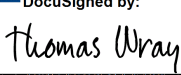
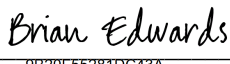
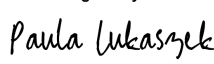
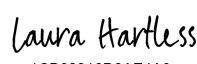


1

PREAMBLE

2 Pursuant to provisions of RCW 41.80 and in order to establish harmonious employment
 3 relations through mutual cooperation, to promote the mission of the University, to
 4 recognize the value of employees and the necessary work they perform, to determine
 5 wages, hours, and other terms and conditions of employment, and to provide methods
 6 for the prompt and equitable resolution of disputes, the parties enter into this
 7 Agreement. This Agreement is made and entered into by and between the Board of
 8 Regents of the University of Washington, hereinafter referred to as the Employer, and
 9 the Washington Federation of State Employees, AFSCME Council 28, AFL-CIO
 10 hereinafter referred to as the Union.

Tentatively Agreed To:

<p>For the Union:</p> <p>DocuSigned by:  <small>4C1DA2C371AA409...</small></p> <p>Date 7/18/2024</p> <p>DocuSigned by:  <small>9B20F55281DC43A...</small></p> <p>Date 7/18/2024</p> <p>DocuSigned by:  <small>4E12A96D3AE54A9...</small></p> <p>Date 7/20/2024</p>	<p>For the Employer:</p> <p>DocuSigned by:  <small>1CB62316D8AE4A0...</small></p> <p>Date 7/17/2024</p>
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11

1

ARTICLE 1 – UNION RECOGNITION

2

1.1. The Employer recognizes the Union as the sole and exclusive bargaining representative in all matters establishing and pertaining to wages and salaries, hours, and working conditions for all employees of the University of Washington in bargaining units certified by the Washington Personnel Resources Board, the Public Employment Relations Commission and/or the Department of Labor and Industries under the jurisdiction of RCW 28B.16 and 41.80. The composition of these units is as set forth in Appendix I of this Agreement – Bargaining Units Represented by the Washington Federation of State Employees.

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1.2. The Employer recognizes the exclusivity of the Union as bargaining representative for employees in the bargaining unit. The Employer agrees not to enter into any agreement or contract with bargaining unit employees, individually or collectively, which conflicts with the terms of this Agreement unless the employee(s), Union and Employer specifically agree to such Agreement.

11

12

13

14

Tentatively Agreed To:

For the Union:

For the Employer:

DocuSigned by:

Thomas Wray

4C1DA2C371AA409...

Date 7/18/2024

DocuSigned by:

Laura Hartless

1CB62316D8AE4A0...

Date 7/17/2024

DocuSigned by:

Brian Edwards

9B20F55281DC43A...

Date 7/18/2024

DocuSigned by:

Paula Lukaszek

4E12A96D3AE54A9...

Date 7/20/2024

15

ARTICLE 2 – NON-DISCRIMINATION

1
2 **2.1. ~~2.1~~** The parties individually agree that they will not engage in any act or practice or
3 pursue any policy which is discriminatory against any employee who may be a qualified
4 disabled individual, has status as a protected veteran, who is a victim of domestic
5 violence, sexual assault or stalking, nor because of their military status, age, sex
6 (except where sex or age is a bona fide occupational qualification), sexual orientation,
7 gender identity or expression, genetic information, pregnancy, political affiliation,
8 political belief, marital status, race, national origin, color, creed, religion, immigration
9 status, citizenship, or membership or non-membership in a union. Unlawful harassment,
10 including sexual harassment, is a form of prohibited discrimination and will not be
11 tolerated in the workplace in accordance with University of Washington Executive Order
12 31 on Nondiscrimination and Affirmative Action.

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

2.2. Complaints.

17 Employees who feel they have been the subject of discrimination, harassment, or
18 retaliation are encouraged to discuss such issues with their supervisor, administrator, or
19 Human Resource Consultant for local resolution. The employee may also choose to
20 report the incident utilizing the bias reporting tool (Reporting Bias Incidents
21 (Washington.edu) or UW Medicine Bias Reporting Tool | Care Transformation
22 (Washington.edu)). The goal of local resolution is to address and resolve problems as
23 quickly as possible and to stop any inappropriate behavior for which a University
24 employee is responsible.
25

26 A formal complaint may be filed with the Civil Rights Investigation Office. As soon as
27 possible, the Civil Rights Investigation Office will provide the complainant with an email
28 confirming they have received the complaint. Employees may also file discrimination,
29 harassment or retaliation complaints with appropriate federal or state agencies or
30 through the grievance process in accordance with Article 6 of this Agreement. In cases
31 where an employee files both a grievance and an internal complaint regarding the
32 alleged discrimination, harassment or retaliation the grievance will be suspended until
33 the internal complaint process has been completed. If the investigation exceeds sixty
34 (60) days, the Union may request a status update from Labor Relations
35 (laborrel@uw.edu).

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

1 **2.3.** The parties also agree that they will not engage in any act or practice or pursue any
2 policy which is discriminatory against any employee based on political affiliation, political
3 belief or because of the participation or lack of participation in union activities.

4 **2.4.** Both parties agree that nothing in this Agreement will prevent the implementation of
5 an approved affirmative action plan.

6 **2.5.** A grievance alleging a violation of this article must be submitted within 180-90 days
7 of an alleged occurrence. The grievance must contain the information required by
8 Article 6.5 of this contract to be scheduled at any step of the grievance process.

9 **2.6.** When a grievance or complaint is filed, the University will implement interim
10 measures as appropriate.
11
12

Tentatively Agreed To:

<p>For the Union:</p> <p>Signed by: <i>Thomas Wray</i> 4C1DA2C371AA409...</p> <p>Date 8/7/2024</p> <p>Signed by: <i>Brian Edwards</i> 9B20F55281DC43A...</p> <p>Date 8/19/2024</p> <p>DocuSigned by: <i>Paula Lukaszek</i> 4E12A96D3AE54A9...</p> <p>Date 8/7/2024</p>	<p>For the Employer:</p> <p>DocuSigned by: <i>Kristi Aravena</i> 255BCC783CD346E...</p> <p>Date 8/7/2024</p>
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1 **ARTICLE 3 – REASONABLE ACCOMMODATION OF EMPLOYEES WITH**
2 **DISABILITIES**

3 **3.1. Disability Accommodation.**

4 The Employer and Union will comply with all relevant federal and state laws, regulations
5 and executive orders and with the provisions of University of Washington Administrative
6 Policy Statement 46.5 on Reasonable Accommodation of Employees With Disabilities.
7 The University and the Union are committed to providing reasonable accommodation to
8 employees with disabilities.

9 **3.2.** An employee who believes that they suffer a disability and requires a reasonable
10 accommodation to perform the essential functions of their position may request such an
11 accommodation through the Disability Services Office or by otherwise informing the
12 employee’s supervisor and/or department of the need for accommodation.

13 **3.3.** Employees requesting accommodation must cooperate with the University in
14 discussing the need for and possible form of any accommodation. The Employer may
15 require supporting medical documentation and may require the employee to obtain a
16 second medical opinion at Employer expense. Medical information disclosed to the
17 Employer will be kept confidential.

18 **3.4.** The Employer will determine whether an employee is eligible for a reasonable
19 accommodation and the final form of any accommodation to be provided. The
20 Employer will attempt to find opportunities for modified duty that can be offered to
21 employees in lieu of and/or after disability leave. If requests for modified duty are
22 denied, the Employer, upon request, will provide the modified duty options that were
23 considered and reason(s) for denial electronically or in writing.

24 **3.5.** An employee who is unable to perform the essential function of their position due to
25 disability may be separated from service after the Employer has made good faith efforts
26 to reasonably accommodate the employee’s disability in accordance with applicable
27 state and federal law. Disability separation is not a corrective action.

28 **3.6. Disability Leave.**

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

36 **3.7. Pregnancy Accommodation.**

37 The Employer and the Union will comply with all relevant federal and state laws,
38 regulations, and executive orders and with the provisions of University of Washington

1 Administrative Policy Statement 46.7 Reasonable Accommodation of Pregnant
2 Employees. The University and the Union are committed to providing reasonable
3 accommodation to pregnant employees.

4 A. The following pregnancy-related accommodations shall not require health care
5 provider certification and are not subject to an employer's claim of undue
6 hardship:

- 7 1. Providing more frequent, longer, or flexible restroom breaks;
- 8 2. Modifying a no food or drink policy;
- 9 3. Providing seating or allowing the employee to sit more frequently if their
10 job requires them to stand; and
- 11 4. Restricting lifting to 17 lbs. or less.

12 B. An employee's pregnancy or pregnancy-related health condition may also be
13 accommodated as follows:

- 14 1. Job restructuring, part-time or modified work schedules, reassignment to a
15 vacant position, or acquiring or modifying equipment, devices, or an
16 employee's work station;
- 17 2. Providing for a temporary transfer to a less strenuous or less hazardous
18 position;
- 19 3. Providing assistance with manual labor and limits on lifting;
- 20 4. Scheduling flexibility for prenatal visits; and
- 21 5. Any further pregnancy accommodation an employee may request.

22 With respect to these accommodations, the University may request an employee
23 provide written certification from their treating health care provider regarding the need
24 for reasonable accommodation and may deny an employee's request for reasons of
25 significant difficulty or expense.

Tentatively Agreed To:

For the Union:

For the Employer:

Signed by:
Thomas Wray
Date 9/5/2024
4C1DA2C371AA409...

DocuSigned by:
Kristi Aravena
Date 9/4/2024
255BCC783CD346E...

Signed by:
Brian Edwards
Date 9/4/2024
9B20F55281DC43A...

DocuSigned by:
Paula Lukaszek
Date 9/5/2024
4E12A96D3AE54A9...

ARTICLE 4 – WORKPLACE BEHAVIOR

1

2 The Employer and the Union agree that all employees should work in an environment
3 that fosters mutual respect and professionalism. The parties agree that inappropriate
4 behavior in the workplace does not promote the University’s business, employee well
5 being, or productivity. All employees are responsible for contributing to such an
6 environment and are expected to treat others with courtesy and respect.

7 Inappropriate workplace behavior by employees, supervisors and/or managers will not
8 be tolerated. At no time will bullying be accepted as appropriate workplace
9 behavior. Bullying is defined as language or conduct that is unwelcome and sufficiently
10 severe, persistent, or pervasive such that it could reasonably be expected to create an
11 intimidating, hostile, or offensive environment, or has the purpose or effect of
12 unreasonably interfering with an employee’s work performance, when viewed through
13 both an objective and subjective standard. If an employee and/or the employee’s union
14 representative believes the employee has been subjected to inappropriate workplace
15 behavior, the employee and/or the employee’s representative is encouraged to report
16 this behavior to the employee’s supervisor, a manager in the employee’s chain of
17 command and/or the Human Resources Office. An employee or the employee’s
18 representative should identify complaints as inappropriate workplace behavior. The
19 Employer will investigate the reported behavior and take appropriate action as
20 necessary. If the investigation exceeds sixty (60) days, the Union may request a status
21 update. The employee and/or union representative will be notified upon conclusion of
22 the investigation. Retaliation against employees who make a workplace behavior
23 complaint will not be tolerated.

24 Grievances filed under this article may only be advanced up to Step 3 Mediation.

Tentatively Agreed To:

<p>For the Union:</p> <p>DocuSigned by: <i>Thomas Wray</i></p> <hr/> <p>Date 7/18/2024</p> <p>DocuSigned by: <i>Brian Edwards</i></p> <hr/> <p>Date 7/18/2024</p> <p>DocuSigned by: <i>Paula Lukaszek</i></p> <hr/> <p>Date 7/20/2024</p>	<p>For the Employer:</p> <p>DocuSigned by: <i>Laura Hartless</i></p> <hr/> <p>Date 7/17/2024</p>
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ARTICLE 5 – AFFIRMATIVE ACTION

1

2 **5.1. Policies.**

3 In conjunction with Federal and State laws, regulations, and Executive Orders, the
4 Employer and the Union agree on the need for an affirmative action program to correct
5 and review any inequities in the employment process. The Employer shall develop,
6 implement, monitor, and report on an affirmative action program requiring the Employer
7 to make special efforts to recruit, employ, retain, train, and promote, underutilized
8 groups even if that exclusion cannot be traced to particular discriminatory actions by the
9 Employer. The Employer shall also develop, implement, monitor, and report on
10 affirmative action goals for hiring and/or promoting into job classes/categories where the
11 Employer determines under-utilization exists. The Employer shall make no decisions
12 regarding employment based on membership in any protected class.

13 **5.2.** Groups included in the affirmative action program are the protected classes
14 covered by the relevant federal and state regulations.

15 **5.3.** Affirmative Action Reports. Annually, the Employer will provide the Union with its
16 current affirmative action reports listing placement goals of the University for bargaining
17 unit employees.

18 **5.4.** It is agreed by the parties that a bargaining unit member elected or selected by the
19 Union shall be encouraged to take an active interest in affirmative action plans affecting
20 each bargaining unit covered by this Agreement.

Tentatively Agreed To:

<p>For the Union:</p> <p>DocuSigned by: <i>Thomas Wray</i> 4C1DA2C371AA409...</p> <p>Date 7/19/2024</p> <p>DocuSigned by: <i>Brian Edwards</i> 8B20F55281DC43A...</p> <p>Date 7/31/2024</p> <p>DocuSigned by: <i>Paula Lukaszek</i> 4E12A96D3AE54A9...</p> <p>7/20/2024</p>	<p>For the Employer:</p> <p>DocuSigned by: <i>Laura Hartless</i> 1CB62316D8AE4A0...</p> <p>Date 7/19/2024</p>
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21

ARTICLE 6 – GRIEVANCE PROCEDURE

1
2 The Union and the Employer agree that it is in their best interest to resolve disputes at
3 the earliest opportunity and at the lowest level. Whenever possible, disputes should be
4 resolved informally prior to filing a formal written grievance. To that end, all supervisors
5 and employees are encouraged to engage in free and open discussions about disputes.

6 **6.1. Definition.**

7 A grievance, within the meaning of this Agreement, shall be defined as any dispute
8 between the University and the Union, an employee, or a group of employees as to
9 alleged misapplication or misinterpretation of the terms of this Agreement or the
10 Employer’s written personnel rules, policies or practices.

11 **6.2. Employee Grievance Rights.**

12 Any employee who believes they have been aggrieved may personally seek relief from
13 that condition by filing a grievance, irrespective of any supervisor’s opinion of the
14 grievance’s validity. In the presentation of grievances, the employees shall be safe from
15 restraint, interference, discrimination, or reprisal.

16 **6.3. Employee Representation.**

17 The Union as exclusive representative of bargaining unit employees is the responsible
18 representative of said employees in grievance matters.

19 **6.4. Time Limitations.**

20 An extension of the time limitations as stipulated in the respective steps below, may be
21 obtained by mutual consent of the parties. Failure of the union to comply with the time
22 limitations without a request of time extension shall constitute withdrawal of the
23 grievance. Failure of the Employer to comply with the time limitations without a request
24 for time extension shall move the grievance to the next step of the grievance procedure.
25 For the purpose of calculating time requirements, the first day shall be the day following
26 the day on which the employee was aware, or reasonably should have been aware, of
27 the issue giving rise to the grievance. Saturdays, Sundays, and University holidays shall
28 be included in the calculation of days except that the final day may not be on a
29 Saturday, Sunday, or holiday but will end at the close of the first working day following
30 the Saturday, Sunday, or holiday.

31 **6.5. Contents.**

32 The written grievance shall include the following information:

- 33 A. The date upon which the grievance occurred.
- 34 B. The specific Article(s) and Section(s) of the Agreement violated.
- 35 C. The past practice, rule, policy violated.
- 36 C.D. A complete description of the specific events that occurred that resulted in
- 37 the alleged violation.
- 38 D.E. Specific remedy requested.

- 1 E.F. The grievant(s) name and position.
- 2 F.G. Name and signature of Union representative (Staff or Steward).
- 3 G.H. The nature of the grievance.

4 Failure to include the above information shall not be a reason for invalidating the
 5 grievance. However, the Employer may not arbitrarily delay scheduling a grievance
 6 meeting until the Union has provided the above information.

7
 8 **6.6. Pay Status – Meetings.**

9 Meetings and discussions on the grievance held with the Employer in connection with
 10 this grievance procedure shall normally be held during the University’s regular business
 11 hours, or as mutually agreeable, and no deduction in pay status shall be made for the
 12 grievant or steward for reasonable time spent in such meetings or discussions during
 13 the employee’s scheduled duty hours. The work schedule of the grievant will be
 14 seriously considered in the scheduling of the grievance meetings. Time off for
 15 employees and stewards shall be granted by supervision following a request, but in
 16 consideration of job responsibilities. If the requested time off cannot be granted, the
 17 parties shall arrange for time off at the earliest possible time thereafter.

18 **6.7. Grievance Withdrawal.**

19 A grievance may be withdrawn by the Union in writing at any time, and if withdrawn
 20 shall not be resubmitted.

21 **6.8. Resolution.**

22 If the Employer provides the requested remedy or a mutually agreed-upon alternative,
 23 the grievance will be considered resolved and may not be moved to the next step.

24 **6.9. Consolidation.**

25 Grievances arising out of the same set of facts may be consolidated by written
 26 agreement.

27 **6.10. Filing and Processing.**

28 A. **Filing.** A grievance must be filed within thirty (30) days of the occurrence giving
 29 rise to the grievance, or the date the grievant knew or could reasonably have
 30 known of the occurrence. When possible the thirty (30) day periods above should
 31 be used to attempt to informally resolve the dispute. The union steward or staff
 32 representative will indicate when a discussion with the Employer is an attempt to
 33 informally resolve a dispute.

34 1. A grievance involving only Article 47 Contracting must be filed within forty
 35 five (45) days of the occurrence giving rise to the grievance, or the date
 36 the grievant knew or could reasonably have known of the occurrence. The
 37 forty five (45) day periods above must be used to attempt to informally
 38 resolve the dispute.

- 1 **B. Alternative Resolution Methods.** Any time during the grievance process, by
2 mutual consent, the parties may use alternative methods to resolve the dispute. If
3 the parties agree to use alternative methods, the time frames in this Article are
4 suspended. If the selected alternative method does not result in a resolution, the
5 Union may return to the grievance process and the time frames resume. Any
6 expenses and fees of alternative methods will be shared equally by the parties.
- 7 **C. Processing.** The Union and the Employer agree that in-person meetings are
8 preferred at all steps of the grievance process and will make efforts to schedule
9 in-person meetings, if possible.

10 **6.11. Steps of the Grievance Procedure.**

11 All grievances shall be processed in accordance with the following procedure. Upon
12 mutual agreement, Step One, Two or Three may be skipped. Grievances over final
13 counseling or dismissal will begin at Step Two. If either the Union or the Employer
14 elects to skip Step One when a group grievance (five (5) or more grievants) is filed,
15 Step One will be skipped and the grievance will be moved to Step Two.

16 **Step One: Supervisor, Manager or Designee.**

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

31 **Step Two:**

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

1 Step Three: Grievance Mediation.

2 If the grievance is not resolved at the Step Two, the Union may file a request for
3 mediation with the Public Employment Relations Commission (PERC) in accordance
4 with WAC 391-55-020, with a copy to the Labor Relations Office within thirty (30) days
5 of receipt of the Step Two decision. In addition to all other filing requirements, the
6 request must include a copy of the grievance and all previous responses. The Union
7 may skip Step Three Mediation by providing the Employer written notification within
8 thirty (30) days of the Step Two decision. The Employer will inform the Union, in writing,
9 and PERC within thirty (30) days of receipt of Mediation request if they are not in
10 agreement. If those services are unavailable on a timely basis, the parties may request
11 a list of grievance mediators from the Federal Mediation and Conciliation Service
12 (FMCS) or other agreed upon mediation provider. The cost of the mediation shall be
13 borne equally by both parties.

14 Step Four: Arbitration.

15 If a satisfactory settlement is not reached at the prior step, or the step was skipped,
16 either of the signatory parties to this Agreement may submit the grievance to binding
17 arbitration. Such submittal must be made within thirty (30) calendar days following the
18 written notice that the employer does not agree to Step Three (3) Mediation or the
19 conclusion of the prior step. The Union and the University must contact the employer to
20 begin the arbitration scheduling process and provide availability to the arbitrator within
21 thirty (30) calendar days of the union advancing the grievance to arbitration., and the
22 arbitration hearing must be scheduled for a date that is within six months (180 calendar
23 days) of the date the grievance was advanced to arbitration, or the grievance will be
24 considered withdrawn.

25
26 Panel of Arbitrators:

- 27 A. ~~Within sixty (60) calendar days of the execution of the Agreement, the parties,~~
28 SEIU 925, WFSE 1495 and 3488, and the Employer, agree ~~to meet to~~ **establish**
29 **maintain** a permanent panel of six (6) arbitrators. When it becomes necessary,
30 the If the parties do not will meet to replace any arbitrator(s) to ensure the panel
31 contains six (6) arbitratorser if there is no agreement on the panel, the current
32 panel will remain.
- 33 B. These arbitrators shall be assigned cases by the parties on a rotating basis. If the
34 arbitrator is not available to hear the case within sixty (60) calendar days of being
35 contacted to request available arbitration dates either party may elect to go to the
36 next arbitrator in the rotation. If no arbitrator can hear the case within sixty (60)
37 calendar days of being contacted, the case will be assigned to the arbitrator who
38 can hear the case on the earliest date.
- 39 C. The appointment to the panel will be for the life of the Agreement. If an arbitrator
40 decides to remove their name from the panel the parties will meet to decide
41 whether to substitute an additional name(s).

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

6 If either party raises an issue of procedural arbitrability, i.e. that any step of the
7 grievance process or movement to arbitration was not pursued within the time limits
8 proscribed in this article, the arbitrator shall make a determination on the arbitrability
9 issue prior to proceeding to a hearing on the merits of the grievance. If the arbitrator
10 determines the grievance is not arbitrable, then no hearing on the merits of the
11 grievance will be held.

12 Authority of the Arbitrator

13 The parties agree that the arbitrator shall have no power to render a decision that adds
14 to, subtracts from, alters or modifies in any way the terms and conditions of the
15 Agreement. The parties further agree that the decision of the arbitrator will be final and
16 binding upon all parties.

17 The Union or the Employer will have the right to request the arbitrator to require the
18 presence of witnesses and/or documents. The arbitrator's decision shall be made in
19 writing and the arbitrator shall be encouraged to render the decision within thirty (30)
20 calendar days of the close of the arbitration.

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

27 **6.12. Arbitration Costs.**

- 28 A. The fees and costs of the arbitrator, and the cost (if any) of the hearing room, will
29 be shared equally by the parties.
- 30 B. If the arbitration hearing is postponed or canceled because of one party, that
31 party will bear the cost of the postponement or cancellation. The costs of any
32 mutually agreed upon postponements or cancellations will be shared equally by
33 the parties.
- 34 C. If either party desires a record of the arbitration, a court reporter may be used. If
35 that party purchases a transcript, a copy will be provided to the arbitrator free of
36 charge. If the other party desires a copy of the transcript, it will pay for half of the
37 costs of the fee for the court reporter, the original transcript and a copy.
- 38 D. Each party is responsible for all fees and costs of its staff representatives,
39 attorneys, experts, witnesses –and all other costs related to the development and

1 presentation of their case. Every effort will be made to avoid the presentation of
2 repetitive witnesses.

3 **6.13. Files.**

4 Grievance documents shall be maintained separately from employee personnel files.
5 Employee personnel files will accurately reflect the final outcome of a grievance.

6 6.14 Mediation and Arbitration Hearing. When a mediation or arbitration hearing
7 areis scheduled during the Employer’s normal business hours, the Union must
8 submit a release request to ~~UW Labor Relations and the~~ **employee’s** supervisor for
9 approval and a copy to UW Labor Relations for awareness. If the request is
10 approved, the employee assigned to an evening or night shift will be released from
11 their duties with pay the day before or the night of the meeting for the hours
12 required to participate in the mediation or arbitration hearing, for a maximum of
13 eight (8) hours. If the time spent in the mediation or arbitration hearing is less than
14 their regularly scheduled shift time, the employee will use paid time off or leave
15 without pay to fulfill their required hours of work.

16

Tentatively Agreed To:

<p>For the Union:</p> <p>_____</p> <p>Date 9/10/2024</p> <p>Signed by: <i>Thomas Wray</i> 4C1DA2C371AA409...</p>	<p>For the Employer:</p> <p>_____</p> <p>Date 9/10/2024</p> <p>DocuSigned by: <i>Kristi Aramena</i> 255BCC783CD346E...</p>
<p>_____</p> <p>Date 9/10/2024</p> <p>Signed by: <i>Brian Edwards</i> 9B20F55281DC43A...</p>	
<p>_____</p> <p>Date 9/10/2024</p> <p>DocuSigned by: <i>Paula Lukaszek</i> 4E12A96D3AE54A9...</p>	

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ARTICLE 7 – EMPLOYEE RIGHTS**7.1. Representation.**

Upon request, an employee will have the right to representation at an investigatory meeting, requested by management in which the employee reasonably believes could lead to corrective action. Upon request, an employee will have the right to an interpreter at an investigatory meeting. The Employer will provide at least three (3) business days to allow an employee to secure a representative. If notice is provided after 12 pm (noon), the day after notice is provided shall be the first (1st) day of three-day notice period to secure representation, excluding holidays. The exercise of this right will not unreasonably delay or postpone a meeting. Except as otherwise specified in this Agreement, representation will not apply to discussions with an employee in the normal course of duty, such as giving instructions, assigning work, informal discussions, delivery of paperwork, staff or work unit meetings or other routine communications with an employee.

7.2. Paid Release Time.

Employees will be provided a reasonable amount of time during their normal working hours to meet with the union steward and/or staff representative to process a grievance. In addition, employees will be released during their normal working hours to attend meetings or hearings scheduled by management for the following:

- A. Informal grievance resolution meetings, grievance meetings, alternative dispute resolution meetings, mediation sessions and arbitration hearings, in accordance with Article 6, Grievance Procedure, and held during the employee's work time;
- B. Management scheduled investigatory interviews and/or pre-disciplinary meetings, in accordance with Article 6, Corrective Action, and;
- C. Negotiations in accordance with Article 40, Mandatory Subjects.
- D. Joint Labor Management meetings in accordance with Article 43.

7.3. When an employee is subpoenaed as a witness on behalf of the Union in an arbitration case, with the employer, the employee may appear without loss of pay if the employee appears during scheduled work time, providing the testimony given is related to their job function or involves matters they have witnessed, and is relevant to the arbitration case. Every effort will be made to avoid the presentation of repetitive witnesses.

7.4. Notification.

An employee will obtain prior approval from their supervisor before attending any meeting or hearing. All requests must include the approximate amount of time the employee expects the activity to take. Employees will suffer no loss in pay for attending management scheduled meetings and hearings that are scheduled during the employee's work time. Attendance at meetings or hearings during the employee's non-work hours will not be considered as time worked. An employee cannot use a state

1 vehicle to travel to and from a worksite in order to attend a meeting or hearing unless
2 authorized by the Employer.

3 **7.5. Indemnification.**

4 The University will indemnify employees for activities arising out of their employment in
5 accordance with University policy.

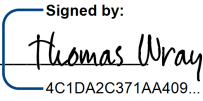
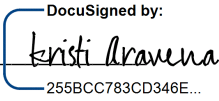
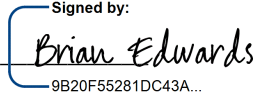
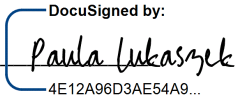
6 **7.6. Off the Job Activities.**

7 The private and personal “off the job” lifestyle an activities of any employee shall not be
8 legitimate grounds for corrective action initiated by Management except where such life
9 style or activities, constitute a conflict of interest as set forth in RCW 42.18 or are
10 detrimental to the employee’s work performance.

11 **7.7. Off Duty Employment.**

12 Employees may engage in off duty employment that is consistent with University policy
13 and state law to include University of Washington Administrative Policy Statement on
14 Outside Consulting Activities and Part-Time Employment by Profession or Classified
15 Staff Employees (APS 47.3).

16 7.8. The Employer will provide the Union with a calendar invite for the meeting and a
17 link for virtual meetings scheduled by the UW Labor Relations.
18

Tentatively Agreed To:	
For the Union:	For the Employer:
_____ Date 9/19/2024	_____ Date 9/19/2024
Signed by:  4C1DA2C371AA409...	DocuSigned by:  255BCC783CD346E...
_____ Date 9/19/2024	_____ Date 9/19/2024
Signed by:  9B20F55281DC43A...	_____ Date 9/19/2024
_____ Date 9/19/2024	_____ Date 9/19/2024
DocuSigned by:  4E12A96D3AE54A9...	_____ Date 9/19/2024

ARTICLE 8 – EMPLOYEE FACILITIES

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8.1. Adequate lunchroom, washroom and toilet facilities shall be provided and available for the use of the employees. Suitable dressing rooms and/or lockers shall be provided to employees in those occupations where a change of clothing is required by the Employer.

A. Employees are encouraged to report to supervision any condition in employee facilities which appear to be below minimum standards.

B. The adequacy of employee facilities, including sanitary supply dispensers, lactation stations, all gender bathrooms, or any change in employee facilities, shall be a proper subject for discussion by the Joint Union-Management Committee.

C. Regarding the use of Gender Segregated Facilities:

1. Facility use. The Employer shall allow individuals the use of gender-segregated facilities, such as restrooms, locker rooms, and dressing rooms that are consistent with that individual’s gender expression or gender identity.

In such facilities where undressing in the presence of others occurs, the Employer shall allow access to and use of a facility consistent with that individual’s gender expression or gender identity.

2. Cannot require use inconsistent with gender expression or gender identity. The Employer shall not request or require an individual to use a gender-segregated facility that is inconsistent with that individual’s gender expression or gender identity, or request or require an individual to use a separate or gender-neutral facility.

3. If another person expresses concern or discomfort about a person who uses a facility that is consistent with the person’s gender expression or gender identity, the person expressing discomfort should be directed to a separate or gender-neutral facility, if available.

Any action taken against a person who is using a restroom or other gender-segregated facility, such as removing a person, should be taken due to that person’s actions or behavior while in the facility, and must be unrelated to gender expression or gender identity. The same standards of conduct and behavior must be consistently applied to all facility users, regardless of gender expression or gender identity.

4. Provision of options encouraged. Whenever feasible, the Employer will provide options for privacy, such as single-use gender-neutral bathrooms or private changing areas that are available to any individual desiring privacy.

8.2. Lactation stations shall be provided by the Employer across campus and at medical centers in accordance with Administrative Policy Statement 46.7. These stations shall be private, secure, and clean. More information regarding lactation stations, based on location, can be found here: <https://hr.uw.edu/child-care/lactation-stations/>.

Tentatively Agreed To:

<p>For the Union:</p> <p>DocuSigned by: <i>Thomas Wray</i></p> <p>Date 7/18/2024 <small>4C1DA2C371AA409...</small></p> <p>DocuSigned by: <i>Brian Edwards</i></p> <p>Date 7/18/2024 <small>9B20F55281DC43A...</small></p> <p>DocuSigned by: <i>Paula Lukaszek</i></p> <p>Date 7/20/2024 <small>4E12A96D3AE54A9...</small></p>	<p>For the Employer:</p> <p>DocuSigned by: <i>Laura Hartless</i></p> <p>Date 7/17/2024 <small>7CB62316D8AE4A0...</small></p>
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1 **ARTICLE 9 – HOURS OF WORK AND WORK SCHEDULES**

2 **9.1. General.**

- 3 A. Hours of work for employees in the bargaining units listed in Appendix I shall be
- 4 established by the Employer.
- 5 B. Overtime may be assigned outside normally scheduled shifts and will be
- 6 compensated in accordance with Article 10.

7 **9.2. Definitions.**

- 8 A. **Full-time Employee.** An employee scheduled to work forty (40) hours per week
- 9 in a seven (7) day period; or designated hospital personnel scheduled to work
- 10 eighty (80) hours in a fourteen (14) day period.
- 11 B. **Part-time Employee.** An employee scheduled to work less than forty (40) hours
- 12 per week in a seven (7) day period; or designated hospital personnel scheduled
- 13 to work less than eighty (80) hours in a fourteen (14) day period. Part-time
- 14 employees shall receive all benefits of employment on a pro-rata basis, except
- 15 health benefits coverage that is determined by the state.
- 16 C. **Work Shift.** The hours an employee is scheduled to work each workday in a
- 17 workweek.
- 18 D. **Workday.** One of seven (7) consecutive, twenty-four (24) hour periods in a
- 19 workweek.
- 20 E. **Work Schedules.** Workweeks and work shifts of different numbers of hours may
- 21 be established by the Employer in order to meet business and customer service
- 22 needs, as long as the work schedules meet federal and state laws.

23 **9.3. Rest, Meal and Clean-up Periods.**

24 **9.3 Meal and Rest Breaks.**

25 The provisions of section 9.3 are agreed upon pursuant to RCW 49.12.187. To the extent
26 these provisions differ from any statutes and regulations relating to rest and meal breaks,
27 and the right to wages and overtime for missed rest and meal breaks (including but not
28 limited to RCW 49.12.480, 49.46.020, 49.46.090 and 49.52.050, and WAC 296-126-092), the
29 provisions of section 9.3, University Policy (#), and UW Medicine Policy (#) may vary and
30 supersede such statutes and regulations. These policies will follow the minimum standard
31 for working conditions of RCW 49.12 and WAC 296-126-092, unless such rights are waived
32 by the employee. and waive the rights of all employees represented by WFSE to rest and
33 meal breaks, and related wages and overtime compensation based on such statutes and
34 regulations that are inconsistent with these provisions, University Policy or UW Medicine
35 Policy.

36 Employee health and safety will be considered when scheduling rest and meal periods.
37 Employees may not alter their scheduled rest or meal periods without prior supervisor

1 approval. Employees who are unable to take scheduled rest or meal periods must report to
2 their supervisor as soon as possible, but no later than the end of the shift in which they
3 missed their rest or meal period. Additionally, the Employee must document the missed
4 rest or meal break during the actual shift the rest or meal period was missed. A missed rest
5 break or meal period that is not documented will be considered as taken for the purposes of
6 this section.

7 **Rest Periods.** Employees will be provided with an employer paid 15-minute rest periods, for
8 every four (4) hours worked. Employees must take scheduled rest periods, and it is the
9 employer's intention to provide uninterrupted rest periods. In the event the employee is
10 unable to complete the 15-minute paid rest period because they are required to remain on
11 duty, are required to remain on-call on the premises, or if they're called back to work thus
12 interrupting the rest period, the employee shall be entitled to complete their uninterrupted
13 rest period as soon as possible. If a full rest period is unable to be completed, the employee
14 will be compensated for the entire rest period. Where the-nature of the work allows
15 employees to take intermittent rest periods equivalent to 30 minutes within an 8-hour
16 period, or 45 minutes within a 12-hour period, a scheduled rest period is not required. Rest
17 periods may not be used for late arrival or early departure from work.

18 **Unpaid Meal Period.** Employees will be provided with one unpaid meal period of at least 30
19 minutes during any shift that exceeds five hours in length. When an employee's unpaid meal
20 period is interrupted by work duties, the employee will be allowed to resume their unpaid
21 meal period following the interruption, if possible, and to complete the 30-minute unpaid
22 meal period. In the event the employee is unable to complete the 30-minute unpaid meal
23 period because they are required to remain on duty, are required to remain on-call on the
24 premises, or if they're called back to work thus interrupting their meal period, the employee
25 shall be entitled to compensation for the entire 30-minute meal period.

26 An employee whose shift exceeds twelve (12) hours (excluding unpaid meal periods) or is
27 extended at least three (3) hours beyond their scheduled shift will be entitled to a second
28 30-minute unpaid meal period. If the Employee chooses to waive the second meal period
29 requirement, they are responsible for initiating and submitting a waiver. It must be
30 documented that the waiver was completed prior to waiving the meal period. Absent
31 documentation of a waiver, it is deemed that the Employee took their meal period.

32 **Paid Meal Period.** Employees who are required to work or remain on duty during a meal
33 period must be paid for the entire meal period, regardless of the number of interruptions.
34 Employees must be paid for meal periods if:

- 35 • They are required to remain on duty.
 - 36 • The employer requires them to remain on-call on the premises or work site in the
37 interest of the employer, even if they are not called back to duty.
 - 38 • They are called back to work, interrupting the meal period.
- 39

1 **Combining Rest and Meal Periods:** For any work period for which an employee is entitled
2 to one or more meal periods and more than one rest period, the employee and the employer
3 may agree that one meal period may be combined with one rest period meal and rest
4 periods can be combined, as determined by management.

5
6 Hospital employees subject to RCW 49.12.480 may also choose to waive the timing of their
7 rest and meal periods if combining. If the Employee chooses to combine rest and meal
8 periods, they are responsible for initiating and submitting a waiver. It must be documented
9 that the waiver was completed prior to combining the rest and meal periods. Absent
10 documentation of a waiver, it is deemed that the Employee took their meal period as
11 required unless otherwise documented in KRONOS. When combining rest and meal
12 periods, the break period is deemed in order of when the rest or meal period would have
13 occurred. Example, if a meal period is combined with a later rest period, the meal period is
14 first, and then the rest period.

15
16 Health care workers have specific meal and rest period requirements and benefits. UW
17 Medicine has a Meal & Rest Breaks Policy for Covered Health Care Workers who Provide
18 Direct Patient Care which is located at the following link: [Add link](#)

19 This language will be implemented on November 1, 2024.

20
21
22 ~~Rest, Meal and Clean-up Periods will be scheduled by the supervisor as follows:~~

23 ~~**A. Rest Periods.** The Employer and Union agree to rest periods that vary from and~~
24 ~~supersede the rest periods required by WAC 296-126-092. Employees will be~~
25 ~~provided paid 15-minute rest periods for every four (4) hours worked. No~~
26 ~~employee will be required to work more than three consecutive hours without a~~
27 ~~rest period. Rest Periods do not require relief from duty; however, it is the~~
28 ~~employer's intention to provide uninterrupted rest periods. Employees must take~~
29 ~~scheduled rest periods. Where the nature of the work allows employees to take~~
30 ~~intermittent rest periods equivalent to 30 minutes within an 8-hour period, a~~
31 ~~scheduled rest period is not required. Rest periods may not be used for late~~
32 ~~arrival or early departure from work.~~

33 ~~**B. Unpaid Meal Period.** The Employer and Union agree to unpaid meal periods~~
34 ~~that vary from and supersede the unpaid meal period requirements required by~~
35 ~~WAC 296-126-092. Employees will be provided with one unpaid meal period of at~~
36 ~~least 30 minutes during any shift that exceeds five hours in length. When an~~
37 ~~employee's unpaid meal period is interrupted by work duties, the employee will~~
38 ~~be allowed to resume their unpaid meal period following the interruption, if~~
39 ~~possible, and to complete the 30-minute unpaid meal period. In the event the~~
40 ~~employee is unable to complete the 30-minute unpaid meal period due to~~

~~operational necessity, the employee shall be entitled to appropriate compensation to be computed based on the actual number of minutes worked within the 30-minute unpaid meal period. An employee whose shift is extended at least three (3) hours longer than a normal workday will be entitled to another 30-minute unpaid meal period. This second meal period must be given within five (5) hours from the end of the first meal period and for each five (5) hours worked thereafter. If the Employee chooses to waive the overtime meal period requirements, he/she will do so in writing.~~

~~C. **Paid Meal Period.** The Employer and Union agree to paid meal periods that vary from and supersede the paid meal period required by WAC 296-126-092. Employees working straight shifts will not receive a paid meal period, but will be permitted to eat intermittently during paid time as time allows during their shift while remaining on duty.~~

~~D. **Clean-Up Time.** Reasonable time for clean-up may be allowed at the end of the shift as determined necessary by the Employer (at the department level).~~

~~E. Employee health and safety will be considered when scheduling rest, meal, and clean-up periods. Employees may not alter their scheduled rest or meal periods without supervisor approval. Employees who are unable to take scheduled rest or meal periods must report to their supervisor as soon as possible.~~

9.4. Work Schedules. The Employer will assign a work schedule to each employee.

A. Scheduled work periods, within which there are two (2) work schedules:

1. **Regular Work Schedule.** The regular work schedule for full-time employees shall consist of five (5) consecutive and uniformly scheduled eight (8) hour days in a seven (7) day period, with two (2) consecutive days off. Uniformly scheduled means a daily repetition of the same working hours and a weekly repetition of the same working days.

2. **Alternative Work Schedule.** Workweeks and work shifts of different number of hours may be established for overtime-eligible employees by the Employer in order to meet business and customer needs, as long as the alternate work schedule meets federal and state laws. ~~An alternate forty (40) hour work schedule (other than five (5) uniform and consecutive eight (8) hour days in a seven (7) day period), or for hospital personnel an eighty (80) hour workweek in a fourteen (14) day period and other mutually agreed upon schedules that comply with applicable federal and state law.~~ Employee work schedules normally include two (2) consecutive days off.

B. **Nonscheduled Work Period.** Positions for which the hours (shift length, shift times and workdays) cannot be regularly scheduled.

C. **Part-time Work Schedule.** This is any deviation from any full-time schedule which includes less than forty (40) hours per week in a seven (7) day period; or for designated hospital personnel less than eighty (80) hours in a fourteen (14) day period. Employee work schedules will normally include two (2) consecutive days off.

- 1 D. The Union may propose other alternative schedules through the Joint
- 2 Union/Management Committees.

3 **9.5. Shift/Schedule Assignment Notification.**

- 4 A. The Employer agrees to provide as much notice as possible but no fewer than
- 5 fourteen (14) calendar days notice to an employee in the event of an Employer-
- 6 directed permanent change in the employee's work shift assignment or work
- 7 schedule, with the day of notification constituting the first day of notice. A shorter
- 8 notification period may be used with the concurrence of the employee(s)
- 9 impacted.
- 10 B. For temporary changes in work schedule assignment occurring within the
- 11 employee's assigned workweek, the Employer will provide three (3) calendar
- 12 days' notice, with the day of notification constituting the first day of notice. For
- 13 emergency reasons, lack of work, an existing safety hazard to the employee or
- 14 others, or mutual agreement between the Employer and employee, the Employer
- 15 may temporarily change an employee's schedule with fewer than three (3)
- 16 calendar days' notice. Temporary is defined as no longer than twenty- one (21)
- 17 days. Temporary shift changes within the workweek shall not be employed to
- 18 create a split work shift, work week, or to avoid the accrual of overtime.
- 19 C. The assignment of employees in various shifts within each work group or
- 20 department shall be determined by the Employer. Provided that when
- 21 qualifications are substantially equal and all other considerations are the same in
- 22 the judgment of the employing department, seniority will be the tie-breaker in
- 23 determining shift assignment for Employer required changes. This criterion does
- 24 not apply to positions deemed by the Employer to require a rotational
- 25 shift. Employees will be allowed to bid on vacant shifts by department seniority
- 26 in accordance with departmental policy/procedure. Bids may be restricted to the
- 27 employee's work unit.
- 28 D. In accordance with present and past practice, it is understood that employees in
- 29 certain departments are on alternative work schedules and/or part-time
- 30 schedules by reason of operational necessity and employee convenience. Such
- 31 assignments/practices shall be recognized.

32 **9.6. Telework/Commute.**

33 Requests for teleworking/commuting will be considered in accordance with University
34 and/or departmental policy.

35 **9.7. Rest Between Shifts – Surgical Technologists, Patient Care Techs, Mental**
36 **Health Specialists, and Hospital Assistants.**

37 In scheduling work assignments, the Employer will make a good faith effort to provide
38 each employee with at least ~~ten-eleven (10)(11)~~ hours off duty between shifts. In the
39 event an employee is required to work with less than ~~ten (10)eleven (11)~~ hours off duty
40 between shifts, all time worked within this ~~ten (10)eleven (11)~~ hour period shall be at
41 time and one-half (1 ½).

Tentatively Agreed To:

<p>For the Union:</p> <p>Date <u>9/19/2024</u> Signed by: <u>Thomas Wray</u> <small>4C1DA2C371AA409...</small></p> <p>Date <u>9/19/2024</u> Signed by: <u>Brian Edwards</u> <small>9B20F55281DC43A...</small></p> <p>Date <u>9/19/2024</u> DocuSigned by: <u>Paula Lukaszek</u> <small>4E12A96D3AE54A9...</small></p>	<p>For the Employer:</p> <p>Date <u>9/19/2024</u> DocuSigned by: <u>Kristi Aravena</u> <small>255BCC783CD346E...</small></p>
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ARTICLE 10 – OVERTIME

10.1. Overtime work must be approved in advance by the Employer and shall be paid at a rate of one and one-half (1-1/2) times the employee's regular rate. Employees qualify for overtime compensation under the following conditions:

A. Any one of the following constitutes overtime:

1. Work in excess of the daily work shift for full-time employees ~~or part time scheduled employees~~ assigned to scheduled work period positions;
2. Work in excess of forty (40) hours in one (1) work week performed by overtime-eligible employees assigned to scheduled or nonscheduled work period positions; or
3. For hospital personnel assigned to a fourteen (14) day schedule, work in excess of eight (8) hours in a twenty-four (24) hour period or eighty (80) hours in a fourteen (14) day period.

B. The federal Fair Labor Standards Act and the Washington State Minimum Wage Act govern which positions are overtime eligible and required to track time. Appendix I details job classifications that are overtime eligible. Appendix III details job classifications that are exempt from overtime, however certain positions in these classification may be determined to be overtime eligible if the employee's combination of FTE and salary falls below the federal or state threshold to be overtime exempt. Employees assigned to excepted work period positions normally do not qualify for overtime pay. Under circumstances in which the employee is directed to work an excessive amount of overtime, the Assistant Vice President of Human Resources may authorize additional compensation in cash or compensatory time off not to exceed one and one-half times the employee's regular rate. The employee may petition the Assistant Vice President of Human Resources for compensation of the directed overtime.

10.2. All time that the employee is in a pay status, such as sick or vacation time off, shall be used for purposes of calculating the work day and work week.

10.3. Compensatory Time.

- A. Overtime hours shall be compensated on a salary payment basis, unless the employee requests and is granted compensatory time off, (at the rate of one and one-half (1-1/2) times the hours worked) in lieu of pay. Such compensatory time off shall be scheduled at a time which is mutually acceptable to the employee and the supervisor. In general, employees shall be allowed to take requested compensatory time off unless it causes staffing to fall below a minimum staffing level as determined by the Employer.
- B. If compensation is paid to an employee for accrued compensatory time, such compensation shall be paid at the regular rate earned by the employee at the time the employee receives such payment.

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

- 5 1. Transfers to a position in their department with different funding sources or,
- 6 2. Transfers to a position in another department.

7 **10.4.** Whenever overtime work is required, supervision shall determine the employees
8 needed to work such overtime on the basis of their qualifications and availability.
9 Overtime shall be distributed as equally as possible among the qualified and available
10 employees.

11 **For Hospital Security Officers:** The Employer will first ask for volunteers from the
12 officers currently on shift or scheduled to come in for the next shift prior to assigning
13 mandatory overtime. When possible, mandatory overtime will be assigned on a
14 rotational basis.

15 **10.5.** All reported exception time worked will be paid in accordance to RCW 42.16.010.

Tentatively Agreed To:

<p>For the Union:</p> <p>_____ Signed by: <i>Thomas Wray</i> Date 9/19/2024 4C1DA2C371AA409...</p> <p>_____ Signed by: <i>Brian Edwards</i> Date 9/19/2024 9B20F55281DC43A...</p> <p>_____ DocuSigned by: <i>Paula Lukaszek</i> Date 9/19/2024 4E12A96D3AE54A9...</p>	<p>For the Employer:</p> <p>_____ DocuSigned by: <i>Kristi Aravena</i> Date 9/19/2024 255BCC783CD346E...</p>
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1 **ARTICLE 11 – TRAINING AND PROFESSIONAL DEVELOPMENT**

2 **11.1.** The Employer will develop and maintain an employee training and development
3 plan and provide such plan to the Union upon request. Staff training is intended to
4 provide an opportunity for classified staff employees for training sponsored by the
5 University Training and Development and the UW Medical Centers Organizational
6 Development and Training. Education/Professional Leave is intended to facilitate
7 employee access to continuing education opportunities. Training and
8 educational/professional leave may be used for the purpose of improving job
9 performance, maintaining and increasing proficiency, preparing staff for greater
10 responsibility, or increasing promotional opportunities within the framework of staff
11 positions available at the University.

12 **11.2.** Any release time for training for employees accepted for such classes shall be in
13 accordance with the Executive Order (currently No. 52) governing this matter. In the
14 event that two or more employees request the same training period and supervision
15 must limit the number of persons who may participate at one time due to work
16 requirements, the selection will be made on a mutually agreeable basis within the
17 department.

18 **11.3.** The training program is a proper subject for discussion by either departmental or
19 University-wide Joint Union/Management Committees.

20 **11.4.** If the Employer requires an employee to receive training, reimbursement will be
21 provided in accordance with the University travel rules. Employee attendance at
22 Employer required training, either during or outside working hours, will be considered
23 time worked and compensated in accordance with the provisions of this Agreement.

24 **11.5.** Employee attendance at training not required by the Employer and not covered by
25 Executive Order 52, either on approved leave from or outside of working hours, will be
26 voluntary and not considered time worked.

27 **11.6. Training – Layoff.**

28 Employees on layoff status are eligible to participate on a space available basis in
29 Training and Development sponsored programs if they pay the costs associated with
30 their attendance (e.g. materials).

31 **11.7. Educational/Professional Leave.**

32 For Surgical Technologists, Hospital Central Services Technicians, Mental Health
33 Practitioner Leads, and Mental Health Practitioner Clinic Specialists who have
34 completed their probationary period, up to ~~three (3) days~~ forty (40 hours), pro-rated for
35 part-time, of paid release time shall be granted annually for each employee for
36 educational/professional leave.

37 **11.8. Education Support Funds.**

- 1 A. For Surgical Technologists and Hospital Central Services Technicians, \$400.00
- 2 per FTE, pro-rated for part-time, per fiscal year shall be made available to fund
- 3 continuing education.
- 4 B. For Mental Health Practitioner Leads and Mental Health Practitioner Clinical
- 5 Specialists, \$500.00 per FTE, pro-rated for part-time, per fiscal year shall be
- 6 made available to fund continuing education.

7

Tentatively Agreed To:

<p>For the Union:</p> <p>_____</p> <p>Date 9/19/2024</p> <p>Signed by: <i>Thomas Wray</i> 4C1DA2C371AA409...</p>	<p>For the Employer:</p> <p>_____</p> <p>Date 9/19/2024</p> <p>DocuSigned by: <i>Kristi Bravena</i> 255BCC783CD346E...</p>
<p>_____</p> <p>Date 9/19/2024</p> <p>Signed by: <i>Brian Edwards</i> 9B20F55281DC43A...</p>	
<p>_____</p> <p>Date 9/19/2024</p> <p>DocuSigned by: <i>Paula Lukaszek</i> 4E12A96D3AE54A9...</p>	

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ARTICLE 12 – LICENSURE AND CERTIFICATION

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12.1. The Employer will continue its current practices related to licensure and certification.

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12.2. When the Employer requires a new license and/or certification, the Employer will reimburse the employee for the initial cost of the new license and/or certification, including all required training, education, and fees, as determined by the employer.

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Thereafter, the employee will be responsible for maintaining the license and/or certification and for all renewal costs. As determined by the Employer, individual departments may reimburse employees for maintenance and renewal costs.

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For the Employer:

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ARTICLE 13 – TUITION EXEMPTION PROGRAM

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13.1. In addition to those noncredit programs offered by Professional & Organizational Development, eligible employees may participate in the University’s tuition exemption program as authorized by applicable state law and University policy set forth in the Administrative Policy Statements 22.1. Subject to operational needs and management discretion, supervisors will make a good faith effort to allow the use of flex time for employees who wish to take a class during their scheduled shift. If the supervisor is not able to approve a flexible work arrangement, upon request, the employee will be provided a written explanation for the denial.

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13.2. Release Time and Fees.

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When an employee is required to take a tuition exempt class by the Employer, associated expenses and release time will be provided.

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13.3 Registration.

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Employees will be allowed to register for class on the same timeline as Access students.

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<p>For the Union:</p> <p>DocuSigned by: <i>Thomas Wray</i></p> <hr/> <p>Date 7/18/2024</p> <p>DocuSigned by: <i>Brian Edwards</i></p> <hr/> <p>Date 7/18/2024</p> <p>DocuSigned by: <i>Paula Lukaszek</i></p> <hr/> <p>Date 7/20/2024</p>	<p>For the Employer:</p> <p>DocuSigned by: <i>Laura Hartless</i></p> <hr/> <p>Date 7/17/2024</p>
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1 **ARTICLE 14 – HIRING, APPOINTMENT, PROMOTIONS, AND TRANSFERS**

2 **14.1. Probation.**

3 An employee will attain permanent status in a job classification upon their successful
 4 completion of a probationary, trial service or transition review period.

5 A. Every part-time and full-time employee, following their initial appointment to a
 6 permanent position, will serve a probationary period of six (6) consecutive
 7 months. The Employer may extend the probationary period for an individual
 8 employee as long as the extension does not cause the total period to exceed
 9 twelve (12) months. Employees will be provided with a written explanation for the
 10 extension. If the extension is based on performance issues, the employee will
 11 receive a performance improvement plan. Extension of probation period shall not
 12 be a normal practice.

13 B. Permanent employees at the University of Washington shall not be required to
 14 complete another probationary period.

15 C. The Employer will extend an employee’s probationary period, on a day-for-a-day
 16 basis, for any day(s) that the employee takes paid time off, leave without pay, or
 17 shared leave, except for leave taken for military service. For the purpose of
 18 calculating the completion date, an employee’s probationary period shall not end
 19 on the employee’s regularly scheduled weekend off or a scheduled holiday off. In
 20 those instances the completion date will be the next scheduled work day.

21 D. By mutual agreement, the probationary period for additional selected classes-job
 22 profiles may be established for a period in excess of six (6) months but not to
 23 exceed twelve (12) months.

24 E. Employees in probationary status will earn seniority from their initial date of hire
 25 but may not exercise seniority rights until completion of the probationary period.
 26 Probationary employees are not eligible for layoff or rehire rights.

27 F. An employee who is appointed to a different position in a different classification
 28 prior to completing their initial probationary period will serve a new probationary
 29 period. The length of the new probationary period will be in accordance with
 30 Subsection 14.1(A) , unless adjusted by the Appointing Authority for time already
 31 served in probationary status. In no case, however, will the total probationary
 32 period be less than six (6) consecutive months.

33 **G. Probationary Period Rejection.**

34 The Employer may reject an employee who has not completed a probationary
 35 period. Upon request by the employee, a meeting to explain such action shall be
 36 held with a representative of the Employer. At the request of the employee a
 37 representative of the Union shall attend such meeting. Such rejection is not
 38 subject to the grievance procedure, except in cases involving discrimination,
 39 under Article 2.

40 **14.2.** The Employer may convert a non-permanent appointment into a permanent
 41 appointment if the Employer used a competitive process to fill the non-permanent
 42 appointment or if the non-permanent appointment was filled using a veteran placement

1 program. In such circumstances the employee will serve a probationary or trial service
 2 period whichever is applicable.

3 **14.3. Filling Positions.**

4 A.

5 A. The University will determine when a position will be filled, the type of
 6 appointment to be used when filling the position, and the skills and abilities
 7 necessary to perform the duties of the specific position within a job
 8 classification. The University can fill a position on a full-time or part-time
 9 basis. Employees who are appointed as part-time or cyclic in
 10 classifications included in the WFSE bargaining units will also be included
 11 in the bargaining unit in accordance with the provisions of this Agreement.
 12 They will be eligible to receive medical benefits and retirement in
 13 accordance with state law and University ~~policy.~~Volunteerspolicy.

14 ~~A.B.~~ Volunteers. Volunteers will not fill vacant bargaining unit positions.
 15 ~~B.C.~~ Internal Lateral Movement Within Unit/Department.

16 Prior to referring candidates, the Employer will provide seven (7) calendar
 17 days' notice to employees within the unit/department seeking a different
 18 shift regardless of shift. An employee's request for the vacant shift will be
 19 granted provided:

- 20 1. The employee submitted the request in writing;
- 21 2. The employee holds permanent status in the job classification;
- 22 3. The employee is currently working in the same unit/department;
- 23 4. No Formal corrective action issued within the past six (6) months
 24 and/or no Final corrective action issued within the past twelve (12)
 25 months;
- 26 5. The employee has the skills and abilities necessary for the vacant
 27 shift.

28 If two (2) or more employees request the vacant shift and they meet the above criteria,
 29 the employee with the most department seniority (Article 38.1d) will be appointed. If the
 30 department seniority is equal, the employee who submitted the request in writing first
 31 will be appointed.

32 The offering of a formal layoff option in accordance with Article 38, Seniority, Layoff,
 33 Rehire, prior to granting a transfer request under this sub-article, is not a violation of this
 34 sub-article. This sub-article is not subject to the grievance procedure in accordance with
 35 Article 6.

36 **14.4. Types of Appointments (Service Periods).**

37 A. Regular Appointments for positions scheduled to work a service period of twelve
 38 (12) months per year.

1 B. Cyclic Appointments for positions scheduled to work less than a service period of
 2 twelve (12) full months each year due to known, recurring periods in the annual
 3 cycle when the position is not needed or due to known budgetary restraints.

