

University of Washington – SEIU 1199NW

07/1/23 – 06/30/25 Collective Bargaining Agreement Summary (UWMC-NW CBA)

This summary is provided by the Employer in accordance with RCW 43.88.583. Please note that this is a summary only, and is not intended to be a substitute for reviewing the complete contract. This summary was drafted upon ratification, so please consult the main PDF contract on the LR website for the most up to date contract version.

Information Requested	Responsive Information
The term of the agreement	July 1, 2023 – June 30, 2025
The bargaining units covered by the agreement by state agency	Professional Technical Bargaining Unit, Service and Maintenance Bargaining Unit
Base compensation	<u>Article 8 – Compensation</u> <u>Appendix B – Pay Tables</u>
Provisions for and rate of overtime pay	<u>Article 4.4.1 – Hours of Work and Overtime</u> <u>Article 7.5 – Overtime</u> <u>Article 7.6 – Overtime Placement</u> <u>MOU – Pre-scheduled Voluntary Double-time Shift Incentive for Critical Staffing Needs</u>
Provisions for and rate of compensatory time	<u>Article 7.5 – Overtime</u>
Provisions for and rate of any other compensation including, but not limited to, shift premium pay, on-call pay, stand-by pay, assignment pay, special pay, or employer-provided housing or meals	<u>Article 8 – Compensation</u> <u>Article 9 – Other Compensation</u> <u>MOU – Voluntary Float Between UWMC-NW and Montlake Campuses for Bargaining Units Represented by SEIU 1199, SEIU 925, and WFSE</u> <u>MOU – Pre-scheduled Voluntary Double-time Shift Incentive for Critical Staffing Needs</u> <u>MOU – UWMC-NW and Primary Care Clinics Floating</u>

Information Requested	Responsive Information
Provisions for and rate of pay for each paid leave provision	<u>Article 8 – Compensation</u> <u>Article 10 – Holiday</u> <u>Article 11 – Vacation Time Off</u> <u>Article 12 – Sick Time Off</u> <u>Article 14 – Unpaid Absence</u> <u>Article 15 – Family Medical Leave Act and Parental Leave Act</u> <u>Article 16 – Washington Family Medical Leave Program</u> <u>Article 17 – Shared Leave</u> <u>Article 18 – Civil/Jury Duty Time Off and Bereavement Time Off</u> <u>Article 19 – Unpaid Holidays for a Reason of Faith or Conscience</u> <u>Article 22.5 – Education Leave</u>
Provisions for and rate of pay for any cash out provisions for compensatory time or paid leave	<u>Article 10.2.4 – Holiday Credit Cash Out</u> <u>Article 11.5 – Vacation Time Off Cash Payment</u> <u>Article 12.7 – Sick Time Off Cash Out</u>
Temporary layoff provision	N/A
Any impasse procedure subject to bargaining	N/A
Health care benefits provisions expressed as a percentage of cost or as a dollar amount, or in the case of contributions to a third-party	<u>Article 13 – Medical Insurance Benefits</u>

Information Requested	Responsive Information
benefit fund, the hourly contribution rate to the fund	
Any retirement benefit subject to bargaining, or in the case of contributions to a third-party benefit fund, the hourly contribution rate to the fund	N/A
For compensation or fringe benefits with an anticipated cost of fifty thousand dollars or more, a brief description of each component and its cost that comprises the amount funded by the legislature to implement in accordance with RCW 41.80.010(3)	<p>Attachment A includes costing information for implementation of the collective bargaining agreement</p> <p>General Wage Increases: All SEIU 1199NW represented employees under the UWMC-NW CBA will receive a four percent (4%) across the board wage increase on July 1, 2023 and a three percent (3%) across-the-board wage increase on July 1, 2024.</p> <p>Recruitment and Retention Wage Increase: All SEIU 1199NW represented employees under the UWMC-NW CBA will receive a five percent (5%) wage increase on July 1, 2023 (in addition to the general increase outlined above).</p> <p>Targeted Adjustments: There will be targeted recruitment and retention adjustments applied to multiple classifications.</p> <p>Pay Premiums: The hourly premium rate for standby pay will be increased to \$7.00/hour for all employees covered by this contract. The hourly premium rate for second and third shift will be increased for Certified Nursing Assistants only. Social Workers will become eligible for License Pay, an hourly premium of \$1.50/hour. Employees hired into the float pool will become eligible for the clinic float hourly premium of \$1.50/hour.</p>
Number of bargaining unit members covered by the agreement (as of ratification)	Approximately 1,600

Information Requested	Responsive Information
Content of any agency-specific supplemental agreements affecting (a) through (m) of this subsection	N/A
Any contract provisions that allow the contract to be reopened during the contract term	N/A

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ARTICLE 1 – RECOGNITION

The Employer recognizes the Union as the sole and exclusive bargaining representative for all full-time, part-time, intermittent, and nonpermanent employees employed by the University of Washington at its facilities located at the University of Washington Medical Center – Northwest and at the Northwest Clinics and the UW Neighborhood Clinics as certified by the Public Employment Relations Commission under the jurisdiction of RCW 41.80.

ARTICLE 2 – UNION MEMBERSHIP; DUES DEDUCTION

2.1 Dues Deduction. Upon authorization by an individual employee to the Union, the Employer shall provide for the semi-monthly payroll deductions of union dues which are uniformly applied to all members in those bargaining units in which the Union is the exclusive bargaining agent.

2.1.1 The Union shall transmit to the Employer via a web based electronic reporting system, by the cut-off date for each payroll period, the name and Employee ID number of employees who have, since the previous payroll cut-off date, provided authorization for deduction of dues, COPE, or have changed their authorization for deduction. The Employer will provide instructions and templates for the web based electronic reporting system and provide a calendar of required payroll cut-off dates.

2.2. Employees who move to a position in another bargaining unit represented by the Union will have their Union deduction continued. When an employee covered by this contract moves to a position that is not covered by this contract, dues deducted on behalf of the Union will cease.

Semi-monthly the Employer's Payroll Office will transmit the total deducted amount of dues money to the Union's office together with a list of current members on dues deduction together with any additions and deletions for that month.

The Union will provide the Employer thirty (30) days advance notice of a change in the amount of dues.

2.3 Indemnification. The Union and each employee authorizing the assignment of wages for the payment of Union dues hereby undertakes to indemnify and hold the University harmless from all claims, demands, suits or other forms of liability that may arise against the University for or on account of any deductions made from the wages of such employees or for any action taken in compliance with this Article.

2.4 Revocation. The Employer will direct all questions about revocation to the Union. An employee may revoke their authorization for payroll deduction of payments to the Union by written notice to the Employer and the Union in accordance with the terms and conditions of their signed membership card. Every effort will be made to end the deduction effective on the first payroll, and not later than the second payroll, after receipt by the Employer of confirmation from the Union that the terms of the employee's signed membership card regarding dues deduction revocation have been met.

2.5 Rosters. Each pay period the Employer will provide the following four (4) reports electronically.

A. Total Compensation and deductions

- Name
- Home Address
- Home phone
- Cell phone

- 1 Work phone
- 2 Work location (building)
- 3 Work location (address)
- 4 Work station or office (suite and/or number)
- 5 Employee ID number
- 6 Personal Email
- 7 UW email
- 8 UW mailbox
- 9 Employment status
- 10 Employment status effective date
- 11 Job classification
- 12 Department
- 13 Pay grade
- 14 Pay step
- 15 Pay rate salary
- 16 Hourly rate
- 17 Supervisor
- 18 Supervisor email
- 19 Race
- 20 Gender
- 21 DOB
- 22 Date of hire
- 23 Job title
- 24 Job class code
- 25 Shift
- 26 Deduction amount dues
- 27 Deduction amount cope
- 28 Total wages for the pay period
- 29 Total base pay for pay period
- 30 Total overtime pay for pay period
- 31 Total overtime hours per pay period
- 32 Total hours worked in the pay period
- 33 Days in the pay period
- 34 Total hours for each class/type of differential and or/ premium pay for the pay
35 period
- 36 Total wages for each class/type of differential and or/ premium pay for the pay
37 period
- 38 Total wages year to date.
- 39 Pension plan enrollment (which plan)
- 40 Position number
- 41 Medical plan enrollment (which plan)
- 42 Bargaining Unit
- 43 Total FTE
- 44 Anniversary date (step date)
- 45 Employment status (regular fulltime, regular part time, hourly, fixed duration part
46 time, fixed duration full time)

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48 **B. All appointment list**
49 Appointment budget number(s)

- 1 Beginning date
- 2 End date
- 3 Department and /or hiring unit
- 4 College/Org name
- 5 Job Classification
- 6 Job Classification Code
- 7 Full time salary or hourly rate
- 8 Appointment/FTE Percentage
- 9 Appointment status
- 10 Appointment term
- 11 Distribution line information.
- 12 Position number
- 13 Earnings in last pay cycle
- 14 Hours worked in last pay cycle
- 15 FTE in last pay cycle

16
17 **C. Change Report**

- 18 Name,
- 19 Job classification,
- 20 Job classification code,
- 21 Department,
- 22 Employee id,
- 23 Original hire date,
- 24 Status change date,
- 25 Termination/separation date if any,
- 26 Reason for status change, nature of status change,
- 27 Reason for termination/separation
- 28 LOA effective date,
- 29 Nature of LOA
- 30 New hire date
- 31 New Hire

32
33 **D. Vacancy Report**

- 34 Position Number,
- 35 Job Classification
- 36 Date of vacancy
- 37 Elimination date of vacancy
- 38 Reason for elimination (filled, deleted, transferred to a different
- 39 classification/status)

40
41 2.6 Contract Distribution. The Employer will provide all current and new employees with a
42 link to the new Agreement. Each department or unit will maintain a paper copy of the
43 contract accessible to all employees.

44
45 2.7 Union Membership. Employees covered by this Agreement may become members of
46 the Union. You can learn more about union membership at www.seiu1199nw.org or
47 from a Union organizer or delegate.

48

1 2.8 Voluntary Political Action Fund Deduction. During the term of this Agreement, the
2 Employer shall deduct the sum specified from the pay of each member of the Union who
3 voluntarily executes a political action contribution wage assignment authorization. When
4 filed with the Employer, the authorization form will be honored in accordance with its
5 terms. The amount deducted and roster of all employees using payroll deduction for
6 voluntary political action contributions will be promptly transmitted to the Union by a
7 separate check payable to its order. Upon issuance and transmission of a check to the
8 Union, the Employer's responsibility shall cease with respect to such deductions. The
9 Union and each employee authorizing the assignment of wages for the payment of
10 voluntary political action contributions hereby undertakes to indemnify and hold the
11 Employer harmless from all claims, demands, suits or other forms of liability that may
12 arise against the Employer for or on account of any deduction made from the wages of
13 such employee.

14
15 The parties recognize that the Union is obligated under the Federal Election Campaign
16 Act (FECA) to reimburse UW for its reasonable cost of administering the COPE check
17 off in the parties' Collective Bargaining Agreement. The Employer and the Union agree
18 that one-quarter of one percent (.25%) of all amounts checked off is a reasonable
19 amount to cover the Employer's costs of administering this check off. Accordingly, the
20 parties agree that the Employer will retain one-quarter of one percent (.25%) of all
21 amounts deducted pursuant to the COPE check off provision in the parties' Collective
22 Bargaining Agreement to reimburse the Employer for its reasonable costs of
23 administering the check off.

24
25 2.9 Temporary Employment with the Union

- 26
27 1. With thirty (30) calendar days' notice, unless agreed otherwise, employees may
28 be granted leave without pay to accept temporary employment with the Union of
29 a specified duration, not to exceed twelve (12) weeks, provided the employee's
30 time off will not interfere with the operating needs of the agency. The parties may
31 agree to an extension of leave without pay up to an additional twelve (12) weeks.
32 For leaves of up to twelve (12) weeks duration, the employee will be returned to
33 their same position. For leaves of more than twelve (12) weeks duration, the
34 returning employee will be employed in a position in the same job classification
35 and the same geographical area, as determined by the Employer.
36
37 2. Employees on a leave of absence will be placed on a Monday through Friday
38 work schedule (pro-rated to their FTE) on their permanent shift. For example, a
39 fifty percent (50%) employee would be scheduled four (4) per day Monday
40 through Friday. When an employee is in unpaid status for more than eighty (80)
41 hours in a month (pro-rated for their FTE) their increment date will be adjusted by
42 one (1) month and they will not accrue sick leave or vacation leave.
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ARTICLE 3 – UNION REPRESENTATIVES

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3 3.1 Access to Premises. Duly authorized representatives of the Union may have access at
4 reasonable times to those areas of the Employer’s premises which are open to the
5 general public for the purpose of investigating grievances and contract compliance.
6 Union representatives shall not have access to employees’ lounges, nursing units or
7 other patient care areas unless advance approval has been obtained from the
8 Department Director or designee. Access to the Employer’s premises shall be subject to
9 the same general rules applicable to other non-employees and shall not interfere with or
10 disturb employees in the performance of their work during working hours and shall not
11 interfere with patient care or the normal operation of the hospital.

12
13 3.2 Officers/Delegates. The Union shall designate its officers, delegates and alternate
14 delegates from among employees in the unit. These officers and delegates shall not be
15 recognized by the Employer until the Union has given the Employer written notice of the
16 selection. Unless otherwise agreed to by the Employer, the investigation of grievances
17 and other Union business shall be conducted only during nonworking times, and shall
18 not interfere with the work of other employees.

19
20 3.2.1 One delegate or designee/officer will be allowed no less than thirty (30) minutes
21 of paid time at a designated time during the regularly scheduled orientation of
22 newly employed employees to introduce employees to the Union and the Union
23 contract. By the end of the week prior to each new employee orientation, the
24 Employer shall provide the Union with a list of all employees scheduled for
25 orientation.

26
27 Subject to appropriate advance notice and scheduling requirements, Union
28 officers, delegates and labor/management committee members may use one (1)
29 day (eight (8) hours) per calendar year of paid leave time to attend Union
30 sponsored training in leadership, representation and dispute resolution. This
31 shall be limited to no more than once per contract per employee.

32
33 3.3 Bulletin Boards. In each department with represented employees, space will be made
34 available on one (1) designated bulletin board. Such bulletin board space may be
35 shared. All materials posted on such boards must, at the time of posting, be provided to
36 the Department Director or designee.

37
38 3.4 Union Meetings. The Union may use designated meeting rooms for Union meetings
39 consistent with Employer policies and procedures.

40
41 3.5 Contract. Upon initial employment, employees shall be given a copy of the current
42 Agreement and a copy of the employee’s job description. This commitment is
43 conditioned upon the Union providing sufficient copies of the Agreement to the Employer
44 in advance.
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ARTICLE 4 – DEFINITIONS

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3 4.1 Full-Time Employee. An employee who works on a regularly scheduled basis at
4 least forty (40) hours per week or eighty (80) hours in a fourteen (14) day period.
5
6 4.2 Part-Time Employee. An employee who is regularly scheduled to work on a
7 continuing basis less than forty (40) hours per week.
8
9 4.3 Probationary Period. An employee who has been hired by the Employer on a
10 full-time or part-time basis will attain permanent status in a job classification upon
11 successful completion of a probationary or trial service period. Every part-time
12 and full-time employee who has been continuously employed by the Employer
13 will serve a probationary period of six (6) months. During the probationary period,
14 an employee may be terminated without notice and without recourse to the
15 grievance procedure. Probationary employees shall not be required to give
16 fourteen (14) days' notice of intention to terminate. The Employer may extend the
17 probationary period for an individual employee as long as the extension does not
18 cause the total period to exceed twelve (12) months. Employees will be provided
19 with a written explanation for the extension. If the extension is based on
20 performance issues, the employee will receive a performance improvement plan.
21 Extension of probationary periods shall not be a normal practice.
22
23 4.3.1 Permanent employees at the University of Washington shall not be
24 required to complete another probationary period.
25
26 4.3.2 The Employer will extend an employee's probationary period, on a day-
27 for-a-day basis, for any day(s) that the employee takes paid time off,
28 leave without pay, or shared leave, except for leave taken for military
29 service or for purposes of faith, or conscience. For the purpose of
30 calculating the completion date, an employee's probationary period shall
31 not end on the employee's regularly scheduled weekend off or a
32 scheduled holiday off. In those instances the completion date will be the
33 next scheduled work day.
34
35 4.3.3 By mutual agreement, the probationary period for additional selected
36 classes may be established for a period in excess of six (6) months but
37 not to exceed twelve (12) months.
38
39 4.3.4 Employees in probationary status will earn seniority from their initial date
40 of hire but may not exercise seniority rights until completion of the
41 probationary period. Probationary employees are not eligible for layoff or
42 rehire rights.
43
44 4.3.5 An employee who is appointed to a different position in a different
45 classification prior to completing their initial probationary period will serve
46 a new probationary period. The length of the new probationary period will
47 be in accordance with Subsection 4.3, unless adjusted by the Appointing
48 Authority for time already served in probationary status. In no case,

1 however, will the total probationary period be less than six (6) consecutive
2 months.
3

4 4.3.6 Probationary Period Rejection. An appointing authority may reject an
5 employee who has not completed a probationary period. Upon request by
6 the employee and within 10 business days of notice, a meeting to explain
7 such action shall be held with a representative of the Employer. At the
8 employee's request a representative of the Union shall attend such
9 meetings. Such rejection is not subject to the grievance procedure.

10
11 4.4 Temporary Employee.

12
13 A. Definition. A Nonpermanent position can be created when any of the
14 following conditions are met:
15 A. The UW is recruiting to fill a vacant position with a permanent position;
16 B. The UW needs to address a short-term immediate workload peak or other
17 short-term needs;
18 C. The UW is not filling a position with a permanent position due to the
19 impending or actual layoff of a permanent employee(s);
20 D. The UW is filling positions when a worker is on a leave-of-absence; or
21 E. Temporary project.

22
23 B. Types of Nonpermanent Positions:

- 24 A. Nonpermanent Hourly
25 B. Nonpermanent Fixed Duration

26
27 C. Nonpermanent Hourly and Nonpermanent Fixed Duration Appointments:

- 28 1) The initial duration of a Nonpermanent Hourly and Nonpermanent Fixed
29 Duration appointment cannot exceed twelve (12) months from the hire
30 date but may be extended to no more than twenty-four (24) months if the
31 conditions in 4.4 A-E still exist. Individuals may receive consecutive
32 Nonpermanent Fixed Duration or Hourly appointments as long as:
33 a) Any subsequent appointment is to a different position; or
34 b) The multiple positions are cyclical in nature but last fewer than nine
35 (9) months during any consecutive twelve (12) month period.
36
37 2) Conclusion of the appointment will be at the discretion of the University,
38 including termination of appointment prior to its originally intended
39 expiration date, and will not be subject to Articles 23 (Grievance
40 Procedure) and Article 6 (Seniority, Layoff, Restructure) of the contract.
41
42 3) If the employee is not a permanent state employee, the employer must
43 give one work days' notice prior to conclusion of the appointment. A
44 Nonpermanent appointment may be terminated immediately with pay in
45 lieu of the one work day of notice required for Nonpermanent Employees.
46
47 4) If at any time during a Nonpermanent appointment, a short-term workload
48 peak or other short term need becomes ongoing and permanent in

1 nature, the Employer must take action to fill the position on a permanent
2 basis.

3
4 D. Intermittent Positions. An Intermittent position exists when the nature of
5 the work is sporadic and does not fit a particular pattern.

6 4.4.1 Hours of Work and Overtime. Hours of work for Nonpermanent and
7 Intermittent Employees shall be established by the employing official.
8 Work assigned in excess of forty (40) hours in a seven (7) day work week
9 constitutes overtime. Overtime hours will be compensated at a rate of
10 one-and-one-half (1-1/2) times the employee's straight time hourly rate.

11
12 Time paid for but not worked shall not count towards the calculation of
13 overtime.

14
15 4.4.2. Probationary Period. Nonpermanent and Intermittent Employees are
16 subject to all terms of the Agreement at such time as a Regular
17 Temporary Employee is appointed to a monthly paid bargaining unit
18 position. This includes the requirement to serve a probationary period.

19
20 A Nonpermanent and Intermittent Employee who is hired into the same
21 job without a break in service, in the same unit through open recruitment
22 will have their Regular Temporary hours of service apply toward their
23 probationary period for that position up to a maximum of three (3) months
24 of the six (6) month probationary period.

25
26 4.4.3. Compensation.

27
28 A. The rate of pay for employees under this Article must be placed on a
29 salary step within the range for the classified title that best fits the work.

30
31 B. The progression start date shall be established as follows:
32 1) The first of the current month for actions occurring between the
33 first and the fifteenth of the month; or,
34 2) The first of the following month for actions occurring between the
35 sixteenth and the end of the month.

36
37 C. Annual Salary Adjustment. Annual salary adjustments up to the top
38 automatic step will be administered the same as regular positions in the
39 same classification.

40 4.4.4. Holidays and Holiday Credit.

41
42 A. Holiday Premium. If an employee works one of the following holidays,
43 they will receive time and one half for all hours worked on that holiday:
44 New Year's Day, Martin Luther King Jr. Day, President's Day,
45 Memorial Day, Juneteenth, Independence Day, Labor Day, Veteran's
46 Day, Thanksgiving, Native American Heritage Day, and Christmas.

