

## 1 Article 1: Definitions

2 **Accredited:** Officially recognized and authorized by the ACGME (Accreditation Council  
3 for Graduate Medical Education) or the Commission on Dental Accreditation (CODA).

4 **Chief Resident:** Typically, a position in the final year of the residency or in the year after  
5 the residency is completed (e.g., internal medicine and pediatrics). Programs may  
6 choose to use the term Lead Resident or Executive Resident. Employee's designated  
7 as Lead or Executive Resident will be entitled to the same compensation as Chief  
8 Resident.

9 **Educational/Training Programs:** Curriculum, including didactic and clinical  
10 components, defined by and arranged within a department, sometimes in partnership  
11 with multiple departments, of the University in which Residents participate to further  
12 their Graduate Medical Education.

13 **Fellow:** Generally, a physician in a program of graduate medical education accredited  
14 by the ACGME who has completed the requirements for eligibility for first board  
15 certification in the specialty. The term "subspecialty Residents" is also applied to such  
16 physicians. Other uses of the term "Fellow" require modifiers for precision and clarity,  
17 e.g., research Fellow.

18 **Fellowship:** see "subspecialty program."

19 **Graduate Medical Education:** The period of didactic and clinical education in a  
20 medical specialty which follows the completion of a recognized undergraduate medical  
21 education and which prepares physicians for the independent practice of medicine in  
22 that specialty, also referred to as residency education. The term "graduate medical  
23 education" also applies to the period of didactic and clinical education in a medical  
24 subspecialty which follows the completion of education in a recognized medical  
25 specialty and which prepares physicians for the independent practice of medicine in that  
26 subspecialty.

27 **Graduate-Year Level:** Refers to a Resident's current year of accredited (or non-  
28 accredited) GME training. This designation may or may not correspond to the  
29 Resident's particular year in a program. For example, a Resident in pediatric cardiology  
30 could be in the first program year of the pediatric cardiology program but in their fourth  
31 graduate year of GME (including the 3 prior years of pediatrics.) Also referred to as  
32 "post graduate year" or "PGY." Graduate-Year Level or PGY may vary from Appointment  
33 Level (for the purpose of this contract, appointment level is defined as the level at which  
34 a Resident is paid for a specific period of time).

35 **On-Call:** A period of time, typically outside the formal business hours of the institution,  
36 during which a Resident is available to perform patient visits, respond to patient-care  
37 related matters, or evaluate a change in a patient's clinical situation. This responsibility

1 may be fulfilled by the Resident while they are primarily at home or fulfilled by the  
2 Resident while they are present in the institution.

3 **Program:** A structured educational experience in graduate medical or dental education  
4 designed to conform to the Program Requirements of a particular specialty/subspecialty,  
5 the satisfactory completion of which may result in eligibility for board certification.

6 **Program Director:** The one (1) physician or dentist designated with authority and  
7 accountability for the operation of the residency/fellowship program.

8 **Program Year:** Refers to the current year of education within a specific program; this  
9 designation may or may not correspond to the Resident's graduate year level. See  
10 *Graduate Year Level.*

11 **Residency:** A program accredited to provide a structured educational experience  
12 designed to conform to the Program Requirements of a particular specialty.

13 **Resident:** Any physician or dentist in an accredited graduate medical or dental  
14 education program, including Interns, Residents, and Fellows.

15 **Rotation:** An educational experience of planned activities in selected settings, over a  
16 specific time period, developed to meet goals and objectives of the program.

17 **Specialty Program:** A structured educational experience in a field of medical practice  
18 following completion of medical school and, in some cases, prerequisite basic clinical  
19 education designed to conform to the Program Requirements of a particular specialty;  
20 also known as "core" programs.

21 **Sponsoring Institution:** The organization (or entity) that assumes the ultimate financial  
22 and academic responsibility for a program of GME. The sponsoring institution has the  
23 primary purpose of providing educational programs and/or health care services (e.g., a  
24 university, a medical school, a hospital, a school of public health, a health department, a  
25 public health agency, an organized health care delivery system, a medical examiner's  
26 office, a consortium, an educational foundation).

27 **Subspecialty Program:** A structured educational experience following completion of a  
28 prerequisite specialty program in GME designed to conform to the Program  
29 Requirements of a particular subspecialty.

30 Tentatively Agreed To:

32 For the Union:

33 Signed by:

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36 Date:  
6/5/2025

For the Employer:

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Date:  
6/5/2025

## 1 Article 2: Committee Memberships and Hospital Committee

2 1. The following committees, or their respective substitutes, as long as such committees  
3 exist, shall include at least one (1) Resident designated by the RFPU:

4 **UWMC**

- 5 1. Medical Services Administrative Committee (MSAC)
- 6 2. Quality Oversight Committee
- 7 3. Quality Metrics and Performance (QMAP)
- 8 4. Physician Engagement Team (UW Medicine)
- 9 5. UWMC Board Facilities, Finance and Joint Conference Committee
- 10 6. Inpatient Clinical Performance Council ICPC
- 11 7. Medical Quality Improvement Committee (MQIC)

12 **HMC**

- 13 1. Medical Quality Improvement Committee (MQIC)
- 14 2. Critical Care Council
- 15 3. Trauma Council
- 16 4. Surgical Council
- 17 5. HMC Patient Safety Committee
- 18 6. HMC Quality Improvement Committee
- 19 7. HMC OI Metrics Meeting
- 20 8. Acute Care Council
- 21 9. Infection Prevention and Control Committee

22 **2. GMEC and the GMEC Policy Subcommittee.** The GME Committee (GMEC) and the  
23 GMEC Policy Subcommittee shall each include as members the RFPU president (or  
24 designee) and have a minimum of three (3) peer-selected residents, who are in the  
25 RFPU-NW bargaining unit. Resident members of the Policy Subcommittee do not have  
26 to be members of the GMEC.

