

1 accrual rate. Employee cannot adjust scheduled hours without approval of
2 their supervisor. Option 2: Adjustable shift. Employee will accrue overtime for
3 hours worked in excess of eighty (80) hours in the eighty (80) hour work
4 period. The employee is not eligible for daily OT or comp time at one and
5 one-half (1 ½) accrual rate unless hours worked exceed eighty (80) hours in
6 an eighty (80) hour work period. Employee may adjust scheduled hours within
7 the eighty (80) hour work period in accordance with patient and departmental
8 needs. The employee may change from one option to the other with written
9 notice to the manager/supervisor and the payroll coordinator at least four (4)
10 weeks before the beginning of the next payroll pay period.
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12 VI. Social Workers are eligible to all professional/technical premiums pursuant to
13 Article 45.
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15 VII. Classification and Wages

16 a. Class specification for the SEIU 925 Social Worker is displayed in
17 Attachment A.
18

19 VIII. Preceptor Pay

20 a. Social Workers (XXXXX) may serve as preceptors after successfully
21 completing a preceptor workshop or equivalent documented training
22 and agreeing to and being appointed to be specifically responsible for
23 planning, organizing, and evaluating the new skill development of one
24 or more Social Worker enrolled in a defined orientation program, the
25 parameters of which have been set forth in writing by the Employer.
26 This includes teaching, clinical supervision, role modeling, feedback,
27 evaluation (verbal and written) and follow up of the new or transferring
28 employee or student.

29 b. Social Worker preceptors are eligible to receive preceptor premium
30 pay of \$1.50 per hour only when actually engaged in preceptor role
31 responsibilities with/on behalf of the orienting a Social Worker or
32 student.
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34 IX. License Pay in the amount of one dollar and fifty cents (\$1.50) per hour will
35 be provided to all Social Workers, who are licensed by the State of
36 Washington as an Advanced Social Worker or Independent Clinical Social
37 Worker. License Pay will be provided on the first available pay period after the
38 Social Worker has provided proof of licensure to the appointing authority or
39 designee.
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41 X. Social Workers will receive paid time off for educational purposes, as follows:

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- All Social Workers will be able to use forty (40) hours of paid education time off per fiscal year, prorated for FTE.
- From the effective date of this agreement Social Workers will have up to \$850 per fiscal year available to reimburse costs for approved educational or training programs, prorated for FTE.
- Social Workers who attend approved educational opportunities on a day they are not scheduled to work will receive the equivalent of a day of pay or a day of accrued time off. This practice will result in pay at straight time and will not trigger overtime pay for the affected pay period. This compensatory day will count toward the forty (40) hours of annual education time off.

XI. The parties will establish a quarterly Social Worker Joint Labor Management Committee in alignment with Article 43 of the parties' collective bargaining agreement.

XII. Social Workers will be added to Layoff Unit Number 20 - UWMC

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Tentatively Agreed To:

<p>For the Union:</p> <p>DocuSigned by: <i>Sarah Bright</i></p> <p>_____ Sarah Bright, SEIU 925 Date: 9/22/2022</p> <p>DocuSigned by: <i>Rhonda Johnson</i></p> <p>_____ Rhonda Johnson, SEIU 925 Date: 9/22/2022</p>	<p>For the Employer:</p> <p>DocuSigned by: <i>Kristi Aravena</i></p> <p>_____ Kristi Aravena, Labor Relations Date: 9/22/2022</p>
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UNIVERSITY OF WASHINGTON

Specification for Class

UW CODE AND REPRESENTATIVE GROUP

SOCIAL WORKER	18944 (E S SEIU 1199NW HMC SW/Dietitian) 17885 (NE S SEIU 1199NW HMC SW/Dietitian) 23212 (NE H NI SEIU 1199NW HMC SW/Dietitian) XXXXX (E S SEIU 925 HCP/LT) XXXXX (NE S SEIU 925 HCP/LT) XXXXX (NE H NI SEIU 925 HCP/LT)
SOCIAL WORKER, SENIOR	21400 (NE H SEIU 1199NW UWMC Northwest Professional) 23029 (NE H NI SEIU 1199NW UWMC Northwest Professional)

BASIC FUNCTION

As a member of a health care team, provide professional social work services in a client/patient care, research and/or teaching environment.

DISTINGUISHING CHARACTERISTICS

Under general direction, provide social work services to clients/patients, their families, and/or others; and/or participate in health sciences research; and/or participate in health sciences teaching activities, and exercise independent decision-making authority and expertise specific to assigned area of practice.

TYPICAL WORK

Provide specialty consultation to other health care staff and health care teams regarding psychosocially focused aspects of client/patient care;

Provides psychosocial support to patients and families;

In collaboration with the multidisciplinary team, develops and implements safe and timely discharge plans;

Provides care coordination for patients with complicated social and medical histories;

Provides case management in specialized programs;

Provides counseling services in specialized programs;

Makes timely referrals to hospital and/community agencies including those required by mandatory reporting laws such and child and vulnerable adult abuse;

Maintains appropriate documentation;

Participates in practicum instruction of social work students and/or provides work direction to Social Work Assistant(s) or other assigned staff;

Participates in formal and informal teaching of health care professionals, health sciences students and the general community;

Coordinates elements of research studies and projects;

Participates in or chairs departmental program development activities or committees;

Represent the Social Work Department on hospital, university, and community committees/work groups;

Perform related duties as assigned/required.

MINIMUM QUALIFICATIONS

A Master of Social Work Degree from a program accredited by the Council on Social Work Education

AND

One year of full-time social work experience in a health care setting or equivalent. Experience can include a practicum placement as part of a social work training program and/or employment experience.

LEGAL REQUIREMENT

Within 90 days of hire must hold one of the following credentials issued by the state of Washington:

- Agency Affiliated Counselor, or
- Licensed Social Work Associate -Advanced, or
- Licensed Social Work Associate - Independent Clinical, or
- Licensed Advance Social Worker, or
- Licensed Independent Clinical Social Worker

There may be instances where individual positions must have additional licenses or certification. It is the employer's responsibility to ensure the appropriate licenses/certifications are obtained for each position.

CLASSIFICATION HISTORY

1-03-73: New Class;

12-14-73: Revise Class;

5-1-82: Revise Title & Class;

1-18-88: Revise Title/Class;

7-2-90: Revise MQ;

3-15-02: Revise MQ;

6-01-05: CSR Class Conversion (mc);

7-01-09: Revise legal requirements;

2-16-16: Combine Social Worker 1, UW job code 8943, and Social Worker 2, abolishing Social Worker 1 when the change is complete; revise and update spec and MQs, including lowering minimum years of experience from two to one.

01-01-2020: Add SEIU 1199NW UWMC-NW job profiles

mm-dd-yyyy: Class adopted for UW contract classified staff per PERC decision to add this title to the SEIU 925 Healthcare Prof/Lab Tech bargaining unit (Case #XXXXXX). Incorporates the work of UW classified non-union job code 16115, Social Worker 1 - Academic Medical Centers/Washington State Job Code 351E and 16116 Social Worker 2 - Academic Medical Centers/Washington State Job Code 351F.