1 B. Holiday Credit

- 2 1. Employees in Nonpermanent Fixed Duration positions will be paid
3 for holidays and receive holiday credit per Article 10 Holiday.
4 2. Holiday credit is a balance of time off that is received in lieu of
5 holiday compensation for employees in Nonpermanent Hourly and
6 Intermittent positions. Holiday credit accrual is proportionate to the
7 number of hours in pay status (excluding overtime hours) in the
8 same month of the holiday to that required for full-time (1.0 FTE)
9 employment, excluding all holiday hours. Holiday credit accrual
10 will be calculated at the end of the month. Employees in
11 Nonpermanent Hourly and Intermittent positions hired during the
12 month of the holiday will not receive credit for holidays that occur
13 prior to their hire date.
14 3. Employees in Nonpermanent Hourly and Intermittent positions
15 shall be paid for holiday credit in accordance with Article 10
16 Holiday.

17 C. Personal Holiday

- 18 1. Employees in Nonpermanent Fixed Duration positions will receive
19 a personal holiday per Article 10.3 Personal Holiday.
20 Employees in Nonpermanent Hourly and Intermittent positions
21 earn a personal holiday at a rate proportionate to the number of
22 hours in pay status (excluding overtime hours) in the same month
23 when the personal holiday is scheduled to that required for full-
24 time (1.0 FTE) employment, excluding all holiday hours. The
25 value of the Personal Holiday cannot exceed eight (8) hours.

26 4.4.5. Training. Employees shall be appropriately trained and or certified prior to
27 being assigned to perform work requiring such training or certification,
28 e.g., work with asbestos, lead, blood borne pathogens, and all other
29 appropriate training required for safety and efficiency in the unit.
30

31 4.4.6. Sick Leave.

- 32
33 A. Employees in Nonpermanent Fixed Duration positions will accrue sick
34 time off per Article 12 Sick Time Off.
35
36 B. Employees in Nonpermanent Hourly and Intermittent positions will
37 earn a monthly sick time off accrual proportionate to the number of
38 hours in pay status (excluding overtime hours) in the month to that
39 required for full-time (1.0 FTE) employment. Sick time off accruals
40 cannot exceed eight (8) hours in a month.
41
42 C. Accrued sick leave may be used in accordance with Article 12 Sick
43 Time Off.
44

45 4.4.7 Vacation Time Off

- 1 A. Employees in Nonpermanent Fixed Duration positions will accrue and
2 use vacation time off per Article 11 Vacation Time Off.
3
4 B. Employees in Nonpermanent Hourly and Intermittent positions will
5 earn a monthly vacation time off accrual proportionate to the number
6 of hours in pay status (excluding overtime hours) in the month to that
7 required for full-time (1.0 FTE) employment.
8
9 C. Employees in Intermittent positions will receive vacation time off
10 accrual rate increases in accordance with the accrual schedule in
11 Article 11 Vacation Time Off.
12
13 D. Employees in Nonpermanent and Intermittent positions are subject to
14 the maximum vacation time off accrual rules as outlined in RCW
15 43.01.044 for classified employment.

16
17 4.5 Regular Rate of Pay. Unless otherwise required by the Fair Labor Standards Act,
18 the regular rate of pay shall be defined to include the employee's hourly wage
19 rate, all premiums, and differentials.
20

21 4.6 Preceptor. A preceptor is an experienced employee proficient in clinical teaching
22 who has successfully completed a program of preceptor training, has had an
23 evaluation of their training ability by their immediate supervisor or designee, and
24 who has been assigned by the Employer to be specifically responsible for
25 planning, organizing and evaluating the new skill development of an employee or
26 student enrolled in a defined program, the parameters of which have been set
27 forth in writing by the Employer. Preceptor assignments are voluntary. Each
28 year, the Employer shall offer a class on preceptor training that will be open to
29 bargaining unit members. Inherent in the preceptor role is the responsibility for
30 specific, criteria-based and goal directed education and training for a specified
31 training period. Management will determine the need for preceptor assignments.
32 It is understood that employees in the ordinary course of their responsibilities will
33 be expected to participate in the general orientation process of new employees.
34 This would include the providing of informational assistance, support and
35 guidance to new employees.
36

37 Any employee who currently is precepting, but has not completed the training
38 program, shall continue as a preceptor when assigned by the Employer.
39 Employees acting as preceptors shall have one year in which to complete the
40 training, after which they may not precept.
41

42 This section does not apply to Coaches and Mentors in the MA Apprenticeship
43 Program in Clinics.

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:
44

- 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
08A6CB801091432...
Date: 10/4/2022

DocuSigned by:
Laura Hartless
1CB62316D8AE4A0...
Date: 10/4/2022

ARTICLE 6 – SENIORITY, LAYOFF, RESTRUCTURE

1
2
3 6.1 Seniority. Layoff seniority is defined as the continuous length of service in calendar days
4 with the Employer from the most recent date of hire. Service of less than full time shall
5 be considered full time. Permanent employees who are veterans or their unmarried
6 widows/widowers shall have added to their seniority the veteran’s active military service
7 to a maximum of five (5) years credit. Time spent on military duty leave, paid or unpaid,
8 or time spent on leave without pay to work for the union, is included in seniority
9 calculation. Probationary employees are not vested with seniority credits until
10 successfully completing the probationary period.

11
12 Seniority shall be lost following a break in service including resignation, termination for
13 cause, failure to return from a leave of absence, expiration of rehire rights. Employees
14 who enter into the bargaining unit from other positions at the University of Washington
15 shall be credited with layoff seniority for all seniority earned in the State classified
16 service while employed at the University. Employees who enter into the bargaining unit
17 from other state agencies and institutions of higher education shall earn layoff seniority
18 from the first day of coverage under this Agreement.

19
20 6.1.1 Department Seniority. Department seniority is defined as continuous length of
21 service in calendar days within the employee’s department and where applicable,
22 shall be used for internal department processes, such as vacation and schedule
23 bids.

24
25 6.1.2 Layoff Seniority Tiebreaker. For the purposes of layoff only, when it is necessary
26 to determine the order of seniority among bargaining unit members whose
27 contract seniority is identical, a random chance method will be employed to
28 select the names of those employees one at a time. The University shall inform
29 the Union every time this method is necessary and will provide proof of the
30 seniority tie.

31
32 When selecting among employees whose seniority is identical, the Union may be
33 represented by any individuals it chooses, and will draw the names. The
34 University will be represented by a manager/administrator from the Department
35 involved and a representative from Human Resources.

36
37 The first employee selected will be considered the most senior; the last employee
38 selected will be considered the least senior.

39
40 6.2 Layoff. Whenever it becomes necessary for the Employer to reduce its workforce due to
41 lack of work, lack of funds, or good faith reorganization for efficiency purposes, the
42 Employer shall use the following procedure. The Employer will notify the Union of
43 impending layoffs thirty (30) calendar days in advance of implementation so that
44 reasonable alternative proposals can be considered. Whenever possible the Employer
45 will provide more than minimum notice. The Employer shall not lay off bargaining unit
46 employees in lieu of disciplinary action. Employees will be laid off in accordance with
47 seniority, as defined in Article 6.1.1.
48

- 1 6.2.1 Employment Option. The employee affected by the reduction in force shall be
2 offered the following employment options in descending order, provided they
3 meet the essential skills (defined as the minimum qualifications listed in the job
4 description for the classification and any specific position requirements or
5 credentialing) of the offered position:
6
- 7 a. A funded vacant position within the same job classification and layoff
8 unit.
 - 9
 - 10 b. The opportunity to replace the most junior employee within the
11 layoff/seniority unit in the same classification and in an FTE status
12 within .2 FTE status of the employee affected by the reduction in force.
13 (For example, if a .8 FTE position is being abolished, the employee
14 affected is eligible to replace the most junior individual in a .6 to 1.0
15 FTE position)
 - 16
 - 17 c. The opportunity to replace the most junior employee in the same
18 classification with a lower FTE status than their own within the
19 layoff/seniority unit.
 - 20
 - 21 d. The opportunity to replace the most junior employee within the same
22 department who is:
23
 - 24 i. In a lower classification in the same series as the employee
25 affected by the reduction in force; and
 - 26 ii. Within .2 FTE of the employee affected by the reduction in force.
 - 27
- 28 6.2.2 Notice. The Employer shall identify the positions to be abolished and the
29 employee(s) to be affected and shall notify employees in these positions, with
30 notice to the union, not less than thirty (30) calendar days prior to the
31 abolishment of the positions, pay the employee in lieu of notice, or combine pay
32 and notice. Whenever possible the Employer will provide more than minimum
33 notice. The notice shall include:
34
- 35 a. The effective date of the layoff and a reference to the employee's
36 rights under this Article, and
 - 37 b. Identification of the employment option being offered, if applicable.
 - 38
- 39 In accordance with 6.2.1 above, if the incumbent in a position to be abolished
40 has an opportunity to replace the most junior employee within the layoff/seniority
41 unit, the incumbent will be given up to three (3) calendar days to determine if
42 they want to replace the junior employee or be placed on the rehire list. Vacant
43 positions or those held by probationary employees within the layoff/seniority unit
44 will be considered a more junior position.
- 45
- 46 6.2.3 FTE Increase or Reduction. An employee in a position that is not abolished but is
47 increased or reduced in FTE status and who will remain benefit eligible after the

1 reduction or increase will have the choice of staying in the reduced or increased
2 position and going on the rehire list for the position and FTE status held by the
3 employee immediately prior to the increase or reduction or exercising available
4 layoff rights under Article 6. The employee must exercise this choice within three
5 (3) working days of the increase or reduction notice.
6

7 6.2.4 Voluntary Layoff. Appointing authorities will allow an employee in the same job
8 classification and department where layoffs will occur to volunteer to be laid off
9 provided that the employee is in a position requiring the same skills and abilities,
10 as a position subject to layoff. Any volunteer for layoff shall have no formal layoff
11 option. If the appointing authority accepts the employee's voluntary request for
12 layoff, the employee will submit a non-revocable letter stating they are accepting
13 a voluntary layoff from the University. The employee will be placed on all
14 applicable rehire lists.
15

16 6.2.5 Rehire. The Employer shall make a concerted effort to re-employ bargaining unit
17 members on the rehire list. Bargaining unit members on the rehire list are eligible
18 to take all Professional & Organizational Development (POD) courses on a space
19 available basis upon payment of designated fees. Employees without
20 employment options will be placed on the rehire list(s) designated by the
21 employee for twenty-four (24) months. In addition to the rehire list for the
22 classification and FTE status from which the employee was laid off, employees
23 identified for layoff may request placement on the following rehire lists:
24

- 25 a. For positions of a lower FTE status in the classification from which the
26 employee was laid off (or equivalent if prior classification has been
27 abolished); and
28
- 29 b. For positions in other classifications in which the employee previously
30 held permanent status; and
31
- 32 c. Lower classes in the series from which the employee was laid off.
33 The Employer will refer an employee from the designated rehire list(s)
34 for any open positions in the bargaining unit for which the laid off
35 employee possesses the essential skills. For classifications which have
36 separate job codes in the Campus-wide and Harborview Bargaining
37 Units, Rehire lists will include both job codes. Employees referred from
38 the rehire list(s) who possess the essential skills needed for a vacant
39 position will be offered the position prior to the Employer posting for
40 competitive recruitment. From among these employees, offers will be
41 made in seniority order, most senior person first. Job requests for
42 positions for which there are employees on rehire list(s) may not be
43 withdrawn solely to avoid hiring laid off employees.
44
- 45 d. The Employer will provide a copy of the Rehire List to the Union upon
46 request.
47

1 6.2.6 Rehire Trial Period. Employees placed into vacant positions from the rehire list
2 will serve a three (3) month rehire trial period. During the rehire trial period either
3 party may, at its sole discretion and without resort to the grievance procedure,
4 initiate return to the rehire list. Time spent in a rehire trial period will not count
5 toward the twenty-four (24) month rehire list period. The three (3) month rehire
6 trial period will be adjusted to reflect any paid or unpaid time off taken during the
7 period.

8
9 6.2.7 Corrective Action. Final Counseling that occurs within the six (6) months prior to
10 the layoff will be considered in effect should the employee be rehired. The
11 employee will continue to be subject to any consequences of not following the
12 directives and/or action plan(s) specified in the current corrective action.

13
14 6.2.8 Removal from List. Removal from the rehire list(s) will occur for any of the
15 following circumstances:

- 16
17 a. If placement does not occur within twenty-four (24) months,
18 b. If the employee refuses two (2) offers of placement for a position
19 having the same pay, FTE status and shift as the position from which
20 the employee was laid off. In such case, the employee will be removed
21 from all other rehire lists and will have exhausted their rehire rights.
22 c. If the employee was placed into two (2) vacant positions for which the
23 employee has failed to complete the rehire trial period.
24 d. If the employee accepts any offer of placement from any rehire list and
25 completes the rehire trial service period for a position with the same
26 FTE status and pay as the position from which the employee was laid
27 off.
28 e. Employees who reject two (2) offers of placement from a list for a
29 position of a lower FTE status than that which the employee held
30 immediately prior to layoff will be removed from that list.
31 f. Employees who reject one (1) offer of placement from a list for a
32 position in a classification other than that from which the employee was
33 laid off will be removed from that list.

34
35 6.2.9 Rehire List Crossover. Employees within an SEIU 1199NWrepresented
36 bargaining unit may, in accordance with this Article, be placed on the rehire list
37 for positions in another SEIU 1199NWrepresented bargaining unit.

38
39 6.3 Rehire Wages and Increment Date. When employees are rehired from layoff status the
40 progression start date and vacation accrual date will be reestablished and extended by
41 an amount of time in calendar days equal to the period of time spent on the rehire list
42 prior to rehire. Employees placed from the rehire list into positions with the same salary
43 range held at the time of layoff shall be placed at the same step in the range held at the
44 time of layoff. Employees placed from the rehire list into positions with a lower salary
45 range than held at the time of layoff shall be placed in a salary step nearest to, but not in
46 excess of, the salary held at time of layoff.
47

- 1 6.4. Affirmative action goals may be considered at any point during the layoff or rehire
2 process.
3
- 4 6.5. Benefits and Temporary Services. Employees on the rehire list who follow the rules
5 prescribed by Temporary Services may be referred to intermittent and nonpermanent
6 positions and can receive employer paid health benefit coverage if they meet the
7 eligibility requirements as determined by the State.
8
- 9 6.6 Department/Unit Restructure. In the event of a merger of two (2) or more units into a
10 single unit or a restructuring of an existing department or unit, the Employer will
11 determine the number of full-time and part-time FTEs by shift required for the new or
12 restructured department or unit. Prior to implementation of the schedule, the Employer
13 will meet with the employees of the affected department(s) or unit(s) to discuss the
14 reconfiguration of the FTEs in the department(s) or unit(s) and the new work schedules.
15 A listing of the FTEs for each shift on the new/restructured department(s) or unit(s),
16 including any qualification requirements, shall be posted on the department(s) or unit(s)
17 for at least ten (10) days. Other vacant bargaining unit positions will also be posted on
18 the department(s) or unit(s) at that time. By the end of the posting period, each
19 employee shall have submitted to the Employer a written list which identifies and ranks
20 the employee's preferences for all available positions (first to last). Based upon these
21 preference lists, the Employer will assign employees to positions on the
22 new/restructured department(s) or unit(s) based upon seniority, providing skill,
23 competence, and ability are considered substantially equal in the opinion of the
24 Employer.
25
- 26 6.7 Low Census. Low census is defined as a decline in patient care requirements or
27 workload in a particular department or unit resulting in a temporary staff decrease. Prior
28 to implementing the low census procedure within a job classification, the Employer will
29 float the surplus staff to other areas of the Hospital if the Employer determines the need
30 exists. During temporary periods of low census after canceling any overtime hours on
31 the department or unit affected, the Employer will ask for volunteers within the job
32 classification to take time off before determining and implementing the reduced staffing
33 schedule required. In the event there are no volunteers, the Employer will endeavor to
34 rotate low census equitably among all employees on the shift starting with the least
35 senior employee first, providing skills, competence, ability and availability are considered
36 equal as determined by the Employer.
37
- 38 6.7.1 During temporary periods of low census, employees within a job classification on
39 a unit and shift will be released from work in the following order:
40
- 41 a. Send home agency workers;
 - 42 b. Cancel overtime shifts;
 - 43 c. Ask for volunteers;
 - 44 d. Cancel reserve staff;
 - 45 e. Cancel part-time employees working above their assigned FTE;
 - 46 f. Rotate regular full-time and part-time employees by seniority within the
47 Low Census grouping starting with the least senior employee first,
48 providing skills, competence and ability are not overriding factors.

ARTICLE 7 – HOURS OF WORK AND OVERTIME

- 1
2
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 30th of each fiscal year,
14 unless the balance exceeds 240 hours prior to June 30th, 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 30th 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.
46

47 ~~7.12-13~~ Clinic Closure.

48
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.
39

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:

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

DocuSigned by:
Laura Hartless
1CB62316D8AE4A0...
Date: 10/4/2022

ARTICLE 8 – COMPENSATION

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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 1st 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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8.6 **Recruitment/Retention Compensation.** The Employer may increase the salary of classifications that are experiencing recruitment/retention problems, upon thirty (30) days' notice to the union and the opportunity for the union to bargain.

8.7 **SALARY SCHEDULES**

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

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

~~B. Effective July 1, 2023~~2~~, all Salary Ranges described in Section A will be increased ~~two~~ four percent (4~~2~~%). This increase will be based upon the salary schedule in effect on June 30, 2023~~2~~.~~

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

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

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

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

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- 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:

DocuSigned by:

Justin Nbringer

08A6CB801091432...

Date: 10/4/2022

DocuSigned by:

Laura Hartless

1CB62316D8AE4A0...

Date: 10/4/2022

ARTICLE 10 – HOLIDAY

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3 10.1. Holidays. The present holiday schedule includes the following eleven (11) days with pay.
4 • New Year’s Day
5 • Martin Luther King Jr. Day (Third Monday of January)
6 • President’s Day (Third Monday of February)
7 • Memorial Day
8 • Juneteenth (June 19th)
9 • Independence Day
10 • Labor Day
11 • Veteran’s Day
12 • Thanksgiving Day
13 • Native American Heritage Day
14 • Christmas Day

15
16 Holidays are prorated for part-time employees.

17
18 The Employer may designate other days or shifts to be observed in lieu of the above
19 holidays. To be paid for a holiday not worked, employees must be in pay status for at
20 least four (4) hours on the last scheduled work shift preceding the holiday.

- 21
22 10.2. Holiday Pay Rules. The following applies to the holidays listed in this Article:
23

24 10.2.1 Full Time Employee:

- 25 a. When the holiday falls on the full time employee’s regularly scheduled
26 work day and is worked, the employee will be paid holiday premium
27 pay (one and one half) for all hours worked. The employee will also
28 receive eight (8) hours of holiday credit.
29 b. When the holiday falls on the full time employee’s regularly scheduled
30 work day and is not worked, the employee will be paid eight (8) hours
31 at the employee’s regular rate of pay. If the employees shift is more
32 than eight (8) hours, the employee will be allowed to use
33 compensatory time, vacation leave, or leave without pay to complete
34 the regularly scheduled work hours for the day.
35 c. When the holiday falls on the employee’s regularly scheduled day off,
36 the employee will receive eight (8) hours of holiday credit.
37

38 10.2.2 Part Time Employee:

- 39 a. When the holiday falls on the part time employee’s regularly scheduled
40 work day and is worked, the employee will be paid holiday premium
41 pay (one and one half) for all hours worked. The employee will also
42 receive the prorated to full time number of hours of holiday credit.
43 b. When the holiday falls on the part time employee’s regularly scheduled
44 work day and is not worked, the employee will be paid the prorated to
45 full time number of hours at the employee’s regular rate of pay.

1 c. When the holiday falls on the employee's regularly scheduled day off,
2 the employee will receive a prorated amount of holiday credit based on
3 their FTE.
4

5 10.2.3. Night Shift Employees. The holiday for night shift employees whose work
6 schedule begins on one calendar day and ends on the next will be the shift in
7 which half or more of the hours fall on the calendar holiday. That shift will be
8 treated as the holiday and paid in accordance with the above holiday pay rules.
9

10 10.2.4. Holiday Credit:

11
12 a. Holiday credit will be used and scheduled by the employee in the same
13 manner as vacation time off in Article 11. Holiday credit must be used
14 before vacation leave unless doing so would cause the employee to
15 exceed the two hundred forty (240) hour vacation time off accrual limit.
16

17 b. Holiday Credit Cash Out. All holiday credit must be used by June 30th
18 of each year. The employee's holiday credit balance will be cashed out
19 every June 30th or when the employee leaves University employment
20 for any reason. The employee's holiday credit balance may be cashed
21 out when the employee:

- 22
23 i. Transfers to a position in their department with different funding
24 sources or,
25 ii. Transfers to a position in another department.
26

27 10.3. Personal Holiday. Each employee may select one (1) personal holiday each calendar
28 year in accordance with the following:
29

- 30 a. The employee has been continuously employed by the University for more
31 than four (4) months;
32 b. The employee has requested and been approved to take the personal holiday
33 in accordance with Article 10 Holiday and,
34

35 10.3.1 It is the employee's responsibility to schedule the Personal Holiday before
36 December 31st, if not requested it is forfeited.
37

38 10.3.2 Entitlement to the holiday will not lapse when it is cancelled by the Employer and
39 cannot be rescheduled before December 31st.
40

41 10.3.3 Full-time employees shall receive eight (8) hours of regular pay for the personal
42 holiday. Any differences between the scheduled shift for the day and eight (8)
43 hours may be adjusted by use of use of compensatory time, use of vacation
44 leave, or leave without pay.
45

46 10.3.4 Part-time employees shall be entitled to a pro-rated number of paid hours on a
47 Personal Holiday based on their FTE.

ARTICLE 11 – VACATION TIME OFF

11.1. Policy. To the degree possible vacation time off shall be scheduled in accordance with the preference of the employee.

