, if necessary) during any investigatory meeting which may lead to  
26 disciplinary action. Documentation of disciplinary action at the oral warning or written  
27 reprimand level of discipline will not be considered relevant to future discipline after two  
28 (2) years, provided there are no further similar occurrences in the intervening period.  
29

30 5.4 Personnel File. Personnel records will be maintained for each employee in Human  
31 Resources. Information contained in the personnel record may include: employment  
32 application and supporting materials, performance appraisals, records of payroll activity,  
33 licensure and training records, letters of commendation and recognition, and records of  
34 disciplinary action. By appointment, employees may inspect their personnel records.  
35 Employees will be given the opportunity to provide a written response to any written  
36 evaluations, disciplinary actions or other materials included in the personnel file and  
37 such comments shall be included in the employee's personnel file. Upon request, an  
38 employee will be given a copy of any material in the employee's personnel file.  
39

40 5.5 Floating. The Employer retains the right to float employees on a shift by shift basis to  
41 meet patient care and departmental needs.  
42

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

1 employees, it is defined as the flexibility of an employee who is assigned daily  
2 to various units/departments based on the staffing needs of the campus.  
3

4 Employees will be expected to perform all basic functions of their classifications but will  
5 not be required to perform tasks or procedures specifically applicable to the work unit for  
6 which they are not qualified or trained to perform. Employees required to float within the  
7 hospital or as a Clinic float pool employee will receive orientation appropriate to the  
8 assignment. Orientation will be dependent upon the employee's previous experience  
9 and familiarity with the work unit to which the employee is assigned. Volunteers will be  
10 sought first when floating is necessary. Floating assignments by classification within a  
11 work unit will be rotated equitably with the least senior employee floated first, subject to  
12 skill, competence, ability and other patient care or departmental considerations, in the  
13 opinion of the Employer.  
14

15 5.6 Evaluations. All employees will be given an evaluative tool prior to completion of the  
16 probationary period. Performance evaluations will occur on an annual basis. Interim  
17 evaluations may be conducted as may be required. The annual evaluation is a tool for  
18 assessing the skills of the employee and for improving and recognizing the employee's  
19 performance. As determined by the employee's supervisor, the employee's participation,  
20 including a self-evaluation, is an integral part of the evaluation process. The employee  
21 can access a copy of the evaluation. Employees will be required to sign the evaluation  
22 acknowledging receipt thereof. Employees will be given the opportunity to provide a  
23 response to the evaluation which will be retained with the evaluation in the employee's  
24 personnel file. Evaluations will be completed during scheduled work time. A peer  
25 evaluation format may be developed by the Employer in addition to supervisory  
26 evaluation on a unit-by-unit basis utilizing input by other employees.  
27

28 5.7 Communication. Employees who have concerns regarding their working conditions are  
29 encouraged to raise those concerns through the appropriate levels of supervision.  
30

31 5.8 Job Openings. When a regular status job opening occurs within the bargaining unit,  
32 seniority shall be the determining factor in filling such vacancy providing skill,  
33 competence, ability and performance are considered equal in the opinion of the  
34 Employer. Transfers within the department/unit will be given preference in filling job  
35 openings. Notice of job openings shall be posted on the Human Resources electronic  
36 job board seven (7) days in advance of filling where possible. To be considered for such  
37 job opening, an employee must submit an online application. Internal applicants will be  
38 notified when the job has been filled. If the Employer is unable to place the selected  
39 employee in the vacant position immediately due to departmental or unit considerations,  
40 the position may be filled on a temporary basis and the employee will be notified in  
41 writing as to when they will be placed in the position. In any event, the selected  
42 employee will be placed in the position within ninety (90) days. During the one hundred  
43 twenty (120) day period following the effective date of transfer, employees may apply for  
44 an additional transfer with the approval of their supervisor.  
45

46 5.8.1 Ongoing Increase in Hours. It would be the intent of the Employer that  
47 ongoing increased hours of work on a specific department or unit and shift that  
48 are not the result of temporary leaves, scheduling requests for time off, or  
49 temporary increases in work load would be made available for current staff on  
50 the specific unit and shift to increase their FTE in accordance with Section 5.8. If

1 such ongoing increased hours of work persist for a period in excess of three (3)  
2 months,

- 3  
4 a. hospital employee may request in writing to the Director of Human  
5 Resources that these hours be posted. The Director of Human  
6 Resources or designee within her or his sole discretion will determine  
7 the appropriateness of the request based on the above criteria and  
8 respond within fourteen (14) days of the request for review.  
9 b. a clinic employee may request in writing to their manager for a review  
10 of hours worked relative to FTE. The manager will work with  
11 operations, leadership and HR to determine at the employer's sole  
12 discretion the appropriateness of the request and respond within  
13 fourteen (14) days of the request for review.  
14

15 5.8.2 Trial Service Period.

- 16 A. Paid or unpaid time off taken during a trial service period shall extend  
17 the length of the trial service period on a day-for-a-day basis for any  
18 day(s) that the employee takes paid time off, unpaid time off, or shared  
19 leave, except for leave taken for military service.  
20 B. An employee who obtains a position in a new classification pursuant to  
21 Section 5.8 shall serve a six (6) month trial service period in their new  
22 assignment. An employee serving a trial service period may voluntarily  
23 revert to their former permanent position within six (6) weeks of the  
24 appointment, provided that the position has not been filled or a written  
25 offer has not been made to an applicant. After six (6) weeks employees  
26 may revert to their former position with Employer approval. In the event  
27 the former position has been filled with a permanent employee, the  
28 employee will be placed on the rehire list.  
29 C. An employee who voluntarily moves from one position in the bargaining  
30 unit to another within the same job classification (excluding shift  
31 changes on a given work unit) shall have a trial service period of six (6)  
32 weeks. During the trial service period either the employee or the  
33 employer may elect for the employee to return to their position without  
34 notice and without recourse to the grievance procedure. In the event the  
35 former position has either been filled with a permanent employee or a  
36 written offer of employment has been made, the employee will be  
37 placed on the rehire list.  
38

39 5.9 Additional Hours. Employees desiring to work additional shifts may notify the department  
40 manager or designee of their availability in writing or by email. Part-time employees will  
41 be given priority for additional shift assignments, unless it puts the employee in an  
42 overtime position.  
43

44 5.10 Parking. Parking rates listed in 5.10.2. below will not be changed unless changed for all  
45 employees. The Employer will, upon request, meet and confer with the Union prior to  
46 implementation of changes in hospital parking rates. Hospital employees on-call shall be  
47 provided free parking within close proximity to the hospital.  
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5.10.1 The Employer will provide thirty (30) days' advance notice if practicable of a change in parking rates to the Union.

5.10.2 Employee Parking Rates – Northwest Campus

~~\$75-78~~ – 1st Shift .5 FTE or higher

~~\$55-57.20~~ - 1st Shift less than .5 FTE/intermittent and nonpermanent

~~\$55-57.20~~ – 2nd Shift .5 FTE or higher

~~\$35-36.40~~ – 2nd Shift less than .5 FTE/intermittent and nonpermanent

~~\$35-36.40~~ – 3rd Shift .5 FTE or higher

~~\$25-26~~ – 3rd Shift less than .5 FTE/intermittent and nonpermanent

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

Tentatively Agreed To:

For the Union:

For the Employer:

DocuSigned by:  
*Justin Nowinger*  
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08A6CB801091432...  
Date: 10/4/2022

DocuSigned by:  
*Laura Hartless*  
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Date: 10/4/2022

**ARTICLE 7 – HOURS OF WORK AND OVERTIME**

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3 7.1 Work Day. The normal work day shall consist of eight (8) hours' work to be completed  
4 within eight and one-half (8 1/2) consecutive hours (or, for clinic employees, nine (9)  
5 hours when a one-hour lunch is scheduled).  
6
- 7 7.2 Work Period. The normal work period shall consist of forty (40) hours of work within a  
8 designated seven (7) day period or eighty (80) hours of work within a designated  
9 fourteen (14) day period.  
10
- 11 7.3 Innovative Work Schedules. An innovative schedule is defined as a work schedule that  
12 requires a change, modification or waiver of any provisions of this Employment  
13 Agreement. Innovative work schedules may be established in writing by mutual  
14 agreement between the Employer and the employee involved. Prior to the  
15 implementation of a new innovative work schedule, the Employer and the Union will  
16 review and determine conditions of employment relating to that work schedule. Where  
17 innovative schedules are utilized by the Employer (including those innovative schedules  
18 set forth as addenda to this Agreement), the Employer retains the right to revert back to  
19 the eight (8) hour day schedule or the work schedule which was in effect immediately  
20 prior to the innovative work schedule, after at least forty-five (45) days' advance notice to  
21 the employee. At the time of execution of this Agreement, agreed innovative schedules  
22 are those set out in Appendices C, D, E and F.  
23
- 24 7.4 Work Schedules. It is recognized and understood that deviations from the foregoing  
25 normal hours of work may occur from time to time, resulting from several causes, such  
26 as but not limited to vacations, leave of absence, weekend and holiday duty,  
27 absenteeism, employee requests, temporary shortage of personnel, low census and/or  
28 other emergency conditions. The Employer retains the right to adjust work schedules to  
29 maintain a safe, efficient and orderly operation. Monthly work schedules shall be posted  
30 at least ten (10) days prior to the beginning of the scheduled work period. Except for  
31 emergency conditions involving patient care and low census conditions, individual  
32 scheduled hours of work set forth on the posted work schedules may be changed only  
33 by mutual consent.  
34
- 35 7.5 Overtime. Overtime shall be compensated for at the rate of one and one-half (1-1/2)  
36 times the regular rate of pay for time worked beyond the employees regular scheduled  
37 work day (minimum of eight (8) hours) or the hours in excess of the normal full-time work  
38 period. Hours worked after twelve (12) consecutive hours within the twenty-four (24)  
39 hour period shall be paid at the rate of double time (2x) the employee's regular rate of  
40 pay. Employees working twelve (12) hour shift will receive time and one half (1-1/2) after  
41 twelve (12) hours and double time (2x) after fourteen (14) hours. Time paid for but not  
42 worked shall not count as time worked for purposes of computing overtime pay. All  
43 overtime must be approved by supervision. Overtime shall be computed to the nearest  
44 quarter hour. There shall be no pyramiding or duplication of overtime pay or other  
45 premium pay paid at the rate of time and one-half (1-1/2). The Employer and the Union  
46 agree that overtime should be minimized. If in the Employer's opinion overtime is  
47 necessary, volunteers will be sought first and if there are insufficient volunteers or an  
48 excess of volunteers, reasonable overtime may be assigned equitably.  
49  
50

1 All time compensated at time and one-half (1-1/2) or double time (2x) will be considered  
2 overtime whether designated as premium pay or overtime.  
3

4 a. Compensatory Time: As an option to wage payment of either Overtime or  
5 Double-Time, an employee may request the option to accrue compensatory time  
6 based on one and one-half the amount of overtime, or double-time worked, as  
7 applicable. The approval of the compensatory time option may be approved by  
8 the employing official, based on department needs, and consideration of the  
9 employee's request.

10 b. The use of accrued compensatory time may be approved by the employing  
11 official with consideration being given to the needs of the department and the  
12 wishes of the employee.