27 **3. All Other Committees.** The RFPU reserves the right for final selection and/or  
28 approval for each Resident committee member when said Resident committee member  
29 will, in general, serve as a RFPU representative. At least one (1) RFPU-appointed  
30 representative shall be designated to each other committee listed above.

1   **4. Substitutions.** For all other committees except GMEC, in the event that the RFPU-  
2 appointed representative cannot make a committee meeting, a substitute from the  
3 RFPU Board may be designated by RFPU, provided advance notice is given to the  
4 committee chairperson. Specifically regarding GMEC, the RFPU may appoint one (1)  
5 substitute designee each academic year in order to facilitate RFPU board member  
6 attendance when the RFPU-appointed representative cannot be there. Additionally, if  
7 both the RFPU representative and the substitute cannot attend, another RFPU Board  
8 Member may be allowed to attend. Should this occur, it is the responsibility of the RFPU  
9 appointed representative and/or the designated substitute to make sure the RFPU  
10 Board Member substitute is up to date on any agenda items prior to the meeting.

11   **5. Voting Rights.** It is understood that the voting rights of the Resident committee  
12 members may vary if mutually agreed upon by both the Resident member(s) and the  
13 respective Committee Chair. Resident members appointed to the GME Committee will  
14 each have their own vote.

15   **6.** The RFPU shall furnish the University with the names of the RFPU appointed  
16 Resident member(s) of each of the listed committees at least annually and shall  
17 promptly notify the respective Committee Chair of any changes. At least annually, the  
18 University shall provide an updated list of committees including newly formed  
19 committees and committee substitutes, name changes, or changes in the Committee  
20 Chairs.

21   **7.** In the event that a new committee pertinent to the learning and working environment  
22 for Residents is established, the University and the RFPU, by mutual agreement, may  
23 include an RFPU-endorsed Resident committee member on the new committee.

24   It is understood that when a committee agenda includes a subject concerning the  
25 University's relationship (existing or potential) with any union or involves the  
26 administration of any collective bargaining agreement or wages or benefits for any  
27 employee, whether or not members of this bargaining unit, Residents in attendance may  
28 be excused from that portion of the committee meeting by the Chair of the Committee.

29   The Employer reserves the right to modify, eliminate, or consolidate any of the above  
30 Employer established committees.

31   **8.** RFPU and the University agree that Resident representation on University  
32 committees is beneficial to all parties. As such, when in compliance with a program's  
33 leave policy, all RFPU and peer-appointed Resident/Fellow committee members shall  
34 be granted an excused absence(s) from regular clinical or scholarly duties to attend  
35 their respective committee meeting.

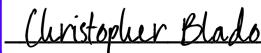
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1 Tentatively Agreed To:

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7 Date:

8 5/6/2025

For the Employer:

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## 1 Article 3: Childcare

- 2 **1. Purpose.** The University and the Residents are committed to working together to  
3 address the challenges of obtaining affordable, flexible, and reliable childcare for  
4 Residents with children given the high cost of quality childcare and the  
5 demanding, and often unpredictable, nature of residency work hours.
- 6 **2. UW Children's Centers.** University of Washington Childcare Centers (UWCC)  
7 serve faculty, staff, and students by providing year-round, on-site, infant, toddler,  
8 and preschool childcare. Childcare center enrollment eligibility and priority is  
9 outlined in Administrative Policy Statement 51.1. Residents can download the  
10 wait pool application to add their names to the UWCC wait pool, which covers all  
11 four Seattle campus centers, at <https://hr.uw.edu/worklife/child-care-and-caregiving/benefits/full-time-center-based-benefits-birth-to-6-years/seattle-campus/>, download the wait pool application for the UW Children's Center at  
12 UWMC-Northwest at <https://hr.uw.edu/worklife/child-care-and-caregiving/benefits/full-time-center-based-benefits-birth-to-6-years/uw-medicine-northwest-campus/> and/or apply for the UW Children's Center at Harborview,  
13 <https://hr.uw.edu/worklife/child-care-and-caregiving/benefits/full-time-center-based-benefits-birth-to-6-years/harborview-medical-center-campus/>
- 14 **3. Childcare Fund.** ~~Access to the highly desirable, affordable UW Children's~~  
15 ~~Centers is limited. To reduce the higher financial burden of seeking childcare~~  
16 ~~outside of the University Centers,~~ UW will create a fund to assist in childcare  
17 expenses, making available seventy-five thousand dollars (\$75,000) per year to a  
18 Resident Childcare Fund, hereafter referred to as the RCF. Upon ratification, the  
19 Employer will increase the childcare fund to ninety-five thousand dollars  
20 (\$95,000) per year. On July 1, 2027, the Employer will increase the childcare  
21 fund to one hundred thousand dollars (\$100,000) per year. The RFPU will be  
22 responsible for determining eligibility criteria for appropriate distribution  
23 based on Resident need. ~~The University will be responsible for distributing~~  
24 ~~these funds no more than twice annually.~~ The eligibility criteria to be utilized by  
25 the RFPU will be provided to the University at the beginning of each year. The  
26 University will be responsible for distributing these funds no more than twice  
27 annually. Residents must be employed during the pay period of disbursement ~~in~~  
28 ~~order to~~ be eligible.
- 29 **4. Offsite Childcare.** Residents will receive priority access to Bright Horizon and  
30 KinderCare childcare centers as detailed at <https://hr.uw.edu/worklife/child-care-and-caregiving/benefits/backup-care/>, and the enrollment fee will be partially  
31 waived.
- 32 **5. Back-up and Sick Child Care.** If the University of Washington has an active  
33 contract for Back-up/Sick Child Care Services, Residents shall be able to fully

1           participate. The University shall underwrite the entire daily fee. Residents shall  
2           pay the current vendor registration fee.