11.2. Accrual. Employees will accrue vacation time off during the new hire probationary period. The current accrual schedule for full-time employees is as follows:

1 st year	12 days
2 nd year	13 days
3 rd year	14 days
4 th year	15 days
5 th year	16 days
6 th year	17 days
7 th year	18 days
8 th year	19 days
9 th year	20 days
10 th year	21 days
11 th year	22 days
12 th - 19 th year	23 days
20 th - 24 th year	24 days
25 th year or more	25 days

11.3 The annual vacation schedule for use of vacation time off in each department shall be established in the existing departmental manner if adequate or in the following manner:

Twice each year, on or about April 1 and October 1, a vacation request sheet shall be circulated by the department to the bargaining unit employees. Each employee shall indicate their preferences of a vacation time period. In the event that two (2) or more employees request the same vacation period and supervision must limit the number of persons who may take vacation leave at one (1) time due to work requirements, preference shall be determined by departmental seniority. If departmental seniority is equal, the determination will be decided by lot.

Supervision shall post the vacation schedule by May 1 and November 1, which shall remain in effect for each succeeding six (6) months; that is, June 1 through November 30 and December 1 through May 31, respectively. Individual vacation periods may be changed at any time by mutual agreement between the employee(s) concerned and supervision. However, in no case shall an employee's scheduled vacation interfere with the necessary work of the organization, the determination of which shall rest with supervision.

11.3.1 Employees may make supplemental vacation requests (requests made outside the provisions of 11.3.a) at any time. However, such supplemental requests shall not take precedence over requests scheduled in accordance with 11.3.a.

1 Individual vacation periods may be changed at any time by mutual agreement
2 between the employee(s) concerned and supervision; however, in no case shall
3 an employee's scheduled vacation interfere with the necessary work of the
4 organization, the determination of which shall rest with supervision. An employee
5 who makes a supplemental vacation request will be notified whether the request
6 is approved or denied within a reasonable period of time, but in no case more
7 than fourteen (14) calendar days after the supplemental vacation request is
8 submitted.
9

10 11.3.2 Any bargaining unit employee who may transfer into a department shall alter their
11 preferred vacation period for that year if in conflict with a previously established
12 vacation schedule for that department and the affected employees and
13 department are unable to mutually resolve the conflict.
14

15 11.3.3 Vacation Denial. When an employee's vacation cannot be approved, the
16 supervisor shall schedule the employee's vacation at the next earliest date
17 requested by the employee and deemed possible by the supervisor. If an
18 employee's request for vacation leave is denied, the Employer, upon request,
19 must provide the reason for denying vacation leave electronically or in writing.
20

21 11.3.4 Vacation Cancellation. In the event that the University cancels an employee's
22 scheduled vacation, leaving no time to reschedule such vacation before the
23 employee's maximum balance will be reached, the employee's vacation balance
24 will be permitted to exceed the allowable maximum and the employee will
25 continue to accrue vacation for a period of up to six (6) months in order to allow
26 rescheduling of the employee's vacation.
27

28 11.3.5 Holiday Rotation. Vacation requests filed in accordance with 11.3.a for the week
29 including Thanksgiving and the weeks including Christmas Day and New Year's
30 Day shall be granted on a rotating basis. The rotation will begin with the most
31 senior person and shall proceed in that order until all staff wishing to take
32 vacation leave during those holiday periods have done so. No employee shall be
33 granted more than one (1) of the aforementioned weeks in a single year, unless
34 there are no other interested employees and the department is able to grant the
35 request based on operational needs.
36

37 11.4. Vacation Time Off Accumulation. An employee may accumulate a vacation balance,
38 which normally shall not exceed two hundred and forty (240) hours. An employee may
39 elect to accrue in excess of two hundred and forty (240) hours but must receive approval
40 to use the excess balance prior to the next anniversary date or lose those hours accrued
41 in excess of two hundred and forty (240).
42

43 11.5. Vacation Time Off Cash Payment. Any employee who has been employed for at least
44 six (6) continuous months, who either resigns or retires, is laid-off or is terminated by the
45 University shall be entitled to accrued vacation pay.

ARTICLE 12 – SICK TIME OFF

1
2
3 12.1. Sick Time Off Accrual. Full-time employees (prorated for part-time) accrue eight (8)
4 hours of sick time off for each month of completed regular monthly service. Employees
5 with leave without pay exceeding 80 hours in a month (prorated for part-time) will earn a
6 monthly accrual proportionate to the number of hours in pay status, in the month to that
7 required for full-time employment. Sick leave accruals must not exceed eight hours in a
8 month.

9
10 12.2 Sick -Time-Off – Use. Sick time off shall be allowed an employee under the following
11 conditions.

- 12
13 a. Because of and during illness, disability or injury which has incapacitated the
14 employee from performing required duties.
15
16 b. By reason of exposure of the employee to a contagious disease during such
17 period as attendance on duty would jeopardize the health of fellow employees
18 or the public.
19
20 c. Because of a health condition of a family member that requires treatment or
21 supervision, or that requires the presence of the employee to make
22 arrangements for extended care.

23
24 Family members includes biological, adoptive, de facto, or foster parent,
25 stepparent, or legal guardian of an employee or the employee’s spouse or
26 domestic partner, or a person who stood in loco parentis when the employee
27 was a minor child; sibling, spouse, domestic partner, grandparent, grandchild,
28 or child, regardless of age or dependency status, including a biological,
29 adopted or foster child, stepchild, or a child to whom the employee stands in
30 loco parentis, is a legal guardian, or is a de facto parent. Family members
31 include those persons in a “step” relationship.

- 32
33 d. Sick time off may also be used to provide emergency family care or because
34 of condolence or bereavement (as in Article 18)
35
36 e. For personal medical, dental, or optical appointments or for family members’
37 appointments when the presence of the employee is required, if arranged in
38 advance with the Employer.

39
40 12.3 Use of Vacation or Compensatory Time Off for Sick Time Off Purposes. An employee
41 who has used all accrued sick time off may be allowed to use accrued vacation time off
42 and/or compensatory time off for sick time off purposes when approved in advance or
43 authorized by the employee’s departmental supervisor. All available compensatory time
44 must be used prior to accrued vacation time off, unless this will result in the loss of
45 vacation time.
46

1 12.4 Restoration of Vacation Time Off. In the event of an incapacitating illness or injury during
2 vacation time off, the employee's supervisor may authorize the use of sick time off and
3 the equivalent restoration of any vacation time off otherwise charged. Such requests
4 shall be in writing, and a medical certificate may be requested.
5

6 12.5 No Abuse of Sick Time Off. Both parties agree that neither the abuse nor the arbitrary
7 denial of sick time off will be condoned. The Employer and the Union agree to work
8 cooperatively toward the resolution of mutually identified problems regarding the use of
9 sick time off.
10

11 12.6 Sick Time-Off Verification. The Employer will not require verification for absences of less
12 than three (3) consecutive work days. Such verification or proof may be given to the
13 supervisor/manager or Human Resources according to departmental policy. The
14 Employer will not make unreasonable requests for sick time off verification.
15

16 12.7. Sick Time Off Cash Out. Eligible employees may elect to receive monetary
17 compensation for accrued sick time off as follows:
18

19 In January of each year an employee whose sick time off balance at the end of the
20 previous year exceeds four hundred and eighty (480) hours may elect to convert the sick
21 time off hours, earned in the previous calendar year, minus those hours used during the
22 year, to monetary compensation. No sick time off hours may be converted which would
23 reduce the calendar year end balance below four hundred and eighty (480) hours.
24 Monetary compensation shall be paid at the rate of twenty-five percent (25%) and shall
25 be based upon the employee's current salary. All converted hours will be deducted from
26 the employee's sick time off balance.
27

28 Employees who separate from University service due to retirement or death shall be
29 compensated for the unused sick time off accumulation from the date of most recent hire
30 in a time-off eligible position with the State of Washington at the rate of twenty-five
31 percent (25%).
32

33 Compensation shall be based upon the employee's wage at the time of separation. For
34 the purpose of this section, retirement shall not include vested out of service employees
35 who leave funds on deposit with the retirement system.
36

37 Former eligible employees who are re-employed within three (3) years of their
38 separation from service shall be granted all unused sick time off credits, if any, to which
39 they are entitled at time of separation.
40

41 12.8. Family Care Leave. In accordance with RCW 49.12 and WAC 296-130, employees shall
42 be allowed to use any or all of their choice of sick leave or other paid time off to care for
43 a family member (as defined above) who has a serious health condition or an
44 emergency condition. Employees shall not be disciplined or otherwise discriminated
45 against because of their exercise of these rights.
46

47 12.9 NWH Carryover. NWH Carryover may be used in the same way as UW Sick Time Off,
48 except that NWH Carryover cannot be cashed out at retirement, will not be considered in
49 the Annual Attendance Incentive Program, does not transfer to positions outside UW

- 1 Medicine, and will not transfer if the employee takes a job with another state agency.
- 2 Employees who have NWH Carryover will be encouraged to use it to cover absences
- 3 when appropriate before using UW Sick Time Off.

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.

~~c.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.~~
49
50

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Tentatively Agreed To:

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

ARTICLE 14 – UNPAID ABSENCE

- 1
2
3 14.1. Unpaid Absence. In addition to the circumstances specified elsewhere in this
4 Agreement, the Employer, in its discretion may approve an unpaid absence for the
5 following reasons specified below. Unpaid absences must be approved or denied by the
6 Employer in writing within fourteen (14) calendar days of the request when practicable
7 and if denied will include the reason for denial. Approval will set a date for the
8 employee's return to work. Modification of the return date must also be approved in
9 writing by the Employer.
10
- 11 14.2. Unpaid absences may be granted for the following reasons:
12 a. Child or elder care emergencies
13 b. Governmental service
14 c. Citizen volunteer or community service
15 d. Conditions applicable for leave with pay
16 e. Education
17 f. Formal collective bargaining
18 g. Leave taken voluntarily to reduce the effect of a layoff
19 h. Union project activities
20 i. To accommodate annual work schedules of employees occupying cyclic year
21 positions
22 j. As otherwise provided for in this Agreement
23
- 24 14.3. Unpaid absences for the following reasons are not covered by this Article:
25 a. Compensable work-related injury or illness
26 b. Military service
27 c. Leave for serious health condition taken under the provisions of the Family
28 and Medical Leave article
29 d. Leave authorized by the Employer as part of a plan to reasonably
30 accommodate a person of disability
31 e. Disability due to pregnancy or childbirth
32 f. Parental leave
33 g. Union activities
34
- 35 14.4. Conditions Applicable to Unpaid Absence. Employees must submit any request for an
36 unpaid absence in writing when feasible prior to the unpaid absence being used. Except
37 as required by law, a request for unpaid absence must meet the following conditions:
38 a. The employee must be a permanent employee
39 b. The employee must have a bona fide intention of returning to work following
40 the unpaid absence
41 c. The unpaid absence must not, in the discretion of the University, interfere with
42 operational needs.
43
- 44 14.5. Cancellation of Unpaid Absence. The Employer may cancel an unpaid absence upon
45 finding that the employee is using the unpaid absence for purposes other than those
46 specified at the time of approval, or where there are extreme circumstances requiring the
47 employee's return to work. The Employer will provide written notice to the employee that

1 an unpaid absence has been cancelled. The notice will set a date for the employee's
2 return to work. Unless mutually agreed, the employee's failure to return to work on the
3 date prescribed will be considered job abandonment.
4

5 14.6. Benefits During Unpaid Absence. Employees are encouraged to contact the Integrated
6 Service Center prior to any unpaid absence to understand impact on benefits and learn
7 about other points to consider.
8

9 14.7. Returning Employee Rights. Employees returning to work following approved unpaid
10 absence will be returned to the position they held prior to the unpaid absence pay or to
11 another position in the same classification in the same geographical area unit and
12 organizational unit. In the event the employee's position is substantially impacted during
13 the time the employee is on unpaid absence, they will be notified in writing and provided
14 a time in which to exercise any rights available pursuant to this Agreement.
15

16 14.8. Educational Time Off. After applicable accrued time off has been exhausted, unpaid time
17 off may be granted for the duration of actual attendance in an educational program.
18

19 14.9. Government Service Time Off. After applicable accrued time off has been exhausted,
20 unpaid time off may be granted for government service in the public interest, including
21 but not limited to the U.S. Public Health Service or Peace Corps.
22

23 14.10. Volunteer or Community Service Time Off. After applicable accrued time off has been
24 exhausted, unpaid time off may be granted for community volunteerism or service.
25

26 14.11. Formal Collective Bargaining Time Off. Unpaid time off may be granted to participate in
27 formal collective bargaining sessions authorized by RCW 41.80 as mutually agreed by
28 the parties.
29

30 14.12. Disability Leave. Disability leave may be a combination of the employee's accrued sick
31 time off, vacation time off, personal holiday, compensatory time, and/or unpaid time off,
32 the combination of which may be determined by the employee. If disability leave is taken
33 as an unpaid absence, the employee may apply eight (8) hours of accrued paid time off
34 per month during at least the first four (4) months of disability leave to provide for
35 continuation of employer paid health benefits. The interspersed paid time off will be
36 applied to the first working day of the month.

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
24

25 Tentatively Agreed To:

26 For the Union:

27 For the Employer:

28
29
30
31 DocuSigned by:
32 Justin Nowinger
33 08A6CB801091432...
34 Date: 10/4/2022

30
31 DocuSigned by:
32 Laura Hartless
33 1CB62316D8AE4A0...
34 Date: 10/4/2022

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ARTICLE 16 – WASHINGTON FAMILY MEDICAL LEAVE PROGRAM

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16.1 Washington Family Medical Leave Program effective January 1, 2020. The parties recognize that the Washington State Family and Medical Leave Program (RCW 50A.04) is in effect beginning January 1, 2020 and eligibility for and approval of leave for purposes as described under that Program shall be in accordance with RCW 50A.04. In the event that the legislature amends all or part of RCW 50A.04, those amendments are considered by the parties to be incorporated herein. In the event that the legislature repeals all or part of RCW 50A.04, those provisions that are repealed are considered by the parties to be expired and no longer in effect upon the effective date of their repeal.

ARTICLE 17 – SHARED LEAVE

1
2
3 17.1. The purpose of this article is to inform employees of the basic provision of the leave-
4 sharing program established by RCW 41.04.650- 41.04-670, as now or hereafter
5 amended. In the event that there is any question as to leave sharing eligibility,
6 entitlement or definition of terms, the language of the Revised Code of Washington is
7 definitive.

8
9 The leave sharing program permits eligible state employees to donate a portion of their
10 paid leave to financially aid other state employees who will need to take leave without
11 pay or separate from employment because of:

- 12
13 • Having a severe or extraordinary illness; or
14 • Having caregiver responsibilities for a relative or household member with a
15 severe or extraordinary illness; or,
16 • The employee is serving as an approved emergency worker; or,
17 • When voluntarily or involuntarily serving in one of the uniformed services; of
18 the United States, or,
19 • Being a victim of domestic violence, sexual assault or stalking, or assisting a
20 family member who is a victim of domestic violence, sexual assault or
21 stalking; or,
22 • Sickness or temporary disability due to a pregnancy-related medical condition
23 or miscarriage; or
24 • Taking parental leave to bond with and care for their newborn, adoptive or
25 foster child, for a period of up to sixteen (16) weeks after birth or placement.
26

27 17.2. Shared Leave Program. The shared leave program is administered consistent with state
28 law and University policy. Employees seeking to request shared leave or to donate
29 shared leave to another employee will follow the request procedures that the Human
30 Resources Department publishes for that purpose.

31
32 17.3. WA State Shared Leave Pool Programs. In accordance with state law and University
33 Policy, eligible state employees may donate leave to the following shared leave pool
34 programs:

- 35
36 • Uniformed Services Shared Leave Pool Program
37 • Foster Parent Shared Leave Pool Program
38 • Veterans' In-State Service Shared Leave Pool Program

1 **ARTICLE 18 – CIVIL/JURY DUTY TIME OFF AND BEREAVEMENT TIME OFF**

2
3 For the purposes of this Article, paid time off will be the salary the employee receives in their
4 appointed position plus any additional monies (including, but not limited to shift differential and
5 assignment pay) and benefits.

6
7 18.1. Civil Duty. Paid time off will be granted for jury duty, to serve as trial witnesses, or to
8 exercise other subpoenaed civil duties such as testifying at depositions. Employees are
9 not entitled to civil time off for civil legal actions that they initiate or when named as a
10 defendant in a private legal action that is unrelated to their University employment. The
11 employee will notify the Employer as soon as they becomes aware of the need for a civil
12 duty time off.

13
14 Employees assigned to work evening shift, who are scheduled to work the evening of
15 civil duty, shall be considered to be scheduled for the day shift for that day.

16
17 Employees assigned to work the night shift who are scheduled to work the day before
18 and the day of civil duty time off will be allowed to have their civil duty time off the day
19 before or the day of civil duty service.

20
21 18.2. Bereavement Time Off. An employee shall be granted up to three (3) continuous or non-
22 continuous days of bereavement time off, as requested by the employee, for each death
23 of a family member. Bereavement time off beyond three (3) days may be approved
24 based on individual circumstances, such as relationship of the employee to the
25 deceased family member, employee responsibility for making funeral arrangements,
26 religious reasons and/or distance of travel out of the area. Upon the Employer's
27 approval, the employee may choose to use the following types of time off for beyond the
28 three (3) days: sick, vacation, comp time, or unpaid time off.

29
30 Family member is defined in Article 12 Sick Time Off.
31

1 **ARTICLE 19 – UNPAID HOLIDAYS FOR A REASON OF FAITH OR CONSCIENCE**

2
3 Unpaid time off will be granted for a reason of faith or conscience for up to two (2) workdays per
4 calendar year as provided below.

- 5
6 a. Unpaid time off will be granted for up to two (2) workdays per calendar year for a
7 reason of faith or conscience or an organized activity conducted under the auspices
8 of a religious denomination, church or religious organization. Unpaid time off may
9 only be denied if the employee’s absence would impose an undue hardship on the
10 Employer as defined by Chapter 82-56 WAC or the employee is necessary to
11 maintain public safety.
12 b. The Employer will allow an employee to use compensatory time, personal holiday or
13 vacation time off in lieu of unpaid time off. All requests to use compensatory time,
14 personal holiday or vacation time off requests must indicate the time off is being
15 used in lieu of unpaid time off for a reason of faith or conscience. An employee’s
16 personal holiday must be used in full workday increments.
17 c. An employee’s seniority date, probationary period or trial service period will not be
18 affected by unpaid time off taken for a reason of faith or conscience.

19
20 Employees will only be required to identify that the request for time off is for a reason of faith or
21 conscience or an organized activity conducted under the auspices of a religious denomination,
22 church, or religious organization.

ARTICLE 20 – COMMITTEES

1
2
3 20.1 Labor/Management Committee. The Employer, jointly with employees selected by the
4 Union, shall establish a Labor/Management Committee to assist with personnel and
5 other mutual problems. The purpose of the Labor/Management Committee shall be to
6 foster improved communication between the Employer and the staff and to improve
7 working conditions and patient and employee satisfaction. The Committee may address
8 staffing issues, including issues related to low census and including developing possible
9 solutions to mitigate low census in specific work areas. The Union may request data to
10 assist in its low census review, and the Employer will in good faith make such
11 information available subject to the availability of information and any Employer
12 confidentiality concerns. Management and the Union agree to study the use of
13 intermittent and nonpermanent employees and investigate the reasons for their
14 employment and utilization. The function of the Committee shall be limited to an advisory
15 rather than a decision-making capacity. The Committee will recommend solutions to
16 identified problems. The Committee shall be established on a permanent basis and shall
17 consist of not more than eight (8) representatives of the Employer and not more than
18 eight (8) bargaining unit employees, with not more than one (1) employee from each job
19 classification and/or department. The Committee will be representative of hospital work
20 areas. The number of Committee participants may be expanded by the mutual
21 agreement of the Employer and the Union.
22

23 The Committee may meet more or less frequently as mutually agreed upon between the
24 parties, but the Committee shall schedule on a predetermined basis a meeting every
25 other month and otherwise as needed. Meetings will be scheduled for sixty (60) minutes
26 in duration. A Committee meeting shall normally be held during the day shift and at a
27 mutually agreeable time and date. The Committee shall operate under guidance of co-
28 chairs, one to be selected by the Employer and one by the Union. The co-chairs shall
29 prepare a common written agenda for each meeting to be distributed to all Committee
30 members at least three (3) days in advance of the meeting; however, failure to place an
31 item on the agenda shall not preclude the Committee from addressing any issue.
32

33 20.1.1 Clinics Labor/Management Committee. The Parties agree there shall be a
34 Labor/Management Committee specifically for the UWMC-NW Clinics within the
35 current bargaining units. The Union shall have up to seven (7) representatives.
36 Management shall have up to seven (7) representatives.
37

38 20.2 Customer Service Collaboration. The Union and Employer recognize that the
39 commitment of UWMC- Northwest and its employees to customer service is fundamental
40 to both the hospital's status in the local community and its long term financial stability.
41 Customer satisfaction is only made possible through the commitment of every employee.
42

43 Within thirty (30) days after signing this Agreement, the Labor-Management Committee
44 will meet to collaboratively assess how best to further this mission. The members of the
45 Labor-Management Committee will be asked to come up with suggested improvements
46 in the processes utilized by unit employees, focusing on ways to improve customer
47 service. Employees participating receive paid release time from their work duties.