4 1. At least fifteen (15) calendar days before the start of each annual cycle,
 5 incumbents of cyclic positions will be informed in writing of their scheduled
 6 periods of cyclic leave without pay in the ensuing annual cycle. Such
 7 cyclic leave without pay will not negatively impact months of service for
 8 calculating:

- 9 a. ~~Constitute a break in service and will not be deducted from the~~
 10 ~~employee's length of service in granting~~ periodic increments for
 11 step increases.
 12 b. ~~Be considered when computing~~ the employee's vacation leave time
 13 off accrual rate

14 C. Work During the Cyclic Leave of Absence

15 1. When additional work is required of a cyclic position during a period of
 16 which the position was scheduled for cyclic leave without pay, the
 17 ~~temporary additional nonpermanent~~ work will first be offered to the
 18 incumbent. The incumbent will be allowed at least three (3) working days
 19 in which to accept or decline the offer.

20 2. When additional pre-scheduled work is available during the cyclic leave
 21 without pay period that is declined or cannot be completed by the
 22 incumbents, the work will be offered to other Cyclic Appointment
 23 employees prior to internal employees, ~~students,~~ or posted for external
 24 ~~candidates applicants.~~ The work will be offered in the following order,
 25 based on seniority to employees in:

- 26 a. Cyclic Appointments in the same job classification.
 27 b. Cyclic Appointment in different job classifications with the essential
 28 skills to perform the work.

29 3. Compensation. Employees who elect to accept work in a different job
 30 classification will be compensated at the rate of pay of the position they
 31 have accepted. However, if an employee accepts work in a lower
 32 classification and their current rate of compensation falls within the pay
 33 range for that classification, they will maintain their current rate of pay
 34 within the lower classification.

35 4. ~~Accrual. Employees working during a cyclic leave of absence will accrue~~
 36 ~~paid time off prorated based on regular hours worked and paid time off~~
 37 ~~used in a month.~~

38 Both the Employer and the Union are encouraged to utilize the Joint Union
 39 Management Committee process to resolve problems/concerns related to
 40 the cyclic leave without pay assignments.

41 **14.5. Promotions and Transfers.**

42 ~~It is the policy of the~~ The University ~~to encourage~~ job advancement and promotion
 43 within. It is the responsibility of each employee seeking promotion or transfer to provide
 44 the Employer with complete information regarding the employee's skills and

1 qualifications relative to the position sought. The Employer will make the application
 2 process, necessary submittals and the essential skills of the vacant position clear to
 3 prospective applicants. All employees will be informed of the processes and steps
 4 necessary for advancement. This may be done as part of the annual performance
 5 evaluation.

6 **A. Definitions.** For the purpose of this Article the following definitions apply:

- 7 1. Promotion – Movement to a position in a job class with a higher salary
 8 range maximum.
- 9 2. Transfer – Movement to a position within another department in the same
 10 classification.
- 11 3. Lateral Movement – Movement of employee to a position in a different
 12 class which has the same salary range maximum as the employee’s
 13 current class.
- 14 4. Voluntary Demotion – Movement to a position with a lower salary
 15 maximum, where the position is attained through the employment process.
 16 This section does not apply to employees who demote as part of
 17 corrective action.

18 **14.6.** Cyclic ~~year employees appointees~~ who have indicated a desire for a twelve (12)
 19 month position will be considered for twelve (12) month positions available within their
 20 work unit so long as they comply with the requirements of the application process.

21 **14.7.** Notice that applications are being accepted for vacant bargaining unit positions
 22 will be published by the Employer and will be made available in places intended to
 23 reach bargaining unit employees for a minimum of seven (7) calendar days prior to the
 24 closing of the application period. The University may limit the scope of the posting area
 25 if applications only from within the posting area are accepted.

26 **14.8.** It is the intent of the Employer to fill vacancies as soon as possible within
 27 budgetary limitations and where replacements are needed.

28 **14.9.**

29 A. The Employer will determine if applicants possess the essential skills required of
 30 the position. Essential skills are the minimum qualifications listed in the job
 31 description for the classification and any specific position requirements.
 32 Consistent with its current practices, the Employer will refer to the appropriate
 33 hiring authority all current bargaining unit applicants possessing the essential
 34 skills prior to referring any non-bargaining unit applications. Where the skills,
 35 abilities and experience of the vacant position applicants are considered equal,
 36 the Employer will offer the position to a bargaining unit applicant. In accordance
 37 with applicable law, affirmative action goals or disability accommodations will be
 38 considered when filling vacancies.

- 1 B. At least ~~one two~~ (24) bargaining unit applicant per job requisition, who is a
- 2 regular monthly employee and who possesses the essential skills, shall be
- 3 among those granted an interview for bargaining unit positions. Which bargaining
- 4 unit applicant(s) the Employer chooses to interview shall not be grievable.
- 5 C. Applicants from within the bargaining unit who are not offered the position may
- 6 request a non-grievable explanation as to why the position was not offered.
- 7 Employees may grieve if they believe the requirements for posting or other hiring
- 8 processes were not followed.

9 **14.10. Movement between positions within the University.**

10 Employees who transfer, promote, move laterally, or voluntarily demote shall serve a

11 trial service period. Paid or unpaid leave taken during the trial service period shall

12 extend the length of the trial service period on a day-for-a-day basis for any day(s) that

13 the employee takes paid time off, leave without pay, or shared leave, except for leave

14 taken for military service. Either the Employer or the employee may end the

15 appointment by providing notice, and the employee shall have the option to revert to

16 their former position if it is still vacant, be considered for reassignment in the same

17 classification in the same department as their former position, or be placed on the rehire

18 list. Upon request, the Employer will provide the employee a written explanation. Both

19 the trial service requirement and reversion rights (Employer and employee) apply to

20 employees accepting positions represented by a different Union.

21 **14.11. Promotion or Lateral Movement.**

22 Promotional or lateral movement appointees will serve a six (6) month trial service.

23 During the first two (2) months of the trial service period, promotional or lateral

24 movement employees have preemptive rights to their former position. After the first two

25 (2) months but during remainder of trial service, employees who are not staying in the

26 new position shall have the option to revert to their former position if it is still vacant, be

27 considered for reassignment in the same class as their former class in the same

28 department as their former ~~position, or~~ position or be placed on the rehire list.

29 14.12. WFSE members who take positions represented by other CBA's for which they

30 have not held permanent status will follow the trial service language for the WFSE CBA

31 upon reversion. If their previous position is no longer available, they will revert to the

32 rehire list for the position they held permanent status in immediately prior to taking the

33 non-WFSE position.

34 **14.132. Transfer.**

35 Transfer appointees will serve a six (6) week trial service. At any time during the six (6)

36 weeks the employee has preemptive rights to their former position if the position is

37 vacant, be considered for reassignment in the same classification in the same

38 department as their former position or be placed on the rehire list.

39 **14.143. Voluntary Demotion.**

40 Any employee who voluntarily demotes to a classification in which they have previously

1 held permanent status will serve a six (6) week trial service. At any time during the six
2 (6) week trial service period,s the employee has preemptive rights to their former
3 position if the position is vacant, be considered for reassignment in the same
4 classification in the same department as their former ~~position, or position or~~ be placed on
5 the rehire list. This section does not apply to corrective action related demotions.

6 **14.154.** An employee who demotes to a classification in which they have not previously
7 held permanent status will serve a six (6) month trial service. During the first two (2)
8 months on the new job, these employees have preemptive rights to their former
9 position. After the first two (2) months but during the remainder of trial service,
10 employees who are not staying in the new position shall have the option to revert to
11 their former position if it is still vacant, be considered for reassignment in the same class
12 as their former position, or be placed on the rehire list.

13 **14.165. Temporary Assignment To a Higher Position.**

14 The employing official may temporarily assign a ~~n-regular monthly~~ employee the duties
15 and responsibilities of a higher-level class for up to one (1) year. Such appointments
16 shall be made in increments of no more than six (6) months.

17 The employee shall be paid a temporary salary increase (TSI) of at least five percent (5%)
18 increase over the present salary but not to exceed the maximum of the range for the
19 higher classification. When assigned or directed to perform the duties of a higher-level
20 class, such increases shall be effective the first day of the assignment, on a hour for hour
21 basis.

22 **14.176.** Employees shall receive reasonable paid release time for job interviews for
23 University positions (which may include sitting for an examination at the University).
24 Such time must be approved in advance by the supervisor subject to unit staffing needs.

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For the Employer:

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Date 9/10/2024

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ARTICLE 15 – INTER-SYSTEM MOVEMENT AND TRANSFER

2 Permanent state employees who transfer employment without a break in service
3 between Higher Education institutions, state agencies, state board, or other state
4 funded entities will have their unused sick and vacation time off, months of service,
5 retirement, and other state benefits transferred to their new place of employment to the
6 extent allowed by state law and this Agreement.

7 Months of service toward a higher vacation accrual rate shall include all time spent in
8 classified service non-academic appointments (which includes service in classified,
9 professional and certain civil service exempt staff positions), up to the date of entering
10 into the bargaining unit including prior state service credit as applicable. Unused sick
11 and vacation time off balances of permanent employees changing employment between
12 bargaining unit and non- bargaining unit positions shall move with the employee.

13

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<p>For the Union:</p> <p>Signed by: <i>Thomas Wray</i> 4CTDA2C371TAA409...</p> <p>_____ Date 8/7/2024</p> <p>Signed by: <i>Brian Edwards</i> 9B20F5528TDC43A...</p> <p>_____ Date 8/19/2024</p> <p>DocuSigned by: <i>Paula Lukaszek</i> 4E12A96D3AE54A9...</p> <p>_____ Date 8/7/2024</p>	<p>For the Employer:</p> <p>DocuSigned by: <i>Kristi Aravena</i> 255BCC783CD346E...</p> <p>_____ Date 8/7/2024</p>
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ARTICLE 16 – HOLIDAYS

2 **16.1. Holidays.** The present holiday schedule includes the following ten (11) days with
3 pay.

- 4 • New Year's Day
- 5 • Martin Luther King Jr. (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 Holidays are prorated for part-time employees.

16 To be paid for a holiday not worked Employees must be in pay status for at least four
17 (4) hours on the last scheduled work shift preceding the holiday. For the purpose of this
18 article, time spent on temporary layoff is considered time in paid status.

19 The Employer may designate other days or shifts to be observed in lieu of the above
20 holidays.

21 **16.2. Holiday Pay Rules.**

22 The following applies to the holidays listed in this Article:

23 **Full Time Employee:**

- 24 A. When the holiday falls on the full time employee's regularly scheduled work day
25 and is worked, the employee will be paid holiday premium pay (one and one half)
26 for all hours worked. The employee will also receive eight (8) hours of holiday
27 credit.
- 28 B. When the holiday falls on the full time employee's regularly scheduled work day
29 and is not worked, the employee will be paid eight (8) hours at the employee's
30 regular rate of pay. If the employees shift is more than eight (8) hours, the
31 employee will be allowed to use compensatory time, holiday credit, vacation time
32 off, or unpaid time off to complete the regularly scheduled work hours for the day.
- 33 C. When the holiday falls on the employee's regularly scheduled day off, the
34 employee will receive eight (8) hours of holiday credit.

35 **Part Time Employee:**

- 1 D. When the holiday falls on the part time employee's regularly scheduled work day
2 and is worked, the employee will be paid holiday premium pay (one and one half)
3 for all hours worked. The employee will also receive the prorated to full time
4 number of hours of holiday credit.
- 5 E. When the holiday falls on the part time employee's regularly scheduled work day
6 and is not worked, the employee will be paid the prorated to full time number of
7 hours at the employee's regular rate of pay.

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

12 **Holiday Credit:**

- 13 A. Holiday credit will be used and scheduled by the employee in the same manner
14 as vacation time off in Article 17. Holiday credit must be used before vacation
15 time off unless doing so would cause the employee to exceed the two hundred
16 eighty (280) hour vacation time off accrual limit.
- 17 B. Holiday Credit Cash Out. All holiday credit must be used by June 30th of each
18 year. The employee's holiday credit balance will be cashed out every June 30th
19 or when the employee leaves University employment for any reason. The
20 employee's holiday credit balance may be cashed out when the employee:
 - 21 1. Transfers to a position in their department with different funding sources
 - 22 or,
 - 23 2. Transfers to a position in another department.

24 **16.3. Personal Holiday.**

- 25 A. Each employee may select one personal holiday each calendar year in
26 accordance with the following:
 - 27 1. The employee has been continuously employed by the University for more
28 than four (4) months;
 - 29 2. The employee has requested and been approved to take the personal
30 holiday in accordance with Article 17 Vacation Time Off
 - 31 3. The personal holiday must be taken by the employee in one absence not
32 to exceed the work shift on the day of the absence.
- 33 B. It is the employee's responsibility to schedule the Personal Holiday before
34 December 31st if not requested it is forfeited.
- 35 C. Entitlement to the holiday will not lapse when it is cancelled by the Employer and
36 cannot be rescheduled before December 31st.
- 37 D. Full-time employees shall receive eight (8) hours of regular pay for the personal
38 holiday. Any differences between the scheduled shift for the day and eight (8)
39 hours may be adjusted by use of compensatory time, holiday credit, vacation
40 time off, or unpaid time off.

1 E. Part-time employees shall be entitled to a pro-rated number of paid hours on a
2 Personal Holiday based on their FTE.

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ARTICLE 17 – VACATIONS

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 2 **17.1. Accrual.** Employees will accrue vacation time off during the new hire probationary
 3 period.

4 The current accrual schedule for full-time employees (prorated for part-time), to be
 5 credited monthly, is as follows:

Length of Service Hours Per Month Days/Hours Per Year

1st year	8.00	12/96
2nd year	8.67	13/104
3rd year	9.33	14/112
4th year	10.00	15/120
5th year	10.67	16/128
6th year	11.33	17/136
7th year	12.00	18/144
8th year	12.67	19/152
9th years	13.33	20/160
10th year	14.00	21/168
11th year	14.67	22/176
12th-19th year	15.33	23/184
20th-24th year	16	24/192
25th year or more	16.67	25/200

6 **17.2.** The annual vacation schedule in each work unit shall be established in the
 7 existing departmental manner or as follows:

- 8 A. Twice each year, on or about April 1 and October 1, a vacation request sheet
 9 shall be circulated to the bargaining unit employees. Each employee shall be
 10 given the opportunity to indicate their preference of a vacation time period for the
 11 subsequent six (6) months. Supervision shall endeavor to schedule vacations
 12 according to the employee’s wishes. In the event that two or more bargaining unit
 13 employees from the same unit request the same vacation period and supervision
 14 must limit the number of persons who may take leave at one time due to work
 15 requirements, preference shall be determined by departmental seniority. If
 16 departmental seniority is equal, the determination will be decided by lot.
 17 B. Supervision shall post the vacation schedule by May 1 and November 1, which
 18 shall remain in effect for each succeeding six (6) months period, that is, June 1
 19 through November 30, and December 1 through May 31, respectively. Individual
 20 vacation periods may be changed at any time by mutual agreement between the
 21 employee(s) concerned and supervision. However, in no case shall an

1 employee's scheduled vacation interfere with the necessary work of the
2 organization, the determination of which shall rest with supervision.
3 C. Employees may make a supplemental vacation request (those made outside the
4 provisions of 17.2(a) at any time. Such supplemental requests shall not take
5 precedence over requests scheduled in accordance with 17.2(a). Individual
6 vacation periods may be changed at any time by mutual agreement between the
7 employee(s) concerned and supervision; however in no case shall an employee's
8 scheduled vacation interfere with the necessary work of the organization, the
9 determination of which shall rest with supervision.
10 An employee who makes a supplemental vacation request will be notified
11 whether the request is approved or denied within a reasonable period of time, but
12 in no case more than seven (7) calendar days after the supplemental vacation
13 request is submitted according to department procedure.

14 **17.3.** Any bargaining unit employee who may be transferred to another unit or removed
15 from the bargaining unit by promotion or transfer shall alter their preferred vacation
16 period if in conflict with a previously established vacation schedule.

17 **17.4. Vacation Denial.**

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

23 **17.5. Holiday Rotation.**

24 Vacation requests filed in accordance with 17.2 for the week including Thanksgiving and
25 the weeks including Christmas Day and New Year's Day shall be granted on a rotating
26 basis. The rotation will begin with the most senior person and shall proceed in that order
27 until all staff wishing to take vacation leave during those holiday periods have done so.
28 No employee shall be granted more than one (1) of the aforementioned weeks in a
29 single year, unless there are no other interested employees and the department is able
30 to grant the request based on operational needs.

31 **17.6. Vacation Time Off Maximum.**

32 Employees may accumulate maximum vacation balances not to exceed the statutory
33 limits in accordance with RCW 43.01.040 (currently two hundred eighty (280) hours).
34 However, there are two (2) exceptions that allow vacation time off to accumulate above
35 the maximum:

36 A. If an employee's request for vacation time off is cancelled or denied by the
37 Appointing Authority or designee, and the employee has not exceeded the
38 vacation leave maximum (currently two hundred eighty (280) hours), the
39 Employer shall grant an extension for each month that the Employer defers the
40 employee's request for vacation time off.

1 B. An employee may also accumulate vacation time off days in excess of the
2 statutory limit (currently two hundred eighty (280) hours) as long as the employee
3 uses the excess balance prior to their anniversary date (time off service date).
4 Any time off in excess of the maximum that is not deferred in advance of its
5 accrual as described above, will be lost on the employee's anniversary date (time
6 off service date).

7 **17.7. Vacation Time Off Cash Payment.**

8 Any employee who has been employed for at least six continuous months, who resigns
9 or retires, is laid-off or is terminated by the University shall be entitled to accrued
10 vacation pay.

11 **17.8.** If a department maintains a vacation time off calendar indicating days taken
12 and/or available for vacation time off, the calendar will be made available electronically
13 to employees or posted in a visible department space to facilitate the supplemental
14 vacation time off process.

Tentatively Agreed To:

<p>For the Union:</p> <p>_____</p> <p>Date 9/19/2024</p> <p>Signed by: <i>Thomas Wray</i> 4C1DA2C371AA409...</p>	<p>For the Employer:</p> <p>_____</p> <p>Date 9/19/2024</p> <p>DocuSigned by: <i>Kristi Dravena</i> 255BCC783CD346E...</p>
<p>_____</p> <p>Date 9/19/2024</p> <p>Signed by: <i>Brian Edwards</i> 9B20F55281DC43A...</p>	
<p>_____</p> <p>Date 9/19/2024</p> <p>DocuSigned by: <i>Paula Lukaszek</i> 4E12A96D3AE54A9...</p>	

ARTICLE 18 – SICK TIME OFF**18.1. Sick Time Off.****A. Accrual.**

Full-time employees (prorated for part-time) shall accrue eight (8) hours of sick time off for each month of completed regular monthly service. Full-time and part-time employees with unpaid time off exceeding 80 hours in a month (prorated for part-time) will earn a monthly accrual proportionate to the number of hours in pay status, in the month to that required for full-time employment. Employees working less than a full-time schedule will earn a monthly accrual proportionate to the number of hours in pay status, in the month to that required for full-time employment. Sick time off accruals must not exceed eight hours in a month and may not be used in advance of the accrual.

B. Sick Time Off – Use.

Sick time off shall be allowed to an employee under the following conditions:-

1. Because of and during illness, disability or injury which has incapacitated the employee from performing required duties.

2. By reason of exposure of the employee to a contagious disease during such period as attendance on duty would jeopardize the health of fellow employees or the public.

2.3. When an employee's child's school or place of care has been closed for a health-related reason or after the declaration of an emergency by a local or state government or agency, or by the federal government.

3.4. Because of a health condition of a family member that requires treatment or supervision, or that requires the presence of the employee to make arrangements for extended care.

Family members includes biological, adoptive, de facto, or foster parent, stepparent, or legal guardian of an employee or the employee's spouse or domestic partner, or a person who stood in loco parentis when the employee was a minor child; sibling, spouse, state registered domestic partner, grandparent, grandchild, or child, regardless of age or dependency status, including a biological, adopted or foster child, stepchild, child's spouse, or a child to whom the employee stands in loco parentis, is a legal guardian, or is a de facto parent. Family members include those persons in a "step" relationship. Family member includes any individual who regularly resides in the employee's home or where the relationship creates an expectation that the employee cares for the person, and that individual depends on the employee for care. "Family member" includes any individual who regularly resides in the employee's home, except that it does not include an individual who simply resides in the same home with no expectation that the employee care for the individual.

4.5. To provide emergency child care (as in Article 25) or because of condolence or bereavement (as in Article 26)

1 ~~5-6.~~ For personal medical, dental, or optical appointments or for family
2 members' appointments when the presence of the employee is required, if
3 arranged in advance with the Employer.

4 ~~6-7.~~ When an employee is required to be absent from work to care for
5 members of the employee's household or family members because of
6 emergencies not covered above.

7 ~~7-8.~~ When requested as a supplemental benefit while receiving a partial
8 wage replacement for paid family and/or medical leave under Title 50A
9 RCW. This time off may be subject to verification that the employee has
10 been approved to receive benefits for paid family and/or medical leave
11 under the Title 50A RCW.

12 ~~8-9.~~ If the employee or the employee's family member is a victim of
13 domestic violence, sexual assault, or stalking as defined in RCW
14 49.76.020. The Employer may require that the request for leave ~~for this~~
15 ~~purpose be~~ supported by verification per Administrative Policy Statement
16 46.8.

17 ~~9-10.~~ For an employee to be with a spouse or registered domestic
18 partner who is a member of the armed forces of the United States,
19 National Guard, or reserves after the military spouse or registered
20 domestic partner has been notified of an impending call or order to active
21 duty, before deployment, or when the military spouse or registered
22 domestic partner is on leave from deployment.

23 ~~10-11.~~ When an employee requests to use sick time off for the purposes of
24 parental leave to bond with a newborn, adoptive, or foster child for a
25 period of up to eighteen (18) weeks. Sick time off for this purpose must be
26 taken during the first year following the child's birth or placement.

27 **C. Use of Vacation Time Off or Compensatory Time Off for Sick Time Off**
28 **Purposes.**

29 An employee who has used all accrued sick time off may be allowed to use
30 accrued vacation time off and/or compensatory time off for sick time off purposes
31 when ~~approved in advance or~~ authorized by the employee's departmental
32 supervisor. All available compensatory time must be used prior to accrued
33 vacation time off, unless this will result in the loss of vacation time. An employee
34 must be granted the use of accrued compensatory time to care for spouse,
35 domestic partner, parent, parent-in-law, grandparent, minor/dependent child who
36 has a serious health condition; for domestic violence leave; military spouse
37 leave; and when requested as a supplemental benefit (as an example PFML)..

38 **D. Restoration of Vacation Time Off.**

39 In the event of an incapacitating illness or injury during vacation, the employee's
40 supervisor may authorize the use of sick time off and the equivalent restoration of
41 any vacation time off otherwise charged. Such requests shall be in writing, and a
42 medical certificate may be requested.

43 **E. No Abuse of Sick Time Off.**

44 Both parties agree that neither the abuse nor the arbitrary denial of sick time off
45 will be condoned. The Employer and the Union agree to work cooperatively

1 toward the resolution of mutually identified problems regarding the use of sick
2 time off.

3 **F. Sick Time Off Verification.** The Employer will not require verification for
4 absences of three (3) consecutive work days or fewer. ~~Such verification or proof~~
5 may be given to the supervisor/manager or Human Resources according to
6 departmental policy. ~~The Employer will not make unreasonable requests for sick~~
7 time off verification.

8 **18.2. Sick Time Off Cash Out.**

9 Eligible employees may elect to receive monetary compensation for accrued sick time
10 off as follows:

11 In January of each year an employee whose sick time off balance at the end of the
12 previous year exceeds four hundred eighty (480) hours may elect to convert the sick
13 time off hours earned in the previous calendar year, minus those hours used during the
14 year, to monetary compensation. No sick time off hours may be converted which would
15 reduce the calendar year end balance below four hundred eighty (480) hours. Monetary
16 compensation shall be paid at the rate of twenty-five percent and shall be based on the
17 employee's current salary. All converted hours will be deducted from the sick time off
18 balance.

19 Employees who separate from University service due to retirement or death shall be
20 compensated for the unused sick time off accumulation from the date of most recent
21 hire in a leave eligible position with the State of Washington at the rate of 25%.
22 Compensation shall be based upon the employee's wage at the time of separation. For
23 the purpose of this section, retirement shall not include vested out of service employees
24 who leave funds on deposit with the retirement system.

25 In accordance with state law, former eligible employees who are re-employed within five
26 (5) years of separation shall be granted all unused sick time off credits, if any, to which
27 they are entitled at time of separation.

28 **18.3. Family Care Leave.**

29 In accordance with RCW 49.12 and WAC 296-130, employees shall be allowed to use
30 any or all of their choice of sick leave or other paid time off to care for a family member
31 (as defined above) who has a serious health condition or an emergency condition.
32 Employees shall not be disciplined or otherwise discriminated against because of their
33 exercise of these rights.

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Tentatively Agreed To:

<p>For the Union:</p> <p>Date <u>9/5/2024</u></p> <p>Signed by: <i>Thomas Wray</i> 4C1DA2C371AA409...</p>	<p>For the Employer:</p> <p>Date <u>9/4/2024</u></p> <p>DocuSigned by: <i>Kristi Aravena</i> 255BCC783CD346E...</p>
<p>Date <u>9/4/2024</u></p> <p>Signed by: <i>Brian Edwards</i> 9B20F55281DC43A...</p>	
<p>Date <u>9/5/2024</u></p> <p>DocuSigned by: <i>Paula Lukaszek</i> 4E12A96D3AE54A9...</p>	

1 **ARTICLE 19 – VOLUNTARY EMPLOYEE BENEFICIARY ASSOCIATIONS**

2 In accordance with state and federal law, agencies and employees in bargaining units
3 may agree to form Voluntary Employee Beneficiary Associations (tax-free medical
4 spending accounts) funded by the retiree’s sick time off cash out. Voluntary Employee
5 Beneficiary Associations of employees covered by this Agreement will be implemented
6 only by written agreement with the Union.

Tentatively Agreed To:

For the Union:

DocuSigned by:

Thomas Wray

Date 7/18/2024

DocuSigned by:

Brian Edwards

Date 7/18/2024

DocuSigned by:

Paula Lukaszek

Date 7/20/2024

For the Employer:

DocuSigned by:

Laura Hartless

Date 7/17/2024

7

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ARTICLE 20 – MISCELLANEOUS LEAVE

2 **20.1. Leave of Absence Without Pay.**

3 In addition to the circumstances specified elsewhere in this Agreement, the Employer, in
4 its discretion may approve a leave without pay for the following reasons specified below.
5 Leaves without pay must be approved or denied by the Employer in writing within
6 fourteen (14) calendar days of the request when practicable and if denied will include
7 the reason for denial. Approval will set a date for the employee's return to work.
8 Modification of the return date must also be approved in writing by the Employer.

9 **20.2. Unpaid time off may be granted for the following reasons:**

- 10 A. Child or elder care emergencies
- 11 B. Governmental service
- 12 C. Citizen volunteer or community service
- 13 D. Conditions applicable for leave with pay
- 14 E. Education
- 15 F. Formal collective bargaining
- 16 G. Leave taken voluntarily to reduce the effect of a layoff
- 17 H. Union project activities
- 18 I. To accommodate annual work schedules of employees occupying cyclic year
19 positions
- 20 J. As otherwise provided for in this Agreement

21 **20.3. Leave of absence without pay for the following reasons is not covered by this**
22 **Article:**

- 23 A. Compensable work-related injury or illness, (Article 30)
- 24 B. Military service (Article 29)
- 25 C. Leave for serious health condition taken under the provisions of the Family and
26 Medical Leave article (Article 21)
- 27 D. Leave authorized by the Employer as part of a plan to reasonably accommodate
28 a person of disability (Article 3)
- 29 E. Disability due to pregnancy or childbirth (Article 21)
- 30 F. Parental leave (Article 21)
- 31 G. Union activities (Article 42)

32 **20.4. Conditions Applicable to Leave of Absence without Pay:**

33 Employees must submit any request for a leave of absence without pay in writing when
34 feasible prior to the leave being used. Except as required by law, a request for leave
35 without pay must meet the following conditions:

- 36 A. The employee must be a permanent employee

- 1 B. The employee must have a bona fide intention of returning to work following the
- 2 leave
- 3 C. The leave without pay must not, in the discretion of the University, interfere with
- 4 operational needs.

5 **20.5. Cancellation of Leave of Absence Without Pay.**

6 The Employer may cancel a leave without pay upon finding that the employee is using
7 the leave for purposes other than those specified at the time of approval, or where there
8 are extreme circumstances requiring the employee's return to work. The Employer will
9 provide written notice to the employee that a leave of absence without pay has been
10 cancelled. The notice will set a date for the employee's return to work. Unless mutually
11 agreed, the employee's failure to return to work on the date prescribed will be
12 considered job abandonment.

13 **20.6. Benefits During Leave.**

14 Employees are encouraged to contact the ~~Integrated Service Center~~Benefits office
15 (phone # 206-543-~~44448000~~, benefitsischelp@uw.edu) prior to any leave without pay to
16 understand impact on benefits and learn about other points to consider.

17 **20.7. Returning Employee Rights.**

18 Employees returning to work following an approved leave of absence without pay will be
19 returned to the position they held prior to the leave without pay or to another position in
20 the same classification in the same geographical area unit and organizational unit. In
21 the event the employee's position is substantially impacted during the time the
22 employee is on leave, they will be notified in writing and provided a time in which to
23 exercise any rights available pursuant to this Agreement.

24 **20.8. Educational Leave.**

25 After applicable accrued time off has been exhausted, unpaid time off may be granted
26 for the duration of actual attendance in an educational program.

27 **20.9. Government Service Leave.**

28 After applicable accrued time off has been exhausted, unpaid time off may be granted
29 for government service in the public interest, including but not limited to the U.S. Public
30 Health Service or Peace Corps.

31 **20.10. Volunteer or Community Service Leave.**

32 After applicable accrued time off has been exhausted, unpaid time off may be granted
33 for community volunteerism or service.

34 **20.11. Formal Collective Bargaining Leave.**

35 Unpaid time off may be granted to participate in formal collective bargaining sessions
36 authorized by RCW 41.80 as mutually agreed by the parties.

Tentatively Agreed To:

For the Union:

For the Employer:

Signed by:
Thomas Wray
4C1DA2C371AA409...
Date 9/19/2024

DocuSigned by:
Kristi Dravena
255BCC783CD346E...
Date 9/19/2024

Signed by:
Brian Edwards
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Date 9/19/2024

DocuSigned by:
Paula Lukaszek
4E12A96D3AE54A9...
Date 9/19/2024

1 **ARTICLE 21 – FEDERAL FAMILY MEDICAL LEAVE ACT AND PARENTAL LEAVE**

2 **21.1. Federal Family and Medical Leave Act (FMLA).** Consistent with the federal
3 Family and Medical Leave Act of 1993, ~~and APS 45.5,~~ an employee who has worked for
4 the state for at least twelve (12) months and for at least one thousand two hundred and
5 fifty (1250) hours during the twelve (12) months prior to the requested leave is entitled
6 to up to twelve (12) work weeks of leave per year for any combination of the following:

- 7 a. parental leave to care for a newborn or newly placed adopted or foster child; or
8 b. personal medical leave due to the employee’s own serious medical condition that
9 requires the employee’s absence from work; or
10 c. family medical leave to care for a family member who suffers from a serious
11 medical condition that requires care or supervision by the employee. Family
12 Member is defined as: the employee’s spouse or same or opposite sex domestic
13 partner, child, parent, grandparent, grandchild, sister, or brother. It also includes
14 individuals in the following relationships with the employee’s spouse or domestic
15 partner: child, parent, and grandparent. “Child” also includes any child residing in
16 the employee’s home through foster care, legal guardianship or custody. Family
17 members include those persons in a “step” relationship.

18 **21.2.** The amount of family medical leave available to an employee is determined by
19 using a rolling twelve (12) month period. The rolling twelve (12) month period measures
20 FMLA leave availability by “looking backward” from the date an employee begins FMLA
21 leave, adding up any FMLA leave used in the previous twelve (12) months, and
22 subtracting that amount from the employee’s twelve (12) workweek FMLA leave
23 entitlement. The remaining amount is available to the employee.

- 24 a. While on leave covered by FMLA, the employee must use accrued leave before
25 leave without pay for the absence unless it runs concurrently with Washington
26 Family and medical Leave (PFML).
27 b. The Employer will not require the use of paid leave such that it would result in the
28 employee having fewer than eighty (80) hours of accrued vacation leave or
29 eighty (80) hours of accrued sick leave, counted separately, upon return to work.
30 Vacation and sick leave that has been requested and approved prior to the
31 request for the use of FMLA will not be considered when requiring employees to
32 use leave during FMLA-covered leave. This does not apply during an absence
33 covered by the Washington Family and Medical Leave Program (PFML).

34 **21.3.** The University will continue the employee’s existing employer-paid health
35 insurance benefits during the period of leave covered by FMLA. If necessary, due to
36 continued approved personal medical or parental leave approved beyond the FMLA
37 period, or if the employee is not eligible for FMLA, the employee may elect to use eight
38 (8) hours of accrued applicable paid leave for continuation of employer paid health
39 insurance benefits for each month of the duration of the approved absence. - The
40 interspersed paid leave will be applied to the first working day of the month.

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

3 **21.5. Parental Leave.** Parental leave is defined as: up to six months of leave taken
4 after the birth of a child to the employee, spouse or domestic partner, or because of the
5 placement of a child with the employee or domestic partner through adoption or foster
6 care, including time covered by the FMLA, during the first year after the child's birth or
7 placement. Leave beyond the period covered by FMLA may only be denied by the
8 Employer due to operational necessity. Extensions beyond six
9 (6) months may be approved by the Employer. For birth parents, temporary disability
10 leave for pregnancy is in addition to parental leave.

11 To be paid during Parental leave, employee's must use accrued vacation leave, sick
12 leave up to eighteen (18) weeks (720 hours), personal holiday, holiday credit, or
13 compensatory time, the combination of which may be determined by the
14 employee. Employees must use all applicable accrued leave prior to going on leave
15 without pay unless it runs concurrently with Washington Family and Medical Leave
16 (PFML).

Tentatively Agreed To:

For the Union:

For the Employer:

DocuSigned by:

Thomas Wray

Date 7/30/2024

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DocuSigned by:

Laura Hartless

Date 7/18/2024

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DocuSigned by:

Brian Edwards

Date 7/18/2024

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DocuSigned by:

Paula Lukaszek

Date 7/31/2024

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ARTICLE 22 – CHILD/DEPENDENT CARE

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22.1. The Employer and the Union recognize that family life has a significant impact upon employees' work lives. To help maintain a quality workforce, the Employer will continue to provide: referral assistance for daycare within the community, partially subsidized backup child care benefits, and, where feasible, will consider space and support for childcare centers at UW worksites.

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22.2. The Employer will notify the Union so that the Union may have an opportunity to provide input prior to any University action being taken to significantly reduce availability of University-sponsored child care programs.

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22.3. Union members will continue to be notified annually of the availability of the Dependent Care Assistance Program (DCAP) offered through the State of Washington Department of Retirement Systems.

Tentatively Agreed To:

For the Union:

For the Employer:

DocuSigned by:

Thomas Wray

Date 7/18/2024

DocuSigned by:

Brian Edwards

Date 7/18/2024

DocuSigned by:

Paula Lukaszek

Date 7/20/2024

DocuSigned by:

Laura Hartless

Date 7/17/2024

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ARTICLE 23 – SHARED LEAVE

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

The leave sharing program permits eligible state employees to donate a portion of their paid time off to financially aid other state employees who will need to take a leave of absence without pay or separate from employment because the employee:

- Has a severe or extraordinary illness; or
- Has caregiver responsibilities for a relative or household member with a severe or extraordinary illness; or,
- Is serving as an approved emergency worker; or,
- Is voluntarily or involuntarily serving in one of the uniformed services; of the United States, or,
- Is a victim of domestic violence, sexual assault or stalking, or assisting a family member who is a victim of domestic violence, sexual assault or stalking; or
- Is temporarily disabled due to a pregnancy-related medical condition or miscarriage; or
- Is taking parental leave to bond with and care for their newborn, adoptive or foster child, for a period of up to sixteen (16) weeks after birth or placement.

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

<https://hr.uw.edu/ops/leaves/shared-leave-options/shared-leave/>

23.3 Shared leave donations must be a minimum of four (4) hours, however, shared leave may be used in any increment.

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

- Uniformed Services Shared Leave Pool Program
- Foster Parent Shared Leave Pool Program
- Veterans’ In-State Service Shared Leave Pool Program

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Tentatively Agreed To:

<p>For the Union:</p> <p>DocuSigned by: <i>Thomas Wray</i></p> <p>Date <u>7/18/2024</u></p> <p>DocuSigned by: <i>Brian Edwards</i></p> <p>Date <u>7/18/2024</u></p> <p>DocuSigned by: <i>Paula Lukaszek</i></p> <p>Date <u>7/17/2024</u></p>	<p>For the Employer:</p> <p>DocuSigned by: <i>Laura Hartless</i></p> <p>Date <u>7/17/2024</u></p>
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1 **ARTICLE 24 – UNPAID HOLIDAYS FOR A REASON OF FAITH OR CONSCIENCE**

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

4 A. Unpaid time off will be granted for up to two (2) workdays per calendar year for a
5 reason of faith or conscience or an organized activity conducted under the
6 auspices of a religious denomination, church or religious organization. Unpaid
7 time off may only be denied if the employee’s absence would impose an undue
8 hardship on the Employer as defined by Chapter 82-56 WAC or the employee is
9 necessary to maintain public safety.

10 B. The Employer will allow an employee to use compensatory time, personal
11 holiday or vacation time off in lieu of unpaid time off. All requests to use
12 compensatory time, personal holiday or vacation time off requests must indicate
13 the time off is being used in lieu of unpaid time off for a reason of faith or
14 conscience. An employee’s personal holiday must be used in full workday
15 increments.

16 C. An employee’s seniority date, probationary period or trial service period will not
17 be affected by unpaid time off taken for a reason of faith or conscience.

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

21

Tentatively Agreed To:	
For the Union:	For the Employer:
<p>DocuSigned by: <i>Thomas Wray</i></p> <p>Date 7/18/2024</p>	<p>DocuSigned by: <i>Laura Hartless</i></p> <p>Date 7/17/2024</p>
<p>DocuSigned by: <i>Brian Edwards</i></p> <p>Date 7/18/2024</p>	
<p>DocuSigned by: <i>Paula Lukaszek</i></p> <p>Date 7/20/2024</p>	

22

ARTICLE 25 – ABSENCE DUE TO FAMILY CARE EMERGENCIES

A. There are two types of family care emergencies:

1. A child care emergency is defined as a situation causing an employee’s inability to report for or continue scheduled work because of emergency child care requirements such as unexpected absence of regular care provider, unexpected closure of the child’s school, or unexpected need to pick up child at school earlier than normal.

2. An elder care emergency is defined as a situation causing an employee’s inability to report for or continue scheduled work because of emergency elder care requirements such as the unexpected absence of a regular care provider or unexpected closure of an assisted living facility.

B. An employee who is unable to report for or remain at work due to a family care emergency may use vacation time off, sick time off, compensatory time, holiday credit, or unpaid time off up to a maximum of three (3) days of each type of time off per calendar year, and their personal holiday. Use of any of the above time off types is dependent upon the employee’s eligibility to use such time off. The employee upon returning from such an absence shall designate to which time off type the absence will be charged.

C. In accordance with RCW 49.46.210, sick time off may be used when an employee’s child’s school or place of care has been closed by order of a public official for any health-related reason or after the declaration of an emergency by a local or state government or agency, or by the federal government. Health-related reason means a serious public health concern that could result in bodily injury or exposure to an infectious agent, biological toxin, or hazardous material.

Tentatively Agreed To:

For the Union:

For the Employer:

DocuSigned by:

Thomas Wray

Date 7/30/2024

DocuSigned by:

Laura Hartless

Date 7/18/2024

DocuSigned by:

Brian Edwards

Date 7/18/2024

DocuSigned by:

Paula Lukaszek

Date 7/31/2024

1 **ARTICLE 26 – CIVIL DUTY TIME OFF AND BEREAVEMENT TIME OFF**

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

5 **26.1. Civil Duty.** Leave with pay will be granted for jury duty, to serve as trial witnesses,
6 or to exercise other subpoenaed civil duties such as testifying at depositions.
7 Employees are not entitled to civil duty time for civil legal actions that they initiate or
8 when named as a defendant in a private legal action that is unrelated to their University
9 employment. The employee will notify the Employer as soon as they become aware of
10 the need for a civil duty time off. Employees may keep any compensation received for
11 fulfilling civil duty, such as jury pay or travel reimbursement.

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

14 Employees assigned to work the night shift who are scheduled to work the day before
15 and the day of civil duty leave will be allowed to have their civil duty leave the day
16 before or the day of civil duty service. Employees assigned to work the night shift who
17 are scheduled to work the day before and the day of civil duty leave may also utilize
18 vacation time off for all or a portion of the shift not covered by civil duty time off in
19 accordance with Article 17 Vacation. Employees may also request to change their
20 schedule to accommodate civil duty leave.

21 **26.2. Bereavement Time Off.** An employee shall be granted up to three (3) continuous
22 or non-continuous days of bereavement time off, as requested by the employee, for
23 each death of a family member including the stillbirth or miscarriage of a child.
24 Bereavement time off beyond three (3) days may be approved based on individual
25 circumstances, such as relationship of the employee to the deceased family member,
26 employee responsibility for making funeral arrangements, religious reasons and/or
27 distance of travel out of the area. Upon the Employer's approval, the employee may
28 choose to use the following types of time off for beyond the three (3) days: sick,
29 vacation, holiday credit, comp time, personal holiday or unpaid time off.

30 Family members includes biological, adoptive, de facto, or foster parent, stepparent, or
31 legal guardian of an employee, or a person who stood in loco parentis when the
32 employee was a minor child; sibling, spouse, domestic partner, grandparent, grandchild,
33 or child, regardless of age or dependency status, including a biological, adopted or
34 foster child, stepchild, or a child to whom the employee stands in loco parentis, is a
35 legal guardian, or is a de facto parent. Family members include those persons in a "step"
36 relationship. Family member also includes individuals in the following relationships with
37 the employee's spouse or domestic partner: child, parent (as defined above), or
38 grandparent.

Tentatively Agreed To:

<p>For the Union:</p> <p>Date <u>9/10/2024</u> Signed by: <u>Thomas Wray</u> <small>4C1DA2C371AA409...</small></p> <p>Date <u>9/10/2024</u> Signed by: <u>Brian Edwards</u> <small>9B20F55281DC43A...</small></p> <p>Date <u>9/10/2024</u> DocuSigned by: <u>Paula Lukaszek</u> <small>4E12A96D3AE54A9...</small></p>	<p>For the Employer:</p> <p>Date <u>9/10/2024</u> DocuSigned by: <u>Kristi Aravena</u> <small>255BCC783CD346E...</small></p>
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1 **ARTICLE 27 – LEAVE RELATED TO DOMESTIC VIOLENCE, SEXUAL ASSAULT**
2 **OR STALKING**

3 As required by state law, and in accordance with ~~University policy~~ APS 46.8, the
4 University will grant time off and/or reasonable safety accommodations to an employee
5 who is a victim of domestic violence, sexual assault, or stalking. A reasonable safety
6 accommodation may include, but is not limited to, a transfer, reassignment, modified
7 schedule, changed work telephone number, changed work email address, changed
8 workstation, installed lock, implemented safety procedure, or any other adjustment to a
9 job structure, workplace facility, or work requirement in response to actual or threatened
10 domestic violence, sexual assault, or stalking.

11 Time off may also be granted to an employee who has to assist a family member who is
12 a victim of domestic violence, sexual assault or stalking. –The parties will continue to
13 work to promote knowledge of this employee right.

Tentatively Agreed To:

<p>For the Union:</p> <p>DocuSigned by: <i>Thomas Wray</i></p> <hr/> <p>Date 7/30/2024 <small>4C1DA2C371AA409...</small></p> <p>DocuSigned by: <i>Brian Edwards</i></p> <hr/> <p>Date 7/18/2024 <small>9B20F55281DC43A...</small></p> <p>DocuSigned by: <i>Paula Lukaszek</i></p> <hr/> <p>Date 7/31/2024 <small>4E12A96D3AE54A9...</small></p>	<p>For the Employer:</p> <p>DocuSigned by: <i>Laura Hartless</i></p> <hr/> <p>Date 7/18/2024 <small>1CB62316D8AE4A0...</small></p>
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ARTICLE 28 – INCLEMENT WEATHER AND SUSPENDED OPERATIONS

28.1. Inclement Weather. When the University is in operation but an employee requests time off to deal with unanticipated problems related to natural disasters or severe weather conditions, the employee may charge the absence to accrued compensatory time, holiday credit, personal holiday, vacation time off, or leave without pay. Employees designated as essential must make all reasonable efforts to report to work as scheduled.

28.2. Suspended Operations. If the University determines it is advisable due to emergency conditions to suspend the operation of all or any portion of the institution, requiring only employees in essential positions, that are not conducive to telework, to report to work the following will govern: When prior notification of suspended operations has not been given, non-essential employees released until further notice after reporting to work shall receive a minimum of four (4) hours pay for the first day. Non-essential employees who are ineligible for telework, as determined by their supervisor, and who do not work for the balance of the closure during suspended operations may use paid time off in the following order:

- A. Accrued compensatory time and/or holiday credit.
- B. Vacation time off.
- C. Personal holiday. An employee must use personal holiday time as a full day or shift.
- ~~C-D.~~ Sick time off
- ~~D-E.~~ Unpaid time off.

Personal holiday can only be used as a full day or shift. Non-essential employees who have exhausted the above paid time off types may use unpaid time off as follows:

- FLSA non-exempt employees: use unpaid time off for any missed hours
- FLSA exempt employees: use unpaid time off only for full work days missed.

If unpaid time off is used, because the employee has no other paid time available, employees have up to fifteen (15) calendar days after operations resume to make up work time lost provided the following:

1. Employees must request makeup time within two (2) working days after operations resume, and
2. Reasonable work must exist and the supervisor must approve the request to work. If the request is denied, then the supervisor shall state their reason(s) for the denial in writing.

Make up time worked by overtime-eligible full-time employees is calculated at time and one-half (1-1/2).

1 UW parking in unrestricted spaces shall be provided at each campus for which
2 suspended operations have been declared for any staff member designated by their
3 supervisor as essential. Restricted spaces include but are not limited to: disability stalls,
4 time limited stalls, load/unload stalls, pay by space stalls (restricted to pay station
5 parking), university vehicle stalls, metered stalls (restricted to pay meter parking)
6 carpool stalls, UCAR Only stalls, electric vehicle charging stalls, motorcycle stalls, and
7 department reserved stalls. Employees qualified to use a restricted space (for example
8 disabled stalls) shall be able to use the appropriate space.

9 ~~28.3. Public Health Suspended Operations. Accrued sick time off may also be used~~
10 ~~for the suspension of operations when the employee's workplace has been closed by a~~
11 ~~public official for any health-related reason.~~

Tentatively Agreed To:

<p>For the Union:</p> <p>Date <u>9/9/2024</u></p> <p>Signed by: <i>Thomas Wray</i> 4C1DA2C371AA409...</p>	<p>For the Employer:</p> <p>Date <u>9/6/2024</u></p> <p>DocuSigned by: <i>Kristi Aravena</i> 255BCC783CD346E...</p>
<p>Date <u>9/9/2024</u></p> <p>Signed by: <i>Brian Edwards</i> 9B20F55281DC43A...</p>	
<p>Date <u>9/9/2024</u></p> <p>DocuSigned by: <i>Paula Lukaszek</i> 4E12A96D3AE54A9...</p>	

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ARTICLE 29 – MILITARY LEAVE

2 **29.1.** Military Leave will be approved in accordance with University of Washington
3 Administrative Policy Statement 45.4, which is subordinate to the Uniformed Services
4 Employment and Reemployment Rights Act, RCW 38.40, and RCW 49.77. Employees
5 who are called to active duty in any of the uniformed services or their reserves shall
6 receive 21 work days of paid military leave annually from October 1 through September
7 30. Such paid military leave shall be in addition to any compensatory time, holiday
8 credit, vacation or sick leave to which the employee might be otherwise entitled, and
9 shall not involve the reduction of any benefits, performance rating, privileges or base
10 pay. During the period of paid military leave, the employee shall receive their normal
11 pay. If the employee is scheduled to work a shift that begins on one calendar day and
12 ends on the next calendar day, the employee is charged military leave only for the first
13 calendar day.

14 **29.2.** Employees required to appear during working hours for a physical examination to
15 determine physical fitness for military service shall receive full pay for the time required
16 to complete the examination.

17 **29.3.** Employees who are called to active duty in one of the uniformed services of the
18 United States or the State of Washington shall be granted a military leave of absence
19 without pay for absence from work for up to 5 years in addition to any time covered by
20 the provisions of Section 29.1. During an unpaid military leave of absence, an employee
21 is entitled to receive:

- 22 a. retirement benefits and service credit in accord with the provisions of the
23 applicable retirement system;
- 24 b. paid medical and dental insurance if in pay status at least 8 hours per month.
25 Other health plan coverage at the employee's request and expense for a limited
26 period of time as determined by the Health Care Authority;
- 27 c. other length-of-service credits related to employment that would have been
28 granted had the employee not been absent; provided that the employee returns
29 to University service at the conclusion of the leave in accord with applicable
30 Federal and State laws related to military leave; and
- 31 d. any additional benefit required by then-applicable state or federal law.

32 **29.4.** The employee should follow the military leave of absence request process. Unless
33 prohibited by military necessity, the University shall be provided with a copy of an
34 employee's orders at the time the employee requests military leave. Such request shall
35 be made as soon as reasonably practical after the employee learns of the need for such
36 leave.

37 **29.5.** Following release from military service, an employee shall have the right to return
38 to their employment as provided by then-applicable state and federal law. The
39 employee will provide a copy of employee's discharge papers and any other

1 documentation permitted or required by military-leave laws to their supervisor and to
2 Human Resources.

3 **29.6.** Employees who are spouses of members of the armed forces will be released for
4 the provisions of the Military Family Leave Act RCW 49.77 when the service member
5 has been notified of an impending call or order to active duty or when on leave from
6 deployment.

7

Tentatively Agreed To:

<p>For the Union:</p> <p>DocuSigned by: <i>Thomas Wray</i> Date 7/18/2024</p> <p>DocuSigned by: <i>Brian Edwards</i> Date 7/18/2024</p> <p>DocuSigned by: <i>Paula Lukaszek</i> Date 7/20/2024</p>	<p>For the Employer:</p> <p>DocuSigned by: <i>Laura Hartless</i> Date 7/17/2024</p>
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1 **ARTICLE 30 – WORK RELATED INJURY LEAVE**

2 **30.1.** An employee who sustains a work-related illness or injury shall be eligible for a
3 disability leave of absence in accordance with their medical restrictions and federal and
4 state law. It is the intention of the University to comply with state and federal laws
5 regarding such absences through its policies and procedures.

6 **30.2.** ~~30.2~~ Employees who are in unpaid status for up to **six-nine (96)** months due to a
7 work-related injury, shall maintain their seniority and progression start date.

8 **30.3.** The Employer will follow RCW 51.32.090 and University of Washington
9 ~~Administrative Policy Statement (APS)~~ 14.1 University Risk Management and Insurance
10 Programs related to the Worker’s Compensation Program and return-to-work
11 program. The Employer will attempt to find opportunities for modified duty that can be
12 offered to employees in lieu of and/or after disability leave. If requests for modified duty
13 are denied, the Employer, upon request, will provide the modified duty options that were
14 considered and reason(s) for denial electronically or in writing.

15 Employees who suffer a work-related injury or illness that is compensable under the
16 state worker’s compensation law may select time loss compensation exclusively or a
17 combination of leave payment and time loss compensation.

18 **30.4.** The University’s policies on family and medical leave, sick time off and disability
19 accommodations apply to employees with injuries or illnesses that have been accepted
20 as work-related under RCW 51.

Tentatively Agreed To:

<p>For the Union:</p> <p>Signed by: <i>Thomas Wray</i> <small>4C1DA2C371AA409...</small></p> <p>Date 8/23/2024</p> <p>Signed by: <i>Brian Edwards</i> <small>9B20F55281DC43A...</small></p> <p>Date 8/24/2024</p> <p>DocuSigned by: <i>Paula Lukaszek</i> <small>4E12A96D3AE54A9...</small></p> <p>Date 8/25/2024</p>	<p>For the Employer:</p> <p>DocuSigned by: <i>Kristi Aravena</i> <small>255BCC783CD346E...</small></p> <p>Date 8/23/2024</p>
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1 **ARTICLE 31 – HEALTH AND SAFETY**

2 **31.1. Health and Safety.** It is the policy of the University of Washington to create and
3 maintain a safe and healthful workplace free from recognized hazards that may cause
4 harm to employees, consistent with and in compliance with applicable state and federal
5 laws. Employees will play an active role in creating a safe and healthy workplace and
6 will comply with all applicable health and safety rules. The Union and the Employer are
7 jointly committed to the goal of implementing an effective health and safety program and
8 accident prevention program that meets or exceeds WISHA requirements.

9 **31.2. Safety.** All work shall be performed in conformity with applicable health and safety
10 standards. Employees are encouraged to immediately report any unsafe working
11 conditions to their supervisor. If the matter is not resolved satisfactorily between the
12 supervisor and employee, either may involve the Union Steward and request a decision
13 from a medical center’s Safety Officer, and/or the University’s Department of
14 Environmental Health & Safety or the Department of Labor & Industries. No other
15 employee may do the work believed to present an imminent risk to life and safety until a
16 risk assessment has been done by the Safety Officer and/or the University’s
17 Department of Environmental Health & Safety, or the Department of Labor & Industries,
18 and it is confirmed that there is no imminent hazard. Once a risk assessment is
19 completed and it is confirmed that there is no imminent hazard and conditions meet
20 WISHA standards, the employee will be expected to perform the work.

21 Employees are encouraged to attempt to resolve the matter first with the supervisor,
22 then the Safety Officer and/or the University’s Department of Environmental Health &
23 Safety prior to going outside the University.

24 No employee shall be disciplined or retaliated against for reporting any such condition.

25 **31.3. Reporting.** Employees in the bargaining units are encouraged to report
26 immediately to their supervisor and/or designated safety official any apparent unsafe
27 working condition. Employees shall use required safety devices and perform work
28 according to required safety procedures.

29 If a supervisor, the Employer-designated safety official, Labor and Industries or
30 Environmental Health and Safety (telephone 206-543-7262) declare a work site to be
31 hazardous and unfit for work, affected employees may be assigned to alternative work
32 sites until the hazardous condition is rectified. If assignment to an alternative work site is
33 not possible and the supervisor decides to send the employee(s) home, those
34 employees sent home will receive their regular pay for all time the employee(s) is
35 scheduled to work on the day of the incident. For all subsequent days the employee(s)
36 may use accrued leave as appropriate or request make up time as follows:

- 37 A. Employees must request make up time within three (3) working days after
38 operations resume.

1 B. Reasonable work must exist and the supervisor must approve the request to
2 work. The time must be made up within ninety (90) calendar days after
3 operations resume.

4 **31.4. Health Examinations.** The Employer shall provide at no cost to the employee,
5 such medical tests, health examinations and surveillance/monitoring as may be required
6 as a condition of employment and/or as a result of regulated hazards encountered after
7 employment.

8 **31.5. Safety Committees.** Joint employee-elected and Employer appointed safety
9 committees shall be formed in accord with WISHA requirements and following
10 University of Washington policy. The Union is entitled to representation on the
11 University-wide or specific organizational or divisional committees where bargaining unit
12 employees are working. Any department or unit committee also dealing with health and
13 safety issues in work areas shall appropriately involve bargaining unit employees.
14 Participation in safety and health committees, including meeting time, health and safety
15 research, work on committee assignments, seminars, and classes will be considered
16 time worked for all employees in accordance with University policy. Release time must
17 be arranged with supervisors in advance.

18 When the committee makes a recommendation that requires action or approval beyond
19 its scope of authority, the Employer will communicate its disposition of the formal written
20 recommendation within thirty (30) days.

21 **31.6. Ergonomics.** The supervisor/manager will provide training and equipment for staff
22 to safely perform job functions and avoid injury. Employees should contact their
23 supervisor if job procedures, equipment or workstations lead to risk of injury or work-
24 related musculoskeletal disorders. Further ergonomic guidelines shall be referenced on
25 the Environmental Health and Safety website www.ehs.washington.edu.

26 **31.7. Workplace Review.** Supervisors will periodically inspect the worksite for the
27 identification of recognized hazards, including ergonomic conditions, and put in place
28 appropriate and feasible mitigations for any identified conditions that may be hazardous
29 to health and safety. Such mitigations may include the use of engineering controls,
30 administrative controls, the use of personal protective equipment, and/or increased
31 training. The organizational unit will determine the appropriate frequency of the
32 inspections and such frequency shall be an appropriate topic for Union Management
33 meetings.

34 In response to a DOSHA* (Department of Occupational Safety & Health Administration
35 – Labor & Industries) inspection initiated by a bargaining unit employee complaint, the
36 Employer will contact the designated Union representative to participate in the worksite
37 inspection. Employees may also request a workplace review by the employing
38 department and employees shall be given the results of the review.

1 **31.8. WISHA Inspections.** Each time there is a WISHA inspection of the Employer's
2 property in an area where WFSE employees perform their duties, the Employer shall
3 contact the Union Office to find out whom the Union designates as the employee
4 representative. If the Union's representative is not present for the inspection, the
5 Employer shall request that the WISHA inspector delay the inspection until the Union's
6 representative can arrive.