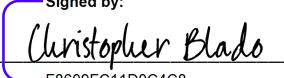
3       6. **Other Childcare.** Residents with dependents are eligible to participate in the  
4           University's sick and back-up childcare programs as detailed at  
5           <https://hr.uw.edu/worklife/child-care-and-caregiving/benefits/backup-care/>, as well  
6           as other programs detailed at <https://hr.uw.edu/worklife/child-care-and-caregiving/> and childcare discounts advertised through The Whole U-program.

7       7. At the request of either party, the RFPU and the University will continue to meet  
8           and discuss childcare-related improvements for Residents with children or those  
9           who plan to have children.

10      8. **Lactation Accommodation.** In accordance with ACGME requirements,  
11           prevailing law, and APS 46.7 (as applicable), training sites must ensure a healthy  
12           and safe clinical and educational environment for clean and private facilities for  
13           lactation with proximity appropriate for safe patient care, and clean and safe  
14           refrigeration resources for the storage of breast milk. Residents will be permitted  
15           to pump breast milk in locations other than pumping rooms provided privacy and  
16           safety can be accommodated. The University will allow adequate time for a  
17           Resident's milk expression as determined by each resident's individual medical  
18           needs or preferences. Each program, in collaboration with training sites, must  
19           create and share a procedure to adjust breastfeeding-mothers' schedules to  
20           protect adequate time for regular milk expression/pumping during the workday.  
21           Residents should inform their colleagues before stepping away for a lactation  
22           session. Programs will work with residents to ensure educational requirements  
23           and pumping preferences are met. Reasonable accommodations may be  
24           requested to support milk expression. The parties agree that lactation  
25           accommodation is an appropriate agenda item for Joint Labor Management  
26           Committee meetings.

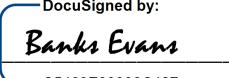
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34           For the Employer:

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## Article 4: Disciplinary Action and Just Cause

Residents may only be subject to discipline for just cause.

1. Investigation: The Employer will make clear when an investigative interview is being conducted or discipline is being initiated and will inform the employee about their right to representation under this agreement.

~~Remediation actions indicated as "reportable" in the UW GME Remediation Policy and Grievance Procedure are considered discipline. In accordance with Article 7 Grievance Procedure, Section 2 Definition, the provisions for grievance or appeal for remediation actions are covered under the UW GME Remediation Policy and Grievance Procedure.~~

1.2. The Program will notify employees in writing of any remediation action listed in the UW GME Remediation Policy and Grievance Procedure. The written notice must 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.

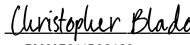
3. Focus of Concern: A focus of concern is not considered a disciplinary action and is therefore not grievable under Article 7 Grievance Procedure. A focus of concern letter should include recommended actions that the resident should follow to resolve the issue(s) described with a clear timeline. Typically, the focus of concern remediation period will be three (3) months. After successful completion of remediation, a Resident may request to have the focus of concern removed from their program file. If remediation has successfully been completed, the program director will remove the focus of concern letter. The program director will confirm with the resident that the letter has been removed or will explain why it will not be removed.

2.4. Residents will have access to their individual personnel files pursuant to the terms of the Resident and Fellow Files Policy.

Tentatively Agreed To:

For the Union:

Signed by:

Christopher Blado

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6/5/2025

For the Employer:

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6/5/2025

Date:

## 1 Article 5: Dues Deduction and RFPU Membership

- 2 1. **Notification.** The Employer shall notify employees interviewing for or hired into a  
3 bargaining unit position of the RFPU's Union's status as their exclusive  
4 bargaining representative, both when they interview for a position at UW and  
5 within thirty (30) days of beginning the Residency program. Introductory  
6 documents crafted by the employer regarding the RFPU's Union's existence will  
7 be sent to RFPU the Union annually for comment. In addition, the RFPU Union  
8 may write an introductory document to be available to candidates on the GME  
9 website. This document shall be subject to approval by the Employer. The  
10 Employer will also provide a copy of the aforementioned document to programs  
11 which may include it in initial interview packets.
- 12 2. **Listing of Residents.** The University shall provide the RFPU Union with a bi-  
13 monthly listing of all Residents with union dues deductions, and a bi-monthly  
14 listing of all Residents who terminated their Residency. The University shall  
15 provide this information electronically along with their name, PGY, department  
16 and start date.
- 17 3. **Determination of Membership Dues.** It shall be the sole responsibility of the  
18 RFPU Union to determine the amount of dues necessary for membership in the  
19 UnionRFPU for each academic year and in accordance with the Articles of  
20 Incorporation of the UnionRFPU. The amount of the dues shall be provided by  
21 the Union in writing each year to the University.
- 22 4. **Dues Deduction.** Upon written authorization by an individual employee to the  
23 Union, the Employer shall provide for the semi-monthly payroll deductions of  
24 union dues which are uniformly applied to all members in the bargaining unit of  
25 which the Union is the exclusive bargaining agent to the Union by an individual  
26 Resident to become a dues paying member of the Union and notification to the  
27 Employer by the Union, the University shall provide for payroll deductions of  
28 RFPU dues which are uniformly applied to all RFPU members. The Employer will  
29 honor the terms and conditions of each employee's signed membership card  
30 upon authorization by the Union.
  - 31 A. RFPU shall be the keeper of records regarding each employee's payroll  
32 deduction status.
  - 33 B. The Union shall transmit to the Employer via a web based electronic  
34 reporting system, by the cut-off date for each payroll period, the name and  
35 Employee ID number of employees who have, since the previous payroll  
36 cut-off date, provided authorization for deduction of dues, COPE, or have  
37 validly revoked their authorization for deduction. The Employer will provide  
38 instructions and templates for the web-based electronic reporting system  
39 and provide a calendar of required payroll cut-off dates.