48 20.3 Committees in General. The above-referenced committees, although advisory in nature,
49 will be expected to assist in the development of positive change which can be

1 implemented by the Employer with successful results. Each committee will review its
2 progress and effectiveness annually. Minutes will be kept of each meeting for distribution
3 to all members of the committee. Arrangements for and scheduling of meeting rooms will
4 be performed by representatives of the Employer.
5

6 20.4 Compensation. Employees shall be compensated at their regular rate of pay for all time
7 spent on Employer-established committees and contract committees set forth in this
8 Article 20 when as members of the committee, they are required to attend committee
9 meetings, or are serving on ad hoc or sub-committees established by the standing
10 committees, and with prior approval, for time spent in preparation and presentation of
11 projects required by the Employer. Paid release time, including 30 minutes for caucus
12 pre-meet time, will apply for meetings that occur during scheduled work hours. However,
13 meeting times are not construed as work time for purposes of calculating overtime and
14 no overtime shall be claimed or paid for meeting attendance.

ARTICLE 21 – HEALTH AND SAFETY COMMITTEE

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21.1 Employee Health and Safety Committee. The Employer will maintain a safe and healthful work place in compliance with Federal, State and local laws applicable to the safety and health of its employees. The Employer will continue its Employee Safety Committee in accordance with regulatory requirements. The purpose of this Committee shall be to investigate safety and health issues and to advise the Employer of education and preventative health measures for the work place and its employees. The Union may appoint one (1) member to the Committee. Employees are encouraged to report any unsafe conditions to their supervisors and to the Safety Committee and/or the Hospital's Risk Manager by utilizing a Quality Assurance Memo.

21.1.1 Because back and musculoskeletal injuries are a major occupational hazard to healthcare workers, in the interest of prevention, the Committee shall have the authority to consider and make recommendations to the Occupational Medicine Committee regarding the prevention of musculoskeletal injuries, the identification of workplace risks and prevention techniques, including the use of lift teams and mechanical lifting devices, as well as practices already in place in the workplace.

21.2 Tuberculosis Exposure Control Program. At the time of employment, the Employer shall provide a two (2) step Tuberculin PPD screening test at no cost to the employee. In the event of a positive reaction to the test, the Employer will provide a chest x-ray at no cost. The Employer will continue to provide annual PPD screening to all employees at no cost to the employee. Employees may be screened more frequently on an as needed basis. Upon request of a health care provider, a routine blood examination and urinalysis will be provided at no cost to the employee once each year.

21.3 Health and Safety. The Employer remains committed to providing education, products and equipment, work practice controls, and engineering controls to minimize employee risks from occupational injury or exposure. The Employer shall also continue to provide confidential twenty-four (24) hour information and referral for employees sustaining occupational injury or exposure.

21.4 Prevention of Workplace Violence. The Health and Safety Committee shall make recommendations to the Occupational Medicine Committee on hazards and risk factors including training, reporting, incident response and program evaluation.

21.5 Product Evaluation. The Employer's Product Improvement Committee will continue to review and evaluate medical devices that reduce or help prevent employee exposure to blood and/or body fluids. The Committee's evaluation of products will include consideration of cost, applicability and effectiveness, with applicability and effectiveness being primary considerations.

21.6 Hepatitis B Vaccine. Because Hepatitis B is a serious occupational hazard and since some employees are at risk to exposure to patient bodily fluids and blood, in the interest of prevention, the Employer will continue to provide, free of charge, the Hepatitis B vaccine to those employees whose may have occupational exposure to bodily fluids and blood. Within two (2) months after completion of Hepatitis B vaccine series, the

1 Employer shall provide, free of charge, a titer and if necessary will repeat the Hepatitis B
2 vaccination series.

3
4 21.7 Injuries at Work. In the event an employee sustains an injury while at work which
5 requires medical attention, the Employer will continue to provide emergency medical
6 attention either at the facility or arrange for transportation to a suitable medical facility
7 pursuant to the Employer's Worker's Compensation Program. The University's workers'
8 compensation program is insured through the State of Washington. On the Effective
9 Date, Employees will become covered by the University's program for work-related
10 injuries or illnesses that occur while employed by the University.

ARTICLE 22 – STAFF DEVELOPMENT

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3 22.1 Orientation. The objectives of orientation shall be to familiarize new employees with the
4 objectives and philosophy of the Employer and its services, to orient new employees to
5 hospital policies and procedures, and to instruct new employees as to their functions and
6 responsibilities as defined in job descriptions. Orientation will consist of a basic
7 comprehensive program in which the employee will be oriented through a combination of
8 instructional conferences, floor and/or shift work and self-directed learning experiences.
9

10 22.2 Inservice Education. A regular and ongoing inservice education program shall be
11 maintained and made available to all shifts and to all personnel with programs posted in
12 advance. The posting will indicate if attendance is mandatory. Employees required by
13 the Employer to attend in-service education during off duty hours will be paid at their
14 regular rate of pay, or overtime, if applicable.
15

16 22.3 Job Related Study. After one (1) year of continuous employment, permission may be
17 granted for leave of absence without pay for job related study, without loss of accrued
18 benefits, providing such leave does not jeopardize hospital service.
19

20 22.4 Approved Expenses. When the Employer requires the employee to participate in an
21 educational program (which shall exclude programs for maintaining licensure and
22 specialty certification), the Employer will pay approved expenses that are directly related
23 to the program.
24

25 22.5 Education Leave.

- 26
27 1. Employees in the Service and Maintenance bargaining unit whose position
28 requires the maintenance of a license or certification may be allowed up to
29 twenty-four (24) hours of paid educational professional leave per year
30 (prorated for part-time employees);
31 2. Employees in the Professional Technical bargaining unit whose position
32 requires the maintenance of a license or certification may be allowed up to
33 forty-eight (48) hours of paid educational professional leave per year
34 (prorated for part-time employees);
35

36 Such leave shall be subject to budgetary considerations, scheduling
37 requirements of the Employer and approval by the Department Manager of the
38 subject matter to be studied. Where the Employer intends to deny a substantial
39 amount of educational leave for budgetary reasons, the Employer will, upon
40 request, present the budgetary reasons in Labor/Management Committee and
41 will discuss alternatives to the denial of educational leave. Programs enhancing
42 the professional growth of an employee at the Employer and participating in
43 meetings of employee or employee's related organizations will be considered for
44 the use of professional/educational leave. As between employees who request it,
45 educational/professional leave shall be approved in an equitable manner.

ARTICLE 23 – GRIEVANCE PROCEDURE

- 1
2
3 23.1 Grievance Defined. A grievance is defined as an alleged breach of the terms and
4 conditions of this Agreement. It is the desire of the parties to this Agreement that
5 grievances be adjusted informally wherever possible and at the first level of supervision.
6
- 7 23.2 Time Limits. Time limits set forth in the following steps may only be extended by mutual
8 written consent of the parties hereto. A time limit which ends on a Saturday, Sunday or a
9 holiday designated in paragraph 10.1 hereof shall be deemed to end at 4:30 p.m. on the
10 next following business day. Failure of an employee to file a grievance on a timely basis
11 or to timely advance a grievance in accordance with the time limits set forth below will
12 constitute withdrawal of the grievance. Failure of the Employer to comply with the time
13 limits set forth below shall result in the grievance being automatically elevated to the
14 next step without any action necessary on the part of the employee, provided that the
15 Union must specifically request arbitration as provided in Step 4.
16
- 17 23.3 Contents. The written grievance shall include the following information:
18 a. The date upon which the grievance occurred.
19 b. The specific Article(s) and Section(s) of the Agreement violated.
20 c. The past practice, rule, policy violated.
21 d. Specific remedy requested.
22 e. The grievant(s) name.
23 f. Name and signature of Union representative (Staff or Delegate).
24 g. The nature of the grievance.
25
- 26 23.4 Grievance Withdrawal. A grievance may be withdrawn by the Union in writing at any
27 time, and if withdrawn shall not be resubmitted.
28
- 29 23.5 Resolution. If the Employer provides the requested remedy or a mutually agreed-upon
30 alternative, the grievance will be considered resolved and may not be moved to the next
31 step.
32
- 33 23.6 Consolidation. Grievances arising out of the same set of facts may be consolidated by
34 written agreement.
35
- 36 23.7 Filing and Processing
37 a. Filing A grievance must be filed within thirty (30) days of the occurrence giving rise to
38 the grievance, or the date the grievant knew or could reasonably have known of the
39 occurrence. When possible the thirty (30) day periods above should be used to attempt
40 to informally resolve the dispute. The union steward or staff representative will indicate
41 when a discussion with the Employer is an attempt to informally resolve a dispute.
42
- 43 b. Alternative Resolution Methods Any time during the grievance process, by mutual
44 consent, the parties may use alternative methods to resolve the dispute. If the parties
45 agree to use alternative methods, the time frames in this Article are suspended. If the
46 selected alternative method does not result in a resolution, the Union may return to the
47 grievance process and the time frames resume. Any expenses and fees of alternative
48 methods will be shared equally by the parties.
49

1 c. Processing The Union and the Employer agree that in-person meetings are preferred
2 at all steps of the grievance process and will make efforts to schedule in-person
3 meetings, if possible.
4

5 23.8 Grievance Procedure. A grievance shall be submitted in accordance with the following
6 procedure. Upon mutual agreement, Step One, Two or Three may be skipped.
7 Grievances over final counseling or dismissal will begin at Step Two.
8

9 Step 1. Employee and Supervisor, Manager, or Designee.

10 If the issue is not resolved informally, the Union may file a written
11 grievance to the supervisor or designee, and the Labor Relations office
12 (laborrel@uw.edu). The Employer will designate a supervisor, manager or
13 designee who will meet in person or confer by telephone with a Union
14 Delegate and/or staff representative and the grievant. The date of the
15 meeting will be mutually agreed upon within fifteen (15) calendar days of
16 receipt of the grievance and when possible the meeting will take place
17 within the aforementioned fifteen (15) calendar days. The format (face to
18 face or by telephone) for the meeting will be by mutual agreement. The
19 employer will respond in writing to the Union within fifteen (15) calendar
20 days after the meeting. The Human Resources Consultant may also
21 attend, if desired by the University. If the grievance is directed against the
22 employee's immediate supervisor, the grievance may be presented to the
23 next higher level of supervision. In the event the employee's immediate
24 supervisor does not have authority to resolve the grievance, the
25 grievance will be presented at the level having authority to act as
26 determined by the Employer. .
27

28 Step 2.

29 If a satisfactory settlement is not reached in Step One, said grievance
30 may be moved to the Step Two by filing the written grievance, including a
31 copy of the Step One decision to department head, designee, or to the
32 next appropriate level of management and the Office of Labor Relations
33 within fifteen (15) calendar days after the decision from Step One. The
34 date of the meeting will be mutually agreed upon within fifteen (15)
35 calendar days after notice of the filing at Step Two and when possible the
36 meeting will take place within the aforementioned fifteen (15) calendar
37 days. The grievant may be represented by a Union Delegate and a Union
38 staff representative. The University will be represented by the appropriate
39 management official(s) or designee(s), a representative from the Office of
40 Labor Relations, and a Human Resources Consultant, if desired by the
41 University. The University will respond in writing within fifteen (15)
42 calendar days after the meeting.
43

44 Step 3. Grievance Mediation.

45 If the grievance is not resolved at the Step Two, the Union may file a
46 request for mediation with the Public Employment Relations Commission
47 (PERC) in accordance with WAC 391-55-020, with a copy to the Labor
48 Relations Office within thirty (30) days of receipt of the Step Two decision.
49 In addition to all other filing requirements, the request must include a copy

1 of the grievance and all previous responses. The Employer will inform the
2 Union, in writing, and PERC within thirty (30) days of receipt of Mediation
3 request if they are not in agreement. If those services are unavailable on
4 a timely basis, the parties may request a list of grievance mediators from
5 the Federal Mediation and Conciliation Service (FMCS) or other agreed
6 upon mediation provider. The cost of the mediation shall be borne equally
7 by both parties.

8
9 Step 4.

Arbitration.

10 If a satisfactory settlement is not reached at the prior step, or the step
11 was skipped, either of the signatory parties to this Agreement may submit
12 the grievance to binding arbitration. Such submittal must be made within
13 thirty (30) calendar days following the written notice that the employer
14 does not agree to Step Three (3) Mediation or the conclusion of the prior
15 step.

16
17 Panel of Arbitrators:

- 18 A. Within sixty (60) calendar days of the execution of the Agreement, the
19 parties, SEIU 1199, and the Employer, agree to meet to establish a
20 permanent panel of six (6) arbitrators. If the parties do not meet or if
21 there is no agreement on the panel, the current panel will remain.
22 B. These arbitrators shall be assigned cases by the parties on a rotating
23 basis. If the arbitrator is not available to hear the case within sixty (60)
24 calendar days of being contacted to request available arbitration dates
25 either party may elect to go to the next arbitrator in the rotation. If no
26 arbitrator can hear the case within sixty (60) calendar days of being
27 contacted, the case will be assigned to the arbitrator who can hear the
28 case on the earliest date.
29 C. The appointment to the panel will be for the life of the Agreement. If
30 an arbitrator decides to remove their name from the panel the parties
31 will meet to decide whether to substitute an additional name(s).

32
33 No later than seven (7) working days prior to the scheduled arbitration
34 meeting, the parties will submit questions of arbitration eligibility to the
35 arbitrator for preliminary determination, share the name of each witness
36 intending to testify at the hearing, and attempt to agree upon the issue
37 statement. A copy of written materials submitted to the arbitrator will be
38 provided to the opposing party.

39
40 If either party raises an issue of procedural arbitrability, i.e. that any step
41 of the grievance process or movement to arbitration was not pursued
42 within the time limits proscribed in this article, the arbitrator shall make a
43 determination on the arbitrability issue prior to proceeding to a hearing on
44 the merits of the grievance. If the arbitrator determines the grievance is
45 not arbitrable, then no hearing on the merits of the grievance will be held.

46
47 Authority of the Arbitrator

48 The parties agree that the arbitrator shall have no power to render a
49 decision that adds to, subtracts from, alters or modifies in any way the

1 terms and conditions of the Agreement. The parties further agree that the
2 decision of the arbitrator will be final and binding upon all parties.
3

4 The Union or the Employer will have the right to request the arbitrator to
5 require the presence of witnesses and/or documents. The arbitrator's
6 decision shall be made in writing and the arbitrator shall be encouraged to
7 render the decision within thirty (30) calendar days of the close of the
8 arbitration.
9

10 In cases where a grievance is moved to arbitration and the Employer did
11 not agree to Step Three: Grievance Mediation, either party may request a
12 pre-arbitration settlement conference. These conferences shall not delay
13 the arbitration process, and may be held with or without the presence of
14 the arbitrator, at the option of the moving party. In the event that an
15 arbitrator is present, the cost of the arbitrator's participation shall be borne
16 equally by the parties.
17

18 23.9 Arbitration Costs

- 19 1. The fees and costs of the arbitrator, and the cost (if any) of the hearing room, will be
20 shared equally by the parties.
21 2. If the arbitration hearing is postponed or canceled because of one party, that party
22 will bear the cost of the postponement or cancellation. The costs of any mutually
23 agreed upon postponements or cancellations will be shared equally by the parties.
24 3. If either party desires a record of the arbitration, a court reporter may be used. If that
25 party purchases a transcript, a copy will be provided to the arbitrator free of charge. If
26 the other party desires a copy of the transcript, it will pay for half of the costs of the
27 fee for the court reporter, the original transcript and a copy.
28 4. Each party is responsible for all fees and costs of its staff representatives, attorneys,
29 experts, witnesses –and all other costs related to the development and presentation
30 of their case. Every effort will be made to avoid the presentation of repetitive
31 witnesses.
32

33 23.10 Files. Grievance documents shall be maintained separately from employee personnel
34 files. Employee personnel files will accurately reflect the final outcome of a grievance.
35

ARTICLE 24 – MANAGEMENT RESPONSIBILITIES

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3 The Union recognizes that the Employer has the obligation of serving the public with the highest
4 quality of patient care and customer satisfaction, efficiently and economically, and/or meeting
5 medical emergencies. The Union further recognizes the right of the Employer to operate and
6 manage the hospital including but not limited to the right to require standards of performance
7 and to maintain order and efficiency; to direct employees and to determine job assignments and
8 working schedules; to determine the materials and equipment to be used; to implement
9 improved operational methods and procedures; to determine staffing requirements; to determine
10 the kind and location of facilities; to determine whether the whole or any part of the operation
11 shall continue to operate; to select and hire employees; to promote and transfer employees; to
12 discipline, demote or discharge employees for just cause, provided however, the Employer
13 reserves the right to discharge any employee deemed to be incompetent based upon
14 reasonably related established job criteria and exercised in good faith; to lay off employees for
15 lack of work; to recall employees; to require reasonable overtime work of employees; and to
16 promulgate rules, regulations and personnel policies, provided that such rights shall not be
17 exercised so as to violate any of the specific provisions of this Agreement. The parties
18 recognize that the above statement of management responsibilities is for illustrative purposes
19 only and should not be construed as restrictive or interpreted so as to exclude those
20 prerogatives not mentioned which are inherent to the management function. All matters not
21 covered by the language of this Agreement shall be administered by the Employer in
22 accordance with such policies and procedures as it from time to time shall determine.

ARTICLE 25 – SUBCONTRACTING, SALE, OR TRANSFER

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3 25.1 The Employer will give the Union ninety (90) days' advance written notice of its intent to
4 sell or transfer any part of its operations covered by this Agreement which will result in
5 the replacement of bargaining unit employees. During that ninety (90)-day period, the
6 Employer will participate with the Union in meaningful discussions of alternatives to the
7 sale or transfer.
8
9 25.2 If, as a result of the anticipated sale or transfer, the bargaining unit work affected by the
10 action will continue to be performed at the UWMC Northwest, the Employer's agreement
11 with the buyer or transferee will provide:
12
13 25.2.1 That the new employer will hire UWMC Northwest employees in bargaining unit
14 positions, in order of seniority, to perform the work, providing, skill, competence
15 and ability are considered substantially equal in the opinion of the Employer.
16
17 25.2.2 That, in setting the initial terms of employment of those UWMC Northwest
18 employees hired according to this provision, the new employer will provide that
19 the employees will receive the same wages as those they enjoy under this
20 collective bargaining agreement. For purposes of this provision, "wages"
21 includes the hourly wage rate, premium pay and overtime provisions;
22
23 25.2.3 That, also in setting the initial terms of employment of those UWMC Northwest
24 employees hired according to this provision, the new employer will cover the
25 employees with its existing basic medical plan. For the first (6) six months of
26 their employment, the new employer will pay the full cost of the employee
27 premium for all employees .6 FTE and above or increase the employee wage to
28 cover the full cost of the employee premium. If the new employer does not have
29 an existing basic medical plan for which the employees are eligible, the Employer
30 will pay the employees' costs to main coverage for the first six (6) months of their
31 employment with the new employer, subject to the employee making monthly
32 payment of any required contribution for dependents;
33
34 25.2.4 That the new employer will not hire new employees or assign its own employees
35 to perform bargaining unit work unless or until it has exhausted the list of UWMC
36 Northwest bargaining unit employees under 25.2.1 above and vacant positions or
37 unassigned bargaining unit work remain;
38
39 25.2.5 That the new employer will provide the Union with a copy of all terms and
40 conditions of employment of the employees who perform the bargaining unit work
41 subject to the sale or transfer; and
42
43 25.2.6 That the new employer will recognize the Union as the representative of the
44 employees who perform the bargaining unit work, and negotiate for a successor
45 collective bargaining agreement.
46
47 25.3 If, as a result of the anticipated sale or transfer, the bargaining unit work will be
48 performed at a location other than the UWMC Northwest campus and if the new

1 employer will hire new employees, the University's agreement with the subcontractor,
2 buyer or transferee will provide:

3
4 25.3.1 That the new employer will give preference in hiring to those UWMC Northwest
5 employees who perform bargaining unit work under this collective bargaining
6 agreement who make timely application; and

7
8 25.3.2 That the new employer will give effect to this hiring preference for thirty (30) days
9 from the effective date of the sale or transfer.

10
11 25.4 No less than thirty (30) days prior to the effective date of a sale or transfer of operations,
12 the Employer will provide the Union with a copy of the agreement with the buyer or
13 transferee, which is signed by all parties to the agreement, which contains the applicable
14 provisions of this clause.

15
16 25.5 There shall be no subcontracting of any bargaining unit work for the life of the contract.
17 This shall not apply to work that is done on an occasional or temporary basis by non-
18 bargaining unit personnel or contractors, existing work that has been customarily and
19 historically subcontracted, to work requiring specialized and unique skills and/or
20 equipment not generally available within the unit and where training cannot reasonably
21 be provided, to overload work (providing such work does not result in a reduction of the
22 FTE status or layoff of any bargaining unit member), and new work that cannot feasibly
23 be performed by bargaining unit employees.

24
25 In the event there is significant opportunity identified for expense reduction through
26 subcontracting, the Union will meet and negotiate ways to mitigate the expense
27 variance, with subcontracting included as a possible alternative. Except as otherwise
28 provided in the paragraph above, subcontracting would only be by mutual agreement.

29
30 The preceding two paragraphs shall not apply to a transfer, combination, or integration
31 of any part of the Employer's operations covered by this Agreement to or with UW
32 Medicine or any unit, department or affiliate.

ARTICLE 26 – UNINTERRUPTED PATIENT CARE

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It is recognized that UWMC Northwest is engaged in a public service requiring continuous operation and it is agreed that recognition of such obligation of continuous service is imposed upon both the employee and the Union. During the term of this Agreement, neither the Union nor its members, agents, representatives, employees or persons acting in concert with them shall incite, encourage or participate in any strike, sympathy strikes, picketing (including informational picketing), walkout, slowdown or other work stoppage of any nature whatsoever. In the event of any such activity or a threat thereof, the Union and its officers will do everything within their power to end or avert same. Any employee participating in any such activity will be subject to immediate dismissal. The Employer agrees that during this same time period, there shall be no lockouts.