13 c. Compensatory time must be used or paid for by June 30<sup>th</sup> of each fiscal year,  
14 unless the balance exceeds 240 hours prior to June 30<sup>th</sup>, then that excess  
15 amount will be cashed out to bring the balance back to 240 hours. The  
16 employee's unused compensatory time balance will be cashed out to zero every  
17 June 30<sup>th</sup> or when the employee leaves University employment for any reason.  
18 The employee's compensatory time balance may also be cashed out when the  
19 employee:

20  
21 1. Transfers within their department to a position with a different budget  
22 or funding source, or

23 2. Transfers to a position in another department  
24

25 7.6 Overtime Placement: Employees will automatically be placed into a weekly overtime  
26 work rule upon hire. Those wishing to opt into a daily overtime work rule must submit a  
27 request to their manager and the change will be effective the beginning of the next  
28 workweek and will not be retroactive.  
29

30  
31 7.6-7 Meal/Rest Periods. Meal periods and rest periods shall be administered in accordance  
32 with state law (WAC 296-126-092). Employees shall be allowed an unpaid meal period  
33 of one-half (1/2) hour (or one (1) hour if so scheduled for clinic employees). Employees  
34 required by the Employer to remain on duty or in the hospital during their meal period  
35 shall be compensated for such time at the appropriate rate of pay, provided such time is  
36 documented in Kronos. All employees shall be allowed a rest period of fifteen (15)  
37 minutes on the Employer's time, for each four (4) hours of working time. Subject to prior  
38 supervisory approval, meal and/or rest periods may be combined. If an employee  
39 requests their manager (or alternate) for the time off to take a scheduled break and the  
40 manager does not allow the time off, Employer will pay the employee for fifteen (15)  
41 minutes for each such break missed, provided such time is documented in Kronos, at  
42 the appropriate rate in addition to the employee's regular shift pay for the hours worked,  
43 except where the employee is given the time off later in the shift. Employee concerns  
44 regarding the application of Article 7.6 shall, upon request, become an agenda item for  
45 the Labor-Management Committee.  
46

47 7.7-8 Report Pay. Employees who report for work as scheduled (unless otherwise notified in  
48 advance) and are released from duty by the Employer because of low need shall receive  
49 a minimum of four (4) hours' work at the regular rate of pay. This commitment shall not  
50 apply when the Employer has made a good faith effort to notify the employee at least

1 one and one-half (1 1/2) hours in advance of the scheduled shift. It shall be the  
2 responsibility of the employee to notify the Employer of the employee's current address  
3 and telephone number.  
4

5 ~~7.8-9~~ Weekends. The Employer will make a good faith effort to schedule all regular full and  
6 part-time employees for at least every other weekend off. In the event an employee  
7 works two (2) successive weekends, all time worked on the second weekend shall be  
8 paid at the rate of time and one half (1 1/2) the regular rate of pay. The third regularly  
9 scheduled weekend shall be paid at the employee's regular rate of pay. Every other  
10 weekend off cycles may be altered with at least ten (10) days' notice prior to the start  
11 date of the next posted work schedule. Subject to advance approval by their Manager,  
12 employees may request the trading of weekends, providing the schedule change does  
13 not place the Employer into an overtime pay condition or premium pay condition. The  
14 weekend shall be defined for first (day) and second (evening) shift employees as  
15 Saturday and Sunday. For third (night) shift employees, the weekend shall be defined as  
16 Friday night and Saturday night. This section shall not apply to employees who request  
17 the trading of weekends, to employees whose regular schedule is for recurring weekend  
18 positions (i.e., Saturday and/or Sunday), or volunteer for more frequent weekend duty.  
19 Premium pay provided for in this section shall not apply to time spent for educational  
20 purposes.  
21

22 ~~7.9-10~~ Rest Between Shifts. In scheduling work assignments, the Employer will make a good  
23 faith effort to provide each employee with at least twelve (12) hours off duty between  
24 shifts. In the event an employee is required to work with less than twelve (12) hours off  
25 duty between shifts, all time worked within this twelve (12) hour period shall be at time  
26 and one-half (1 1/2). ~~This section shall not apply to standby and callback assignments  
27 performed pursuant to Article 9.~~  
28

29 ~~7.10-11~~ Shift Rotation. Routine shift rotation is not an approach to staffing endorsed by  
30 the Employer. Except for emergency situations where it may be necessary to provide  
31 safe patient care, shift rotation will not be utilized without mutual consent. If such an  
32 occasion should ever occur, volunteers will be sought first. If no one volunteers, the  
33 Employer will rotate shifts on an inverse seniority basis until the staff vacancies are filled.  
34

35 ~~7.11-12~~ Reduction in FTE Status. If a reduction in FTE is determined by the Employer to  
36 be necessary, the Employer will first seek volunteers from the department or unit and  
37 shift to accomplish these changes. If there are insufficient volunteers, the least senior  
38 employee(s) in the affected classification, department or unit and shift will receive the  
39 FTE reduction unless that employee possesses a specific qualification(s) necessary to  
40 the operation of the department or unit in the opinion of the Employer. Any employee  
41 subject to an involuntary reduction in their FTE will be given preference up to the  
42 employee's prior position (FTE) if the Employer seeks to expand the hours of an existing  
43 FTE in the same classification on the employee's department or unit and shift, providing  
44 there is no conflict between their current schedule and the schedule related to the  
45 posted hours.  
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47 ~~7.12-13~~ Clinic Closure.

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49 ~~7.1213.1~~ Inclement Weather. When any Clinic is in operation but an employee  
50 requests time off to deal with unanticipated problems related to natural disaster

1 or severe weather conditions, if granted the employee may charge the absence  
2 as provided below. Employees designated as essential must make all reasonable  
3 efforts to report to work as scheduled.  
4

5 7.4213.2 Suspended Operations. If any Clinic determines it is advisable due to  
6 emergency conditions to suspend the operation of all or any portion of the  
7 institution, requiring only employees in essential positions to report to work the  
8 following will govern: When prior notification of suspended operations has not  
9 been given, non-essential employees released until further notice after reporting  
10 to work shall receive a minimum of four (4) hours' pay for the first day. Non-  
11 essential employees who do not work for the balance of the closure during  
12 suspended operations have the following options to account for hours not  
13 worked:  
14

- 15 • Using vacation time off.
- 16 • Accrued compensatory time and/or holiday credit.
- 17 • Using personal holiday. An employee must use personal holiday time  
18 as a full day or shift.
- 19 • Using unpaid time off.
- 20 • If unpaid time off is used, up to sixty (60) calendar days after  
21 operations resume to make up work time lost provided the following:
  - 22 ○ Employees must request makeup time within five (5) working  
23 days after operations resume, and
  - 24 ○ Reasonable work must exist, and the supervisor must approve  
25 the request to work.
  - 26 ○ Make up time worked by overtime-eligible full-time employees is  
27 calculated at time and one half (1-½).

28  
29 Employees using time off in accordance with this and other applicable policies may not  
30 be subject to corrective action for use of such time off.  
31

32 7.4213.3 Clinic Closure/ Reassignment to another open clinic. When any Clinic is  
33 closed management will make reasonable effort to assign employees to work out  
34 of that clinic or temporarily at another location.  
35

36 7.4213.4 Public Health Suspended Operations. Accrued sick time off may also be  
37 used for the suspension of operations when the employee's workplace has been  
38 closed by a public health official for any health-related reason.  
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40 7.4213.5 Other Applicable Provisions. See Report Pay, Low Census and other  
41 applicable employer policies, procedures and practices.  
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Tentatively Agreed To:	
For the Union:	For the Employer:
<p>DocuSigned by: <i>Justin Novinger</i></p> <p>08A6CB801091432...</p> <p>Date: 10/4/2022</p>	<p>DocuSigned by: <i>Laura Hartless</i></p> <p>1CB62316D8AE4A0...</p> <p>Date: 10/4/2022</p>

**ARTICLE 8 – COMPENSATION**

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

8.1.1 Progression start dates will be maintained as follows:

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

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

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

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

The University, at its discretion, may approve additional progression increases at any time. Such additional progression increases will not change an employee’s progression start date.

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

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

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

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

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2 8.6 **Recruitment/Retention Compensation.** The Employer may increase the salary of  
3 classifications that are experiencing recruitment/retention problems, upon thirty (30)  
4 days' notice to the union and the opportunity for the union to bargain.  
5

6 8.7 **SALARY SCHEDULES**  
7

8 A. Effective July 1, 2023~~4~~, each classification represented by the Union will continue to  
9 be assigned to the same Pay Table and Salary Range as it was assigned on June 30,  
10 2023~~4~~. Effective July 1, 2023~~4~~, each employee will continue to be assigned to the  
11 same Salary Range and Step that they were assigned on June 30, 2023~~4~~ unless  
12 otherwise agreed. Employees who are paid above the maximum for their range on  
13 June 30, 2024~~3~~ will continue to be paid above the maximum range on July 1, 2024~~3~~  
14 unless otherwise agreed.  
15

16 ~~B. Effective on the first available pay period following ratification as determined by the~~  
17 ~~Employer, all Salary Ranges described in Section A above will be increased by two~~  
18 ~~percent (2%). This increase will be based upon the salary schedule in effect on July 1,~~  
19 ~~2021.~~  
20

21 ~~B.~~ Effective July 1, 2023~~2~~, all Salary Ranges described in Section A will be increased ~~two~~  
22 ~~four~~ percent (~~42~~%). This increase will be based upon the salary schedule in effect on  
23 June 30, 2023~~2~~.  
24

25 C. Effective July 1, 2024, all Salary Ranges described in Section A will be increased three  
26 percent (3%). This increase will be based upon the salary schedule in effect on June  
27 30, 2024.  
28

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

Tentatively Agreed To:	
For the Union:	For the Employer:
<p>DocuSigned by:</p> <p><i>Justin Nwinger</i></p> <p>_____</p> <p>Date: 10/4/2022</p> <p><small>08A6CB801091432...</small></p>	<p>DocuSigned by:</p> <p><i>Laura Hartless</i></p> <p>_____</p> <p>Date: 10/4/2022</p> <p><small>1CB62316D8AE4A0...</small></p>

## **ARTICLE 9 – OTHER COMPENSATION**

### 9.1 Shift Differential.

9.1.1 A. Service and Maintenance Bargaining Unit Shift Differential: Unless noted in 9.1.1 B. Employees assigned to work the second (3-11 p.m.) shift shall be paid a shift differential of one dollar and thirty five cents (\$1.35) over the hourly contract rate of pay specified in Appendix B. Employees assigned to work the third (11 p.m. – 7 a.m.) shift shall be paid a shift differential of two dollars (\$2.00) per hour over the hourly contract rate of pay specified in Appendix B. See Appendix A for those job classifications that are grandfathered with higher shift differentials. Employees shall be paid shift differential for those hours worked on a second and third shift if four (4) or more hours are worked on the designated shift, provided this section shall not apply to clinic employees regularly scheduled to commence work before 1:00 p.m.

B. Certified Nursing Assistants assigned to work the second (3-11pm) shift shall be paid a shift differential of one dollar and fifty cents (\$1.50) over the hourly contract rate of pay specified in Appendix B and Certified Nursing Assistants assigned to work the third shift shall be paid two dollars and twenty-five cents (\$2.25) over the hourly rate of pay specified in Appendix B.

9.1.2 Professional Technical Bargaining Unit Shift Differential: Employees assigned to work the second (3-11 p.m.) shift shall be paid a shift differential of one dollar seventy-five cents (\$1.75) over the hourly contract rate of pay specified in Appendix B. Employees assigned to work the third (11 p.m. – 7 a.m.) shift shall be paid a shift differential of two dollars and (\$2.50) over the hourly contract rate of pay specified in Appendix B. The pharmacists' second shift premium shall be \$1.75 and the third shift premium shall be 4.00.

9.1.3 Employees who are assigned to and who work the third shift and who continue working into the first (1st) shift shall continue to receive the third shift differential for all hours worked on the first (1st) shift.

9.1.4. Employees who are assigned to and who work the second (2nd) shift and who are assigned to start their shift between 1 p.m. and 3 p.m. shall receive second (2nd) shift differential for hours worked on the first shift between 1 p.m. and 3 p.m.

9.1.5. Employees who are assigned to and who work the third shift and who are assigned to start their shift between 9 p.m. and 11 p.m. shall receive third shift differential for hours worked on the second (2nd) shift between 9 p.m. and 11 p.m.

9.2 Low Census Standby Pay. Employees placed on standby status off hospital premises as a result of low census shall be compensated at the rate of three dollars and seventy-five cents (\$3.75) per hour. Standby hours shall be counted as hours worked for purposes of computing seniority and benefits. Employees called back to work while on standby status shall be paid shift differential for those hours worked on a second or third shift and

1 shall be compensated at the regular rate of pay when called to their regular shift with a  
2 minimum guarantee of four (4) hours in addition to standby pay.

3  
4 9.3 Callback Pay. Employees assigned to be on call during the hours outside the  
5 employee's scheduled shift shall be paid ~~four dollars (\$4.00) per hour for the first thirty~~  
6 ~~(30) hours. Employees shall receive six-seven~~ dollars (\$76.00) per hour for all standby  
7 ~~hours of thirty (30) or more per pay period~~. When called back, the employee shall  
8 receive time and one-half (1-1/2) for a minimum of three (3) hours in addition to on-call  
9 pay. Travel time to and from the hospital and/or a clinic shall not be considered time  
10 worked. The minimum callback hours shall not apply when the employee reports for  
11 work in advance of an assigned shift. On-call hours shall not count toward seniority or  
12 benefit accrual. Employees in the Service and Maintenance bargaining unit on callback  
13 shall be provided with signal devices for the time the employee is on standby.  
14 Employees who are on low census shall not be required to be on standby for that low  
15 census shift.

16  
17 9.3.1 Callback Guidelines. On-call shall not be used to avoid filling vacant positions.  
18 The Employer will schedule procedures in the best interests of the patient and  
19 will make a good faith effort to schedule such patient procedures so that callback  
20 is not required. Within ninety (90) days of ratification, the Employer will develop a  
21 reporting tool to track and review patterns in call utilization and stand-by hours.

22  
23 9.3.2 The following provision applies to hospital employees only. ~~Within ninety (90)~~  
24 ~~days of ratification, the parties will establish a~~ The Call Staffing Committee  
25 Committee has with a Management Co-Chair and a Union-appointed Co-Chair.  
26 The committee shall have an equal number of representatives from management  
27 and staff from units with mandatory call. The Union shall appoint the staff  
28 representatives. The Chief Nursing Officer shall serve on this committee. The  
29 committee shall meet on a monthly basis to develop a charter and develop  
30 criteria to evaluate the effectiveness of on-call processes. The Call Staffing  
31 Committee will review and discuss the data from the tracking tool and may also  
32 mutually agree to review additional data as needed. The Committee may also  
33 make recommendations around call staffing and may mutually agree to  
34 mechanisms to authorize incentives to respond to urgent staffing needs.