7 **31.9. Wellness.** The Employer and the Union will encourage and support employee
8 participation in appropriate programs including the Washington State Employee
9 Assistance Program (WA EAP) through which employees may seek confidential
10 assistance in the resolution of chemical dependency or other problems that may affect
11 job performance. WA EAP may presently be reached at eap.wa.gov or 877.313.4455.
12 No employee's job security will be placed in jeopardy as a result of seeking and
13 following through with corrective treatment, counseling or advice providing that the
14 employee's job performance meets supervisory expectations.

15 **31.10. Tools and Equipment.** The Employer will furnish and maintain in safe working
16 condition all tools and equipment required to carry out the duties of each position, and
17 will provide, during working hours, training on the safe operation and use of
18 tools/equipment/supplies required to perform the employee's duties. The Employer
19 agrees to provide transport for necessary equipment and supplies which cannot safely
20 be transported by hand. The employees will properly use and maintain all required
21 tools/equipment/supplies and immediately report any defects or malfunctions to the
22 supervisor.

23 **31.11. Joint Union/Management Committee.** It shall be appropriate for either the
24 Union or the University to request that a Joint Union/Management committee be
25 convened, with Environmental Health and Safety as a participating member, to discuss
26 health and safety concerns and to explore options for addressing those concerns
27 through appropriate training or other approaches.

28 **31.12. Training.** Training that is relevant to the business operations and hazards
29 involved in the work activities will be provided in the workplace by qualified trained
30 individuals to employees.

31 Training needs will be an appropriate topic at Joint Union/Management committee
32 meetings. Assistance with interpretation may be requested by staff.

33 **31.13. Safety and Health Grievances.** Grievances arising out of violations of this
34 Article will start at Step 2 of the grievance procedure.

35 *WISHA was renamed DOSHA (Department of Occupational Safety & Health
36 Administration – Labor & Industries) in 2006. The term WISHA was left in because the
37 parties felt that the WISHA name would be more recognizable by its members.

1 **31.14 Personal Protective Equipment (PPE)**

2 A. The Washington State Department of Labor and Industries (L&I) in WAC 296-
3 800-160 Personal Protective Equipment (PPE) requires all employers to assess
4 their workplace for hazards that might require the use of personal protective
5 equipment. If PPE has to be used, the supervisor must require its use. After the
6 assessment and selection, employees required to use PPE must be trained
7 before they are required to use the PPE. All of the following must be covered:

- 8 1. What PPE to use and when to use it
- 9 2. Limitations of the PPE
- 10 3. How to put it on, take it off and adjust it
- 11 4. Inspection and maintenance
- 12 5. Any manufacturer instructions and warnings
- 13 6. Make sure the PPE fits well
- 14 7. How to obtain PPE
- 15 8. How to dispose of PPE

16 Bargaining unit employees will not be disciplined for refusing to work in the event that
17 Employer required PPE is not provided by the Employer.

18 B. The Employer shall provide appropriate PPE to all health care workers in
19 accordance with UW Medicine policy. The Employer shall provide appropriate
20 PPE to all campus employees in accordance with the University's Department of
21 Environmental Health & Safety policy. No employee will be disciplined or
22 retaliated against for advocating for PPE that they believe is needed for their and
23 others' safety.

24

Tentatively Agreed To:

<p>For the Union:</p> <p>DocuSigned by: <i>Thomas Wray</i></p> <hr/> <p>Date 7/18/2024</p> <p>DocuSigned by: <i>Brian Edwards</i></p> <hr/> <p>Date 7/18/2024</p> <p>DocuSigned by: <i>Paula Lukaszek</i></p> <hr/> <p>Date 7/20/2024</p>	<p>For the Employer:</p> <p>DocuSigned by: <i>Laura Hartless</i></p> <hr/> <p>Date 7/17/2024</p>
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ARTICLE 32 – UNIFORMS AND SPECIAL CLOTHING

32.1. The Employer will provide and clean, at no cost to the employees, any designated uniforms or special clothing which is required by the Employer to be worn on the job. Such clothing will be mended or replaced by the Employer as necessary due to normal wear and tear.

32.2. Prior to any decision by a department head to purchase or modify uniforms, employees in their respective departments shall be given an opportunity to consult with their department head regarding the color, fabric, and style or uniform to be worn. The department head shall consider seasonal temperatures in the selection of uniforms. The department head will consider the wishes of the employees in making a decision.

32.3. Any clothing which is furnished by the Employer shall be worn in accordance with the applicable rules or safety regulations.

32.4. The Employer will reimburse employees for personal uniforms, work clothing, and/or necessary personal items (e.g. eyeglasses, hearing aids, watches) damaged, torn, or destroyed during normal work activity or by patients, clients, or customers. Such reimbursement shall be based on estimated current value of the damaged article to a total of two hundred dollars (\$200).

32.5. Safety Boot Reimbursement (Seattle Main Campus, UW-Bothell, UW-Tacoma, UWMC and HMC Facilities Only): As determined by the Employer, individual departments may reimburse employees up to ~~one two~~ hundred dollars (~~\$150~~175~~200~~.00) per year during the life of this agreement for protective footwear meeting the performance requirements of ASTM F2413-11 relative to impact or compression of the toe or metatarsal, puncture resistance or electrical hazards or static dissipation, if required as personal protective equipment.

32.6 Tools and Equipment: The Employer may determine and provide necessary tools, tool allowance, equipment and foul weather gear. When requested, staff will be provided with protective gloves and safety glasses when required to safely perform their work. The Employer will repair or replace employer provided tools and equipment if damaged or worn out beyond usefulness in the normal course of business. Employees are accountable for equipment and/or tools assigned to them and will maintain them in a clean and serviceable condition. Employees who misuse, vandalize, lose or damage state property may be subject to disciplinary action. Employees will be required to return all Employer provided tools, equipment (i.e., electronic equipment, badges, etc.) and foul weather gear upon separation from employment. In those cases where an employee fails to return the provided tools, equipment and/or foul weather gear, the Employer may deduct the value of the items from the employee's final pay.

Facilities Operations Maintenance Specialists (FOMS) Trades Staff. Upon request, the Employer will provide each FOMS Trades staff member with one (1) load bearing utility

1 belt / vest.

2

Tentatively Agreed To:

For the Union:

For the Employer:

Signed by:
Thomas Wray
4C1DA2C371AA409...
Date 9/19/2024

DocuSigned by:
Kristi Dravena
255BCC783CD346E...
Date 9/19/2024

Signed by:
Brian Edwards
9B20F55281DC43A...
Date 9/19/2024

DocuSigned by:
Paula Lukaszek
4E12A96D3AE54A9...
Date 9/19/2024

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ARTICLE 33 – TRANSPORTATION AND COMMUTE REDUCTION

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33.1. Parking/U-Pass. The Union agrees that during the life of this Agreement, the University may apply changes in transportation policy, including adjusting parking and U-pass fees and criteria for assigning parking spots, to the bargaining unit without the obligation to bargain with the Union. The Union may raise issues and concerns about the University’s parking program at Joint Labor/Management Committee meetings or at ad hoc Labor Management Committee meetings. The Union shall have a standing seat on the University’s committee(s) that work on transportation and parking issues.

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33.2. Flexible schedules to assist in commute trip reduction. Departments having continuous and/or public responsibility may establish independent work schedules in order to meet their special needs. Departments are encouraged to give serious consideration to employee requests for flexible schedules for commute trip reduction purposes. Individual requests for flexible scheduling may be approved by the employing official, provided that such scheduling does not interfere with the effective operation of the department and shall be dependent upon operating, business, and customer needs.

16
17

33.3. The University will provide parking for employees when they are required to work at football games.

18

33.4. Employees in the bargaining unit will not be charged a fee for a U-PASS.

Tentatively Agreed To:

<p>For the Union:</p> <p>_____</p> <p>Date 9/10/2024</p> <p>Signed by: <i>Thomas Wray</i> 4C1DA2C371AA409...</p>	<p>For the Employer:</p> <p>_____</p> <p>Date 9/10/2024</p> <p>DocuSigned by: <i>Kristi Aravena</i> 255BCC783CD346E...</p>
<p>_____</p> <p>Date 9/10/2024</p> <p>Signed by: <i>Brian Edwards</i> 9B20F55281DC43A...</p>	
<p>_____</p> <p>Date 9/10/2024</p> <p>DocuSigned by: <i>Paula Lukaszek</i> 4E12A96D3AE54A9...</p>	

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ARTICLE 34 – PERFORMANCE EVALUATION

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34.1. Performance evaluations shall be performed annually. Evaluations shall be based on job related performance factors. Performance evaluations shall not be used to initiate personnel actions such as transfer, promotions or corrective action; however, evaluations may serve as supporting documentation for personnel actions. A supervisor’s failure to complete an annual performance evaluation will be construed to mean the employee has performed satisfactorily. Employee participation in the development of evaluation materials and rating factors is encouraged.

9

34.2. Evaluation Forms.

10

A. Performance evaluation forms will at a minimum include the following:

11

1. A description of the job related factors upon which the evaluation is based.

12

These will include:

13

a. quality of work (e.g. competence, accuracy, neatness thoroughness),

14

b. quantity or work (e.g. use of time, volume of work accomplished, ability to meet schedules, productivity levels),

15

c. job knowledge (e.g. degree of technical knowledge, understanding of job procedures and methods), and

16

d. working relationships (e.g. cooperation and ability to work with supervisor, co-workers, students, and clients served).

17

2. Provision for identifying specific achievements of the employee, performance goals for the next evaluation period, identifying training needs to enhance the employee’s skills and other comments.

18

3. Provision for employee comments or objections to be attached to and/or included on the performance evaluation form.

19

4. Provision for employee signature accompanied by a statement that “Employee signature means that the employee has seen and is aware of the content of the evaluation, but does not necessarily mean that the employee agrees with the evaluation content.”

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5. Provision for the evaluator and reviewer signatures, and reviewer comments.

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B. The performance evaluation form may be supplemented with other forms and/or information used to support the employee’s evaluation. Upon request, an employee may review any written materials used by supervision to prepare the evaluation.

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C. Employees will be provided feedback during their probationary and/or trial service periods.

D. Implementation of alternative performance evaluation models is an appropriate topic for Joint Labor Management Meetings.

40

34.3. Employee Evaluation Information.

- 1 A. Upon appointment to a position the employee's supervisor will provide the
- 2 employee with a copy of:
- 3 1. the class specification for the position
- 4 2. the position's job duties
- 5 B. Written performance expectations shall be provided to the employee in sufficient
- 6 time (normally within thirty (30) calendar days after appointment to the position)
- 7 to allow the employee to meet the work expectations. The Employer will provide
- 8 at least sixty (60) calendar days notice to employees before the evaluation when
- 9 modifications that substantively alter performance expectations are made. Minor
- 10 modifications that do not substantively alter performance expectations require no
- 11 notice.

12 **34.4. Evaluation Process.**

- 13 A. The supervisor will communicate with the employee about performance problems
- 14 as they occur.
- 15 B. The purpose of the evaluation meeting is to review, discuss, and if appropriate,
- 16 modify the evaluation. The employee shall have an opportunity to discuss the
- 17 proposed evaluation with the supervisor and to provide a written response.
- 18 C. The final evaluation, with employee comments attached, will be signed by the
- 19 evaluator and the employee. The employee will be provided a copy at their
- 20 request. Employees of the Medical Centers and those completing their
- 21 performance evaluations will not sign a copy of the evaluation, but will complete
- 22 the "acknowledgement" step in Workday to demonstrate their review of the
- 23 completed evaluation. Employees of the Medical Centers can access and print
- 24 their performance evaluations from their Workday profile.
- 25 D. Upper level supervisors at the Medical Centers have access and review
- 26 privileges for employee performance evaluations in Workday. If modification
- 27 and/or comments are made at this level a copy will be provided to the
- 28 employee. Medical Centers employees are alerted in Workday to any additional
- 29 modifications and/or comments made. Medical Centers can access and print
- 30 their performance evaluations from their Workday profile.
- 31 E. A copy of the completed evaluation, signed by all appropriate individuals, will be
- 32 provided to the employee upon request, including the employees' rebuttal and/or
- 33 comments (if any).
- 34 F. Performance evaluations shall be retained in the departmental file for no more
- 35 than three (3) years.

36 **34.5. Grievability.** Employee performance evaluations are grievable only through Step
37 Two of the Grievance Procedure.

38

39

Tentatively Agreed To:

For the Union:

Signed by:
Thomas Wray
4C1DA2C371AA409...
Date 8/23/2024

Signed by:
Brian Edwards
9B20F55281DC43A...
Date 8/24/2024

DocuSigned by:
Paula Lukaszek
4E12A96D3AE54A9...
Date 8/25/2024

For the Employer:

DocuSigned by:
Kristi Aravena
255BCC783CD346E...
Date 8/23/2024

ARTICLE 35 – PERSONNEL FILES

35.1. Files Relating to Employment. The Employer shall maintain files relating to employment in accordance with the applicable University policy and/or state or federal law. The personnel file for each employee will be maintained by the appropriate Human Resources Operations department and will accompany the employee throughout their service career at the University of Washington. The departmental file will be maintained by the department.

Individual supervisors may create and retain documents in a supervisor file. Documents in the supervisor file will not be placed in the department or personnel file unless they are incorporated as part of an official action (such as a performance evaluation or a corrective action).

35.2. Employee Access to Files. Each employee has the right to review their personnel file, supervisory file, attendance file, payroll file and medical file. The Employer will determine the location of all employee files. Upon written request by an employee to their Human Resources Consultant (for personnel file) or department manager (for departmental file), the employee and/or representative may examine the employee's personnel file or departmental file. Review of employee files will be in the presence of an Employer representative during business hours. The employee and/or representative may request copies, which may be provided at no cost if the size of the request is reasonable. A copy of the written authorization will be retained in the employee's file.

35.3. Employee Response. A copy of any correspondence, adverse material, or letters issued and intended to be included in an employee's official personnel file shall be mailed or given to the employee prior to becoming a permanent part of the file. An employee may insert a reasonable amount of job-related materials in their personnel file that reflects favorably on their job performance. An employee may provide a written rebuttal to any information in the files that they considers objectionable. The Employer will attach the rebuttal to the related document.

Information shall be retained as long as it has a reasonable bearing on the employee's job performance or upon the efficient and effective management of the institution.

35.4. Confidentiality. Unauthorized parties shall not have access to any employee's personnel or departmental file. A record will be retained in the HR personnel file of the names of individuals outside of HR who have reviewed the personnel file who do not have written authorization from the employee, except requests for records in accordance with the Public Records request process.

35.5. Medical Files. Medical information related to employment will be kept separate from all other employment files and confidential in accordance with state and federal law.

1 **35.6.** Adverse material or information related to alleged misconduct that is determined
2 to be false, and all such information in situations where the employee has been fully
3 exonerated of wrongdoing, and/or any documents removed pursuant to Article 36
4 Corrective Action, will be promptly removed from the employee's files. The Employer
5 may retain this information in a legal defense file in accordance with the prevailing
6 Washington State law. The Employer may retain information relating to employee
7 misconduct or alleged misconduct if the employee requests that the information be
8 retained.

9

Tentatively Agreed To:	
For the Union:	For the Employer:
<p>DocuSigned by: <i>Thomas Wray</i> 4C7DA2C371AA409...</p> <p>Date 7/18/2024</p>	<p>DocuSigned by: <i>Laura Hartless</i> 1CB62316D8AE4A0...</p> <p>Date 7/17/2024</p>
<p>DocuSigned by: <i>Brian Edwards</i> 9B20F55281DC43A...</p> <p>Date 7/18/2024</p>	
<p>DocuSigned by: <i>Paula Lukaszek</i> 4E12A96D3AE54A9...</p> <p>Date 7/20/2024</p>	

10

ARTICLE 36 – CORRECTIVE ACTION/DISMISSAL

36.1. The parties will follow the “Corrective Action/Dismissal Process” outlined below. No employee shall be subject to the process except for just cause. The corrective action process will be considered to incorporate the concept of progressive action while providing a positive method for improvement rather than punitive action. The University will determine the specific step at which the process begins based on the nature and severity of the problem.

36.2. Representation.

A. Employees shall be notified orally or in writing that upon request they shall be entitled to have a single union representative, ~~not including Union staff, unless otherwise mutually agreed presentto, present~~ when formal counseling, final counseling or dismissal is occurring. The Employer will provide at least three (3) business days to allow an employee to secure a Union representative The day after notice is provided shall be the first (1st) day of the three (3) day notice period to secure representation. If notice is given prior to the midpoint of the scheduled shift or if the employee is on paid administrative time off, the day of notification is the first day. Employees have a right to a meeting with management whenever corrective action is issued. Attendance of a representative shall not delay the disciplinary process unduly as determined by the Employer. All parties shall make every effort possible to allow for Union representation without unduly delaying the process.

B. Upon request, an employee has the right to a single union representative at an investigatory interview called by the Employer, if the employee reasonably believes corrective action could result. The Employer will provide at least three (3) business days to allow an employee to secure a representative. The day after notice is provided shall be the first (1st) day of the three (3) day notice period to secure representation. If notice is given prior to the midpoint of the scheduled shift or if the employee is on paid administrative time off, the day of notification is the first day.

1. A Union Steward in training may attend a grievance meeting as an observer, so long as release of the trainee has been approved by their Supervisor and Human Resources is notified.

~~B.C.~~ An employee placed on an alternative assignment during an investigation will not be prohibited from contacting their union steward unless there is a conflict of interest, in which case the employee may contact another union steward. This does not preclude the Employer from restricting an employee’s access to the Employer’s premises.

~~C.D.~~ An interpreter can be requested by either party and will be provided.

36.3. Coaching. Informal discussion or instruction between employee and their immediate supervisor. Supervisor may follow up in writing which may include a simple action plan. This is not a form of corrective action.

1 **36.4. Corrective Action/Dismissal Process.** The Employer will make clear when
2 formal or final counseling is being conducted and will inform the employee about their
3 right to representation under the CBA. When counseling or dismissing an employee, the
4 Employer will make every effort to protect the privacy of the employee. Translators may
5 be requested by any party.

6 **Formal Counseling.** Formal counseling (may involve administrative personnel other
7 than the employee's immediate supervisor) including the development of a written
8 action plan. The action plan will identify specific problem areas, performance objectives,
9 suggestions for remedying, and a timeframe for improvement. Prior to issuance of
10 formal counseling, a meeting may be scheduled by the employer or requested by the
11 employee to give the employee an opportunity to make their case before the final
12 decision is made. Employee requests for such a meeting will be granted. An employee
13 is entitled to representation at this meeting.

14 **Final Counseling.** Final counseling (may involve administrative personnel other than
15 the employee's immediate supervisor) including action plan discussion and revision,
16 where appropriate.

17 **Dismissal.** Prior to dismissal, a pre-determination meeting will be scheduled to give an
18 employee an opportunity to make their case before the final decision is made. The
19 employee has the right to have a Union Council representative present at the pre-
20 determination meeting. At least five (5) days prior to the meeting, the employee will be
21 informed in writing of the reasons for the contemplated dismissal and given referenced
22 documentation. The employee will be furnished with written notification of the outcome
23 of the pre-determination hearing.

24 **Demotion.** Demotion of Leads and/or Supervisors may be initiated by the Employer at
25 any step of the Corrective Action process.

26 **36.5. Removal of Records.** Upon written request by the employee, any formal or final
27 counseling, excluding those for workplace violence or University policies against
28 harassment, discrimination, or retaliation, or those in which the employee was the
29 subject of an investigation, allegation, or findings of sexual misconduct, will be removed
30 from an employee's personnel file after three (3) years if the following criteria have been
31 met:

- 32 1. Circumstances set forth in writing, and as determined by the University do not
- 33 warrant a longer retention period; and
- 34 2. There has been no subsequent corrective action.

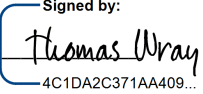
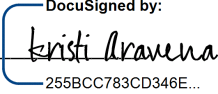
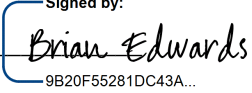
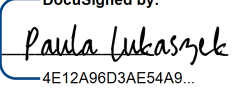
35 Nothing in this Article prevents the Employer from agreeing to an earlier removal date.

- 1 Once a corrective action has been removed from the employee's file as outlined above,
- 2 the information removed will not be used in subsequent corrective action, unless
- 3 mutually agreed otherwise.

- 4 **36.6. Grievability/Arbitrability.** Formal counseling may be grieved beginning at Step
- 5 One or Step Two of the grievance procedure and up to Step Three Mediation only.

- 6 Final counseling, demotion, and dismissal may be grieved through every step of the
- 7 grievance procedure beginning at Step Two.

Tentatively Agreed To:

For the Union:	For the Employer:
Date 9/10/2024	Date 9/10/2024
 Signed by: Thomas Wray 4C1DA2C371AA409...	 DocuSigned by: Kristi Aravena 255BCC783CD346E...
Date 9/10/2024	
 Signed by: Brian Edwards 9B20F55281DC43A...	
Date 9/10/2024	
 DocuSigned by: Paula Lukaszek 4E12A96D3AE54A9...	

1

ARTICLE 37 – EMPLOYEE ASSISTANCE PROGRAM

2 The Employer will continue to offer an Employer supported Employee Assistance
3 Program for all employees covered by this Agreement. Employees can request, and
4 Employer will consider, adjustments in schedule to allow access to the services of the
5 Employee Assistance Program.

6 The Employee Assistance Program will protect the confidentiality of those employees
7 using their services.

8

Tentatively Agreed To:

<p>For the Union:</p> <p>DocuSigned by: <i>Thomas Wray</i></p> <hr/> <p>Date 7/18/2024 <small>4C1DA2C371AA409...</small></p> <p>DocuSigned by: <i>Brian Edwards</i></p> <hr/> <p>Date 7/18/2024 <small>9B20F55281DC43A...</small></p> <p>DocuSigned by: <i>Paula Lukaszek</i></p> <hr/> <p>Date 7/20/2024 <small>2E12A96D3AE54A9...</small></p>	<p>For the Employer:</p> <p>DocuSigned by: <i>Laura Hartless</i></p> <hr/> <p>Date 7/17/2024 <small>1CB62316D8AE4A0...</small></p>
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9

ARTICLE 38 – SENIORITY, LAYOFF, REHIRE

1

2 **38.1.**

3 A. **Seniority.** Layoff seniority is defined as the continuous length of service in
4 calendar days with the Employer from the most recent date of hire. Service of
5 less than full time shall be considered full time. Time spent on paid or unpaid
6 leave will not impact layoff seniority. Time spent on the layoff rehire list shall not
7 be included in computing layoff seniority. Permanent employees who are
8 veterans or their unmarried widows/widowers shall have added to their seniority
9 the veteran's active military service to a maximum of five (5) years credit. Time
10 spent on military duty leave, paid or unpaid, or time spent on leave without pay to
11 work for the union in accordance with Article 29, is included in seniority
12 calculation. Probationary employees are not vested with seniority credits until
13 successfully completing the probationary period. Seniority shall be lost following
14 a break in service including resignation, termination for cause, failure to return
15 from a leave of absence, expiration of rehire rights. Neither time spent on leave
16 of absence, the layoff rehire list, or on cyclic year leave shall be considered a
17 break in service. Employees who enter into the bargaining unit from other
18 positions at the University of Washington shall be credited with layoff seniority for
19 all seniority earned in the State classified service while employed at the
20 University. Employees who enter into the bargaining unit from other state
21 agencies and institutions of higher education shall earn layoff seniority from the
22 first day of coverage under this Agreement.

23 B. **Department Seniority.** Department seniority is defined as continuous length of
24 service in calendar days within the employee's department and where applicable,
25 shall be used for internal department processes, such as vacation and schedule
26 bids.

27 C. **Layoff Seniority Tiebreaker.** For the purposes of layoff only, when it is
28 necessary to determine the order of seniority among bargaining unit members
29 whose contract seniority is identical, a random chance method will be employed
30 to select the names of those employees one at a time. The University shall
31 inform the Union every time this method is necessary and will provide proof of
32 the seniority tie. When selecting among employees whose seniority is identical,
33 the Union may be represented by any individuals it chooses, and will draw the
34 names. The University will be represented by a manager/administrator from the
35 Department involved and a representative from Human Resources. The first
36 employee selected will be considered the most senior; the last employee
37 selected will be considered the least senior.

38 **38.2.**39 A. **Layoff.**

40 1. Whenever it becomes necessary for the Employer to reduce its workforce
41 due to lack of work, lack of funds, or good faith reorganization for

1 efficiency purposes, the Employer shall use the following procedure. The
 2 Employer will notify the Union of impending layoffs thirty (30) calendar
 3 days in advance of implementation so that reasonable alternative
 4 proposals can be considered. Whenever possible the Employer will
 5 provide more than minimum notice.

- 6 2. The Employer shall not lay off bargaining unit employees in lieu of
 7 disciplinary action.
- 8 3. Employees will be laid off in accordance with seniority, as defined in
 9 Article 38.1(a)

10 **B. Employment Option.** The employee affected by the reduction in force shall be
 11 offered the following employment options in descending order, provided they
 12 meets the essential skills (defined as the minimum qualifications listed in the job
 13 description for the classification and any specific position requirements or
 14 credentialing) of the offered position:

- 15 1. A funded vacant position within the same job classification, FTE, and
 16 layoff unit (set forth in Appendix IV).
- 17 2. A funded vacant position within the same job classification within .2 FTE
 18 status and layoff unit.
- 19 3. The opportunity to replace the most junior employee within the
 20 layoff/seniority unit (set forth in Appendix IV) in the same classification and
 21 in an FTE status within .2 FTE status of the employee affected by the
 22 reduction in force. (For example, if a .8 FTE position is being abolished,
 23 the employee affected is eligible to replace the most junior individual in a
 24 .6 to 1.0 FTE position)
- 25 4. The opportunity to replace the most junior employee in the same
 26 classification with a lower FTE status than their own within the
 27 layoff/seniority unit.
- 28 5. The opportunity to replace the most junior employee within the same
 29 department who is:
 - 30 a. In a lower classification in the same series as the employee
 31 affected by the reduction in force; and
 - 32 b. Within .2 FTE of the employee affected by the reduction in force.

33 **C. Notice.** The Employer shall identify the positions to be abolished and the
 34 employee(s) to be affected and shall notify employees in these positions, with
 35 notice to the union, not less than thirty (30) calendar days prior to the
 36 abolishment of the positions, pay the employee in lieu of notice, or combine pay
 37 and notice. Whenever possible the Employer will provide more than minimum
 38 notice. The notice shall include:

- 39 1. The effective date of the layoff and a reference to the employee's rights
 40 under this Article, and
- 41 2. Identification of the employment option being offered, if applicable. In
 42 accordance with 38.2.b. above, if the incumbent in a position to be
 43 abolished has an opportunity to replace the most junior employee within
 44 the layoff/seniority unit, the incumbent will be given up to three (3)
 45 calendar days to determine if he/she wants to replace the junior employee

1 or be placed on the rehire list. Vacant positions or those held by
2 probationary employees within the layoff/seniority unit will be considered a
3 more junior position.

4 **D. FTE Increase or Reduction.** An employee in a position that is not abolished but
5 is increased or reduced in FTE status and who will remain benefit eligible after
6 the reduction or increase will have the choice of staying in the reduced or
7 increased position and going on the rehire list for the position and FTE status
8 held by the employee immediately prior to the increase or reduction or exercising
9 available layoff rights under 38.2. The employee must exercise this choice within
10 three (3) working days of the increase or reduction notice.

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

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

- 27 1. For positions of a lower FTE status in the classification from which the
28 employee was laid off (or equivalent if prior classification has been
29 abolished); and
- 30 2. For positions in other classifications in which the employee previously held
31 permanent status; and
- 32 3. 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) for
34 any open positions in the bargaining unit for which the laid off employee
35 possesses the essential skills. For classifications which have separate job
36 codes in the Campuswide and Harborview Bargaining Units, Rehire lists
37 will include both job codes. Employees referred from the rehire list(s) who
38 possess the essential skills needed for a vacant position will be offered the
39 position prior to the Employer posting for competitive recruitment. From
40 among these employees, offers will be made in seniority order, most
41 senior person first. Job requests for positions for which there are
42 employees on rehire list(s) may not be withdrawn solely to avoid hiring laid
43 off employees.

- 44 4. The Employer will provide a copy of the Rehire List to the Union upon
45 request.

5. When the job classification the employee was laid off from is represented by both SEIU 925 and WFSE Local 1495 or Local 3488 the employee will be placed on the rehire list for the specific job classification for both unions.

~~5.~~

G. **Rehire Trial Period.** Employees placed into vacant position from the rehire list will serve a six (6) week rehire trial period. During the rehire trial period either party may, at its sole discretion and without resort to the grievance procedure, initiate return to the rehire list. Time spent in a rehire trial period will not count toward the twenty-four (24) month rehire list period. The six (6) week rehire trial period will be adjusted to reflect any paid or unpaid leave taken during the period.

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

I. **Removal from List.** Removal from the rehire list(s) will occur for any of the following circumstances:

1. If placement does not occur within twenty-four (24) months,
2. If the employee refuses two (2) offers of placement for a position having the same pay, FTE status and shift as the position from which the employee was laid off, or listed in the employee's option selection form. In such case, the employee will be removed from all other rehire lists and will have exhausted their rehire rights.
3. If the employee was placed into two (2) vacant positions for which the employee has failed to complete the rehire trial period.

~~4.~~ If the employee accepts any offer of placement from any rehire list and completes the rehire trial service period for a position with the same FTE status and pay as the position from which the employee was laid off.

~~5.4.~~ Employees who reject two (2) offers of placement from a list for a position of a lower FTE status than that which the employee held immediately prior to layoff, will be removed from that list.

~~6.5.~~ Employees who reject one (1) offer of placement from a list for a position in a classification other than that from which the employee was laid off will be removed from that list.

~~J. **Rehire List Crossover.** Employees within an SEIU Local 925 represented bargaining unit may, in accordance with this Article, be placed on the rehire list for positions in another SEIU Local 925 represented bargaining unit.~~

~~K.~~~~J.~~ **38.3. Rehire Wages and Increment Date.** When employees are rehired from layoff status the progression start date and annual leave accrual date will be reestablished and extended by an amount of time in calendar days equal to the period of time spent on the rehire list prior to rehire. Employees placed from the rehire list into positions with the same salary range held at the time of layoff shall be placed at the same step in the range held at the time of layoff. Employees placed from the rehire list into positions with a lower salary range than held at the

1 time of layoff shall be placed in a salary step, not to exceed top automatic step,
2 nearest to, but not in excess of, the salary held at time of layoff.

3 **38.4.** Affirmative action goals may be considered at any point during the layoff or rehire
4 process.

5 **38.5. Benefits and Temporary Services.** Employees on the rehire list who follow the
6 rules prescribed by Temporary Services may be referred to temporary positions and can
7 receive employer paid health benefit coverage if they meet the eligibility requirements
8 as determined by the State.

Tentatively Agreed To:

<p>For the Union:</p> <p>DocuSigned by: <i>Thomas Wray</i> 4C1DA2C371AA409...</p> <p>Date 7/19/2024</p> <p>DocuSigned by: <i>Brian Edwards</i> 9B20F55281DC43A...</p> <p>Date 7/31/2024</p> <p>DocuSigned by: <i>Paula Lukaszek</i> 4E12A96D3AE54A9...</p> <p>Date 7/20/2024</p>	<p>For the Employer:</p> <p>DocuSigned by: <i>Laura Hartless</i> 1CB62316D8AE4A0...</p> <p>Date 7/19/2024</p>
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ARTICLE 39 – RESIGNATION AND ABANDONMENT

2

39.1. Resignation. Employees are encouraged to provide at least two weeks’ notice of resignation. A written or oral resignation may be withdrawn within twenty-four (24) hours excluding the employee’s scheduled days off and holidays off, after submitting the resignation. The employee may only withdraw one resignation per position held. The Employer may permit withdrawal of resignation at any time.

7

39.2. Presumption of Resignation/Abandonment.

8

a. An employee who fails to appear for work and report absence to the supervisor, in accordance with departmental policy, on three (3) consecutive scheduled workdays, shall be deemed to have resigned. Notice of separation will be sent to the employee’s last known address on record with the UW Payroll Office via certified mail after the third (3rd) consecutive day of absence. Prior to sending the notice, the Employer will attempt to contact the employee through current home telephone and emergency contact numbers on record in Employee Self-Service (as an example: Workday) ~~and departmental records.~~

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b. Within fourteen (14) calendar days of mailing the separation notice and upon proof that the failure to report absent could not reasonably have been avoided, an employee may submit to the supervisor a written petition for reinstatement. The Employer’s decision to not reinstate may be grieved according to the grievance procedure in Article 6.

21

39.3. Separated employees have the right to compensation for accrued vacation leave and compensation time according to University policy.

22

Tentatively Agreed To:

<p>For the Union:</p> <p>Date <u>8/9/2024</u></p> <p>Signed by: <i>Thomas Wray</i> 4C1DA2C371AA409...</p>	<p>For the Employer:</p> <p>Date <u>8/9/2024</u></p> <p>DocuSigned by: <i>Kristi Dravena</i> 255BCC783CD346E...</p>
<p>Date <u>8/19/2024</u></p> <p>Signed by: <i>Brian Edwards</i> 9B20F5528TDC43A...</p>	
<p>Date <u>8/9/2024</u></p> <p>DocuSigned by: <i>Paula Lukaszek</i> 4E12A96D3AE54A9...</p>	

2025-2027 WFSE CBA
Tentative Agreement
August 9, 2024
Page 2 of 2

1

ARTICLE 40 – MANDATORY SUBJECT

2 **40.1.** The Employer will satisfy its collective bargaining obligation before making a
3 change with respect to a matter that is a mandatory subject.

- 4 A. The Employer will notify the Executive Director of the Union at
5 mandatorynotice@wfse.org of these changes in writing, citing this Article. The
6 written notice must include:
- 7 1. A description of the intended change, including information relevant to the
8 impacts of the change on employees and a list of the job classifications
9 and names of affected employees if known;
 - 10 2. Where the change will occur; and
 - 11 3. The date the Employer intends to implement the change.
- 12 B. Within thirty (30) calendar days of receipt of the written notice the Union may
13 request negotiations over the changes. The timeframe for filing a demand to
14 bargain will begin after the Employer has provided written notice to the Union.
15 The thirty (30) calendar day period may be used to informally discuss the matter
16 with the Employer and to gather information related to the proposed change. The
17 written notice requesting bargaining must be filed with Human Resources Labor
18 Relations (LR) at laborrel@uw.edu and shall include at least three (3) available
19 dates and times to meet.
- 20 C. In the event the Union does not request negotiations within thirty (30) calendar
21 days of receipt of the notice, the Employer may implement the changes without
22 further negotiations.
- 23 D. There may be emergency or mandated conditions that are outside of the
24 Employer's control requiring immediate implementation, in which case the
25 Employer will notify the Union as soon as possible.

26 **40.2.** Unless agreed otherwise, the parties agree to begin bargaining within thirty (30)
27 calendar days of receipt of the request to bargain. If the union makes a request for
28 information at the same time as the request to bargain, the thirty (30) calendar days will
29 not begin until the information request has been fulfilled. Information requests made
30 after the request to bargain will not delay the scheduling of discussion and/or
31 negotiations. The parties shall agree to the location and time for the discussions and/or
32 negotiations. Each party is responsible for choosing its own representatives for these
33 activities. The Union will provide the Employer with the names of its employee
34 representatives at least seven (7) calendar days in advance of the meeting date unless
35 the meeting is scheduled sooner, in which case the Union will notify the Employer as
36 soon as possible.

37 **Release Time**

- 38 A. **When a release request involves one (1) or two (2) departments or units, the**
39 Employer shall approve paid release time for up to four (4) employee
40 representatives who are scheduled to work during the time meetings or

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1 negotiations are being conducted, provided the absence of the employee will not
 2 interfere with the operating needs of the Employer. **When a release request**
 3 **involves more than two (2) departments or units, the Employer shall approve paid**
 4 **release time for up to six (6) employee representatives who are scheduled to**
 5 **work during the time meetings or negotiations are being conducted, provided the**
 6 **absence of the employee will not interfere with the operating needs of the**
 7 **Employer.** The Employer may approve leave without pay for additional employee
 8 representatives provided the absence of the employee will not interfere with the
 9 operating needs of the Employer. If the additional employee absence is
 10 approved, the employee(s) may use personal holiday, vacation time off, holiday
 11 credit, or compensatory leave instead of leave without pay.
 12 B. No overtime will be incurred as a result of bargaining and/or preparation for
 13 bargaining.
 14 C. The Union is responsible for paying any travel or per diem of employee
 15 representatives. Employee representatives may not use a state vehicle to travel
 16 to and from a bargaining session, unless authorized by the Employer for
 17 Business Purposes.

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Tentatively Agreed To:

<p>For the Union:</p> <p>Signed by: <i>Thomas Wray</i> Date 8/28/2024 <small>4C1DA2C371AA409...</small></p> <p>Signed by: <i>Brian Edwards</i> Date 8/28/2024 <small>9B20F55281DC43A...</small></p> <p>DocuSigned by: <i>Paula Lukaszek</i> Date 8/29/2024 <small>4E12A96D3AE54A9...</small></p>	<p>For the Employer:</p> <p>DocuSigned by: <i>Kristi Aravena</i> Date 8/28/2024 <small>255BCC783CD346E...</small></p>
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1

ARTICLE 41 – NEW EMPLOYEES

2 **41.1. New Employees.**

3 A. The Employer may offer a regularly scheduled, in-person, all day new employee
4 orientation which will include a benefits orientation. The orientation will be offered
5 by the office of Professional and Organizational Development in coordination with
6 the Benefits Office and the Employer may require new employees from the
7 Seattle Main Campus to attend. The new employee orientation may take place
8 virtually.

9 B. A Union representative shall be allowed up to thirty (30) minutes with employees
10 during the new employee orientation. Such release time will be subject to the
11 operational needs of the department and does not count as time worked for the
12 purpose of calculating overtime.

13 C. If the University conducts orientation on-line, the Union will be permitted to
14 display a reasonable amount of information as part of the program.

15 D. For employees hired into the bargaining unit who do not attend the orientation
16 described in A and B above, within ninety (90) days of the employee’s start date,
17 the Employer will provide the Union access to the employee during the
18 employee’s regular work hours to present information about the Union. This
19 access will be provided at the employee’s regular worksite, or at a location
20 mutually agreed to by the Employer and the Union and will be for no less than
21 thirty (30) minutes.

22

Tentatively Agreed To:	
For the Union:	For the Employer:
<p>DocuSigned by: <i>Thomas Wray</i></p> <p>Date <u>7/19/2024</u> <small>C1DA2C371AA409...</small></p>	<p>DocuSigned by: <i>Laura Hartless</i></p> <p>Date <u>7/19/2024</u> <small>1CB62316D8AE4A0...</small></p>
<p>DocuSigned by: <i>Brian Edwards</i></p> <p>Date <u>7/31/2024</u> <small>8B20F55281DC43A...</small></p>	
<p>DocuSigned by: <i>Paula Lukaszek</i></p> <p><u>7/20/2024</u> <small>4E12A96D3AE54A9...</small></p>	

23

1 **ARTICLE 42 – UNION ACTIVITIES, RIGHTS, AND STEWARDS**

2 **42.1. Staff Representatives.**

3 A. Within thirty (30) calendar days from the effective date of this Agreement, the
4 Union shall provide the Office of Labor Relations a list of staff representatives.
5 The Union shall provide written notice to the Employer of any changes within
6 thirty (30) calendar days of the change.

7 B. Staff representatives may access University premises to carry out
8 representational activities. The representative shall notify local management prior
9 to their arrival and shall not interrupt the normal operations of the institution. The
10 staff representative may meet with bargaining unit employees in non-work areas
11 during non-work times.

12 It is understood that any such visits which require a meeting with an employee
13 will be restricted to the non-working time of the employee unless otherwise
14 authorized by management or provided for elsewhere in this Agreement, and that
15 there will be no interference with an employee's work assignment.

16 While inspecting the workplace, the Union may engage in de minimis
17 conversations with employees, so long as an employee does not object and such
18 conversation does not interfere or disturb the operation of the facility or
19 compromise the security of patient health information.

20 **42.2. Union Stewards.**

21 A. The Employer recognizes the right of the Union to designate union stewards who
22 shall be permitted without unnecessary delay to devote reasonable periods of
23 time (for example, time to travel to the meeting site, 10-15 minutes to confer with
24 the employee prior to the meeting) during normal working hours to present any
25 grievance to the supervisor or designated representative for which adjustment
26 has been requested by an employee or group of employees.

27 B. Time off for processing grievances shall be granted to a Union steward by
28 supervision following a request but in consideration of any job responsibilities. If
29 permission for time off cannot be immediately granted, the supervisor will
30 arrange for time off at the earliest possible time thereafter.

31 C. The Union shall prevail upon all employees in the bargaining unit and especially
32 Union stewards, to make a diligent and serious attempt to resolve complaints at
33 the lowest possible level. The Employer, likewise, shall prevail upon its
34 supervisory personnel to cooperate fully with the Union stewards and other Union
35 representatives in the speedy resolution of any grievance that may arise.

36 D. A record of a steward's work time spent on grievances or other authorized
37 activity on behalf of the Union shall be maintained on a basis mutually agreeable
38 between the Union and the department involved.

39 E. In the event the Employer determines that the amount of work time used by any
40 steward on grievances or other authorized Union activities is unreasonable, it
41 may become a topic for mutual discussion between the parties.

1 F. Union stewards shall primarily conduct representational duties only within their
 2 designated area of jurisdiction. Stewards may represent members in another
 3 jurisdiction if the steward designated for that other jurisdiction is unavailable (e.g.
 4 away on approved leave), has a conflict, or if there is no steward in that area. In
 5 the event that a steward is unavailable, the steward of the next geographically
 6 closest designated jurisdiction will be contacted to represent the employee. The
 7 number of stewards in a particular area and the jurisdiction they serve shall be an
 8 appropriate subject of discussion between the Union and the Employer.

9 G. The Union agrees to submit an up-to-date list to the Office of Labor Relations
 10 once per quarter indicating the name of all Union stewards, their work locations,
 11 department, jurisdiction and designation as an Officer. In any event, said list
 12 shall be submitted at least annually with changes noted as they occur. Union
 13 stewards shall be recognized when the Office of Labor Relations is informed of
 14 their appointment. Areas of jurisdiction are as follows: UWMC, South Campus
 15 HSB, HMC, Health Sciences, South Lake Union, Downtown, Airlift Northwest,
 16 UW Tower, Bothell Campus, Tacoma Campus, Seattle Campus, and
 17 Sandpoint. Stewards shall be assigned by the union. Lead Stewards, shall be
 18 recognized to have broader jurisdictions.

19 H. Whereas it benefits the University to have Union stewards who understand the
 20 contract and are trained in administration of the contract, each of the Union's
 21 stewards shall be allowed a total of eight (8) working hours annually without loss
 22 of pay to participate in the Union's steward training program. Said time off shall
 23 be approved in advance by the employee's supervisor and shall be contingent
 24 upon the ability to provide coverage during the time off.
 25 The Union shall submit to the Office of Labor Relations at least fifteen (15) days
 26 in advance the names of the employees (with their respective supervisors) that
 27 are scheduled to participate in the training. The Union will confirm the employee's
 28 participation in the training upon completion.

29 H.I. ~~The Union steward may visit bargaining unit employees, and, if they are
 30 reaching out to employees at a work site that is not the steward's own work site,
 31 then the steward will notify local management prior to their visit and shall not
 32 interrupt the normal operations. The Union steward will meet with bargaining unit
 33 employees in non-work areas during non-work times, unless the steward is with
 34 an employee who needs the steward's representational assistance.~~

35
 36 H.J. New Steward Training. Where the Union requests in advance of an
 37 investigatory meeting/fact finding, Step One, or a Step Two hearing that a
 38 second steward (apprentice) be present for training purposes, this request will be
 39 approved without loss of pay or recorded work time subject to the operational
 40 needs of the second steward's department. Confirmation of attendance must be
 41 communicated to the Supervisor and Human Resources in advance of the
 42 meeting The Employer may deny requests for a second steward to attend an
 43 investigatory meeting/fact finding within the employee's department. No overtime
 44 or compensatory time will be earned for participation and no steward shall attend
 45 as a second steward more than once.

1 **42.3. Union Business Activities.**

- 2 A. Employees who intend to absent themselves from work for the purpose of
 3 attending and participating in Union business functions or programs, such as
 4 meetings, conventions, seminars, or other authorized meetings at the Union’s
 5 request, may do so with supervisory approval. **The Employee may use paid or**
 6 **unpaid time consistent with University Policy.** Employees may use paid time in
 7 the following order: 1) compensatory time, 2) holiday credit, 3) personal holiday
 8 (whole day absences only, 4) accrued vacation time off. Unless this would result
 9 in the loss of vacation time.
- 10 B. The employee shall request leave from the Employee’s immediate supervisor at
 11 least two (2) weeks prior to the planned absence.

12 **42.4. Use of State Facilities, Resources, and Equipment.**

13 A. Meeting Space and Facilities. The Employer’s campuses and facilities may be
 14 used by the Union to hold meetings subject to the University’s policy and
 15 availability of the space. The Employer **may will** provide private space for
 16 stewards and/or Union representatives to meet in confidence with those they
 17 represent on a space available basis, **whenever possible**. Staff representatives
 18 may reserve and utilize meeting rooms in accordance with University policy and
 19 procedure. Such requests will be subject to availability and all applicable fees.

20 When employees are required to meet with management, they along with their
 21 steward and/or Union representatives will be provided with a private space that is
 22 free from noise and interruptions and away from management staff (when the
 23 meeting is virtual), whenever possible.

24 A.B. E-mail, Fax Machines, the Internet, and Intranets
 25 Union delegates, and members may utilize state owned/operated equipment to
 26 communicate with the Union and/or the Employer only for the exclusive purpose
 27 of administration of this Agreement. **When used properly, such use will not be**
 28 **used for disciplinary purposes.** Such use will:

- 29 1.
- 30 1. Result in little or no cost to the Employer;
 - 31 2. Be brief in duration and frequency;
 - 32 3. Not interfere with the performance of their official duties;
 - 33 4. Not distract from the conduct of state business;
 - 34 5. Not disrupt other state employees and will not obligate other employees to
 - 35 make a personal use of state resources; and
 - 36 6. Not compromise the security or integrity of state information or software.

1 The Union and its union delegates will not use the above referenced state equipment in
 2 a manner that is prohibited by the Executive Ethics Board. Communication that occurs
 3 when using state-owned equipment is the property of the Employer.

4 C. Bulletin Boards and Distribution of Union Material. Upon request, space will be
 5 made available to the Union on bulletin boards in those areas where bargaining
 6 unit employees work or frequent, for the posting of notices and information
 7 pertaining to official business of the Union. Materials posted on Union bulletin
 8 boards without the signature of a recognized Union officer or representative may
 9 be removed. Employees shall have the right to distribute official Union
 10 information materials during hours off work. Such distribution of official material
 11 shall not interfere with the work assignments of employees who are on duty.
 12 Further, such distribution activities must be held in locations which cause no
 13 interference with the various departments normal operations or with any
 14 employees who may not be involved or interested.

15 **42.5. Temporary Employment with the Union.**

16 With thirty (30) calendar days notice, unless agreed otherwise, employees may be
 17 granted leave without pay if the employee is elected or appointed to serve as an officer
 18 or staff member) of a specified duration, not to exceed six (6) months, provided the
 19 employee’s time off will not interfere with the operating needs of the Employer as
 20 determined by management. Upon request, the department may agree to an extension
 21 of leave without pay up to an additional six (6) months. The returning employee will be
 22 employed in a position in the same job classification, in the same layoff unit, and in the
 23 same geographical area, as determined by the Employer.

24 **42.6 Information Requests**

25 A. All requests for information regarding the bargaining unit by the Union will be
 26 submitted in writing to the Office of Labor Relations. Requests will clearly identify
 27 what information is being sought and include the reason for the request.
 28 Requests will not normally extend more than twenty-four (24) months prior to the
 29 date of the request, unless a legitimate reason is articulated.

30 A.B. Upon written request of the staff representative or steward to the Office of
 31 Labor Relations (laborrel@uw.edu), the Employer will provide relevant
 32 information necessary for conducting representational duties. Information will be
 33 provided within a reasonable timeframe and without requiring the Union to file
 34 with the Public Records Office.

35 B.C. The Employer will acknowledge receipt of the information request and will
 36 provide the union with a date by which the information is anticipated to be
 37 provided.

38 G.D. When the Union submits a request for information that the Employer
 39 believes is unclear or unreasonable, the Employer will contact the Union staff

1 representative and the parties will discuss the relevance and necessity of the
2 request. The costs associated with the request and the amount the Union may
3 pay for receipt of the information may also be discussed.

4

Tentatively Agreed To:

<p>For the Union:</p> <p>_____</p> <p>Date 11/14/2024</p> <p>_____</p> <p>Date</p> <p>_____</p> <p>Date</p>	<p>For the Employer:</p> <p>_____</p> <p>Date 11/14/2024</p>
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Signed by: *Thomas Wray* 4C1DA2C371AA409...

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ARTICLE 43 – JOINT UNION/MANAGEMENT COMMITTEES

1
2 **43.1.** The Joint Union/Management Committee shall normally be composed of up to
3 three members at the departmental level or six members at the University-wide level
4 plus two Union staff representatives. The Employer shall be represented by a like
5 number on the Committee. **Upon mutual agreement, the Union or Employer may have**
6 **additional members attend as subject matter experts.**

7
8 **43.2.** The purpose of the Committee is to provide a forum for communication between
9 the parties to this Agreement to deal with matters of general Union/Management
10 concern. The Committee shall also function as a mechanism for resolving
11 problems/concerns of a mutual nature; and/or any policy of the University which affects
12 the bargaining unit and which either party requests be placed on the agenda. It is
13 agreed by the parties that the Employer will discuss with representatives of the Union
14 significant changes affecting institutional conditions of employment generally affecting
15 bargaining unit employees thirty (30) calendar days in advance of targeted
16 implementation dates of said changes so that reasonable alternative proposals can be
17 adequately discussed and considered by the Union/Management Committee.

18 **43.3.** Meetings of the Union/Management Committee shall normally be held during
19 University business hours and at a mutually agreeable time and date. Participants shall
20 experience no loss in salary for participating in the pre-meeting and meetings; however,
21 such time is not construed as work time, and no overtime shall be claimed or paid for
22 meetings attended outside of an employee's regular work hours.

23 **43.4.** The Union/Management Committee shall have no bargaining authority; however,
24 any agreements reached through this process shall be reduced to writing and supported
25 by the Union representatives and Management.

26 **43.5.** The agenda shall be limited to items that are of a group rather than an individual
27 interest or concern and shall not include individual grievances properly processed under
28 the grievance procedure article. If a concern is not resolved and is also grievable, a
29 grievance may be filed pursuant to Article 6. If the parties mutually agree, the matter will
30 be submitted at Step 3 (mediation). The grievance must still be timely in accordance
31 with Article 6 Grievance Procedure.

32 **43.6.** Disposition of matters covered in a Union/Management Committee shall not
33 contradict, add to or otherwise modify the terms and conditions of the Agreement unless
34 otherwise mutually agreed to in writing by the Director for Labor Relations and the
35 Union Business Representative.

1 **43.7.** With the understanding between the parties that problem solving can best be
2 achieved at the lowest possible level, nothing in the foregoing paragraphs shall in any
3 way preclude discussions and/or meetings between the Employer and Union Shop
4 Stewards or staff representatives on matters appropriate for resolution at the
5 department level. Such agreements shall not be considered precedent setting.

6 **43.8** The following four (4) departmental Joint Union/Management Committees will be
7 scheduled to meet quarterly, unless both parties agree to meet less or more frequently:

- 8 A. UW Seattle Campus Facilities Services- Includes Building Services, Campus
9 Engineering and Operations, Facilities Maintenance and Construction, Finance
10 and Business Services, and Transportation Services
- 11 B. Housing and Food Services
- 12 C. University of Washington Medical Center
- 13 D. Harborview Medical Center

14 Agenda items must be provided at least fifteen (15) days in advance of the meeting. If
15 agenda items are not provided at least fifteen (15) days in advance of the meeting either
16 party may cancel the meeting.

17 The Union must submit all release requests at least fifteen (15) days in advance of the
18 meeting.

19 **43.9.** Joint Union/Management meetings for Bothell and Tacoma campuses will be
20 scheduled as needed and upon mutual agreement.

21 **43.10.** Ad hoc Joint Union/Management committee meetings for individual departments
22 and/or to address a specific workplace issue will be formed and scheduled upon request
23 of either the Union or the Employer.

24

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Tentatively Agreed To:

<p>For the Union:</p> <p>_____</p> <p>Date 9/10/2024</p> <p>Signed by: <i>Thomas Wray</i> 4C1DA2C371AA409...</p>	<p>For the Employer:</p> <p>_____</p> <p>Date 9/10/2024</p> <p>DocuSigned by: <i>Kristi Aravena</i> 255BCC783CD346E...</p>
<p>_____</p> <p>Date 9/10/2024</p> <p>Signed by: <i>Brian Edwards</i> 9B20F55281DC43A...</p>	
<p>_____</p> <p>Date 9/10/2024</p> <p>DocuSigned by: <i>Paula Lukaszek</i> 4E12A96D3AE54A9...</p>	

ARTICLE 44 – CLASSIFICATIONS AND RECLASSIFICATIONS

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

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

44.3.

a. Should the University decide to create, eliminate or modify class specifications which does not involve a major restructure to the overall classification system, it will notify the Union in advance of implementing the action. Notification will include the bargaining unit status of the classification and, for a newly created or modified classification considered to be in the bargaining unit, a proposed salary. Notification will occur at least ~~forty-five (45)~~thirty days (30) days in advance of any proposed implementation date. At the Union’s request the University will meet and confer with the Union over its proposed action.

b. An employee occupying a position reallocated to a class with a lower salary range maximum due to a class being created, abolished or modified will be placed at a step on the new range closest to but not less than their current rate of pay, up to maximum auto step. If an employee’s current salary is above maximum auto step, the employee’s salary will be y-rated (frozen) until the new range catches up. The Progression Start Date (PSD) will remain unchanged. retain the salary of their former position until reaching the top of the range of the former position, and then will be frozen until the new class pay range catches up. An employee(s) occupying a position reallocated to a class with a higher salary range due to a class being created, abolished or modified will receive the same step in the new range as the employee(s) held in the previous range.

c. If the action is effective the 1st through the 15th of the month, the progression start date is set as the 1st of that month. If the action is effective the 16th through the end of the month, the progression start date is set as the 1st of the following month.

~~b.d. The Progression Start Date (PSD) 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. The progression start date of the employee will remain unchanged.~~

~~e.e.~~ Within thirty (30) calendar days following implementation of the University’s decision to create or combine classifications per Article 44, or modify class specifications for bargaining unit positions, the Union may file an appeal with the Classification Review Hearing Officer selected under Article 44.6 of this contract, to determine if the salary assigned to the classification is appropriate.

1 **44.4.** The Union may, at any time, propose a new classification with appropriate
2 justification. These proposals will be reviewed by the Compensation Office of Human
3 Resources which will accept, reject, or modify any proposal. The Union and the
4 Compensation office will meet and discuss the proposal within sixty (60) days. This
5 review is not grievable.

6 **44.5.** The University agrees to notify the Union of any proposed reclassifications of
7 occupied bargaining unit positions into non-bargaining unit positions at least thirty (30)
8 days prior to implementation.

9 **44.6. Professional Staff Exemptions:**

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

27 **44.7. Position Review Process:**

- 28 A. The University, employee, or employee representative may request that a
29 position be reviewed when the requesting party believes that the basis of its
30 request has become a permanent requirement of the position. Employees and
31 employee representatives may not request that a position be reviewed more
32 often than once every six (6) months.
- 33 B. The request must be complete and in writing on forms provided by the University.
34 Requests may be submitted to Human Resources or to an employee's direct
35 supervisor or department. Any party may submit additional information, including
36 the names of individuals, which the party believes is relevant to the position
37 review.
- 38 C. An employee may request that a representative be present as an observer at
39 meetings with the University reviewer scheduled to discuss the request for

- 1 position review. At the employee's request a portion of such meetings shall be
2 conducted in a quiet and private location, away from the work station.
- 3 D. The University reviewer will investigate the position and issue a written response
4 to the employee or employee representative within sixty (60) calendar days from
5 receipt, by Human Resources, of the completed request. The response will
6 include notification of the class and salary assigned when the position is
7 reallocated, or notification of the reasons the position does not warrant
8 reallocation when the request is not approved. Reclass requests may be
9 submitted at either the departmental level or directly to Human Resources.
10 Reclass requests submitted at the departmental level must be forwarded to
11 Human Resources within thirty (30) calendar days.
- 12 E. The effective date of allocations or reallocations initiated by the University shall
13 be determined by the University. The effective date of a reallocation resulting
14 from an employee or employee representative request for position review will be
15 established as the 1st or the 16th of the month which precedes the date that the
16 completed request was filed with Human Resources or the employee's direct
17 supervisor or department, whichever date is earliest. The date of receipt must be
18 appropriately documented.
- 19 F. An employee may request reconsideration following receipt of the University's
20 determination. Requests for reconsideration will not hold the timeframe for filing
21 an appeal under this Article.

22 **44.8. Position Review Appeal Process.** If the Union wishes to appeal the decision of
23 the University, it may appeal to the Classification Review Hearing Officer within thirty
24 (30) calendar days following the date of the University's written response.

25 **Hearing Officer.** The Hearing Officer shall be jointly selected by the parties within thirty
26 (30) days of the execution of this contract and shall serve for a minimum of one (1) year
27 from the date of selection. At that time the parties may choose to re-appoint the Hearing
28 Officer or select a different Hearing Officer who will also serve for a minimum of one (1)
29 year from date of selection.

