

SUMMARY OF CIR NW – UW 2026-2028 COLLECTIVE BARGAINING AGREEMENT

CONTRACT PROVISION	SUMMARY OF CHANGES
Article 1: Definitions	Update: The parties agreed that that programs may choose to use the term Lead or Executive Resident rather than Chief Resident. Employees who are designated as Lead or Executive Residents will be entitled to the same compensation and benefits as Chief Resident.
Article 2: Committee Memberships and Hospital Committee	No Change: The parties agreed to maintain existing contract language.
Article 3: Childcare	Update: The parties agreed that upon ratification, the childcare fund will increase to \$95,000. On July 1, 2027, the Employer will increase the childcare fund to \$100,000 per year. The University will be responsible for distributing these funds annually. Additionally, it was agreed that lactation accommodation is an appropriate agenda item for Joint Labor Management Committee meetings.
Article 4: Disciplinary Action and Just Cause	Update: The parties agreed that that programs will notify employees in writing of any remediation action listed in the UW GME Remediation Policy and Grievance Procedure. The written notice will include the remediation status, the reasons for the status, the expectations that must be met to remediate the status, and the prescribed time frame to remediate. It was also agreed that residents will have access to their individual personnel files.
Article 5: Dues Deduction and RFPU Membership	Update: The parties agreed that the Employer would allow voluntary payroll deduction to COPE, the Union's political action fund. The parties agreed to new language which states that if a new Resident does not attend the GME orientation, the Union may request access to the employee during the employee's regular work hours to present information about the Union within ninety (90) days of the employee's start date. The Employer will provide the Union this access at the employee's regular worksite or virtually, and will be for no less than thirty (30) minutes. Additionally, upon written request by Union staff, any program may accommodate a twenty (20) minute union presentation during a program orientation (at the employee's regular worksite or virtually) within 60 days of the start of the academic year.
Article 6: Fringe Benefits	Update: On the first day of the month following ratification, meals will be reimbursed at \$14 per meal, which is an increase from current contract language that says \$12 per meal.
Article 7: Grievance Procedure	Update: The parties agreed to remove the committee process from the Step 3 grievance procedure. Now both parties must mutually agree to the new Step 3 process, which is mediation with PERC. The parties agree that if Step 3 was skipped, the Union would have thirty (30) days to move the grievance to Step 4, arbitration. Finally, the parties agreed that, in cases where a grievance is moved to arbitration and Step 3 was skipped, either party may request a pre-arbitration settlement conference. These conferences would not delay the arbitration process.
Article 8: Health and Safety	No Change: The parties agreed to maintain existing contract language.

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Article 9: Joint Labor Management Committee	Update: The parties agreed to rename this article and Committee to “Joint Labor Management” Committee, previously the “Housestaff Advisory Committee.” The parties agreed that the Committee would meet six (6) times per year, which is an increase from current contract language which says that the Committee will meet “periodically.” The parties agreed that the meetings would be scheduled at the beginning of the academic year. The Union and Employer also agree that if neither party has suggested agenda items seven (7) days in advance of the meeting, the meeting may be cancelled and that both parties may invite guests, subject matter experts, or additional bargaining unit employees to the meeting.
Article 10: Time Off - Bereavement	Update: The Union and Employer agreed that residents would be granted up to 5 days of paid bereavement time off for the loss of pregnancy or death of a family member. This is an increase from current contract language which grants up to 3 days paid bereavement. The parties also agreed to an expanded definition of family member for the purpose of paid bereavement time off which includes the definition from Article 15 Time Off Sick (cited below). Lastly, the Employer and Union tentatively agreed to new language that bereavement time off requests will not be unreasonably denied. The parties also agreed to a new process in which bereavement time off requests that are denied may be appealed to the GME office. The GME office will make a good faith effort to review appeals within one (1) business day.
Article 11: Washington Paid Family & Medical Leave Program (PFML)	Housekeeping edits only.
Article 12: Time Off - Holidays	No Change: The parties agreed to maintain existing contract language.
Article 13: Leave - Miscellaneous	Update: The parties agreed to housekeeping edits in this article, as well as new language regarding disability accommodations. The UW and the Union tentatively agreed that that a resident may choose to include their Program Director on an accommodation request to the DSO. The parties agreed that, absent exceptional circumstances, the Employer shall make efforts to ensure that residents receive a response acknowledging the request and initiating the interactive process within three (3) business days of requesting accommodation.
Article 14: Leave - Professional	No Change: The parties agreed to maintain existing contract language.
Article 15: Time Off - Sick	<p>Update: The parties agreed that sick time off may be used to cover (3) new types of absence:</p> <ul style="list-style-type: none"> • after the declaration of an emergency by a local or state government or agency, or by the federal government, • for domestic violence, sexual assault, or stalking covered absences, and • to prepare for or participate in any judicial or administrative immigration proceedings involving the employee or employee’s family member. <p>The parties agreed to an expanded definition of family member for the purpose of sick time off which includes: the employee’s spouse or same or opposite sex domestic partner, child, parent, grandparent, grandchild, or sibling. Also, individuals in the following relationships with the employee’s spouse or domestic partner: child, parent, or</p>