35  
36 9.3.3 On-Call Hours. The maximum mandatory scheduled on-call hours will be  
37 implemented within ninety (90) days of ratification of the 2021-2023 contract.  
38 When the monthly average on-call hours for a group of employees or an  
39 individual (who have/has an expectation to share in the unit's collective on-call)  
40 meets or exceeds one hundred twenty (120) hours per month, the Call Staffing  
41 Committee, upon request of the employee or the Union, will meet to determine a  
42 course of action to lower the on-call hours. Management, with the committee, will  
43 endeavor to immediately lower the overall mandatory on-call hours. The  
44 committee will continue to meet to determine a course of action to lower on-call  
45 hours long-term. If, after sixty (60) days, the mandatory scheduled on-call hours  
46 remain over the established mandatory maximum, the next level of management  
47 for the department will participate in the committee's work to facilitate a course of  
48 action to lower the on-call hours.

49

1 9.3.4 Callback Relief. Subject to patient care considerations, the Employer will make a  
2 good faith effort to provide relief for an employee who requests the immediate  
3 next scheduled shift off or offer a change in the employee's start time or end time  
4 for the immediate next scheduled shift when the employee has been working on  
5 call within eight (8) hours of the start of their next scheduled shift. At the  
6 employee's request, a vacation day can be used. This schedule adjustment will  
7 not count as an occurrence per the Employer's Dependability Policy.  
8

9 9.3.5 Standby Low Census. An employee who is on standby who is called back can be  
10 released and put back on stand-by due to low census prior to seeking volunteers.  
11

12 9.4 Lead Pay. A lead primarily performs the same work as others in the classification; in  
13 addition, they are directly accountable for monitoring and reviewing work assignments of  
14 other employees, checking work for accuracy, assisting in and independently making  
15 daily work assignments, assisting with and independently developing work schedules, or  
16 giving advice and work instructions to other employees.  
17

18 9.4.1 Service and Maintenance Bargaining Unit Lead Pay: An employee temporarily  
19 assigned by the Employer to fill in for a lead employee or supervisor shall receive  
20 one dollar and twenty five cents (\$1.25) per hour over the regular rate of pay for  
21 all hours worked in the lead position.  
22

23 9.4.2 Professional Technical Bargaining Unit Lead Pay: An employee temporarily  
24 assigned by the Employer to fill in for a lead employee or supervisor shall receive  
25 two dollars (\$2.00) per hour while working as a lead.  
26

27 9.5 Work in Advance of Shift. When an employee is required to report for work in advance of  
28 their assigned shift and continues working during the scheduled shift, all hours worked  
29 prior to the scheduled shift shall be paid at time and one-half (1-1/2) the regular rate of  
30 pay. Work performed during the scheduled shift shall be paid at the regular rate of pay.  
31 An employee who reports to work in advance of the assigned shift will not be released  
32 from duty prior to the completion of that scheduled shift for the purpose of avoiding  
33 overtime pay unless there is mutual consent or low census.  
34

35 9.6 Temporary Assignment. The employing official may temporarily assign a regular  
36 monthly employee the duties and responsibilities of a higher-level class for up to one (1)  
37 year. Such appointments shall be made in increments of no more than six (6) months.  
38 The employee shall be paid a temporary hourly increase (THI) at the salary step which  
39 represents of at least a five percent (5%) increase over the present salary but not to  
40 exceed the maximum of the range for the higher classification. Such increase shall be  
41 effective the first day of the assignment when approved.  
42

43 9.7 Weekend Premium. The weekend shall be defined as all hours between 11:00 p.m.  
44 Friday and 11:00 p.m. Sunday. Premium pay provided for in this section shall not apply  
45 to time spent for educational purposes.  
46

47 9.7.1 Service and Maintenance Bargaining Unit Weekend Premium: An employee  
48 required to work a weekend shift shall receive one dollar and fifty cents (\$1.50)  
49 per hour premium pay for each hour worked on the weekend in addition to the  
50 employee's regular rate of pay.

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9.7.2 Professional Technical Bargaining Unit Weekend Premium: An employee required to work a weekend shift shall receive two dollars and fifty cents (\$2.50) per hour premium pay for each hour worked on the weekend in addition to the employee's regular rate of pay.

9.8 Preceptor Premium. All employees who work as preceptors as defined in Article 4.6 shall receive one dollar and fifty cents (\$1.50) per hour premium pay for each hour they precept. This is in addition to any and all other premiums.

9.9 CNA and Unit Secretary Float Pool Premium Pay. CNAs and Unit Secretaries assigned to the Float Pool will be paid two dollars twenty-five cents (\$2.25) per hour for hours worked in the Float Pool.

9.10 Certification Pay Professional/Technical Classifications. Employees certified in a specialty area by a national or state organization and working in that area of certification shall be paid a premium of one dollar and twenty-five cents (\$1.25) per hour, provided the particular certification has been approved by the Director, or designee, and further provided that the employee continues to meet all educational and other requirements to keep the certification current and in good standing. A certified employee is eligible for only one certification premium, regardless of other certifications the employee may have. Certified employees will notify their respective Director, or designee, in writing at the time certification is received, providing a copy of the original certification document. Certification pay will be effective the first full pay period after the date documentation is received by the Supervisor. Certification pay will not be paid for certifications that are not applicable to the employee's current area of responsibility. Certification pay will not be paid for certifications that are required as a minimum qualification for their position. Licensed Social Workers listed in 9.11 are excluded from certification pay.

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

9.11-12 Modality Pay

A. Modality Pay 1 - A premium of \$1.25/hour for staff actively participating in a new training program for a new modality.

B. Modality Pay 2 - A premium of \$1.50/hour for staff assigned to conduct examinations/studies in a modality other than that described in the current classification of the position. For two modalities where the employee is scheduled for at least forty percent (40%) in the second modality, the premium pay will be for all hours worked. Where the employee is

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scheduled for less than forty percent (40%) in the second modality, the premium will apply for all hours worked in a shift.

- C. Modality Pay 3 - A premium of \$1.75/hour for staff assigned as a preceptor to other staff.
- D. The parties agree that Modality Premium Pay will be applicable only to the job titles below.

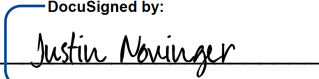
Job Code	Temporary Job Code	Job Title
21321	21521	DIAGNOSTIC MEDICAL SONOGRAPHER
21407	21607	DIAGNOSTIC MEDICAL SONOGRAPHER LEAD
21384	21584	IMAGING TECHNOLOGIST
21886	21887	IMAGING TECHNOLOGIST TRAINEE
21317	21517	IMAGING TECHNOLOGIST-COMP TOMO
21320	21520	IMAGING TECHNOLOGIST-LEAD
21369	21569	IMAGING TECHNOLOGIST-MAG RES IMAGING
21405	21605	IMAGING TECHNOLOGIST-MAMMO
21349	21549	INTERVENTIONAL TECH
21371	21571	NUCLEAR MED TECHNOLOGIST 1
21386	21586	RADIOLOGY TECH LEAD
21416	21616	SPEC MAMMO & BRST US TECH
21392	21592	SPEC MAMMOGRAPHY TECH

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Tentatively Agreed To:

For the Union: For the Employer:

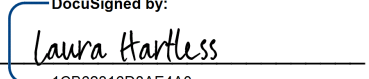
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Date: 10/4/2022



**ARTICLE 13 – MEDICAL AND INSURANCE BENEFITS**

## 13.1

a. For the ~~2021-2023~~2023-2025 biennium, the Employer Medical Contribution (EMC) will ~~contribute 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 (PEEB). In no instance will the employee contribution be less than two percent (2%) of the EMC per month.~~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 (PEEB). The projected medical premium is the weighted average across all plans, across all tiers.~~

b.a.

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 PEBB Board.

Article 13.1 (B) will expire June 30, 2023.

## 13.2

- 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, 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.

13.3 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 13.4 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 13.5 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 13.5  
15 (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 (~~\$50,004~~~~60,000~~) or less on November 1 of the year  
22 prior to the year the Employer FSA funds are being made available; and
  - 23 2. Meets PEBB program eligibility requirements to receive the employer contribution  
24 for PEBB medical benefits on January 1 of the plan year in which the Employer  
25 FSA funds are made available, is not enrolled in a high-deductible health plan,  
26 and does not waive enrollment in a PEBB medical plan except to be covered as  
27 a dependent on another PEBB non-high deductible health plan.
  - 28 3. Hourly employees' annual base salary shall be the base hourly rate multiplied by  
29 two thousand eighty-eight (2088).
  - 30 4. Base salary excludes overtime, shift differential and all other premiums or  
31 payments.  
32
- 33 c. A medical FSA will be established for all employees eligible under this Section who  
34 do not otherwise have one. An employee who is eligible for Employer FSA funds  
35 may decline this benefit but cannot receive cash in lieu of this benefit.  
36
- 37 d. The provisions of the State's salary reduction plan will apply. In the event that a  
38 federal tax that takes into account contributions to a FSA is imposed on PEBB health  
39 plans, this provision will automatically terminate. The parties agree to meet and  
40 negotiate over the termination of this benefit.  
41
- 42 e. ~~Eligible employees will be provided information regarding the benefit and use of the~~  
43 ~~FSA funds at new employee orientation, during open enrollment periods, and at the~~  
44 ~~beginning of each plan year. The PEBB Health Care Benefits Labor Coalition and~~  
45 ~~Health Care Authority committee will confer on methods of ensuring eligible~~  
46 ~~employees understand and are able to access information regarding the FSA benefit,~~  
47 ~~including exploring ways for employees to access information in preferred~~  
48 ~~languages.~~  
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Tentatively Agreed To:	
For the Union:	For the Employer:
<p>DocuSigned by: <i>Justin Nowinger</i></p> <hr/> <p>Date: 10/4/2022</p>	<p>DocuSigned by: <i>Laura Hartless</i></p> <hr/> <p>Date: 10/4/2022</p>

**ARTICLE 15 – FAMILY MEDICAL LEAVE ACT AND PARENTAL LEAVE**

- 1  
2  
3 15.1. 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  
6 twelve (12) months prior to the requested leave is entitled to up to twelve (12) work  
7 weeks of leave per year for any combination of the following:  
8 a. parental leave to care for a newborn or newly placed adopted or foster child;  
9 or  
10 b. personal medical leave due to the employee’s own serious medical condition  
11 that requires the employee’s absence from work; or  
12 c. family medical leave to care for a family member who suffers from a serious  
13 medical condition that requires care or supervision by the employee. Family  
14 Member is defined as: the employee’s spouse or same or opposite sex  
15 domestic partner, child, parent, grandparent, grandchild, sister, or brother. It  
16 also includes individuals in the following relationships with the employee’s  
17 spouse or domestic partner: child, parent, and grandparent. “Child” also  
18 includes any child residing in the employee’s home through foster care, legal  
19 guardianship or custody. Family members include those persons in a “step”  
20 relationship.  
21
- 22 15.2. The amount of family medical leave available to an employee is determined by using a  
23 rolling twelve (12) month period. The rolling twelve (12) month period measures FMLA  
24 leave availability by “looking backward” from the date an employee begins FMLA leave,  
25 adding up any FMLA leave used in the previous twelve (12) months, and subtracting that  
26 amount from the employee’s twelve (12) workweek FMLA leave entitlement. The  
27 remaining amount is available to the employee.  
28 a. While on leave covered by FMLA, the employee must use accrued paid  
29 time off before unpaid time off for the absence unless it runs concurrently  
30 with Washington Family and Medical Leave (PFML). With respect to  
31 employees who receive workers’ compensation time-loss benefits,  
32 employees may elect to receive time-loss exclusively, or may elect to  
33 receive a combination of time-loss and accrued leave. All other provisions  
34 of Article 15 shall apply to work-related injury leave that is designated as  
35 FMLA leave.  
36 b. The Employer will not require the use of paid time off such that it would  
37 result in the employee having fewer than eighty (80) hours of accrued  
38 vacation time off or eighty (80) hours of accrued sick time off, counted  
39 separately, upon return to work. Vacation and sick time off that has been  
40 requested and approved prior to the request for the use of FMLA will not  
41 be considered when requiring employees to use time off during FMLA-  
42 covered leave. This does not apply during an absence covered by the  
43 Washington Family and Medical Leave Program (PFML).  
44
- 45 15.3. The University will continue the employee’s existing employer-paid health insurance  
46 benefits during the period of leave covered by FMLA. If necessary, due to continued  
47 personal medical or parental leave approved beyond the FMLA period, or if the

1 employee is not eligible for FMLA, the employee may elect to use eight (8) hours of  
2 accrued applicable paid leave for continuation of employer paid health insurance  
3 benefits for the duration of the approved leave of absence. The interspersed paid leave  
4 will be applied to the first working day of the month.  
5

6 15.4. FMLA leave may be taken intermittently or as part of a reduced work schedule when  
7 medically necessary  
8