30 **Hearings.** The Hearing Officer shall hold hearings on a quarterly basis unless there are
31 no appeals to hear or the parties agree to pend any open appeals. All materials
32 considered in the position review shall be submitted to the Hearing Officer prior to the
33 hearing and neither party will submit evidence at the hearing that was not submitted
34 during the position review. The Hearing Officer shall endeavor to hold multiple hearings
35 each day, and shall issue a concise decision which shall be final and binding. The
36 Hearing Officer shall have no authority to alter the terms and conditions of this contract.
37 Employees may be represented at the hearing and will be released from work with no
38 loss of pay to attend the hearing. The Hearing Officer's fees and expenses shall be
39 shared equally by the parties.

Tentatively Agreed To:

<p>For the Union:</p> <p>Date <u>9/5/2024</u> Signed by: <u>Thomas Wray</u> <small>4C1DA2C371AA409...</small></p> <p>Date <u>9/4/2024</u> Signed by: <u>Brian Edwards</u> <small>9B20F55281DC43A...</small></p> <p>Date <u>9/5/2024</u> DocuSigned by: <u>Paula Lukaszek</u> <small>4E12A96D3AE54A9...</small></p>	<p>For the Employer:</p> <p>Date <u>9/4/2024</u> DocuSigned by: <u>Kristi Aravena</u> <small>255BCC783CD346E...</small></p>
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ARTICLE 45 – COMPENSATION, WAGES AND OTHER PAY PROVISIONS**45.1.**

- A. Effective July 1, 202~~5~~3, 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, 202~~5~~3 unless otherwise agreed. Effective July 1, 202~~5~~3, each employee will continue to be assigned to the same Salary Range and Step that they were assigned on June 30, 202~~5~~3 unless otherwise agreed.
- B. Effective July 1, 2023, all Salary Ranges described in Section A above will be increased by ~~four~~three percent (~~43~~32%). This increase will be based upon the salary schedule in effect on June 30, 202~~5~~3.
- C. Effective July 1, 202~~6~~4, all Salary Ranges described in Section A above, will be increased by ~~three~~two percent (~~32~~22%). This increase will be based upon the salary schedule in effect on June 30, 202~~6~~4.
- D. Employees who are paid above the maximum for their range on the effective date of the increase described in B or C above will not receive the specified increase to their current pay unless the new range encompasses their current rate of pay. Employees who are Y-rated as of June 30, 202~~5~~3 will continue to receive that salary if it is higher than the top step of the salary range for their classification as specified in Appendix I.

45.2. Annual Salary Adjustment. Employees will receive an annual salary adjustment based on their progression start date until such time as the employee reaches the top automatic step of their salary range.

- A. Movement on General Schedules. Employees ~~will receive a two (2) step increase to base salary following completion of twelve (12) months of continuous service and the date they receive that increase will be based on the employee's progression start date. Thereafter, employees~~ will receive a two (2) step increase annually, based on their progression start date, until they reach the top automatic step of the pay range.
- B. Movement on Health Care Schedules. Employees ~~who are hired on the Health Care pay tables~~ will receive ~~increment increases at the rate of a~~ one (1) step ~~increase annually, based on their progression start date, each twelve (12) months until they reach the top of the pay range. The date they receive that increase will be based on the employee's progression start periodic increment date~~ until they reach the top automatic step of the pay range.
- C. When a date progression increase coincides with a promotional date, the appointment to a new salary range, and/or a market adjustment, the progression increase date will be applied first.

45.3. Employee Recruitment and Retention (R&R) Step Increases. The University Employer, at its discretion, may approve additional increment step increases up to, but

1 ~~not over top automatic step~~, at any time. ~~Such additional increment~~Employee R&R step
2 increases will not change an employee's progression start date.

3 **45.4. Job Profile Recruitment/Retention Increases.** The Employer may at any time
4 increase the salary of classifications that are experiencing recruitment/retention
5 problems.

6 **45.5. Transfers/Lateral Movement.** When an employee moves from one position to
7 another position in the same or a different classification at the same salary range, the
8 employee will, at a minimum, retain their previous ~~salary range and~~ step.

9 **45.6. Promotions/Reallocation/Reversion.** Upon promotion or reallocation from a
10 position under this contract to another position under this contract with a higher salary
11 range, the affected employee shall be placed on the salary step of the new range which
12 reflects a minimum of a three (3) step increase, except for positions on Health Care
13 Professional/Technical pay tables, which shall receive a minimum increase of six
14 percent (6%).

15 If the action is effective the 1st through the 15th of the month, the progression start date
16 is set as the 1st of that month. If the action is effective the 16th through the end of the
17 month, the progression start date is set as the 1st of the following month.

18 ~~The new progression start date shall be the first of the current month for effective dates~~
19 ~~falling between the first and fifteenth of the month and the first of the following month for~~
20 ~~effective dates falling between the sixteenth and the end of the month.~~

21 An employee who voluntarily reverts or is reverted by the Employer during the trial
22 service period in their promoted position will have the previous salary range and step
23 they were receiving prior to promotion reinstated.

24 ~~**45.7. Work Out of Class.** When an employee is temporarily assigned by Management~~
25 ~~in writing, which may include e-mail, to perform the principal duties of a higher level~~
26 ~~position for a minimum period of one (1) working day, the employee shall be paid a~~
27 ~~temporary salary increase (TSI) of at least five percent (5%) over the present salary but~~
28 ~~not to exceed the maximum of the range for the higher classification. Said increase shall~~
29 ~~be effective as of the first day of the assignment.~~

30 **45.8. Downward Allocation Compensation.** An employee occupying a position that is
31 reclassified to an existing class with a lower salary range shall be placed in the salary
32 step in the new range which is closest to the current salary, provided such salary does
33 not exceed the top automatic step of the new salary range. The progression start date
34 (PSD) will remain unchanged.

35 **45.9. Shift Differential Premium Pay.** Employees assigned to evening or night shifts
36 shall receive a shift differential of at least one dollar and fifty cents (\$1.50) per hour,

1 except for those job titles listed in Appendix II, which shall receive the applicable rates.
2 Employees in Skilled Trades job classifications assigned to evening or night shifts shall
3 receive a shift differential of at least two dollars and fifty cents (\$2.50 ~~\$2.00~~) per hour.

4 For the purposes of this Agreement, evening shift is defined as a majority of time
5 worked daily or weekly between 5:00 p.m. and 12:00 a.m. Night shifts defined as a
6 majority of time worked daily or weekly between 12:00 a.m. and 7:00 a.m.

7 Any classification which receives a higher shift differential on the effective date of this
8 Agreement shall continue to do so. Shift differential shall be paid for the entire shift that
9 qualifies. When an employee is regularly assigned to an evening or night shift that
10 qualifies for shift differential, they shall continue to receive the shift differential during
11 temporary assignment, not to exceed five (5) consecutive working days, to a shift that
12 does not qualify.

13 When an employee is compensated for working overtime during hours for which shift
14 differential premium pay is authorized, the overtime rate will be calculated including the
15 shift differential premium pay for evening or night hours.

16 **45.10. Stand-By Pay (On Call).** Employees required to restrict their off-duty activities in
17 order to be immediately available for duty when called, will be compensated for time
18 spent in standby status. Rate of compensation for standby status for all healthcare jobs
19 will be seven dollars (\$7) per hour (reflected on Appendix II). ~~Health Care~~
20 ~~Professional/Technical Classifications is listed in Appendix II. The Rate of compensation~~
21 ~~for standby status for WFSE skilled trades classifications will be three~~ all non-healthcare
22 jobs will be four dollars (~~\$43.00~~) per hour (unless reflected otherwise on Appendix II).
23 ~~The Rate of compensation for standby status for all other classifications will be two~~
24 ~~dollars (\$2.00) per hour. When called to physically return to the work station from~~
25 ~~standby status, the employee shall receive premium pay (time and one-half (1 ½) the~~
26 ~~employee's regular rate) for a minimum work period of three (3) hours. In addition to the~~
27 ~~pay received while on standby, an employee called to work will be paid at their regular~~
28 ~~salary for all hours worked.~~

29 **45.11. Call Back Pay.** When an employee has left the grounds and is required called to
30 physically return to the work station outside of regularly scheduled hours, they shall
31 receive ~~two-three~~ (32) hours bonus pay plus time actually worked. The bonus pay shall
32 be compensated at the regular rate; time worked shall be compensated at time and
33 one-half (1-1/2). Time worked immediately preceding the regular shift does not
34 constitute call back, provided time worked does not exceed two (2) hours. When the
35 employee is provided at least eight (8) hours notice the call back premium does not
36 apply.

37 ~~An employee~~ Employees on standby status (on call) called to return to the work station
38 ~~does do~~ not qualify for call back pay. Fully remote employees do not qualify for callback
39 pay. Callback does not apply to extra shifts. If an employee answers an all-call/group

1 text or email volunteering to work an extra shift, they are paid the appropriate rate
 2 of pay (not including callback) regardless of how many hours' notice they are provided.

3
 4 **45.12. Multilingual/Sign Language/Braille Premium Pay.** Whenever a classified
 5 position has a bona fide requirement for regular use of competent skills in more than
 6 one language, and/or sign language and/or Braille, and the need for that skill is
 7 specified in the employee's position description, the employee shall receive a premium
 8 pay of five percent (5%) above the level normally assigned for that position, except for
 9 those instances where the position is allocated to a class that specifies these skills.

10 If the employee's position is allocated to a class that specifies these skills, the employee
 11 will receive a premium pay of five percent (5%) above the level normally assigned for
 12 that position only when the employee's position description states that the position has
 13 a bona fide requirement for regular use of competent skills in three (3) or more
 14 languages in addition to English.

15 If this requirement is not included in the employee's position description, refusal by the
 16 employee to interpret will not result in corrective action.

17 **45.13. Assignment Pay.** The Employer agrees to pay a premium rate of at least
 18 ~~\$1.752.00~~ \$2.50 per hour above an employee's base salary for the time an employee
 19 works in any of the following assignments:

- 20 A. While wearing a fall protection safety harness, when required by an approved
 21 Fall Protection Work Plan. While working with a fall protection monitor, when
 22 required by an approved Fall Protection Work Plan.
- 23 B. While wearing a fitted, reusable respirator or supplied air respirator (PAPR,
 24 SCBA, etc.) when required by an approved Work Plan. Assignment Pay for
 25 respirator use does not apply to non-trades hospital staff. When an employee
 26 performs qualifying work less than 1 hour, they will be paid one (1) hour of assignment pay.
 27 Work exceeding one (1) hour will be paid based on actual time worked.
- 28 C. While working in a Permitted confined space, with appropriate permits.
- 29 D. When wearing a fall protection safety harness as required for specific Aerial
 30 Personnel Lift equipment or suspended platforms in accordance with WISHA
 31 standards (currently 10') or organizational policy.
- 32 E. Skilled Trades Bargaining Unit Only: While using required personal protective
 33 equipment (PPE), above and beyond the standard uniform, to protect against arc
 34 flash when required by an approved Work Plan. When an employee performs
 35 qualifying work less than 1 hour, they will be paid a minimum of one hour per day
 36 of assignment pay. Work exceeding one hour per day will be paid based on
 37 actual time worked.
- 38 F. When wearing chaps while operating power cutting tools during tree removal and
 39 pruning during landscaping activities.

1 **45.14. Preceptor.** Surgical Technologists (18716) may serve as a preceptor after
2 successfully completing a preceptor workshop or equivalent documented training and
3 agreeing to and being appointed to be specifically responsible for planning, organizing,
4 and evaluating the new skill development of one or more newly hired surgical
5 technologists or perioperative registered nurses. This includes teaching, clinical
6 supervision, role modeling, feedback, evaluation (verbal and written) and follow up of
7 the new or transferring employee. Employees will receive a preceptor premium pay of
8 one dollar and fifty cents (\$ 1.50) per hour for all time spent engaged in preceptor role
9 responsibilities with/on behalf of the orienting employees.

10 **45.15. Late Payroll Checks.** Regular payroll checks, either hard copy or electronic,
11 should be available to employees on payday. If the University Employer is responsible
12 for delay in receipt of a regular payroll check, the University Employer will issue either a
13 paper check or electronic deposit as soon as possible and will work with the employee
14 to attempt to have any incurred fees waived.

15 **45.16. Weekend Premium Pay.**

16 A. All hours worked on weekends (defined as Saturday and Sunday) by employees
17 in applicable job titles shall include a weekend pay premium in accordance with
18 Appendix II.

19 ~~B. All hours worked on weekends (defined as Saturday and Sunday) by employees~~
20 ~~in the following classifications at Harborview Medical Center and UW Medical~~
21 ~~Center-Montlake Campus shall include a weekend pay premium of one dollar and~~
22 ~~fifty cents (\$1.50): Custodian, Custodian Lead, Custodian Supervisor 1,~~
23 ~~Custodian Supervisor 2.~~

24

25 **45.17. Field Training Officer.** When a ~~Public Safety~~Hospital Security Officer - HMC
26 has been designated as a Field Training Officer for a new employee ~~he/she~~they will
27 receive a seven percent (7%) increase for all the hours they provide direct
28 training/instruction.

29 **45.18. Custodian Lead Assignment.** Custodians assigned lead duties by the
30 Employer will be paid two dollars (\$2.00) per hour for the duration of the assignment. A
31 lead is one who is assigned lead responsibilities as defined by management but does
32 not have supervisory authority. A lead assignment is delegated responsibility for
33 training, assigning, organizing and scheduling work and reviewing completed work
34 assignments. Lead assignment pay may be for an indefinite period, solely determined
35 by the Employer and it shall not provide the basis for an allocation or reallocation under
36 Article 44.

37 Existing lead custodian positions may be converted to lead assignments when vacant,
38 at management's option. Management decisions to create, modify, or end any lead

1 assignments under this section after July 1, 2013 are not grievable. Employees holding
 2 lead job classifications as of July 1, 2013 will not be affected by this section.

3 **45.19 Trades License Premium.** The Employer will provide a license premium of ten
 4 percent (10%) of base salary for all hours paid for the licenses listed below that are not
 5 required on the classification specification. Only the following classifications and
 6 corresponding licenses will be eligible for the license premium:

<u>Job Code</u>	<u>Job Profile</u>	<u>Eligible License</u>
<u>18834</u>	<u>Electrician (NE S WFSE Trades)</u>	<u>EL-01 Electrical (State)</u>
<u>18835</u>	<u>Electrician Lead (NE S WFSE Trades)</u>	<u>EL-01 Electrical (State)</u>
<u>18828</u>	<u>Control Technician (NE S WFSE Trades)</u>	<u>FA-1 (Seattle)</u> <u>CFAT Level II (Bothell)</u>
<u>18829</u>	<u>Control Technician Lead (NE S WFSE Trades)</u>	<u>FA-1 (Seattle)</u> <u>CFAT Level II (Bothell)</u>
<u>18858</u>	<u>Plumber/Pipe/Steamfitter (NE S WFSE Trades)</u>	<u>PL-01 (State)</u> <u>AS-3 (Seattle)</u>
<u>18859</u>	<u>Plumber/Pipe/Steamfitter Lead (NE S WFSE Trades)</u>	<u>PL-01 (State)</u> <u>AS-3 (Seattle)</u>
<u>18880</u>	<u>Power Plant Master Mechanic (NE S WFSE Trades)</u>	<u>EPA Universal</u> <u>Grade 1, 2 or 3 Steam Engineer (Seattle)</u>
<u>18879</u>	<u>Power Plant Mechanic (NE S WFSE Trades)</u>	<u>EPA Universal</u> <u>Grade 1, 2 or 3 Steam Engineer (Seattle)</u>
<u>18881</u>	<u>Power Plant Mechanic Lead (NE S WFSE Trades)</u>	<u>EPA Universal</u> <u>Grade 1, 2 or 3 Steam Engineer (Seattle)</u>
<u>18876</u>	<u>Power Plant Operating Engineer 1 (NE S WFSE Trades)</u>	<u>Grade 1, 2 or 3 Steam Engineer (Seattle)</u>
<u>18877</u>	<u>Power Plant Operating Engineer 2 (NE S WFSE Trades)</u>	<u>Grade 1, 2 or 3 Steam Engineer (Seattle)</u>
<u>18878</u>	<u>Power Plant Operating Engineer Lead (NE S WFSE Trades)</u>	<u>Grade 1, 2 or 3 Steam Engineer (Seattle)</u>

<u>18860</u>	<u>Refrigeration Mechanic (NE S WFSE Trades)</u>	<u>Journey level refrigeration mechanic license – Class A or C</u>
<u>18861</u>	<u>Refrigeration Mechanic Lead (NE S WFSE Trades)</u>	<u>Journey level refrigeration mechanic license – Class A or C</u>
<u>18810</u>	<u>Facilities Operations Maintenance Spec (NE S WFSE Trades)</u>	<u>All licenses listed above except EPA Universal</u>
<u>22805</u>	<u>Machinery Master Mechanic (NE H NI WFSE Trades)</u>	<u>Grade 1, 2 or 3 Steam Engineer (Seattle)</u>
<u>18813</u>	<u>Machinery Mechanic Lead (NE S WFSE Trades)</u>	
<u>18812</u>	<u>Machinery Master Mechanic (NE S WFSE Trades)</u>	<u>Grade 1, 2 or 3 Steam Engineer (Seattle)</u>
<u>22804</u>	<u>Machinery Mechanic (NE H NI WFSE Trades)</u>	<u>Grade 1, 2 or 3 Steam Engineer (Seattle)</u>
<u>18811</u>	<u>Machinery Mechanic (NE S WFSE Trades)</u>	
<u>18810</u>	<u>Facilities Operations Maintenance Spec (NE S WFSE Trades)</u>	<u>All licenses listed above except EPA Universal</u>

- 1 A. An employee is eligible for only one license premium regardless of other licenses
- 2 the employee may have.
- 3 B. License Premium pay will be effective the first full pay period after the date
- 4 appropriate documentation has been received by the supervisor/manager.
- 5 C. Employees will notify their Appointing Authority or designee if their license has
- 6 expired, or has been restricted, revoked or suspended within twenty-four (24)
- 7 hours of expiration, restriction, revocation or suspension, or prior to their next
- 8 scheduled shift, whichever occurs first.
- 9 D. Nonpermanent employees in the job profiles listed above will also be eligible for
- 10 the Trades License Premium.

11 **45.2019. Career Enhancement/Growth Program.** The University will continue its
 12 Career Enhancement/Growth program. The program will reward employees whose
 13 development of skills, increased productivity, or assumption of higher level duties
 14 results in service enhancements or efficiencies for the department in which the
 15 employee works.

1 CEGP steps on the respective pay tables (see Appendix V Pay Tables), will be attained
2 solely through the Career Enhancement/Growth program and will not be based on
3 length of service.

4 Employees in every classification covered by this Agreement will be eligible for the
5 program. Employees are eligible to receive a Career Enhancement/Growth step any
6 time after they have been at the top automatic step in their pay range for a minimum of
7 one (1) year. Employees are eligible for the subsequent Career Enhancement/Growth
8 step beginning one (1) year after receiving the previous step.

9 There will be no minimum or maximum number of employees who may receive Career
10 Enhancement/Growth steps. There will be no minimum or maximum amount of money
11 the University will spend on the Career Enhancement//Growth program. Decisions
12 about Career Enhancement/ Growth steps shall be made within sixty (60) days of
13 supervisory/ managerial/professorial recommendations.

14 Either employees or managers may initiate the CEGP application process. All CEGP
15 applications shall be forwarded to the Compensation Office, regardless of approval or
16 denial. If the application has been denied, the reason for the denial must be
17 documented.

18 The Compensation Office tracks CEGP applications, grants, and denials including at a
19 minimum the job class, department, employee id, the decision to grant or deny, and the
20 documented reason for any denial. If denied, the employee may appeal to the decision-
21 maker's supervisor.

22 The CEGP application form allows for the inclusion of up to three letters of
23 recommendation, and record years of experience in the position or field, as well as
24 years of service with the University in the Statement of Qualifications section. The
25 union will have access to this information on request.

26 The Career Enhancement/Growth program will not be a substitute for reclassifications.
27 Reclassifications will take priority over receiving Career Enhancement/Growth steps
28 such that if an employee qualifies to receive a Career Enhancement/Growth step but
29 could otherwise be reclassified, the employee will be reclassified and will not
30 simultaneously receive the Career Enhancement/Growth step. Career
31 Enhancement/Growth steps shall be considered in calculating salary adjustment
32 associated with promotion and upward reclassification, but in no instance shall a salary
33 in a new position be at a step higher than the top automatic step in the new pay range,
34 except for lateral transfers where there is no mutual agreement not to exceed the top
35 automatic progression step in the new pay range.

36 The University agrees to regularly issue University-wide reminders promoting the value
37 of this program.

- 1 The parties will utilize the JLM committee to review the CEGP program periodically with
- 2 the goal to improve standards and accessibility.

- 3 The Career Enhancement/Growth program in its entirety is not subject to the grievance
- 4 procedure (Article 6).

- 5 **45.21. Ambulatory Float Pool Premium Pay – Harborview Medical Center and UW**
- 6 **Medical Center-Montlake Only. Employees hired solely in an Ambulatory Float Pool**
- 7 **will receive a float premium of one dollar fifty cents (\$1.50) per hour for all hours**
- 8 **worked.**

Tentatively Agreed To:

<p>For the Union:</p> <p>_____</p> <p>Date 9/19/2024</p> <p>Signed by: <i>Thomas Wray</i> 4C1DA2C371AA409...</p>	<p>For the Employer:</p> <p>_____</p> <p>Date 9/19/2024</p> <p>DocuSigned by: <i>Kristi Aravena</i> 255BCC783CD346E...</p>
<p>_____</p> <p>Date 9/19/2024</p> <p>Signed by: <i>Brian Edwards</i> 9B20F55281DC43A...</p>	
<p>_____</p> <p>Date 9/19/2024</p> <p>DocuSigned by: <i>Paula Lukaszek</i> 4E12A96D3AE54A9...</p>	

ARTICLE 46 – HEALTH CARE BENEFITS AMOUNTS

46.1

- A. For the ~~2023-2025~~2025-2027 biennium, the Employer Medical Contribution (EMC) will be an amount equal to eighty-five percent (85%) of the monthly premium for the self-insured Uniform Medical Plan (UMP) Classic for each bargaining unit employee eligible for insurance each month, as determined by the Public Employees Benefits Board (PEBB). In no instance will the employee contribution be less than two percent (2%) of the EMC per month.
- 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.
- C. Value-based benefits designs will:
 - 3.1. Be designed to achieve higher quality, lower aggregate health care services cost (as opposed to plan costs);
 - 4.2. Use clinical evidence; and
 - 5.3. Be the decision of the PEB Board.
- ~~C.D.~~ Article 46.1 (B) and (C) will expire June 30, ~~2025~~2027.

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46.2.

- A. The Employer will pay the entire premium costs for each bargaining unit employee for dental, stand-alone vision, 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 the 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.~~

46.3. 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

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

4 **46.4.** The PEB Program shall provide information on the Employer sponsored Insurance
5 Premium Payment Program on its website and in an open enrollment publication
6 annually.

7 **46.5. ~~Medical~~-Flexible Spending Arrangement**

8 A. During January ~~2024~~ **2025** and again in January ~~2025~~ **2026**, the Employer will
9 make available ~~two three~~ hundred ~~fifty~~ dollars (~~\$250~~**300**) in a ~~medical flexible~~
10 ~~Flexible spending Spending arrangement-Arrangement~~ (FSA) account for each
11 bargaining unit member represented by a Union in the Coalition described in
12 RCW 41.80.020(3), who meets the criteria in Subsection 46.5(B) below.

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

- 15 1. Is occupying a position that has an annual full-time equivalent base salary
16 of ~~sixty thousand dollars (\$60,000)~~ **sixty-eight thousand and four dollars**
17 **(\$68,004.00)** or less on November 1 of the year prior to the year the
18 Employer FSA funds are being made available; and
- 19 2. Meets PEBB program eligibility requirements to receive the employer
20 contribution for PEBB medical benefits on January 1 of the plan year in
21 which the Employer FSA funds are made available, is not enrolled in a
22 high-deductible health plan, and does not waive enrollment in a PEBB
23 medical plan except to be covered as a dependent on another PEBB non-
24 high deductible health plan.
- 25 3. Hourly employees' annual base salary shall be the base hourly rate
26 multiplied by two thousand eighty-eight (2088).
- 27 4. Base salary excludes overtime, shift differential and all other premiums or
28 payments.

29 C. ~~An medical~~-FSA will be established for all employees eligible under this Section
30 who do not otherwise have one. An employee who is eligible for Employer FSA
31 funds may decline this benefit but cannot receive cash in lieu of this benefit.

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

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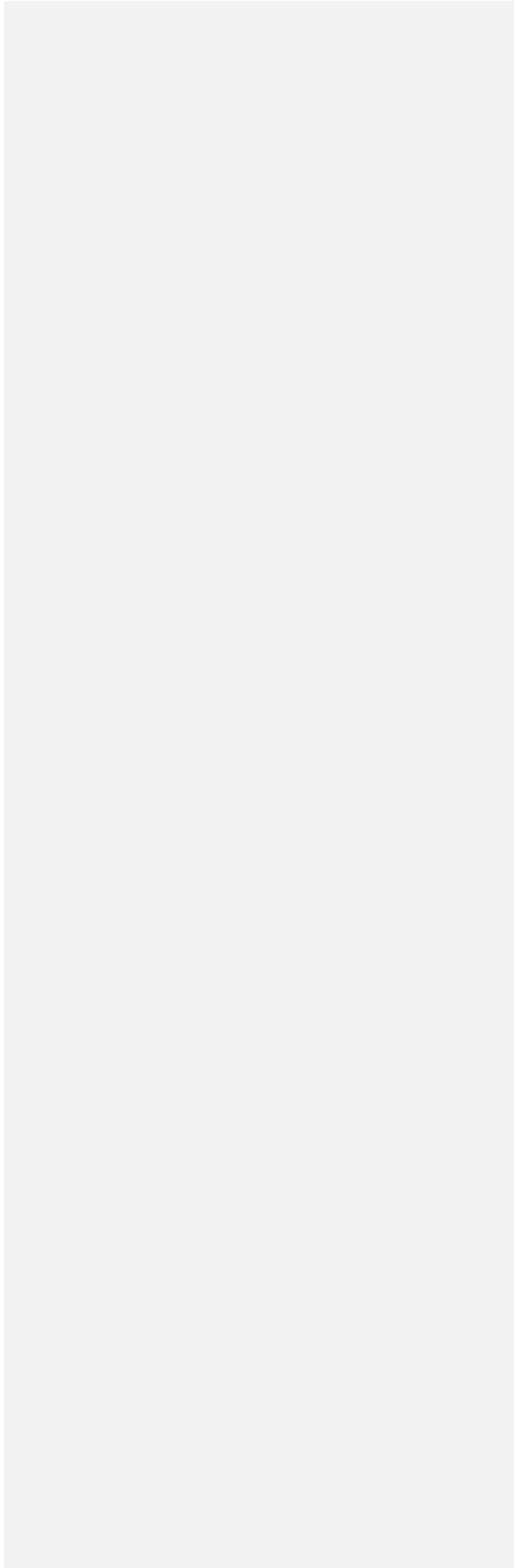
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2025-2027 WFSE CBA
Tentative Agreement Updated
September 24, 2024
Page 3 of 3

Tentatively Agreed To:

For the Union:	For the Employer:
<p>Signed by: <i>Thomas Wray</i> Date 9/24/2024 4C1DA2C371AA409...</p>	<p>DocuSigned by: <i>Kristi Aravena</i> Date 9/24/2024 255BCC783CD346E...</p>
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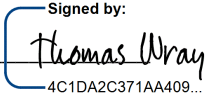
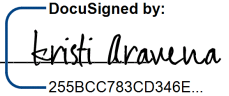
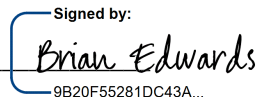
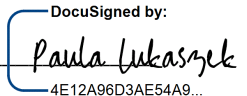


ARTICLE 47 – CONTRACTING

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2 **47.1.** The University will not contract out work which results in the layoff of bargaining
3 unit employees. With the exception of emergencies or Skilled Trades contracting
4 outlined in 47.2, and Attachment B, the University will provide the Union thirty (30) days'
5 notice of any contracting allowed under this article.

6 **47.2. Skilled Trades Contracting.** When contracting out work is deemed necessary by
7 the Employer, the Employer will send an electronic overtime solicitation notice to all
8 affected trade shops identified in Attachment B within UW Facilities Maintenance and
9 Construction a contracting out form will be provided to the union as soon as possible in
10 accordance with Attachment B. The specifications of the form are outlined in Appendix
11 VI and Any changes to Attachment B or Appendix VI the form are subject to the
12 parties' collective bargaining obligations. In contracting out work deemed necessary that
13 does not result in layoff under this section, the Employer will not contract out such work
14 for the purpose of avoiding overtime, not filling vacancies, or eroding the bargaining
15 unit.

Tentatively Agreed To:	
For the Union:	For the Employer:
_____ Date 9/19/2024	_____ Date 9/19/2024
Signed by:  4C1DA2C371AA409...	DocuSigned by:  255BCC783CD346E...
_____ Date 9/19/2024	_____ Date 9/19/2024
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ARTICLE 48 – STAFFING CONCERNS

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48.1. Individual Staffing Concerns. Employees are strongly encouraged to bring concerns about workload issues to the attention of their supervisor or designee. Upon request, the supervisor or designee will provide direction and guidance that may include the setting of priorities and the adjustment of workload.

48.2. Departmental Staffing Concerns. Workload, work area and staffing considerations will be appropriate subjects for Joint Union/Management meetings (JLM). Upon request, a departmental JLM for staffing concerns will be scheduled for a mutually agreeable date, time, and length. The Parties will make a good faith effort to schedule the JLM within thirty (30) days of the request.

48.3. The Employer will ensure that the reporting authority for each employee is clearly defined.

48.4. Assignment of Additional Duties. An employee who is assigned, on a long term basis, the duties of a position vacated by attrition, layoff, or other reasons, in addition to their job duties, shall have the right to meet with their supervisor to discuss the situation. If the initial meeting between the supervisor and the employee does not result in a satisfactory conclusion, the employee may request a subsequent meeting which a representative of the Union may attend.

Tentatively Agreed To:

<p>For the Union:</p> <p>DocuSigned by: <i>Thomas Wray</i> 4C1DA2C371AA409...</p> <p>_____ Date 7/19/2024</p> <p>DocuSigned by: <i>Brian Edwards</i> 9B20F55281DC43A...</p> <p>_____ Date 7/31/2024</p> <p>DocuSigned by: <i>Paula Lukaszek</i> 4E12A96D3AE54A9...</p> <p>_____ 7/20/2024</p>	<p>For the Employer:</p> <p>DocuSigned by: <i>Laura Hartless</i> 1CB62316D8AE4A0...</p> <p>_____ Date 7/19/2024</p>
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ARTICLE 49 – PRIVACY

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49.1. Personnel, medical records, and other employment related files containing personal employee information, will be kept confidential in accordance with state and federal law and University policy.

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49.2. The Employer will make a reasonable attempt to notify affected current employees when a public disclosure request, in which they are named, is received for information from their personnel file. The Employer will copy the Union on the notification to the employee. This notification does not apply to any public disclosure request from the employee, a request from the Union, one that includes a release signed by the employee, or a request for information otherwise available to the public.

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Tentatively Agreed To:

For the Union:

For the Employer:

DocuSigned by:

Thomas Wray

4C1DA2C371AA409...

Date 7/18/2024

DocuSigned by:

Laura Hartless

1CB62316D8AE4A0...

Date 7/17/2024

DocuSigned by:

Brian Edwards

9B20F55281DC43A...

Date 7/18/2024

DocuSigned by:

Paula Lukaszek

4E12A96D3AE54A9...

Date 7/20/2024

11

1 **ARTICLE 50 – NO STRIKE/LOCKOUT**

2 **50.1.** The Employer and the Union acknowledge that this Agreement provides, through
3 the grievance procedure and through other administrative remedies, for an orderly
4 settlement of grievances or disputes which may arise between the parties. Accordingly,
5 the parties agree that the public interest requires the uninterrupted performance of all
6 University services and to this end pledge to prevent or eliminate any conduct contrary
7 to that objective. Therefore, during the life of the Agreement the Employer shall not
8 lockout any of the employees as a result of a labor dispute or grievance or disputes on
9 personnel matters nor shall the Union condone or authorize a work stoppage, work
10 slowdown, or any other curtailment of work in the bargaining units.

11 **50.2.** Should the employees engage in any unauthorized concerted action, the Joint
12 Union/Management Committee shall immediately convene and shall continue to meet
13 until the dispute is settled, and the employees involved shall immediately return to work
14 and continue working. Any employee who refuses to perform their work may be subject
15 to disciplinary action.

16 **50.3.** There will be no strike or lockout regarding any matters pertaining to the contents
17 of this Agreement.

18 **50.4.** Any action of the Employer in closing the University during a general strike, riot, or
19 civil disturbance for the protection of the institution, its property, or its employees shall
20 not be deemed a lockout.

21 **50.5.** Any action of an employee in refusing to cross, for their own personal safety, a
22 picket line at the Employer’s premises in case of an officially declared strike by some
23 other employee organization or union representing employees working for the Employer
24 shall not constitute a violation of this clause of the Agreement, provided, however, that
25 such a decision shall be made freely by the employee without coercion by either the
26 Employer or the Union and provided further that nothing herein shall preclude the
27 Employer from continuing to operate the University with or without temporary
28 replacement personnel.

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Tentatively Agreed To:

For the Union:

DocuSigned by:

Thomas Wray

Date 7/18/2024

DocuSigned by:

Brian Edwards

Date 7/18/2024

DocuSigned by:

Paula Lukaszek

Date 7/20/2024

For the Employer:

DocuSigned by:

Laura Hartless

Date 7/17/2024

1 **ARTICLE 51 – BOARD OF REGENTS**

- 2 The Union may submit proposed agenda items to the President’s Office for
3 consideration for submission to the University of Washington Board of Regents. Such
4 agenda items are to be submitted in accordance with procedures of the Board.

Tentatively Agreed To:

For the Union:

For the Employer:

DocuSigned by:

Thomas Wray

Date 7/18/2024

DocuSigned by:

Brian Edwards

Date 7/18/2024

DocuSigned by:

Paula Lukaszek

Date 7/20/2024

DocuSigned by:

Laura Hartless

Date 7/17/2024

ARTICLE 52 – SALARY OVERPAYMENT RECOVERY

Salary Overpayment Recovery

A. 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:

1. The amount of the overpayment,
2. The basis for the claim,
3. A demand for payment, and
4. 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.

B. Method of Payback

1. The employee must choose one (1) of the following options for paying back the overpayment:
 - a. Voluntary wage deduction,
 - b. Cash, or
 - c. Check (separated employee).
 - d. Vacation (if under 280 hours only) or Compensatory time balances
2. 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.
3. If the employee fails to choose one (1) of the four (4) options described above, within twenty (20) 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.
4. Any overpayment amount still outstanding at separation of employment will be deducted from their final pay.

C. 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.

D. Appeal Rights: Any dispute concerning the occurrence or amount of the overpayment will be resolved through the grievance procedure in Article 6 of this

1 Agreement. The Employer will suspend attempts to collect an alleged
2 overpayment until the grievance process has concluded.

3

Tentatively Agreed To:

<p>For the Union:</p> <p>DocuSigned by: <i>Thomas Wray</i> AC1DA2C371AA409...</p> <p>Date 7/30/2024</p> <p>DocuSigned by: <i>Brian Edwards</i> 9B20F55281DC43A...</p> <p>Date 7/18/2024</p> <p>DocuSigned by: <i>Paula Lukaszek</i> 4E12A96D3AE54A9...</p> <p>Date 7/31/2024</p>	<p>For the Employer:</p> <p>DocuSigned by: <i>Laura Hartless</i> 1CB62316D8AE4A0...</p> <p>Date 7/18/2024</p>
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4

1 **ARTICLE 53 – WASHINGTON FAMILY MEDICAL LEAVE PROGRAM***

2 **53.1 Washington Family Medical Leave Program (PFML) effective January 1, 2020.**

3 The parties recognize that the Washington State Family and Medical Leave Program
4 (RCW 50A) is in effect beginning January 1, 2020 and eligibility for and approval of
5 leave for purposes as described under that Program shall be in accordance with RCW
6 50A. In the event that the legislature amends all or part of RCW 50A, those
7 amendments are considered by the parties to be incorporated herein. In the event that
8 the legislature repeals all or part of RCW 50A, those provisions that are repealed are
9 considered by the parties to be expired and no longer in effect upon the effective date of
10 their repeal.

11 Under RCW 50A, employer provided healthcare benefits must be maintained during a
12 PFML leave, so interspersing time off is not required provided the employee qualifies for
13 a reason under the federal FMLA. Under RCW 50A.15.060(2), the University has
14 elected to offer supplemental benefits in the form of sick time off, vacation time off,
15 personal holiday, holiday credit, holiday taken, or compensatory time off.

16 Employees requesting PFML benefits through the Employment Security Department
17 must provide notice to the University as outlined under RCW 50A.04.030.

Tentatively Agreed To:

For the Union:

For the Employer:

DocuSigned by:

Thomas Wray

Date 7/19/2024

4C1DA2C371AA409...

DocuSigned by:

Laura Hartless

Date 7/19/2024

TCB62316D8AE4A0...

DocuSigned by:

Brian Edwards

Date 7/31/2024

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DocuSigned by:

Paula Lukaszek

Date 7/20/2024

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1 **ARTICLE 54 – SUBORDINATION OF AGREEMENT AND SAVING CLAUSE**

2 Should any part of this Agreement or any provision contained herein be determined by a
3 body of competent jurisdiction to be unlawful or invalid the remainder of the Agreement
4 shall remain in full force and effect. Upon request from either party, the Union and
5 Employer negotiating committee shall commence negotiations within thirty (30) days for
6 the purpose of coming to agreement on a substitute provision for that which was
7 declared unlawful or invalid.

8 Nothing in this Agreement shall be construed to limit or reduce the rights and privileges
9 of the parties except where specifically modified herein.

Tentatively Agreed To:

<p>For the Union:</p> <p>DocuSigned by: <i>Thomas Wray</i></p> <p>Date <u>7/18/2024</u></p> <p>DocuSigned by: <i>Brian Edwards</i></p> <p>Date <u>7/18/2024</u></p> <p>DocuSigned by: <i>Paula Lukaszek</i></p> <p>Date <u>7/20/2024</u></p>	<p>For the Employer:</p> <p>DocuSigned by: <i>Laura Hartless</i></p> <p>Date <u>7/17/2024</u></p>
--	---

ARTICLE 55 – CONTRACT PUBLICATION

1

2 **55.1. Contract Distribution.** Prior to posting on the Labor Relations website, the
3 University will submit to the Union the electronic version of the collective bargaining
4 agreement between the University of Washington and the WFSE. The Employer will
5 post the agreement electronically on the Labor Relations website by the effective date
6 of the agreement (July 1, ~~2023~~2025) or within sixty (60) days of legislative approval,
7 whichever is later.

8 **55.2.** 55.2 The Employer will provide all current and new employees with a link to the
9 new Agreement. Translated versions of the Agreement can be found at:
10 <https://hr.uw.edu/labor/staff-unions/wfse-masterprimary-contract/contract>

11 **55.3.** Each department or unit will maintain a paper copy of the contract accessible to all
12 employees.

13 **55.4.** Each Human Resources Operations Office will maintain a paper copy of the
14 agreement accessible to union members during normal business hours.

Tentatively Agreed To:

<p>For the Union:</p> <p>Signed by: <i>Thomas Wray</i> 4C1DA2C371AA409...</p> <p>Date <u>8/23/2024</u></p> <p>Signed by: <i>Brian Edwards</i> 9B20F55281DC43A...</p> <p>Date <u>8/24/2024</u></p> <p>DocuSigned by: <i>Paula Lukaszek</i> 4E12A96D3AE54A9...</p> <p>Date <u>8/25/2024</u></p>	<p>For the Employer:</p> <p>DocuSigned by: <i>Kristi Aravena</i> 255BCC783CD346E...</p> <p>Date <u>8/23/2024</u></p>
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15

1 **ARTICLE 56 – UNION MEMBERSHIP DUES DEDUCTION, AND STATUS REPORTS**

2 **56.1. Notification.** The Employer shall notify each employee hired into a bargaining unit
3 position that the position is included in a bargaining unit represented by a union through
4 job posting, new employee orientation, or appointment letter.

5 **56.2. Dues Deduction.** Upon written authorization to the Union by an individual
6 employee to become a member of the Union and pay membership dues, the Employer
7 shall provide for the semi-monthly payroll deductions of union dues which are uniformly
8 applied to all members in those bargaining units in which the Union is the exclusive
9 bargaining agent. The Employer will honor the terms and conditions of each employee's
10 signed membership card upon authorization by the Union.

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

18 **56.3. Indemnification.** The Union and each employee in a designated bargaining unit
19 hereby undertakes to indemnify and hold the University, and its employees harmless
20 from all claims, demands, suits or other forms of liability that may arise against the
21 University for or on account of any deductions made from the wages of such employees
22 or for any action taken under this Article.

23 **56.4. Remittance of Dues.** The Employer shall electronically transmit to the Union on
24 the first bank working day after each payday all dues deducted for that pay period in
25 those bargaining units for which the Union is the exclusive bargaining representative.

26 **56.5. Revocation.** An employee may revoke their authorization for payroll deduction of
27 payments to the Union by written notice to the Employer and the Union in accordance
28 with the terms and conditions of their signed membership card. Every effort will be
29 made to end the deduction effective on the first payroll, and not later than the second
30 payroll, after receipt by the Employer of confirmation from the Union that the terms of
31 the employee's signed membership card regarding dues deduction revocation have
32 been met.

33 **56.6. Voluntary PEOPLE Deduction.** During the term of this Agreement, the Employer
34 shall deduct the sum specified from the pay of each member of the Union who
35 voluntarily executes a political action contribution wage assignment authorization for
36 PEOPLE (Public Employees Organized to Promote Legislative). When filed with the
37 Employer, the authorization form will be honored in accordance with its terms. The
38 amount deducted and an electronic roster of all employees using payroll deduction for

1 voluntary political action contributions will be promptly transmitted to the Union by a
2 separate check payable to its order. Upon issuance and transmission of a check to the
3 Union, the Employer's responsibility shall cease with respect to such deductions. The
4 Union and each employee authorizing the assignment of wages for the payment of
5 voluntary political action contributions hereby undertakes to indemnify and hold the
6 Employer harmless from all claims, demands, suits or other forms of liability that may
7 arise against the Employer for or on account of any deduction made from the wages of
8 such employee.

9 **56.7. Listing of Employees.**

10 A. Authorized Use – All Reports

11 The information contained in the requested reports would be provided to each
12 Union for the sole and exclusive purpose of enabling the Union to fulfill their
13 representational responsibilities as the collective bargaining representative for
14 the UW employees about whom the information is requested. No personally
15 identifiable data will be published or shared by any Union, except among those
16 within each Union with a need-to-know for the purpose of enabling the Union to
17 fulfill its representational responsibilities as the collective bargaining
18 representative for the University employees about whom the data or information
19 is requested.

20 Information provided pursuant to this Section will be maintained by the Union in
21 confidence according to the law. The Union will indemnify the Employer for any
22 violations of employee privacy committed by the Union pursuant to this Section.

23 **Each pay period UW shall provide WFSE with the following four reports union**
24 **member information- electronically in EXCEL format**

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25 A. ~~Total Compensation and deductions~~ Employee Information

- 26 Name
- 27 Home Address
- 28 ~~Home phone~~
- 29 ~~Cell phone~~ Primary phone number
- 30 Work phone
- 31 ~~Work location (building)~~
- 32 Work location (address)
- 33 ~~Work station or office (suite and/or number)~~
- 34 Employee ID number
- 35 Personal Email
- 36 UW email
- 37 UW mailbox
- 38 Employment status
- 39 ~~Employment status effective date~~ Current position effective date
- 40 Job classification

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- 1 ~~Department~~ Supervisory org
- 2 Pay grade
- 3 Pay step
- 4 Pay rate salary
- 5 Hourly rate
- 6 Supervisor
- 7 Supervisor email
- 8 Race
- 9 Gender
- 10 DOB
- 11 Date of hire
- 12 Job title
- 13 Job class code
- 14 Shift
- 15 Deduction amount dues
- 16 ~~Deduction amount other~~
- 17 Deduction amount PEOPLE/other
- 18 Total wages for the pay period
- 19 Total base pay for pay period
- 20 Total overtime pay for pay period
- 21 Total overtime hours per pay period
- 22 Total hours worked in the pay period
- 23 Days in the pay period
- 24 ~~Total hours for each class/type of differential and or/ premium pay for the pay~~
- 25 ~~period~~
- 26 ~~Total wages for each class/type of differential and or/ premium pay for the pay~~
- 27 ~~period~~ Differentials, Premium pay and premium hours
- 28 Total wages year to date.
- 29 Pension plan enrollment (which plan)
- 30 ~~Position number~~ Position ID
- 31 Medical plan enrollment (which plan)
- 32 Bargaining Unit
- 33 Total FTE
- 34 Anniversary date (step date)
- 35 Employment status (regular fulltime, regular part time, hourly, fixed duration part
- 36 time, fixed duration full time)
- 37 ~~**B. All appointment list**~~
- 38 ~~All information above with wages and codes organized by appointment including:~~
- 39 ~~a. Id by each worker.~~
- 40 ~~b. Appointment budget number(s)~~ Position Cost Center Center
- 41 ~~c. Beginning date~~
- 42 ~~d. End date~~
- 43 ~~e. Department and /or hiring unit~~
- 44 ~~f.~~ College/Org name

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- 1 ~~g. Job Classification~~
- 2 ~~h. Job Classification Code~~
- 3 ~~i. Full time salary or hourly rate~~
- 4 ~~j. Appointment/FTE Percentage~~
- 5 ~~k. Appointment status~~
- 6 ~~l. Appointment term Service period~~

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- 7 ~~m. Distribution line information.~~
- 8 ~~n. Position number~~

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- 9 ~~o. Earnings in last pay cycle~~
- 10 ~~p. Hours worked in last pay cycle~~
- 11 FTE in last pay cycle
- 12 Leave of Absence effective date

- 13 ~~q. Nature of Leave of Absence~~

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14 **B. Change Report Staffing Events and Terminations**

- 15 ~~•~~
- 16 Name
- 17 Job classification
- 18 Job classification code
- 19 Department
- 20 Employee id
- 21 Original hire date
- 22 Status change date
- 23 Termination/separation date if any
- 24 Reason for status change, nature of status change
- 25 Reason for termination/separation
- 26 ~~LOA effective date~~
- 27 ~~Nature of LOA~~
- 28 New hire date
- 29 New Hire

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- **Vacancy Report**
- Position Number
- Job Classification
- Date of vacancy
- Elimination date of vacancy
- Reason for elimination (filled, deleted, transferred to a different classification/status)

- **List of open positions on UW Hires**

56.8. Privacy Rights of Union Members. In recognition of the privacy interests of all persons covered under this Agreement, the Employer will not disclose any personally identifiable wage or deduction information, or membership status, concerning persons covered by this Agreement to any members of the public or to nongovernmental organizations except to the extent required by law, including the Public Disclosure Act and the Freedom of Information Act.

Tentatively Agreed To:

<p>For the Union:</p> <p>Signed by: <i>Thomas Wray</i> Date <u>9/5/2024</u> <small>4C1DA2C371AA409...</small></p> <p>Signed by: <i>Brian Edwards</i> Date <u>9/4/2024</u> <small>9B20F55281DC43A...</small></p> <p>DocuSigned by: <i>Paula Lukaszek</i> Date <u>9/5/2024</u> <small>4E12A96D3AE54A9...</small></p>	<p>For the Employer:</p> <p>DocuSigned by: <i>Kristi Aravena</i> Date <u>9/4/2024</u> <small>255BCC783CD346E...</small></p>
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17

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ARTICLE 57 – MANAGEMENT RIGHTS AND RESPONSIBILITIES

2

The Employer through its designated management personnel or agents has the right and responsibility, except as expressly modified by this Agreement, to control, change, and supervise all operations and to direct and assign work to all working forces. Such rights and responsibilities shall include by way of illustration but shall not be limited to: the selection and hiring, training, discipline and discharge, classification, reclassification, layoff, promotion and demotion or transfer of employees; the establishment of work schedules; the allocation of all financial and other resources; the control and regulation of the use of all equipment and other property of the Employer. The Employer shall determine the methods, technological means and qualifications of personnel by and for which operations are to be carried out. The Employer shall take whatever action as may be necessary to carry out its rights in any emergency situation.

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Application of this Article shall not preclude the use of the grievance procedure as established in this Agreement.

14

Tentatively Agreed To:

<p>For the Union:</p> <p>DocuSigned by: <i>Thomas Wray</i></p> <p>Date 7/18/2024</p> <p>DocuSigned by: <i>Brian Edwards</i></p> <p>Date 7/18/2024</p> <p>DocuSigned by: <i>Paula Lukaszek</i></p> <p>Date 7/20/2024</p>	<p>For the Employer:</p> <p>DocuSigned by: <i>Laura Hartless</i></p> <p>Date 7/17/2024</p>
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15

1

ARTICLE 58 – TERM OF AGREEMENT

2 This Agreement will be effective July 1, ~~2023~~2025, and will continue in full force and
 3 effect through June 30, ~~2025~~2027; provided that if this Agreement expires while
 4 negotiations between the parties are underway for a successor Agreement, the terms
 5 and conditions of this Agreement will remain in effect for a period not to exceed one (1)
 6 year from the expiration date.

7 Either party may request negotiation of a successor Agreement by notifying the other
 8 party in writing no sooner than January 1, ~~2024~~2026, and no later than January 31,
 9 ~~2024~~2026, to negotiate a new Agreement. Should such notice be served, bargaining
 10 shall commence at a time agreed upon by the parties.

Tentatively Agreed To:

For the Union:

For the Employer:

DocuSigned by:

Thomas Wray

Date 7/19/2024

DocuSigned by:

Brian Edwards

Date 7/31/2024

DocuSigned by:

Paula Lukaszek

Date 7/20/2024

DocuSigned by:

Laura Hartless

Date 7/19/2024

ARTICLE 59 – DRUG TESTING

1

2 **59.1.** Except as required by federal or state laws or as provided in this Agreement, the
3 Employer will not perform or cause to be performed a drug test of any employee
4 covered by this Agreement. The Union and the Employer recognize that the Employer
5 currently performs drug and alcohol testing for Commercial Driver’s License (CDL)
6 holders as required by federal law in accordance with the Employer’s Administrative
7 Policy Statement 13.7, and that the Employer will continue to do so unless changes to
8 federal law either eliminate or modify the requirement for drug and alcohol testing for
9 CDL holders.

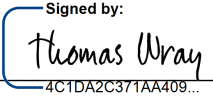
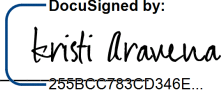
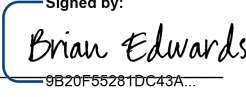
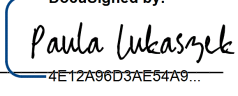
10 **59.2.** Should federal or state law either change or impose new requirements for drug
11 and/or alcohol testing of bargaining unit employees, the Employer agrees that it will
12 negotiate impact with the Union.

13 **59.3.** In the event that the University-Employer determines that additional drug testing is
14 necessary, the Employer agrees that it will discuss any proposal with the Union and
15 negotiate impact.

16 59.4. Drug testing will be conducted in accordance with the UW Medicine Reasonable
17 Suspicion Drug Testing Policy for UW Medicine employees.

18 59.5. This Article is subject to Article 6 – Grievance Procedure.

19

Tentatively Agreed To:	
For the Union:	For the Employer:
Signed by:  Date 8/23/2024 <small>4C1DA2C371AA409...</small>	DocuSigned by:  Date 8/23/2024 <small>255BCC783CD346E...</small>
Signed by:  Date 8/24/2024 <small>9B20F55281DC43A...</small>	
DocuSigned by:  Date 8/25/2024 <small>4E12A96D3AE54A9...</small>	

20

1 **ARTICLE 60 – NONPERMANENT AND INTERMITTENT EMPLOYEES**

2 Only the following language in this Article applies to the Nonpermanent and Intermittent
3 Employees and shall constitute the whole agreement between the Union and the
4 University regarding these employees.

5 60.1. Definitions.

6 A. A Nonpermanent position can be created when any of the following conditions
7 are met:

- 8 1. The UW is actively recruiting to fill a vacant position with a permanent
9 position;
- 10 2. The UW needs to address a short-term immediate workload peak or other
11 short-term needs;
- 12 3. The UW is not filling a position with a permanent position due to the
13 impending or actual layoff of a permanent employee(s);
- 14 4. The UW is filling positions when a worker is on a leave-of-absence; or
- 15 5. Temporary project.

16 A nonpermanent appointee must have the skills and abilities required for the position.

17 B. Intermittent Positions

- 18 1. An Intermittent position exists when the nature of the work is sporadic and
19 does not fit a particular pattern.
- 20 2. If an employee in an intermittent appointment has been working a fixed
21 number of hours every week for a period of at least twelve (12) months,
22 the Employer will convert the appointment to nonpermanent fixed duration
23 appointment for no more than an additional six (6) months. If the work is
24 on-going the Employer may also convert the position to a regular
25 appointment.

26 **60.2 Types of Nonpermanent Positions:**

- 27 A. Nonpermanent Hourly
- 28 B. Nonpermanent Fixed Duration

29 Employees in Nonpermanent Fixed Duration positions are considered regularly
30 scheduled and assigned a schedule with a fixed number of working hours in a
31 workweek. Nonpermanent Fixed Duration positions with varying work days are
32 considered scheduled.

33 Employees in Intermittent and Nonpermanent Hourly positions are considered
34 nonscheduled and are not assigned a fixed schedule or amount of working time in a
35 workweek.

36 If at any time during a Nonpermanent Hourly appointment, the employee starts working

1 a fixed number of hours each work week for multiple weeks in a row, upon request the
2 appointment designation will change to Nonpermanent Fixed Duration.

3 **60.3 Nonpermanent Hourly and Nonpermanent Fixed Duration Appointments:**

- 4 A. The initial duration of a Nonpermanent Hourly and Nonpermanent Fixed Duration
5 appointment cannot exceed twelve (12) months from the hire date but may be
6 extended to no more than twenty-four (24) months if the conditions in 60.1.A. 1-5
7 still exist. Individuals may receive consecutive Nonpermanent Fixed Duration or
8 Hourly appointments as long as any subsequent appointment is to a different
9 position.
- 10 B. Conclusion of the appointment will be at the discretion of the University, including
11 termination of appointment prior to its originally intended expiration date, and will
12 not be subject to Articles 6 (Grievance Procedure) and Article 38 (Seniority,
13 Layoff, Rehire) of the contract.
- 14 C. If the employee is not a permanent state employee, the employer must give one
15 work days' notice prior to conclusion of the appointment. A Nonpermanent
16 appointment may be terminated immediately with pay in lieu of the one work day
17 of notice required for Nonpermanent Employees.
- 18 D. If at any time during a Nonpermanent appointment, a short-term workload peak
19 or other short term need becomes ongoing and permanent in nature, the
20 Employer must take action to fill the position on a permanent basis.
- 21 E. Nonpermanent Fixed Duration or Nonpermanent Hourly appointments will not be
22 made to permanently replace permanent positions that are vacant.
- 23 F. Time worked in a Nonpermanent Fixed Duration or Nonpermanent hourly
24 appointment will count towards seniority for employees who are appointed to a
25 regular classified position without a break in service in accordance with article
26 38.1.A.

27 **60.4 Hours of Work and Overtime.**

- 28 A. Hours of work for Nonpermanent and Intermittent Employees shall be
29 established by the employing official. Work assigned in excess of forty (40) hours
30 in a seven (7) day work week constitutes overtime. Overtime hours will be
31 compensated at a rate of one-and-one-half (1-1/2) times the employee's regular
32 rate.
33 All paid holiday hours including the use of holiday credit during the employee's
34 regular work schedule is considered time worked for the calculation of overtime.
35 All other time paid for but not worked shall not count towards the calculation of
36 overtime.
- 37 B. **Minimum Work Availability.** The Employer may require employees in
38 Intermittent and Nonpermanent hourly position to provide at least a minimum
39 number of available hours or shifts each week, month or schedule block. The
40 Employer may also require employees in Intermittent and Nonpermanent hourly
41 position to provide at least a minimum number of available weekend hours or

1 shifts each week, month or schedule block. A minimum number of hours of shifts
 2 on holidays may also be required of employees in Intermittent and
 3 Nonpermanent hourly position. Employees out of compliance may have their
 4 appointment terminated. Appointments may also end due to a lack of work.
 5 Assignment of hours or continuation of employment is at the discretion of the
 6 Employer and is not grievable.

7 **60.5 Probationary Period Upon Movement from Nonpermanent or Intermittent to**
 8 **Regular.**

- 9 A. A Nonpermanent or Intermittent Employee hired into a regular bargaining unit
 10 position is required to serve a probationary period.
- 11 B. A Nonpermanent or Intermittent Employee who is hired into a regular position in
 12 the same job classification in the same unit without a break in service through
 13 open recruitment will have their Nonpermanent or Intermittent hours of service
 14 apply toward their probationary period for that position up to a maximum of three
 15 (3) months of the six (6) month probationary period.
- 16 C. The Employer may convert a Nonpermanent or Intermittent position into a
 17 permanent position if the Employer used a competitive process to fill the
 18 Nonpermanent or Intermittent position or if the Nonpermanent or Intermittent
 19 position was filled using a veteran placement program. In such circumstances the
 20 employee will serve a probationary or trial service period, whichever is
 21 applicable.