1           C. ~~In the event that the Employer erroneously deducts dues from the~~  
2           ~~paycheck of a nonmember, the employer shall remove the nonmember~~  
3           ~~from dues deduction immediately upon notification from the RFPU.~~

4       5. **Remittance of Dues.** The University shall electronically transmit to the  
5           UnionRFPU within five (5) workdays after each payday all dues deducted for that  
6           pay period in those bargaining units for which the UnionRFPU is the exclusive  
7           bargaining representative.

8       6. **Revocation.** An employee may revoke their authorization for payroll deduction of  
9           Union dues by written notice to the Employer and the Union in accordance with  
10           the terms and conditions of their signed membership card. If an employee  
11           contacts the Employer to revoke their authorization for payroll deduction without  
12           contacting the UnionRFPU, the Employer will direct the employee to contact the  
13           UnionRFPU and will also independently notify the UnionRFPU immediately of the  
14           employee's intentions. Every effort will be made to end the deduction effective on  
15           the first payroll, and not later than the second payroll. This will occur after the  
16           Employer receives confirmation from the Union that the dues revocation terms of  
17           the employee's signed membership card have been met.

18       7. **Indemnification.** If the University is found to be at fault in legal proceedings, the  
19           UnionRFPU shall indemnify and hold the University harmless against any claims,  
20           demands, suits, or any other form of liability that shall arise out of or by reason of  
21           action taken or not taken by the University under this Article. If litigation that  
22           arises out of this article could reasonably render the UnionRFPU financial  
23           insolvent, the UnionRFPU will adhere to the following process: the UnionRFPU  
24           will immediately post a bond or provide some other form of security in order to  
25           ensure sufficient resources to cover the indemnification for a legal action by a  
26           Resident challenging their termination for failure to comply with this Article.

27       8. **Public Records Requests and Privacy.** Labor Relations will notify the Union of  
28           public records requests for information received by the UW Office of Public  
29           Records that directly concern and encompass all UnionRFPU's members.  
30           Notification will be provided in order to allow for a ten (10) day protest period.

31       9. **New Employee Contact Information.** The employer will provide the union with  
32           a list of all known non-state operated emails and phone numbers for all incoming  
33           bargaining unit members by April 15th of each year or as soon as available.

34       10. **GME Orientation.** RFPU-The Union will be allotted sixty (60) minutes at the end  
35           of the annual new resident and fellow orientation to present. Orientation may be  
36           virtual or in-person. For new Residents who do not attend the annual orientation,  
37           the Union may request access to the employee during the employee's regular  
38           work hours to present information about the Union within ninety (90) days of the  
39           employee's start date. The employee will provide the Union this access at the

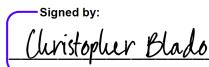
1 employee's regular worksite or virtually, and will be for no less than thirty (30)  
2 minutes.

3 Upon written request by Union staff, any program may accommodate a twenty  
4 (20) minute union presentation during a program orientation (at the employee's  
5 regular worksite or virtually) within 60 days of the start of the academic year.

6

7 Tentatively Agreed To:

8 For the Union:

9 Signed by:  
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11 Christopher Blado  
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## 1 Article 6: Fringe Benefits

- 2 1. **Resident Orientation.** Residents attending mandatory orientation activities prior  
3 to the start of their appointment will be paid according to their appointment level.  
4 The following activities are paid: GME Orientation, program orientation, EHR  
5 training and LMS modules.
- 6 2. **Professional Liability Coverage.** In accordance with the University policy  
7 (Board of Regents Governance Standing Orders Chapter 5: Indemnification of  
8 University Personnel: <https://policy.uw.edu/directory/brg/standing-orders/chapter-5-indemnification-of-university-personnel/>  
9 <https://www.washington.edu/admin/rules/policies/BRG/SOCh5.html>),  
10 and in compliance with ACGME institutional requirements ~~–~~<sup>–</sup>~~P~~rofessional liability  
11 coverage will be provided by the University of Washington at no cost to the  
12 Resident. This insurance will cover the Resident's good faith performance of their  
13 assigned duties in the training program, which may also include program-  
14 approved volunteer activities and off- site/overseas and global health rotations.  
15 The professional liability coverage will not apply to actions, claims or proceedings  
16 arising out of acts taken in bad faith.
- 17 3. **Wellness and Counseling Services.** Counseling, therapy and  
18 referral services for Residents ~~and Fellows~~ dealing with specific concerns such  
19 as stress, anxiety, depression, burnout, relationship issues, grief/loss, and  
20 interpersonal conflicts are available for free, and are kept confidential. Referrals  
21 to behavioral health services when necessary are also provided. Residents will  
22 make every effort to schedule these sessions at times when their absence will  
23 not impact patient care where practicable. In accordance with ACGME common  
24 program requirements, Residents must be given the opportunity to attend  
25 medical, mental health, and dental care appointments, including those scheduled  
26 during their working hours. Residents who need urgent mental health support will  
27 be prioritized for an appointment by the GME wellness service.
- 28 4. **Meals.** Residents on certain shifts or call will receive meals reimbursements as  
29 described in the Meals Policy and RFPA, twelve (12) hour shift = one (1) meal  
30 reimbursement, twenty-four (24) hour shift Weekday = two (2) meal  
31 reimbursements, twenty-four (24) hour shift Weekend or Holiday = three (3) meal  
32 reimbursements, on home-call and returned for patient care = one (1) meal  
33 reimbursement.  
34 At the VA, food will be provided in accordance with the Meals Policy and RFPA.  
35 At SCH, meals reimbursements will be provided according to their meals policy. If  
36 SCH changes its policy, RFPU will have the opportunity for impact bargaining.  
37  
38 On the first day of the month following ratification, at UWMC-Montlake, UWMC-  
39 Northwest, and HMC ~~meals will be reimbursed at twelve dollars (\$12.00) per~~