9 15.5. Parental Leave. Parental leave is defined as: up to ~~four (4)~~six (6) months of leave taken  
10 after the birth of a child to the employee, spouse or domestic partner, or because of the  
11 placement of a child with the employee or domestic partner through adoption or foster  
12 care. ~~Parental leave may extend up to six (6) months,~~ including time covered by the  
13 FMLA, during the first year after the child's birth or placement. Leave beyond the period  
14 covered by FMLA may only be denied by the Employer due to operational necessity.  
15 Extensions beyond six (6) months may be approved by the Employer. For birth parents,  
16 temporary disability leave for pregnancy is in addition to parental leave.  
17

18 To be paid during Parental leave the employee must use accrued vacation time off, sick  
19 time off up to eighteen (18) weeks (720 hours), personal holiday, holiday credit, or  
20 compensatory time, the combination of which may be determined by the employee.  
21 Employees must use all applicable accrued time off prior to going on unpaid time off,  
22 unless it runs concurrently with Washington Paid Family and Medical Leave (PFML).  
23  
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25 Tentatively Agreed To:

26 For the Union:

27 For the Employer:

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31 DocuSigned by:  
32 Justin Nowinger  
33 \_\_\_\_\_  
34 Date: 10/4/2022  
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31 DocuSigned by:  
32 Laura Hartless  
33 \_\_\_\_\_  
34 Date: 10/4/2022  
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**ARTICLE 29 – DURATION**

29.1 Duration and Renewal. This Agreement shall become effective July 1, ~~2021-2023~~ and shall continue in full force and effect through and including 11:59 p.m. on June 30, ~~2023~~2025, and shall continue in full force from year to year thereafter unless notice of desire to amend the Agreement is served by either party upon the other at least ninety (90) days prior to the date of expiration. If notice to amend is given, negotiations shall commence within thirty (30) days following the notice, and this Agreement shall remain in effect until the terms of a new or amended Agreement are agreed upon; provided, however, that if notice to amend is timely given, either party may at any time thereafter notify the other in writing of its desire to terminate this Agreement as of the date stated in such notice to terminate, which date shall be subsequent to July 1, of the year in which such notice to amend is timely given and at least sixty (60) days subsequent to the giving of such notice to terminate.

Tentatively Agreed To:

For the Union:

For the Employer:

DocuSigned by:  
*Justin Novinger*  
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Date: 10/4/2022

DocuSigned by:  
*Laura Hartless*  
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Date: 10/4/2022

**MOU: Pay Table BU**

During negotiations for the 2023-2025 successor agreement, the parties reached agreement on the following regarding Pay Table BU:

Effective ~~September 16, 2022~~ October 16, 2022, the Employer will restructure pay table BU to create 1% increments between ranges. The lowest range will be referred to as Range 1 and subsequent ranges will increase by 1% up through Range 145 as illustrated in Attachment A. The number of steps, A to S, will not change.

Employees allocated to the classification Float Cert Nursing Asst (21332) will be re-allocated to the classification Cert Nursing Asst (21299) and will receive \$2.25/hour float pay for all hours paid. Employees allocated to the classification Float Unit Secretary (21333) will be re-allocated to the classification Unit secretary (21404) and will receive \$2.25/hour for all hours paid.

All other existing job profiles will be assigned to a new range with step values that are equal to or greater than their current step values as shown in Attachment B.

Regular, intermittent, and non-permanent employees will remain on their current step. Progression Start Dates (PSDs) will not change.

Tentatively Agreed To:

For the Union:

For the Employer:

DocuSigned by:  
*Justin Nowinger*  
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DocuSigned by:  
*Laura Hartless*  
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Date: 10/4/2022

Date: 10/4/2022

**University of Washington - Contract Classified**  
**SEIU 1199NW UWMC NORTHWEST HEALTHCARE PAY**  
**Payscale Table BU - Effective TBD**

**ATTACHMENT A**

Range	< ---- Step ---- >																		
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S
1									\$17.28	\$17.69	\$18.10	\$18.46	\$18.83	\$19.20	\$19.58	\$19.97	\$20.37	\$20.78	\$21.07
2									\$17.45	\$17.86	\$18.27	\$18.63	\$19.00	\$19.38	\$19.76	\$20.15	\$20.56	\$20.97	\$21.26
3									\$17.61	\$18.03	\$18.45	\$18.82	\$19.19	\$19.57	\$19.96	\$20.36	\$20.77	\$21.19	\$21.48
4								\$17.40	\$17.81	\$18.23	\$18.65	\$19.02	\$19.40	\$19.78	\$20.17	\$20.57	\$20.99	\$21.41	\$21.70
5								\$17.57	\$17.98	\$18.41	\$18.84	\$19.21	\$19.59	\$19.98	\$20.38	\$20.78	\$21.20	\$21.63	\$21.93
6							\$17.38	\$17.73	\$18.15	\$18.58	\$19.01	\$19.39	\$19.77	\$20.16	\$20.56	\$20.97	\$21.39	\$21.82	\$22.12
7							\$17.58	\$17.94	\$18.36	\$18.80	\$19.24	\$19.62	\$20.01	\$20.41	\$20.81	\$21.22	\$21.65	\$22.09	\$22.39
8						\$17.38	\$17.74	\$18.10	\$18.52	\$18.96	\$19.40	\$19.78	\$20.17	\$20.57	\$20.98	\$21.40	\$21.83	\$22.27	\$22.58
9						\$17.58	\$17.95	\$18.32	\$18.75	\$19.20	\$19.65	\$20.04	\$20.44	\$20.85	\$21.26	\$21.68	\$22.12	\$22.57	\$22.88
10					\$17.34	\$17.75	\$18.12	\$18.49	\$18.92	\$19.37	\$19.82	\$20.21	\$20.61	\$21.02	\$21.44	\$21.87	\$22.31	\$22.76	\$23.07
11					\$17.50	\$17.91	\$18.28	\$18.65	\$19.09	\$19.54	\$19.99	\$20.39	\$20.79	\$21.20	\$21.62	\$22.05	\$22.49	\$22.94	\$23.26
12					\$17.31	\$17.69	\$18.11	\$18.49	\$18.87	\$19.31	\$19.77	\$20.23	\$20.63	\$21.04	\$21.46	\$21.89	\$22.32	\$22.77	\$23.23
13					\$17.47	\$17.86	\$18.28	\$18.66	\$19.04	\$19.49	\$19.95	\$20.41	\$20.81	\$21.22	\$21.64	\$22.07	\$22.51	\$22.96	\$23.42
14					\$17.64	\$18.03	\$18.46	\$18.84	\$19.22	\$19.67	\$20.14	\$20.61	\$21.02	\$21.44	\$21.87	\$22.30	\$22.74	\$23.20	\$23.67
15			\$17.44	\$17.83	\$18.23	\$18.66	\$19.05	\$19.44	\$19.90	\$20.37	\$20.84	\$21.25	\$21.67	\$22.10	\$22.54	\$22.99	\$23.45	\$23.92	\$24.25
16			\$17.61	\$18.00	\$18.40	\$18.83	\$19.22	\$19.61	\$20.07	\$20.55	\$21.03	\$21.45	\$21.88	\$22.31	\$22.75	\$23.20	\$23.67	\$24.15	\$24.48
17		\$17.41	\$17.80	\$18.20	\$18.60	\$19.04	\$19.44	\$19.84	\$20.30	\$20.78	\$21.26	\$21.68	\$22.11	\$22.55	\$23.00	\$23.46	\$23.93	\$24.41	\$24.75
18		\$17.58	\$17.97	\$18.37	\$18.78	\$19.22	\$19.62	\$20.02	\$20.49	\$20.98	\$21.47	\$21.90	\$22.33	\$22.77	\$23.22	\$23.68	\$24.16	\$24.65	\$24.99
19	\$17.35	\$17.75	\$18.14	\$18.54	\$18.95	\$19.40	\$19.80	\$20.20	\$20.67	\$21.16	\$21.65	\$22.08	\$22.52	\$22.97	\$23.43	\$23.89	\$24.37	\$24.86	\$25.20
20	\$17.53	\$17.94	\$18.34	\$18.75	\$19.17	\$19.62	\$20.03	\$20.44	\$20.92	\$21.42	\$21.92	\$22.35	\$22.79	\$23.24	\$23.70	\$24.17	\$24.66	\$25.16	\$25.51
21	\$17.71	\$18.12	\$18.52	\$18.93	\$19.35	\$19.81	\$20.22	\$20.63	\$21.11	\$21.61	\$22.11	\$22.55	\$23.00	\$23.46	\$23.93	\$24.40	\$24.89	\$25.39	\$25.74
22	\$17.89	\$18.31	\$18.72	\$19.14	\$19.57	\$20.03	\$20.45	\$20.87	\$21.36	\$21.87	\$22.38	\$22.82	\$23.27	\$23.73	\$24.20	\$24.68	\$25.18	\$25.69	\$26.04
23	\$18.07	\$18.49	\$18.90	\$19.32	\$19.75	\$20.22	\$20.64	\$21.06	\$21.55	\$22.06	\$22.57	\$23.02	\$23.48	\$23.95	\$24.43	\$24.91	\$25.41	\$25.92	\$26.28
24	\$18.25	\$18.67	\$19.09	\$19.51	\$19.94	\$20.41	\$20.83	\$21.25	\$21.75	\$22.27	\$22.79	\$23.24	\$23.70	\$24.17	\$24.65	\$25.14	\$25.65	\$26.17	\$26.53
25	\$18.43	\$18.86	\$19.28	\$19.71	\$20.15	\$20.63	\$21.06	\$21.49	\$21.99	\$22.51	\$23.03	\$23.49	\$23.96	\$24.44	\$24.92	\$25.41	\$25.92	\$26.44	\$26.80
26	\$18.62	\$19.05	\$19.47	\$19.90	\$20.34	\$20.82	\$21.25	\$21.68	\$22.19	\$22.72	\$23.25	\$23.71	\$24.18	\$24.66	\$25.15	\$25.65	\$26.17	\$26.70	\$27.07
27	\$18.81	\$19.25	\$19.68	\$20.12	\$20.57	\$21.06	\$21.50	\$21.94	\$22.45	\$22.98	\$23.51	\$23.98	\$24.46	\$24.95	\$25.45	\$25.95	\$26.47	\$27.00	\$27.37
28	\$19.00	\$19.44	\$19.87	\$20.31	\$20.76	\$21.25	\$21.69	\$22.13	\$22.65	\$23.19	\$23.73	\$24.20	\$24.68	\$25.17	\$25.67	\$26.18	\$26.71	\$27.25	\$27.62
29	\$19.19	\$19.64	\$20.08	\$20.53	\$20.99	\$21.49	\$21.94	\$22.39	\$22.91	\$23.45	\$23.99	\$24.47	\$24.96	\$25.46	\$25.97	\$26.48	\$27.01	\$27.55	\$27.93
30	\$19.38	\$19.83	\$20.27	\$20.72	\$21.18	\$21.68	\$22.13	\$22.58	\$23.11	\$23.66	\$24.21	\$24.69	\$25.18	\$25.68	\$26.19	\$26.71	\$27.25	\$27.80	\$28.18
31	\$19.58	\$20.04	\$20.49	\$20.95	\$21.42	\$21.93	\$22.39	\$22.85	\$23.39	\$23.95	\$24.51	\$25.00	\$25.50	\$26.01	\$26.53	\$27.06	\$27.61	\$28.17	\$28.56
32	\$19.78	\$20.24	\$20.69	\$21.15	\$21.62	\$22.13	\$22.59	\$23.05	\$23.59	\$24.15	\$24.71	\$25.20	\$25.70	\$26.21	\$26.73	\$27.26	\$27.81	\$28.37	\$28.76
33	\$19.98	\$20.44	\$20.89	\$21.35	\$21.82	\$22.33	\$22.79	\$23.25	\$23.79	\$24.35	\$24.91	\$25.40	\$25.90	\$26.41	\$26.93	\$27.46	\$28.01	\$28.57	\$28.96
34	\$20.18	\$20.65	\$21.11	\$21.58	\$22.06	\$22.58	\$23.05	\$23.52	\$24.07	\$24.64	\$25.21	\$25.71	\$26.22	\$26.74	\$27.27	\$27.81	\$28.37	\$28.94	\$29.34
35	\$20.38	\$20.85	\$21.31	\$21.78	\$22.26	\$22.79	\$23.26	\$23.73	\$24.29	\$24.87	\$25.45	\$25.95	\$26.46	\$26.99	\$27.53	\$28.08	\$28.65	\$29.23	\$29.63
36	\$20.58	\$21.06	\$21.53	\$22.01	\$22.50	\$23.03	\$23.51	\$23.99	\$24.55	\$25.13	\$25.71	\$26.22	\$26.74	\$27.27	\$27.81	\$28.36	\$28.93	\$29.51	\$29.92
37	\$20.79	\$21.27	\$21.74	\$22.22	\$22.71	\$23.25	\$23.73	\$24.21	\$24.78	\$25.37	\$25.96	\$26.47	\$27.00	\$27.54	\$28.09	\$28.65	\$29.23	\$29.82	\$30.23
38	\$21.00	\$21.49	\$21.97	\$22.46	\$22.96	\$23.50	\$23.99	\$24.48	\$25.05	\$25.64	\$26.23	\$26.75	\$27.28	\$27.82	\$28.37	\$28.93	\$29.51	\$30.10	\$30.51
39	\$21.21	\$21.70	\$22.18	\$22.67	\$23.17	\$23.72	\$24.21	\$24.70	\$25.28	\$25.88	\$26.48	\$27.01	\$27.55	\$28.10	\$28.66	\$29.23	\$29.82	\$30.42	\$30.84
40	\$21.42	\$21.92	\$22.41	\$22.91	\$23.42	\$23.97	\$24.47	\$24.97	\$25.55	\$26.16	\$26.77	\$27.30	\$27.84	\$28.39	\$28.95	\$29.52	\$30.12	\$30.73	\$31.15
41	\$21.63	\$22.13	\$22.62	\$23.12	\$23.63	\$24.19	\$24.69	\$25.19	\$25.78	\$26.39	\$27.00	\$27.54	\$28.09	\$28.65	\$29.22	\$29.80	\$30.40	\$31.01	\$31.44
42	\$21.85	\$22.36	\$22.86	\$23.37	\$23.89	\$24.45	\$24.96	\$25.47	\$26.07	\$26.69	\$27.31	\$27.85	\$28.40	\$28.96	\$29.53	\$30.12	\$30.73	\$31.35	\$31.78