22 **60.6 INCLEMENT WEATHER AND SUSPENDED OPERATIONS**

- 23 A. **Inclement Weather.** When the University is in operation an employee may
 24 request time off without pay to deal with unanticipated problems related to
 25 inclement weather conditions. However, employees designated by the Employer
 26 as “essential” must report to work.
- 27 B. **Suspended Operations.** If the University determines it is advisable due to
 28 emergency conditions to suspend the operation of all or any portion of the
 29 institution, employees designated by the Employer as “essential” must report to
 30 work.

31 **60.7 Compensation.**

- 32 A. ~~The rate of pay for e~~Employees under this Article must be placed on a salary
 33 step within the range for the ~~classified title that best fits the work assigned job~~
 34 ~~profile.~~
- 35 B. If the action is effective the 1st through the 15th of the month, the progression start
 36 date is set as the 1st of that month. If the action is effective the 16th through the end
 37 of the month, the progression start date is set as the 1st of the following month.
- 38 ~~B. The progression start date shall be established as follows:~~

- ~~1. The first of the current month for actions occurring between the first and the fifteenth of the month; or,~~
- ~~2. The first of the following month for actions occurring between the sixteenth and the end of the month.~~

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

C-D. Employee Recruitment and Retention (R&R) Step Increases: R&R step increases will be administered the same as regular positions as outlined in Article 45.3.

D-E. Work Out of Class: Working out of class will be administered the same as regular positions outlined in Article 14.XX.

E-F. Career Enhancement/Growth Program: CEGP will be administered the same as regular positions as outlined in Article 45.XX.

60.8 Training.

- A. Employees that are required to schedule and participate in mandatory education by their department and will be compensated at the appropriate rate of pay. Tuition for required education will be provided by the Employer.
- B. Employees shall be appropriately trained and or certified prior to being assigned to perform work requiring such training or certification, e.g., work with asbestos, lead, blood borne pathogens, and all other appropriate training required for safety and efficiency in the unit.

60.9 Sick Time Off

- A. Employees in Nonpermanent Fixed Duration positions will accrue sick time off per Article 18 Sick Leave.
- B. Employees in Nonpermanent Hourly and Intermittent positions will earn a monthly sick time off accrual proportionate to the number of hours in pay status (excluding overtime hours) in the month to that required for full-time (1.0 FTE) employment. Sick time off accruals cannot exceed eight (8) hours in a month.

60.10 Vacation Time Off

- A. Employees in Nonpermanent Fixed Duration positions will accrue and use vacation time off per Article 17 Vacation Time Off.
- B. Employees in Nonpermanent Hourly and Intermittent positions will earn a monthly vacation time off accrual proportionate to the number of hours in pay status (excluding overtime hours) in the month to that required for full-time (1.0 FTE) employment.
- C. Employees in Intermittent positions will receive vacation time off accrual rate increases in accordance with the accrual schedule in Article 17 Vacation Time Off.

1 D. Employees in Nonpermanent and Intermittent positions are subject to the
2 maximum vacation time off accrual rules as outlined in RCW 43.01.044 for
3 classified employment.

4 **60.11 Holidays and Holiday Credit**

5 A. A. Employees in Nonpermanent Fixed Duration positions will be paid for holidays
6 and receive holiday credit per Article 16 Holidays.

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

15 C. C. Employees in Nonpermanent Hourly and Intermittent positions shall be paid
16 for holiday credit in accordance with Article 16 Holidays.

17 **60.12 Holiday Premium.** If an employee works one of the following holidays, they will
18 receive time and one half (1 ½) for all hours worked on that holiday: New Year's Day,
19 Martin Luther King Jr. Day, Presidents' Day, Memorial Day, Juneteenth, Independence
20 Day, Labor Day, Veterans' Day, Thanksgiving Day, Native American Heritage Day, and
21 Christmas Day.

22 **60.13 Personal Holiday**

23 A. Employees in Nonpermanent Fixed Duration positions will receive a personal
24 holiday per Article 16.3 Personal Holiday.

25 B. Employees in Nonpermanent Hourly and Intermittent positions earn a personal
26 holiday at a rate proportionate to the number of hours in pay status (excluding
27 overtime hours) in the same month when the personal holiday is scheduled to
28 that required for full-time (1.0 FTE) employment, excluding all holiday hours. The
29 value of the Personal Holiday cannot exceed eight (8) hours.

30 **60.14 Miscellaneous Leave.** If eligible, the Employer will continue to provide Family
31 and Medical Leave (Article 21), Domestic Violence Leave (Article 27), Civil Duty Leave
32 (as unpaid release time) (Article 26), Leave Without Pay for Reason of Faith or
33 Conscience (Article 24), and paid Military Leave in accordance with University Policy
34 and Article 29.

35 **60.15 OTHER PROVISIONS:** The Following Articles in this Agreement apply to all
36 employees covered by this article:

- 37
- Preamble

- 1 • Article 1 Union Recognition
- 2 • Article 2 Non-discrimination
- 3 • Article 4 Workplace Behavior
- 4 • Article 5 Affirmative Action
- 5 • Article 6 Grievance Procedure (non-corrective action only)
- 6 • Article 7 Employee Rights
- 7 • Article 8 Employee Facilities
- 8 • Article 20.11 Formal Collective Bargaining Leave
- 9 • Article 22 Child/Dependent Care
- 10 • Article 24 Unpaid Leave for a Reason of Faith or Conscience
- 11 • Article 27 Leave Related to Domestic Violence, Sexual Assault or Stalking
- 12 • Article 30 Work Related to Injury Leave (except 30.2)
- 13 • Article 31 Health and Safety
- 14 • Article 40 Mandatory Subjects
- 15 • Article 42 Union Activities, Rights, and Stewards (except Article 42.6 Temporary
- 16 Employment with the Union)
- 17 • Article 43 Joint Union/Management Committees (except section 43.3)
- 18 • Article 45.3 Employee Recruitment and Retention (R&R) Step Increases
- 19 • Article 14.XX Work Out of Class
- 20 • Article 45.XX Career Enhancement/Growth Program
- 21 • Article 46 Health Care Benefits (if qualified for PEBB)
- 22 • Article 49 Privacy
- 23 • Article 50 No Strike/Lockout
- 24 • Article 54 Subordination of Agreement and Saving Clause
- 25 • Article 56 Union Membership, ~~Fair Share, and~~ Dues Deduction and Status
- 26 Reports
- 27 • Article 57 Management Rights and Responsibilities
- 28 • Article 58 Term of Agreement
- 29 • Appendix I Job Classifications
- 30 • Appendix III Overtime Exempt Job Classifications
- 31 • Appendix IV Layoff Seniority Units
- 32 • Appendix V Pay Tables

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Tentatively Agreed To:

<p>For the Union:</p> <p>Date <u>9/5/2024</u> Signed by: <u>Thomas Wray</u> <small>4C1DA2C371AA409...</small></p> <p>Date <u>9/4/2024</u> Signed by: <u>Brian Edwards</u> <small>9B20F55281DC43A...</small></p> <p>Date <u>9/5/2024</u> DocuSigned by: <u>Paula Lukaszek</u> <small>4E12A96D3AE54A9...</small></p>	<p>For the Employer:</p> <p>Date <u>9/4/2024</u> DocuSigned by: <u>Kristi Aravena</u> <small>255BCC783CD346E...</small></p>
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ARTICLE 61 – DIVERSITY AND INCLUSION

- 1
- 2 A. The parties acknowledge that the University's Diversity Blueprint for 2017-2021
3 articulates the tri-campus community's aspirations for becoming an inclusive and
4 equitable environment. On an annual basis, the Office of Minority Affairs and
5 Diversity (OMA&D) will prepare an assessment report on University-wide
6 diversity metrics for the Board of Regent's Diversity, Equity, and Inclusion
7 subcommittee. An electronic copy of the report will be made available to the
8 Union.
- 9 B. As part of the University's Strategic Leadership Program (SLP), the Employer
10 shall provide all managers and supervisors of bargaining unit employees
11 information regarding the University's existing Staff Diversity Hiring Toolkit.
12 Additionally, the Employer will include a content module on implicit bias and
13 diversity in the hiring process during the SLP workshop for managers and
14 supervisors with at least one direct report. The Employer shall distribute an
15 electronic copy of the Toolkit annually to all managers and supervisors of
16 bargaining unit employees.
- 17 C. On an annual basis, the Employer will provide the Unions with a list of trainings
18 and courses offered to staff the year prior centered on aspects of diversity,
19 equity, and inclusion. The list will include a headcount for each offering,
20 indicating the number of participants registered, by department.
- 21 D. WFSE 1495 and WFSE 3488, will each select one member to be appointed to
22 the University of Washington Diversity Council.
- 23 E. On an annual basis, the Employer will provide the Unions with a report on
24 employee participation levels in Facilities relative to cultural responsiveness or
25 cultural competency training, and manager training in implicit bias, equity, cultural
26 responsiveness, and hiring best practices. The progress report would include an
27 update on Facilities' efforts to include under-represented minority members
28 and/or women in hiring committees or interview panels.
- 29 F. The Employer will create a position in UW Human Resources Recruitment
30 dedicated to designing, developing, and implementing innovative outreach
31 programs using diversity and inclusion best practices in support of UW's strategic
32 initiatives.
- 33 G. Staff Focused Equity, Diversity and Inclusion (EDI) Council Workgroup at
34 Harborview Medical Center (HMC).
- 35 1. ~~Within six (6) months a new~~An EDI council workgroup ~~will be added to~~is a
36 part of HMC's existing EDI Committee structure, focused specifically on
37 issues impacting front line staff.
- 38 ~~2. The council workgroup will attend at least two all-day (8 hour) workshops~~
39 ~~(one with labor and management separate and one with labor and~~
40 ~~management together) intended to increase skill and awareness on~~
41 ~~hidden bias and cultural competency. Within 90 days of the creation of the~~
42 ~~council, the parties will jointly select two independent facilitators.~~
43 ~~Additional training opportunities may be added with mutual agreement of~~
44 ~~the council workgroup.~~The council workgroup will attend at least one (1)

1 all-day (8-hours) workshop every twelve (12) months. Additional training
2 opportunities may be added with mutual agreement of the council
3 workgroup and approval from the CEO.

4 ~~2.3.~~

5 ~~3.4.~~ The workgroup will be sponsored by the ~~Executive Director of~~ CEO
6 of HMC, and will also include:

- 7 a. Four (4) WFSE represented staff
- 8 b. Four (4) SEIU 925 represented staff
- 9 c. Four (4) SEIU 1199 represented staff
- 10 d. Four (4) unrepresented staff
- 11 e. One (1) HMC ~~Program~~ EDI Director
- 12 f. Up to two (2) UW Medicine HR representatives
- 13 g. Ad Hoc members may include representatives from HMC and/or
- 14 UW Medicine EDI Programs.

15 ~~4. The first workgroup task will be to review information obtained during~~
16 ~~HMC's 2019 sensing interviews, and use the data to develop a further~~
17 ~~work plan.~~

18 5. The workgroup will meet monthly, or as otherwise agreed to by the
19 council workgroup and approved by the CEO.

20 5.6. Participants will be released with pay from their duties to attend and
21 participate in the Equity, Diversity and Inclusion (EDI) workgroup,;
22 provided the absence of the employee will not interfere with the operating
23 needs of the Employer. Participants will request and receive approval for
24 release time for Workgroup meetings from their Manager in
25 advance. Managers are encouraged to support the participation of EDI
26 Council Workgroup member by granting release time when requested for
27 planned Workgroup meetings, with the understanding that there may be
28 unexpected instances when operational needs take priority and release
29 time is not approved.

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Tentatively Agreed To:

<p>For the Union:</p> <p>Date <u>9/9/2024</u> Signed by: <u>Thomas Wray</u> <small>4C1DA2C371AA409...</small></p> <p>Date <u>9/9/2024</u> Signed by: <u>Brian Edwards</u> <small>9B20F55281DC43A...</small></p> <p>Date <u>9/9/2024</u> DocuSigned by: <u>Paula Lukaszek</u> <small>4E12A96D3AE54A9...</small></p>	<p>For the Employer:</p> <p>Date <u>9/6/2024</u> DocuSigned by: <u>Kristi Aravena</u> <small>255BCC783CD346E...</small></p>
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ARTICLE 62 – ADVANCE CERTIFICATION/REGISTRATION PAY

2 Certain hospital technical employees certified in a specialty area by a national
 3 organization and working in that area of certification shall be paid an hourly premium of
 4 one dollar and twenty-five cents (\$1.25) provided the particular certification has been
 5 approved by management, and further provided that the employee continues to meet all
 6 educational and other requirements to keep the certification current and in good
 7 standing. A certified employee is eligible for only one certification premium regardless of
 8 other certifications the employee may have. Certified employees will notify their
 9 respective supervisor/manager in writing at the time certification is received, providing a
 10 copy of the original certification document. Certification pay will be effective the first full
 11 pay period after the date documentation is received by the supervisor/manager.

12 **Affected Titles:**

Job Code	Job Profile Name
23094	Biomedical Electronics Technician 1 (NE H NI WFSE HMC)
18728	Biomedical Electronics Technician 1 (NE S WFSE HMC)
23095	Biomedical Electronics Technician 2 (NE H NI WFSE HMC)
18729	Biomedical Electronics Technician 2 (NE S WFSE HMC)
23096	Biomedical Electronics Technician 3 (NE H NI WFSE HMC)
18730	Biomedical Electronics Technician 3 (NE S WFSE HMC)
23097	Biomedical Electronics Technician Lead (NE H NI WFSE HMC)
18731	Biomedical Electronics Technician Lead (NE S WFSE HMC)
22694	Hospital Central Services Tech Trainee (NE H NI WFSE Campuswide)
Unknown	Biomedical Electronics Technician 1 (UWMC – Montlake)
Unknown	Biomedical Electronics Technician 2 (UWMC – Montlake)
Unknown	Biomedical Electronics Technician 3 (UWMC – Montlake)
Unknown	Biomedical Electronics Technician Lead (UWMC – Montlake)
22751	Hospital Central Services Tech Trainee (NE H NI WFSE HMC)
18571	Hospital Central Services Tech Trainee (NE S WFSE Campuswide)
18682	Hospital Central Services Tech Trainee (NE S WFSE HMC)
22695	Hospital Central Services Technician 1 (NE H NI WFSE Campuswide)
22752	Hospital Central Services Technician 1 (NE H NI WFSE HMC)
18572	Hospital Central Services Technician 1 (NE S WFSE Campuswide)
18683	Hospital Central Services Technician 1 (NE S WFSE HMC)
22697	Hospital Central Services Technician 2 (NE H NI WFSE Campuswide)
22754	Hospital Central Services Technician 2 (NE H NI WFSE HMC)
18574	Hospital Central Services Technician 2 (NE S WFSE Campuswide)

Job Code

Job Profile Name

18685	Hospital Central Services Technician 2 (NE S WFSE HMC)
22696	Hospital Central Services Technician Ld (NE H NI WFSE Campuswide)
22753	Hospital Central Services Technician Ld (NE H NI WFSE HMC)
18573	Hospital Central Services Technician Ld (NE S WFSE Campuswide)
18684	Hospital Central Services Technician Ld (NE S WFSE HMC)
22780	Surgical Technologist (NE H NI WFSE HMC)
18716	Surgical Technologist (NE S WFSE HMC)

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Tentatively Agreed To:

For the Union:	For the Employer:
<p>Signed by: <i>Thomas Wray</i> 4C1DA2C371AA409...</p> <p>Date 9/10/2024</p>	<p>DocuSigned by: <i>Kristi Dravena</i> 255BCC783CD346E...</p> <p>Date 9/10/2024</p>
<p>Signed by: <i>Brian Edwards</i> 9B20F55281DC43A...</p> <p>Date 9/10/2024</p>	
<p>DocuSigned by: <i>Paula Lukaszek</i> 4E12A96D3AE54A9...</p> <p>Date 9/10/2024</p>	

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1 **APPENDIX I – JOB CLASSIFICATIONS**

2 Note: Neither party will be bound by typographical errors, grammatical errors, or other
 3 instances of unintended error in this article.

4 Note: Salary ranges as of ~~January~~ July 1, 2024 ~~2025~~.

5 **Campuswide Bargaining Unit**

<u>Job Code</u>	<u>Job Profile Name</u>	<u>Table-Range</u>
22664	<u>Carpet Cleaner (NE H NI WFSE Campuswide)</u>	BI-R035
18536	<u>Carpet Cleaner (NE S WFSE Campuswide)</u>	BI-R035
22642	<u>Cook (NE H NI WFSE Campuswide)</u>	BI-R037
18505	<u>Cook (NE S WFSE Campuswide)</u>	BI-R037
22643	<u>Cook Lead (NE H NI WFSE Campuswide)</u>	BI-R039
18506	<u>Cook Lead (NE S WFSE Campuswide)</u>	BI-R039
22660	<u>Custodian (NE H NI WFSE Campuswide)</u>	BI-R033
18532	<u>Custodian (NE S WFSE Campuswide)</u>	BI-R033
22661	<u>Custodian Lead (NE H NI WFSE Campuswide)</u>	BI-R037
18533	<u>Custodian Lead (NE S WFSE Campuswide)</u>	BI-R037
22693	<u>Dietary Unit Aide (NE H NI WFSE Campuswide)</u>	B0-R005
18570	<u>Dietary Unit Aide (NE S WFSE Campuswide)</u>	B0-R005
22881	<u>Dietetic Technician (NE H NI WFSE Campuswide)</u>	B0-R029
18569	<u>Dietetic Technician (NE S WFSE Campuswide)</u>	B0-R029
22681	<u>Driver-Warehouse Worker (NE H NI WFSE Campuswide)</u>	BI-R039
18555	<u>Driver-Warehouse Worker (NE S WFSE Campuswide)</u>	BI-R039
22651	<u>Electronics Technician 2 - Bioenr Only (NE H NI WFSE Campuswide)</u>	BI-R045
18519	<u>Electronics Technician 2 - Bioenr Only (NE S WFSE Campuswide)</u>	BI-R045
22652	<u>Engineering Technician 1 - Bioenr Only (NE H NI WFSE Campuswide)</u>	BI-R047
18521	<u>Engineering Technician 1 - Bioenr Only (NE S WFSE Campuswide)</u>	BI-R047
22644	<u>Food Service Worker 1 (NE H NI WFSE Campuswide)</u>	BI-R032
18510	<u>Food Service Worker 1 (NE S WFSE Campuswide)</u>	BI-R032
22645	<u>Food Service Worker 2 (NE H NI WFSE Campuswide)</u>	BI-R034
18511	<u>Food Service Worker 2 (NE S WFSE Campuswide)</u>	BI-R034
22936	<u>Food Service Worker 3 (NE H NI WFSE Campuswide)</u>	BI-R039
18518	<u>Food Service Worker 3 (NE S WFSE Campuswide)</u>	BI-R039
23623	<u>Gardener - Tree Climber (NE H NI WFSE Campuswide)</u>	BI-R043
18545	<u>Gardener - Tree Climber (NE S WFSE Campuswide)</u>	BI-R043
22665	<u>Gardener 1 (NE H NI WFSE Campuswide)</u>	BI-R033
18537	<u>Gardener 1 (NE S WFSE Campuswide)</u>	BI-R033
22666	<u>Gardener 2 (NE H NI WFSE Campuswide)</u>	BI-R037
18538	<u>Gardener 2 (NE S WFSE Campuswide)</u>	BI-R037

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<u>22667 Gardener Lead (NE H NI WFSE Campuswide)</u>	<u>BI-R041</u>
<u>18539 Gardener Lead (NE S WFSE Campuswide)</u>	<u>BI-R041</u>
<u>22668 Greenhouse Attendant (NE H NI WFSE Campuswide)</u>	<u>BI-R034</u>
<u>18540 Greenhouse Attendant (NE S WFSE Campuswide)</u>	<u>BI-R034</u>
<u>22699 Hospital Assistant (NE H NI WFSE Campuswide)</u>	<u>B0-R033</u>
<u>18576 Hospital Assistant (NE S WFSE Campuswide)</u>	<u>B0-R033</u>
<u>22700 Hospital Assistant Lead (NE H NI WFSE Campuswide)</u>	<u>B0-R040</u>
<u>18577 Hospital Assistant Lead (NE S WFSE Campuswide)</u>	<u>B0-R040</u>
<u>22694 Hospital Central Services Tech Trainee (NE H NI WFSE Campuswide)</u>	<u>B0-R032</u>
<u>18571 Hospital Central Services Tech Trainee (NE S WFSE Campuswide)</u>	<u>B0-R032</u>
<u>22695 Hospital Central Services Technician 1 (NE H NI WFSE Campuswide)</u>	<u>B0-R037</u>
<u>18572 Hospital Central Services Technician 1 (NE S WFSE Campuswide)</u>	<u>B0-R037</u>
<u>22697 Hospital Central Services Technician 2 (NE H NI WFSE Campuswide)</u>	<u>B0-R046</u>
<u>18574 Hospital Central Services Technician 2 (NE S WFSE Campuswide)</u>	<u>B0-R046</u>
<u>22696 Hospital Central Services Technician Ld (NE H NI WFSE Campuswide)</u>	<u>B0-R053</u>
<u>18573 Hospital Central Services Technician Ld (NE S WFSE Campuswide)</u>	<u>B0-R053</u>
<u>23261 Hospital Custodian (NE H NI WFSE Campuswide)</u>	<u>B0-R017</u>
<u>18735 Hospital Custodian (NE S WFSE Campuswide)</u>	<u>B0-R017</u>
<u>23262 Hospital Custodian Lead (NE H NI WFSE Campuswide)</u>	<u>B0-R027</u>
<u>18736 Hospital Custodian Lead (NE S WFSE Campuswide)</u>	<u>B0-R027</u>
<u>22653 Industrial Hygienist 1 (NE H NI WFSE Campuswide)</u>	<u>BI-R052</u>
<u>18525 Industrial Hygienist 1 (NE S WFSE Campuswide)</u>	<u>BI-R052</u>
<u>18526 Industrial Hygienist 2 (E S WFSE Campuswide)</u>	<u>BI-R056</u>
<u>22654 Industrial Hygienist 2 (NE H NI WFSE Campuswide)</u>	<u>BI-R056</u>
<u>18524 Industrial Hygienist 2 (NE S WFSE Campuswide)</u>	<u>BI-R056</u>
<u>22698 Licensed Practical Nurse (NE H NI WFSE Campuswide)</u>	<u>B0-R061</u>
<u>18575 Licensed Practical Nurse (NE S WFSE Campuswide)</u>	<u>B0-R061</u>
<u>22688 Mail Carrier (NE H NI WFSE Campuswide)</u>	<u>BI-R030</u>
<u>18563 Mail Carrier (NE S WFSE Campuswide)</u>	<u>BI-R030</u>
<u>22689 Mail Carrier-Driver A (NE H NI WFSE Campuswide)</u>	<u>BI-R034</u>
<u>18564 Mail Carrier-Driver A (NE S WFSE Campuswide)</u>	<u>BI-R034</u>
<u>22690 Mail Carrier-Driver B (NE H NI WFSE Campuswide)</u>	<u>BI-R036</u>
<u>18565 Mail Carrier-Driver B (NE S WFSE Campuswide)</u>	<u>BI-R036</u>
<u>22692 Mail Rater (NE H NI WFSE Campuswide)</u>	<u>BI-R036</u>
<u>18567 Mail Rater (NE S WFSE Campuswide)</u>	<u>BI-R036</u>
<u>22691 Mail Services Lead (NE H NI WFSE Campuswide)</u>	<u>BI-R038</u>
<u>18566 Mail Services Lead (NE S WFSE Campuswide)</u>	<u>BI-R038</u>
<u>22671 Maintenance Custodian 1 (NE H NI WFSE Campuswide)</u>	<u>BI-R035</u>
<u>18543 Maintenance Custodian 1 (NE S WFSE Campuswide)</u>	<u>BI-R035</u>
<u>22659 Captain Research Vessel (NE H NI WFSE Campuswide)</u>	<u>BI-R048G</u>
<u>18531 Captain Research Vessel (NE S WFSE Campuswide)</u>	<u>BI-R048G</u>

2025-2027 WFSE CBA
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<u>22675</u>	<u>Motor Equipment Service Attendant (NE H NI WFSE Campuswide)</u>	<u>BI-R034G</u>
<u>18549</u>	<u>Motor Equipment Service Attendant (NE S WFSE Campuswide)</u>	<u>BI-R034G</u>
<u>22701</u>	<u>Patient Care Technician (NE H NI WFSE Campuswide)</u>	<u>B0-R044</u>
<u>18580</u>	<u>Patient Care Technician (NE S WFSE Campuswide)</u>	<u>B0-R044</u>
<u>22670</u>	<u>Plant Communications Coordinator (NE H NI WFSE Campuswide)</u>	<u>BI-R043</u>
<u>18542</u>	<u>Plant Communications Coordinator (NE S WFSE Campuswide)</u>	<u>BI-R043</u>
<u>22640</u>	<u>Program Assistant - Bioenqr Only (NE H NI WFSE Campuswide)</u>	<u>BI-R037</u>
<u>18503</u>	<u>Program Assistant - Bioenqr Only (NE S WFSE Campuswide)</u>	<u>BI-R037</u>
<u>22655</u>	<u>Research Aide 1 - Bioenqr Only (NE H NI WFSE Campuswide)</u>	<u>BI-R031</u>
<u>18527</u>	<u>Research Aide 1 - Bioenqr Only (NE S WFSE Campuswide)</u>	<u>BI-R031</u>
<u>22656</u>	<u>Research Aide 2 - Bioenqr Only (NE H NI WFSE Campuswide)</u>	<u>BI-R037</u>
<u>18528</u>	<u>Research Aide 2 - Bioenqr Only (NE S WFSE Campuswide)</u>	<u>BI-R037</u>
<u>22657</u>	<u>Research Technologist 1 - Bioenqr Only (NE H NI WFSE Campuswide)</u>	<u>BI-R035</u>
<u>18529</u>	<u>Research Technologist 1 - Bioenqr Only (NE S WFSE Campuswide)</u>	<u>BI-R035</u>
<u>22658</u>	<u>Research Technologist 2 - Bioenqr Only (NE H NI WFSE Campuswide)</u>	<u>BI-R040</u>
<u>17845</u>	<u>Research Technologist 2 - Bioenqr Only (NE S WFSE Campuswide)</u>	<u>BI-R040</u>
<u>22650</u>	<u>Seamstre (NE H NI WFSE Campuswide)</u>	<u>BI-R030</u>
<u>18517</u>	<u>Seamstre (NE S WFSE Campuswide)</u>	<u>BI-R030</u>
<u>23632</u>	<u>Shuttle Driver (NE H NI WFSE Campuswide)</u>	<u>BI-R052</u>
<u>18557</u>	<u>Shuttle Driver (NE S WFSE Campuswide)</u>	<u>BI-R052</u>
<u>22686</u>	<u>Stockroom Attendant 1 (NE H NI WFSE Campuswide)</u>	<u>BI-R033</u>
<u>18561</u>	<u>Stockroom Attendant 1 (NE S WFSE Campuswide)</u>	<u>BI-R033</u>
<u>22687</u>	<u>Stockroom Attendant 2 (NE H NI WFSE Campuswide)</u>	<u>BI-R035</u>
<u>18562</u>	<u>Stockroom Attendant 2 (NE S WFSE Campuswide)</u>	<u>BI-R035</u>
<u>22915</u>	<u>Stockroom Attendant Lead (NE H NI WFSE Campuswide)</u>	<u>BI-R038</u>
<u>18590</u>	<u>Stockroom Attendant Lead (NE S WFSE Campuswide)</u>	<u>BI-R038</u>
<u>22897</u>	<u>Supply Chain Technician 1 (NE H NI WFSE Campuswide)</u>	<u>B0-R017</u>
<u>18587</u>	<u>Supply Chain Technician 1 (NE S WFSE Campuswide)</u>	<u>B0-R017</u>
<u>22898</u>	<u>Supply Chain Technician 2 (NE H NI WFSE Campuswide)</u>	<u>B0-R022</u>
<u>18588</u>	<u>Supply Chain Technician 2 (NE S WFSE Campuswide)</u>	<u>B0-R022</u>
<u>22899</u>	<u>Supply Chain Technician Lead (NE H NI WFSE Campuswide)</u>	<u>B0-R029</u>
<u>18589</u>	<u>Supply Chain Technician Lead (NE S WFSE Campuswide)</u>	<u>B0-R029</u>
<u>22677</u>	<u>Transportation Helper (NE H NI WFSE Campuswide)</u>	<u>BI-R030</u>
<u>18551</u>	<u>Transportation Helper (NE S WFSE Campuswide)</u>	<u>BI-R030</u>
<u>22679</u>	<u>Truck Driver 1 (NE H NI WFSE Campuswide)</u>	<u>BI-R039</u>
<u>18553</u>	<u>Truck Driver 1 (NE S WFSE Campuswide)</u>	<u>BI-R039</u>
<u>22680</u>	<u>Truck Driver 2 (NE H NI WFSE Campuswide)</u>	<u>BI-R044</u>
<u>18554</u>	<u>Truck Driver 2 (NE S WFSE Campuswide)</u>	<u>BI-R044</u>
<u>22678</u>	<u>Truck Driver Lead (NE H NI WFSE Campuswide)</u>	<u>BI-R047</u>
<u>18552</u>	<u>Truck Driver Lead (NE S WFSE Campuswide)</u>	<u>BI-R047</u>
<u>22916</u>	<u>Unit Supply Technician 1 (NE H NI WFSE Campuswide)</u>	<u>BI-R036</u>

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18584	Unit Supply Technician 1 (NE S WFSE Campuswide)	BI-R036
22917	Unit Supply Technician 2 (NE H NI WFSE Campuswide)	BI-R038
18585	Unit Supply Technician 2 (NE S WFSE Campuswide)	BI-R038
22918	Unit Supply Technician Lead (NE H NI WFSE Campuswide)	BI-R041
18586	Unit Supply Technician Lead (NE S WFSE Campuswide)	BI-R041
22673	Utility Worker 1 (NE H NI WFSE Campuswide)	BI-R033
18547	Utility Worker 1 (NE S WFSE Campuswide)	BI-R033
22674	Utility Worker 2 (NE H NI WFSE Campuswide)	BI-R037
18548	Utility Worker 2 (NE S WFSE Campuswide)	BI-R037
22672	Utility Worker Lead (NE H NI WFSE Campuswide)	BI-R040
18546	Utility Worker Lead (NE S WFSE Campuswide)	BI-R040
22683	Warehouse Worker 1 (NE H NI WFSE Campuswide)	BI-R032
18558	Warehouse Worker 1 (NE S WFSE Campuswide)	BI-R032
22685	Warehouse Worker 2 (NE H NI WFSE Campuswide)	BI-R034G
18560	Warehouse Worker 2 (NE S WFSE Campuswide)	BI-R034G
22684	Warehouse Worker Lead (NE H NI WFSE Campuswide)	BI-R035G
18559	Warehouse Worker Lead (NE S WFSE Campuswide)	BI-R035G
22646	Washroom Equipment Operator 1 (NE H NI WFSE Campuswide)	BI-R030
18513	Washroom Equipment Operator 1 (NE S WFSE Campuswide)	BI-R030
22647	Washroom Equipment Operator 2 (NE H NI WFSE Campuswide)	BI-R034
18514	Washroom Equipment Operator 2 (NE S WFSE Campuswide)	BI-R034
22682	Waste Collector (NE H NI WFSE Campuswide)	BI-R045
18556	Waste Collector (NE S WFSE Campuswide)	BI-R045
22662	Window Washer 1 (NE H NI WFSE Campuswide)	BI-R035
18534	Window Washer 1 (NE S WFSE Campuswide)	BI-R035
22939	Window Washer 2 (NE H NI WFSE Campuswide)	BI-R043
18544	Window Washer 2 (NE S WFSE Campuswide)	BI-R043
22663	Window Washer Lead (NE H NI WFSE Campuswide)	BI-R045
18535	Window Washer Lead (NE S WFSE Campuswide)	BI-R045

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2 Search:

Reg-Job Code	NI-Job Code	NE-Job Code	Job-Title	Pay Table	Pay Range
18536	22664		CARPET-CLEANER	BI	35
18505	22642		COOK	BI	37
18506	22643		COOK-LEAD	BI	39
18532	22660		CUSTODIAN	BI	33
18533	22661		CUSTODIAN-LEAD	BI	37
18570	22693		DIETARY-UNIT-AIDE	B0	05

Reg-Job Code	NI-Job Code	NE-Job Code	Job-Title	Pay Table	Pay Range
18569	22881		DIETETIC-TECHNICIAN	B0	29
18555	22681		DRIVER-WAREHOUSE WORKER	BI	39
18519	22651		ELECTRONICS-TECHNICIAN 2- BIOENGR-ONLY	BI	45
18521	22652		ENGINEERING-TECHNICIAN 1- BIOENGR-ONLY	BI	47
18510	22644		FOOD-SERVICE WORKER 1	BI	32
18511	22645		FOOD-SERVICE WORKER 2	BI	34
18518	22936		FOOD-SERVICE WORKER 3	BI	39
18537	22665		GARDENER 1	BI	33
18538	22666		GARDENER 2	BI	37
18539	22667		GARDENER-LEAD	BI	41
18545	23623		GARDENER - TREE CLIMBER	BI	43
18540	22668		GREENHOUSE-ATTENDANT	BI	34
18576	22699		HOSPITAL-ASSISTANT	B0	23
18577	22700		HOSPITAL-ASSISTANT-LEAD	B0	30
18571	22694		HOSPITAL-CENTRAL-SERVICES-TECH TRAINEE	B0	32
18572	22695		HOSPITAL-CENTRAL-SERVICES TECHNICIAN 1	B0	37
18574	22697		HOSPITAL-CENTRAL-SERVICES TECHNICIAN 2	B0	46
18573	22696		HOSPITAL-CENTRAL-SERVICES TECHNICIAN LD	B0	53
18735	23261		HOSPITAL-CUSTODIAN	B0	17
18736	23262		HOSPITAL-CUSTODIAN-LEAD	B0	27
18525	22653		INDUSTRIAL-HYGIENIST 1	BI	52
18526	22654	18651	INDUSTRIAL-HYGIENIST 2	BI	56
18515	22648		LAUNDRY-OPERATOR 1	BI	30
18516	22649		LAUNDRY-OPERATOR 2	BI	32
18575	22698		LICENSED-PRACTICAL-NURSE	B0	61
18563	22688		MAIL-CARRIER	BI	30
18564	22689		MAIL-CARRIER-DRIVER-A	BI	34
18565	22690		MAIL-CARRIER-DRIVER-B	BI	36
18567	22692		MAIL-RATER	BI	36
18566	22691		MAIL-SERVICES-LEAD	BI	38

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Reg-Job Code	NI-Job Code	NE-Job Code	Job-Title	Pay Table	Pay Range
18543	22671		MAINTENANCE CUSTODIAN 1	BI	35
18534	22659		MASTER RESEARCH VESSEL	BI	48G
18549	22675		MOTOR EQUIPMENT SERVICE ATTENDANT	BI	34G
18544	22669		NURSERY WORKER	BI	41
18580	22701		PATIENT CARE TECHNICIAN	B0	44
18542	22670		PLANT COMMUNICATIONS COORDINATOR	BI	43
18503	22640		PROGRAM ASSISTANT - BIOENGR ONLY	BI	37
18527	22655		RESEARCH AIDE 1 - BIOENGR ONLY	BI	31
18528	22656		RESEARCH AIDE 2 - BIOENGR ONLY	BI	37
18529	22657		RESEARCH TECHNOLOGIST 1 - BIOENGR ONLY	BI	35
18530	22658	17845	RESEARCH TECHNOLOGIST 2 - BIOENGR ONLY	BI	40
18517	22650		SEAMSTRE	BI	30
18557	23632		SHUTTLE DRIVER	BI	52
18550	22676		SPRINKLER MAINTENANCE WORKER	BI	34
18561	22686		STOCKROOM ATTENDANT 1	BI	33
18562	22687		STOCKROOM ATTENDANT 2	BI	35
18590	22915		STOCKROOM ATTENDANT LEAD	BI	38
18587	22897		SUPPLY CHAIN TECHNICIAN 1	B0	17
18588	22898		SUPPLY CHAIN TECHNICIAN 2	B0	22
18589	22899		SUPPLY CHAIN TECHNICIAN LEAD	B0	29
18551	22677		TRANSPORTATION HELPER	BI	30
18553	22679		TRUCK DRIVER 1	BI	39
18554	22680		TRUCK DRIVER 2	BI	44
18552	22678		TRUCK DRIVER LEAD	BI	47
18584	22916		UNIT SUPPLY TECHNICIAN 1	BI	36
18585	22917		UNIT SUPPLY TECHNICIAN 2	BI	38
18586	22918		UNIT SUPPLY TECHNICIAN LEAD	BI	41
18547	22673		UTILITY WORKER 1	BI	33
18548	22674		UTILITY WORKER 2	BI	37
18546	22672		UTILITY WORKER LEAD	BI	40
18558	22683		WAREHOUSE WORKER 1	BI	32

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Reg-Job Code	NI-Job Code	NE-Job Code	Job-Title	Pay Table	Pay Range
18560	22685		WAREHOUSE WORKER 2	BI	34G
18559	22684		WAREHOUSE WORKER LEAD	BI	35G
18513	22646		WASHROOM EQUIPMENT OPERATOR 1	BI	30
18514	22647		WASHROOM EQUIPMENT OPERATOR 2	BI	34
18556	22682		WASTE COLLECTOR	BI	45
18534	22662		WINDOW WASHER 1	BI	35
18544	22939		WINDOW WASHER 2	BI	43
18535	22663		WINDOW WASHER LEAD	BI	45

1 Showing 1 to 75 of 75 entries

2 **Custodial Supervisors Bargaining Unit**

Job Code	Job Profile Name	Table-Range
22801	Custodian Supervisor 1 (NE H NI WFSE Cust Supv)	BI-R043
18776	Custodian Supervisor 1 (NE S WFSE Cust Supv)	BI-R043
22802	Custodian Supervisor 2 (NE H NI WFSE Cust Supv)	BI-R047
17846	Custodian Supervisor 2 (NE S WFSE Cust Supv)	BI-R047
23063	Food Service Supervisor 1 - Hospital (NE H NI WFSE Cust Supv)	BI-R044
18774	Food Service Supervisor 1 - Hospital (NE S WFSE Cust Supv)	BI-R044
23064	Food Service Supervisor 2 - Hospital (NE H NI WFSE Cust Supv)	BI-R046
18775	Food Service Supervisor 2 - Hospital (NE S WFSE Cust Supv)	BI-R046
23263	Hospital Custodian Supervisor 1 (NE H NI WFSE Cust Supv)	B0-R037
18779	Hospital Custodian Supervisor 1 (NE S WFSE Cust Supv)	B0-R037
18780	Hospital Custodian Supervisor 2 (E S WFSE Cust Supv)	B0-R047
23264	Hospital Custodian Supervisor 2 (NE H NI WFSE Cust Supv)	B0-R047
18781	Hospital Custodian Supervisor 2 (NE S WFSE Cust Supv)	B0-R047
23099	Window Washer Supervisor (NE H NI WFSE Cust Supv)	BI-R048
18778	Window Washer Supervisor (NE S WFSE Cust Supv)	BI-R048

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Reg-Job Code	NI-Job Code	NE-Job Code	Job-Title	Pay Table	Pay Range
18776	22801		CUSTODIAN SUPERVISOR 1	BI	43
18777	22802	17846	CUSTODIAN SUPERVISOR 2	BI	47

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Reg Job Code	NI Job Code	NE Job Code	Job Title	Pay Table	Pay Range
18774	23063		FOOD SERVICE SUPERVISOR 1- HOSPITAL	BI	44
18775	23064		FOOD SERVICE SUPERVISOR 2- HOSPITAL	BI	46
18779	23263		HOSPITAL CUSTODIAN SUPERVISOR 1	B0	37
18780	23264	18781	HOSPITAL CUSTODIAN SUPERVISOR 2	B0	47
18778	23099		WINDOW WASHER SUPERVISOR	BI	48

1 Showing 1 to 7 of 7 entries

2 Harborview Medical Center Bargaining Unit

Job Code	Job Profile Name	Table-Range
22763	Alcoholism Therapist 1 (NE H NI WFSE HMC)	B0-R064
18696	Alcoholism Therapist 1 (NE S WFSE HMC)	B0-R064
22776	Anesthesiology Technician 1 (NE H NI WFSE HMC)	BABB-R017
18711	Anesthesiology Technician 1 (NE S WFSE HMC)	BABB-R017
23100	Audiology Assistant (NE H NI WFSE HMC)	B0-R018
21879	Audiology Assistant (NE S WFSE HMC)	B0-R018
23094	Biomedical Electronics Technician 1 (NE H NI WFSE HMC)	B0-R068
18728	Biomedical Electronics Technician 1 (NE S WFSE HMC)	B0-R068
23095	Biomedical Electronics Technician 2 (NE H NI WFSE HMC)	B0-R082
18729	Biomedical Electronics Technician 2 (NE S WFSE HMC)	B0-R082
23096	Biomedical Electronics Technician 3 (NE H NI WFSE HMC)	B0-R092
18730	Biomedical Electronics Technician 3 (NE S WFSE HMC)	B0-R092
23097	Biomedical Electronics Technician Lead (NE H NI WFSE HMC)	B0-R097
18731	Biomedical Electronics Technician Lead (NE S WFSE HMC)	B0-R097
22777	Cardiac Monitor Technician (NE H NI WFSE HMC)	BV-R048
18712	Cardiac Monitor Technician (NE S WFSE HMC)	BV-R048
22711	Cashier 1 (NE H NI WFSE HMC)	BI-R030
18635	Cashier 1 (NE S WFSE HMC)	BI-R030
22782	Clinical Laboratory Technician 1-HMC (NE H NI WFSE HMC)	BV-R041
18718	Clinical Laboratory Technician 1-HMC (NE S WFSE HMC)	BV-R041
22783	Clinical Laboratory Technician 2-HMC (NE H NI WFSE HMC)	BV-R047
18719	Clinical Laboratory Technician 2-HMC (NE S WFSE HMC)	BV-R047
22784	Clinical Laboratory Technician Lead-HMC (NE H NI WFSE HMC)	BV-R057
18720	Clinical Laboratory Technician Lead-HMC (NE S WFSE HMC)	BV-R057
22717	Cook (NE H NI WFSE HMC)	BI-R037

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<u>18641</u>	<u>Cook (NE S WFSE HMC)</u>	<u>BI-R037</u>
<u>22718</u>	<u>Cook Lead (NE H NI WFSE HMC)</u>	<u>BI-R039</u>
<u>18642</u>	<u>Cook Lead (NE S WFSE HMC)</u>	<u>BI-R039</u>
<u>22749</u>	<u>Dietary Unit Aide (NE H NI WFSE HMC)</u>	<u>B0-R005</u>
<u>18680</u>	<u>Dietary Unit Aide (NE S WFSE HMC)</u>	<u>B0-R005</u>
<u>22748</u>	<u>Dietary Unit Clerk (NE H NI WFSE HMC)</u>	<u>B0-R007</u>
<u>18678</u>	<u>Dietary Unit Clerk (NE S WFSE HMC)</u>	<u>B0-R007</u>
<u>22778</u>	<u>Electrocardiograph Technician 1 (NE H NI WFSE HMC)</u>	<u>BV-R033</u>
<u>18713</u>	<u>Electrocardiograph Technician 1 (NE S WFSE HMC)</u>	<u>BV-R033</u>
<u>22779</u>	<u>Electrocardiograph Technician 2 (NE H NI WFSE HMC)</u>	<u>BV-R043</u>
<u>18714</u>	<u>Electrocardiograph Technician 2 (NE S WFSE HMC)</u>	<u>BV-R043</u>
<u>22919</u>	<u>Electrocardiograph Technician Lead (NE H NI WFSE HMC)</u>	<u>BV-R051</u>
<u>18715</u>	<u>Electrocardiograph Technician Lead (NE S WFSE HMC)</u>	<u>BV-R051</u>
<u>22723</u>	<u>Electronics Technician 1 (NE H NI WFSE HMC)</u>	<u>BI-R039</u>
<u>18649</u>	<u>Electronics Technician 1 (NE S WFSE HMC)</u>	<u>BI-R039</u>
<u>22724</u>	<u>Electronics Technician 2 (NE H NI WFSE HMC)</u>	<u>BI-R045</u>
<u>18650</u>	<u>Electronics Technician 2 (NE S WFSE HMC)</u>	<u>BI-R045</u>
<u>22709</u>	<u>Fiscal Technician 1 (NE H NI WFSE HMC)</u>	<u>BI-R033</u>
<u>18633</u>	<u>Fiscal Technician 1 (NE S WFSE HMC)</u>	<u>BI-R033</u>
<u>22710</u>	<u>Fiscal Technician 2 (NE H NI WFSE HMC)</u>	<u>BI-R036</u>
<u>18634</u>	<u>Fiscal Technician 2 (NE S WFSE HMC)</u>	<u>BI-R036</u>
<u>22719</u>	<u>Food Service Worker 1 (NE H NI WFSE HMC)</u>	<u>BI-R032</u>
<u>18644</u>	<u>Food Service Worker 1 (NE S WFSE HMC)</u>	<u>BI-R032</u>
<u>22720</u>	<u>Food Service Worker 2 (NE H NI WFSE HMC)</u>	<u>BI-R034</u>
<u>18645</u>	<u>Food Service Worker 2 (NE S WFSE HMC)</u>	<u>BI-R034</u>
<u>22735</u>	<u>Gardener 1 (NE H NI WFSE HMC)</u>	<u>BI-R033</u>
<u>18662</u>	<u>Gardener 1 (NE S WFSE HMC)</u>	<u>BI-R033</u>
<u>22736</u>	<u>Gardener 2 (NE H NI WFSE HMC)</u>	<u>BI-R037</u>
<u>18663</u>	<u>Gardener 2 (NE S WFSE HMC)</u>	<u>BI-R037</u>
<u>22773</u>	<u>Hospital Assistant (NE H NI WFSE HMC)</u>	<u>B0-R033</u>
<u>18708</u>	<u>Hospital Assistant (NE S WFSE HMC)</u>	<u>B0-R033</u>
<u>22774</u>	<u>Hospital Assistant Lead (NE H NI WFSE HMC)</u>	<u>B0-R040</u>
<u>18709</u>	<u>Hospital Assistant Lead (NE S WFSE HMC)</u>	<u>B0-R040</u>
<u>22751</u>	<u>Hospital Central Services Tech Trainee (NE H NI WFSE HMC)</u>	<u>B0-R032</u>
<u>18682</u>	<u>Hospital Central Services Tech Trainee (NE S WFSE HMC)</u>	<u>B0-R032</u>
<u>22752</u>	<u>Hospital Central Services Technician 1 (NE H NI WFSE HMC)</u>	<u>B0-R037</u>
<u>18683</u>	<u>Hospital Central Services Technician 1 (NE S WFSE HMC)</u>	<u>B0-R037</u>
<u>22754</u>	<u>Hospital Central Services Technician 2 (NE H NI WFSE HMC)</u>	<u>B0-R046</u>
<u>18685</u>	<u>Hospital Central Services Technician 2 (NE S WFSE HMC)</u>	<u>B0-R046</u>
<u>22753</u>	<u>Hospital Central Services Technician Ld (NE H NI WFSE HMC)</u>	<u>B0-R053</u>
<u>18684</u>	<u>Hospital Central Services Technician Ld (NE S WFSE HMC)</u>	<u>B0-R053</u>

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<u>22731</u>	<u>Hospital Custodian (NE H NI WFSE HMC)</u>	<u>B0-R017</u>
<u>18658</u>	<u>Hospital Custodian (NE S WFSE HMC)</u>	<u>B0-R017</u>
<u>22732</u>	<u>Hospital Custodian Lead (NE H NI WFSE HMC)</u>	<u>B0-R027</u>
<u>18659</u>	<u>Hospital Custodian Lead (NE S WFSE HMC)</u>	<u>B0-R027</u>
<u>22781</u>	<u>Hospital Dentistry Assistant Specialist (NE H NI WFSE HMC)</u>	<u>B0-R050</u>
<u>18717</u>	<u>Hospital Dentistry Assistant Specialist (NE S WFSE HMC)</u>	<u>B0-R050</u>
<u>22725</u>	<u>Industrial Hygienist 1 (NE H NI WFSE HMC)</u>	<u>BI-R052</u>
<u>18652</u>	<u>Industrial Hygienist 1 (NE S WFSE HMC)</u>	<u>BI-R052</u>
<u>18653</u>	<u>Industrial Hygienist 2 (E S WFSE HMC)</u>	<u>BI-R056</u>
<u>22726</u>	<u>Industrial Hygienist 2 (NE H NI WFSE HMC)</u>	<u>BI-R056</u>
<u>18651</u>	<u>Industrial Hygienist 2 (NE S WFSE HMC)</u>	<u>BI-R056</u>
<u>22727</u>	<u>Laboratory Helper (NE H NI WFSE HMC)</u>	<u>BI-R030</u>
<u>18654</u>	<u>Laboratory Helper (NE S WFSE HMC)</u>	<u>BI-R030</u>
<u>22728</u>	<u>Laboratory Helper Lead (NE H NI WFSE HMC)</u>	<u>BI-R032</u>
<u>18655</u>	<u>Laboratory Helper Lead (NE S WFSE HMC)</u>	<u>BI-R032</u>
<u>22729</u>	<u>Laboratory Technician 1 (NE H NI WFSE HMC)</u>	<u>BI-R030</u>
<u>18656</u>	<u>Laboratory Technician 1 (NE S WFSE HMC)</u>	<u>BI-R030</u>
<u>22730</u>	<u>Laboratory Technician 2 (NE H NI WFSE HMC)</u>	<u>BI-R034</u>
<u>18657</u>	<u>Laboratory Technician 2 (NE S WFSE HMC)</u>	<u>BI-R034</u>
<u>22772</u>	<u>Licensed Practical Nurse (NE H NI WFSE HMC)</u>	<u>B0-R061</u>
<u>18707</u>	<u>Licensed Practical Nurse (NE S WFSE HMC)</u>	<u>B0-R061</u>
<u>22747</u>	<u>Mail Rater (NE H NI WFSE HMC)</u>	<u>BI-R036</u>
<u>18676</u>	<u>Mail Rater (NE S WFSE HMC)</u>	<u>BI-R036</u>
<u>22737</u>	<u>Maintenance Custodian 1 (NE H NI WFSE HMC)</u>	<u>BI-R035</u>
<u>18665</u>	<u>Maintenance Custodian 1 (NE S WFSE HMC)</u>	<u>BI-R035</u>
<u>22775</u>	<u>Medical Assistant (NE H NI WFSE HMC)</u>	<u>B0-R047</u>
<u>18710</u>	<u>Medical Assistant (NE S WFSE HMC)</u>	<u>B0-R047</u>
<u>18697</u>	<u>Medical Assistant Apprentice (NE S WFSE HMC)</u>	<u>B0-R008</u>
<u>23109</u>	<u>Medical Assistant Registered (NE H NI WFSE HMC)</u>	<u>B0-R041</u>
<u>18733</u>	<u>Medical Assistant Registered (NE S WFSE HMC)</u>	<u>B0-R041</u>
<u>22750</u>	<u>Medical Transcriptionist 1 (NE H NI WFSE HMC)</u>	<u>B0-R014</u>
<u>18681</u>	<u>Medical Transcriptionist 1 (NE S WFSE HMC)</u>	<u>B0-R014</u>
<u>18700</u>	<u>Mental Health Practitioner (E S WFSE HMC)</u>	<u>B0-R072</u>
<u>22766</u>	<u>Mental Health Practitioner (NE H NI WFSE HMC)</u>	<u>B0-R072</u>
<u>17880</u>	<u>Mental Health Practitioner (NE S WFSE HMC)</u>	<u>B0-R072</u>
<u>18726</u>	<u>Mental Health Practitioner Clinical Specialist (E S WFSE HMC)</u>	<u>B0-R084</u>
<u>23083</u>	<u>Mental Health Practitioner Clinical Specialist (NE H NI WFSE HMC)</u>	<u>B0-R084</u>
<u>21774</u>	<u>Mental Health Practitioner Clinical Specialist (NE S WFSE HMC)</u>	<u>B0-R084</u>
<u>18727</u>	<u>Mental Health Practitioner Lead (E S WFSE HMC)</u>	<u>B0-R092</u>
<u>23084</u>	<u>Mental Health Practitioner Lead (NE H NI WFSE HMC)</u>	<u>B0-R092</u>
<u>21775</u>	<u>Mental Health Practitioner Lead (NE S WFSE HMC)</u>	<u>B0-R092</u>

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<u>22770</u>	<u>Mental Health Specialist 1 (NE H NI WFSE HMC)</u>	<u>B0-R039</u>
<u>18705</u>	<u>Mental Health Specialist 1 (NE S WFSE HMC)</u>	<u>B0-R039</u>
<u>22771</u>	<u>Mental Health Specialist 2 (NE H NI WFSE HMC)</u>	<u>B0-R049</u>
<u>18706</u>	<u>Mental Health Specialist 2 (NE S WFSE HMC)</u>	<u>B0-R049</u>
<u>23244</u>	<u>Mental Health Specialist Lead (NE H NI WFSE HMC)</u>	<u>B0-R058</u>
<u>18701</u>	<u>Mental Health Specialist Lead (NE S WFSE HMC)</u>	<u>B0-R058</u>
<u>22768</u>	<u>Orthopaedic Technician I (NE H NI WFSE HMC)</u>	<u>BV-R045</u>
<u>18703</u>	<u>Orthopaedic Technician I (NE S WFSE HMC)</u>	<u>BV-R045</u>
<u>22769</u>	<u>Orthopaedic Technician II (NE H NI WFSE HMC)</u>	<u>BV-R052</u>
<u>18704</u>	<u>Orthopaedic Technician II (NE S WFSE HMC)</u>	<u>BV-R052</u>
<u>23106</u>	<u>Patient Care Technician (NE H NI WFSE HMC)</u>	<u>B0-R044</u>
<u>18732</u>	<u>Patient Care Technician (NE S WFSE HMC)</u>	<u>B0-R044</u>
<u>22759</u>	<u>Patient Services Coordinator (NE H NI WFSE HMC)</u>	<u>BI-R037</u>
<u>18690</u>	<u>Patient Services Coordinator (NE S WFSE HMC)</u>	<u>BI-R037</u>
<u>22760</u>	<u>Patient Services Lead (NE H NI WFSE HMC)</u>	<u>BI-R037</u>
<u>18691</u>	<u>Patient Services Lead (NE S WFSE HMC)</u>	<u>BI-R037</u>
<u>22758</u>	<u>Patient Services Rep (NE H NI WFSE HMC)</u>	<u>BI-R034</u>
<u>18689</u>	<u>Patient Services Rep (NE S WFSE HMC)</u>	<u>BI-R034</u>
<u>22786</u>	<u>Patient Services Specialist 2 (NE H NI WFSE HMC)</u>	<u>B0-R015</u>
<u>18722</u>	<u>Patient Services Specialist 2 (NE S WFSE HMC)</u>	<u>B0-R015</u>
<u>22787</u>	<u>Patient Services Specialist 3 (NE H NI WFSE HMC)</u>	<u>B0-R020</u>
<u>18723</u>	<u>Patient Services Specialist 3 (NE S WFSE HMC)</u>	<u>B0-R020</u>
<u>22789</u>	<u>Patient Services Specialist Edu-QA (NE H NI WFSE HMC)</u>	<u>B0-R033</u>
<u>18725</u>	<u>Patient Services Specialist Edu-QA (NE S WFSE HMC)</u>	<u>B0-R033</u>
<u>22788</u>	<u>Patient Services Specialist Lead (NE H NI WFSE HMC)</u>	<u>B0-R033</u>
<u>18724</u>	<u>Patient Services Specialist Lead (NE S WFSE HMC)</u>	<u>B0-R033</u>
<u>22761</u>	<u>Patient Services Specialist-Call Center (NE H NI WFSE HMC)</u>	<u>B0-R028</u>
<u>18692</u>	<u>Patient Services Specialist-Call Center (NE S WFSE HMC)</u>	<u>B0-R028</u>
<u>18698</u>	<u>Rehabilitation Counselor 1 (E S WFSE HMC)</u>	<u>B0-R057</u>
<u>22764</u>	<u>Rehabilitation Counselor 1 (NE H NI WFSE HMC)</u>	<u>B0-R057</u>
<u>18677</u>	<u>Rehabilitation Counselor 1 (NE S WFSE HMC)</u>	<u>B0-R057</u>
<u>18699</u>	<u>Rehabilitation Counselor 2 (E S WFSE HMC)</u>	<u>B0-R067</u>
<u>22765</u>	<u>Rehabilitation Counselor 2 (NE H NI WFSE HMC)</u>	<u>B0-R067</u>
<u>18679</u>	<u>Rehabilitation Counselor 2 (NE S WFSE HMC)</u>	<u>B0-R067</u>
<u>22706</u>	<u>Research Analyst 1 (NE H NI WFSE HMC)</u>	<u>BI-R037</u>
<u>18625</u>	<u>Research Analyst 1 (NE S WFSE HMC)</u>	<u>BI-R037</u>
<u>22767</u>	<u>Respiratory Care Assistant (NE H NI WFSE HMC)</u>	<u>BABB-R035</u>
<u>18702</u>	<u>Respiratory Care Assistant (NE S WFSE HMC)</u>	<u>BABB-R035</u>
<u>23633</u>	<u>Shuttle Driver (NE H NI WFSE HMC)</u>	<u>BI-R052</u>
<u>18616</u>	<u>Shuttle Driver (NE S WFSE HMC)</u>	<u>BI-R052</u>
<u>22762</u>	<u>Social Work Assistant 1 (NE H NI WFSE HMC)</u>	<u>BABB-R051</u>