1           meal. Beginning July 1, 2024, the Employer will increase meal reimbursement to  
2           thirteenfourteen dollars (\$13.0014.00) per meal.

- 3       5. **Pagers and Cell Phones.** Residents who are required to have a pager will be  
4           provided with one (1) pager by their training program, which must be returned to  
5           the program at the completion of training. Replacement costs due to loss are  
6           responsibility of the Resident. If the Employer expands the application of the  
7           current policy or changes the UW Medicine Mobile Device Use and Allowance  
8           Policy to expand eligibility, the RFPU will have the opportunity to bargain.
- 9       6. **Uniforms and Laundry.** Programs that require their Residents wear a physician  
10           lab coat will provide these at the beginning of residency and provide access to  
11           UW Medicine cleaning services at no cost to the resident. Replacement of coats  
12           may be the responsibility of the Resident. Availability of scrubs and laundry  
13           services for uniforms will be provided in accordance with the policies and  
14           practices of the Resident's program and existing hospital assignment.  
15           All residents on inpatient primary services, inpatient consultation services, and  
16           services and clinics in which residents are expected to perform or participate in  
17           procedures [with any risk of exposure to bodily fluids] shall be permitted to wear  
18           scrubs. Residents will have access to the same scrubs provided to other hospital  
19           and clinic employees.
- 20       7. **Relocation.** Programs may approve relocation expense reimbursement  
21           consistent with Administrative Policy Statement 34.2.
- 22       8. **Fitness.** Residents will have the same access to exercise equipment as other  
23           employees at training sites operated by the Employer. Additionally, Residents  
24           will have access to exercise equipment at training sites not operated by the  
25           Employer in accordance with the policies at those training sites.
- 26       9. **Call Rooms.** The Employer shall provide on-call rooms as provided for in  
27           accordance with ACGME requirements. The program, in partnership with its  
28           Sponsoring Institution, must ensure the availability of adequate resources for  
29           resident education. The program, in partnership with its Sponsoring Institution,  
30           must ensure healthy and safe learning and working environments that promote  
31           resident well-being and provide for safe, quiet, clean, and private sleep/rest  
32           facilities available and accessible for residents with proximity appropriate for safe  
33           patient care. If possible, on-call rooms will be equipped with secure storage and  
34           computer equipment. During the life of this contract, GME will conduct a survey  
35           to assess the status of UW Medicine on-call rooms. Management will make  
36           reasonable efforts to address concerns.
- 37       10. **Local Community Relations.** When providing catering for residents that is not  
38           contractually restricted to being sourced from an internal catering service,  
39           programs will make meaningful efforts to purchase from locally owned and

1 BIPOC businesses in accordance with Procurement Services policy, Minority and  
2 Women-Owned Business (MWBE) Opportunities

3

4 Tentatively Agreed To:

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6 For the Union: <sup>Signed by:</sup>

7

8  Christopher Blado

9 F8609FC11D0C4C8...

10 12/1/2025

For the Employer: <sup>DocuSigned by:</sup>

 Banks Evans

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12/1/2025

## 1 Article 7: Grievance Procedure

- 2 1. **Purpose.** The parties recognize that disputes may occasionally arise concerning  
3 the terms and conditions of this Agreement and such disputes shall be resolved  
4 through this grievance procedure.
- 5 2. **Definition.** A grievance is a claim by an employee or group of employees  
6 covered by this Agreement or by the **RFPU-Union** that the University has violated  
7 a specific provision of this Agreement. Matters involving the evaluation of  
8 academic or clinical performance or professional behavior, a non-reappointment  
9 decision, or any other academic matters including but not limited to the failure to  
10 attain the educational objectives or requirements of the training program may not  
11 be pursued as grievances under this Article. Appeals related to these matters are  
12 covered under the UW GME Remediation Policy and Grievance Procedure.
- 13 3. **Contents.** The written grievance shall include the following information. Failure  
14 to include the following information will not delay filing of the grievance or starting  
15 the clock for required response and meetings.
  - 16 A. The date upon which the grievance occurred.
  - 17 B. The specific Article(s) and Section(s) of the Agreement violated.
  - 18 C. Specific remedy requested.
  - 19 D. The grievant(s) name(s).
  - 20 E. Name and signature of Union representative (Staff or Steward).
  - 21 F. The nature of the grievance.
- 22 4. **Scope.** This article does not govern complaints made outside the terms of this  
23 Agreement.
- 24 5. **Consolidation.** Grievances arising out of the same set of facts may be  
25 consolidated by written agreement.
- 26 6. **Grievance Withdrawal.** A grievance may be withdrawn by the Union in writing at  
27 any time.
- 28 7. **Representation.**
  - 29 A. An employee may not file a grievance without the permission of the  
30 **RFPUUnion**. All employees are encouraged to resolve disagreements  
31 within their respective programs. Employees may contact the **UnionRFPU**  
32 at any time to begin the grievance procedure, and the **UnionRFPU** has  
33 sole discretion to determine whether the grievance shall be filed, and the  
34 extent to which the grievance shall be pursued.