**University of Washington - Contract Classified**  
**SEIU 1199NW UWMC NORTHWEST HEALTHCARE PAY**  
**Payscale Table BU - Effective TBD**

**ATTACHMENT A**

Range	< ---- Step ---- >																		
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S
43	\$22.07	\$22.58	\$23.08	\$23.59	\$24.11	\$24.68	\$25.19	\$25.70	\$26.30	\$26.92	\$27.54	\$28.09	\$28.65	\$29.22	\$29.80	\$30.39	\$31.00	\$31.62	\$32.05
44	\$22.29	\$22.81	\$23.32	\$23.84	\$24.37	\$24.94	\$25.46	\$25.98	\$26.59	\$27.22	\$27.85	\$28.40	\$28.96	\$29.53	\$30.12	\$30.72	\$31.34	\$31.97	\$32.41
45	\$22.51	\$23.03	\$23.54	\$24.06	\$24.59	\$25.17	\$25.69	\$26.21	\$26.82	\$27.46	\$28.10	\$28.66	\$29.23	\$29.81	\$30.40	\$31.00	\$31.63	\$32.27	\$32.71
46	\$22.74	\$23.27	\$23.79	\$24.32	\$24.86	\$25.45	\$25.98	\$26.51	\$27.13	\$27.77	\$28.41	\$28.97	\$29.54	\$30.13	\$30.73	\$31.34	\$31.97	\$32.61	\$33.06
47	\$22.97	\$23.50	\$24.02	\$24.55	\$25.10	\$25.69	\$26.22	\$26.75	\$27.38	\$28.03	\$28.68	\$29.25	\$29.83	\$30.42	\$31.02	\$31.64	\$32.28	\$32.93	\$33.38
48	\$23.20	\$23.74	\$24.27	\$24.81	\$25.36	\$25.96	\$26.50	\$27.04	\$27.67	\$28.33	\$28.99	\$29.56	\$30.15	\$30.75	\$31.36	\$31.98	\$32.63	\$33.29	\$33.75
49	\$23.43	\$23.97	\$24.50	\$25.04	\$25.60	\$26.20	\$26.74	\$27.28	\$27.92	\$28.58	\$29.24	\$29.82	\$30.41	\$31.01	\$31.63	\$32.26	\$32.91	\$33.57	\$34.03
50	\$23.66	\$24.21	\$24.75	\$25.30	\$25.86	\$26.47	\$27.02	\$27.57	\$28.22	\$28.89	\$29.56	\$30.15	\$30.75	\$31.36	\$31.98	\$32.61	\$33.27	\$33.94	\$34.41
51	\$23.90	\$24.46	\$25.00	\$25.56	\$26.13	\$26.75	\$27.31	\$27.87	\$28.52	\$29.20	\$29.88	\$30.47	\$31.07	\$31.69	\$32.32	\$32.96	\$33.63	\$34.31	\$34.78
52	\$24.14	\$24.70	\$25.25	\$25.81	\$26.38	\$27.00	\$27.56	\$28.12	\$28.78	\$29.46	\$30.14	\$30.74	\$31.35	\$31.97	\$32.60	\$33.25	\$33.92	\$34.60	\$35.08
53	\$24.38	\$24.95	\$25.50	\$26.07	\$26.65	\$27.28	\$27.85	\$28.42	\$29.09	\$29.78	\$30.47	\$31.07	\$31.69	\$32.32	\$32.96	\$33.61	\$34.29	\$34.98	\$35.46
54	\$24.62	\$25.19	\$25.75	\$26.32	\$26.90	\$27.53	\$28.10	\$28.67	\$29.34	\$30.04	\$30.74	\$31.35	\$31.97	\$32.60	\$33.25	\$33.91	\$34.59	\$35.29	\$35.78
55	\$24.87	\$25.45	\$26.02	\$26.60	\$27.19	\$27.83	\$28.41	\$28.99	\$29.67	\$30.37	\$31.07	\$31.69	\$32.32	\$32.96	\$33.61	\$34.28	\$34.97	\$35.67	\$36.16
56	\$25.12	\$25.70	\$26.27	\$26.85	\$27.45	\$28.10	\$28.68	\$29.26	\$29.95	\$30.66	\$31.37	\$31.99	\$32.62	\$33.27	\$33.93	\$34.60	\$35.30	\$36.01	\$36.51
57	\$25.37	\$25.96	\$26.54	\$27.13	\$27.73	\$28.38	\$28.97	\$29.56	\$30.25	\$30.97	\$31.69	\$32.32	\$32.96	\$33.61	\$34.28	\$34.96	\$35.67	\$36.39	\$36.89
58	\$25.62	\$26.22	\$26.80	\$27.40	\$28.01	\$28.67	\$29.27	\$29.87	\$30.57	\$31.30	\$32.03	\$32.67	\$33.32	\$33.98	\$34.65	\$35.34	\$36.05	\$36.78	\$37.29
59	\$25.88	\$26.48	\$27.07	\$27.67	\$28.28	\$28.95	\$29.55	\$30.15	\$30.86	\$31.59	\$32.32	\$32.96	\$33.61	\$34.28	\$34.96	\$35.65	\$36.37	\$37.10	\$37.61
60	\$26.14	\$26.75	\$27.34	\$27.95	\$28.57	\$29.24	\$29.85	\$30.46	\$31.17	\$31.91	\$32.65	\$33.30	\$33.96	\$34.63	\$35.32	\$36.02	\$36.75	\$37.49	\$38.01
61	\$26.40	\$27.01	\$27.61	\$28.22	\$28.85	\$29.53	\$30.14	\$30.75	\$31.47	\$32.22	\$32.97	\$33.62	\$34.29	\$34.97	\$35.66	\$36.37	\$37.10	\$37.85	\$38.37
62	\$26.66	\$27.28	\$27.89	\$28.51	\$29.14	\$29.83	\$30.45	\$31.07	\$31.80	\$32.55	\$33.30	\$33.96	\$34.63	\$35.32	\$36.02	\$36.73	\$37.47	\$38.22	\$38.75
63	\$26.93	\$27.56	\$28.17	\$28.80	\$29.44	\$30.13	\$30.76	\$31.39	\$32.13	\$32.89	\$33.65	\$34.32	\$35.00	\$35.69	\$36.40	\$37.12	\$37.87	\$38.63	\$39.16
64	\$27.20	\$27.83	\$28.45	\$29.08	\$29.73	\$30.43	\$31.06	\$31.69	\$32.43	\$33.20	\$33.97	\$34.64	\$35.33	\$36.03	\$36.74	\$37.47	\$38.23	\$39.00	\$39.54
65	\$27.47	\$28.11	\$28.73	\$29.37	\$30.02	\$30.73	\$31.37	\$32.01	\$32.76	\$33.54	\$34.32	\$35.00	\$35.69	\$36.40	\$37.12	\$37.86	\$38.62	\$39.40	\$39.94
66	\$27.74	\$28.39	\$29.02	\$29.67	\$30.33	\$31.05	\$31.70	\$32.35	\$33.11	\$33.90	\$34.69	\$35.38	\$36.08	\$36.80	\$37.53	\$38.27	\$39.04	\$39.83	\$40.38
67	\$28.02	\$28.67	\$29.31	\$29.96	\$30.63	\$31.35	\$32.00	\$32.65	\$33.41	\$34.20	\$34.99	\$35.68	\$36.39	\$37.11	\$37.85	\$38.60	\$39.38	\$40.17	\$40.72
68	\$28.30	\$28.96	\$29.60	\$30.26	\$30.93	\$31.66	\$32.32	\$32.98	\$33.75	\$34.55	\$35.35	\$36.05	\$36.77	\$37.50	\$38.24	\$39.00	\$39.79	\$40.59	\$41.15
69	\$28.58	\$29.24	\$29.89	\$30.55	\$31.23	\$31.97	\$32.63	\$33.29	\$34.07	\$34.88	\$35.69	\$36.40	\$37.12	\$37.86	\$38.61	\$39.38	\$40.17	\$40.98	\$41.54
70	\$28.87	\$29.54	\$30.20	\$30.87	\$31.56	\$32.30	\$32.97	\$33.64	\$34.43	\$35.25	\$36.07	\$36.79	\$37.52	\$38.26	\$39.02	\$39.79	\$40.59	\$41.41	\$41.98
71	\$29.16	\$29.84	\$30.50	\$31.18	\$31.87	\$32.62	\$33.30	\$33.98	\$34.78	\$35.61	\$36.44	\$37.16	\$37.90	\$38.65	\$39.42	\$40.20	\$41.01	\$41.84	\$42.42
72	\$29.45	\$30.13	\$30.80	\$31.48	\$32.18	\$32.94	\$33.62	\$34.30	\$35.10	\$35.93	\$36.76	\$37.49	\$38.23	\$38.99	\$39.76	\$40.55	\$41.37	\$42.20	\$42.78
73	\$29.74	\$30.43	\$31.11	\$31.80	\$32.51	\$33.28	\$33.97	\$34.66	\$35.47	\$36.31	\$37.15	\$37.89	\$38.64	\$39.41	\$40.19	\$40.99	\$41.82	\$42.66	\$43.25
74	\$30.04	\$30.74	\$31.42	\$32.12	\$32.83	\$33.60	\$34.30	\$35.00	\$35.82	\$36.67	\$37.52	\$38.26	\$39.02	\$39.79	\$40.58	\$41.38	\$42.21	\$43.06	\$43.65
75	\$30.34	\$31.05	\$31.74	\$32.45	\$33.17	\$33.95	\$34.66	\$35.37	\$36.20	\$37.06	\$37.92	\$38.67	\$39.44	\$40.22	\$41.02	\$41.83	\$42.67	\$43.53	\$44.13
76	\$30.64	\$31.35	\$32.05	\$32.76	\$33.49	\$34.28	\$34.99	\$35.70	\$36.54	\$37.41	\$38.28	\$39.04	\$39.81	\$40.60	\$41.41	\$42.23	\$43.08	\$43.95	\$44.55
77	\$30.95	\$31.67	\$32.37	\$33.09	\$33.83	\$34.63	\$35.35	\$36.07	\$36.92	\$37.80	\$38.68	\$39.45	\$40.23	\$41.03	\$41.84	\$42.67	\$43.53	\$44.41	\$45.02
78	\$31.26	\$31.99	\$32.70	\$33.43	\$34.17	\$34.98	\$35.71	\$36.44	\$37.29	\$38.18	\$39.07	\$39.84	\$40.63	\$41.44	\$42.26	\$43.10	\$43.97	\$44.86	\$45.48
79	\$31.57	\$32.30	\$33.02	\$33.75	\$34.50	\$35.31	\$36.04	\$36.77	\$37.63	\$38.52	\$39.41	\$40.19	\$40.99	\$41.80	\$42.63	\$43.48	\$44.36	\$45.25	\$45.87
80	\$31.89	\$32.63	\$33.36	\$34.10	\$34.86	\$35.68	\$36.42	\$37.16	\$38.03	\$38.93	\$39.83	\$40.62	\$41.43	\$42.25	\$43.09	\$43.94	\$44.83	\$45.73	\$46.36
81	\$32.21	\$32.96	\$33.69	\$34.44	\$35.21	\$36.04	\$36.79	\$37.54	\$38.42	\$39.33	\$40.24	\$41.04	\$41.85	\$42.68	\$43.53	\$44.39	\$45.29	\$46.20	\$46.84
82	\$32.53	\$33.29	\$34.03	\$34.79	\$35.56	\$36.40	\$37.16	\$37.92	\$38.81	\$39.73	\$40.65	\$41.46	\$42.28	\$43.12	\$43.98	\$44.85	\$45.75	\$46.67	\$47.31
83	\$32.86	\$33.62	\$34.37	\$35.13	\$35.91	\$36.76	\$37.52	\$38.28	\$39.18	\$40.11	\$41.04	\$41.85	\$42.68	\$43.53	\$44.39	\$45.27	\$46.18	\$47.11	\$47.76