ARTICLE 27 – TRAINING AND UPGRADING FUND

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3 27.1 Establishment of Fund and Contribution Rate. A Training and Upgrading Fund to be
4 known as the Joint Employer Training and Education Fund (the "Fund") will be
5 established for the purpose of creating a program for addressing the workforce needs of
6 participating employers (collectively "Participating Employers") as well as the career,
7 knowledge and skill aspirations of SEIU Healthcare 1199NW bargaining unit employees.
8 The Employer agrees to become a Participating Employer in the Fund, which will be
9 established by an Agreement and Declaration of Trust ("Trust Agreement").

10
11 27.1.1 The contribution to the Fund shall be an amount equal to one percent (1.0 %)
12 percent of the gross payroll of the Service & Maintenance bargaining unit employees,.

13
14 27.1.2 The contribution to the Fund shall be an amount equal to one-half of one percent
15 (0.5 %) percent of the gross payroll of the Professional bargaining unit employees.

16
17 27.1.3 Gross payroll shall be defined as the amount included on Box 5 of the W-2 form
18 report of the Employer, excluding per diem/on call/intermittent/nonpermanent
19 employees.

20
21 27.2 Fund Trustees, Programs, Staff. The Trustees of the Fund shall be composed of an
22 equal number of representatives designated by the Union and by the employers
23 contributing to the Fund. While acting in a manner consistent with the Fund Principles
24 established between the Union and Participating Employers, the Trustees will determine
25 the overall parameters for these programs, and the staffing needed to carry out the
26 purposes of the Fund.

27
28 27.3 Trust Agreement. The Employer and Union agree to abide by the Trust Agreement.

29
30 27.4 Availability of Onsite Rooms. In order to facilitate employees' access to education and
31 training, the Employer will make a good faith effort to make rooms available on-site for
32 conducting training, counseling and other activities of the Fund.

33
34 27.5 Fund Contributions, Records and Collections. The Employer shall remit the Fund
35 contributions required under this Article on either a monthly or pay period basis, based
36 upon the payroll for the previous month or pay period. Payments shall be due no later
37 than thirty (30) days following the end of the month or pay period on which they are
38 based. The Employer shall submit regular reports with its contributions in such form as
39 may be necessary for the sound and efficient administration of the Fund and/or to enable
40 the Fund to comply with the requirements of Federal and applicable State law and for
41 the collection of payments due pursuant to the Fund.

42
43 The Employer agrees to make available to the Fund, in accordance with Fund policy,
44 such records of employees which the Fund may require in connection with the sound
45 and efficient operation of the Fund or that may be so required in order to determine the
46 eligibility of employees for Fund benefits.

47
48 The Employer agrees that the collection of delinquent Employer contributions shall be
49 subject to the collection policy established by the Trustees of the Fund.

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27.5.1. The Union will provide the University quarterly with the same reports Training Fund trustees get regarding utilization and participation. The reports will include the job class of employees participating, utilization and associated cost.

27.6 Training Fund Committee. While the Joint Employer Training and Education Fund is being established, the Labor Management Training Committee will meet at intervals determined by the Committee to assess the needs of bargaining unit employees related to education/career advancement interests and needs, and to promote the advantages of and participation in this Fund and all of the Fund's specific programs.

Information collected regarding training interests and needs and any barriers will be forwarded to the multi-employer Training and Education Fund Staff

Once the Training and Education Fund is fully operational, the Labor Management Training Committee will evaluate the need for any additional meetings.

ARTICLE 28 – GENERAL PROVISIONS

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- 28.1 State and Federal Laws. This Agreement shall be subject to all present and future applicable federal and state laws, executive orders of the President of the United States or the Governor of the State of Washington, and rules and regulations of governmental authority. Should any provision or provisions become unlawful by virtue of the above or by declaration of any court of competent jurisdiction, such action shall not invalidate the entire Agreement. Any provisions of this Agreement not declared invalid shall remain in full force and effect for the term of the Agreement. If any provision is held invalid, the Employer and Union shall enter into immediate negotiations for the purpose, and solely for the purpose, of arriving at a mutually satisfactory replacement for such provision.
- 28.2 Amendments. Any change or amendments to this Agreement shall be in writing and duly executed by the parties hereto.
- 28.3 Past Practices. Any and all agreements, written and verbal, previously entered into between the parties hereto are mutually cancelled and superseded by this Agreement. Unless specifically provided herein to the contrary, past practices of any nature whether operational or employee benefit shall not be binding on the Employer. The Employer will not make any changes in past practices or employee benefit that would have the effect of discriminating solely against members of the bargaining unit. The Employer will communicate any changes in past practices, or employee benefit to the staff in advance of the change.
- 28.4 Successors. This Agreement shall be binding upon any successor Employer. The Employer shall have the affirmative duty to call this provision to the attention of any successor organization.
- 28.5 Complete Understanding. The parties acknowledge that during the negotiations which resulted in this Agreement each party had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter not removed by law from the area of collective bargaining, and that the understandings and agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this Agreement. Therefore, the Employer and the Union, for the term of this Agreement, each voluntarily and unqualifiedly waives the right, and each agrees that the other shall not be obligated to bargain collectively with respect to any subject or matter not specifically discussed during negotiations or covered in this Agreement. The parties further agree, however, that this Agreement may be amended by the mutual consent of the parties in writing at any time during its term.

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 Nowinger
08A6CB801091432...
Date: 10/4/2022

DocuSigned by:
Laura Hartless
1CB62316DBAE4A0...
Date: 10/4/2022

ARTICLE 30 – CLASSIFICATIONS AND RECLASSIFICATIONS

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2
3 30.1. The Employer will allocate positions on a “best fit” basis to the most appropriate
4 classification at the University of Washington. Allocations shall be based on a position’s
5 duties, responsibilities, or qualifications.
6

7 30.2. Reallocations shall be based on a permanent and substantive change in the duties,
8 responsibilities, or qualifications of a position or application of the professional
9 exemption criteria set forth in RCW 41.06.070(2).
10

11 30.3.
12 a. Should the University decide to create, eliminate or modify class specifications
13 which does not involve a major restructure to the overall classification system, it
14 will notify the Union in advance of implementing the action. Notification will
15 include the bargaining unit status of the classification and, for a newly created or
16 modified classification considered to be in the bargaining unit, a proposed salary.
17 Notification will occur at least forty-five (45) days in advance of any proposed
18 implementation date. At the Union’s request the University will meet and confer
19 with the Union over its proposed action.
20

21 b. An employee occupying a position reallocated to a class with a lower salary
22 range maximum due to a class being created, abolished or modified will retain
23 the salary of their former position until reaching the top of the range of the former
24 position, and then will be frozen until the new class pay range catches up.
25

26 An employee(s) occupying a position reallocated to a class with a higher salary
27 range due to a class being created, abolished or modified will receive the same
28 step in the new range as the employee(s) held in the previous range. The
29 progression start date of the employee will remain unchanged.
30

31 c. Within thirty (30) calendar days following implementation of the University’s
32 decision to create or combine classifications per Article 30, or modify class
33 specifications for bargaining unit positions, the Union may file an appeal with the
34 Classification Review Hearing Officer selected under Article 30.6 of this contract,
35 to determine if the salary assigned to the classification is appropriate.
36

37 30.4. The Union may, at any time, propose a new classification with appropriate justification.
38 These proposals will be reviewed by the Compensation Office of Human Resources
39 which will accept, reject, or modify any proposal. The Union and the Compensation
40 office will meet and discuss the proposal within sixty (60) days. This review is not
41 grievable.
42

43 30.5. The University agrees to notify the Union of any proposed reclassifications of occupied
44 bargaining unit positions into non-bargaining unit positions at least thirty (30) days prior
45 to implementation.
46

47 30.6. Professional Staff Exemptions:

- 1 a. The University will make reallocations based on application of the
- 2 professional staff exemption criteria set forth in RCW 41.06.070 (including
- 3 any permanent and substantive change in the duties, responsibilities, or
- 4 qualifications of the position).
- 5 b. The Union and the University agree to a procedure that includes the provision
- 6 of information by the University and a meeting with the Union to discuss and
- 7 resolve issues regarding the transfer of work from the bargaining unit within
- 8 four (4) weeks of the University's initial notice to the union for a proposed
- 9 professional staff exemption.
- 10 c. All negotiations regarding transfer of any work from the bargaining unit shall
- 11 be concluded by the meeting described above, unless both parties agree to
- 12 an extension.
- 13 d. Disputes regarding professional staff exemptions shall be resolved by the
- 14 classification review hearing officer. The Hearing Officer shall make their
- 15 decision based on the criteria outlined in Subsection 30.6.a above. If the
- 16 employee appeals the exemption determination in any other forum the Union
- 17 cannot pursue the determination through the process outlined in this Article.
- 18

19 **RECLASSIFICATION**

- 20
- 21 30.7. Policy. Positions shall be allocated to the appropriate classification. Requests to reclassify
- 22 should be based on a belief that the duties, responsibilities, or qualifications of a position
- 23 are such that it is inappropriately classified.
- 24
- 25 30.8 Position Review Process.
- 26
- 27 A. The University, employee, or employee representative may request that a position be
- 28 reviewed when the requesting party believes that the basis of its request has become
- 29 a permanent requirement of the position. Employees and employee representatives
- 30 may not request that a position be reviewed more often than once every six (6) months.
- 31 B. The request must be complete and in writing on forms provided by the University.
- 32 Requests may be submitted to Human Resources or to an employee's direct
- 33 supervisor or department. Any party may submit additional information, including the
- 34 names of individuals, which the party believes is relevant to the position review.
- 35 C. An employee may request that a representative be present as an observer at meetings
- 36 with the University reviewer scheduled to discuss the request for position review. At
- 37 the employee's request a portion of such meetings shall be conducted in a quiet and
- 38 private location, away from the work station.
- 39 D. The University reviewer will investigate the position and issue a written response to
- 40 the employee or employee representative within sixty (60) calendar days from receipt,
- 41 by Human Resources, of the completed request. A completed request is defined as
- 42 the employee completing all employee portions of the reclassification forms. The
- 43 response will include notification of the class and salary assigned when the position is
- 44 reallocated, or notification of the reasons the position does not warrant reallocation
- 45 when the request is not approved. Reclass requests may be submitted at either the
- 46 departmental level or directly to Human Resources. Reclass requests submitted at the

- 1 departmental level must be forwarded to Human Resources within thirty (30) calendar
2 days.
- 3 E. The effective date of allocations or reallocations initiated by the University shall be
4 determined by the University. The effective date of a reallocation resulting from an
5 employee or employee representative request for position review will be established
6 as the 1st or the 16th of the month which precedes the date that the completed request
7 was filed with Human Resources or the employee's direct supervisor or department,
8 whichever date is earliest. The date of receipt must be appropriately documented.
- 9 F. An employee may request reconsideration following receipt of the University's
10 determination. Requests for reconsideration will not hold the timeframe for filing an
11 appeal under 44.5.
- 12
- 13 30.9 Position Review Appeal Process. If the Union wishes to appeal the decision of the
14 University, it may appeal to the Classification Review Hearing Officer within thirty (30)
15 calendar days following the date of the University's written response.
- 16
- 17 30.10 Hearing Officer. The Hearing Officer shall be jointly selected by the parties within thirty
18 (30) days of the execution of this contract and shall serve for a minimum of one (1) year
19 from the date of selection. At that time the parties may choose to re-appoint the Hearing
20 Officer or select a different Hearing Officer who will also serve for a minimum of one (1)
21 year from date of selection.
- 22
- 23 30.11 Hearings. The Hearing Officer shall hold hearings on a quarterly basis unless there are
24 no appeals to hear or the parties agree to pend any open appeals. All materials
25 considered in the position review shall be submitted to the Hearing Officer prior to the
26 hearing and neither party will submit evidence at the hearing that was not submitted
27 during the position review. The Hearing Officer shall endeavor to hold multiple hearings
28 each day, and shall issue a concise decision which shall be final and binding. The
29 Hearing Officer shall have no authority to alter the terms and conditions of this contract.
30 Employees may be represented at the hearing and will be released from work with no
31 loss of pay to attend the hearing. The Hearing Officer's fees and expenses shall be
32 shared equally by the parties

ARTICLE 31 – NEW EMPLOYEE ORIENTATION

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- 31.1 The Employer shall provide new employee orientation to employees in the bargaining units. The purpose of the orientation program shall be to familiarize new employees with the hospital's philosophy, policies and procedures, together with nursing functions and responsibilities as defined in the appropriate class specification. Such orientation program shall include both classroom training and supervised clinical experience.
- 31.2 A Union representative shall be allowed up to thirty (30) minutes with employees during the new employee orientation. Such release time will be subject to the operational needs of the department and does not count as time worked for the purpose of calculating overtime. The Employer will advise and encourage new employees to attend the paid SEIU 1199NW Union orientation, which is part of the Employer's New Employee Orientation program (NEO). The Employer will schedule the SEIU 1199NW Union orientation in the same location and at a time within or immediately adjacent to the Employer's orientation program. The Employer will provide clear signage and direction of the location of the SEIU 1199NW Union portion of NEO. The Union portion of NEO will be shown on the New Employee Orientation agenda given to all new employees. Employer representatives shall not be present during the Union presentation.
- 31.3 By the end of the week prior to each new employee orientation, the Employer shall provide the Union with a list of all employees scheduled for the orientation. This list shall include the employee's ID number, last name, first name, middle initial, campus/location, position cost center description, position start date, job code, job title, starting line, NEO webinar date, union orientation date, UW NetID, primary home phone number, and primary home email if available of each new employee attending the orientation.
- 31.4 If the University conducts orientation on-line, the Union will be permitted to display a reasonable amount of information as part of the program.
- 31.5 For employees hired into the bargaining unit who do not attend the orientation described in 41.1 above, within ninety (90) days of the employee's start date, the Employer will provide the Union access to the employee during the employee's regular work hours to present information about the Union. This access will be provided at the employee's regular worksite, or at a location mutually agreed to by the Employer and the Union and will be for no less than thirty (30) minutes.

ARTICLE 32 – SALARY OVERPAYMENT RECOVERY

Salary Overpayment Recovery

I. When an Employer has determined that an employee has been overpaid wages, the Employer may recoup the overpayment. The Employer will provide written notice to the employee that will include the following items:

- A. The amount of the overpayment,
- B. The basis for the claim,
- C. A demand for payment, and
- D. The rights of the employee under the terms of this Agreement.

Employees may request a meeting with the Employer and an interpreter to have the overpayment notification explained.

II. Method of Payback

A. The employee must choose one (1) of the following options for paying back the overpayment:

- 1. Voluntary wage deduction
- 2. Cash, or
- 3. Check (separated employee).
- 4. Vacation (if under 240 hours only) or Compensatory time balances

B. The employee may propose a payment schedule to repay the overpayment to the Employer. If the employee's proposal is accepted by the Employer, the deductions shall continue until the overpayment is fully recouped. Nothing in the section prevents the Employer and employee from agreeing to a different overpayment amount than specified in the overpayment notice or to a method other than a deduction from wages for repayment of the overpayment amount.

C. If the employee fails to choose one (1) of the four (4) options described above, within thirty (30) days of written notice of overpayment, the Employer will deduct the overpayment owed from the employee's wages or the amount due may be placed with a collection agency. This overpayment recovery will not be more than five percent (5%) of the employee's disposable earnings in a pay period. Disposable earnings will be calculated in accordance with the Attorney General of Washington's guidelines for Wage Assignments.

D. Any overpayment amount still outstanding at separation of employment will be deducted from their final pay.

III. Neither A nor B above are required for employee reported overpayments and/or employee corrected time including leave submittal corrections. All employee initiated overpayment corrections may be collected from the next available pay check.

- 1 Appeal Rights: Any dispute concerning the occurrence or amount of the overpayment will be
- 2 resolved through the grievance procedure in Article 6 of this Agreement. The Employer will
- 3 suspend attempts to collect an alleged overpayment until the grievance process has concluded.

ARTICLE 33 – NON-DISCRIMINATION

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3 33.1 The parties individually agree that they will not engage in any act or practice or pursue
4 any policy which is discriminatory against any employee who may be a qualified disabled
5 individual, has status as a protected veteran who is a victim of sexual assault or stalking,
6 or because of their military status, or because of age, sex, sexual orientation, gender
7 identity or expression, genetic information, pregnancy, political affiliation, political belief,
8 marital status, race, national origin, color, creed, religion, immigration status, citizenship, or
9 membership or non-membership in a union. Unlawful harassment is included as a form
10 of prohibited discrimination.

11
12 "Race" is inclusive of traits historically associated or perceived to be associated with race
13 including, but not limited to, hair texture and protective hairstyles. "Protective hairstyles"
14 includes, but is not limited to, such hairstyles as afros, braids, locks, and twists.

15
16 33.2 Sexual Harassment. No employee shall be subjected to discrimination in the form of sexual
17 harassment as defined in University of Washington Executive Order 31 on
18 Nondiscrimination and Affirmative Action.

19
20 33.3 Complaints. Employees who feel they have been the subject of discrimination, harassment,
21 or retaliation are encouraged to discuss such issues with their supervisor, administrator, or
22 Human Resource Consultant for local resolution. The goal of local resolution is to address
23 and resolve problems as quickly as possible and to stop any inappropriate behavior for
24 which a member of the University community is responsible.

25
26 A formal complaint may be filed with the University Complaint Investigation and Resolution
27 Office (UCIRO). Employees may also file discrimination, harassment or retaliation
28 complaints with appropriate federal or state agencies or through the grievance process in
29 accordance with Article XX of this Agreement. In cases where an employee files both a
30 grievance and an internal complaint regarding the alleged discrimination, harassment or
31 retaliation, with mutual agreement the grievance may be suspended until the internal
32 complaint process has been completed. If the UCIRO investigation exceeds sixty (60) days,
33 the Union may request a status update from Labor Relations (laborrel@uw.edu).

34
35 UCIRO shall include a statement in the initial e-mail they send out to all complainants that
36 says, "Union members may have rights under their respective Collective Bargaining
37 Agreements. For more information you may contact your union or Labor Relations at
38 laborrel@uw.edu or <https://hr.uw.edu/labor/unions>."

39
40 In accordance with Executive Order 31, retaliation against any individual who reports
41 concerns regarding discrimination or harassment, or who cooperates with or participates
42 in any investigation of allegations of discrimination, harassment, or retaliation is
43 prohibited.

44
45 Both parties agree that nothing in this Agreement will prevent the implementation of an
46 approved affirmative action plan.

47
48 33.4 A grievance alleging a violation of this article must be submitted within one hundred
49 eighty (180) days of an alleged occurrence.

- 1
2 33.5 When a grievance or complaint is filed, the University will implement interim measures as
3 appropriate.
4
5 33.6 Bathroom Equity. Whenever feasible, the Employer will provide single-use gender-neutral
6 bathrooms that are available to any individual desiring privacy.
7
8 33.7 Lactation. The Employer will comply with relevant State law regarding availability of
9 lactation stations and reasonable time for the expression of milk.