1           B. With the permission of the UnionRFPU, an aggrieved party may be  
2           accompanied by another resident, employee, or legal counsel.

3       8. **Time Limits.** Failure to notify, file, or appeal a grievance within the specified time  
4           periods will constitute a waiver of the grievance and the matter will be deemed  
5           resolved. Similarly, failure of the University to respond within the time limits  
6           permits the grievance to automatically proceed to the next step of the grievance  
7           procedure. By mutual written agreement, parties may extend any and all time  
8           limits, and reasonable requests for specific time extensions should be honored.

9       9. **Filing and Processing.** A grievance must be filed within sixty (60) days of the  
10           occurrence giving rise to the grievance, or the date the grievant knew or could  
11           reasonably have known of the occurrence. When possible, the sixty (60) day  
12           periods above should be used to attempt to informally resolve the dispute. The  
13           union steward or staff representative will indicate when a discussion with the  
14           Employer is an attempt to informally resolve a dispute.

15      10. **Retaliation.** Under no circumstances will the University tolerate retaliation  
16           against a Resident for filing or otherwise exercising the rights of this article. Any  
17           Resident who believes that retaliation has occurred against them by any member  
18           of the University should notify the GME Office immediately.

19      11. **Grievance Process.** The following procedure represents the exclusive means  
20           for deciding grievances. Both parties agree to undertake the process in good  
21           faith and to confer with one another throughout the process. A grievance can  
22           start on Step Two if the grievance pertains to a bargaining unit wide issue. The  
23           RFPU can unilaterally decide to skip Step One. In addition, upon mutual  
24           agreement, Step Two or Three may be skipped. No resolution that is inconsistent  
25           with the terms of this Agreement will be permitted.

26      A. **Step One.** A grievance must be filed in writing (or electronically) by the UnionRFPU  
27           on behalf of the aggrieved party or parties to the Program Director, the GME Office, and  
28           the Director of Labor Relations (laborrel@uw.edu). The date of filing is the date the  
29           grievance is received by the Program Director, GME Office, and Labor Relations.

30      The Program Director (and/or Employer's designee) will meet with the grievant and a  
31           representative chosen by the UnionRFPU within thirty (30) calendar days of receiving  
32           the grievance. Both parties will make a good faith effort to schedule the meeting in a  
33           timely fashion. The grievant will have the opportunity to present their case at this  
34           meeting. The Program Director (or Employer's designee) will issue a written response to  
35           the grievance within fourteen (14) calendar days of the meeting. The response will cite  
36           the specific article(s) of this Agreement that is under question and include an  
37           explanation of the decision, including why the case did or did not amount to a violation  
38           of this Agreement.

1 Resolutions at Step One, although final, will not be precedential.

2 **B. Step Two.** If the grievance is not resolved at Step One, the UnionRFPU may appeal  
3 in writing to the GME Office and Labor Relations within fourteen (14) calendar days  
4 after receipt of the Step One decision. The Employer may designate other appropriate  
5 University personnel to act as the University's representative for the purposes of Step  
6 Two.

7 Representatives from the GME Office and Labor Relations, as well as the Program  
8 Director (and/or designee) will meet with the grievant and representatives from the  
9 UnionRFPU within thirty (30) calendar days of receiving the grievance, unless there is a  
10 mutually agreed upon time extension as previously outlined. The grievant will have the  
11 opportunity to present their case at this meeting. The Employer will issue a written  
12 response to the grievance within fourteen (14) calendar days of the meeting. The  
13 statement will cite the specific article(s) of this Agreement that is under question and  
14 provide an explanation regarding its interpretation.

15 No resolution that is inconsistent with the terms of this Agreement will be permitted.

16 **C. Step Three. Grievance Committee and Mediation.** ~~If the grievance is not resolved  
17 at Step Two, the RFPU may appeal in writing within fourteen (14) calendar days of  
18 receipt of the Step Two decision. The Step Two appeal must be filed with the GME  
19 Office and the Director of Labor Relations. The Union will indicate on the appeal if they  
20 are requesting the Grievance Committee or Mediation.~~

21 **I. Committee:** ~~If the Union requests the Grievance Committee and the Employer  
22 agrees, the GME Office will forward the grievance to the Chair of the Graduate Medical  
23 Education Committee (GMEC). The Chair of GMEC and RFPU will appoint a committee  
24 to hear the grievance as outlined below. The committee will convene within thirty (30)  
25 calendar days of the GME Office receipt of the appeal on a mutually agreed upon date.  
26 If the Committee meeting cannot be scheduled within sixty (60) days of the GME Office  
27 receipt of the appeal due to lack of availability of the participants, either party may forgo  
28 the Committee process and submit the grievance to PERC for mediation.~~

29 **II. Composition:** ~~The committee will be composed of two (2) physician representatives  
30 chosen by the Chair of the GMEC, and 2 resident members chosen by the RFPU.  
31 Faculty and residents of the program(s) involved in the dispute may not be appointed,  
32 except in grievances pertaining to the entire membership. An additional representative  
33 will be designated by the Director of Labor Relations. The Committee will be chaired by  
34 the Associate Dean for Graduate Medical Education or their designee. In order to  
35 hasten scheduling of this meeting, both the Chair of GMEC and the RFPU are  
36 encouraged to select at least four representatives each who could serve, collect  
37 available information, and then decide on the exact members based on ability to  
38 schedule the meeting in a timely fashion.~~