**University of Washington - Contract Classified**  
**SEIU 1199NW UWMC NORTHWEST HEALTHCARE PAY**  
**Payscale Table BU - Effective TBD**

**ATTACHMENT A**

Range	< ---- Step ---- >																		
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S
84	\$33.19	\$33.96	\$34.72	\$35.49	\$36.28	\$37.14	\$37.91	\$38.68	\$39.59	\$40.53	\$41.47	\$42.29	\$43.13	\$43.99	\$44.86	\$45.75	\$46.67	\$47.61	\$48.26
85	\$33.52	\$34.30	\$35.06	\$35.84	\$36.64	\$37.50	\$38.28	\$39.06	\$39.98	\$40.93	\$41.88	\$42.71	\$43.56	\$44.42	\$45.30	\$46.20	\$47.13	\$48.08	\$48.74
86	\$33.86	\$34.65	\$35.42	\$36.21	\$37.01	\$37.88	\$38.67	\$39.46	\$40.38	\$41.34	\$42.30	\$43.14	\$44.00	\$44.87	\$45.76	\$46.67	\$47.61	\$48.57	\$49.24
87	\$34.20	\$35.00	\$35.78	\$36.58	\$37.39	\$38.27	\$39.07	\$39.87	\$40.80	\$41.77	\$42.74	\$43.59	\$44.45	\$45.33	\$46.23	\$47.15	\$48.10	\$49.07	\$49.74
88	\$34.54	\$35.34	\$36.13	\$36.93	\$37.75	\$38.64	\$39.44	\$40.24	\$41.18	\$42.16	\$43.14	\$44.00	\$44.87	\$45.76	\$46.67	\$47.60	\$48.56	\$49.54	\$50.22
89	\$34.89	\$35.70	\$36.49	\$37.30	\$38.13	\$39.03	\$39.84	\$40.65	\$41.60	\$42.59	\$43.58	\$44.44	\$45.32	\$46.22	\$47.14	\$48.07	\$49.04	\$50.03	\$50.72
90	\$35.24	\$36.06	\$36.86	\$37.68	\$38.52	\$39.43	\$40.25	\$41.07	\$42.03	\$43.03	\$44.03	\$44.90	\$45.79	\$46.70	\$47.63	\$48.57	\$49.55	\$50.55	\$51.24
91	\$35.59	\$36.42	\$37.23	\$38.06	\$38.91	\$39.83	\$40.66	\$41.49	\$42.46	\$43.47	\$44.48	\$45.36	\$46.26	\$47.18	\$48.12	\$49.07	\$50.06	\$51.07	\$51.77
92	\$35.95	\$36.79	\$37.61	\$38.45	\$39.30	\$40.23	\$41.07	\$41.91	\$42.89	\$43.91	\$44.93	\$45.82	\$46.73	\$47.66	\$48.61	\$49.57	\$50.57	\$51.59	\$52.30
93	\$36.31	\$37.15	\$37.98	\$38.82	\$39.68	\$40.62	\$41.46	\$42.30	\$43.29	\$44.32	\$45.35	\$46.25	\$47.17	\$48.11	\$49.06	\$50.03	\$51.04	\$52.07	\$52.79
94	\$36.67	\$37.52	\$38.35	\$39.20	\$40.07	\$41.02	\$41.87	\$42.72	\$43.72	\$44.76	\$45.80	\$46.71	\$47.64	\$48.59	\$49.55	\$50.53	\$51.55	\$52.59	\$53.31
95	\$37.04	\$37.90	\$38.74	\$39.60	\$40.48	\$41.43	\$42.29	\$43.15	\$44.16	\$45.21	\$46.26	\$47.18	\$48.12	\$49.07	\$50.04	\$51.03	\$52.06	\$53.11	\$53.84
96	\$37.41	\$38.28	\$39.13	\$40.00	\$40.89	\$41.85	\$42.72	\$43.59	\$44.61	\$45.67	\$46.73	\$47.66	\$48.61	\$49.57	\$50.55	\$51.55	\$52.59	\$53.65	\$54.39
97	\$37.78	\$38.66	\$39.52	\$40.40	\$41.30	\$42.27	\$43.15	\$44.03	\$45.06	\$46.13	\$47.20	\$48.14	\$49.10	\$50.07	\$51.06	\$52.07	\$53.12	\$54.19	\$54.93
98	\$38.16	\$39.05	\$39.92	\$40.81	\$41.72	\$42.70	\$43.59	\$44.48	\$45.52	\$46.60	\$47.68	\$48.63	\$49.59	\$50.57	\$51.57	\$52.59	\$53.65	\$54.73	\$55.48
99	\$38.54	\$39.44	\$40.32	\$41.22	\$42.14	\$43.13	\$44.03	\$44.93	\$45.98	\$47.07	\$48.16	\$49.12	\$50.09	\$51.08	\$52.09	\$53.12	\$54.19	\$55.28	\$56.04
100	\$38.93	\$39.84	\$40.73	\$41.64	\$42.57	\$43.57	\$44.48	\$45.39	\$46.45	\$47.55	\$48.65	\$49.61	\$50.59	\$51.59	\$52.61	\$53.65	\$54.73	\$55.83	\$56.60
101	\$39.32	\$40.23	\$41.12	\$42.03	\$42.96	\$43.97	\$44.88	\$45.79	\$46.86	\$47.97	\$49.08	\$50.05	\$51.04	\$52.05	\$53.08	\$54.13	\$55.22	\$56.33	\$57.10
102	\$39.71	\$40.63	\$41.53	\$42.45	\$43.39	\$44.41	\$45.33	\$46.25	\$47.33	\$48.45	\$49.57	\$50.55	\$51.55	\$52.57	\$53.61	\$54.67	\$55.77	\$56.89	\$57.67
103	\$40.11	\$41.04	\$41.95	\$42.88	\$43.83	\$44.86	\$45.79	\$46.72	\$47.81	\$48.94	\$50.07	\$51.06	\$52.07	\$53.10	\$54.15	\$55.22	\$56.33	\$57.46	\$58.25
104	\$40.51	\$41.45	\$42.37	\$43.31	\$44.27	\$45.31	\$46.25	\$47.19	\$48.30	\$49.45	\$50.60	\$51.60	\$52.62	\$53.66	\$54.72	\$55.80	\$56.93	\$58.08	\$58.88
105	\$40.92	\$41.87	\$42.80	\$43.75	\$44.72	\$45.77	\$46.72	\$47.67	\$48.79	\$49.95	\$51.11	\$52.12	\$53.15	\$54.20	\$55.28	\$56.38	\$57.52	\$58.68	\$59.49
106	\$41.33	\$42.29	\$43.23	\$44.19	\$45.17	\$46.24	\$47.20	\$48.16	\$49.29	\$50.46	\$51.63	\$52.65	\$53.69	\$54.76	\$55.85	\$56.96	\$58.11	\$59.28	\$60.09
107	\$41.74	\$42.71	\$43.66	\$44.63	\$45.62	\$46.70	\$47.67	\$48.64	\$49.78	\$50.96	\$52.14	\$53.17	\$54.22	\$55.30	\$56.40	\$57.52	\$58.68	\$59.86	\$60.68
108	\$42.16	\$43.14	\$44.10	\$45.08	\$46.08	\$47.17	\$48.15	\$49.13	\$50.28	\$51.47	\$52.66	\$53.70	\$54.77	\$55.86	\$56.97	\$58.10	\$59.27	\$60.46	\$61.29
109	\$42.58	\$43.57	\$44.54	\$45.53	\$46.54	\$47.64	\$48.63	\$49.62	\$50.78	\$51.99	\$53.20	\$54.25	\$55.33	\$56.43	\$57.55	\$58.69	\$59.87	\$61.08	\$61.92
110	\$43.01	\$44.01	\$44.99	\$45.99	\$47.01	\$48.12	\$49.12	\$50.12	\$51.29	\$52.51	\$53.73	\$54.80	\$55.89	\$57.00	\$58.13	\$59.28	\$60.48	\$61.70	\$62.55
111	\$43.44	\$44.45	\$45.44	\$46.45	\$47.48	\$48.60	\$49.61	\$50.62	\$51.81	\$53.04	\$54.27	\$55.35	\$56.45	\$57.57	\$58.71	\$59.87	\$61.08	\$62.31	\$63.17
112	\$43.87	\$44.89	\$45.89	\$46.91	\$47.95	\$49.08	\$50.10	\$51.12	\$52.32	\$53.56	\$54.80	\$55.89	\$57.00	\$58.13	\$59.28	\$60.46	\$61.68	\$62.92	\$63.78
113	\$44.31	\$45.34	\$46.35	\$47.38	\$48.43	\$49.57	\$50.60	\$51.63	\$52.84	\$54.09	\$55.34	\$56.44	\$57.56	\$58.70	\$59.86	\$61.05	\$62.28	\$63.53	\$64.40
114	\$44.75	\$45.79	\$46.81	\$47.85	\$48.91	\$50.06	\$51.10	\$52.14	\$53.36	\$54.63	\$55.90	\$57.01	\$58.14	\$59.29	\$60.47	\$61.67	\$62.91	\$64.18	\$65.06
115	\$45.20	\$46.25	\$47.28	\$48.33	\$49.40	\$50.57	\$51.62	\$52.67	\$53.90	\$55.18	\$56.46	\$57.58	\$58.72	\$59.89	\$61.08	\$62.29	\$63.55	\$64.83	\$65.72
116	\$45.65	\$46.71	\$47.75	\$48.81	\$49.89	\$51.07	\$52.13	\$53.19	\$54.44	\$55.73	\$57.02	\$58.15	\$59.30	\$60.48	\$61.68	\$62.90	\$64.17	\$65.46	\$66.36
117	\$46.11	\$47.18	\$48.23	\$49.30	\$50.40	\$51.59	\$52.66	\$53.73	\$54.99	\$56.30	\$57.61	\$58.75	\$59.92	\$61.11	\$62.32	\$63.56	\$64.84	\$66.15	\$67.06
118	\$46.57	\$47.65	\$48.71	\$49.79	\$50.90	\$52.10	\$53.18	\$54.26	\$55.53	\$56.85	\$58.17	\$59.32	\$60.50	\$61.70	\$62.92	\$64.17	\$65.46	\$66.78	\$67.70
119	\$47.04	\$48.13	\$49.20	\$50.29	\$51.41	\$52.62	\$53.71	\$54.80	\$56.08	\$57.41	\$58.74	\$59.90	\$61.09	\$62.30	\$63.54	\$64.80	\$66.11	\$67.44	\$68.37
120	\$47.51	\$48.61	\$49.69	\$50.79	\$51.92	\$53.14	\$54.24	\$55.34	\$56.64	\$57.98	\$59.32	\$60.50	\$61.70	\$62.92	\$64.17	\$65.44	\$66.76	\$68.10	\$69.04
121	\$47.99	\$49.11	\$50.20	\$51.32	\$52.46	\$53.70	\$54.82	\$55.94	\$57.25	\$58.61	\$59.97	\$61.16	\$62.37	\$63.61	\$64.87	\$66.16	\$67.49	\$68.85	\$69.80
122	\$48.47	\$49.60	\$50.70	\$51.83	\$52.98	\$54.23	\$55.36	\$56.49	\$57.81	\$59.18	\$60.55	\$61.75	\$62.98	\$64.23	\$65.50	\$66.80	\$68.15	\$69.52	\$70.48
123	\$48.95	\$50.09	\$51.20	\$52.34	\$53.50	\$54.76	\$55.90	\$57.04	\$58.38	\$59.77	\$61.16	\$62.37	\$63.61	\$64.87	\$66.16	\$67.47	\$68.83	\$70.22	\$71.19

**University of Washington - Contract Classified  
SEIU 1199NW UWMC NORTHWEST HEALTHCARE PAY  
Payscale Table BU - Effective TBD**