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	<p>grandparent. Child also includes a child of a legal guardian or de facto parent, regardless of age or dependency status and those to whom the employee is “<i>in loco parentis</i>” or “de facto” parent as well as a child of a legal guardian or de facto parent. Parent and Parent-in-law also includes de facto parent, foster parent, stepparent, or legal guardian. The definition also includes any individual who regularly resides in the employee’s home or where the relationship creates an expectation that the employee care for the person, and that individual depends on the employee for care. “Family member” does not include an individual who simply resides in the same home with no expectation that the employee cares for the individual.</p> <p>For the purpose of domestic violence, sexual assault, or stalking absences, “family member” also includes a person with whom the employee has a dating relationship as defined in RCW 49.76.020.</p>
Article 16: Time Off – Vacations	Update: There was some language clean-up in this article. The parties agreed that vacation requests will not be unreasonably denied.
Article 17: Management Rights	No Change: The parties agreed to maintain existing contract language.
Article 18: Working Outside of the Training Program	No Change: The parties agreed to maintain existing contract language.
Article 19: No Strikes/No Lockouts	No Change: The parties agreed to maintain existing contract language.
Article 20: Non-Discrimination	Housekeeping edits only.
Article 21: Licensing and Professional Development Funds	<p>Update: The Union and the Employer agreed to change the name of this section to Licensing and Professional Development Funds.</p> <p>The parties agreed that Residents will be 100% reimbursed for required certifications (including TALCS) as well as any exams or certifications that must be retaken. Additionally, Residents whose programs reimburse professional development costs may rollover unused professional development funds to successive training years up to \$2,000.</p> <p>Effective July 1, 2026, reimbursements for professional development funds will increase from \$400/academic year to \$450/academic year and allowances will increase from \$450/academic year to \$500/academic year.</p>
Article 22: Compensation	<p>Update: The Union and the Employer agreed to change the name of this section from Salary/Stipend to Compensation.</p> <p>The parties agreed that effective January 1, 2026:</p> <ul style="list-style-type: none"> • The salary rate will be recalibrated, and the allowance will be increased to \$10,000 during the January 1, 2026, to June 30, 2026, academic year • The R1 monthly salary rate will include a \$1,000 first year allowance.