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<u>18693</u>	<u>Social Work Assistant 1 (NE S WFSE HMC)</u>	<u>BABB-R051</u>
<u>22755</u>	<u>Specimen Processing Technician (NE H NI WFSE HMC)</u>	<u>BV-R014</u>
<u>18686</u>	<u>Specimen Processing Technician (NE S WFSE HMC)</u>	<u>BV-R014</u>
<u>22756</u>	<u>Specimen Processing Technician Lead (NE H NI WFSE HMC)</u>	<u>BV-R026</u>
<u>18687</u>	<u>Specimen Processing Technician Lead (NE S WFSE HMC)</u>	<u>BV-R026</u>
<u>22744</u>	<u>Stockroom Attendant 1 (NE H NI WFSE HMC)</u>	<u>BI-R033</u>
<u>18673</u>	<u>Stockroom Attendant 1 (NE S WFSE HMC)</u>	<u>BI-R033</u>
<u>22745</u>	<u>Stockroom Attendant 2 (NE H NI WFSE HMC)</u>	<u>BI-R035</u>
<u>18674</u>	<u>Stockroom Attendant 2 (NE S WFSE HMC)</u>	<u>BI-R035</u>
<u>22746</u>	<u>Stockroom Attendant Lead (NE H NI WFSE HMC)</u>	<u>BI-R038</u>
<u>18675</u>	<u>Stockroom Attendant Lead (NE S WFSE HMC)</u>	<u>BI-R038</u>
<u>22900</u>	<u>Supply Chain Technician 1 (NE H NI WFSE HMC)</u>	<u>B0-R017</u>
<u>18617</u>	<u>Supply Chain Technician 1 (NE S WFSE HMC)</u>	<u>B0-R017</u>
<u>22901</u>	<u>Supply Chain Technician 2 (NE H NI WFSE HMC)</u>	<u>B0-R022</u>
<u>18618</u>	<u>Supply Chain Technician 2 (NE S WFSE HMC)</u>	<u>B0-R022</u>
<u>22902</u>	<u>Supply Chain Technician Lead (NE H NI WFSE HMC)</u>	<u>B0-R029</u>
<u>18619</u>	<u>Supply Chain Technician Lead (NE S WFSE HMC)</u>	<u>B0-R029</u>
<u>22780</u>	<u>Surgical Technologist (NE H NI WFSE HMC)</u>	<u>BABB-R061</u>
<u>18716</u>	<u>Surgical Technologist (NE S WFSE HMC)</u>	<u>BABB-R061</u>
<u>23540</u>	<u>Surgical Technologist Lead (NE H NI WFSE HMC)</u>	<u>BABB-R068</u>
<u>18734</u>	<u>Surgical Technologist Lead (NE S WFSE HMC)</u>	<u>BABB-R068</u>
<u>22707</u>	<u>Telephone Communications Operator (NE H NI WFSE HMC)</u>	<u>BI-R030</u>
<u>18631</u>	<u>Telephone Communications Operator (NE S WFSE HMC)</u>	<u>BI-R030</u>
<u>22741</u>	<u>Truck Driver 1 (NE H NI WFSE HMC)</u>	<u>BI-R039</u>
<u>18670</u>	<u>Truck Driver 1 (NE S WFSE HMC)</u>	<u>BI-R039</u>
<u>22742</u>	<u>Truck Driver 2 (NE H NI WFSE HMC)</u>	<u>BI-R044</u>
<u>18671</u>	<u>Truck Driver 2 (NE S WFSE HMC)</u>	<u>BI-R044</u>
<u>22738</u>	<u>Truck Driver Lead (NE H NI WFSE HMC)</u>	<u>BI-R047</u>
<u>18667</u>	<u>Truck Driver Lead (NE S WFSE HMC)</u>	<u>BI-R047</u>
<u>22702</u>	<u>Unit Supply Technician 1 (NE H NI WFSE HMC)</u>	<u>BI-R036</u>
<u>18621</u>	<u>Unit Supply Technician 1 (NE S WFSE HMC)</u>	<u>BI-R036</u>
<u>22703</u>	<u>Unit Supply Technician 2 (NE H NI WFSE HMC)</u>	<u>BI-R038</u>
<u>18622</u>	<u>Unit Supply Technician 2 (NE S WFSE HMC)</u>	<u>BI-R038</u>
<u>22704</u>	<u>Unit Supply Technician Lead (NE H NI WFSE HMC)</u>	<u>BI-R041</u>
<u>18623</u>	<u>Unit Supply Technician Lead (NE S WFSE HMC)</u>	<u>BI-R041</u>
<u>22739</u>	<u>Utility Worker 1 (NE H NI WFSE HMC)</u>	<u>BI-R033</u>
<u>18668</u>	<u>Utility Worker 1 (NE S WFSE HMC)</u>	<u>BI-R033</u>
<u>22740</u>	<u>Utility Worker 2 (NE H NI WFSE HMC)</u>	<u>BI-R037</u>
<u>18669</u>	<u>Utility Worker 2 (NE S WFSE HMC)</u>	<u>BI-R037</u>
<u>22733</u>	<u>Window Washer 1 (NE H NI WFSE HMC)</u>	<u>BI-R035</u>
<u>18660</u>	<u>Window Washer 1 (NE S WFSE HMC)</u>	<u>BI-R035</u>

<u>23098</u>	<u>Window Washer 2 (NE H NI WFSE HMC)</u>	<u>BI-R043</u>
<u>18664</u>	<u>Window Washer 2 (NE S WFSE HMC)</u>	<u>BI-R043</u>
<u>22734</u>	<u>Window Washer Lead (NE H NI WFSE HMC)</u>	<u>BI-R045</u>
<u>18661</u>	<u>Window Washer Lead (NE S WFSE HMC)</u>	<u>BI-R045</u>

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Reg Job Code	NI Job Code	NE Job Code	Job Classification	Pay Table	Salary Range
18696	22763		ALCOHOLISM THERAPIST 1	B0	64
18711	22776		ANESTHESIOLOGY TECHNICIAN 1	BABB	17
21879	23100		AUDIOLOGY ASSISTANT	B0	18
18728	23094		BIOMEDICAL ELECTRONICS TECHNICIAN 1	B0	68
18729	23095		BIOMEDICAL ELECTRONICS TECHNICIAN 2	B0	82
18730	23096		BIOMEDICAL ELECTRONICS TECHNICIAN 3	B0	92
18734	23097		BIOMEDICAL ELECTRONICS TECHNICIAN LEAD	B0	97
18712	22777		CARDIAC MONITOR TECHNICIAN	BV	38
18635	22711		CASHIER 1	BI	30
18636	22712		CHECK STAND OPERATOR	BI	30
18718	22782		CLINICAL LABORATORY TECHNICIAN 1- HMC	BV	41
18719	22783		CLINICAL LABORATORY TECHNICIAN 2- HMC	BV	47
18720	22784		CLINICAL LABORATORY TECHNICIAN LEAD-HMC	BV	57
18641	22717		COOK	BI	37
18642	22718		COOK LEAD	BI	39
18639	22715		COPY MACHINE OPERATOR	BI	30
18640	22716		COPY MACHINE OPERATOR LEAD	BI	31
18680	22749		DIETARY UNIT AIDE	B0	05
18678	22748		DIETARY UNIT CLERK	B0	07
18713	22778		ELECTROCARDIOGRAPH TECHNICIAN 1	BV	33
18714	22779		ELECTROCARDIOGRAPH TECHNICIAN 2	BV	43

Reg Job Code	NI Job Code	NE Job Code	Job Classification	Pay Table	Salary Range
18715	22919		ELECTROCARDIOGRAPH TECHNICIAN LEAD	BV	54
18649	22723		ELECTRONICS TECHNICIAN 1	BI	39
18650	22724		ELECTRONICS TECHNICIAN 2	BI	45
18633	22709		FISCAL TECHNICIAN 1	BI	33
18634	22710		FISCAL TECHNICIAN 2	BI	36
18644	22719		FOOD SERVICE WORKER 1	BI	32
18645	22720		FOOD SERVICE WORKER 2	BI	34
18662	22735		GARDENER 1	BI	33
18663	22736		GARDENER 2	BI	37
18708	22773		HOSPITAL ASSISTANT	B0	23
18709	22774		HOSPITAL ASSISTANT LEAD	B0	30
18682	22751		HOSPITAL CENTRAL SERVICES TECH TRAINEE	B0	32
18683	22752		HOSPITAL CENTRAL SERVICES TECHNICIAN 1	B0	37
18685	22754		HOSPITAL CENTRAL SERVICES TECHNICIAN 2	B0	46
18684	22753		HOSPITAL CENTRAL SERVICES TECHNICIAN LD	B0	53
18658	22731		HOSPITAL CUSTODIAN	B0	17
18659	22732		HOSPITAL CUSTODIAN LEAD	B0	27
18717	22781		HOSPITAL DENTISTRY ASSISTANT SPECIALIST	B0	50
18652	22725		INDUSTRIAL HYGIENIST 1	BI	52
18653	22726	18651	INDUSTRIAL HYGIENIST 2	BI	56
18654	22727		LABORATORY HELPER	BI	30
18655	22728		LABORATORY HELPER LEAD	BI	32
18656	22729		LABORATORY TECHNICIAN 1	BI	30
18657	22730		LABORATORY TECHNICIAN 2	BI	34
18647	22721		LAUNDRY OPERATOR 1	BI	30
18648	22722		LAUNDRY OPERATOR 2	BI	32
18707	22772		LICENSED PRACTICAL NURSE	B0	64
18676	22747		MAIL RATER	BI	36
18665	22737		MAINTENANCE CUSTODIAN 1	BI	35

Reg Job Code	NI Job Code	NE Job Code	Job Classification	Pay Table	Salary Range
18710	22775		MEDICAL ASSISTANT	B0	47
18697	n/a		MEDICAL ASSISTANT APPRENTICE	B0	8
18733	23109		MEDICAL ASSISTANT REGISTERED	B0	44
18684	22750		MEDICAL TRANSCRIPTIONIST 1	B0	14
18700	22766	17880	MENTAL HEALTH PRACTITIONER	B0	72
18726	23083	21774	MENTAL HEALTH PRACTITIONER CLINICAL SPECIALIST	B0	84
18727	23084	21775	MENTAL HEALTH PRACTITIONER LEAD	B0	92
18705	22770		MENTAL HEALTH SPECIALIST 1	B0	18
18706	22771		MENTAL HEALTH SPECIALIST 2	B0	28
18701	23244		MENTAL HEALTH SPECIALIST LEAD	B0	37
18637	22713		OFFSET DUPLICATOR OPERATOR	BI	30
18638	22714		OFFSET DUPLICATOR OPERATOR LEAD	BI	32
18672	22743		ORDER SERVICE COORDINATOR	BI	32
18703	22768		ORTHOPAEDIC TECHNICIAN I	BV	45
18704	22769		ORTHOPAEDIC TECHNICIAN II	BV	52
18732	23106		PATIENT CARE TECHNICIAN	B0	44
18690	22759		PATIENT SERVICES COORDINATOR	BI	37
18691	22760		PATIENT SERVICES LEAD	BI	37
18689	22758		PATIENT SERVICES REP	BI	34
18722	22786		PATIENT SERVICES SPECIALIST 2	B0	15
18723	22787		PATIENT SERVICES SPECIALIST 3	B0	20
18725	22789		PATIENT SERVICES SPECIALIST EDU-QA	B0	33
18724	22788		PATIENT SERVICES SPECIALIST LEAD	B0	33
18692	22761		PATIENT SERVICES SPECIALIST CALL CENTER	B0	28
18698	22764	18677	REHABILITATION COUNSELOR 1	B0	57
18699	22765	18679	REHABILITATION COUNSELOR 2	B0	67
18625	22706		RESEARCH ANALYST 1	BI	37
18702	22767		RESPIRATORY CARE ASSISTANT	BABB	35
18616	23633		SHUTTLE DRIVER	BI	52
18693	22762		SOCIAL WORK ASSISTANT 1	BABB	54
18686	22755		SPECIMEN PROCESSING TECHNICIAN	BV	14
18687	22756		SPECIMEN PROCESSING TECHNICIAN LEAD	BV	26

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Reg Job Code	NI Job Code	NE Job Code	Job Classification	Pay Table	Salary Range
18673	22744		STOCKROOM-ATTENDANT-1	BI	33
18674	22745		STOCKROOM-ATTENDANT-2	BI	35
18675	22746		STOCKROOM-ATTENDANT-LEAD	BI	38
18617	22900		SUPPLY-CHAIN-TECHNICIAN-1	B0	17
18618	22901		SUPPLY-CHAIN-TECHNICIAN-2	B0	22
18619	22902		SUPPLY-CHAIN-TECHNICIAN-LEAD	B0	29
18716	22780		SURGICAL-TECHNOLOGIST	BABB	61
18634	22707		TELEPHONE-COMMUNICATIONS OPERATOR	BI	30
18670	22741		TRUCK-DRIVER-1	BI	39
18671	22742		TRUCK-DRIVER-2	BI	44
18667	22738		TRUCK-DRIVER-LEAD	BI	47
18624	22702		UNIT-SUPPLY-TECHNICIAN-1	BI	36
18622	22703		UNIT-SUPPLY-TECHNICIAN-2	BI	38
18623	22704		UNIT-SUPPLY-TECHNICIAN-LEAD	BI	41
18668	22739		UTILITY-WORKER-1	BI	33
18669	22740		UTILITY-WORKER-2	BI	37
18660	22733		WINDOW-WASHER-1	BI	35
18664	23098		WINDOW-WASHER-2	BI	43
18661	22734		WINDOW-WASHER-LEAD	BI	45

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2 Harborview Medical Center Security Officers Bargaining Unit

Job Code	Job Profile Name	Table-Range
22800	Hospital Security Officer - HMC (NE H NI WFSE HMC Security)	B0-R057
18770	Hospital Security Officer - HMC (NE S WFSE HMC Security)	B0-R057

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4 Search:

Reg Job Code	NI Job Code	NE Job Code	Job Title	Pay Table	Pay Range
18770	22800		HOSPITAL-SECURITY-OFFICER-HMC	B0	57

5 Showing 1 to 1 of 1 entries

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1 **Library Bargaining Unit**

<u>Job Code</u>	<u>Job Profile Name</u>	<u>Table-Range</u>
22792	Fiscal Technician 1 (NE H NI WFSE Libraries)	BI-R033
18750	Fiscal Technician 1 (NE S WFSE Libraries)	BI-R033
22793	Fiscal Technician 2 (NE H NI WFSE Libraries)	BI-R036
18751	Fiscal Technician 2 (NE S WFSE Libraries)	BI-R036
22882	Library & Archive Paraprofessional 1 - Botanical Grdns (NE H NI WFSE Libraries)	BI-R034
18761	Library & Archive Paraprofessional 1 - Botanical Grdns (NE S WFSE Libraries)	BI-R034
22883	Library & Archive Paraprofessional 2 - Botanical Grdns (NE H NI WFSE Libraries)	BI-R040
18762	Library & Archive Paraprofessional 2 - Botanical Grdns (NE S WFSE Libraries)	BI-R040
22884	Library & Archive Paraprofessional 3 - Botanical Grdns (NE H NI WFSE Libraries)	BI-R044
18763	Library & Archive Paraprofessional 3 - Botanical Grdns (NE S WFSE Libraries)	BI-R044
22794	Library Specialist I (NE H NI WFSE Libraries)	BI-R042
18752	Library Specialist I (NE S WFSE Libraries)	BI-R042
22795	Library Specialist II (NE H NI WFSE Libraries)	BI-R046
18753	Library Specialist II (NE S WFSE Libraries)	BI-R046
22796	Library Technician I (NE H NI WFSE Libraries)	BI-R030
18754	Library Technician I (NE S WFSE Libraries)	BI-R030
22797	Library Technician II (NE H NI WFSE Libraries)	BI-R034
18755	Library Technician II (NE S WFSE Libraries)	BI-R034
22798	Library Technician III (NE H NI WFSE Libraries)	BI-R036
18756	Library Technician III (NE S WFSE Libraries)	BI-R036
22799	Library Technician Lead (NE H NI WFSE Libraries)	BI-R038
18757	Library Technician Lead (NE S WFSE Libraries)	BI-R038
22790	Program Assistant (NE H NI WFSE Libraries)	BI-R037
18746	Program Assistant (NE S WFSE Libraries)	BI-R037
22791	Program Coordinator (NE H NI WFSE Libraries)	BI-R042
18747	Program Coordinator (NE S WFSE Libraries)	BI-R042

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3 **Search:**

Reg Job Code	NI Job Code	NE Job Code	Job Title	Pay Table	Pay Range
18750	22792		FISCAL TECHNICIAN 1	BI	33
18751	22793		FISCAL TECHNICIAN 2	BI	36
18761	22882		LIBRARY & ARCHIVE PARAPROFESSIONAL 1 - BOTANICAL GRDNS	BI	34

Reg Job Code	NI Job Code	NE Job Code	Job Title	Pay Table	Pay Range
18762	22883		LIBRARY & ARCHIVE PARAPROFESSIONAL-2 -BOTANICAL GRDNS	BI	40
18763	22884		LIBRARY & ARCHIVE PARAPROFESSIONAL-3 -BOTANICAL GRDNS	BI	44
18752	22794		LIBRARY SPECIALIST I	BI	42
18753	22795		LIBRARY SPECIALIST II	BI	46
18754	22796		LIBRARY TECHNICIAN I	BI	30
18755	22797		LIBRARY TECHNICIAN II	BI	34
18756	22798		LIBRARY TECHNICIAN III	BI	36
18757	22799		LIBRARY TECHNICIAN LEAD	BI	38
18746	22790		PROGRAM ASSISTANT	BI	37
18747	22791		PROGRAM COORDINATOR	BI	42

1 Showing 1 to 13 of 13 entries

2 **Skilled Trades Bargaining Unit**

Job Code	Job Profile Name	Table-Range
22818	Carpenter (NE H NI WFSE Trades)	BL-R054
18825	Carpenter (NE S WFSE Trades)	BL-R054
22817	Carpenter Apprentice (NE H NI WFSE Trades)	BM-R001
18824	Carpenter Apprentice (NE S WFSE Trades)	BM-R001
22819	Carpenter Lead (NE H NI WFSE Trades)	BL-R057
18826	Carpenter Lead (NE S WFSE Trades)	BL-R057
22810	Construction And Maintenance Mechanic (NE H NI WFSE Trades)	BL-R057
18817	Construction And Maintenance Mechanic (NE S WFSE Trades)	BL-R057
22820	Control Tech Trnee (NE H NI WFSE Trades)	BM-R005
18827	Control Tech Trnee (NE S WFSE Trades)	BM-R005
22821	Control Technician (NE H NI WFSE Trades)	BL-R066
18828	Control Technician (NE S WFSE Trades)	BL-R066
22822	Control Technician Lead (NE H NI WFSE Trades)	BL-R069
18829	Control Technician Lead (NE S WFSE Trades)	BL-R069
22826	Elec Apprentice (NE H NI WFSE Trades)	BM-R005
18833	Elec Apprentice (NE S WFSE Trades)	BM-R005
22825	Elec Trade Trainee (NE H NI WFSE Trades)	BM-R005
18832	Elec Trade Trainee (NE S WFSE Trades)	BM-R005
22827	Electrician (NE H NI WFSE Trades)	BL-R066
18834	Electrician (NE S WFSE Trades)	BL-R066

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<u>22828</u>	<u>Electrician Lead (NE H NI WFSE Trades)</u>	<u>BL-R069</u>
<u>18835</u>	<u>Electrician Lead (NE S WFSE Trades)</u>	<u>BL-R069</u>
<u>22824</u>	<u>Electrician Lead-High Voltage (NE H NI WFSE Trades)</u>	<u>BL-R069</u>
<u>18831</u>	<u>Electrician Lead-High Voltage (NE S WFSE Trades)</u>	<u>BL-R069</u>
<u>22823</u>	<u>Electrician-High Voltage (NE H NI WFSE Trades)</u>	<u>BL-R064</u>
<u>18830</u>	<u>Electrician-High Voltage (NE S WFSE Trades)</u>	<u>BL-R064</u>
<u>22829</u>	<u>Elevator Mechanic (NE H NI WFSE Trades)</u>	<u>BL-R073</u>
<u>18836</u>	<u>Elevator Mechanic (NE S WFSE Trades)</u>	<u>BL-R073</u>
<u>22830</u>	<u>Elevator Mechanic Lead (NE H NI WFSE Trades)</u>	<u>BL-R076</u>
<u>18837</u>	<u>Elevator Mechanic Lead (NE S WFSE Trades)</u>	<u>BL-R076</u>
<u>22803</u>	<u>Facilities Operations Maintenance Spec (NE H NI WFSE Trades)</u>	<u>BL-R069</u>
<u>18810</u>	<u>Facilities Operations Maintenance Spec (NE S WFSE Trades)</u>	<u>BL-R069</u>
<u>22831</u>	<u>Floorlayer (NE H NI WFSE Trades)</u>	<u>BL-R052</u>
<u>18838</u>	<u>Floorlayer (NE S WFSE Trades)</u>	<u>BL-R052</u>
<u>22845</u>	<u>Furniture Repair Worker (NE H NI WFSE Trades)</u>	<u>BL-R052</u>
<u>18853</u>	<u>Furniture Repair Worker (NE S WFSE Trades)</u>	<u>BL-R052</u>
<u>22832</u>	<u>Glazier (NE H NI WFSE Trades)</u>	<u>BL-R052</u>
<u>18840</u>	<u>Glazier (NE S WFSE Trades)</u>	<u>BL-R052</u>
<u>22833</u>	<u>Glazier Lead (NE H NI WFSE Trades)</u>	<u>BL-R055</u>
<u>18841</u>	<u>Glazier Lead (NE S WFSE Trades)</u>	<u>BL-R055</u>
<u>22814</u>	<u>Heavy Equipment Operator (NE H NI WFSE Trades)</u>	<u>BL-R058</u>
<u>18821</u>	<u>Heavy Equipment Operator (NE S WFSE Trades)</u>	<u>BL-R058</u>
<u>22815</u>	<u>Heavy Equipment Operator Lead (NE H NI WFSE Trades)</u>	<u>BL-R061</u>
<u>18822</u>	<u>Heavy Equipment Operator Lead (NE S WFSE Trades)</u>	<u>BL-R061</u>
<u>22834</u>	<u>Insulation Worker (NE H NI WFSE Trades)</u>	<u>BL-R061</u>
<u>18842</u>	<u>Insulation Worker (NE S WFSE Trades)</u>	<u>BL-R061</u>
<u>22835</u>	<u>Insulation Worker Lead (NE H NI WFSE Trades)</u>	<u>BL-R064</u>
<u>18843</u>	<u>Insulation Worker Lead (NE S WFSE Trades)</u>	<u>BL-R064</u>
<u>22816</u>	<u>Lighting And Filter Maintenance Tech (NE H NI WFSE Trades)</u>	<u>BL-R040</u>
<u>18823</u>	<u>Lighting And Filter Maintenance Tech (NE S WFSE Trades)</u>	<u>BL-R040</u>
<u>22813</u>	<u>Lighting Maintenance Technician (NE H NI WFSE Trades)</u>	<u>BL-R039</u>
<u>18820</u>	<u>Lighting Maintenance Technician (NE S WFSE Trades)</u>	<u>BL-R039</u>
<u>22836</u>	<u>Locksmith (NE H NI WFSE Trades)</u>	<u>BL-R052</u>
<u>18844</u>	<u>Locksmith (NE S WFSE Trades)</u>	<u>BL-R052</u>
<u>22837</u>	<u>Locksmith Lead (NE H NI WFSE Trades)</u>	<u>BL-R055</u>
<u>18845</u>	<u>Locksmith Lead (NE S WFSE Trades)</u>	<u>BL-R055</u>
<u>22805</u>	<u>Machinery Master Mechanic (NE H NI WFSE Trades)</u>	<u>BL-R058</u>
<u>18812</u>	<u>Machinery Master Mechanic (NE S WFSE Trades)</u>	<u>BL-R058</u>
<u>22804</u>	<u>Machinery Mechanic (NE H NI WFSE Trades)</u>	<u>BL-R057</u>
<u>18811</u>	<u>Machinery Mechanic (NE S WFSE Trades)</u>	<u>BL-R057</u>
<u>22806</u>	<u>Machinery Mechanic Lead (NE H NI WFSE Trades)</u>	<u>BL-R060</u>

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<u>18813</u>	<u>Machinery Mechanic Lead (NE S WFSE Trades)</u>	<u>BL-R060</u>
<u>22838</u>	<u>Machinist (NE H NI WFSE Trades)</u>	<u>BL-R046</u>
<u>18846</u>	<u>Machinist (NE S WFSE Trades)</u>	<u>BL-R046</u>
<u>22807</u>	<u>Maintenance Mechanic 1 (NE H NI WFSE Trades)</u>	<u>BL-R042</u>
<u>18814</u>	<u>Maintenance Mechanic 1 (NE S WFSE Trades)</u>	<u>BL-R042</u>
<u>22808</u>	<u>Maintenance Mechanic 2 (NE H NI WFSE Trades)</u>	<u>BL-R052</u>
<u>18815</u>	<u>Maintenance Mechanic 2 (NE S WFSE Trades)</u>	<u>BL-R052</u>
<u>22811</u>	<u>Maintenance Mechanic Door Specialist (NE H NI WFSE Trades)</u>	<u>BL-R062</u>
<u>18818</u>	<u>Maintenance Mechanic Door Specialist (NE S WFSE Trades)</u>	<u>BL-R062</u>
<u>22809</u>	<u>Maintenance Mechanic Lead (NE H NI WFSE Trades)</u>	<u>BL-R062</u>
<u>18816</u>	<u>Maintenance Mechanic Lead (NE S WFSE Trades)</u>	<u>BL-R062</u>
<u>22839</u>	<u>Mason Trade Trainee (NE H NI WFSE Trades)</u>	<u>BM-R004</u>
<u>18847</u>	<u>Mason Trade Trainee (NE S WFSE Trades)</u>	<u>BM-R004</u>
<u>22840</u>	<u>Mason/Plasterer (NE H NI WFSE Trades)</u>	<u>BL-R055</u>
<u>18848</u>	<u>Mason/Plasterer (NE S WFSE Trades)</u>	<u>BL-R055</u>
<u>22841</u>	<u>Mason/Plasterer Lead (NE H NI WFSE Trades)</u>	<u>BL-R058</u>
<u>18849</u>	<u>Mason/Plasterer Lead (NE S WFSE Trades)</u>	<u>BL-R058</u>
<u>22843</u>	<u>Motor Equipment Mechanic (NE H NI WFSE Trades)</u>	<u>BL-R061</u>
<u>18851</u>	<u>Motor Equipment Mechanic (NE S WFSE Trades)</u>	<u>BL-R061</u>
<u>22844</u>	<u>Motor Equipment Mechanic Lead (NE H NI WFSE Trades)</u>	<u>BL-R064</u>
<u>18852</u>	<u>Motor Equipment Mechanic Lead (NE S WFSE Trades)</u>	<u>BL-R064</u>
<u>22842</u>	<u>Motor Equipment Mechanic Trade Trainee (NE H NI WFSE Trades)</u>	<u>BL-R040</u>
<u>18850</u>	<u>Motor Equipment Mechanic Trade Trainee (NE S WFSE Trades)</u>	<u>BL-R040</u>
<u>22847</u>	<u>Painter (NE H NI WFSE Trades)</u>	<u>BL-R052</u>
<u>18855</u>	<u>Painter (NE S WFSE Trades)</u>	<u>BL-R052</u>
<u>22846</u>	<u>Painter Apprentice (NE H NI WFSE Trades)</u>	<u>BM-R002</u>
<u>18854</u>	<u>Painter Apprentice (NE S WFSE Trades)</u>	<u>BM-R002</u>
<u>22848</u>	<u>Painter Lead (NE H NI WFSE Trades)</u>	<u>BL-R055</u>
<u>18856</u>	<u>Painter Lead (NE S WFSE Trades)</u>	<u>BL-R055</u>
<u>22849</u>	<u>PI/Pipe/Steam Tr Tre (NE H NI WFSE Trades)</u>	<u>BM-R007</u>
<u>18857</u>	<u>PI/Pipe/Steam Tr Tre (NE S WFSE Trades)</u>	<u>BM-R007</u>
<u>22850</u>	<u>Plumber/Pipe/Steamfitter (NE H NI WFSE Trades)</u>	<u>BL-R066</u>
<u>18858</u>	<u>Plumber/Pipe/Steamfitter (NE S WFSE Trades)</u>	<u>BL-R066</u>
<u>22851</u>	<u>Plumber/Pipe/Steamfitter Lead (NE H NI WFSE Trades)</u>	<u>BL-R069</u>
<u>18859</u>	<u>Plumber/Pipe/Steamfitter Lead (NE S WFSE Trades)</u>	<u>BL-R069</u>
<u>22889</u>	<u>Power Plant Electrician High Voltage (NE H NI WFSE Trades)</u>	<u>BL-R081</u>
<u>18808</u>	<u>Power Plant Electrician High Voltage (NE S WFSE TRADES)</u>	<u>BL-R081</u>
<u>22890</u>	<u>Power Plant Electrician LD-High Voltage (NE H NI WFSE Trades)</u>	<u>BL-R084</u>
<u>18809</u>	<u>Power Plant Electrician LD-High Voltage (NE S WFSE TRADES)</u>	<u>BL-R084</u>
<u>22868</u>	<u>Power Plant Master Mechanic (NE H NI WFSE Trades)</u>	<u>BL-R067</u>
<u>18880</u>	<u>Power Plant Master Mechanic (NE S WFSE Trades)</u>	<u>BL-R067</u>

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22867	Power Plant Mechanic (NE H NI WFSE Trades)	BL-R066
18879	Power Plant Mechanic (NE S WFSE Trades)	BL-R066
22869	Power Plant Mechanic Lead (NE H NI WFSE Trades)	BL-R069
18881	Power Plant Mechanic Lead (NE S WFSE Trades)	BL-R069
22864	Power Plant Operating Engineer 1 (NE H NI WFSE Trades)	BL-R061
18876	Power Plant Operating Engineer 1 (NE S WFSE Trades)	BL-R061
22865	Power Plant Operating Engineer 2 (NE H NI WFSE Trades)	BL-R065
18877	Power Plant Operating Engineer 2 (NE S WFSE Trades)	BL-R065
22866	Power Plant Operating Engineer Lead (NE H NI WFSE Trades)	BL-R069
18878	Power Plant Operating Engineer Lead (NE S WFSE Trades)	BL-R069
22852	Refrigeration Mechanic (NE H NI WFSE Trades)	BL-R067
18860	Refrigeration Mechanic (NE S WFSE Trades)	BL-R067
22853	Refrigeration Mechanic Lead (NE H NI WFSE Trades)	BL-R070
18861	Refrigeration Mechanic Lead (NE S WFSE Trades)	BL-R070
22854	Roofer (NE H NI WFSE Trades)	BL-R054
18862	Roofer (NE S WFSE Trades)	BL-R054
22855	Roofer Lead (NE H NI WFSE Trades)	BL-R057
18863	Roofer Lead (NE S WFSE Trades)	BL-R057
22858	Sheet Metal Mechanic (NE H NI WFSE Trades)	BL-R057
18866	Sheet Metal Mechanic (NE S WFSE Trades)	BL-R057
22859	Sheet Metal Mechanic Lead (NE H NI WFSE Trades)	BL-R060
18867	Sheet Metal Mechanic Lead (NE S WFSE Trades)	BL-R060
22857	Sheet Mtl Mech Appr (NE H NI WFSE Trades)	BM-R006
18865	Sheet Mtl Mech Appr (NE S WFSE Trades)	BM-R006
22856	Sheet Mtl Mech Tr Tr (NE H NI WFSE Trades)	BM-R006
18864	Sheet Mtl Mech Tr Tr (NE S WFSE Trades)	BM-R006
22862	Trades Helper (NE H NI WFSE Trades)	BL-R036
18870	Trades Helper (NE S WFSE Trades)	BL-R036
22863	Welder - Fabricator (NE H NI WFSE Trades)	BL-R057
18871	Welder - Fabricator (NE S WFSE Trades)	BL-R057

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Reg Job Code	NI Job Code	NE Job Code	Job Title	Pay Table	Pay Range
18825	22818		CARPENTER	BL	54
18824	22817		CARPENTER APPRENTICE	BM	4
18826	22819		CARPENTER LEAD	BL	57

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Reg Job Code	NI Job Code	NE Job Code	Job Title	Pay Table	Pay Range	
18817	22810		CONSTRUCTION AND MAINTENANCE MECHANIC	BL	57	Formatted: Left, Level 5, Space Before: Auto, After: Auto
18827	22820		CONTROL TECH TRNEE	BM	5	Formatted: Level 5, Space Before: Auto, After: Auto
18828	22821		CONTROL TECHNICIAN	BL	66	Formatted: Level 5, Space Before: Auto, After: Auto
18829	22822		CONTROL TECHNICIAN LEAD	BL	69	Formatted: Level 5, Space Before: Auto, After: Auto
18833	22826		ELEC APPRENTICE	BM	5	Formatted: Level 5, Space Before: Auto, After: Auto
18832	22825		ELEC TRADE TRAINEE	BM	5	Formatted: Level 5, Space Before: Auto, After: Auto
18834	22827		ELECTRICIAN	BL	66	Formatted: Level 5, Space Before: Auto, After: Auto
18835	22828		ELECTRICIAN LEAD	BL	69	Formatted: Level 5, Space Before: Auto, After: Auto
18834	22824		ELECTRICIAN LEAD-HIGH VOLTAGE	BL	69	Formatted: Level 5, Space Before: Auto, After: Auto
18830	22823		ELECTRICIAN-HIGH VOLTAGE	BL	64	Formatted: Level 5, Space Before: Auto, After: Auto
18836	22829		ELEVATOR MECHANIC	BL	73	Formatted: Level 5, Space Before: Auto, After: Auto
18837	22830		ELEVATOR MECHANIC LEAD	BL	76	Formatted: Level 5, Space Before: Auto, After: Auto
18840	22803		FACILITIES OPERATIONS MAINTENANCE SPEC	BL	69	Formatted: Level 5, Space Before: Auto, After: Auto
18838	22834		FLOORLAYER	BL	52	Formatted: Level 5, Space Before: Auto, After: Auto
18853	22845		FURNITURE REPAIR WORKER	BL	52	Formatted: Level 5, Space Before: Auto, After: Auto
18840	22832		GLAZIER	BL	52	Formatted: Level 5, Space Before: Auto, After: Auto
18844	22833		GLAZIER LEAD	BL	55	Formatted: Level 5, Space Before: Auto, After: Auto
18824	22814		HEAVY EQUIPMENT OPERATOR	BL	58	Formatted: Level 5, Space Before: Auto, After: Auto
18822	22815		HEAVY EQUIPMENT OPERATOR LEAD	BL	61	Formatted: Level 5, Space Before: Auto, After: Auto
18819	22812		HOSPITAL SHIFT ENGINEER	BL	50	Formatted: Level 5, Space Before: Auto, After: Auto
18842	22834		INSULATION WORKER	BL	61	Formatted: Level 5, Space Before: Auto, After: Auto
18843	22835		INSULATION WORKER LEAD	BL	64	Formatted: Level 5, Space Before: Auto, After: Auto
18823	22846		LIGHTING AND FILTER MAINTENANCE TECH	BL	40	Formatted: Level 5, Space Before: Auto, After: Auto
18820	22843		LIGHTING MAINTENANCE TECHNICIAN	BL	39	Formatted: Level 5, Space Before: Auto, After: Auto
18844	22836		LOCKSMITH	BL	52	Formatted: Level 5, Space Before: Auto, After: Auto
18845	22837		LOCKSMITH LEAD	BL	55	Formatted: Level 5, Space Before: Auto, After: Auto
18812	22805		MACHINERY MASTER MECHANIC	BL	58	Formatted: Level 5, Space Before: Auto, After: Auto
18814	22804		MACHINERY MECHANIC	BL	57	Formatted: Level 5, Space Before: Auto, After: Auto
18813	22806		MACHINERY MECHANIC LEAD	BL	60	Formatted: Level 5, Space Before: Auto, After: Auto
18846	22838		MACHINIST	BL	46	Formatted: Level 5, Space Before: Auto, After: Auto
18844	22807		MAINTENANCE MECHANIC 1	BL	42	Formatted: Level 5, Space Before: Auto, After: Auto
18845	22808		MAINTENANCE MECHANIC 2	BL	52	Formatted: Level 5, Space Before: Auto, After: Auto

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Reg Job Code	NI Job Code	NE Job Code	Job Title	Pay Table	Pay Range	
18818	22811		MAINTENANCE MECHANIC DOOR SPECIALIST	BL	62	Formatted: Left, Level 5, Space Before: Auto, After: Auto
18816	22809		MAINTENANCE MECHANIC LEAD	BL	62	Formatted: Level 5, Space Before: Auto, After: Auto
18847	22839		MASON TRADE TRAINEE	BM	4	Formatted: Level 5, Space Before: Auto, After: Auto
18848	22840		MASON/PLASTERER	BL	55	Formatted: Level 5, Space Before: Auto, After: Auto
18849	22841		MASON/PLASTERER LEAD	BL	58	Formatted: Level 5, Space Before: Auto, After: Auto
18851	22843		MOTOR EQUIPMENT MECHANIC	BL	61	Formatted: Level 5, Space Before: Auto, After: Auto
18852	22844		MOTOR EQUIPMENT MECHANIC LEAD	BL	64	Formatted: Level 5, Space Before: Auto, After: Auto
18850	22842		MOTOR EQUIPMENT MECHANIC TRADE TRAINEE	BL	40	Formatted: Level 5, Space Before: Auto, After: Auto
18855	22847		PAINTER	BL	52	Formatted: Level 5, Space Before: Auto, After: Auto
18854	22846		PAINTER APPRENTICE	BM	2	Formatted: Level 5, Space Before: Auto, After: Auto
18856	22848		PAINTER LEAD	BL	55	Formatted: Level 5, Space Before: Auto, After: Auto
18857	22849		PL/PIPE/STEAM TR TR	BM	7	Formatted: Level 5, Space Before: Auto, After: Auto
18858	22850		PLUMBER/PIPE/STEAMFITTER	BL	66	Formatted: Level 5, Space Before: Auto, After: Auto
18859	22851		PLUMBER/PIPE/STEAMFITTER LEAD	BL	69	Formatted: Level 5, Space Before: Auto, After: Auto
18808	22889		POWER PLANT ELECTRICIAN HIGH VOLTAGE	BL	81	Formatted: Level 5, Space Before: Auto, After: Auto
18809	22890		POWER PLANT ELECTRICIAN LD-HIGH VOLTAGE	BL	84	Formatted: Level 5, Space Before: Auto, After: Auto
18880	22868		POWER PLANT MASTER MECHANIC	BL	67	Formatted: Level 5, Space Before: Auto, After: Auto
18879	22867		POWER PLANT MECHANIC	BL	66	Formatted: Level 5, Space Before: Auto, After: Auto
18881	22869		POWER PLANT MECHANIC LEAD	BL	69	Formatted: Level 5, Space Before: Auto, After: Auto
18876	22864		POWER PLANT OPERATING ENGINEER 1	BL	61	Formatted: Level 5, Space Before: Auto, After: Auto
18877	22865		POWER PLANT OPERATING ENGINEER 2	BL	65	Formatted: Level 5, Space Before: Auto, After: Auto
18878	22866		POWER PLANT OPERATING ENGINEER LEAD	BL	69	Formatted: Level 5, Space Before: Auto, After: Auto
18860	22852		REFRIGERATION MECHANIC	BL	67	Formatted: Level 5, Space Before: Auto, After: Auto
18861	22853		REFRIGERATION MECHANIC LEAD	BL	70	Formatted: Level 5, Space Before: Auto, After: Auto
18862	22854		ROOFER	BL	54	Formatted: Level 5, Space Before: Auto, After: Auto
18863	22855		ROOFER LEAD	BL	57	Formatted: Level 5, Space Before: Auto, After: Auto
18866	22858		SHEET METAL MECHANIC	BL	57	Formatted: Level 5, Space Before: Auto, After: Auto
18867	22859		SHEET METAL MECHANIC LEAD	BL	60	Formatted: Level 5, Space Before: Auto, After: Auto
18865	22857		SHEET MTL MECH APPR	BM	6	Formatted: Level 5, Space Before: Auto, After: Auto
18864	22856		SHEET MTL MECH TR TR	BM	6	Formatted: Level 5, Space Before: Auto, After: Auto

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Reg Job Code	NI Job Code	NE Job Code	Job Title	Pay Table	Pay Range
18868	22860		SIGN PAINTER	BL	52
18869	22864		SIGN PAINTER LEAD	BL	55
18870	22862		TRADES HELPER	BL	36
18874	22863		WELDER - FABRICATOR	BL	57

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Tentatively Agreed To:

<p>For the Union:</p> <p>Signed by: <i>Thomas Wray</i> Date 9/5/2024 <small>4C1DA2C371AA409...</small></p> <p>Signed by: <i>Brian Edwards</i> Date 9/4/2024 <small>9B20F55281DC43A...</small></p> <p>DocuSigned by: <i>Paula Lukaszek</i> Date 9/5/2024 <small>4E12A96D3AE54A9...</small></p>	<p>For the Employer:</p> <p>DocuSigned by: <i>Kristi Aravena</i> Date 9/4/2024 <small>255BCC783CD346E...</small></p>
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APPENDIX II – DIFFERENTIALS

2 **WFSE Campuswide and WFSE HMC – Health Care Professional/Technical**
 3 **Classifications**

4 Search:

Salaried Job Code	Job Profile	Evening Shift Differential (\$/Hour)	Night Shift Differential (\$/Hour)	Standby Pay (\$/Hour)	Weekend Pay (\$/Hour)
18696	ALCOHOLISM THERAPIST 1	\$1.50	\$2.25	\$3.75	\$1.50
18711	ANESTHESIOLOGY TECHNICIAN 1	\$1.75	\$2.50	\$6.00	\$2.25
18712	CARDIAC MONITOR TECHNICIAN	\$1.75	\$2.50	\$6.00	\$2.25
18718	CLINICAL LABORATORY TECHNICIAN 1-HMC	\$1.75	\$2.50	\$6.00	\$2.25
18719	CLINICAL LABORATORY TECHNICIAN 2-HMC	\$1.75	\$2.50	\$6.00	\$2.25
18720	CLINICAL LABORATORY TECHNICIAN LEAD-HMC	\$1.75	\$2.50	\$6.00	\$2.25
18570	DIETARY UNIT AIDE	\$1.50	\$2.25	\$3.75	\$1.50
18680	DIETARY UNIT AIDE	\$1.50	\$2.25	\$3.75	\$1.50
18678	DIETARY UNIT CLERK	\$1.50	\$2.25	\$3.75	\$1.50
18713	ELECTROCARDIOGRAPH TECHNICIAN 1	\$1.75	\$2.50	\$6.00	\$2.25
18714	ELECTROCARDIOGRAPH TECHNICIAN 2	\$1.75	\$2.50	\$6.00	\$2.25
18715	ELECTROCARDIOGRAPH TECHNICIAN LEAD	\$1.75	\$2.50	\$6.00	\$2.25
18688	FINANCIAL SERVICES COUNSELOR	\$1.50	\$2.25	\$3.75	\$1.50
18576	HOSPITAL ASSISTANT	\$1.50	\$2.25	\$3.75	\$1.50
18708	HOSPITAL ASSISTANT	\$1.50	\$2.25	\$3.75	\$1.50
18577	HOSPITAL ASSISTANT LEAD	\$1.50	\$2.25	\$3.75	\$1.50
18709	HOSPITAL ASSISTANT LEAD	\$1.50	\$2.25	\$3.75	\$1.50
18571	HOSPITAL CENTRAL SERVICES TECH TRAINEE	\$1.75	\$2.50	\$6.00	\$1.50
18682	HOSPITAL CENTRAL SERVICES TECH TRAINEE	\$1.75	\$2.50	\$6.00	\$1.50

Salaried Job Code	Job Profile	Evening Shift Differential (\$/Hour)	Night Shift Differential (\$/Hour)	Standby Pay (\$/Hour)	Weekend Pay (\$/Hour)
18572	HOSPITAL CENTRAL SERVICES TECHNICIAN 1	\$1.75	\$2.50	\$6.00	\$1.50
18683	HOSPITAL CENTRAL SERVICES TECHNICIAN 1	\$1.75	\$2.50	\$6.00	\$1.50
18574	HOSPITAL CENTRAL SERVICES TECHNICIAN 2	\$1.75	\$2.50	\$6.00	\$1.50
18685	HOSPITAL CENTRAL SERVICES TECHNICIAN 2	\$1.75	\$2.50	\$6.00	\$1.50
18573	HOSPITAL CENTRAL SERVICES TECHNICIAN LD	\$1.75	\$2.50	\$6.00	\$1.50
18684	HOSPITAL CENTRAL SERVICES TECHNICIAN LD	\$1.75	\$2.50	\$6.00	\$1.50
18717	HOSPITAL DENTISTRY ASSISTANT SPECIALIST	\$1.50	\$2.25	\$3.75	\$1.50
18575	LICENSED PRACTICAL NURSE	\$1.50	\$2.25	\$3.75	\$1.50
18707	LICENSED PRACTICAL NURSE	\$1.50	\$2.25	\$3.75	\$1.50
18710	MEDICAL ASSISTANT	\$1.50	\$2.25	\$3.75	\$1.50
18681	MEDICAL TRANSCRIPTIONIST 1	\$1.50	\$2.25	\$3.75	\$1.50
18700	MENTAL HEALTH PRACTITIONER	\$1.50	\$2.25	\$3.75	\$1.50
18726	MENTAL HEALTH PRACTITIONER CLINICAL SPECIALIST	\$1.50	\$2.25	\$3.75	\$1.50
18727	MENTAL HEALTH PRACTITIONER LEAD	\$1.50	\$2.25	\$3.75	\$1.50
18705	MENTAL HEALTH SPECIALIST 1	\$1.50	\$2.25	\$3.75	\$1.50
18706	MENTAL HEALTH SPECIALIST 2	\$1.50	\$2.25	\$3.75	\$1.50
18703	ORTHOPAEDIC TECHNICIAN I	\$1.75	\$2.50	\$6.00	\$2.25
18704	ORTHOPAEDIC TECHNICIAN II	\$1.75	\$2.50	\$6.00	\$2.25

Salaried Job Code	Job Profile	Evening Shift Differential (\$/Hour)	Night Shift Differential (\$/Hour)	Standby Pay (\$/Hour)	Weekend Pay (\$/Hour)
18580	PATIENT CARE TECHNICIAN	\$1.50	\$2.25	\$3.75	\$1.50
18690	PATIENT SERVICES COORDINATOR	\$1.50	\$2.25	\$3.75	\$1.50
18689	PATIENT SERVICES REP	\$1.50	\$2.25	\$3.75	\$1.50
18722	PATIENT SERVICES SPECIALIST 2	\$1.50	\$2.25	\$3.75	\$1.50
18723	PATIENT SERVICES SPECIALIST 3	\$1.50	\$2.25	\$3.75	\$1.50
18725	PATIENT SERVICES SPECIALIST EDU-QA	\$1.50	\$2.25	\$3.75	\$1.50
18724	PATIENT SERVICES SPECIALIST LEAD	\$1.50	\$2.25	\$3.75	\$1.50
18692	PATIENT SERVICES SPECIALIST- CALL CENTER	\$1.50	\$2.25	\$3.75	\$1.50
18691	PATIENT SERVICES LEAD	\$1.50	\$2.25	\$3.75	\$1.50
18698	REHABILITATION COUNSELOR 1	\$1.50	\$2.25	\$3.75	\$1.50
18699	REHABILITATION COUNSELOR 2	\$1.50	\$2.25	\$3.75	\$1.50
18702	RESPIRATORY CARE ASSISTANT	\$1.75	\$2.50	\$6.00	\$2.25
18693	SOCIAL WORK ASSISTANT 1	\$1.75	\$2.50	\$6.00	\$2.25
18686	SPECIMEN PROCESSING TECHNICIAN	\$1.75	\$2.50	\$6.00	\$2.25
18687	SPECIMEN PROCESSING TECHNICIAN LEAD	\$1.75	\$2.50	\$6.00	\$2.25
18587	SUPPLY CHAIN TECHNICIAN 4	\$1.50	\$2.25	\$3.75	\$1.50
18617	SUPPLY CHAIN TECHNICIAN 4	\$1.50	\$2.25	\$3.75	\$1.50
18618	SUPPLY CHAIN TECHNICIAN 2	\$1.50	\$2.25	\$3.75	\$1.50
18588	SUPPLY CHAIN TECHNICIAN 2	\$1.50	\$2.25	\$3.75	\$1.50
18619	SUPPLY CHAIN TECHNICIAN LEAD 4	\$1.50	\$2.25	\$3.75	\$1.50

Salaried Job Code	Job Profile	Evening Shift Differential (\$/Hour)	Night Shift Differential (\$/Hour)	Standby Pay (\$/Hour)	Weekend Pay (\$/Hour)
18589	SUPPLY CHAIN TECHNICIAN LEAD 2	\$1.50	\$2.25	\$3.75	\$1.50
18716	SURGICAL TECHNOLOGIST	\$1.75	\$2.50	\$6.00	\$2.25
18621	UNIT SUPPLY TECHNICIAN 1	\$1.50	\$2.25	\$3.75	\$1.50
18622	UNIT SUPPLY TECHNICIAN 2	\$1.50	\$2.25	\$3.75	\$1.50
18623	UNIT SUPPLY TECHNICIAN LEAD	\$1.50	\$2.25	\$3.75	\$1.50

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Job Code	Job Profile Name	Evening Shift Differential (\$/Hour)	Night Shift Differential (\$/Hour)	Standby Pay (\$/Hour)	Weekend Pay (\$/Hour)
22763	Alcoholism Therapist 1 (NE H NI WFSE HMC)	\$1.75	\$2.50	\$7.00	\$2.25
18696	Alcoholism Therapist 1 (NE S WFSE HMC)	\$1.75	\$2.50	\$7.00	\$2.25
22776	Anesthesiology Technician 1 (NE H NI WFSE HMC)	\$1.75	\$2.50	\$7.00	\$2.25
18711	Anesthesiology Technician 1 (NE S WFSE HMC)	\$1.75	\$2.50	\$7.00	\$2.25
23100	Audiology Assistant (NE H NI WFSE HMC)	\$1.75	\$2.50	\$4.00	\$2.00
21879	Audiology Assistant (NE S WFSE HMC)	\$1.75	\$2.50	\$4.00	\$2.00
23094	Biomedical Electronics Technician 1 (NE H NI WFSE HMC)	\$1.75	\$2.50	\$4.00	\$2.00
18728	Biomedical Electronics Technician 1 (NE S WFSE HMC)	\$1.75	\$2.50	\$4.00	\$2.00
23095	Biomedical Electronics Technician 2 (NE H NI WFSE HMC)	\$1.75	\$2.50	\$4.00	\$2.00
18729	Biomedical Electronics Technician 2 (NE S WFSE HMC)	\$1.75	\$2.50	\$4.00	\$2.00
23096	Biomedical Electronics Technician 3 (NE H NI WFSE HMC)	\$1.75	\$2.50	\$4.00	\$2.00
18730	Biomedical Electronics Technician 3 (NE S WFSE HMC)	\$1.75	\$2.50	\$4.00	\$2.00
23097	Biomedical Electronics Technician Lead (NE H NI WFSE HMC)	\$1.75	\$2.50	\$4.00	\$2.00
18731	Biomedical Electronics Technician Lead (NE S WFSE HMC)	\$1.75	\$2.50	\$4.00	\$2.00
18536	Carpet Cleaner (NE S WFSE Campuswide)	\$1.75	\$2.50	\$4.00	\$2.00
22664	Carpet Cleaner (NE H NI WFSE Campuswide)	\$1.75	\$2.50	\$4.00	\$2.00
22777	Cardiac Monitor Technician (NE H NI WFSE HMC)	\$1.75	\$2.50	\$7.00	\$2.25
18712	Cardiac Monitor Technician (NE S WFSE HMC)	\$1.75	\$2.50	\$7.00	\$2.25
22782	Clinical Laboratory Technician 1-HMC (NE H NI WFSE HMC)	\$1.75	\$2.50	\$7.00	\$2.25
18718	Clinical Laboratory Technician 1-HMC (NE S WFSE HMC)	\$1.75	\$2.50	\$7.00	\$2.25
22783	Clinical Laboratory Technician 2-HMC (NE H NI WFSE HMC)	\$1.75	\$2.50	\$7.00	\$2.25
18719	Clinical Laboratory Technician 2-HMC (NE S WFSE HMC)	\$1.75	\$2.50	\$7.00	\$2.25

22784	Clinical Laboratory Technician Lead-HMC (NE H NI WFSE HMC)	\$1.75	\$2.50	\$7.00	\$2.25
18720	Clinical Laboratory Technician Lead-HMC (NE S WFSE HMC)	\$1.75	\$2.50	\$7.00	\$2.25
22660	Custodian (NE H NI WFSE Campuswide)	\$1.75	\$2.50	\$4.00	\$2.00
18532	Custodian (NE S WFSE Campuswide)	\$1.75	\$2.50	\$4.00	\$2.00
22661	Custodian Lead (NE H NI WFSE Campuswide)	\$1.75	\$2.50	\$4.00	\$2.00
18533	Custodian Lead (NE S WFSE Campuswide)	\$1.75	\$2.50	\$4.00	\$2.00
22801	Custodian Supervisor 1 (NE H NI WFSE Cust Supv)	\$1.75	\$2.50	\$4.00	\$2.00
18776	Custodian Supervisor 1 (NE S WFSE Cust Supv)	\$1.75	\$2.50	\$4.00	\$2.00
22802	Custodian Supervisor 2 (NE H NI WFSE Cust Supv)	\$1.75	\$2.50	\$4.00	\$2.00
17846	Custodian Supervisor 2 (NE S WFSE Cust Supv)	\$1.75	\$2.50	\$4.00	\$2.00
22693	Dietary Unit Aide (NE H NI WFSE Campuswide)	\$1.75	\$2.50	\$4.00	\$2.00
22749	Dietary Unit Aide (NE H NI WFSE HMC)	\$1.75	\$2.50	\$4.00	\$2.00
18570	Dietary Unit Aide (NE S WFSE Campuswide)	\$1.75	\$2.50	\$4.00	\$2.00
18680	Dietary Unit Aide (NE S WFSE HMC)	\$1.75	\$2.50	\$4.00	\$2.00
22748	Dietary Unit Clerk (NE H NI WFSE HMC)	\$1.75	\$2.50	\$4.00	\$2.00
18678	Dietary Unit Clerk (NE S WFSE HMC)	\$1.75	\$2.50	\$4.00	\$2.00
22881	Dietetic Technician (NE H NI WFSE Campuswide)	\$1.75	\$2.50	\$4.00	\$2.00
18569	Dietetic Technician (NE S WFSE Campuswide)	\$1.75	\$2.50	\$4.00	\$2.00
22778	Electrocardiograph Technician 1 (NE H NI WFSE HMC)	\$1.75	\$2.50	\$7.00	\$2.25
18713	Electrocardiograph Technician 1 (NE S WFSE HMC)	\$1.75	\$2.50	\$7.00	\$2.25
22779	Electrocardiograph Technician 2 (NE H NI WFSE HMC)	\$1.75	\$2.50	\$7.00	\$2.25
18714	Electrocardiograph Technician 2 (NE S WFSE HMC)	\$1.75	\$2.50	\$7.00	\$2.25
22919	Electrocardiograph Technician Lead (NE H NI WFSE HMC)	\$1.75	\$2.50	\$7.00	\$2.25
18715	Electrocardiograph Technician Lead (NE S WFSE HMC)	\$1.75	\$2.50	\$7.00	\$2.25