**ATTACHMENT A**

Range	< ---- Step ---- >																		
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S
124	\$49.44	\$50.59	\$51.71	\$52.86	\$54.03	\$55.30	\$56.45	\$57.60	\$58.95	\$60.35	\$61.75	\$62.97	\$64.22	\$65.49	\$66.79	\$68.11	\$69.48	\$70.88	\$71.85
125	\$49.93	\$51.09	\$52.23	\$53.39	\$54.58	\$55.87	\$57.03	\$58.19	\$59.55	\$60.96	\$62.37	\$63.61	\$64.87	\$66.16	\$67.47	\$68.81	\$70.20	\$71.61	\$72.59
126	\$50.43	\$51.60	\$52.75	\$53.92	\$55.12	\$56.42	\$57.59	\$58.76	\$60.14	\$61.57	\$63.00	\$64.25	\$65.52	\$66.82	\$68.15	\$69.50	\$70.90	\$72.33	\$73.32
127	\$50.93	\$52.11	\$53.27	\$54.45	\$55.66	\$56.97	\$58.15	\$59.33	\$60.72	\$62.16	\$63.60	\$64.86	\$66.15	\$67.46	\$68.80	\$70.16	\$71.58	\$73.02	\$74.02
128	\$51.44	\$52.64	\$53.81	\$55.01	\$56.23	\$57.56	\$58.76	\$59.96	\$61.36	\$62.82	\$64.28	\$65.55	\$66.85	\$68.18	\$69.53	\$70.91	\$72.34	\$73.80	\$74.81
129	\$51.95	\$53.16	\$54.34	\$55.55	\$56.78	\$58.12	\$59.33	\$60.54	\$61.96	\$63.43	\$64.90	\$66.19	\$67.50	\$68.84	\$70.21	\$71.60	\$73.04	\$74.51	\$75.53
130	\$52.47	\$53.69	\$54.88	\$56.10	\$57.35	\$58.70	\$59.92	\$61.14	\$62.57	\$64.06	\$65.55	\$66.85	\$68.18	\$69.53	\$70.91	\$72.32	\$73.78	\$75.27	\$76.30
131	\$52.99	\$54.22	\$55.43	\$56.66	\$57.92	\$59.29	\$60.52	\$61.75	\$63.20	\$64.70	\$66.20	\$67.51	\$68.85	\$70.22	\$71.61	\$73.03	\$74.50	\$76.00	\$77.04
132	\$53.52	\$54.76	\$55.98	\$57.22	\$58.49	\$59.87	\$61.11	\$62.35	\$63.81	\$65.32	\$66.83	\$68.16	\$69.51	\$70.89	\$72.30	\$73.73	\$75.22	\$76.73	\$77.78
133	\$54.06	\$55.32	\$56.55	\$57.81	\$59.09	\$60.48	\$61.74	\$63.00	\$64.48	\$66.01	\$67.54	\$68.88	\$70.25	\$71.64	\$73.06	\$74.51	\$76.01	\$77.54	\$78.61
134	\$54.60	\$55.87	\$57.11	\$58.38	\$59.68	\$61.09	\$62.36	\$63.63	\$65.12	\$66.67	\$68.22	\$69.57	\$70.95	\$72.36	\$73.80	\$75.26	\$76.78	\$78.33	\$79.41
135	\$55.15	\$56.43	\$57.68	\$58.96	\$60.27	\$61.69	\$62.97	\$64.25	\$65.76	\$67.32	\$68.88	\$70.25	\$71.64	\$73.06	\$74.51	\$75.99	\$77.52	\$79.08	\$80.17
136	\$55.70	\$57.00	\$58.27	\$59.57	\$60.89	\$62.33	\$63.63	\$64.93	\$66.45	\$68.03	\$69.61	\$70.99	\$72.40	\$73.84	\$75.30	\$76.79	\$78.34	\$79.92	\$81.02
137	\$56.26	\$57.57	\$58.85	\$60.16	\$61.50	\$62.95	\$64.26	\$65.57	\$67.11	\$68.70	\$70.29	\$71.68	\$73.10	\$74.55	\$76.03	\$77.54	\$79.10	\$80.69	\$81.80
138	\$56.82	\$58.14	\$59.43	\$60.75	\$62.10	\$63.56	\$64.88	\$66.20	\$67.75	\$69.36	\$70.97	\$72.38	\$73.82	\$75.28	\$76.77	\$78.29	\$79.87	\$81.48	\$82.60
139	\$57.39	\$58.72	\$60.03	\$61.36	\$62.72	\$64.20	\$65.53	\$66.86	\$68.43	\$70.05	\$71.67	\$73.09	\$74.54	\$76.02	\$77.53	\$79.07	\$80.67	\$82.29	\$83.42
140	\$57.96	\$59.31	\$60.63	\$61.98	\$63.36	\$64.85	\$66.20	\$67.55	\$69.13	\$70.77	\$72.41	\$73.85	\$75.32	\$76.81	\$78.33	\$79.88	\$81.49	\$83.13	\$84.27
141	\$58.54	\$59.90	\$61.23	\$62.59	\$63.98	\$65.49	\$66.85	\$68.21	\$69.81	\$71.47	\$73.13	\$74.58	\$76.06	\$77.57	\$79.11	\$80.68	\$82.31	\$83.97	\$85.12
142	\$59.13	\$60.51	\$61.86	\$63.24	\$64.65	\$66.18	\$67.56	\$68.94	\$70.56	\$72.24	\$73.92	\$75.39	\$76.89	\$78.42	\$79.98	\$81.57	\$83.22	\$84.90	\$86.07
143	\$59.72	\$61.11	\$62.47	\$63.86	\$65.28	\$66.82	\$68.21	\$69.60	\$71.23	\$72.92	\$74.61	\$76.09	\$77.60	\$79.14	\$80.71	\$82.31	\$83.97	\$85.66	\$86.84
144	\$60.32	\$61.72	\$63.09	\$64.49	\$65.92	\$67.48	\$68.88	\$70.28	\$71.93	\$73.64	\$75.35	\$76.84	\$78.36	\$79.92	\$81.51	\$83.13	\$84.81	\$86.52	\$87.71
145	\$60.92	\$62.34	\$63.73	\$65.15	\$66.60	\$68.17	\$69.59	\$71.01	\$72.67	\$74.40	\$76.13	\$77.64	\$79.18	\$80.75	\$82.35	\$83.98	\$85.67	\$87.40	\$88.60

Reg Job Code	Temp Job Code	Job Title	Pay Tbl	Pay Rng	New Pay Range	Min Rate	Max Incremental Rate
21300	21500	ADMINISTRATIVE ASSISTANT	BU	195	52	\$24.14	\$35.08
21408	21608	ADVANCED CARDIAC TECHNOLOGIST	BU	274	109	\$42.58	\$61.92
21303	21503	ADVANCED CARDIAC TECHNOLOGIST LEAD	BU	290	114	\$44.75	\$65.06
21427	21627	ALLERGY TECH	BU	210	63	\$26.93	\$39.16
21899	21900	ANESTHESIA TECH LEAD	BU	231	74	\$30.04	\$43.65
21406	21606	BEREAV/SPIRITUAL SVCS CRD	BU	234	78	\$31.26	\$45.48
21368	21568	CARDIAC MONITOR TECHNICIAN	BU	180	41	\$21.63	\$31.44
21306	21506	CASE MGMT ASST	BU	205	57	\$25.37	\$36.89
21299	21499	CERT NURSING ASST	BU	166	29	\$19.19	\$27.93
21307	21507	CERTIFIED HAND THERAPIST	BU	272	108	\$42.16	\$61.29
21309	21509	CHILD CARE TEACHER	BU	169	33	\$19.98	\$28.96
21310	21510	CHILD CARE TEACHERS AIDE	BU	126	5	\$15.08	\$21.93
21318	21518	CULINARY ASSOCIATE	BU	165	30	\$19.38	\$28.18
21343	21543	CUSTODIAN	BU	156	22	\$17.89	\$26.04
21344	21544	CUSTODIAN LEAD	BU	174	31	\$19.58	\$28.56
21319	21519	DEPARTMENT ASST II	BU	155	23	\$18.07	\$26.28
21322	21522	DIETARY UNIT CLERK	BU	160	26	\$18.62	\$27.07
21323	21523	DIETETIC TECHNICIAN	BU	175	38	\$21.00	\$30.51
21327	21527	EEG END TECHNICIAN	BU	225	67	\$28.02	\$40.72
21328	21528	EKG TECH IN HOUSE CERT	BU	170	34	\$20.18	\$29.34
21329	21529	ELECTRICIAN LEAD	BU	240	85	\$33.52	\$48.74
21433	21633	ELECTROCARDIOGRAPH TECHNICIAN 2	BU	200	54	\$24.62	\$35.78
21330	21530	FACILITY & PROPERTY COORD	BU	198	55	\$24.87	\$36.16
21332	21532	FLOAT CERT NURSING ASST	BU	163			
21333	21533	FLOAT UNIT SECRETARY	BU	171			
21334	21534	FOOD SERVICE LEAD	BU	176	38	\$21.00	\$30.51
21335	21535	FOOD SERVICE WORKER	BU	140	13	\$16.34	\$23.74
21337	21537	GARDENER 2	BU	170	34	\$20.18	\$29.34
21338	21538	GARDENER LEAD	BU	180	41	\$21.63	\$31.44
21345	21545	HVAC MECHANIC	BU	240	85	\$33.52	\$48.74
21346	21546	IMPLANT MATERIALS SPECLST	BU	206	60	\$26.14	\$38.01
21347	21547	INSTRUMENT TECH	BU	183	41	\$21.63	\$31.44
21348	21548	INSTRUMENT TECH LEAD	BU	194	48	\$23.20	\$33.75
21350	21550	INVENTORY COORD	BU	198	55	\$24.87	\$36.16
21354	21554	LAB ASSISTANT	BU	170	34	\$20.18	\$29.34
21355	21555	LAB ASSISTANT LEAD	BU	190	48	\$23.20	\$33.75
21356	21556	LAB ASST TECHNICAL	BU	180	41	\$21.63	\$31.44
21357	21557	LICENSED PRACTICAL NURSE	BU	202	56	\$25.12	\$36.51
21413	21613	LPN LD	BU	213	66	\$27.74	\$40.38
21358	21558	MAINTENANCE ENGINEER	BU	211	63	\$26.93	\$39.16
21359	21559	MAINTENANCE ENGINEER LEAD	BU	224	77	\$30.95	\$45.02
21360	21560	MAINTENANCE WORKER	BU	175	38	\$21.00	\$30.51

Prepared by MedCenters Comp on 7/1, Nonperm Intermittent job codes are not available yet.

This list does not reflect any changes in compgrades after 7/1/22.

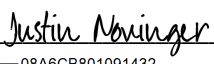
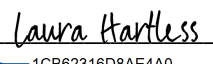
Reg Job Code	Temp Job Code	Job Title	Pay Tbl	Pay Rng	New Pay Range	Min Rate	Max Incremental Rate
21361	21561	MATERIALS HNDLG AIDE II	BU	150	20	\$17.53	\$25.51
21362	21562	MATERIALS HNDLG AIDE III	BU	180	41	\$21.63	\$31.44
21437	21637	MEDICAL ASSISTANT APPRENTICE	BU	125	3	\$14.78	\$21.48
21364	21564	MEDICAL LAB TECHNICIAN	BU	207	63	\$26.93	\$39.16
21366	21566	MEDICAL TECH LEAD	BU	247	92	\$35.95	\$52.30
21367	21567	MEDICAL TECHNOLOGST	BU	263	85	\$33.52	\$48.74
21370	21570	NEUROPHYSIOLOGY TECHNOLOGIST	BU	245	86	\$33.86	\$49.24
21372	21572	OCCUPATIONAL THERAPIST	BU	257	102	\$39.71	\$57.67
21298	21498	OPERATING ROOM TECH CERT	BU	209	61	\$26.40	\$38.37
21373	21573	OR SECRETARY	BU	175	38	\$21.00	\$30.51
21374	21574	OR/ED ASSISTANT	BU	155	23	\$18.07	\$26.28
21375	21575	OSC RESOURCE COORDINATOR	BU	217	70	\$28.87	\$41.98
21376	21576	PARKING CONTROL ATTENDANT	BU	140	13	\$16.34	\$23.74
21432	21632	PATIENT CARE COORDINATOR	BU	190	48	\$23.20	\$33.75
21428	21628	PATIENT SERVICES SPECIALIST 1-TRAINEE	BU	161	27	\$18.81	\$27.37
21421	21621	PATIENT SERVICES SPECIALIST 2	BU	167	32	\$19.78	\$28.76
21409	21609	PATIENT SERVICES SPECIALIST 3	BU	187	43	\$22.07	\$32.05
21422	21622	PATIENT SERVICES SPECIALIST LEAD	BU	193	49	\$23.43	\$34.03
21430	21630	PEDORTHIST	BU	227	75	\$30.34	\$44.13
21377	21577	PHARMACIST	BU	310	138	\$56.82	\$82.60
21396		PHARMACIST LEAD	BU	311	143	\$59.72	\$86.84
21381	21581	PHYS THERAPY ASST	BU	214	66	\$27.74	\$40.38
21382	21582	PHYSICAL THERAPIST	BU	178	105	\$40.92	\$59.49
21383	21583	PHYSICAL THERAPY TECH	BU	145	16	\$16.84	\$24.48
21385	21585	RADIOLOGY TECH ASST	BU	170	34	\$20.18	\$29.34
21388	21588	RESPIRATORY THERPST REG	BU	247	92	\$35.95	\$52.30
21389	21589	RETAIL ASSOC - GIFT SHOP	BU	140	13	\$16.34	\$23.74
21390	21590	SCHEDULER - DI/OR	BU	179	41	\$21.63	\$31.44
21391	21591	SCHEDULER LEAD	BU	190	48	\$23.20	\$33.75
21393	21593	SPEECH PATHOLOGIST	BU	253	96	\$37.41	\$54.39
21395	21595	SR ANESTHESIA TECH	BU	216	66	\$27.74	\$40.38
21397	21597	SR CARPENTER	BU	230	78	\$31.26	\$45.48
21398	21598	SR MAINTENANCE ENGINEER	BU	217	70	\$28.87	\$41.98
21399	21599	SR PAINTER	BU	231	74	\$30.04	\$43.65
21401	21601	SURG SVCS RESOURCE TECH	BU	215	65	\$27.47	\$39.94
21402	21602	TELEMETRY/UNIT SEC	BU	175	38	\$21.00	\$30.51
21403	21603	THER RECR SPLST CERT	BU	227	75	\$30.34	\$44.13
21404	21604	UNIT SECRETARY	BU	170	34	\$20.18	\$29.34