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APPENDIX A JOB CLASSIFICATIONS

Service and Maintenance Unit

Salaried Job Code	Temp Hourly Job Code	Job Classification	Pay Table	Salary Range
21300	21500	ADMINISTRATIVE ASSISTANT (NE H SEIU 1199NW Northwest Service and Maintenance)	BU	195
21427	21627	ALLERGY TECH (NE H SEIU 1199NW Northwest Service and Maintenance)	BU	210
21368	21568	CARDIAC MONITOR TECHNICIAN (NE H SEIU 1199NW Northwest Service and Maintenance)	BU	180
21306	21506	CASE MGMT ASST (NE H SEIU 1199NW Northwest Service and Maintenance)	BU	205
21299	21499	CERT NURSING ASST (NE H SEIU 1199NW Northwest Service and Maintenance)	BU	166
21309	21509	CHILD CARE TEACHER (NE H SEIU 1199NW Northwest Service and Maintenance)	BU	169
21310	21510	CHILD CARE TEACHERS AIDE (NE H SEIU 1199NW Northwest Service and Maintenance)	BU	126
21318	21518	CULINARY ASSOCIATE (NE H SEIU 1199NW Northwest Service and Maintenance)	BU	165
21343	21543	CUSTODIAN (NE H SEIU 1199NW Northwest Service and Maintenance)	BU	156
21344	21544	CUSTODIAN LEAD (NE H SEIU 1199NW Northwest Service and Maintenance)	BU	174
		DEPARTMENT ASST I		
21319	21519	DEPARTMENT ASST II (NE H SEIU 1199NW Northwest Service and Maintenance)	BU	155
		DEPARTMENT ASST LEAD		
21322	21522	DIETARY UNIT CLERK (NE H SEIU 1199NW Northwest Service and Maintenance)	BU	160
21323	21523	DIETETIC TECHNICIAN (NE H SEIU 1199NW Northwest Service and Maintenance)	BU	175
21327	21527	EKG END TECHNICIAN (NE H SEIU 1199NW Northwest Service and Maintenance)	BU	225
21328	21528	EKG TECH IN HOUSE CERT (NE H SEIU 1199NW Northwest Service and Maintenance)	BU	170
21329	21529	ELECTRICIAN LEAD (NE H SEIU 1199NW Northwest Service and Maintenance)	BU	240

21330	21530	FACILITY & PROPERTY COORD (NE H SEIU 1199NW Northwest Service and Maintenance)	BU	198
21332	21532	FLOAT CERT NURSING ASST (NE H SEIU 1199NW Northwest Service and Maintenance)	BU	163
21333	21533	FLOAT UNIT SECRETARY (NE H SEIU 1199NW Northwest Service and Maintenance)	BU	171
21334	21534	FOOD SERVICE LEAD (NE H SEIU 1199NW Northwest Service and Maintenance)	BU	176
21335	21535	FOOD SERVICE WORKER (NE H SEIU 1199NW Northwest Service and Maintenance)	BU	140
		GARDENER 1		
21337	21537	GARDENER II (NE H SEIU 1199NW Northwest Service and Maintenance)	BU	170
21338	21538	GARDENER LEAD (NE H SEIU 1199NW Northwest Service and Maintenance)	BU	180
21345	21545	HVAC MECHANIC (NE H SEIU 1199NW Northwest Service and Maintenance)	BU	240
21346	21546	IMPLANT MATERIALS SPECLST (NE H SEIU 1199NW Northwest Service and Maintenance)	BU	206
21347	21547	INSTRUMENT TECH (NE H SEIU 1199NW Northwest Service and Maintenance)	BU	183
21348	21548	INSTRUMENT TECH LEAD (NE H SEIU 1199NW Northwest Service and Maintenance)	BU	194
21350	21550	INVENTORY COORD (NE H SEIU 1199NW Northwest Service and Maintenance)	BU	198
21354	21554	LAB ASSISTANT (NE H SEIU 1199NW Northwest Service and Maintenance)	BU	170
21355	21555	LAB ASSISTANT LEAD (NE H SEIU 1199NW Northwest Service and Maintenance)	BU	190
21356	21556	LAB ASST TECHNICAL (NE H SEIU 1199NW Northwest Service and Maintenance)	BU	180
		LAB ASST TECHNICAL LEAD		
21359	21559	MAINTENANCE ENGINEER LEAD (NE H SEIU 1199NW Northwest Service and Maintenance)	BU	224
21358	21558	MAINTENANCE ENGINEER (NE H SEIU 1199NW Northwest Service and Maintenance)	BU	211
21360	21560	MAINTENANCE WORKER (NE H SEIU 1199NW Northwest Service and Maintenance)	BU	175
		MATERIALS HNDLG AIDE I (NE H SEIU 1199NW Northwest Service and Maintenance)		
21361	21561	MATERIALS HNDLG AIDE II (NE H SEIU 1199NW Northwest Service and Maintenance)	BU	150

21362	21562	MATERIALS HANDLING AIDE III (NE H SEIU 1199NW Northwest Service and Maintenance)	BU	180
21308	21508	MEDICAL ASST – CERT (NE H SEIU 1199NW Northwest Service and Maintenance)	BY	42
21415	21615	MEDICAL ASST - CERT LD (NE H SEIU 1199NW Northwest Service and Maintenance)	BY	50
21363	21563	MEDICAL ASST – REG (NE H SEIU 1199NW Northwest Service and Maintenance)	BY	36
21437	21637	MEDICAL ASST APPRENTICE (NE H SEIU 1199NW Northwest Service and Maintenance)	BU	125
		MOBILITY AIDE (NE H SEIU 1199NW Northwest Service and Maintenance)		
		NURSING ASSISTANT REG (NE H SEIU 1199NW Northwest Service and Maintenance)		
21373	21573	OR SECRETARY (NE H SEIU 1199NW Northwest Service and Maintenance)	BU	175
21374	21574	OR/ED ASSISTANT (NE H SEIU 1199NW Northwest Service and Maintenance)	BU	155
21376	21576	PARKING CONTROL ATTENDANT (NE H SEIU 1199NW Northwest Service and Maintenance)	BU	140
21432	21632	PATIENT CARE COORDINATOR (NE H SEIU 1199NW Northwest Service and Maintenance)	BU	190
21428	21628	PATIENT SERVICES SPECIALIST I (NE H SEIU 1199NW Northwest Service and Maintenance)	BU	161
21421	21621	PATIENT SERVICES SPECIALIST II (NE H SEIU 1199NW Northwest Service and Maintenance)	BU	167
21409	21609	PATIENT SERVICES SPECIALIST III (NE H SEIU 1199NW Northwest Service and Maintenance)	BU	187
21422	21622	PATIENT SERVICES SPECIALIST LD (NE H SEIU 1199NW Northwest Service and Maintenance)	BU	193
21383	21583	PHYSICAL THERAPY TECH (NE H SEIU 1199NW Northwest Service and Maintenance)	BU	145
21385	21585	RADIOLOGY TECH ASST (NE H SEIU 1199NW Northwest Service and Maintenance)	BU	170
21389	21589	RETAIL ASSOC - GIFT SHOP (NE H SEIU 1199NW Northwest Service and Maintenance)	BU	140
21390	21590	SCHEDULER - DI/OR (NE H SEIU 1199NW Northwest Service and Maintenance)	BU	179
21391	21591	SCHEDULER LEAD (NE H SEIU 1199NW Northwest Service and Maintenance)	BU	190
21397	21597	SR CARPENTER (NE H SEIU 1199NW Northwest Service and Maintenance)	BU	230

21398	21598	SR MAINTENANCE ENGINEER (NE H SEIU 1199NW Northwest Service and Maintenance)	BU	217
21399	21599	SR PAINTER (NE H SEIU 1199NW Northwest Service and Maintenance)	BU	231
21402	21602	TELEMETRY/UNIT SEC (NE H SEIU 1199NW Northwest Service and Maintenance)	BU	175
		TRANSPORTER		
		TRANSPORTER LEAD		
21404	21604	UNIT SECRETARY (NE H SEIU 1199NW Northwest Service and Maintenance)	BU	170

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Professional Unit

Salaried Job Code	Temp Hourly Job Code	Job Classification	Pay Table	Salary Range
21302	21502	ANESTHESIA TECH (NE H SEIU 1199NW UWMC Northwest Professional)	BU	216
21899	21900	ANESTHESIA TECH LEAD (NE H SEIU 1199NW UWMC Northwest Professional)	BU	231
21406	21606	BEREAV/SPIRITUAL SVCS CRD (NE H SEIU 1199NW UWMC Northwest Professional)	BU	234
21304	21504	CARDIAC EP TECH (NE H SEIU 1199NW UWMC Northwest Professional)	BU	274
21305	21505	CARDIAC PERIPHERAL TECH (NE H SEIU 1199NW UWMC Northwest Professional)	BU	274
21408	21608	CARDIOVASCULAR TECH (NE H SEIU 1199NW UWMC Northwest Professional)	BU	274
21307	21507	CERTIFIED HAND THERAPIST (NE H SEIU 1199NW UWMC Northwest Professional)	BU	272
21321	21521	DIAGNOSTIC MEDICAL SONOGRAPHER (NE H SEIU 1199NW UWMC Northwest Professional)	BH	57
21407	21607	DIAGNOSTIC MEDICAL SONOGRAPHER LEAD (NE H SEIU 1199NW UWMC Northwest Professional)	BH	68
21324	21524	DIETITIAN REG (NE H SEIU 1199NW UWMC Northwest Professional)	BD	52
21411	21611	ECHO AND VASCULAR TECH (NE H SEIU 1199NW UWMC Northwest Professional)	BH	55
21326	21526	ECHOCARDIOGRAPHER (NE H SEIU 1199NW UWMC Northwest Professional)	BH	53
21325	21525	ECHOCARDIOGRAPHER LEAD (NE H SEIU 1199NW UWMC Northwest Professional)	BH	59

21433	21633	ELECTROCARDIOGRAPH TECHNICIAN 2 (NE H SEIU 1199NW UWMC Northwest Professional)	BU	200
21317	21517	IMAGING TECHNOLOGIST – COMPUTED TOMOGRAPHY	BH	46
21320	21520	IMAGING TECHNOLOGIST – LEAD (NE H SEIU 1199NW UWMC Northwest Professional)	BH	65
21405	21605	IMAGING TECHNOLOGIST – MAMMO (NE H SEIU 1199NW UWMC Northwest Professional)	BH	46
21369	21569	IMAGING TECHNOLOGIST – MAS RES IMAGING (NE H SEIU 1199NW UWMC Northwest Professional)	BH	58
21384	21584	IMAGING TECHNOLOGIST (NE H SEIU 1199NW UWMC Northwest Professional)	BH	37
21886	21887	IMAGING TECHNOLOGIST – TRAINEE (NE H SEIU 1199NW UWMC Northwest Professional)	BH	13
21349	21549	INTERVENTIONAL TECH (NE H SEIU 1199NW UWMC Northwest Professional)	BH	55
21357	21557	LPN (NE H SEIU 1199NW UWMC Northwest Professional)	BU	202
21413	21613	LPN LD (NE H SEIU 1199NW UWMC Northwest Professional)	BU	213
21367	21567	MEDICAL TECHNOLOGIST (NE H SEIU 1199NW UWMC Northwest Professional)	BU	263
21364	21564	MEDICAL LAB TECHNICIAN (NE H SEIU 1199NW UWMC Northwest Professional)	BU	207
21366	21566	MEDICAL TECH LEAD (NE H SEIU 1199NW UWMC Northwest Professional)	BU	247
21370	21570	NEUROPHYSIOLOGY TECHNOLOGIST (NE H SEIU 1199NW UWMC Northwest Professional)	BU	245
21371	21571	NUCLEAR MEDICINE TECHNOLOGIST I (NE H SEIU 1199NW UWMC Northwest Professional)	BH	57
21372	21572	OCCUPATIONAL THERAPIST (NE H SEIU 1199NW UWMC Northwest Professional)	BU	257
21298	21498	OPERATING ROOM TECH CERT (NE H SEIU 1199NW UWMC Northwest Professional)	BU	209
21375	21575	OSC RESOURCE COORDINATOR (NE H SEIU 1199NW UWMC Northwest Professional)	BU	217
21430	21630	PEDORTHIST (NE H SEIU 1199NW UWMC Northwest Professional)	BU	227
21377	21577	PHARMACIST (NE H SEIU 1199NW UWMC Northwest Professional)	BU	310
21378	21578	PHARMACY PURCHASING TECH (NE H SEIU 1199NW UWMC Northwest Professional)	BD	22

21379	21579	PHARMACY TECHNICIAN (NE H SEIU 1199NW UWMC Northwest Professional)	BD	12
21380	21580	PHARMACY TECHNICIAN LEAD (NE H SEIU 1199NW UWMC Northwest Professional)	BD	22
21381	21581	PHYS THERAPY ASST (NE H SEIU 1199NW UWMC Northwest Professional)	BU	214
21382	21582	PHYSICAL THERAPIST (NE H SEIU 1199NW UWMC Northwest Professional)	BU	178
21386	21586	RADIOLOGY TECH LEAD (NE H SEIU 1199NW UWMC Northwest Professional)	BH	45
21388	21588	RESPIRATORY THERPST REG ((NE H SEIU 1199NW UWMC Northwest Professional)	BU	247
21400	21600	SOCIAL WORKER, SENIOR (NE H SEIU 1199NW UWMC Northwest Professional)	BD	53
21416	21616	SPEC MAMMO & BRST US TECH (NE H SEIU 1199NW UWMC Northwest Professional)	BH	52
21392	21592	SPEC MAMMOGRAPHY TECH (NE H SEIU 1199NW UWMC Northwest Professional)	BH	47
21393	21593	SPEECH PATHOLOGIST (NE H SEIU 1199NW UWMC Northwest Professional)	BU	253
21395	21595	SR ANESTHESIA TECH (NE H SEIU 1199NW UWMC Northwest Professional)	BU	216
21401	21601	SURG SVCS RESOURCE TECH (NE H SEIU 1199NW UWMC Northwest Professional)	BU	215
21403	21603	THER RECR SPLST CERT (NE H SEIU 1199NW UWMC Northwest Professional)	BU	227
		VASCULAR TECH		

APPENDIX C – 9-HOUR WORK SCHEDULE

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1. A “9 hour” work schedule shall refer to any employee who has voluntarily signed a 9 hour innovative schedule agreement and is regularly scheduled to work one (1) or more nine (9) hour shifts per week.
2. 9 hour employees required to work on a holiday shall be paid one and one-half (1 1/2) times the regular rate of pay.
3. 9 hour employees shall accumulate vacation and sick leave based upon FTE. Sick leave benefits shall accumulate from date of hire. For purposes of sick leave and vacation, nine (9) hours constitutes one (1) work day.
4. 9 hour employees working four (4) or more hours between the hours of 15:00 and 23:00 for hospital employees and 17:00 and 23:00 for clinics employees on the evening shift shall be paid evening shift differential for those hours worked on the second shift. Employees assigned to work four (4) or more hours between the hours of 23:00 and 7:00 on the night shift shall be paid a night shift differential for those hours worked on the third shift.
5. 9 hour employees shall be paid overtime compensation in accordance with Section 7.5 of the Employment Agreement for all time worked beyond nine (9) consecutive hours per day or any hours worked beyond forty (40) hours in the designated seven (7) day period.
6. In scheduling work assignments, the Employer will make a good faith effort to provide each employee with at least ten (10) hours off duty between shifts. The section shall not apply to standby and callback assignments performed pursuant to Article 9.
7. The Employer retains the right to discontinue this innovative schedule and to revert back to a normal eight (8) hour per day schedule after at least forty-five (45) days’ advance notice to the employee. 9 hour employees who would like to discontinue working an established nine (9) hour work schedule and whose performance has been satisfactory shall be guaranteed the first available eight (8) hour position for which the employee is qualified, provided that a more senior, qualified employee has not requested the position.
8. The 9 hour staffing pattern may be utilized within the hospital with the consent of the individual employee and unit manager affected.
9. Provisions of the Employment Agreement inconsistent with the foregoing are hereby superseded with respect to employees working the 9 hour work schedule. All other benefits and provisions not inconsistent with the foregoing shall apply to 9 hour employees.

APPENDIX D – 10-HOUR WORK SCHEDULE

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1. A “10 hour” work schedule shall refer to any employee who has voluntarily signed a 10 hour innovative schedule agreement and is regularly scheduled to work one (1) or more ten (10) hours shifts per week.
2. 10 hour employees required to work on a holiday shall be paid one and one-half (1-1/2) times the regular rate of pay.
3. 10 hour employees shall accumulate vacation and sick leave based upon FTE. Sick leave benefits shall accumulate from date of hire. For purposes of sick leave and vacation, ten (10) hours constitutes one (1) work day.
4. 10 hour employees working four (4) or more hours between the hours of 15:00 and 23:00 for hospital employees and 17:00 and 23:00 for clinics employees on the evening shift shall be paid evening shift differential for those hours worked on the second shift. Employees assigned to work four (4) or more hours between the hours of 23:00 and 7:00 on the night shift shall be paid a night shift differential for those hours worked on the third shift.
5. 10 hour employees shall be paid overtime compensation in accordance with Section 7.5 of the Employment Agreement for all time worked beyond ten (10) consecutive hours per day or any hours worked beyond forty (40) hours in the designated seven (7) day period.
6. In scheduling work assignments, the Employer will make a good faith effort to provide each employee with at least ten (10) hours off duty between shifts. The section shall not apply to standby and callback assignments performed pursuant to Article 9.
7. The Employer retains the right to discontinue this innovative schedule and to revert back to a normal eight (8) hour per day schedule after at least forty-five (45) days’ advance notice to the employee. 10 hour employees who would like to discontinue working an established ten (10) hour work schedule and whose performance has been satisfactory shall be guaranteed the first available eight (8) hour position for which the employee is qualified, provided that a more senior, qualified employee has not requested the position.
8. The 10 hour staffing pattern may be utilized within the hospital with the consent of the individual employee and unit manager affected.
9. Provisions of the Employment Agreement inconsistent with the foregoing are hereby superseded with respect to employees working the 10 hour work schedule. All other benefits and provisions not inconsistent with the foregoing shall apply to 10 hour employees.

APPENDIX E – 12-HOUR WORK SCHEDULE

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1. A “12 hour” work schedule shall refer to any employee who has voluntarily signed a 12 hour innovative schedule agreement and is regularly scheduled to work one (1) or more twelve (12) hour shifts per week.
2. 12 hour shift employees required to work on a holiday shall be paid one and one-half (1-1/2) times the regular rate of pay.
3. 12 hour employees shall accumulate vacation and sick leave based upon FTE. Sick leave benefits shall accumulate from date of hire. For purposes of sick leave and vacation, twelve (12) hours constitutes one (1) work day.
4. 12 hour employees working four (4) or more hours between the hours of 15:00 and 23:00 for hospital employees and 17:00 and 23:00 for clinics employees on the evening shift shall be paid evening shift differential for those hours worked on the second shift. Employees assigned to work four (4) or more hours between the hours of 23:00 and 7:00 on the night shift shall be paid a night shift differential for those hours worked on the third shift.
5. 12 hour employees shall be paid overtime compensation in accordance with Section 7.5 of the Employment Agreement for all time worked beyond twelve (12) consecutive hours per day or any hours worked beyond forty (40) hours in the designated seven (7) day period.
6. In scheduling work assignments, the Employer will make a good faith effort to provide each employee with at least ten (10) hours off duty between shifts. The section shall not apply to standby and callback assignments performed pursuant to Article 9.
7. The Employer retains the right to discontinue this innovative schedule and to revert back to a normal eight (8) hour per day schedule after at least forty-five (45) days’ advance notice to the employee. 12 hour employees who would like to discontinue working an established twelve (12) hour work schedule and whose performance has been satisfactory shall be guaranteed the first available eight (8) hour position for which the employee is qualified, provided that a more senior, qualified employee has not requested the position.
8. The 12 hour staffing pattern may be utilized within the hospital with the consent of the individual employee and unit manager affected.
9. Provisions of the Employment Agreement inconsistent with the foregoing are hereby superseded with respect to employees working the 12 hour work schedule. All other benefits and provisions not inconsistent with the foregoing shall apply to 12 hour employees.

APPENDIX F – LESS THAN 8-HOUR WORK SCHEDULE

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3 1. A “less than 8 hour” work schedule shall refer to any employee who has voluntarily signed
4 an innovative schedule agreement and is regularly scheduled to work one (1) or more shifts
5 of less than eight (8) hour shifts per day.
6
- 7 2. Less than 8 hour shift employees required to work on a holiday shall be paid one and one-
8 half (1-1/2) times the regular rate of pay.
9
- 10 3. Less than 8 hour shift employees shall accumulate vacation and sick leave based upon
11 hours worked. Sick leave benefits shall accumulate from date of hire. For purposes of sick
12 leave and vacation, the employee’s regular day schedule constitutes one (1) work day.
13
- 14 4. Less than 8 hour shift employees working four (4) or more hours between the hours of 15:00
15 and 23:00 for hospital employees and 17:00 and 23:00 for clinics employees on the evening
16 shift shall be paid evening shift differential for those hours worked on the second shift.
17 Employees assigned to work four (4) or more hours between the hours of 23:00 and 7:00 on
18 the night shift shall be paid a night shift differential for those hours worked on the third shift.
19
- 20 5. Less than 8 hour shift employees shall be paid overtime compensation in accordance with
21 Section 7.5 of the Employment Agreement for all time worked beyond eight (8) consecutive
22 hours per day or any hours worked beyond eighty (80) hours in the designated fourteen (14)
23 day period.
24
- 25 6. In scheduling work assignments, the Employer will make a good faith effort to provide each
26 employee with at least twelve (12) hours off duty between shifts. The section shall not apply
27 to standby and callback assignments performed pursuant to Article 9.
28
- 29 7. The Employer retains the right to discontinue this innovative schedule and to revert back to
30 a normal eight (8) hour per day schedule after at least forty-five (45) days’ advance notice to
31 the employee. Less than 8 hour shift employees who would like to discontinue working their
32 established work schedule and whose performance has been satisfactory shall be
33 guaranteed the first available eight (8) hour position for which the employee is qualified,
34 provided that a more senior, qualified employee has not requested the position.
35
- 36 8. The less than 8 hour staffing pattern may be utilized within the hospital with the consent of
37 the individual employee and unit manager affected.
38
- 39 9. Provisions of the Employment Agreement inconsistent with the foregoing are hereby
40 superseded with respect to employees working less than 8 hour work schedule. All other
41 benefits and provisions not inconsistent with the foregoing shall apply to less than 8 hour
42 employees.
43

APPENDIX G – JOB SERIES

JOB SERIES

Nursing Departments

Same job titles are eligible to bump into same job titles, job class position with lesser skill set required, providing skill, competence and ability are considered substantially equal in the opinion of the Employer, CNA, Unit Secretary, Techs (including ER Techs) Administrative Assistants, Secretary

Medical Records

Job classes that have one bump ability, all within the Department:
Coder Analyst, Med Tech (ART) Med Records I and II

Admitting/Admit ER

Job classes that have one bump ability, all within the Department:
Admit Rep, Admit Lead, Financial Counselor, Dep. Assistant II, Sr. Admit Rep., Outpatient Reg. Rep.

Laboratory/Outreach Phlebotomy

Job classes that have one bump ability, all within the Department:
Lab Assistant II and III, Purchasing Coordinator, Transcriber, Medical; Department Assistant I and II, Lab Assistant Lead, Client Services Rep I, Courier, Lab Billing Rep/Project Assistant, Department Assistant Lead.

Administrative Assistants (All Departments, except Nursing)

Single job class, across departments.
Other departments under this Agreement.
Lay off “bump” allowable only within job classifications in the following listed Departments:

Grounds Northwest Outpatient Imaging Food and Nutrition Environmental Services Daycare GS/Endoscopy/OR Ancillary Support/OR/CBC Seattle Breast Center	Plant Ops Diagnostic Imaging Switchboard EEG EKG Materials Management/Purchasing Parking
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**MOU: ANESTHESIA TECH CONSOLIDATION AND RECRUITMENT AND
RETENTION INCREASES**

During negotiations for the 2021-2023 collective bargaining agreement, the parties agreed to the following regarding consolidation and recruitment and retention increases for the Anesthesia Tech classification series:

Effective no more than forty-five (45) days following ratification and on the first available pay period as determined by the Employer.