22699	Hospital Assistant (NE H NI WFSE Campuswide)	\$1.75	\$2.50	\$4.00	\$2.00
22773	Hospital Assistant (NE H NI WFSE HMC)	\$1.75	\$2.50	\$4.00	\$2.00
18576	Hospital Assistant (NE S WFSE Campuswide)	\$1.75	\$2.50	\$4.00	\$2.00
18708	Hospital Assistant (NE S WFSE HMC)	\$1.75	\$2.50	\$4.00	\$2.00
22700	Hospital Assistant Lead (NE H NI WFSE Campuswide)	\$1.75	\$2.50	\$4.00	\$2.00
22774	Hospital Assistant Lead (NE H NI WFSE HMC)	\$1.75	\$2.50	\$4.00	\$2.00
18577	Hospital Assistant Lead (NE S WFSE Campuswide)	\$1.75	\$2.50	\$4.00	\$2.00
18709	Hospital Assistant Lead (NE S WFSE HMC)	\$1.75	\$2.50	\$4.00	\$2.00
22694	Hospital Central Services Tech Trainee (NE H NI WFSE Campuswide)	\$1.75	\$2.50	\$7.00	\$2.00
22751	Hospital Central Services Tech Trainee (NE H NI WFSE HMC)	\$1.75	\$2.50	\$7.00	\$2.00
18571	Hospital Central Services Tech Trainee (NE S WFSE Campuswide)	\$1.75	\$2.50	\$7.00	\$2.00
18682	Hospital Central Services Tech Trainee (NE S WFSE HMC)	\$1.75	\$2.50	\$7.00	\$2.00
22695	Hospital Central Services Technician 1 (NE H NI WFSE Campuswide)	\$1.75	\$2.50	\$7.00	\$2.00
22752	Hospital Central Services Technician 1 (NE H NI WFSE HMC)	\$1.75	\$2.50	\$7.00	\$2.00
18572	Hospital Central Services Technician 1 (NE S WFSE Campuswide)	\$1.75	\$2.50	\$7.00	\$2.00
18683	Hospital Central Services Technician 1 (NE S WFSE HMC)	\$1.75	\$2.50	\$7.00	\$2.00
22697	Hospital Central Services Technician 2 (NE H NI WFSE Campuswide)	\$1.75	\$2.50	\$7.00	\$2.00
22754	Hospital Central Services Technician 2 (NE H NI WFSE HMC)	\$1.75	\$2.50	\$7.00	\$2.00
18574	Hospital Central Services Technician 2 (NE S WFSE Campuswide)	\$1.75	\$2.50	\$7.00	\$2.00
18685	Hospital Central Services Technician 2 (NE S WFSE HMC)	\$1.75	\$2.50	\$7.00	\$2.00
22696	Hospital Central Services Technician Ld (NE H NI WFSE Campuswide)	\$1.75	\$2.50	\$7.00	\$2.00
22753	Hospital Central Services Technician Ld (NE H NI WFSE HMC)	\$1.75	\$2.50	\$7.00	\$2.00
18573	Hospital Central Services Technician Ld (NE S WFSE Campuswide)	\$1.75	\$2.50	\$7.00	\$2.00

18684	Hospital Central Services Technician Ld (NE S WFSE HMC)	\$1.75	\$2.50	\$7.00	\$2.00
23261	Hospital Custodian (NE H NI WFSE Campuswide)	\$1.75	\$2.50	\$4.00	\$2.00
22731	Hospital Custodian (NE H NI WFSE HMC)	\$1.75	\$2.50	\$4.00	\$2.00
18735	Hospital Custodian (NE S WFSE Campuswide)	\$1.75	\$2.50	\$4.00	\$2.00
18658	Hospital Custodian (NE S WFSE HMC)	\$1.75	\$2.50	\$4.00	\$2.00
23262	Hospital Custodian Lead (NE H NI WFSE Campuswide)	\$1.75	\$2.50	\$4.00	\$2.00
22732	Hospital Custodian Lead (NE H NI WFSE HMC)	\$1.75	\$2.50	\$4.00	\$2.00
18736	Hospital Custodian Lead (NE S WFSE Campuswide)	\$1.75	\$2.50	\$4.00	\$2.00
18659	Hospital Custodian Lead (NE S WFSE HMC)	\$1.75	\$2.50	\$4.00	\$2.00
23263	Hospital Custodian Supervisor 1 (NE H NI WFSE Cust Supv)	\$1.75	\$2.50	\$4.00	\$2.00
18779	Hospital Custodian Supervisor 1 (NE S WFSE Cust Supv)	\$1.75	\$2.50	\$4.00	\$2.00
18780	Hospital Custodian Supervisor 2 (E S WFSE Cust Supv)	\$1.75	\$2.50	\$4.00	\$2.00
23264	Hospital Custodian Supervisor 2 (NE H NI WFSE Cust Supv)	\$1.75	\$2.50	\$4.00	\$2.00
18781	Hospital Custodian Supervisor 2 (NE S WFSE Cust Supv)	\$1.75	\$2.50	\$4.00	\$2.00
22781	Hospital Dentistry Assistant Specialist (NE H NI WFSE HMC)	\$1.75	\$2.50	\$4.00	\$2.00
18717	Hospital Dentistry Assistant Specialist (NE S WFSE HMC)	\$1.75	\$2.50	\$4.00	\$2.00
22698	Licensed Practical Nurse (NE H NI WFSE Campuswide)	\$1.75	\$2.50	\$4.00	\$2.00
22772	Licensed Practical Nurse (NE H NI WFSE HMC)	\$1.75	\$2.50	\$4.00	\$2.00
18575	Licensed Practical Nurse (NE S WFSE Campuswide)	\$1.75	\$2.50	\$4.00	\$2.00
18707	Licensed Practical Nurse (NE S WFSE HMC)	\$1.75	\$2.50	\$4.00	\$2.00
18543	Maintenance Custodian 1 (NE S WFSE Campuswide)	\$1.75	\$2.50	\$4.00	\$2.00
18665	Maintenance Custodian 1 (NE S WFSE HMC)	\$1.75	\$2.50	\$4.00	\$2.00
22671	Maintenance Custodian 1 (NE H NI WFSE Campuswide)	\$1.75	\$2.50	\$4.00	\$2.00
22737	Maintenance Custodian 1 (NE H NI WFSE HMC)	\$1.75	\$2.50	\$4.00	\$2.00

22775	Medical Assistant (NE H NI WFSE HMC)	\$1.75	\$2.50	\$4.00	\$2.00
18710	Medical Assistant (NE S WFSE HMC)	\$1.75	\$2.50	\$4.00	\$2.00
18697	Medical Assistant Apprentice (NE S WFSE HMC)	\$1.75	\$2.50	\$4.00	\$2.00
23109	Medical Assistant Registered (NE H NI WFSE HMC)	\$1.75	\$2.50	\$4.00	\$2.00
18733	Medical Assistant Registered (NE S WFSE HMC)	\$1.75	\$2.50	\$4.00	\$2.00
22750	Medical Transcriptionist 1 (NE H NI WFSE HMC)	\$1.75	\$2.50	\$4.00	\$2.00
18681	Medical Transcriptionist 1 (NE S WFSE HMC)	\$1.75	\$2.50	\$4.00	\$2.00
18700	Mental Health Practitioner (E S WFSE HMC)	\$1.75	\$2.50	\$7.00	\$2.25
22766	Mental Health Practitioner (NE H NI WFSE HMC)	\$1.75	\$2.50	\$7.00	\$2.25
17880	Mental Health Practitioner (NE S WFSE HMC)	\$1.75	\$2.50	\$7.00	\$2.25
18726	Mental Health Practitioner Clinical Specialist (E S WFSE HMC)	\$1.75	\$2.50	\$7.00	\$2.25
23083	Mental Health Practitioner Clinical Specialist (NE H NI WFSE HMC)	\$1.75	\$2.50	\$7.00	\$2.25
21774	Mental Health Practitioner Clinical Specialist (NE S WFSE HMC)	\$1.75	\$2.50	\$7.00	\$2.25
18727	Mental Health Practitioner Lead (E S WFSE HMC)	\$1.75	\$2.50	\$7.00	\$2.25
23084	Mental Health Practitioner Lead (NE H NI WFSE HMC)	\$1.75	\$2.50	\$7.00	\$2.25
21775	Mental Health Practitioner Lead (NE S WFSE HMC)	\$1.75	\$2.50	\$7.00	\$2.25
22770	Mental Health Specialist 1 (NE H NI WFSE HMC)	\$1.75	\$2.50	\$7.00	\$2.25
18705	Mental Health Specialist 1 (NE S WFSE HMC)	\$1.75	\$2.50	\$7.00	\$2.25
22771	Mental Health Specialist 2 (NE H NI WFSE HMC)	\$1.75	\$2.50	\$7.00	\$2.25
18706	Mental Health Specialist 2 (NE S WFSE HMC)	\$1.75	\$2.50	\$7.00	\$2.25
23244	Mental Health Specialist Lead (NE H NI WFSE HMC)	\$1.75	\$2.50	\$7.00	\$2.25
18701	Mental Health Specialist Lead (NE S WFSE HMC)	\$1.75	\$2.50	\$7.00	\$2.25
22768	Orthopaedic Technician I (NE H NI WFSE HMC)	\$1.75	\$2.50	\$7.00	\$2.25

18703	Orthopaedic Technician I (NE S WFSE HMC)	\$1.75	\$2.50	\$7.00	\$2.25
22769	Orthopaedic Technician II (NE H NI WFSE HMC)	\$1.75	\$2.50	\$7.00	\$2.25
18704	Orthopaedic Technician II (NE S WFSE HMC)	\$1.75	\$2.50	\$7.00	\$2.25
22701	Patient Care Technician (NE H NI WFSE Campuswide)	\$1.75	\$2.50	\$4.00	\$2.00
23106	Patient Care Technician (NE H NI WFSE HMC)	\$1.75	\$2.50	\$4.00	\$2.00
18580	Patient Care Technician (NE S WFSE Campuswide)	\$1.75	\$2.50	\$4.00	\$2.00
18732	Patient Care Technician (NE S WFSE HMC)	\$1.75	\$2.50	\$4.00	\$2.00
22759	Patient Services Coordinator (NE H NI WFSE HMC)	\$1.75	\$2.50	\$4.00	\$2.00
18690	Patient Services Coordinator (NE S WFSE HMC)	\$1.75	\$2.50	\$4.00	\$2.00
22760	Patient Services Lead (NE H NI WFSE HMC)	\$1.75	\$2.50	\$4.00	\$2.00
18691	Patient Services Lead (NE S WFSE HMC)	\$1.75	\$2.50	\$4.00	\$2.00
22758	Patient Services Rep (NE H NI WFSE HMC)	\$1.75	\$2.50	\$4.00	\$2.00
18689	Patient Services Rep (NE S WFSE HMC)	\$1.75	\$2.50	\$4.00	\$2.00
22786	Patient Services Specialist 2 (NE H NI WFSE HMC)	\$1.75	\$2.50	\$4.00	\$2.00
18722	Patient Services Specialist 2 (NE S WFSE HMC)	\$1.75	\$2.50	\$4.00	\$2.00
22787	Patient Services Specialist 3 (NE H NI WFSE HMC)	\$1.75	\$2.50	\$4.00	\$2.00
18723	Patient Services Specialist 3 (NE S WFSE HMC)	\$1.75	\$2.50	\$4.00	\$2.00
22789	Patient Services Specialist Edu-QA (NE H NI WFSE HMC)	\$1.75	\$2.50	\$4.00	\$2.00
18725	Patient Services Specialist Edu-QA (NE S WFSE HMC)	\$1.75	\$2.50	\$4.00	\$2.00
22788	Patient Services Specialist Lead (NE H NI WFSE HMC)	\$1.75	\$2.50	\$4.00	\$2.00
18724	Patient Services Specialist Lead (NE S WFSE HMC)	\$1.75	\$2.50	\$4.00	\$2.00
22761	Patient Services Specialist-Call Center (NE H NI WFSE HMC)	\$1.75	\$2.50	\$4.00	\$2.00

18692	Patient Services Specialist-Call Center (NE S WFSE HMC)	\$1.75	\$2.50	\$4.00	\$2.00
18698	Rehabilitation Counselor 1 (E S WFSE HMC)	\$1.75	\$2.50	\$7.00	\$2.25
22764	Rehabilitation Counselor 1 (NE H NI WFSE HMC)	\$1.75	\$2.50	\$7.00	\$2.25
18677	Rehabilitation Counselor 1 (NE S WFSE HMC)	\$1.75	\$2.50	\$7.00	\$2.25
18699	Rehabilitation Counselor 2 (E S WFSE HMC)	\$1.75	\$2.50	\$7.00	\$2.25
22765	Rehabilitation Counselor 2 (NE H NI WFSE HMC)	\$1.75	\$2.50	\$7.00	\$2.25
18679	Rehabilitation Counselor 2 (NE S WFSE HMC)	\$1.75	\$2.50	\$7.00	\$2.25
22767	Respiratory Care Assistant (NE H NI WFSE HMC)	\$1.75	\$2.50	\$7.00	\$2.25
18702	Respiratory Care Assistant (NE S WFSE HMC)	\$1.75	\$2.50	\$7.00	\$2.25
22762	Social Work Assistant 1 (NE H NI WFSE HMC)	\$1.75	\$2.50	\$7.00	\$2.25
18693	Social Work Assistant 1 (NE S WFSE HMC)	\$1.75	\$2.50	\$7.00	\$2.25
22755	Specimen Processing Technician (NE H NI WFSE HMC)	\$1.75	\$2.50	\$7.00	\$2.25
18686	Specimen Processing Technician (NE S WFSE HMC)	\$1.75	\$2.50	\$7.00	\$2.25
22756	Specimen Processing Technician Lead (NE H NI WFSE HMC)	\$1.75	\$2.50	\$7.00	\$2.25
18687	Specimen Processing Technician Lead (NE S WFSE HMC)	\$1.75	\$2.50	\$7.00	\$2.25
22897	Supply Chain Technician 1 (NE H NI WFSE Campuswide)	\$1.75	\$2.50	\$4.00	\$2.00
22900	Supply Chain Technician 1 (NE H NI WFSE HMC)	\$1.75	\$2.50	\$4.00	\$2.00
18587	Supply Chain Technician 1 (NE S WFSE Campuswide)	\$1.75	\$2.50	\$4.00	\$2.00
18617	Supply Chain Technician 1 (NE S WFSE HMC)	\$1.75	\$2.50	\$4.00	\$2.00
22898	Supply Chain Technician 2 (NE H NI WFSE Campuswide)	\$1.75	\$2.50	\$4.00	\$2.00
22901	Supply Chain Technician 2 (NE H NI WFSE HMC)	\$1.75	\$2.50	\$4.00	\$2.00
18588	Supply Chain Technician 2 (NE S WFSE Campuswide)	\$1.75	\$2.50	\$4.00	\$2.00

18618	Supply Chain Technician 2 (NE S WFSE HMC)	\$1.75	\$2.50	\$4.00	\$2.00
22899	Supply Chain Technician Lead (NE H NI WFSE Campuswide)	\$1.75	\$2.50	\$4.00	\$2.00
22902	Supply Chain Technician Lead (NE H NI WFSE HMC)	\$1.75	\$2.50	\$4.00	\$2.00
18589	Supply Chain Technician Lead (NE S WFSE Campuswide)	\$1.75	\$2.50	\$4.00	\$2.00
18619	Supply Chain Technician Lead (NE S WFSE HMC)	\$1.75	\$2.50	\$4.00	\$2.00
22780	Surgical Technologist (NE H NI WFSE HMC)	\$1.75	\$2.50	\$7.00	\$2.25
18716	Surgical Technologist (NE S WFSE HMC)	\$1.75	\$2.50	\$7.00	\$2.25
23540	Surgical Technologist Lead (NE H NI WFSE HMC)	\$1.75	\$2.50	\$7.00	\$2.25
18734	Surgical Technologist Lead (NE S WFSE HMC)	\$1.75	\$2.50	\$7.00	\$2.25
22916	Unit Supply Technician 1 (NE H NI WFSE Campuswide)	\$1.75	\$2.50	\$4.00	\$2.00
22702	Unit Supply Technician 1 (NE H NI WFSE HMC)	\$1.75	\$2.50	\$4.00	\$2.00
18584	Unit Supply Technician 1 (NE S WFSE Campuswide)	\$1.75	\$2.50	\$4.00	\$2.00
18621	Unit Supply Technician 1 (NE S WFSE HMC)	\$1.75	\$2.50	\$4.00	\$2.00
22917	Unit Supply Technician 2 (NE H NI WFSE Campuswide)	\$1.75	\$2.50	\$4.00	\$2.00
22703	Unit Supply Technician 2 (NE H NI WFSE HMC)	\$1.75	\$2.50	\$4.00	\$2.00
18585	Unit Supply Technician 2 (NE S WFSE Campuswide)	\$1.75	\$2.50	\$4.00	\$2.00
18622	Unit Supply Technician 2 (NE S WFSE HMC)	\$1.75	\$2.50	\$4.00	\$2.00
22918	Unit Supply Technician Lead (NE H NI WFSE Campuswide)	\$1.75	\$2.50	\$4.00	\$2.00
22704	Unit Supply Technician Lead (NE H NI WFSE HMC)	\$1.75	\$2.50	\$4.00	\$2.00
18586	Unit Supply Technician Lead (NE S WFSE Campuswide)	\$1.75	\$2.50	\$4.00	\$2.00
18623	Unit Supply Technician Lead (NE S WFSE HMC)	\$1.75	\$2.50	\$4.00	\$2.00

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 3

Tentatively Agreed To:

For the Union:

For the Employer:

Signed by:
Thomas Wray
4C1DA2C371AA409...
Date 9/19/2024

DocuSigned by:
Kristi Aravena
255BCC783CD346E...
Date 9/19/2024

Signed by:
Brian Edwards
9B20F55281DC43A...
Date 9/19/2024

DocuSigned by:
Paula Lukaszek
4E12A96D3AE54A9...
Date 9/19/2024

APPENDIX III – OVERTIME EXEMPT JOB CLASSIFICATIONS

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The federal Fair Labor Standards Act and the Washington State Minimum Wage Act govern which positions are FLSA exempt or non-exempt. Appendix III details job classifications that are FLSA exempt; however, certain positions in these classifications may be determined to be FLSA non-exempt if the employee’s combination of FTE and salary falls below the federal or state salary threshold.

Show
 entries
 Search:

Job Code	Job Classification	Bargaining Unit Name
18526	INDUSTRIAL HYGENIST 2	WFSE CAMPUSWIDE
18653	INDUSTRIAL HYGENIST 2	WFSE HMC
18698	REHABILITATION COUNSELOR 1	WFSE HMC
18699	REHABILITATION COUNSELOR 2	WFSE HMC
18700	MENTAL HEALTH PRACTITIONER	WFSE HMC
18726	MENTAL HEALTH PRACTITIONER CLINICAL SPECIALIST	WFSE HMC
18727	MENTAL HEALTH PRACTITIONER LEAD	WFSE HMC

<u>Job Code</u>	<u>Job Classification</u>
<u>18780</u>	<u>Hospital Custodian Supervisor 2 (E S WFSE Cust Supv)</u>
<u>18526</u>	<u>Industrial Hygienist 2 (E S WFSE Campuswide)</u>
<u>18653</u>	<u>Industrial Hygienist 2 (E S WFSE HMC)</u>
<u>18700</u>	<u>Mental Health Practitioner (E S WFSE HMC)</u>
<u>18726</u>	<u>Mental Health Practitioner Clinical Specialist (E S WFSE HMC)</u>
<u>18727</u>	<u>Mental Health Practitioner Lead (E S WFSE HMC)</u>
<u>18698</u>	<u>Rehabilitation Counselor 1 (E S WFSE HMC)</u>
<u>18699</u>	<u>Rehabilitation Counselor 2 (E S WFSE HMC)</u>

Tentatively Agreed To:

<p>For the Union:</p> <p>Signed by: <i>Thomas Wray</i> Date 8/23/2024</p> <p>Signed by: <i>Brian Edwards</i> Date 8/24/2024</p> <p>DocuSigned by: <i>Paula Lukaszek</i> Date 8/25/2024</p>	<p>For the Employer:</p> <p>DocuSigned by: <i>Kristi Aravena</i> Date 8/23/2024</p>
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APPENDIX IV – LAYOFF SENIORITY UNITS

Unit Number	Organization
1	Office of the President including: <ul style="list-style-type: none">• Ombudsman’s Office• Assistant Attorney General’s Division
2	Applied Physics Laboratory
3	Provost’s Office including: <ul style="list-style-type: none">• Vice Provost for Research• Vice Provost for the Graduate School• Vice President for Educational Outreach• Equal Opportunity Office• Undergraduate Academic Affairs• ROTC• UW Bothell• UW Tacoma• Environmental Health & Safety• Primate Center
4	Libraries (excluding Law Library)
5	UW Finance: <ul style="list-style-type: none">• Financial Management• Creative Communications
6	UW Facilities: <ul style="list-style-type: none">• Capital Projects• Facilities Services
7	UW IT
8	Vice President for Minority Affairs
9	Vice President for Student Life <ul style="list-style-type: none">• Hall Health• Housing and Food Services

Unit Number	Organization
------------------------	---------------------

	Vice President for University Advancement Intercollegiate Athletics Vice President for External Affairs
10	College of Arts and Sciences
11	College of Environment <ul style="list-style-type: none">• Aquatic and Fishery Sciences• Oceanography• Earth and Space Sciences• Atmospheric Sciences• Forest Resources
12	College of Engineering
13	College of Built Environments School of Law and Law Library Evans School of Public Affairs School of Social Work Foster School of Business College of Education
14	School of Dentistry School of Nursing School of Pharmacy School of Public Health and Community Medicine
15	University Medical Centers' Shared Services
16	Harborview Medical Center
17	University of Washington Medical Center
18	School of Medicine Vice President for Medical Affairs

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Tentatively Agreed To:	
For the Union:	For the Employer:
<p>Signed by: <i>Thomas Wray</i> 4C1DA2C371AA409...</p> <p>Date 9/10/2024</p>	<p>DocuSigned by: <i>Kristi Aravena</i> 255BCC783CD346E...</p> <p>Date 9/10/2024</p>
<p>Signed by: <i>Brian Edwards</i> 9B20F55281DC43A...</p> <p>Date 9/10/2024</p>	
<p>DocuSigned by: <i>Paula Lukaszek</i> 4E12A96D3AE54A9...</p> <p>Date 9/10/2024</p>	

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APPENDIX V – PAY TABLES

- 2 • [Pay Table B0](#)
- 3 • [Pay Table BABB](#)
- 4 • [Pay Table BI](#)
- 5 • ~~[Pay Table BK](#)~~
- 6 • [Pay Table BL](#)
- 7 • [Pay Table BM](#)
- 8 • [Pay Table BV](#)

9 For the most current information regarding this payscale table, please refer to the [UW](#)
10 [Compensation Plan](#).

Tentatively Agreed To:	
For the Union:	For the Employer:
<p>Signed by: <i>Thomas Wray</i> 4C1DA2C371AA409...</p> <p>Date 8/23/2024</p>	<p>DocuSigned by: <i>Kristi Aravena</i> 255BCC783CD346E...</p> <p>Date 8/23/2024</p>
<p>Signed by: <i>Brian Edwards</i> 9B20F55281DC43A...</p> <p>Date 8/24/2024</p>	
<p>DocuSigned by: <i>Paula Lukaszek</i> 4E12A96D3AE54A9...</p> <p>Date 8/25/2024</p>	

11

APPENDIX VI – CONTRACTING OUT FORM

In the event contracting out work is deemed necessary by the University, this form must be completed by the Employer and provided to WFSE per Article 47 of the collective bargaining agreement. This notification form is required for all skilled trades work historically performed by WFSE represented staff of the Employer including Seattle Main Campus, Bothell Campus and Tacoma Campus, Housing & Food Services, UWMC-Montlake, Harborview, Intercollegiate Athletics. This notification form is not necessary if the work scope falls within work included on the monthly or annual notification lists provided from UW Facilities to the Union. ~~not necessary if the work scope falls within work included on the monthly or annual notification lists provided from UW Facilities to the Employer to the Union (and inclusive of Seattle Main Campus Facilities, Housing & Food Services, and Intercollegiate Athletics).~~

Project Details

Project Title _____ Location of Work * _____

Client Contact (Name) _____ Department _____

~~UW Facilities~~ Project or Work Order #* _____ Cost Estimate * _____

Description & Scope of Work * *Describe the skilled work scope and what work is to be contracted out. Include specific trades involved and an estimate of hours required to complete the work.*

Desired Start Date * _____ Desired End Date _____

What part of work, if any, will be completed by UW ~~Facilities~~-skilled trades employees?

If this work is associated with a larger project, provide additional information about the project:

Reason(s) for Contracting Out the Work

Check all that apply *

- Emergency situation
- Availability of resources
- Specialty equipment or expertise needed
- Deadline requirement
- Other _____

Additional Information why the work is being contracted out * Provide additional information regarding the circumstances and situation.

Vendor

Name of Contractor _____ Duration of Service Contract _____

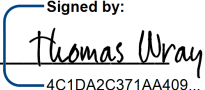
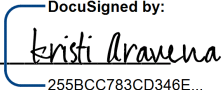
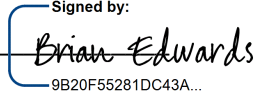
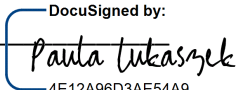
Staff Involved in Discussion to Contract Out List bargaining unit members involved in the discussion.

Name _____ Shop/Trade _____

Contracting Out Notice Submitted By

Name * _____ Title* _____

Department * _____ Email * _____

Tentatively Agreed To:	
For the Union:	For the Employer:
Date 9/19/2024 Signed by:  <small>4C1DA2C371AA409...</small>	Date 9/19/2024 DocuSigned by:  <small>255BCC783CD346E...</small>
Date 9/19/2024 Signed by:  <small>9B20F55281DC43A...</small>	
Date 9/19/2024 DocuSigned by:  <small>4E12A96D3AE54A9...</small>	

APPENDIX – XX – BARGAINING UNITS

Campuswide Bargaining Unit:

Case 135144-C-22 Nonsupervisory Campuswide, Decision 939813895 – PSRA

All nonsupervisory Campuswide classified employees covered by chapter 41.06 RCW and chapter 41.80 RCW employed by the University of Washington, including qualifying temporary employees; excluding confidential employees, supervisors, employees in other bargaining units, and all other employees.

Harborview Medical Center Bargaining Unit:

Case 135145-C-24 Nonsupervisory Harborview, Decision 13250-A13896 – PSRA

All nonsupervisory classified employees covered by chapter 41.06 RCW and chapter 41.80 RCW employed by the University of Washington Medical Center – Harborview, including qualifying temporary employees; excluding confidential employees, supervisors, employees in other bargaining units, and all other employees.

Harborview Medical Center Security Officers Bargaining Unit:

Case 135146-C-22 Nonsupervisory Harborview Campus Security Officers, ~~10337~~ Decision 13897 – PSRA

All nonsupervisory classified campus security employees covered by chapter 41.06 RCW and chapter 41.80 RCW working at University of Washington Medical Center – Harborview, including qualifying temporary employees; excluding confidential employees, supervisors, employees in other bargaining units, and all other employees.

Food Service and Custodial Supervisors Bargaining Unit:

Case 135147-C-22 Food Service and Custodial Supervisors, Decisions 13475 and 1298013898 – PSRA

All supervisory classified custodial and food service employees covered by chapter 41.06 RCW and chapter 41.80 RCW working at the University of Washington Medical Center – Montlake and University of Washington Medical ~~Center~~ – Harborview, including qualifying temporary employees; excluding confidential employees, non-supervisory employees, employees in other bargaining units, and all other employees.

Library Bargaining Unit:

Case 135148-C-22 Non-supervisory Library, Decision 1219913899 – PSRA

All non-supervisory classified employees covered by chapter 41.06 RCW and chapter 41.80 RCW working for the University of Washington central library system or law library in the

1 following classifications: Fiscal Technician, Fiscal Technician 2, Library Specialist I, Library
2 Specialist II, Library Technician I, Library Technician II, Library Technician III, Library Technician
3 Lead, Office Assistant 1, Office Assistant 2, Office Assistant 3, Program Assistant, Program
4 Coordinator, Secretary, Secretary Lead, Secretary Senior, Word Processing Operator 2, Word
5 Processing Operator Lead, Library Archive Paraprofessional job class at the University of
6 Washington Botanic Garden Library; excluding confidential employees, supervisors, employees
7 in other bargaining units, and all other employees.

8 **Skilled Trades Bargaining Unit:**

9

10 **Case 135149-C-22 Trades Employees, Decision 4033913900 – PSRA**

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12 All nonsupervisory classified trades and crafts employees covered by chapter 41.06 RCW and
13 chapter 41.80 RCW working at the University of Washington, including qualifying temporary
14 employees; excluding confidential employees, supervisors, employees in other bargaining units,
15 and all other employees.

Tentatively Agreed To:

<p>For the Union:</p> <p>Date <u>9/5/2024</u></p> <p>Signed by: <i>Thomas Wray</i> 4C1DA2C371AA409...</p> <p>Date <u>9/4/2024</u></p> <p>Signed by: <i>Brian Edwards</i> 9B20F55281DC43A...</p> <p>Date <u>9/5/2024</u></p> <p>DocuSigned by: <i>Paula Lukaszek</i> 4E12A96D3AE54A9...</p>	<p>For the Employer:</p> <p>Date <u>9/4/2024</u></p> <p>DocuSigned by: <i>Kristi Aravena</i> 255BCC783CD346E...</p>
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MOU – CRITICAL RECRUITMENT AND RETENTION WAGE INCREASES


~~During negotiations for the 2023-2025 successor agreement, the parties agreed to recruitment and retention wage increases for the job profiles listed on Attachment A.~~


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

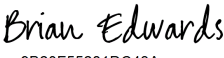
Tentatively Agreed To:


For the Union:

For the Employer:

DocuSigned by:

 Date 8/2/2024

DocuSigned by:

 Date 8/1/2024

DocuSigned by:

 Date 8/1/2024

DocuSigned by:

 Date 8/1/2024

1 ~~MOU – DIETETIC TECH, LPN, MHS, AND ORTHO TECH RECRUITMENT AND~~
2 ~~RETENTION WAGE INCREASES~~

3 ~~During negotiations for the 2023-2025 successor agreement, the parties agreed to~~
4 ~~recruitment and retention wage increases effective November 16, 2022, as follows:~~

Job Code	Job Title	Table Range	New Table	New Range
18569	Dietetic Technician	B0 019	B0	024
18575	Licensed Practical Nurse	B0 050	B0	061
18707	Licensed Practical Nurse	B0 050	B0	061
18705	Mental Health Specialist 1	B1 036	B0	018
18706	Mental Health Specialist 2	B1 040	B0	028
18701	Mental Health Specialist Lead	B1 044	B0	037
18703	Orthopaedic Technician I	BV 040	BV	045
18704	Orthopaedic Technician II	BV 047	BV	052

5 ~~Employees in the Mental Health Specialist series will be placed on the new range at a~~
6 ~~step that guarantees them a 5% increase. All other employees not previously mentioned~~
7 ~~will be placed on the new range at their same step as of the effective date. Progression~~
8 ~~Start Dates (PSDs) are not impacted.~~

9 ~~Nonpermanent and intermittent versions of the job profiles listed above will receive the~~
10 ~~same range increase.~~

11 ~~This MOU will expire upon implementation.~~

Tentatively Agreed To:

<p>For the Union:</p> <p>DocuSigned by: <i>Thomas Wray</i> 4C1DA2C371AA409...</p> <p>Date 8/2/2024</p> <p>DocuSigned by: <i>Brian Edwards</i> 9B20F55281DE43A...</p> <p>Date 8/1/2024</p> <p>DocuSigned by: <i>Paula Lukaszek</i> 4E12A96D3AE54A9...</p> <p>Date 8/1/2024</p>	<p>For the Employer:</p> <p>DocuSigned by: <i>Laura Hartless</i> TCB62316D8AE4A0...</p> <p>Date 8/1/2024</p>
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2025-2027 WFSE CBA
Tentative Agreement
July 31, 2024
Page 2 of 2

MOU – HEALTH CARE PAY TABLES CONSOLIDATION

During negotiations for the 2023-2025 successor agreement, the parties agreed to the following regarding health care classifications and health care pay tables:

1. Effective November 16, 2022, the Employer will move all regular, nonpermanent, and intermittent classifications listed below from the BI table to the B0 pay table.
2. Employees will be placed on a step on the new table at a value that is closest to but not less than the value of their current step.
3. There will be no impact to employee progression start dates.

Job Title	Job Code	Table	Range	New Table	New Range
Audiology Assistant (NE S WFSE HMC)	21879	BI	038	B0	018
Hospital Security Officer—HMC (NE S WFSE HMC Security)	18770	BI	054	B0	057
Medical Assistant Apprentice (NE S WFSE HMC)	18697	BI	034	B0	008
Patient Services Specialist 1—Trainer (NE S WFSE HMC)	18721	BI	034	B0	008
Patient Services Specialist 2 (NE S WFSE HMC)	18722	BI	037	B0	015
Patient Services Specialist 3 (NE S WFSE HMC)	18723	BI	039	B0	020
Patient Services Specialist Edu-QA (NE S WFSE HMC)	18725	BI	044	B0	033
Patient Services Specialist Lead (NE S WFSE HMC)	18724	BI	044	B0	033
Patient Services Specialist-Call Center	18692	BI	042	B0	028
Rehabilitation Counselor 1 (E S WFSE HMC)	18698	BI	054	B0	057
Rehabilitation Counselor 1 (NE S WFSE HMC)	18677	BI	054	B0	057
Rehabilitation Counselor 2 (E S WFSE HMC)	18679	BI	058	B0	067
Rehabilitation Counselor 2 (NE S WFSE HMC)	18699	BI	058	B0	067

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Tentatively Agreed To:

<p>For the Union:</p> <p>DocuSigned by: <i>Thomas Wray</i> 4C1DA26371AA409...</p> <p>_____ Date 8/2/2024</p> <p>DocuSigned by: <i>Brian Edwards</i> 9B20F55281DC43A...</p> <p>_____ Date 8/1/2024</p> <p>DocuSigned by: <i>Paula Lukaszek</i> 4E12A96D3AE54A9...</p> <p>_____ Date 8/1/2024</p>	<p>For the Employer:</p> <p>DocuSigned by: <i>Laura Hartless</i> 1CB62316D8AE4A0...</p> <p>_____ Date 8/1/2024</p>
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MOU – HEALTH CARE RECRUITMENT AND RETENTION WAGE INCREASES

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 January 1, 2023, all job profiles assigned to health care pay tables B0, BABB, and BV will receive a four percent (4%) increase. This increase will be based upon the pay table values in effect on December 31, 2022.
- 2. Effective July 1, 2023, all job profiles assigned to health care pay tables B0, BABB, and BV will receive a five percent (5%) increase. This increase will be based upon the pay table values in effect on June 30, 2023.
- 3. Employees who are paid above the maximum for their range on the effective date of the increase described in 1 or 2 above will not receive the specified increase to their current pay unless the new range encompasses their current rate of pay.
- 4. Progression start dates are not impacted by these increases.

Tentatively Agreed To:

<p>For the Union:</p> <p>DocuSigned by: <i>Thomas Wray</i> 4C1DA2C971AA409...</p> <p>_____ Date 8/2/2024</p> <p>DocuSigned by: <i>Brian Edwards</i> 9B20F55281DC43A...</p> <p>_____ Date 8/1/2024</p> <p>DocuSigned by: <i>Paula Lukaszek</i> 4E12A96D3AE54A9...</p> <p>_____ Date 8/1/2024</p>	<p>For the Employer:</p> <p>DocuSigned by: <i>Laura Hartless</i> 1CB62316D8AE4A0...</p> <p>_____ Date 8/1/2024</p>
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MOU – HOSPITAL CUSTODIAL SERIES

~~During negotiations for the 2023-2025 successor agreement, the parties reached agreement on the following regarding Custodians working at UW Medicine:~~

~~Effective October 1, 2022, the Employer will create a new Hospital Custodian series including Hospital Custodian, Hospital Custodian Lead, Hospital Custodian Supervisor 1, and Hospital Custodian Supervisor 2.~~

~~The Employer will discontinue the Infection Control Premium in Article 45.17 Custodian Compensation.~~

~~The Employer will compensate the new Hospital Custodian Series as follows:~~

Job Code	Job Profile	Bargaining Unit	Table	Current Range	Table	Proposed Range	New MIN	New MAX	% Increase at top step
18735	HOSPITAL CUSTODIAN	CAMPUSWIDE	B1	33	B0	17	3050	4230	12.6%
18658	HOSPITAL CUSTODIAN	HMC	B1	33	B0	17	3050	4230	12.6%
18736	HOSPITAL CUSTODIAN LEAD	CAMPUSWIDE	B1	37	B0	27	3268	4675	13.1%
18659	HOSPITAL CUSTODIAN LEAD	HMC	B1	37	B0	27	3268	4675	13.1%
18779	HOSPITAL CUSTODIAN SUPERVISOR R-1	CUSTODIAL SUPERVISOR S	B1	43	B0	37	3608	5165	7.8%
18780	HOSPITAL CUSTODIAN SUPERVISOR R-2	CUSTODIAL SUPERVISOR S	B1	47	B0	47	3987	5705	7.8%

~~Employees will be placed on the new range at the step that represents a minimum of a 10% increase not to exceed top auto step for Hospital Custodian and Hospital Custodian Leads, and a minimum of a 7% increase not to exceed top auto step for Hospital Custodian Supervisors. There will be no change to the employee's progression start date.~~

Tentatively Agreed To:

<p>For the Union:</p> <p>DocuSigned by: <i>Thomas Wray</i> 4C1DA26371AA409...</p> <p>_____ Date 8/2/2024</p> <p>DocuSigned by: <i>Brian Edwards</i> 9B20F55281DC43A...</p> <p>_____ Date 8/1/2024</p> <p>DocuSigned by: <i>Paula Lukaszek</i> 4E12A96D3AE54A9...</p> <p>_____ Date 8/1/2024</p>	<p>For the Employer:</p> <p>DocuSigned by: <i>Laura Hartless</i> 1CB62316D8AE4A0...</p> <p>_____ Date 8/1/2024</p>
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Tentatively Agreed To:

<p>For the Union:</p> <p>DocuSigned by: <i>Thomas Wray</i> 4C1DA26371AA409...</p> <p>_____ Date 8/2/2024</p> <p>DocuSigned by: <i>Brian Edwards</i> 9B20F55281DC43A...</p> <p>_____ Date 8/1/2024</p> <p>DocuSigned by: <i>Paula Lukaszek</i> 4E12A96D3AE54A9...</p> <p>_____ Date 8/1/2024</p>	<p>For the Employer:</p> <p>DocuSigned by: <i>Laura Hartless</i> 1CB62316D8AE4A0...</p> <p>_____ Date 8/1/2024</p>
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MOU – LEAVE OF ABSENCE WFSE PRESIDENT

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During negotiations for the ~~2023-2025~~2025-2027 successor agreement, the parties reached agreement on the following regarding a leave of absence for an employee/union member elected to serve as an officer with the Union.

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With as much notice as possible but no less than thirty (30) calendar days' notice, unless agreed otherwise, an employee accepting a position as a Union Officer will be granted leave without pay for up to thirty-six (36) months. For the purpose and application of this agreement, Union Officer means President or Vice President. For example, AFSCME/WFSE Council 28 President.

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As determined by the Employer, the returning employee will be employed in a funded vacant position in the same job classification and the same geographical area provided the employee has the necessary skills and abilities. If there is no funded vacant position available, the employee may request their name be placed on the rehire list.

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This agreement expires on June 30, ~~2025~~2027. However, if an employee is serving as either the President or Vice President of AFSCME/WFSE Council 28 on the expiration date of this agreement the terms and condition herein shall extend until the end of the thirty-six (36) month leave of absence.

19

Tentatively Agreed To:

<p>For the Union:</p> <p>Signed by: <u>Thomas Wray</u> 4C1DA2C371AA409...</p> <p>Date <u>8/23/2024</u></p> <p>Signed by: <u>Brian Edwards</u> 9B20F55281DC43A...</p> <p>Date <u>8/24/2024</u></p> <p>DocuSigned by: <u>Paula Lukaszek</u> 4E12A96D3AE54A9...</p> <p>Date <u>8/25/2024</u></p>	<p>For the Employer:</p> <p>DocuSigned by: <u>Kristi Aravena</u> 255BCC783CD346E...</p> <p>Date <u>8/23/2024</u></p>
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20

MOU – LUMP SUM PAYMENT

During negotiations for the 2023-2025 successor agreement, the parties reached agreement on the following lump sum payments for employees in job profiles paid on the BI, BL, and BM pay tables:

A. Employees in an active position with a UW compensation plan, and with an FTE on July 15, 2023, are eligible for the lump sum as defined below:

- 1. Employees with .6 FTE and above on the date specified above will receive a single one (1)-time lump sum payment of seven hundred dollars (\$700).
- 2. Employees with below .6 FTE on the date specified above will receive a single one (1)-time lump sum payment of three hundred fifty (\$350).
- 3. If the University provides a more favorable lump sum payment to SEIU 1199 R/HH or SEIU 925, then the University will apply the difference to all employees described above.

B. The payment will be paid within ninety (90) days of July 15, 2023.

C. In order to receive the lump sum payment, the employee must have an active position in Workday on the last day of 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 an active position on the last day previous month. If the lump sum is paid on 25th of the month, the employee must have an active position on the 15th of the month.

This MOU will expire upon implementation.

Tentatively Agreed To:

<p>For the Union:</p> <p>DocuSigned by: <i>Thomas Wray</i> 4C1DA2C371AA409...</p> <p>Date 8/2/2024</p> <p>DocuSigned by: <i>Brian Edwards</i> 9B20F55281DC43A...</p> <p>Date 8/1/2024</p> <p>DocuSigned by: <i>Paula Lukaszek</i> 4E12A96D3AE54A9...</p> <p>Date 8/1/2024</p>	<p>For the Employer:</p> <p>DocuSigned by: <i>Laura Hartless</i> 1CB62316D8AE4A0...</p> <p>Date 8/1/2024</p>
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1

MOU – MARKET-BASED INCREASES

2 ~~During negotiations for the 2023-25 successor agreement, the parties reached~~
 3 ~~agreement on the following market-based increases effective July 1, 2023:~~

Job Code	Job Profile	Table	Range	New Table	New Range
18718	Clinical Laboratory Technician 1- HMC (eff 11/16/22)	BV	035	BV	041
18719	Clinical Laboratory Technician 2- HMC (eff 11/16/22)	BV	041	BV	047
18720	Clinical Laboratory Technician Lead- HMC (eff 11/16/22)	BV	051	BV	057
18570	Dietary Unit Aide	B0	000	B0	005
18680	Dietary Unit Aide	B0	000	B0	005
18678	Dietary Unit Clerk	B0	002	B0	007
18569	Dietetic Technician	B0	024	B0	029
18649	Electronics Technician 1	BI	038	BI	039
18650	Electronics Technician 2	BI	044	BI	045
18519	Electronics Technician 2—Bioengr Only	BI	044	BI	045
18521	Engineering Technician 1—Bioengr Only	BI	046	BI	047
18633	Fiscal Technician 1	BI	030	BI	033
18750	Fiscal Technician 1	BI	030	BI	033
18634	Fiscal Technician 2	BI	033	BI	036
18751	Fiscal Technician 2	BI	033	BI	036
18561	Stockroom Attendant 1	BI	030	BI	033
18673	Stockroom Attendant 1	BI	030	BI	033
18562	Stockroom Attendant 2	BI	032	BI	035
18674	Stockroom Attendant 2	BI	032	BI	035
18590	Stockroom Attendant Lead	BI	035	BI	038
18675	Stockroom Attendant Lead	BI	035	BI	038
18587	Supply Chain Technician 1 (eff 11/16/22)	BI	035	B0	017
18617	Supply Chain Technician 1 (eff 11/16/22)	BI	035	B0	017
18588	Supply Chain Technician 2 (eff 11/16/22)	BI	037	B0	022

18618	Supply Chain Technician 2 (eff 11/16/22)	BI	037	B0	022
18589	Supply Chain Technician Lead (eff 11/16/22)	BI	040	B0	029
18619	Supply Chain Technician Lead (eff 11/16/22)	BI	040	B0	029
18624	Unit Supply Inventory Control Specialist	BI	041	BI	044
18584	Unit Supply Technician 1	BI	033	BI	036
18621	Unit Supply Technician 1	BI	033	BI	036
18585	Unit Supply Technician 2	BI	035	BI	038
18622	Unit Supply Technician 2	BI	035	BI	038
18586	Unit Supply Technician Lead	BI	038	BI	041
18623	Unit Supply Technician Lead	BI	038	BI	041

~~1 Nonpermanent and intermittent positions of the job profiles listed above will receive the same range increase.~~

~~3 Employees in the Supply Chain Tech series who are on a step as of the effective date will be placed on the new range at a step that guarantees them a 7.5% increase. All other employees not previously mentioned 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.~~

Tentatively Agreed To:

For the Union:

For the Employer:

DocuSigned by:

Thomas Wray

4C1DA2C371AA409...

Date 8/2/2024

DocuSigned by:

Laura Hartless

1CB62316D6AE4A0...

Date 8/1/2024

DocuSigned by:

Brian Edwards

9B20F55281DC43A...

Date 8/1/2024

DocuSigned by:

Paula Lukaszek

4E12A96D3AE54A9...

Date 8/1/2024

1

MOU – MULTI-CAMPUS VOLUNTARY STANDBY POOL

2 With the goal of reducing the burden of required standby/call shifts, the Employer may
 3 create multi-campus voluntary standby (call) pool by classification. If applicable, the
 4 pool may include employees/members from different bargaining units and/or
 5 represented by different Unions. The classifications utilized for the voluntary standby
 6 (call) pool will be determined by the Employer. The Employer will develop a process for
 7 employees to sign up for the voluntary standby (call) pool for their classification.
 8 Employees may remove their name from the voluntary pool at any time. The Employer
 9 will utilize the voluntary standby (call) pool to fill standby shifts and/or to call employees
 10 into work at Harborview, UW Medical Center- Montlake, or UW Medical Center-
 11 Northwest as necessary. Regardless of where the employee is called to work, the
 12 employee’s compensation will be based on the terms and conditions described in their
 13 home collective bargaining agreement.

Tentatively Agreed To:

<p>For the Union:</p> <p>_____</p> <p>Date 8/2/2024</p>	<p>DocuSigned by:</p> <p><i>Thomas Wray</i></p> <p>4C1DA2C371AA409...</p>	<p>For the Employer:</p> <p>_____</p> <p>Date 8/1/2024</p>	<p>DocuSigned by:</p> <p><i>Laura Hartless</i></p> <p>1CB62316D8AE4A0...</p>
<p>_____</p> <p>Date 8/1/2024</p>	<p>DocuSigned by:</p> <p><i>Brian Edwards</i></p> <p>9B20F55281DC43A...</p>		
<p>_____</p> <p>Date 8/1/2024</p>	<p>DocuSigned by:</p> <p><i>Paula Lukaszek</i></p> <p>4E12A96D3AE54A9...</p>		

14

1 ~~MOU – NON-HEALTHCARE ACROSS THE BOARD INCREASES ME TOO~~

2 ~~During negotiations for the 2023-2025 successor agreement, the parties reached~~
3 ~~agreement on the following regarding a “me too” for non-healthcare across the board~~
4 ~~increases:~~

5 ~~A. Effective July 1, 2023, if the University agrees to a more favorable across the~~
6 ~~board increase for the SEIU 925 B4 pay table, the University will provide the~~
7 ~~same across the board increase to the WFSE BI table.~~

8 ~~B. Effective July 1, 2024, if the University agrees to a more favorable across the~~
9 ~~board increase for the SEIU 925 B4 pay table, the University will provide the~~
10 ~~same across the board increase to the WFSE BI table.~~

11 ~~C. This MOU expires June 30, 2025.~~

12

Tentatively Agreed To:

<p>For the Union:</p> <p>_____</p> <p>Date 8/2/2024</p>	<p>DocuSigned by:</p> <p><i>Thomas Wray</i></p> <p>4C1DA2C371AA409...</p>	<p>For the Employer:</p> <p>_____</p> <p>Date 8/1/2024</p>	<p>DocuSigned by:</p> <p><i>Laura Hartless</i></p> <p>TCB62316D8AE4A0...</p>
<p>_____</p> <p>Date 8/1/2024</p>	<p>DocuSigned by:</p> <p><i>Brian Edwards</i></p> <p>9B20F55281DC43A...</p>		
<p>_____</p> <p>Date 8/1/2024</p>	<p>DocuSigned by:</p> <p><i>Paula Lukaszek</i></p> <p>4E12A96D3AE54A9...</p>		

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MOU – PUBLIC RECORD REQUESTS AND PRIVACY

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During negotiations for the ~~2021-2023~~2025-2027 successor agreement, the parties reached agreement on the following regarding Public Records Requests.

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Labor Relations will notify the Union of public records requests for information received by the UW Office of Public Records that directly concern and encompass WFSE's members. Notification will be provided in order to allow for a ten (10) day protest period.

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Tentatively Agreed To:

For the Union:

For the Employer:

Signed by:
Thomas Wray
4C1DA2C371AA409...
Date 8/23/2024

DocuSigned by:
Kristi Aravena
255BCC789CD346E...
Date 8/23/2024

Signed by:
Brian Edwards
9B20F55281DC43A...
Date 8/24/2024

DocuSigned by:
Paula Lukaszek
4E12A98D3AE54A9...
Date 8/25/2024

8

1 **MOU – SCHOLARSHIP FUND FOR MEDICAL CENTER EMPLOYEES**

2 During negotiations for the ~~2023-2025~~2025-2027 successor agreement, the parties
3 reached agreement on the following regarding Scholarship Funds for SEIU 925- and
4 WFSE- represented employees at Harborview Medical Center (HMC) and UW Medical
5 Center (UWMC) for academic year ~~2023-2025~~ and ~~2024~~2026, only:

6 In recognition of the commitment of HMC and UWMC to the delivery of excellent patient
7 care as well as the enhancement of employees’ professional skills, the Employer will
8 provide annually a pool of up to a total of \$150,000 (maximum \$5,000.00 per employee)
9 for SEIU 925- and WFSE-represented employees at Harborview Medical Center (HMC)
10 and UW Medical Center (UWMC) to obtain a degree or certification required for
11 employment in a healthcare field within the hospital where the employee works.

12 The parties agree to form two Committees, one at HMC and UWMC, and split the
13 funding equitably with \$75,000 allocated to each medical center. Each Committee will
14 be comprised of at least one management representative, one member from WFSE and
15 one member from SEIU at HMC and one member from WFSE and one member from
16 SEIU at UWMC. The Committee will be established to research the availability of funds
17 and to recommend the policies and guidelines regarding fund disbursement to the
18 Administration.

19 In accordance with the above, the Committee will be in charge of administering
20 scholarships. To be eligible, the employee must have a minimum of one (1) year at
21 HMC/UWMC prior to submission of scholarship application. After completion of the
22 program, there is an expected three (3) year commitment to HMC/UWMC. If the
23 employee voluntarily terminates employment prior to the end of the three (3) year
24 commitment, the pro-rated amount of the scholarship must be repaid to HMC/UWMC
25 and may be deducted from the employee’s pay.

Tentatively Agreed To:

<p>For the Union:</p> <p>_____ Date 8/23/2024</p>	<p>Signed by:</p> <p><i>Thomas Wray</i> 4C1DA2C371AA409...</p>	<p>For the Employer:</p> <p>_____ Date 8/23/2024</p>	<p>DocuSigned by:</p> <p><i>Kristi Dravena</i> 255BE6783ED346E...</p>
<p>_____ Date 8/24/2024</p>	<p>Signed by:</p> <p><i>Brian Edwards</i> 9B20F55281DC43A...</p>		
<p>_____ Date 8/25/2024</p>	<p>DocuSigned by:</p> <p><i>Paula Lukaszek</i> 4E12A96D3AE54A9...</p>		

1 ~~MOU – SKILLED TRADES RECRUITMENT AND RETENTION INCREASES~~

2 ~~During negotiations for the 2023-2025 successor agreement, the parties agreed to~~
 3 ~~recruitment and retention wage increases for the job profiles listed below effective July~~
 4 ~~1, 2023.~~

5 ~~All Regular, Nonpermanent, and Intermittent employees will be placed on their current~~
 6 ~~step on the new range.~~

7 ~~PSDs will not be impacted by these increases.~~

Code	Job Profile	Table	Range	Table	Range
-	Facilities Operations Maintenance Spec	-	-	-	-
18810	(NE S WFSE Trades)	BL	65	BL	69
18858	Plumber/Pipe/Steamfitter (NE S WFSE Trades)	BL	62	BL	66
18859	Plumber/Pipe/Steamfitter Lead (NE S WFSE Trades)	BL	65	BL	69
18834	Electrician (NE S WFSE Trades)	BL	62	BL	66
18835	Electrician Lead (NE S WFSE Trades)	BL	65	BL	69
-	Power Plant Electrician High Voltage	-	-	-	-
18808	(NE S WFSE TRADES)	BL	77	BL	81
-	Power Plant Electrician LD High Voltage	-	-	-	-
18809	(NE S WFSE TRADES)	BL	80	BL	84
18828	Control Technician (NE S WFSE Trades)	BL	62	BL	66
18829	Control Technician Lead (NE S WFSE Trades)	BL	65	BL	69
18860	Refrigeration Mechanic (NE S WFSE Trades)	BL	63	BL	67
18861	Refrigeration Mechanic Lead (NE S WFSE Trades)	BL	66	BL	70
18554	Truck Driver 2 (NE S WFSE Campuswide)	BI	40	BI	44
18671	Truck Driver 2 (NE S WFSE HMC)	BI	40	BI	44
18553	Truck Driver 1 (NE S WFSE Campuswide)	BI	35G	BI	39
18670	Truck Driver 1 (NE S WFSE HMC)	BI	35G	BI	39

18556	Waste Collector (NE S WFSE Campuswide)	Bl	40	Bl	45
18552	Truck Driver Lead (NE S WFSE Campuswide)	Bl	43	Bl	47
18667	Truck Driver Lead (NE S WFSE HMC)	Bl	43	Bl	47
18851	Motor Equipment Mechanic (NE S WFSE Trades)	Bl	57	Bl	61
18852	Motor Equipment Mechanic Lead (NE S WFSE Trades)	Bl	60	Bl	64
18548	Utility Worker 2 (NE S WFSE Campuswide)	Bl	33	Bl	37
18669	Utility Worker 2 (NE S WFSE HMC)	Bl	33	Bl	37
18547	Utility Worker 1 (NE S WFSE Campuswide)	Bl	29	Bl	33
18668	Utility Worker 1 (NE S WFSE HMC)	Bl	29	Bl	33
18546	Utility Worker Lead (NE S WFSE Campuswide)	Bl	36	Bl	40
18555	Driver Warehouse Worker (NE S WFSE Campuswide)	Bl	35G	Bl	39
18848	Mason/Plasterer (NE S WFSE Trades)	Bl	53	Bl	55
18849	Mason/Plasterer Lead (NE S WFSE Trades)	Bl	56	Bl	58
18862	Roofer (NE S WFSE Trades)	Bl	52	Bl	54
18863	Roofer Lead (NE S WFSE Trades)	Bl	55	Bl	57
18817	Construction and Maintenance Mechanic (NE S WFSE Trades)	Bl	55	Bl	57
18814	Maintenance Mechanic 1 (NE S WFSE Trades)	Bl	40	Bl	42
18815	Maintenance Mechanic 2 (NE S WFSE Trades)	Bl	50	Bl	52
18818	Maintenance Mechanic Door Specialist (NE S WFSE Trades)	Bl	60	Bl	62
18816	Maintenance Mechanic Lead (NE S WFSE Trades)	Bl	60	Bl	62

- 1 ~~Nonpermanent and intermittent versions of the job profiles listed above will receive the~~
- 2 ~~same range increase.~~
- 3 ~~This MOU will expire upon implementation.~~

1

Tentatively Agreed To:

<p>For the Union:</p> <p>DocuSigned by: <i>Thomas Wray</i> 4C1DA2C371AA409...</p> <p>_____ Date 8/2/2024</p> <p>DocuSigned by: <i>Brian Edwards</i> 9B20F55281DC43A...</p> <p>_____ Date 8/1/2024</p> <p>DocuSigned by: <i>Paula Lukaszek</i> 4E12A96D3AE54A9...</p> <p>_____ Date 8/1/2024</p>	<p>For the Employer:</p> <p>DocuSigned by: <i>Laura Hartless</i> 1CB62316D8AE4A0...</p> <p>_____ Date 8/1/2024</p>
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MOU – TRADES APPRENTICESHIP PROGRAM

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- A. Beginning ~~January 2023~~ July 2025, the parties will ~~create~~ reconvene the University of Washington Trades Apprenticeship Committee to discuss, develop, and design ~~a~~ an expanded Campus Trades Apprenticeship program building upon the initial program for the Motor Equipment Automotive Mechanic job series.
- B. The Trades Apprenticeship program will ~~include a compensation plan for mentors~~ continue to include the key elements agreed to for the initial committees work from January 2023 to June 2024 to include:
 - A. A compensation plan for mentors.
 - B. The ~~Committee program~~ will conform to the standards of the Apprenticeship Rules, Chapter 296-05 WAC (Washington Administrative Code).
 - C. The committee will be composed of up to six (6) Union representatives and up to six (6) Employer representatives. Both Management and WFSE shall select its own representatives for this subcommittee.
 - D. The Committee will review existing apprenticeship programs and will sponsor two (2) Trades staff and two (2) University management staff ~~may~~ attend an agreed upon accredited Trade Apprenticeship Hall training session related to Apprenticeship programs.
 - E. The committee will meet at least ~~monthly~~ quarterly and ~~may~~ will utilize a mediator/facilitator. ~~Quarterly~~ Monthly meetings will happen regardless of the availability of the mediator/facilitator. ~~The parties will meet until there is mutual agreement on a Campus trades Apprenticeship program or June 30, 2024, whichever comes first.~~
 - F. The parties may decide to bring in a Union staff representative and Labor Relations staff if necessary.
 - F.—~~As people graduate from an apprenticeship program, the parties shall meet and work in good faith to evaluate how the apprenticeship program worked including any improvements and/or changes that employees and/or management recommend for the program moving forward.~~
- G. Grievances filed for violations of this MOU may skip Steps 1, 2, and/or 3 of the grievance process as determined by the Union.