**MEMORANDUM OF UNDERSTANDING  
 BETWEEN  
 THE UNIVERSITY OF WASHINGTON (UNIVERSITY)  
 AND  
 THE SERVICE EMPLOYEES INTERNATIONAL UNION Local 1199 UWMC-NW  
 MOU – CRITICAL  
 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 BD, BH, BU, BY will receive a ~~three-four~~ percent (~~34~~%) 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 BD, BH, BU, BY will receive a ~~two-five~~ percent (~~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:	
<p>For the Union:</p> <p style="text-align: center;">DocuSigned by:    <small>08A6CB801091432...</small></p> <p>Date: 10/4/2022</p>	<p>For the Employer:</p> <p style="text-align: center;">DocuSigned by:    <small>1CB62316D8AE4A0...</small></p> <p>Date: 10/4/2022</p>

**MOU: MARKET-BASED INCREASES**

During negotiations for the 2023-25 successor agreement, the parties reached agreement on the following market-based increases effective ~~July 1, 2023~~ November 16, 2022: \*

Job Code	Job Profile	Table	Range	New Table	New Range
21354	Lab Assistant	BU	170	BU	040
21355	Lab Assistant Lead	BU	190	BU	054
21356	Lab Asst Technical	BU	180	BU	047
21364	Medical Lab Technician	BU	207	BU	069

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

Employees who are on a step as of the effective date will remain on their same step when placed on the new range. Employees who are not on a step as of the effective date will receive an increase if their rate of pay falls below the new range minimum. Progression Start Dates (PSDs) are not impacted.

~~\*new range dependent on outcome of BU Table Proposal passed to the Union on 08/16 due to the ranges cited.~~

Tentatively Agreed To:

For the Union:

For the Employer:

DocuSigned by:  
*Justin Nowinger*  
08A6CB801091432...

DocuSigned by:  
*Laura Hartless*  
1CB62316D8AE4A0...

Date: 10/4/2022

Date: 10/4/2022

**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:

DocuSigned by:

*Justin Moring*

08A6CB801091432...

Date: 10/4/2022

DocuSigned by:

*Laura Hartless*

1CB62316D8AE4A0...

Date: 10/4/2022



**MOU: R&R INCREASES**

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 Profile	Table	Range	New Table	New Range
21357	Licensed Practical Nurse	BU	202	BY	061
21413	LPN Ld	BU	213	BY	071
21403	Ther Recr Splst Cert	BU	227	BU	081
21393	Speech Pathologist	BU	253	BU	099

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.

Employees in the LPN series who are on Top Step S of Table BU will move to Top Step R of Table BY.

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:

DocuSigned by:  
*Justin Novinger*  
08A6CB801091432...

DocuSigned by:  
*Laura Hartless*  
1CB62316D8AE4A0...

Date: 10/4/2022

Date: 10/4/2022

**MOU: R&R INCREASES – Medical Technologist**

During negotiations for the 2023-25 successor agreement, the parties reached agreement on the following recruitment and retention increases effective ~~July 1, 2023~~ November 16, 2022: \*

Job Code	Job Profile	Table	Range	New Table	New Range
21377	Medical Technologist	BU	263	BU	091
21366	Medical Tech Lead	BU	247	BU	098

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.

~~\*dependent on outcome of BU Table Proposal passed to the Union on 08/16~~

Tentatively Agreed To:

For the Union:

For the Employer:

DocuSigned by:

*Justin Nowinger*

08A6CB801091432...

DocuSigned by:

*Laura Hartless*

1CB62316D8AE4A0...

Date: 10/4/2022

Date: 10/4/2022

**MOU: R&R INCREASES**

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 as of 11/16/22	New Range as of 7/1/23
21358	MAINTENANCE ENGINEER	BU	211	68	73
21398	SR MAINTENANCE ENGINEER	BU	217	75	80
21359	MAINTENANCE ENGINEER LEAD	BU	224	82	87

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.

~~\*dependent on outcome of BU Table Proposal passed to the Union on 08/16~~

Tentatively Agreed To:

For the Union:

For the Employer:

DocuSigned by:  
*Justin Nowinger*  
08A6CB801091432...

DocuSigned by:  
*Laura Hartless*  
1CB62316D8AE4A0...

Date: 10/4/2022

Date: 10/4/2022

**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
21321	Diagnostic Medical Sonographer	BH	057	062
21407	Diagnostic Medical Sonographer Lead	BH	068	073
21325	Echo and Vasc Tech Lead	BH	059	070
21411	Echo and Vascular Tech	BH	055	060
21326	Echocardiographer	BH	053	059
21384	Imaging Technologist	BH	037	042
21386	Radiology Tech Lead	BH	045	050
21886	Imaging Technologist Trainee	BH	013	018
21317	Imaging Technologist-Comp Tomo	BH	046	051
21320	Imaging Technologist-Lead	BH	065	070
21369	Imaging Technologist-Mag Res Imaging	BH	058	063
21405	Imaging Technologist-Mammo	BH	046	051
21349	Interventional Tech	BH	055	060
21371	Nuclear Med Technologist 1	BH	057	062
21416	Spec Mammo & Brst US Tech	BH	052	057
21392	Spec Mammography Tech	BH	047	052

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:

<p>For the Union:</p> <p>DocuSigned by: <i>Justin Nwinger</i> 08A6CB801091432...</p> <p>Date: 10/4/2022</p>	<p>For the Employer:</p> <p>DocuSigned by: <i>Laura Hartless</i> 1CB62316D8AE4A0...</p> <p>Date: 10/4/2022</p>
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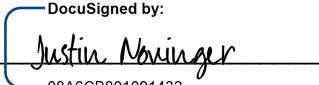
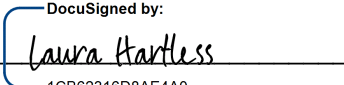
**MEMORANDA OF UNDERSTANDING – SEATTLE MINIMUM WAGE**

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:
<p>DocuSigned by:</p>  <p>08A6CB801091432...</p> <p>Date: 10/4/2022</p>	<p>DocuSigned by:</p>  <p>1CB62316D8AE4A0...</p> <p>Date: 10/4/2022</p>

**MEMORANDUM OF UNDERSTANDING**  
**BETWEEN**  
**THE UNIVERSITY OF WASHINGTON (UNIVERSITY)**  
**AND**  
**SEIU 1199NW (UNION)**

This agreement between the University of Washington (“UW”) and SEIU 1199NW (“Union”) pertains to the Campus Security Guards and Campus Security Sergeants represented by the Union at the University of Washington Medical Center-NW (UWMC-NW). The parties agree to implement the following on (date to be determined):

- I. The existing bargaining unit represented by SEIU 1199NW at UWMC-NW shall be modified to include Campus Security Officers and Campus Security Sergeants at UWMC-NW:

All full-time and regular part-time Campus Security Officers and Campus Security Sergeants working at the University of Washington Medical Center – Northwest Campus and all full-time, part-time, and reserve employees employed by the University of Washington at its facilities located at the University of Washington Medical Center – Northwest Campus, located at 1550 N 115th St, Seattle, and at the UW Neighborhood Clinics located at 1455 NW Leary Way, Suite 250, Seattle (Ballard); 2505 DECISION 13548 - PSRA PAGE 6 2nd Ave., Suite 200, Seattle (Belltown); 13231 SE 36th St., Suite 110, Bellevue (Factoria); 32018 23rd Ave. South, Federal Way (Federal Way); 1740 NW Maple St., Suite 100, Issaquah (Issaquah); 23213 Pacific Hwy South, Kent (Kent/Des Moines); 103 Washburn Place – PO Box 10, Lopez Island (Lopez Island); 314 NE Thornton Place, Seattle (Northgate); 7 Deye Lane, Eastsound (Orcas Island); 4915 25th Ave. NE, Suite 300-W, Seattle (Ravenna); 1355 N. 205th St., Shoreline (Shoreline); 750 Republican St, Building F, Floor 2, Seattle (South Lake Union); and 17638 140th Ave. NE, Woodinville (Woodinville) in the following job classifications: Resident EKG Tech; Medical Asst Apprentice; Materials Hndlg Aide I; Child Care Teachers Aide; Housekeeper I; Courier; Courier-Lab; Food Service Worker; Parking Control Attendant; Retail Assoc - Gift Shop; Transporter; Housekeeper I (Green); Department Asst I; Medical Records Clk I; Physical Therapy Tech; Switchboard Operator; Materials Hndlg Aide II; Nursing Assistant, Reg; Transporter Lead, Department Asst II; Medical Records Clk II; HIM Clerk II; OR/ED Assistant; Housekeeper II; Groundskeeper I; Diet Clerk; Housekeeper II (Green); Clinic Pt Srvcs Spec I; Cert Nursing Asst; Mobility Aide; Cert Nursing Asst Float; Department Asst Lead; Film Librarian Lead; Secretary; Culinary Associate; Medical Records Specialist; HIM Specialist; Housekeeper Lead; DI Outpatient Registration Rep; Admitting Rep; Clinic Pt Srvcs Spec II; Child Care Teacher; Client Services Rep; Groundskeeper II; Lab / DI Billing Rep; Medical Asst – Reg; Radiology Tech Asst; EKG Tech (In House Cert); Lab Assistant; Unit Secretary; Unit Secretary Float; HIM Specialist II; OR Secretary; Secretary Lead; Telemetry/Unit Sec; Transcriber, Medical; Instrument Tech; Diet Technician; Maintenance Worker; Food Service Lead; Medical Asst – Cert; DI Support Svcs Lead; Sr Admitting Rep; Admitting Rep Ld; Scheduler, DI / OR; Groundskeeper Lead; Materials

1 Hndlg Aide III; Client Services Rep Lead; Lab/DI Billing Rep Lead; Monitor Technician; Lab  
2 Account Specialist; Lab Assistant Technical; Financial Counselor, Admitting; Clinic Pt  
3 Srvcs Spec III; HIM ROI Tech; Transcriber Lead; Instrument Technician Lead; Lab  
4 Assistant Lead; Scheduler Lead; Clinic Patient Care Coord; Lab Asst Technical Lead;  
5 Medical Asst - Cert Ld; Financl Counselr-Admitg Ld; Clinic Pt Srvcs Spec Ld; HIM ROI Tech  
6 II; Administrative Assistant; Buyer; Facilities, Properties, Constr Coord; Inventory Coord;  
7 Case Mgmt Asst; Implant Materials Specialist; Maintenance Engineer; Sr Buyer; Allergy  
8 Tech; Coder/Analyst; EEG (END) Technician; Sr Maintenance Engineer; Sr Painter;  
9 Maintenance Engineer Lead; Coding Specialist; Sr Carpenter; Coding Specialist Lead;  
10 Electrician Lead; HVAC Mechanic; Plumbing Specialist; and EXCLUDING confidential  
11 employees, supervisors, registered nurses, and all other employees.  
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14 II. Current UWMC-NW Campus Security Officers will map into:  
15 Hospital Security Officer – UWMC-NW assigned to Pay Table BU, Range 43  
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17 III. Current UWMC-NW Campus Security Sergeants will map into:  
18 Hospital Security Sergeant – UWMC-NW assigned to Pay Table BU, Range 67  
19

20 IV. Current UWMC-NW Campus Security Officers and UWMC-NW Campus Security  
21 Sergeants will be placed on the pay range as described below:  
22 Employees will be placed on the corresponding SEIU 1199NW pay range at the  
23 same step plus 1 step, not to exceed top step. ~~step closest to, but not less than,~~  
24 ~~their current rate of pay, not to exceed top auto step.~~ Progression Start Dates  
25 will not change.  
26

27 V. Classification and Wages  
28 a. Class specifications for the Campus Security Officers and Campus Security  
29 Sergeants are displayed in Attachment A.  
30

31 VI. Field Training Officer. When a Public Safety Officer has been designated as a Field  
32 Training Officer for a new employee, he/she will receive a seven percent (7%) premium  
33 for all the hours they provide direct training/instruction.  
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35 VII. When no sergeant is present, a Security Officer may be assigned to that role and receive  
36 the lead premium.  
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Tentatively Agreed To:

For the Union:

For the Employer:

DocuSigned by:  
*Justin Novinger*  
08A6CB801091432...

DocuSigned by:  
*Laura Hartless*  
1CB62316D8AE4A0...

Date: 10/4/2022

Date: 10/4/2022