1 ~~III. Attendance: The aggrieved party(ies) and any other individuals with germane  
2 knowledge of the events or specific terms of the Agreement under consideration will be  
3 permitted to attend the meeting. However, only the aforementioned Committee  
4 members are permitted to be in attendance during any pre-proceeding meetings (i.e.,  
5 organizational meetings) and the deliberations.~~

6 ~~IV. Execution: Both parties will have an opportunity to present their interpretation of the  
7 case to the Committee. Members of the Committee may ask clarifying questions to  
8 either party at any time. The Committee as well as both parties will have an opportunity  
9 to ask questions of third parties who appear as subject matter experts or witnesses.~~

10 ~~V. Decision-Making: The Committee shall issue a written consensus statement of its  
11 findings and render a recommended course of action within fourteen (14) calendar days  
12 that will be transmitted to all parties to the grievance. Any Committee member may write  
13 a dissenting statement in addition to the consensus statement that is allowed. The  
14 RFPU and the University shall each have fourteen (14) calendar days to accept or reject  
15 the Committee decision. If either party rejects the decision, the matter may be moved to  
16 Step Four.~~

17 **D. Step Three Grievance Mediation.** ~~In lieu of the Step Three Committee, the~~ The  
18 ~~Union~~RFPU may opt to request mediation with the Public Employment Relations  
19 Commission (PERC) in accordance with WAC 391-55-020. In addition to all other filing  
20 requirements, the request must include a copy of the grievance and all previous  
21 responses.

22 ~~Union~~RFPU will send a copy to the Labor Relations Office within thirty (30) days of  
23 receipt of the Step Two decision. The University will inform the ~~Union~~RFPU, in writing,  
24 and PERC within thirty (30) days of receipt of the Mediation request if they are not in  
25 agreement. Participation in mediation will be on a voluntary basis. Proposals made in  
26 mediation will not have any precedential value or relevance at arbitration unless  
27 otherwise agreed by the parties. At any point, either party can choose to proceed to  
28 Step Four. ~~In lieu of Step Three, the Union may choose to proceed directly to Step 4  
(Arbitration)~~

30 **E. Step Four.** If the grievance is not resolved at ~~Step Two or~~ Step Three, the RFPU may  
31 appeal the grievance to an impartial arbitrator within thirty (30) calendar days after the  
32 ~~receipt of the Step Three decision or the~~ conclusion of the Step Three mediation. ~~If Step  
33 Three is skipped for any reason, the Union must appeal the to Step Four arbitration  
34 within thirty (30) calendar days of the Step Two decision.~~ The submission of the matter  
35 to arbitration will be provided to the GME Office and the ~~Director Assistant Vice  
36 President~~ of Labor Relations and will state the issue to be arbitrated and the remedy  
37 that is sought.

38 ~~In cases where a grievance is moved to arbitration and Step Three: Grievance  
39 Mediation is skipped, either party may request a pre-arbitration settlement conference.~~

1    These conferences shall not delay the arbitration process, and may be held with or  
2    without the presence of the arbitrator, at the option of the moving party. In the event that  
3    an arbitrator is present, the cost of the arbitrator's participation shall be borne equally by  
4    the parties.

5    **Panel of Arbitrators:**

6    I. The parties agree to use the previously established permanent panel of six (6)  
7    arbitrators.

8    II. An arbitrator will be selected from the permanent panel by the parties alternately  
9    striking names until one remains. If the arbitrator is not available to hear the case within  
10   sixty (60) calendar days of being contacted to request available arbitration dates either  
11   party may elect to go to the whose name was the last to be struck. If no arbitrator can  
12   hear the case within sixty (60) calendar days of being contacted, the case will be  
13   assigned to the arbitrator who can hear the case on the earliest date.

14   III. The appointment to the panel will be for the life of the Agreement. If an arbitrator  
15   decides to remove their name form the panel or otherwise becomes permanently  
16   unavailable, the parties will meet to decide whether to substitute an additional name(s).

17   IV. The arbitrator will conduct a hearing in accordance with the rules of the American  
18   Arbitration Association. The arbitrator will strive to render a decision on the grievance  
19   within thirty (30) days of the close of the hearing, or as otherwise agreed between the  
20   parties.

21   V. The decision of the arbitrator will be binding on all parties.

22   VI. The expenses and fees of the arbitrator will be shared equally by the UnionRFPU  
23   and the University.

24   VII. The parties agree that the arbitrator shall not have the power or jurisdiction to  
25   render a decision that adds to, subtracts from, alters, amends or modifies in any way  
26   the terms and conditions of the Agreement. The arbitrator will have no jurisdiction or  
27   authority to substitute their judgment for any academic or clinical judgment made by the  
28   University.

29   VIII. Each party is responsible for all fees and costs of its staff representatives,  
30   attorneys, experts, witnesses, and all other costs related to the development and  
31   presentation of their case.