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	<p>The parties also agreed:</p> <ul style="list-style-type: none"> • The R1 monthly salary rate will include a \$1,000 first year allowance each academic year. • On July 1, 2026, the salary schedule will be increased by 3% and the allowance will be increased to \$11,000. • On July 1, 2027, the salary schedule will be increased by 3% and the allowance will be increased to \$12,000. • On July 1, 2028, the salary schedule will be increased by 3% and the allowance will be increased to \$13,000. • The Chief Resident or Fellow allowance will be \$250 per month and increase to \$275 per month on July 1, 2027.
Article 23: Subordination of Agreement and Authority	No Change: The parties agreed to maintain existing contract language.
Article 24: Transportation	<p>Update: There was some language clean-up in this article. The parties agreed that residents will not be charged for weekend parking at UWMC, HMC, SCH and the VA starting at 4:00PM on Fridays, previously 12AM on Saturdays. The parties also agreed that residents will have access to free indoor bicycle parking at Harborview Medical Center.</p> <p>Additionally, the parties agree that reimbursement for using the Safe Ride Home program will be provided 15 calendar days after an accepted receipt submission and that residents will be provided a written explanation if reimbursement was denied.</p>
Article 25: Union Activities	<p>Update: The parties agreed to add a new citation in Article 25, Section 25.5 Union Business Activities, which states that residents who intend to absent themselves from work for the purpose of attending and participating in Union business functions or programs, such as meetings, conventions, seminars, or other authorized meetings may do so with supervisory approval, which will not be unreasonably denied. The Resident may use time off consistent with their program leave policy and must submit the request in writing.</p>
Article 26: Duration	<p>Update: The parties agreed that the new CBA shall become effective upon ratification or July 1, 2025, whichever is later and remain in force through March 31, 2028.</p> <p>The Union and Employer agreed to begin bargaining the future CBA earlier, now either party may request negotiation of a successor Agreement starting April 1, 2027 and bargaining will begin no later than December 15, 2027. Unless otherwise specified, the parties agree that none of the provisions of the subsequent collective bargaining agreement will be implemented prior to July 1, 2028.</p>
Article 27: Scheduling	<p>Update: The University and Union tentatively agreed to add a variety of new aspects regarding scheduling to this article, generally codifying the current ACGME requirements. The parties also agreed that programs are required to develop policies and procedures regarding clinical coverage system(s) when clinical care needs exceed the resident ability or when a resident may be unable to attend work due to paid time off or a leave of absence. The</p>

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	<p>Program would ensure that the training requirements of all residents are fulfilled, including when accommodating leaves of absence.</p> <p>The parties also agreed to add a new section which states that Program Effects of Leave policies should clearly outline when training extensions are required due to specialty board, ACGME, or program requirements. The parties agree that Programs and Residents are expected to communicate about the potential impacts of leave on the training timeline and extension of training.</p>
NEW MOU: Negotiations for the 2028-2031 Agreement	<p>The parties agreed to a new MOU regarding negotiations for the 2028-2031 Agreement. The Union and Employer agree that there will be two full days of bargaining (9am to 5pm) and all other bargaining will be scheduled from 5pm to 7pm. These sessions will be held over Zoom. The Employer and Union will provide the names of the negotiating team members prior to the first bargaining session, and the Employer will notify programs of the names of the members who need to be released for bargaining. The parties agree that observers from the bargaining unit may participate in non-speaking roles, unless otherwise agreed upon. Observers would be required to display their full names when bargaining is over Zoom, and the Union will correct an observer's name who is not displayed. The parties agreed that each will maintain separate caucus rooms, and will each return to their respective rooms during a caucus. The Union will assist with moving observers to the Union's caucus room. Bargaining sessions will remain closed to the public and press.</p>
Side Letter A: Prayer/Meditation Rooms	<p>The Parties agreed to a new side letter which states that the Employer will maintain a website of available prayer/meditation rooms for all UW Medicine training sites and that the University will encourage non-University training sites to provide designated prayer or meditation space. The University will assist residents in locating an alternative space if applicable, and the Union may provide suggestions or assist in identifying appropriate locations.</p>
Side Letter B: Harborview Medical Center Offsite Parking	<p>This new side letter states that there are no planned changes to the process or assigned parking locations for residents or ACGME fellows at Harborview Medical Center. Should there be changes to Harborview Medical Center parking in the future that impacts residents or ACGME fellows, the Employer will comply with the conditions outlined in Article 24 Transportation.</p>
Side Letter C - Vacation Time Off Evaluation	<p>The parties agreed to a new side letter which states that the Employer will survey all programs for the number of instances and departments where a vacation day did not start at midnight on the first vacation day or equal at least one full calendar day during AY27. At the first available Joint Labor Management Committee meeting following the evaluation period, the employer will provide this data to the Union and it will be an agenda item for the meeting.</p>