I. The job classifications Anesthesia Tech (Job Code 21302 and 21502) and Sr Anesthesia Tech (Job Code 21395 and 21595) will be consolidated into one classification titled Sr Anesthesia Tech (Job Code 21395 and 21595). Sr Anesthesia Tech will move from Range 204 to Range 216 of Pay Table BU.

II. The job classification Sr. Anesthesia Tech Lead (Job Code 21899 and 21900) will move from Range 213 to Range 227 of Pay Table BU.

III. All regular employees will be placed on their corresponding range at a step that provides at least 5% increase, not to exceed top step.

IV. Temporary hourly employees must be paid within range minimum and range maximum. If a temporary hourly employee's current rate falls below the new range minimum, their hourly rate will be increased to range minimum.

V. Employee progression start dates (PSDs) will not be impacted by the placement on the new range.

This MOU will expire upon implementation.

MOU: APPRENTICESHIP PROGRAM

During negotiations for the ~~2021-2023~~2023-2025 collective bargaining agreement, the parties agreed to the following regarding the Apprenticeship Program:

The Employer agrees to use the Healthcare Apprenticeship Consortium administered by the SEIU Healthcare 1199NW Multiemployer Training Fund for one (1) Medical Assistant (MA) cohort at UWMC-Northwest/Clinics during the next two (2) years. The parties agree that the Mentor/Coach Premium Rate for the program will be \$1.50/hour. Sixty (60) days advanced notice will be provided to the Union to negotiate the remainder of the terms of the apprenticeship.

The parties may mutually agree to add additional MA cohorts and/or extend the apprenticeship program to other job classifications.

If the Employer decides to utilize an apprenticeship program that is not administered by the SEIU Healthcare 1199NW Multi-Employer Training Fund for a classification other than MA and that classification is represented by the Union, the Employer will notify the Union of its decision as soon as possible. After notification, the Union will have thirty (30) days to bargain the impacts of that decision.

This MOU expires on June 30, 202~~5~~3.

MOU: ARTICLE 7.8

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This Memoranda of Understanding is by and between the University of Washington (“Employer” or “University”) and Service Employees International Union District 1199 NW (“Union”).

Article 7.8.

Weekend only positions may be posted for every Saturday and Sunday.

Any position which will include weekdays will be posted with at least every other weekend off as per Article 7.8

This Agreement shall not affect any current positions.

MOU: ARTICLE 19 SUBCONTRACTING

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This Memoranda of Understanding is by and between the University of Washington (“Employer” or “University”) and Service Employees International Union District 1199 NW (“Union”).

1. Article 19- Subcontracting, Sale or Transfer. Regarding Article 19.2.6, the Union will not seek a remedy from UW Medicine/Northwest Hospital & Medical Center in the event a buyer or transferee under Article 19.2 causes a breach of Article 19.2.6. The Union will seek its remedies against the new employer in that regard.
2. The Union may post materials on the public bulletin board outside of the cafeteria after obtaining approval from the HR Director or designee. The parties share the intent of maintaining orderly department break rooms and staff lounges.

1 **MOU: CERTIFIED NURSING ASSISTANT AND RECRUITMENT AND RETENTION**
2 **INCREASES**
3

4 ~~During negotiations for the 2021-2023 collective bargaining agreement, the parties agreed to~~
5 ~~the following regarding recruitment and retention increases for the Certified Nursing Assistant~~
6 ~~classification:~~

7
8 ~~Effective no more than forty-five (45) days following ratification and on the first available pay~~
9 ~~period as determined by the Employer:~~

10
11 ~~I. The job classification Certified Nursing Assistant (Job Codes 21299 and 21499) on Pay~~
12 ~~Table BU at Pay Range 162 will be moved to Pay Table BU at Pay Range 166.~~

13
14 ~~II. All regular employees will be placed on the new pay range at their current step.~~

15
16 ~~III. Temporary hourly employees must be paid within range minimum and range maximum.~~
17 ~~If a temporary hourly employee's current rate falls below the new range minimum, their~~
18 ~~hourly rate will be increased to range minimum.~~

19
20 ~~IV. Employee progression start dates (PSDs) will not be impacted by placement on the new~~
21 ~~range.~~

22
23 ~~This MOU will expire upon implementation.~~

**MOU: DIETITIAN, PHARMACY TECHNICIANS, AND SOCIAL WORKER
RECRUITMENT AND RETENTION INCREASES**

During negotiations for the 2021-2023 collective bargaining agreement, the parties agreed to the following one-time pay table alignments:

- I. A new pay table will be created that is identical to SEIU 1199NW HMC Healthcare Pay Table BC as of 1/1/2021, referred to as Pay Table BUBC for purposes of this MOU.
- II. Effective no later than ninety (90) days following ratification and on the first available pay period as determined by the Employer, the classifications listed below will receive the following range increases for recruitment and retention purposes.

Job Code (reg)	Job Code (temp)	Job Title	FROM		TO	
			Table	Range	Table	Range
21324	21524	DIETITIAN REG	BU	233	BUBC	52
21379	21579	PHARMACY TECHNICIAN	BU	201	BUBC	12
21378	21578	PHARMACY PURCHASING TECH	BU	199	BUBC	22
21380	21580	PHARMACY TECHNICIAN LEAD	BU	203	BUBC	22
21400	21600	SOCIAL WORKER, SENIOR	BU	241	BUBC	53

- III. All regular employees in the Dietitian Reg classification will be placed on the corresponding range of Pay Table BUBC at a step that provides at least a two percent (2%) increase not to exceed the top step.
- IV. All regular employees in the Pharmacy Technician, Pharmacy Purchasing Tech, and Pharmacy Technician Lead classifications will be placed on the corresponding range of Pay Table BUBC at a step that provides at least a five percent (5%) increase, not to exceed top step.
- V. Consolidation of Social Worker titles: All employees in the Geropsych Senior Social Worker classification (Job Code 21336 and 21536) will be moved to the Social Worker, Senior classification (Job Codes 21400 and 21600).
- VI. All regular employees in the Social Worker, Senior classification will be placed on the corresponding range of Pay Table BUBC provides at least a two percent (2%) increase not to exceed the top step.
- VII. Temporary hourly employees must be paid within range minimum and range maximum. If a temporary hourly employee's current rate falls below the new range minimum, their hourly rate will be increased to range minimum.
- VIII. Employee progression start dates (PSDs) will not be impacted by the placement on the new range.

This MOU will expire upon implementation.

MOU: ELECTION AGREEMENT

The Parties, SEIU Healthcare 1199NW (“Union”) and the University of Washington (“University” or “Employer”) enter into the following Election Procedure Agreement (EPA) for employees working for UWMC Northwest.

1. Neutrality

The Employer (including its administrators, supervisors, agents or other representatives) will remain neutral and will not oppose attempts by employees to organize or select a collective bargaining representative and will not take any action or make any statement that directly or indirectly states or implies any opposition by the Employer to the selection by the employees of a collective bargaining representative. The Employer will provide information to employees when requested by an employee regarding their rights under federal law, may respond to factual inaccuracies should that occur, and answer any other related employee questions without offering an opinion for or against union representation.

2. Notice

The Union shall provide to the Employer in writing a “Notice of Intent” in order to commence organizing. The notice shall identify the non-represented classification or bargaining unit of the employees that the Union is seeking to represent.

3. Notice List

Within five (5) business days (Monday through Friday, excluding holidays) of receipt by the Employer of the Union’s Notice of Intent, the Employer shall provide the Union with an Employee List for the requested employees, in electronic format. The list shall contain for each employee, name, job title/department, shift (where applicable), facility, home address, home telephone number, and hours worked per pay period for the previous four pay periods.

4. PERC Election

If the Union files a petition with the PERC for an election and the petition is supported by a showing of interest of 30 percent as required by the PERC for the filing of a valid petition, the Employer shall agree to an expedited union election process to be conducted within fifteen (15) calendar days by entering into a PERC election agreement. The petitioned-for unit will be a stand-alone bargaining unit unless otherwise agreed to by the parties. The Employer agrees to submit an Excelsior list to the PERC, and to mutually agree with the Union for a date, time and place(s) for the election (or, by mutual agreement, to utilize a mail ballot election), within two (2) business days of the election agreement being filed.

5. Post-Election

Following the election, if the parties agree to allow inclusion into an existing bargaining unit, and if a majority of the employees voting elect to be included in an existing collective bargaining unit, the parties will promptly meet to bargain any outstanding issues and determine how best to incorporate the employees into an existing bargaining agreement.

Also, following the election, if the parties agree to allow inclusion into an existing bargaining unit, and if a majority of the employees voting elect to be covered by an existing collective bargaining agreement, these employees shall be included in the bargaining unit and shall become and remain members of the Union consistent with the parties’ historical practice on membership.

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6. Access

Within twenty-four hours of the management communication, the Employer will provide the Union with access to non-work areas (as consistent with existing practice) for the purpose of communicating with employees on non-work time. Organizers will conduct themselves in a manner that respects employees' rights and in no way interferes with patient care delivery or services.

In accordance with University policy, the Union may use designated meeting rooms of the Employer for meetings, providing sufficient advance request of the facility is made through the Human Resources Department in accordance with University policies and procedures and space is available.

7. Arbitration

If the parties are unable to resolve a dispute arising under the terms of this EPA, either party may submit the unresolved dispute about compliance with or construction of this EPA for final and binding resolution by a mutually agreed permanent arbitrator selected for deciding any dispute under the EPA. The Arbitrator shall have discretion to establish procedures for the resolution of such disputes that may include submission of evidence by the parties, and is authorized to develop and order remedies. All such disputes shall be resolved within fourteen days of submission of the issue, unless the issue concerns an alleged violation pertaining to conduct raised before the election, in which case the Arbitrator shall rule within twenty-four hours of the submission of the issue to the Arbitrator. The parties waive any and all rights they might otherwise have to appeal or in any way contest the decision of the Arbitrator.

8. Costs Associated with Arbitration

Each party shall bear one-half of the fee of the arbitrator. All other expenses, including but not limited to legal fees, deposition costs, witness fees, and any and every other cost related to the presentation of the party's case in this or any other forum, shall be borne by the party incurring them, and neither party shall be responsible for the expenses of witnesses called by the other party.

MOU: GROUND RULES FOR THE ~~20232025-2025-2027~~ AGREEMENT

Regarding negotiations for the 2023-2025 successor agreement only:

- A. The parties will exchange at least ten (10) available dates for bargaining by January 15, 2023. The parties will begin bargaining by March 30, ~~2023~~2024.
- B. The Employer will provide paid release time for up to fifteen (15) Union designated bargaining team members, for up to eight (8) hours per session.
- C. The Union will provide the names and hours of the designated negotiating team members on paid release time to the employer prior to the end of each bargaining session.
- D. The Union will provide the names of all designated negotiating team members to the Office of Labor Relations at least three weeks prior to the beginning of negotiations.
- E. The employer will notify managers of the names of the members to be released for bargaining.
- F. All employees wishing to participate in bargaining must request time off in accordance with normal leave policies. Release time (paid time for hours that the Employee would have been at work) is contingent on approval by the employee's manager or designee and shall not be considered as work hours for purposes of payment of overtime.
- G. All representatives for both Parties (Employer and Union) in attendance at each session will sign a Sign-In Sheet prepared by the Employer. Both Parties will be provided a copy of the Sign-In Sheet.
- H. Days of negotiations will be established by mutual agreement. The parties will provide as much notice as possible of the need to cancel or reschedule a negotiation session.
- I. All proposals and counter proposals will be sent electronically within a reasonable amount of time. The proposals will be typed, with track changes and line numbers, based upon the current contract language, so that the changes between the former and the latter proposal will be evident.
- J. There will be no recording devices at the bargaining sessions. Each side is responsible for keeping its own notes.
- K. Bargaining sessions will be closed to the press and the public unless mutually agreed otherwise.
- L. When sidebars are called by the parties, bargaining team members will attend the sidebar to report the discussion to other team members.
- M. Healthcare Coalition Bargaining- The Employer will provide paid release time for two (2) bargaining team members to attend Statewide Healthcare Coalition Bargaining.

MOU: HOUSEKEEPER I AND HOUSEKEEPER II CONSOLIDATION

During negotiations for the 2021-2023 collective bargaining agreement, the parties agreed to the following regarding Housekeeper I and Housekeeper II Consolidation:

Effective no more than forty five (45) days following ratification and on the first available pay period as determined by the Employer.

I. ~~The job classifications Housekeeper I (Job Code 21342 and 21542) and Housekeeper II (Job Code 21343 and 21543) will be consolidated into one classification titled Custodian (Job Code 21343 and 21543).~~

II. ~~The job classification Housekeeper Lead will be renamed as Custodian Lead (Job Code 21344 and 21544).~~

III. ~~All regular employees in the Housekeeper 1 classification will be placed on Pay Table BU, Pay Range 156 at a step that provides at least 3% increase, not to exceed top step.~~

IV. ~~Temporary hourly employees must be paid within range minimum and range maximum. If a temporary hourly employee's current rate falls below the new range minimum, their hourly rate will be increased to range minimum.~~

V. ~~All employees in the Housekeeper II classification prior to the consolidation described in Section I will receive an additional step on the pay range upon implementation of the consolidation.~~

VI. ~~Employee progression start dates (PSDs) will not be impacted by the placement on the new range.~~

This MOU will expire upon implementation.

MOU: INSTRUMENT TECH RECRUITMENT AND RETENTION INCREASES

During negotiations for the 2021-2023 collective bargaining agreement, the parties agreed to the following regarding recruitment and retention increases for the Instrument Tech classification series:

Effective no more than forty five (45) days following ratification and on the first available pay period as determined by the Employer.

- I. The job classification Instrument Tech (Job Code 21347 and 21547) on Pay Table BU at Pay Range 175 will be moved to Pay Table BU at Pay Range 183, which is at least five percent (5%) higher than their current pay range.
- II. The job classification Instrument Tech Lead (Job Code 21348 and 21548) on Pay Table BU at Pay Range 185 will be moved to Pay Table BU at Pay Range 194, which is at least five percent (5%) higher than their current pay range.
- III. Temporary hourly employees must be paid within range minimum and range maximum. If a temporary hourly employee's current rate falls below the new range minimum, their hourly rate will be increased to range minimum.
- IV. All regular employees will be placed on the new pay range at their current step.
- V. Employee progression start dates (PSDs) will not be impacted by placement on the new range.

This MOU will expire upon implementation.

1 **MEMORANDUM OF UNDERSTANDING**
2 **By and Between**
3 **Service Employees International Union 1199NW**
4 **And**
5 **University of Washington**
6

7 **MOU: INTERMITTENT, NONPERMANENT, AND REPRESENTED TEMPORARY**
8 **EMPLOYEES**
9

10
11 The parties have reached agreement on the following regarding Intermittent, Nonpermanent,
12 and Represented Regular Temporary employees and appointments.
13

14 A. Transition of employees:

15 (1) On August 1, 2022, the Employer will move all existing Represented Temporary
16 employees to new Intermittent, Nonpermanent Fixed Duration, or Nonpermanent
17 Hourly positions.
18

19 (2) All employees placed in the new appointment types will be placed on a step
20 within the range for the classified title that is closest too but not less than their
21 current rate of pay.
22

23 (3) The employee's company service date, position entry date, progression start
24 date and time off service date will be set as August 1, 2022. Where applicable,
25 there will be no change to the employee's end date.
26

27 B. Once the employees described in Section A have been placed in Intermittent,
28 Nonpermanent Hourly, or Nonpermanent Fixed Duration appointments, the Employer
29 will sunset the usage of temporary appointments for classifications represented by the
30 Union.
31

MOU: JLMS

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This Memoranda of Understanding is by and between the University of Washington (“Employer” or “University”) and Service Employees International Union District 1199 NW (“Union”).

The parties agree there shall be one Labor/Management Committee for both bargaining units. The Union shall have up to eight (8) representatives. Management shall have up to eight (8) representations.

MOU: LUMP SUM PAYMENT

During negotiations for the 2021-2023 successor agreement, the parties reached agreement on the following lump sum payments effective sixty (60) days after ratification and on the first available pay period as determined by the Employer:

I. Employees with an active permanent appointment and in pay status shall receive a single one (1) time lump sum payment of one thousand dollars (\$1000) to each employee with a .6 FTE and above.

II. Employees with an active permanent appointment and in pay status shall receive a single one (1) time lump sum payment of six hundred dollars (\$600) to each employee with below a .6 FTE.

III. Temporary employees who are in the bargaining unit and in pay status as described in Section IV shall receive a single one (1) time lump sum payment of three hundred dollars (\$300).

IV. In order to be eligible for the lump sum payment, employees must be in pay status during the pay period in which the lump sum payment is distributed. For example, if the lump sum is paid on 10th of the month, the employee must be in paid status for any portion of time between the 16th to the end of the previous month. If the lump sum is paid on 25th of the month, the employee must be in paid status for any portion of time between the 1st and the 15th of the month.

This MOU will expire upon implementation.

MOU: MEDICAL ASSISTANT RECRUITMENT AND RETENTION INCREASES

During negotiations for the 2021-2023 collective bargaining agreement, the parties agreed to the following regarding recruitment and retention increases for the Medical Assistant classification series:

- I. A new pay table will be created that has identical automatic steps to SEIU 925 Healthcare Pay Table B7BX as of 1/1/2021, referred to as Pay Table BUB7 for purposes of this MOU. Pay Table BUB7 will not have CEGP steps.
- II. Effective no later than ninety (90) days following ratification and on the first available pay period as determined by the Employer, the classifications listed below will receive the following range increases for recruitment and retention purposes.

JC	Job	FROM		TO	
		Table	Range	Table	Range
21363, 21563	MA-Reg	BU	170	BUB7	36
21308, 21508	MA-Cert	BU	176	BUB7	42
21415, 21615	MA-Lead	BU	192	BUB7	50

- III. All regular employees, except those with start dates after 9/23/2021, will be placed on the new range at their current step. Regular employees who are currently on Step S to Z will be placed on Top Step R of the new range.
- IV. All regular employees with start dates after 9/23/2021, will be placed on the new range on a step that is closest but not less than the value of their current step.
- V. The job classification Medical Assistant—Apprentice (JC 21437, 21637) will move from Pay Table BU, Range 115 to Pay Table BU, Range 125. All regular employees in the Medical Assistant—Apprentice classification will be placed on the new range at their current step.
- VI. Temporary hourly employees must be paid within range minimum and range maximum. If a temporary hourly employee's current rate falls below the new range minimum, their hourly rate will be increased to range minimum.
- VII. Employee progression start dates (PSDs) will not be impacted by placement on the new range.

This MOU will expire upon implementation.