1

Tentatively Agreed To:

<p>For the Union:</p> <p>Signed by: <i>Thomas Wray</i> 4C1DA2C371AA409...</p> <p>Date 9/19/2024</p> <p>Signed by: <i>Brian Edwards</i> 9B20F55281DC43A...</p> <p>Date 9/19/2024</p> <p>DocuSigned by: <i>Paula Lukaszek</i> 4E12A96D3AE54A9...</p> <p>Date 9/19/2024</p>	<p>For the Employer:</p> <p>DocuSigned by: <i>Kristi Aravena</i> 255BCC783CD346E...</p> <p>Date 9/19/2024</p>
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2

MOU – TRADES LICENSE PREMIUM

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 2 ~~During negotiations for the 2023-2025 successor agreement, the parties reached~~
 3 ~~agreement on the following regarding a License Premium for eligible Trades~~
 4 ~~Classifications:~~

5 ~~Effective July 1, 2023, the Employer will provide a license premium of ten percent (10%)~~
 6 ~~of base salary for all hours paid for the licenses listed below that are not required on the~~
 7 ~~classification specification.~~

8 ~~Only the following classifications and corresponding licenses will be eligible for the~~
 9 ~~license premium:~~

Job Code	Job Profile	Eligible License
18834	Electrician (NE S WFSE Trades)	EL-01 Electrical (State)
18835	Electrician Lead (NE S WFSE Trades)	EL-01 Electrical (State)
18828	Control Technician (NE S WFSE Trades)	FA-1 (Seattle) CFAT Level II (Bothell)
18829	Control Technician Lead (NE S WFSE Trades)	FA-1 (Seattle) CFAT Level II (Bothell)
18858	Plumber/Pipe/Steamfitter (NE S WFSE Trades)	PL-01 (State) AS-3 (Seattle)
18859	Plumber/Pipe/Steamfitter Lead (NE S WFSE Trades)	PL-01 (State) AS-3 (Seattle) EPA Universal (EPA) through 06/30/24
18860	Refrigeration Mechanic (NE S WFSE Trades)	Journey-level refrigeration mechanic license – Class A or C, effective 07/01/24 EPA Universal (EPA) through 6/30/24
18861	Refrigeration Mechanic Lead (NE S WFSE Trades)	Journey-level refrigeration mechanic license – Class A or C, effective 07/01/24
18810	Facilities Operations Maintenance Spec (NE S WFSE Trades)	All licenses listed above

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- ~~A. An employee is eligible for only one license premium regardless of other licenses the employee may have.~~
- ~~B. License Premium pay will be effective the first full pay period after the date appropriate documentation has been received by the supervisor/manager.~~
- ~~C. Employees will notify their Appointing Authority or designee if their license has expired, or has been restricted, revoked or suspended within twenty-four (24) hours of expiration, restriction, revocation or suspension, or prior to their next scheduled shift, whichever occurs first.~~
- ~~D. Nonpermanent and temporary hourly employees in the job profiles listed above will also be eligible for the Trades License Premium.~~
- ~~E. This MOU expires June 30, 2025.~~

Tentatively Agreed To:

<p>For the Union:</p> <p>_____ Date 9/5/2024</p> <p>Signed by: <i>Thomas Wray</i> 4C1DA2C371AA409...</p> <p>_____ Date 9/4/2024</p> <p>Signed by: <i>Brian Edwards</i> 9B20F55281DC43A...</p> <p>_____ Date 9/5/2024</p> <p>DocuSigned by: <i>Paula Lukaszek</i> 4E12A96D3AE54A9...</p>	<p>For the Employer:</p> <p>_____ Date 9/4/2024</p> <p>DocuSigned by: <i>Kristi Aravena</i> 255BCC783CD346E...</p>
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13

**MOU – UW MEDICINE PRE-SCHEDULED VOLUNTARY DOUBLE-TIME SHIFT
INCENTIVE FOR CRITICAL STAFFING NEEDS**

During reopener negotiations for the ~~2023-2025~~2025-2027 agreement, the parties reached agreement on the following regarding Pre-Scheduled Voluntary Double-Time at Harborview and UWMC-Montlake.

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

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

Nonpermanent and Intermittent Employees will not be eligible to volunteer for pre-scheduled double-time shifts until they have scheduled up to forty (40) hours in the week of the pre-scheduled double-time shift regardless of their FTE. Nonpermanent and Intermittent Employees must also work all scheduled hours in the week of the pre-scheduled double time shift in order to be compensated at double time for the shift(s). If they do not, they will be compensated at the appropriate rate of pay in accordance with Article 60 Nonpermanent and Intermittent Employees.

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

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

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Tentatively Agreed To:

<p>For the Union:</p> <p>Date <u>9/19/2024</u> Signed by: <u>Thomas Wray</u> <small>4C1DA2C371AA409...</small></p> <p>Date <u>9/19/2024</u> Signed by: <u>Brian Edwards</u> <small>9B20F55281DC43A...</small></p> <p>Date <u>9/19/2024</u> DocuSigned by: <u>Paula Lukaszek</u> <small>4E12A96D3AE54A9...</small></p>	<p>For the Employer:</p> <p>Date <u>9/19/2024</u> DocuSigned by: <u>Kristi Aravena</u> <small>255BCC783CD346E...</small></p>
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V. All regular and non-permanent employees will be placed on the corresponding WFSE pay range at the step that is closest but not less than their current rate, not to exceed top auto step. Progression Start Dates will not change.

VI. Classification and Wages

a. Class specification for the WFSE Biomedical Electronics Technicians is displayed in Attachment A.

b. Certification Pay:

i. Biomedical Electronics Technicians who obtain the Certified Biomedical Equipment Technician

(CBET) and/or Certified Radiology Equipment Specialist (CRES) certification through the Association for the Advancement of Medical Instrumentation (AAMI) will be paid one dollar (\$1.25) per hour premium for all hours in paid status.

ii. Employees who are currently receiving certification premium do not need to resubmit their credentials. They will continue to receive the certification premium.

iii. Employees will be eligible for the premium if:

1. The certification has been presented to and approved by management;
2. The employee continues to meet all educational and other requirements to keep the certification current and in good standing;
3. The employee is working in the area of certification.
4. Once the above criteria are satisfied, the employee will begin earning the certification premium at the beginning of the next available pay period.
5. An employee is eligible for only one certification premium regardless of other certifications the employee may have.
6. Employees will notify their Appointing Authority or designee if their certification has expired, or has been restricted, revoked or suspended within twenty-four (24) hours of expiration, restriction, revocation or suspension, or prior to their next scheduled shift, whichever occurs first.

1 VII. Biomedical Electronics Technicians will be added to Layoff Unit Number 17 -
2 UWMC
3
4

Tentatively Agreed To:

For the Union:		For the Employer:	
_____	Signed by: <i>Thomas Wray</i> 4C1DA2C371AA409...	_____	DocuSigned by: <i>Kristi Aravena</i> 255BCC783CD346E...
Date 9/10/2024		Date 9/10/2024	
_____	Signed by: <i>Brian Edwards</i> 9B20F55281DC43A...		
Date 9/10/2024			
_____	DocuSigned by: <i>Paula Lukaszek</i> 4E12A96D3AE54A9...		
Date 9/10/2024			

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e.f. Mentors will receive a 21-step five percent (5%) additional duty mentor assignment pay. Only one (1) mentor may be assigned at a time. The mentor role will rotate based on participant~~ntion~~ interest and the specific job skill being learned.

f.g. Related Supplemental Classroom instruction of at least one hundred and forty-four (144) hours per year will be provided through an ASE Accredited Training Provider or local technical college. Costs of tuition or training fees for this program will be paid for by the University.

h. In accordance with L&I Apprenticeship rules, a governing subcommittee of six (6) members comprised of an equal number of management and non-management representatives, with at least two (2) from each being from the auto mechanic shop. The committee will convene at least three times (3x) per year to review the progress of all apprentices in this trade and make recommendations as needed.

- 1. One (1) Auto Mechanic Management
- 2. One (1) WFSE represented Auto Mechanic
- 3. Two (2) Other Management
- 4.4. Two (2) WFSE represented members (Trades)
- 5. Both Management and WFSE shall select its own representatives for this subcommittee

i. Once the first (1st) person graduates from the Motor Mechanic Equipment Apprenticeship program, the parties shall meet and work in good faith to evaluate how the apprenticeship program worked including any improvements and/or changes that employees and/or management recommend for the program moving forward.

the Motor Mechanic Equipment Apprenticeship program should continue. The decision to continue or end the Motor Mechanic Equipment Apprenticeship program shall be upon mutual agreement.

ii.i.

Tentatively Agreed To:	
For the Union:	For the Employer:
_____	_____
Date 9/19/2024	Date 9/19/2024
Signed by: <i>Thomas Wray</i> 4C1DA2C371AA409...	DocuSigned by: <i>Kristi Aravena</i> 255BCC783CD346E...
_____	_____
Date 9/19/2024	
Signed by: <i>Brian Edwards</i> 9B20F55281DC43A...	
_____	_____
Date 9/19/2024	
DocuSigned by: <i>Paula Lukaszek</i> 4E12A96D3AE54A9...	

1 MEMORANDUM OF UNDERSTANDING
2 BETWEEN
3 THE UNIVERSITY OF WASHINGTON (UNIVERSITY)
4 AND
5 THE WASHINGTON FEDERATION OF STATE EMPLOYEES (UNION)
6 MOU: AUDIOLOGY ASSISTANT RECRUITMENT AND
7 RETENTION INCREASES
8

9 During negotiations for the 2025-27 successor agreement, the parties reached agreement on
10 the following recruitment and retention increases effective July 1, 2025.
11

Job Code	Job Profile	Table	Range	New Table	New Range
23100	Audiology Assistant (NE H NI WFSE HMC)	B0	018	B0	033
21879	Audiology Assistant (NE S WFSE HMC)	B0	018	B0	033

12 Employees will be placed on the new range at their same step as of the effective date.
13 Progression Start Dates (PSDs) are not impacted.
14

15 This MOU will expire upon implementation.
16
17

Tentatively Agreed To:

<p>For the Union:</p> <p>Date 9/19/2024</p> <p>Signed by: <i>Thomas Wray</i> 4C1DA2C371AA409...</p>	<p>For the Employer:</p> <p>Date 9/19/2024</p> <p>DocuSigned by: <i>Kristi Aravena</i> 255BCC783CD346E...</p>
<p>Date 9/19/2024</p> <p>Signed by: <i>Brian Edwards</i> 9B20F55281DC43A...</p>	
<p>Date 9/19/2024</p> <p>DocuSigned by: <i>Paula Lukaszek</i> 4E12A96D3AE54A9...</p>	

**MEMORANDUM OF UNDERSTANDING
 BETWEEN
 THE UNIVERSITY OF WASHINGTON (UNIVERSITY)
 AND
 THE WASHINGTON FEDERATION OF STATE EMPLOYEES (UNION)**

**MOU: CARPENTER RECRUITMENT AND
 RETENTION INCREASES**

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During negotiations for the 2025-27 successor agreement, the parties reached agreement on the following recruitment and retention increases effective July 1, 2025.

JC	Job Profile	Current Table	Current Range	New Table	New Range
22818	Carpenter (NE H NI WFSE Trades)	BL	054	BL	058
18825	Carpenter (NE S WFSE Trades)	BL	054	BL	058
22819	Carpenter Lead (NE H NI WFSE Trades)	BL	057	BL	061
18826	Carpenter Lead (NE S WFSE Trades)	BL	057	BL	061
22831	Floorlayer (NE H NI WFSE Trades)	BL	052	BL	056
18838	Floorlayer (NE S WFSE Trades)	BL	052	BL	056
22845	Furniture Repair Worker (NE H NI WFSE Trades)	BL	052	BL	056
18853	Furniture Repair Worker (NE S WFSE Trades)	BL	052	BL	056
22832	Glazier (NE H NI WFSE Trades)	BL	052	BL	056
18840	Glazier (NE S WFSE Trades)	BL	052	BL	056
22833	Glazier Lead (NE H NI WFSE Trades)	BL	055	BL	059
18841	Glazier Lead (NE S WFSE Trades)	BL	055	BL	059
22836	Locksmith (NE H NI WFSE Trades)	BL	052	BL	056
18844	Locksmith (NE S WFSE Trades)	BL	052	BL	056
22837	Locksmith Lead (NE H NI WFSE Trades)	BL	055	BL	059
18845	Locksmith Lead (NE S WFSE Trades)	BL	055	BL	059
22840	Mason/Plasterer (NE H NI WFSE Trades)	BL	055	BL	059
18848	Mason/Plasterer (NE S WFSE Trades)	BL	055	BL	059
22841	Mason/Plasterer Lead (NE H NI WFSE Trades)	BL	058	BL	062
18849	Mason/Plasterer Lead (NE S WFSE Trades)	BL	058	BL	062
22854	Roofer (NE H NI WFSE Trades)	BL	054	BL	058
18862	Roofer (NE S WFSE Trades)	BL	054	BL	058
22855	Roofer Lead (NE H NI WFSE Trades)	BL	057	BL	061
18863	Roofer Lead (NE S WFSE Trades)	BL	057	BL	061
22809	Maintenance Mechanic Lead (NE H NI WFSE Trades)	BL	062	BL	066
18816	Maintenance Mechanic Lead (NE S WFSE Trades)	BL	062	BL	066

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

1 This MOU will expire upon implementation.

2

Tentatively Agreed To:

For the Union:	For the Employer:
Date 9/19/2024	Date 9/19/2024
<div style="border: 1px solid black; border-radius: 50%; padding: 2px; display: inline-block;">Signed by: <i>Thomas Wray</i> <small>4C1DA2C371AA409...</small></div>	<div style="border: 1px solid black; border-radius: 50%; padding: 2px; display: inline-block;">DocuSigned by: <i>Kristi Aravena</i> <small>255BCC783CD346E...</small></div>
Date 9/19/2024	
<div style="border: 1px solid black; border-radius: 50%; padding: 2px; display: inline-block;">Signed by: <i>Brian Edwards</i> <small>9B20F55281DC43A...</small></div>	
Date 9/19/2024	
<div style="border: 1px solid black; border-radius: 50%; padding: 2px; display: inline-block;">DocuSigned by: <i>Paula Lukaszek</i> <small>4E12A96D3AE54A9...</small></div>	

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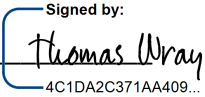
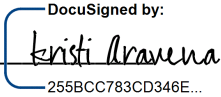
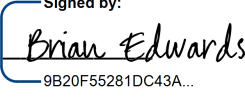
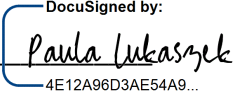
1 **MEMORANDUM OF UNDERSTANDING**
2 **BETWEEN**
3 **THE UNIVERSITY OF WASHINGTON (UNIVERSITY)**
4 **AND**
5 **THE WASHINGTON FEDERATION OF STATE EMPLOYEES (UNION)**
6 **MOU: FOOD SERVICE WORKER AND COOK SERIES EXPANSION**
7

8 During negotiations for the 2025-27 successor agreement, the parties reached agreement on the
9 following effective July 1, 2025.

- 10
11 1. Rename the Cook Lead classification to Cook 2 and revise the class spec as shown in the
12 attachment.
13 2. Create a new Food Service Worker 3 paid on Table BI, Range 37. Class spec shown in the
14 attachment.
15 3. Rename the current Food Service Worker 3 to Food Service Worker 4 and revise the class spec
16 as shown in the attachment.
17 4. Create a Food Service Worker 4 in the WFSE HMC bargaining unit. Class spec shown in the
18 attachment.
19 5. Inactivate the Food Service Supervisor 1 – Hospital job profiles.
20 6. Rename the Food Service Supervisor 2 – Hospital job profiles to Food Service Supervisor –
21 Hospital. The Food Service Supervisor – Hospital will be reassigned from Table BI, Range 46 to
22 Table BI, Range 49.
23 7. Employees will be classified based on current duties as of the effective date. If applicable,
24 employees will be placed on the new range in accordance with 45.6.
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26 This MOU will expire upon implementation.
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Tentatively Agreed To:

For the Union:	For the Employer:
<hr/>	<hr/>
Date 9/19/2024	Date 9/19/2024
	
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Date 9/19/2024	
	

**MEMORANDUM OF UNDERSTANDING
 BETWEEN
 THE UNIVERSITY OF WASHINGTON (UNIVERSITY)
 AND
 THE WASHINGTON FEDERATION OF STATE EMPLOYEES (UNION)**

**MOU: GARDENER RECRUITMENT AND
 RETENTION INCREASES**

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During negotiations for the 2025-27 successor agreement, the parties reached agreement on the following recruitment and retention increases effective July 1, 2025.

JC	Job Profile	Current Table	Current Range	New Table	New Range
18537	Gardener 1 (NE S WFSE Campuswide)	BI	033	BI	037
18662	Gardener 1 (NE S WFSE HMC)	BI	033	BI	037
22665	Gardener 1 (NE H NI WFSE Campuswide)	BI	033	BI	037
22735	Gardener 1 (NE H NI WFSE HMC)	BI	033	BI	037
18538	Gardener 2 (NE S WFSE Campuswide)	BI	037	BI	041
18663	Gardener 2 (NE S WFSE HMC)	BI	037	BI	041
22666	Gardener 2 (NE H NI WFSE Campuswide)	BI	037	BI	041
22736	Gardener 2 (NE H NI WFSE HMC)	BI	037	BI	041
18539	Gardener Lead (NE S WFSE Campuswide)	BI	041	BI	045
22667	Gardener Lead (NE H NI WFSE Campuswide)	BI	041	BI	045
18545	Gardener - Tree Climber (NE S WFSE Campuswide)	BI	043	BI	047
23623	Gardener - Tree Climber (NE H NI WFSE Campuswide)	BI	043	BI	047

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

This MOU will expire upon implementation.

1

Tentatively Agreed To:

<p>For the Union:</p> <p>Date <u>9/19/2024</u></p> <p>Signed by: <i>Thomas Wray</i> 4C1DA2C371AA409...</p>	<p>For the Employer:</p> <p>Date <u>9/19/2024</u></p> <p>DocuSigned by: <i>Kristi Aravena</i> 255BCC783CD346E...</p>
<p>Date <u>9/19/2024</u></p> <p>Signed by: <i>Brian Edwards</i> 9B20F55281DC43A...</p>	
<p>Date <u>9/19/2024</u></p> <p>DocuSigned by: <i>Paula Lukaszek</i> 4E12A96D3AE54A9...</p>	

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**MEMORANDUM OF UNDERSTANDING
 BETWEEN
 THE UNIVERSITY OF WASHINGTON (UNIVERSITY)
 AND
 THE WASHINGTON FEDERATION OF STATE EMPLOYEES (UNION)**

**MOU: CARDIAC MONITOR TECH, HOSPITAL ASSISTANT, MENTAL HEALTH SPECIALIST
 and PATIENT CARE TECH RECRUITMENT AND
 RETENTION INCREASES**

During negotiations for the 2025-27 successor agreement, the parties reached agreement on the following recruitment and retention increases effective July 1, 2025.

JC	Job Profile	Current Table	Current Range	New Table	New Range
18712	Cardiac Monitor Technician (NE S WFSE HMC)	BV	048	BV	53
22777	Cardiac Monitor Technician (NE H NI WFSE HMC)	BV	048	BV	53
18576	Hospital Assistant (NE S WFSE Campuswide)	B0	033	B0	38
18708	Hospital Assistant (NE S WFSE HMC)	B0	033	B0	38
22699	Hospital Assistant (NE H NI WFSE Campuswide)	B0	033	B0	38
22773	Hospital Assistant (NE H NI WFSE HMC)	B0	033	B0	38
18577	Hospital Assistant Lead (NE S WFSE Campuswide)	B0	040	B0	45
18709	Hospital Assistant Lead (NE S WFSE HMC)	B0	040	B0	45
22700	Hospital Assistant Lead (NE H NI WFSE Campuswide)	B0	040	B0	45
22774	Hospital Assistant Lead (NE H NI WFSE HMC)	B0	040	B0	45
18705	Mental Health Specialist 1 (NE S WFSE HMC)	B0	039	B0	44
22770	Mental Health Specialist 1 (NE H NI WFSE HMC)	B0	039	B0	44
18706	Mental Health Specialist 2 (NE S WFSE HMC)	B0	049	B0	54
22771	Mental Health Specialist 2 (NE H NI WFSE HMC)	B0	049	B0	54
18701	Mental Health Specialist Lead (NE S WFSE HMC)	B0	058	B0	63
23244	Mental Health Specialist Lead (NE H NI WFSE HMC)	B0	058	B0	63
18580	Patient Care Technician (NE S WFSE Campuswide)	B0	044	B0	49
18732	Patient Care Technician (NE S WFSE HMC)	B0	044	B0	49
22701	Patient Care Technician (NE H NI WFSE Campuswide)	B0	044	B0	49
23106	Patient Care Technician (NE H NI WFSE HMC)	B0	044	B0	49

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

This MOU will expire upon implementation.

Tentatively Agreed To:

<p>For the Union:</p> <p>_____</p> <p>Date 9/19/2024</p> <p>Signed by: <i>Thomas Wray</i> 4C1DA2C371AA409...</p>	<p>For the Employer:</p> <p>_____</p> <p>Date 9/19/2024</p> <p>DocuSigned by: <i>Kristi Aravena</i> 255BCC783CD346E...</p>
<p>_____</p> <p>Date 9/19/2024</p> <p>Signed by: <i>Brian Edwards</i> 9B20F55281DC43A...</p>	
<p>_____</p> <p>Date 9/19/2024</p> <p>DocuSigned by: <i>Paula Lukaszek</i> 4E12A96D3AE54A9...</p>	

UW – Harborview – WFSE HSC MOU
ECP-01UW-WSNA-NWWFSE Signed
3/8/2024
06/2607/17/24

MEMORANDUM OF UNDERSTANDING

By and Between
Washington Federation of State Employees (WFSE) and
University of Washington Medicine – Harborview Medical Center

MOU: Hospital Staffing Committee

This is an Agreement between the University of Washington Harborview (“Employer”) and the Washington Federation of State Employees (WFSE) the Union, collectively referred to herein as the “Parties.”

Pursuant to RCW 70.41.420, the Parties hereby memorialize their agreement that WFSE is to be included in the Hospital Staffing Committee (HSC), formerly named the Nurse Staffing Committee, the details of which will be set forth in the Charter agreed to by the members of the Hospital Staffing Committee and filed with the Department of Health.

The Parties agree to the following:

1. This committee will be expanded, in accordance with the HSC charter and applicable law, to accommodate the addition of up to four (4) members represented by the Washington Federation of State Employees (WFSE).
2. WFSE HSC members are counted as a part of the 50% representing staff.
3. WFSE shall select all their voting members
4. Time spent working on HSC meetings is considered time worked and shall not be counted towards any overtime calculations.
5. Any past practice of the HSC allowing time, outside the monthly HSC meeting will be applicable to voting members of WFSE as well. This time will not be counted towards any overtime calculations.
6. HSC voting members will receive at least 30 days’ notice of all meetings, including but not limited to meetings in which staffing plans or revised staffing plans are voted on.
7. The Employer will give staff representatives from WFSE at least thirty (30) days’ notice of any scheduled HSC meeting and will permit those representatives to attend and participate in all HSC meetings as non-voting attendees

Additionally, the Parties agree to incorporate this MOU in to the 2023-2025 Collective Bargaining Agreement (“CBA”) between the Parties. Additionally, the Parties agree that the provisions in the Charter for attendance, plus the attendance provisions in the CBA will be incorporated into the MOU. .

This Agreement will become effective upon signature by all Parties.

UW Medicine – Montlake – WFSE HSC MOU

UECP 01

06/2607/17/24

UW – SEIU 1199NW

3/13/2024

This Agreement will become effective upon signature by all Parties.

Tentatively Agreed To:

For the Union:

DocuSigned by:
Bekky Stephens
530E07D4212E4C6...
Date: 7/18/2024

For the Employer:

DocuSigned by:
Laura Hartless
1CB62316D8AE4A0...
Date: 7/18/2024

UW Medicine – Montlake – WFSE HSC MOU

UECP 01

06/2607/17/24

UW – SEIU 1199NW

3/13/2024

MEMORANDUM OF UNDERSTANDING

**By and Between
Washington Federation of State Employees (WFSE)
and
University of Washington Medical Center-Montlake
MOU: Hospital Staffing Committee**

This is an Agreement between the University of Washington Medical Center – Montlake (“Employer”) and WFSE (“Union”), collectively referred to herein as the “Parties.”

Pursuant to RCW 70.41.420, the Parties hereby memorialize their agreement to transition eligible WFSE staff into the Hospital Staffing Committee, (HSC, formerly named the Nurse Staffing Committee) the details of which will be set forth in the Charter agreed to by the members of the Hospital Staffing Committee and filed with the Department of Health.

The Parties agree to the following:

1. This committee will be expanded, in accordance with the HSC charter and applicable law, to accommodate the addition of up to five members represented by the Washington Federation of State Employees (WFSE).
2. WFSE HSC members are counted as a part of the 50% representing staff.
3. WFSE shall select all their voting members
4. Time spent working on HSC meetings is considered time worked and shall not be counted towards any overtime calculations.
5. HSC voting members will receive at least 30 days’ notice of all meetings, including but not limited to meetings in which staffing plans or revised staffing plans are voted on.
6. The Employer will give staff representatives from WFSE at least thirty (30) days’ notice of any scheduled HSC meeting and will permit those representatives to attend and participate in all HSC meetings as non-voting attendees

Additionally, the Parties agree to incorporate this MOU in to the 2023-2025 Collective Bargaining Agreement (“CBA”) between the Parties. Additionally, the Parties agree that the provisions in the Charter for attendance, plus the attendance provisions in the CBA will be incorporated into the MOU.

UW – Harborview – WFSE HSC MOU
ECP-01UW-WSNA-NW WFSE Signed
3/8/2024
06/2607/17/24

Tentatively Agreed To:

For the Union:

DocuSigned by:
Becky Stephens
530E07D4212E4C6...
Date: 7/18/2024

For the Employer:

DocuSigned by:
Laura Hartless
1CB62316D8AE4A0...
Date: 7/18/2024

MOU: MARKET-BASED INCREASES

During negotiations for the 2025-27 successor agreement, the parties reached agreement on the following market-based increases effective July 1, 2025:

Job Code	Job Profile	Table	Range	New Table	New Range
22693	Dietary Unit Aide (NE H NI WFSE Campuswide)	B0	005	B0	008
22749	Dietary Unit Aide (NE H NI WFSE HMC)	B0	005	B0	008
18570	Dietary Unit Aide (NE S WFSE Campuswide)	B0	005	B0	008
18680	Dietary Unit Aide (NE S WFSE HMC)	B0	005	B0	008
22748	Dietary Unit Clerk (NE H NI WFSE HMC)	B0	007	B0	010
18678	Dietary Unit Clerk (NE S WFSE HMC)	B0	007	B0	010
22881	Dietetic Technician (NE H NI WFSE Campuswide)	B0	029	B0	032
18569	Dietetic Technician (NE S WFSE Campuswide)	B0	029	B0	032
22686	Stockroom Attendant 1 (NE H NI WFSE Campuswide)	BI	033	BI	035
22744	Stockroom Attendant 1 (NE H NI WFSE HMC)	BI	033	BI	035
18561	Stockroom Attendant 1 (NE S WFSE Campuswide)	BI	033	BI	035
18673	Stockroom Attendant 1 (NE S WFSE HMC)	BI	033	BI	035
22687	Stockroom Attendant 2 (NE H NI WFSE Campuswide)	BI	035	BI	037
22745	Stockroom Attendant 2 (NE H NI WFSE HMC)	BI	035	BI	037
18562	Stockroom Attendant 2 (NE S WFSE Campuswide)	BI	035	BI	037
18674	Stockroom Attendant 2 (NE S WFSE HMC)	BI	035	BI	037
22915	Stockroom Attendant Lead (NE H NI WFSE Campuswide)	BI	038	BI	040
22746	Stockroom Attendant Lead (NE H NI WFSE HMC)	BI	038	BI	040
18590	Stockroom Attendant Lead (NE S WFSE Campuswide)	BI	038	BI	040
18675	Stockroom Attendant Lead (NE S WFSE HMC)	BI	038	BI	040
22916	Unit Supply Technician 1 (NE H NI WFSE Campuswide)	BI	036	BI	038
22702	Unit Supply Technician 1 (NE H NI WFSE HMC)	BI	036	BI	038
18584	Unit Supply Technician 1 (NE S WFSE Campuswide)	BI	036	BI	038
18621	Unit Supply Technician 1 (NE S WFSE HMC)	BI	036	BI	038
22917	Unit Supply Technician 2 (NE H NI WFSE Campuswide)	BI	038	BI	040
22703	Unit Supply Technician 2 (NE H NI WFSE HMC)	BI	038	BI	040
18585	Unit Supply Technician 2 (NE S WFSE Campuswide)	BI	038	BI	040
18622	Unit Supply Technician 2 (NE S WFSE HMC)	BI	038	BI	040
22918	Unit Supply Technician Lead (NE H NI WFSE Campuswide)	BI	040	BI	042
22704	Unit Supply Technician Lead (NE H NI WFSE HMC)	BI	040	BI	042
18586	Unit Supply Technician Lead (NE S WFSE Campuswide)	BI	040	BI	042
18623	Unit Supply Technician Lead (NE S WFSE HMC)	BI	040	BI	042

Employees will be placed on the new range at their current step. Progression Start Dates (PSDs) are not impacted.

Tentatively Agreed To:

For the Union:

For the Employer:

Signed by:
Thomas Wray
4C1DA2C371AA409...
Date 9/10/2024

DocuSigned by:
Kristi Aravena
255BCC783CD346E...
Date 9/10/2024

Signed by:
Brian Edwards
9B20F55281DC43A...
Date 9/10/2024

DocuSigned by:
Paula Lukaszek
4E12A96D3AE54A9...
Date 9/10/2024

MOU – NON-HEALTHCARE ACROSS THE BOARD INCREASES ME TOO

During negotiations for the 2025-2027 successor agreement, the parties reached agreement on the following regarding a “me too” for non-healthcare across the board increases:

- A. Effective July 1, 2025, if the University agrees to a more favorable across the board increase for the SEIU 925 B4 pay table, the University will provide the same across the board increase to the WFSE BI table.
- B. Effective July 1, 2026, if the University agrees to a more favorable across the board increase for the SEIU 925 B4 pay table, the University will provide the same across the board increase to the WFSE BI table.
- C. This MOU expires June 30, 2027.

Tentatively Agreed To:

<p>For the Union:</p> <p>Date <u>9/19/2024</u> Signed by: <u>Thomas Wray</u> <small>4C1DA2C371AA409...</small></p> <p>Date <u>9/19/2024</u> Signed by: <u>Brian Edwards</u> <small>9B20F55281DC43A...</small></p> <p>Date <u>9/19/2024</u> DocuSigned by: <u>Paula Lukaszek</u> <small>4E12A96D3AE54A9...</small></p>	<p>For the Employer:</p> <p>Date <u>9/19/2024</u> DocuSigned by: <u>Kristi Aravena</u> <small>255BCC783CD346E...</small></p>
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1 **MEMORANDUM OF UNDERSTANDING**
 2 **BETWEEN**
 3 **THE UNIVERSITY OF WASHINGTON (UNIVERSITY)**
 4 **AND**
 5 **THE WASHINGTON FEDERATION OF STATE EMPLOYEES (UNION)**

6 **MOU: PAINTER RECRUITMENT AND**
 7 **RETENTION INCREASES**
 8

9 During negotiations for the 2025-27 successor agreement, the parties reached agreement on
 10 the following recruitment and retention increases effective July 1, 2025.
 11

JC	Job Profile	Current Table	Current Range	New Table	New Range
22847	Painter (NE H NI WFSE Trades)	BL	052	BL	056
18855	Painter (NE S WFSE Trades)	BL	052	BL	056
22848	Painter Lead (NE H NI WFSE Trades)	BL	055	BL	059
18856	Painter Lead (NE S WFSE Trades)	BL	055	BL	059
22860	Sign Painter (NE H NI WFSE Trades)	BL	052	BL	056
18868	Sign Painter (NE S WFSE Trades)	BL	052	BL	056
22861	Sign Painter Lead (NE H NI WFSE Trades)	BL	055	BL	059
18869	Sign Painter Lead (NE S WFSE Trades)	BL	055	BL	059

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 13
 14 Employees will be placed on the new range at their same step as of the effective date.
 15 Progression Start Dates (PSDs) are not impacted.

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 17 This MOU will expire upon implementation.
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Tentatively Agreed To:

<p>For the Union:</p> <p>_____</p> <p>Date 9/19/2024</p> <p>Signed by: <i>Thomas Wray</i> 4C1DA2C371AA409...</p>	<p>For the Employer:</p> <p>_____</p> <p>Date 9/19/2024</p> <p>DocuSigned by: <i>Kristi Aravena</i> 255BCC783CD346E...</p>
<p>_____</p> <p>Date 9/19/2024</p> <p>Signed by: <i>Brian Edwards</i> 9B20F55281DC43A...</p>	
<p>_____</p> <p>Date 9/19/2024</p> <p>DocuSigned by: <i>Paula Lukaszek</i> 4E12A96D3AE54A9...</p>	

**MEMORANDUM OF UNDERSTANDING
 BETWEEN
 THE UNIVERSITY OF WASHINGTON (UNIVERSITY)
 AND
 THE WASHINGTON FEDERATION OF STATE EMPLOYEES (UNION)**

**MOU: POWER PLANT RECRUITMENT AND
 RETENTION INCREASES**

During negotiations for the 2025-27 successor agreement, the parties reached agreement on the following recruitment and retention increases effective July 1, 2025.

Job Code	Job Profile	Table	Range	New Table	New Range
22889	Power Plant Electrician High Voltage (NE H NI WFSE Trades)	BL	081	BL	087
18808	Power Plant Electrician High Voltage (NE S WFSE TRADES)	BL	081	BL	087
22890	Power Plant Electrician LD-High Voltage (NE H NI WFSE Trades)	BL	084	BL	090
18809	Power Plant Electrician LD-High Voltage (NE S WFSE TRADES)	BL	084	BL	090
22868	Power Plant Master Mechanic (NE H NI WFSE Trades)	BL	067	BL	075
18880	Power Plant Master Mechanic (NE S WFSE Trades)	BL	067	BL	075
22867	Power Plant Mechanic (NE H NI WFSE Trades)	BL	066	BL	074
18879	Power Plant Mechanic (NE S WFSE Trades)	BL	066	BL	074
22869	Power Plant Mechanic Lead (NE H NI WFSE Trades)	BL	069	BL	077
18881	Power Plant Mechanic Lead (NE S WFSE Trades)	BL	069	BL	077
22864	Power Plant Operating Engineer 1 (NE H NI WFSE Trades)	BL	061	BL	069
18876	Power Plant Operating Engineer 1 (NE S WFSE Trades)	BL	061	BL	069
22865	Power Plant Operating Engineer 2 (NE H NI WFSE Trades)	BL	065	BL	073
18877	Power Plant Operating Engineer 2 (NE S WFSE Trades)	BL	065	BL	073
22866	Power Plant Operating Engineer Lead (NE H NI WFSE Trades)	BL	069	BL	077
18878	Power Plant Operating Engineer Lead (NE S WFSE Trades)	BL	069	BL	077

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

This MOU will expire upon implementation.

Tentatively Agreed To:

<p>For the Union:</p> <p>_____</p> <p>Date 9/19/2024</p> <p>Signed by: <i>Thomas Wray</i> 4C1DA2C371AA409...</p>	<p>For the Employer:</p> <p>_____</p> <p>Date 9/19/2024</p> <p>DocuSigned by: <i>Kristi Aravena</i> 255BCC783CD346E...</p>
<p>_____</p> <p>Date 9/19/2024</p> <p>Signed by: <i>Brian Edwards</i> 9B20F55281DC43A...</p>	
<p>_____</p> <p>Date 9/19/2024</p> <p>DocuSigned by: <i>Paula Lukaszek</i> 4E12A96D3AE54A9...</p>	

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2

1 MEMORANDUM OF UNDERSTANDING
2 BETWEEN
3 THE UNIVERSITY OF WASHINGTON (UNIVERSITY)
4 AND
5 THE WASHINGTON FEDERATION OF STATE EMPLOYEES (UNION)

6 **MOU: SURGICAL TECHNOLOGIST RECRUITMENT AND**
7 **RETENTION INCREASES**
8

9 During negotiations for the 2025-27 successor agreement, the parties reached agreement on
10 the following recruitment and retention increases effective July 1, 2025.
11

JC	Job Profile	Current Table	Current Range	New Table	New Range
18716	Surgical Technologist (NE S WFSE HMC)	BABB	061	BABBBV	6670
22780	Surgical Technologist (NE H NI WFSE HMC)	BABB	061	BABBBV	6670
18734	Surgical Technologist Lead (NE S WFSE HMC)	BABB	068	BABBBV	7377
23540	Surgical Technologist Lead (NE H NI WFSE HMC)	BABB	068	BABBBV	7377

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14 Employees will be placed on the new range at their ~~same~~ step that provides 5% increase as of
15 the effective date. Progression Start Dates (PSDs) are not impacted.
16

17 This MOU will expire upon implementation.
18

Tentatively Agreed To:

<p>For the Union:</p> <p>Date 9/19/2024</p> <p>Signed by: <i>Thomas Wray</i> 4C1DA2C371AA409...</p> <p>Date 9/19/2024</p> <p>Signed by: <i>Brian Edwards</i> 9B20F55281DC43A...</p> <p>Date 9/19/2024</p> <p>DocuSigned by: <i>Paula Lukaszek</i> 4E12A96D3AE54A9...</p>	<p>For the Employer:</p> <p>Date 9/19/2024</p> <p>DocuSigned by: <i>Kristi Dravena</i> 255BCC783CD346E...</p>
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**MEMORANDUM OF UNDERSTANDING
 BETWEEN
 THE UNIVERSITY OF WASHINGTON (UNIVERSITY)
 AND
 THE WASHINGTON FEDERATION OF STATE EMPLOYEES (UNION)**

MOU: PAY TABLE BABB

During negotiations for the 2025-27 successor agreement, the parties reached agreement on the following pay table change effective August 16, 2025.

JC	Job Profile	Current Table	Current Range	New Table	New Range
22776	Anesthesiology Technician 1 (NE H NI WFSE HMC)	BABB	017	BV	21
18711	Anesthesiology Technician 1 (NE S WFSE HMC)	BABB	017	BV	21
22767	Respiratory Care Assistant (NE H NI WFSE HMC)	BABB	035	BV	39
18702	Respiratory Care Assistant (NE S WFSE HMC)	BABB	035	BV	39
22762	Social Work Assistant 1 (NE H NI WFSE HMC)	BABB	051	BV	55
18693	Social Work Assistant 1 (NE S WFSE HMC)	BABB	051	BV	55
22780	Surgical Technologist (NE H NI WFSE HMC)	BABB	061	BV	65
18716	Surgical Technologist (NE S WFSE HMC)	BABB	061	BV	65
23540	Surgical Technologist Lead (NE H NI WFSE HMC)	BABB	068	BV	72
18734	Surgical Technologist Lead (NE S WFSE HMC)	BABB	068	BV	72

The Employer plans to inactivate pay table BABB which is underutilized with only 5 job titles associated with it. The proposed table/range has the equivalent top step as the current table/range.

Employees will be placed on the new table and range at the step that is closest but not less than their current rate. Progression Start Dates (PSDs) are not impacted.

This MOU will expire upon implementation.

Tentatively Agreed To:

<p>For the Union:</p> <p>_____</p> <p>Date 9/19/2024</p> <p>Signed by: <i>Thomas Wray</i> 4C1DA2C371AA409...</p>	<p>For the Employer:</p> <p>_____</p> <p>Date 9/19/2024</p> <p>DocuSigned by: <i>Kristi Aravena</i> 255BCC783CD346E...</p>
<p>_____</p> <p>Date 9/19/2024</p> <p>Signed by: <i>Brian Edwards</i> 9B20F55281DC43A...</p>	
<p>_____</p> <p>Date 9/19/2024</p> <p>DocuSigned by: <i>Paula Lukaszek</i> 4E12A96D3AE54A9...</p>	

**MEMORANDUM OF UNDERSTANDING
 BETWEEN
 THE UNIVERSITY OF WASHINGTON (UNIVERSITY)
 AND
 THE WASHINGTON FEDERATION OF STATE EMPLOYEES (UNION)**

**MOU: TRUCK DRIVER RECRUITMENT AND
 RETENTION INCREASES**

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During negotiations for the 2025-27 successor agreement, the parties reached agreement on the following recruitment and retention increases effective July 1, 2025.

JC	Job Profile	Current Table	Current Range	New Table	New Range
22681	Driver-Warehouse Worker (NE H NI WFSE Campuswide)	BI	039	BI	043
18555	Driver-Warehouse Worker (NE S WFSE Campuswide)	BI	039	BI	043
22679	Truck Driver 1 (NE H NI WFSE Campuswide)	BI	039	BI	043
22741	Truck Driver 1 (NE H NI WFSE HMC)	BI	039	BI	043
18553	Truck Driver 1 (NE S WFSE Campuswide)	BI	039	BI	043
18670	Truck Driver 1 (NE S WFSE HMC)	BI	039	BI	043
22680	Truck Driver 2 (NE H NI WFSE Campuswide)	BI	044	BI	048
22742	Truck Driver 2 (NE H NI WFSE HMC)	BI	044	BI	048
18554	Truck Driver 2 (NE S WFSE Campuswide)	BI	044	BI	048
18671	Truck Driver 2 (NE S WFSE HMC)	BI	044	BI	048
22678	Truck Driver Lead (NE H NI WFSE Campuswide)	BI	047	BI	051
22738	Truck Driver Lead (NE H NI WFSE HMC)	BI	047	BI	051
18552	Truck Driver Lead (NE S WFSE Campuswide)	BI	047	BI	051
18667	Truck Driver Lead (NE S WFSE HMC)	BI	047	BI	051
22682	Waste Collector (NE H NI WFSE Campuswide)	BI	045	BI	049
18556	Waste Collector (NE S WFSE Campuswide)	BI	045	BI	049

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

This MOU will expire upon implementation.

Tentatively Agreed To:

<p>For the Union:</p> <p>_____ Date 9/19/2024</p> <p>Signed by: <i>Thomas Wray</i> 4C1DA2C371AA409...</p>	<p>For the Employer:</p> <p>_____ Date 9/19/2024</p> <p>DocuSigned by: <i>Kristi Aravena</i> 255BCC783CD346E...</p>
<p>_____ Date 9/19/2024</p> <p>Signed by: <i>Brian Edwards</i> 9B20F55281DC43A...</p>	
<p>_____ Date 9/19/2024</p> <p>DocuSigned by: <i>Paula Lukaszek</i> 4E12A96D3AE54A9...</p>	

1

SIDE LETTER A – CITY OF SEATTLE MINIMUM WAGE

2

July 1, ~~2023~~2025

3

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.

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This side letter expires on June 30, ~~2025~~2027.

Tentatively Agreed To:

<p>For the Union:</p> <p>Signed by: <u>Thomas Wray</u> 4C1DA2C371AA409...</p> <p>Date <u>8/23/2024</u></p> <p>Signed by: <u>Brian Edwards</u> 9B20F55281DC43A...</p> <p>Date <u>8/24/2024</u></p> <p>DocuSigned by: <u>Paula Lukaszek</u> 4E12A96D3AE54A9...</p> <p>Date <u>8/25/2024</u></p>	<p>For the Employer:</p> <p>DocuSigned by: <u>Kristi Aravena</u> 255BCC783CD346E...</p> <p>Date <u>8/23/2024</u></p>
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11

SIDE LETTER B – PUBLIC TRANSPORTATION DELAYS

1

2 July 1, 202~~3~~⁵

3 Employees who arrive late to work due to rarely occurring unforeseen or unavoidable
4 delays in public-any type of transportation (for example- an accident or a bus-vehicle or
5 public transportation breakdown) will not be subject to corrective action. The Employer
6 may require employees to provide proof or documentation of the unforeseen or
7 unavoidable incident. Employees may use accumulated compensatory time, vacation
8 leave, or leave without pay. Compensatory time must be used before vacation leave. If
9 the employee has exhausted both compensatory time and vacation leave, leave without
10 pay will be used.

11 The Employer may adjust the employees schedule to make up for the missed time. No
12 overtime will be accrued for the adjustment of the employee’s schedule unless the
13 employee ends up working more than the total number of hours the employee was
14 originally scheduled to work.

15 This side letter will expire on June 30, 202~~7~~⁵.

Tentatively Agreed To:

For the Union:

For the Employer:

Signed by:
Thomas Wray
Date 9/10/2024
4C1DA2C371AA409...

DocuSigned by:
Kristi Aravena
Date 9/10/2024
255BCC783CD346E...

Signed by:
Brian Edwards
Date 9/10/2024
9B20F55281DC43A...

DocuSigned by:
Paula Lukaszek
Date 9/10/2024
4E12A96D3AE54A9...

SIDE LETTER C – TRACKING DISCRIMINATION AND BIAS

July 1, ~~2023~~2025

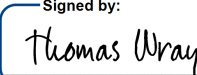
During negotiations for the ~~2023-2025~~2025-2027 successor agreement, recognizing the University’s long stated goals of diversity and inclusion, the parties agree to the following:

- A. Annually the Employer will email all bargaining unit employees information regarding the availability and purpose of the University’s bias incident reporting tool as an avenue to report incidents of suspected bias.
- B. On an annual basis, the following groups will prepare an assessment report which will at a minimum include information quantifying reports of discrimination, harassment, and retaliation. An electronic copy of each report will be made available to the Union.
 - 1. Civil Rights Investigation Office
 - 2. Safe Campus
 - 3. UW Human Resources Campus Operations Investigations
 - 4. UW Medical Centers Human Resources Operations Investigations
- C. This side letter will expire on June 30, ~~2025~~2027.

Tentatively Agreed To:

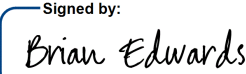
For the Union:

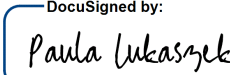
For the Employer:

Signed by:

 Date 8/23/2024
4C1DA2C371AA409...

DocuSigned by:

 Date 8/23/2024
255BCC783CD346E...

Signed by:

 Date 8/24/2024
9B20F55281DC43A...

DocuSigned by:

 Date 8/25/2024
4E12A96D3AE54A9...

SIDE LETTER D – UW SEATTLE CAMPUS BUILDING SERVICES ALTERNATIVE WORK SCHEDULES

~~July 1, 2021~~

~~In accordance with Article 9.4 Work Schedules, Section 9.4(a)(2) Alternative Work Schedules, and Section 9.4(d), upon request from the Union, the parties will schedule a meeting to discuss the possible implementation of an alternative schedule pilot for building services. In addition to potential alternative schedules, the discussion may include, but not be limited to, the following: crews and classifications, workload, team cleaning, open run assignments, zone assignments, work locations, shift start and end times, and holiday coverage. If the issue is unresolved after one meeting, either party may request an additional meeting in accordance with Article 43.12 Joint Union/Management Committees, Ad hoc.~~

~~This side letter expires on June 30, 2023.~~

Tentatively Agreed To:

<p>For the Union:</p> <p>DocuSigned by: <i>Thomas Wray</i> 4C1DA2C371AA409...</p> <p>Date 8/2/2024</p> <p>DocuSigned by: <i>Brian Edwards</i> 9B20F55281DC43A...</p> <p>Date 8/1/2024</p> <p>DocuSigned by: <i>Paula Lukaszek</i> 4E12A96D3AE54A9...</p> <p>Date 8/1/2024</p>	<p>For the Employer:</p> <p>DocuSigned by: <i>Laura Hartless</i> TCB62316D8AE4A0...</p> <p>Date 8/1/2024</p>
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1 **SIDE LETTER E – HMC HOSPITAL SECURITY OFFICERS COMPENSATORY TIME**

2 From January 1, 202~~5~~³ to June 30, 202~~7~~⁵, the Employer will allow HMC Hospital
3 Security Officers to accrue compensatory time. Employees will not be allowed to have
4 more than forty (40) hours of accrued compensatory time at any time. Accrued
5 compensatory time off will be requested and approved in accordance with the
6 department’s vacation time off policies/procedures, and the Article 18 Sick Time Off.
7 Compensatory time balances will be cashed out in accordance with Article 10.3 (b).

8 This side letter will expire on June 30, 202~~7~~⁵.

Tentatively Agreed To:

<p>For the Union:</p> <p>_____</p> <p>Date 9/19/2024</p> <p>Signed by: <i>Thomas Wray</i> 4C1DA2C371AA409...</p>	<p>For the Employer:</p> <p>_____</p> <p>Date 9/19/2024</p> <p>DocuSigned by: <i>Kristi Aravena</i> 255BCC783CD346E...</p>
<p>_____</p> <p>Date 9/19/2024</p> <p>Signed by: <i>Brian Edwards</i> 9B20F55281DC43A...</p>	
<p>_____</p> <p>Date 9/19/2024</p> <p>DocuSigned by: <i>Paula Lukaszek</i> 4E12A96D3AE54A9...</p>	

1 **SIDE LETTER G – ACTUAL TIME REPORTING**

2 July 1, 2025

3 The Employer may begin migrating to an actual time reporting system. The parties share a
4 mutual interest in allowing for ongoing discussions and negotiation if issues or impacts
5 arise. The Employer will provide the Union with at least six (6) months of notice prior to
6 implementation to provide additional time for employees, managers, and the Union to
7 determine, evaluate, **meet**, and bargain the impacts of the change.

8 **The Union may have up to six (6) members to serve as representatives during the actual**
9 **time reporting bargaining process, not including the two (2) Local Presidents.**

Tentatively Agreed To:

For the Union:

For the Employer:

Signed by:
Thomas Wray
Date 9/9/2024
4C1DA2C371AA409...

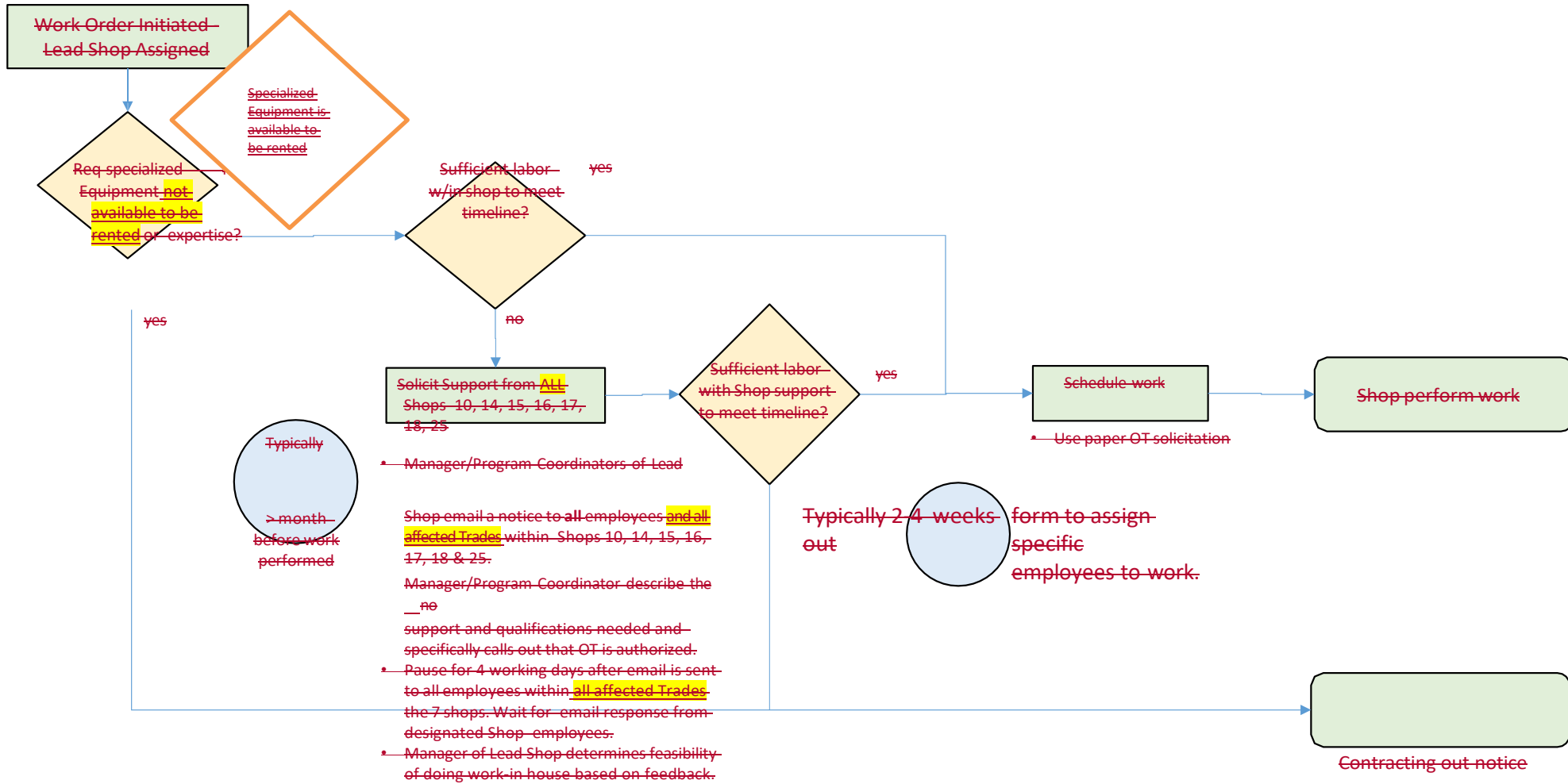
DocuSigned by:
Kristi Aravena
Date 9/6/2024
255BCC783CD346E...

Signed by:
Brian Edwards
Date 9/9/2024
9B20F55281DC43A...

DocuSigned by:
Paula Lukaszek
Date 9/9/2024
4E12A96D3AE54A9...

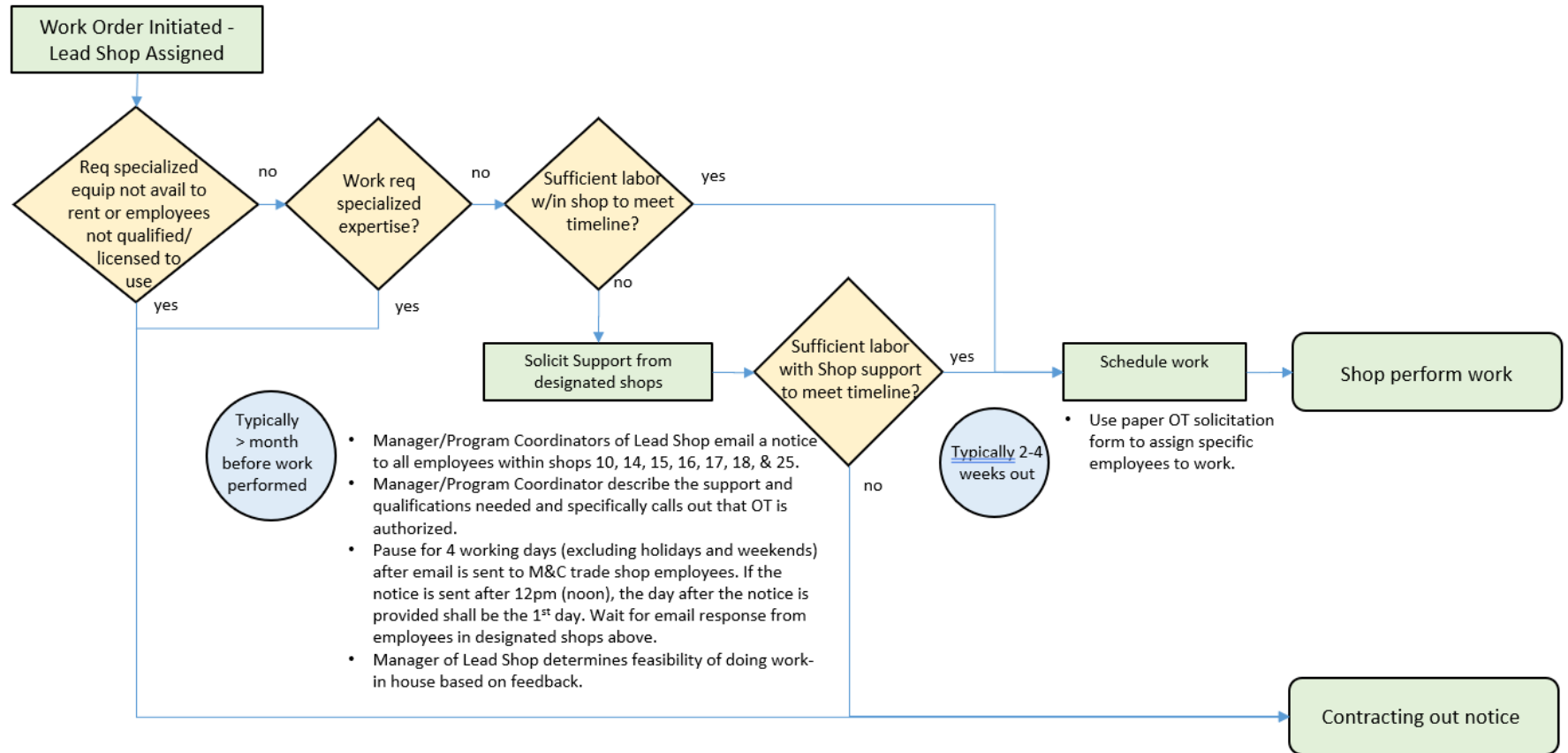
ATTACHMENT B

1
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Attachment B

UW Facilities
 Maintenance & Construction Overtime Flowchart



Updated: September 2024

Tentatively Agreed To:

For the Union:

For the Employer:

Date 9/19/2024

Signed by:
Thomas Wray
4C1DA2C371AA409...

Date 9/19/2024

DocuSigned by:
Kristi Aravena
255BCC783CD346E...

Date 9/19/2024

Signed by:
Brian Edwards
9B20F55281DC43A...

Date 9/19/2024

DocuSigned by:
Paula Lukaszek
4E12A96D3AE54A9...