MOU: NON-MONETARY STEPS

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~~During negotiations for the 2021-2023 successor agreement, the parties reached agreement on the following regarding Non-Monetary Steps:~~

~~Effective on the first available pay period following ratification as determined by the Employer, the Employer will eliminate all non-monetary steps for all pay ranges on pay table BU. The Employer will eliminate the non-monetary steps in this table by increasing each step after Step K by 2% and maintaining the value of the top step as illustrated in Attachment A. The new top step will be Step S.~~

~~The Employer will remove non-monetary steps for any additional pay table that may exist which are applicable to this collective bargaining agreement.~~

1 **MOU: OPERATING ROOM TECH CERT CLUSTER MARKET BASED INCREASES**

2
3 ~~During negotiations for the 2021-2023 collective bargaining agreement, the parties agreed to~~
4 ~~the following regarding market based increases for the Operating Room Tech Cert cluster:~~

5
6 ~~Effective no more than forty five (45) days following ratification and on the first available pay~~
7 ~~period as determined by the Employer.~~

8
9 ~~I. The job classification Operating Room Tech Cert (Job Code 21298 and 21498) on Pay~~
10 ~~Table BU at Pay Range 204 will be moved to Pay Table BU at Pay Range 209.~~

11
12 ~~II. The job classification Surgical Services Resource Tech (Job Code 21401 and 21601) on~~
13 ~~Pay Table BU at Pay Range 210 will be moved to Pay Table BU at Pay Range 215.~~

14
15 ~~III. The job classification OSC Resource Coordinator (Job Code 21375 and 21575) is paid~~
16 ~~on Pay Table BU at Pay Range 216. Pay Table BU, Pay Range 216 will be increased by~~
17 ~~4%.~~

18
19 ~~IV. All regular employees will be placed on the new pay range at their current step.~~

20
21 ~~V. Temporary hourly employees must be paid within range minimum and range maximum.~~
22 ~~If a temporary hourly employee's current rate falls below the new range minimum, their~~
23 ~~hourly rate will be increased to range minimum.~~

24
25 ~~VI. Employee progression start dates (PSDs) will not be impacted by placement on the new~~
26 ~~range.~~

27
28 ~~This MOU will expire upon implementation.~~

MOU: PROFESSIONAL TECHNICAL RANGE INCREASES

During negotiations for the 2021-2023 collective bargaining agreement, the parties agreed to the following one-time pay table alignments:

I. ~~A new pay table will be created that is identical to SEIU 1199NW HMC Healthcare Pay Table BE as of 1/1/2021, referred to as Pay Table BUBE for purposes of this MOU.~~

II. ~~Effective no later than ninety (90) days following ratification and on the first available pay period as determined by the Employer, the classifications listed below will receive the following range increases for recruitment and retention and/or market-based purposes. Market based adjustments are noted with an asterisk by the job title name.~~

Job Code (reg)	Job Code (temp)	Job Title	FROM		TO	
			Table	Range	Table	Range
21321	21521	DIAGNOSTIC MEDICAL SONOGRAPHER	BU	265	BUBE	57
21407	21607	DIAGNOSTIC MEDICAL SONOGRAPHER LEAD	BU	273	BUBE	68
21325	21525	ECHO AND VASC TECH LEAD	BU	267	BUBE	59
21411	21611	ECHO AND VASCULAR TECH	BU	264	BUBE	55
21326	21526	ECHOCARDIOGRAPHER	BU	260	BUBE	53
21384	21584	IMAGING TECHNOLOGIST	BU	232	BUBE	37
21886	21887	IMAGING TECHNOLOGIST TRAINEE	BU	199	BUBE	13
21349	21549	INTERVENTIONAL TECH	BU	265	BUBE	55
21317	21517	IMAGING TECHNOLOGIST-COMP TOMO	BU	252	BUBE	46
21320	21520	IMAGING TECHNOLOGIST-LEAD	BU	275	BUBE	65
21369	21569	IMAGING TECHNOLOGIST-MAG RES IMAGING*	BU	285	BUBE	58
21405	21605	IMAGING TECHNOLOGIST-MAMMO*	BU	250	BUBE	46
21416	21616	SPEC MAMMO & BRST US TECH*	BU	271	BUBE	52
21392	21592	SPEC MAMMOGRAPHY TECH*	BU	262	BUBE	47
21371	21571	NUCLEAR-MED TECHNOLOGIST 1*	BU	270	BUBE	57
21386	21586	RADIOLOGY TECH LEAD	BU	243	BUBE	45

III. ~~All regular employees in the Imaging Technologist—Mammo, Spec Mammo & Brst US Tech, and Spec Mammography Tech classifications will be placed on~~

1 ~~the corresponding range of Pay Table BUBE at a step that provides at least 8%~~
2 ~~increase, not to exceed top step.~~

3
4 ~~IV. All regular employees in the Nuclear Med Technologist 1 classification will be~~
5 ~~placed on the new range of Pay Table BUBE at a step that provides at least 3%~~
6 ~~increase, not to exceed top step.~~

7
8 ~~V. All regular employees in the classifications not covered in III or IV will be placed on the~~
9 ~~corresponding range of Pay Table BUBE at a step that provides at least 5% increase,~~
10 ~~not to exceed top step.~~

11
12 ~~VI. Temporary hourly employees must be paid within range minimum and range~~
13 ~~maximum. If a temporary hourly employee's current rate falls below the new range~~
14 ~~minimum, their hourly rate will be increased to range minimum.~~

15
16 ~~VII. Employee progression start dates (PSDs) will not be impacted by the placement on the~~
17 ~~new range.~~

18
19 ~~This MOU will expire upon implementation.~~

1 **MOU: RESPIRATORY THERAPISTS RECRUITMENT AND RETENTION INCREASES**

2
3 ~~During negotiations for the 2021-2023 collective bargaining agreement, the parties agreed to~~
4 ~~the following regarding recruitment and retention increases for the Respiratory Therapist Reg~~
5 ~~classification:~~

6
7 ~~Effective no more than forty five (45) days following ratification and on the first available pay~~
8 ~~period as determined by the Employer.~~

9
10 ~~I. The job classification Respiratory Therapist Reg (Job Code 21388 and 21588) on Pay~~
11 ~~Table BU at Pay Range 237 will be moved to Pay Table BU at Pay Range 247.~~

12
13 ~~II. Temporary hourly employees must be paid within range minimum and range maximum.~~
14 ~~If a temporary hourly employee's current rate falls below the new range minimum, their~~
15 ~~hourly rate will be increased to range minimum.~~

16
17 ~~III. All regular employees will be placed on the new pay range at a step that represents a~~
18 ~~minimum of a 5% increase, not to exceed top step.~~

19
20 ~~IV. Employee progression start dates (PSDs) will not be impacted by placement on the new~~
21 ~~range.~~

22
23 ~~This MOU will expire upon implementation.~~

MOU: RETENTION INCENTIVE PROGRAM

During negotiations for the 2021-2023 successor agreement, the parties reached agreement on the following Retention Incentive Program.

The following will be effective within 60 days of ratification:

A. The Employer will offer all regular Respiratory Therapist Reg (job code 21388) classifications a five thousand dollar (\$5,000) retention bonus prorated by FTE, with the exception that employees whose recorded FTE on November 1, 2021 is .9 will receive the full bonus amount of the retention incentive program.

B. The Employer will offer all regular employees in the following Imaging Technologist series classifications a three thousand dollar (\$3,000) retention bonus prorated by FTE, with the exception that employees whose recorded FTE on November 1, 2021 is .9 will receive the full bonus amount of the retention incentive program.

- i. Imaging Technologist (job code 21384)
- ii. Imaging Technologist Comp Tomo (job code 21317)
- iii. Imaging Technologist Lead (job code 21320)
- iv. Imaging Technologist Mag Res Imaging (job code 21369)
- v. Imaging Technologist Mammo (job code 21405)
- vi. Interventional Tech (job code 21349)
- vii. Spec Mammography Tech (job code 21392)
- viii. Spec Mammo & Brst US Tech (job code 21416)
- ix. Diagnostic Medical Sonographer (job code 21321)
- x. Diagnostic Medical Sonographer Lead (job code 21407)
- xi. Radiology Tech Lead (job code 21386)

C. The Employer will offer all regular employees in the following Medical Assistant series classifications a three thousand dollar (\$3,000) retention bonus prorated by FTE, with the exception that employees whose recorded FTE on November 1, 2021 is .9 will receive the full bonus amount of the retention incentive program.

- i. MA Reg (job code 21363)
- ii. MA Cert (job code 21308)
- iii. MA Lead (job code 21415)

D. The Employer will offer all regular employees in the following Operating Room Tech Cert cluster classifications a three thousand dollar (\$3,000) retention bonus prorated by FTE, with the exception that employees whose recorded FTE on November 1, 2021 is .9 will receive the full bonus amount of the retention incentive program.

- i. Operating Room Tech Cert (job code 21298)
- ii. Surgical Services Resource Tech (job code 21401)
- iii. OSC Resource Coordinator (job code 21375)

E. All other employees in job classes represented by SEIU Healthcare 1199NW will be offered a two thousand dollar (\$2,000) retention bonus prorated by FTE, with the exception that employees whose recorded FTE on November 1, 2021 is .9 will receive the full bonus amount of the retention incentive program.

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~~F. Retention bonuses will require a signed agreement committing the employee to two (2) years of employment in a regular position from the date of the signed agreement and will be subject to full repayment if the employee leaves prior to fulfilling the agreement.~~

~~i. Employees will have thirty (30) days from the offer date to accept and sign a retention agreement.~~

~~ii. Employees who are involuntarily separated as part of a layoff or reduction in force shall not be required to pay back the retention bonus.~~

~~iii. Transfer to another regular position at HMC, UWMC-Montlake, UWMC-Northwest, or UW Medicine Primary Care Clinics shall have no effect on the retention agreement so long as the employee remains employed in a regular position through the expiration of the retention agreement.~~

~~G. Normal taxes and withholdings apply.~~

~~H. The retention bonus will only be available to employees who are in pay status during the pay period of the effective date.~~

~~I. The retention bonus will not be offered to employees who have already received a sign-on bonus within the last twelve (12) months.~~

~~J. This MOU expires June 30, 2022. Individual agreements will expire upon separation or completion of the two-year agreement.~~

MOU: SALARY INCREASES

During negotiations for the 2021-2023 collective bargaining agreement, the parties agreed to the following regarding salary increases for select classifications:

- I. Effective no more than forty five (45) days following ratification and on the first available pay period as determined by the Employer, the classifications listed below will receive a two-percent (2%) salary increase:

Job Code	Job Profile Name
21300	ADMINISTRATIVE ASSISTANT
21427	ALLERGY TECH
21406	BEREAV/SPIRITUAL SVCS CRD
21304	CARDIAC EP TECH
21368	CARDIAC MONITOR TECHNICIAN
21305	CARDIAC PERIPHERAL TECH
21306	CASE MGMT ASST
21307	CERTIFIED HAND THERAPIST
21309	CHILD CARE TEACHER
21310	CHILD CARE TEACHERS AIDE
21318	CULINARY ASSOCIATE
21319	DEPARTMENT ASST II
21322	DIETARY UNIT CLERK
21323	DIETETIC TECHNICIAN
21327	EEG END TECHNICIAN
21328	EKG TECH IN HOUSE CERT
21329	ELECTRICIAN LEAD
21433	ELECTROCARDIOGRAPH TECHNICIAN 2
21330	FACILITY & PROPERTY COORD
21333	FLOAT UNIT SECRETARY
21334	FOOD SERVICE LEAD

21335	FOOD SERVICE WORKER
21337	GARDENER 2
21338	GARDENER LEAD
21344	HOUSEKEEPER LEAD
21345	HVAC MECHANIC
21346	IMPLANT MATERIALS SPECLST
21350	INVENTORY COORD
21354	LAB ASSISTANT
21355	LAB ASSISTANT LEAD
21356	LAB ASST TECHNICAL
21357	LICENSED PRACTICAL NURSE
21413	LPN LD
21358	MAINTENANCE ENGINEER
21359	MAINTENANCE ENGINEER LEAD
21360	MAINTENANCE WORKER
21361	MATERIALS HNDLG AIDE II
21362	MATERIALS HNDLG AIDE III
21364	MEDICAL LAB TECHNICIAN
21366	MEDICAL TECH LEAD
21367	MEDICAL TECHNOLOGST
21370	NEUROPHYSIOLOGY TECHNOLOGIST
21372	OCCUPATIONAL THERAPIST
21373	OR SECRETARY
21374	OR/ED ASSISTANT
21376	PARKING CONTROL ATTENDANT
21432	PATIENT CARE COORDINATOR
21428	PATIENT SERVICES SPECIALIST 1 TRAINEE
21421	PATIENT SERVICES SPECIALIST 2

21409	PATIENT SERVICES SPECIALIST 3
21422	PATIENT SERVICES SPECIALIST LEAD
21430	PEDORTHIST
21377	PHARMACIST
21381	PHYS THERAPY ASST
21382	PHYSICAL THERAPIST
21383	PHYSICAL THERAPY TECH
21385	RADIOLOGY TECH ASST
21389	RETAIL ASSOC GIFT SHOP
21390	SCHEDULER DI/OR
21391	SCHEDULER LEAD
21393	SPEECH PATHOLOGIST
21397	SR CARPENTER
21398	SR MAINTENANCE ENGINEER
21399	SR PAINTER
21402	TELEMETRY/UNIT SEC
21403	THER RECR SPLST CERT
21404	UNIT SECRETARY

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~~II. Employee progression start dates (PSDs) will not be impacted.~~

~~This MOU will expire upon implementation.~~

1 **MOU: UWMC-NW AND PRIMARY CARE CLINICS FLOATING**

2
3 During negotiations for the 20~~23~~²⁴-202~~5~~³ collective bargaining agreement, the parties agreed
4 to the following:

5
6 Clinic workers that are assigned to float from their home clinic to a different clinic location than
7 their home clinic will receive an additional one dollar and fifty cents (\$1.50) per hour for all hours
8 worked at the assigned clinic.

9
10 The Employer will make a good faith effort to seek volunteers for floating before mandatorily
11 floating any employee.

12
13 Employees will be reimbursed for travel, mileage, and parking at the second site per university
14 policy, and will be provided with the appropriate forms and instructions that will allow them to
15 submit the forms for reimbursement.

16
17 ~~This does not apply to employees who are hired into a float pool.~~

1 **MOU: VOLUNTARY FLOAT BETWEEN UWMC-NW AND MONTLAKE CAMPUSES**
2 **FOR BARGAINING UNITS REPRESENTED BY SEIU 1199, SEIU 925, AND WFSE**
3

4 During negotiations for the 2021-2023 collective bargaining agreement, the parties agreed to
5 the following:
6

7 When there is low patient volume in a specific unit or department, and there is another unit or
8 department in need, management may float staff between UWMC-NW and UWMC-Montlake if
9 the employee agrees to float.

10
11 Employees who agree to float between UWMC-NW and UWMC-Montlake will receive adequate
12 orientation. Appropriate resources will be available as follows:
13

- 14 a. Introduction to the appropriate unit leader for the shift;
15 b. Review of emergency procedures for that unit;
16 c. Tour of the physical environment and location of supplies and equipment;
17 d. Review of the patient assignment and unit routine.
18

19 Employees shall not be required to perform new procedures without proper supervision.
20 Employees shall seek supervisory guidance for those tasks or procedures for which they have
21 not been trained. Employees who encounter difficulties related to floating should report these to
22 the appropriate unit leader. There will be no adverse consequences for an employee filing a
23 concern. The home department/unit leader (or designee) will seek volunteers among the
24 employees to float. Employees who volunteer to float will receive an assignment taking into
25 account the employee's training and experience.
26

27 Employees will not float more than once per shift.
28

29 If an employee agrees to float to an entity other than the employee's home entity, the employee
30 will receive a four dollar (\$4.00) per hour premium for all hours worked outside the employee's
31 home entity. This premium will apply to employees already receiving a premium for being in the
32 float team but cannot otherwise be stacked with any other float premiums.
33

34 Employees will be reimbursed for travel, mileage, and parking at the second site per university
35 policy, and will be provided with the appropriate forms and instructions that will allow them to
36 submit the forms for reimbursement.
37

38 The employee's "Home Entity" Collective Bargaining Agreement applies while floating to other
39 facilities.
40

41 Employees will receive appropriate and timely training on the equipment, practices, and work
42 area orientation at the non-home location to which they are floated.

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	\$23.55	
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	\$23.74	
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	\$24.00	
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
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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

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

08A6CB801091432...

DocuSigned by:

Laura Hartless

1CB62316D8AE4A0...

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	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	\$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	\$21.44	\$21.87	\$22.31	\$22.76	\$23.07
11						\$17.50	\$17.91	\$18.28	\$18.65	\$19.09	\$19.54	\$19.99	\$20.79	\$21.20	\$21.62	\$22.05	\$22.49	\$22.94	\$23.26
12						\$17.69	\$18.11	\$18.49	\$18.87	\$19.31	\$19.77	\$20.23	\$20.63	\$21.04	\$21.89	\$22.32	\$22.77	\$23.23	\$23.55
13						\$17.86	\$18.28	\$18.66	\$19.04	\$19.49	\$19.95	\$20.41	\$20.81	\$21.64	\$22.07	\$22.51	\$22.96	\$23.42	\$23.74
14						\$18.03	\$18.46	\$18.84	\$19.22	\$19.67	\$20.14	\$20.61	\$21.02	\$21.87	\$22.30	\$22.74	\$23.20	\$23.67	\$24.00
15						\$18.23	\$18.66	\$19.05	\$19.44	\$19.90	\$20.37	\$20.84	\$21.25	\$22.10	\$22.54	\$22.99	\$23.45	\$23.92	\$24.25
16						\$18.00	\$18.83	\$19.22	\$19.61	\$20.07	\$20.55	\$21.03	\$21.45	\$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	\$21.26	\$22.11	\$22.55	\$23.00	\$23.46	\$23.93
18						\$17.58	\$17.97	\$18.37	\$18.78	\$19.22	\$19.62	\$20.02	\$20.49	\$21.47	\$22.33	\$22.77	\$23.22	\$23.68	\$24.16
19						\$17.75	\$18.14	\$18.54	\$18.95	\$19.40	\$19.80	\$20.20	\$20.67	\$21.65	\$22.52	\$22.97	\$23.43	\$23.89	\$24.37
20						\$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
21						\$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
22						\$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
23						\$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
24						\$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
25						\$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						\$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						\$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
28						\$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
29						\$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
30						\$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
31						\$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
32						\$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
33						\$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
34						\$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
35						\$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
36						\$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
37						\$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
38						\$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
39						\$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
40						\$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
41						\$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
42						\$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

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

ATTACHMENT A

Range	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

< ---- Step ---- >

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

ATTACHMENT A

Range	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

< ---- Step ---- >

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

ATTACHMENT A

Range	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

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.

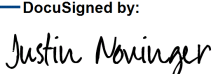
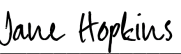
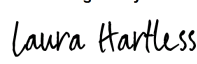
Reg Job Code	Temp Job Code	Job Title	Pay Tbl	Pay Rng	New Pay Range	Min Rate	Max Incremental Rate
21361	21561	MATERIALS HNDLG AIDE II	BU	150	20	\$17.53	\$25.51
21362	21562	MATERIALS HNDLG AIDE III	BU	180	41	\$21.63	\$31.44
21437	21637	MEDICAL ASSISTANT APPRENTICE	BU	125	3	\$14.78	\$21.48
21364	21564	MEDICAL 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**

1
 2 The parties agreed to recruitment and retention wage increases for the job profiles listed
 3 on Attachment A.

- 4
- 5 1. Regular employees will be placed on their current step on the new range.
 6 Progression Start Date (PSDs) will not be impacted by these increases.
 7
 - 8 2. Nonpermanent Intermittent employees will be placed on their current step on the
 9 new range. PSDs will not be impacted by these increases.
 10
 - 11 3. If applicable, temporary hourly employees who are currently paid on steps will be
 12 placed on their current step on the new range. If applicable, temporary hourly
 13 employees who are not currently paid on steps will receive an increase if their
 14 current hourly rate falls below the new range minimum.
 15
 - 16 4. If agreement is reached by August 16, 2022, the effective date will be August 1,
 17 2022. If agreement is reached later than August 16, 2022, the effective date will
 18 be the first available pay period after agreement is reached as determined by the
 19 employer.
 20
 - 21 5. Increases may take up to 90 days to implement but retro pay back to the
 22 effective date will be provided.
 23

24 Tentatively Agreed To:

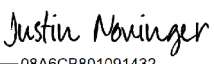
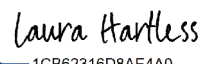
<p>25 For the Union:</p> <p>26</p> <p>27</p> <p>28 DocuSigned by:  _____ Date: 8/26/2022 <small>98A6CB801091432...</small></p> <p>29</p> <p>30</p> <p>31</p> <p>32</p> <p>33 For the Union:</p> <p>34 DocuSigned by:  _____ Date: 8/29/2022 <small>99B1B9A2356D493...</small></p> <p>35</p> <p>36</p> <p>37</p>	<p>For the Employer:</p> <p>DocuSigned by:  _____ Date: 8/22/2022 <small>1CB62316D8AE4A0...</small></p> <p>Date:</p>
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**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> <div style="text-align: center; margin-top: 20px;"> <p><small>DocuSigned by:</small></p>  <p><small>08A6CB801091432...</small></p> <p>Date: 10/4/2022</p> </div>	<p>For the Employer:</p> <div style="text-align: center; margin-top: 20px;"> <p><small>DocuSigned by:</small></p>  <p><small>1CB62316D8AE4A0...</small></p> <p>Date: 10/4/2022</p> </div>

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 Mvninger

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 Nowinger
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 Novinger
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 Nowinger</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: <i>Justin Nowinger</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>

SIDE LETTER A – U-PASS

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July 1, 2021

The parties agree to the following regarding U-PASS:

Effective January 1, 2020, NWH bargaining unit employees with an active permanent appointment with a .5 or greater FTE will not be charged a fee for a U-PASS.

This Side Letter expires on June 30, 2023.

SIDE LETTER B – CALL ROOM ACCESS

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The parties agree to the following regarding Call Room Access at Northwest Hospital:

In an effort to support employees who are required to be on standby/call, within sixty (60) days of ratification, the Employer will make one (1) call room available for employees to utilize while on standby/call. Clean linens will be provided for the call room. Employees will contact EVS if the room is lacking clean linens.

On or before January 1, 2023, the Employer will make one (1) additional standby/call room available.

SIDE LETTER C – EDI COMMITTEES

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The parties agree to the following regarding Equity, Diversity and Inclusion Committees:

In an effort to support Equity, Diversity and Inclusion at Northwest Hospital, the Union may appoint four (4) employee members to serve on the existing UWMC Equity, Diversity & Inclusion (EDI) Committee.

Within thirty (30) days of ratification, the UWMC Director of Equity, Diversity, and Inclusion will meet with Union delegates to build relationship, share the vision of EDI at UWMC, and hear the experiences of union members at UWMC-Northwest and Clinics.

SIDE LETTER E – VIRTUAL NEW EMPLOYEE ORIENTATION

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The parties agree to the following regarding Online New Employee Orientation:

If the New Employee Orientation is conducted online, up to thirty (30) minutes of paid release time shall be provided to one (1) Union delegate to attend orientation meetings conducted virtually via Zoom. The Employer will continue to provide the Union with a list of all employees scheduled for orientation prior to the beginning of NEO. The Employer will continue to include the union orientation portion of NEO in the agenda. The Union will provide a link for the orientation which the Employer will then make available to new employees.

In situations where an employee would not otherwise have been scheduled to attend the New Employee Orientation webinar, the Employer will provide the employee with information and instructions on the Union portion of the virtual New Employee Orientation on the day that best aligns with the effective date of the employee’s job change.

This information will be provided in the following instances:

1. The Employee is moving from a non-bargaining unit job to a bargaining unit job; or
2. The Employee is moving between unions.

SIDE LETTER F – WORK EXPERIENCE REVIEW

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The parties agree to the following regarding Work Experience Review:

Between April 1 and 30, 2022, employees who were hired on or before June 1, 2019, who believe they have been placed on the incorrect step based on their past work experience, will have a one-time opportunity to provide their information to leadership for review. Leadership will review their experience based on the criteria for credit for past experience and will place them at the correct step, as determined by the Employer, according to their past experience.

Any increase will be effective back to the date the review request was submitted.