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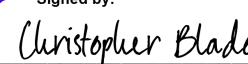
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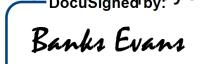
2  
3 For the Union:  
4

  
5 Christopher Blado

6 F8609FC11D0C4C8...

7 Date:  
5/6/2025

For the Employer:

  
Banks Evans

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Date:  
5/6/2025

8

## 1 Article 8: Health and Safety

- 2 1. **Policies.** The University will ensure a healthy and safe learning and working  
3 environment that provides for security and safety measures appropriate to the  
4 participating site. The University shall comply with applicable Federal, State, and  
5 local health and safety legislation and regulations and has designated the  
6 University's Environmental Health and Safety Department to advise and monitor  
7 compliance with such standards. The University will provide notice and an  
8 opportunity to bargain the impacts of any policy changes that have a material  
9 impact on Resident safety.
- 10 2. **Working Conditions.** All work shall be performed in conformity with applicable  
11 safety standards. Residents are encouraged to immediately report any unsafe  
12 working conditions to their Program Director and may report to any applicable  
13 local, state, or federal regulatory body. No Resident shall be disciplined for  
14 reporting any condition nor be required to work or to operate equipment when  
15 they have reasonable grounds to believe such action would result immediate  
16 danger to life or safety. On request, the Environmental Health and Safety  
17 Department shall review the concern and issue a decision.
- 18 3. **Committee.** Health and safety issues shall be an appropriate agenda item for the  
19 Housestaff Advisory Committee on an ongoing basis.
- 20 4. **Workplace Violence.** In accordance with University policy, workplace violence  
21 will not be tolerated: <https://hr.uw.edu/policies/workplace-violence/>. For University  
22 operated sites, the Employer will develop and implement workplace violence  
23 prevention plans and trainings as required by state law and the Department of  
24 Labor and Industries Division of Occupational Safety and Health, RCW  
25 49.19.020, RCW 72.23.410. Training sites outside of the University will ensure  
26 that appropriate security and safety measures are in place at the site as required  
27 by ACGME. Residents may request to decline caring for patients who they  
28 reasonably believe pose a risk of workplace violence. Programs will make a good  
29 faith effort to accommodate residents who experience workplace violence while  
30 considering patient care/safety and training requirements. The Employer will  
31 provide information and access to health care benefits and the labor and  
32 industries claim process. The Employer will cover the cost of counseling if  
33 provided through the GME Wellness service.
- 34 5. **Work Related Injury**
  - 35 o An employee who sustains a work-related illness or injury shall be granted  
36 a disability leave of absence in accordance with federal and state law. It is  
37 the intention of the University to comply with state and federal laws  
38 regarding such absences through its policies and procedures.

1        o Employees who suffer a work-related injury or illness that is compensable  
2            under the state worker's compensation law may select time loss  
3            compensation exclusively, or a combination of leave payment and time  
4            loss compensation.

5        o The University's policies on family and medical leave, sick leave, and  
6            disability accommodations apply to employees with work-related injuries  
7            or illnesses.

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9        Tentatively Agreed To:

10       For the Union:

11       Signed by:

12         
13       Christopher Blado

14       F8609FC11D0C4C8...

15       Date:

16       5/6/2025

For the Employer:

DocuSigned by:

  
Banks Evans

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Date:

4/3/2025

1      **Article 9: Housestaff Advisory Joint Labor Management Committee**  
2      **(update Article 8, 9, 13, 17, and 19)**

3      1. **Purpose.** Representatives of the University and the RFPU-Union will meet  
4      periodically-six (6) times per year to provide a forum for communications between  
5      the parties to deal with matters of general concern.

6      2. **Composition.** The Housestaff Advisory Joint Labor Management Committee will  
7      be composed of three (3) members of the RFPU-Union collective bargaining unit  
8      and three (3) representatives from the University. The Union and the Employer  
9      may invite guests as subject matter experts.

10     3. **Meetings.** Committee meetings may be requested by an authorized  
11     representative of either party at any time. Requests for a quarterly meeting will  
12     be honored, but the parties may agree to meet more or less frequently. At least  
13     one (1) weeks' notice will be given to Committee members of the meeting time  
14     and agenda. Meetings will be scheduled for dates and times established by the  
15     parties. For the first academic year, the date and time of the meetings will be  
16     established within ninety (90) days of ratification. For the subsequent academic  
17     years of this Agreement, the dates and times of the meetings will be established  
18     by August 31<sup>st</sup>. The Meetings shall be scheduled for sixty (60) minutes. The  
19     committee shall exchange agenda items at least seven (7) days prior to the  
20     meeting. If neither party proposes agenda items or if there are insufficient  
21     agenda items, either party may cancel the meeting.

22     4. **Committee Scope.** The Committee's function will be limited to an advisory  
23     capacity and will not include any decision-making or collective bargaining  
24     authority, but the parties may recommend topics or language for discussion by  
25     the bargaining teams at subsequent collective bargaining sessions. Committee  
26     meeting topics will be limited to subjects of group rather than individual concern,  
27     unless mutually agreed upon. The Committee will not discuss grievances as  
28     defined in this Agreement without mutual agreement. It is not intended that this  
29     Article obligate either party to negotiate on personnel matters covered in this  
30     Agreement or to alter, limit, restrict, or reduce prerogatives of either party  
31     otherwise provided in this Agreement.

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2025-2028 RFPU/UW CBA  
Tentative Agreement  
2 of 2

1      Tentatively Agreed To:

2      For the Union:

3        
4      Christopher Blado

5      F8609FC11D0C4C8...

6      Date:  
7      5/6/2025

8

For the Employer:

  
Banks Evans

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Date:  
5/6/2025

## 1 Article 10: Time Off - Bereavement

2 **Bereavement Time Off.** ~~In the event of the death of If~~ a Resident's family member dies,  
3 ~~or for a loss of pregnancy including miscarriage or stillbirth~~, a Resident shall be granted  
4 ~~up to five (5) days of~~ paid bereavement time off ~~at the Resident's discretion. The~~  
5 ~~amount of paid time off shall be only that which is required to attend the funeral and/or~~  
6 ~~make arrangements necessitated by the death, but in no event shall it exceed three (3)~~  
7 ~~days. Up to two (2) additional days may be granted if significant travel is required to~~  
8 ~~attend a funeral or memorial service.~~ If additional time off is needed, the Resident may  
9 request the use of available vacation or sick time off. The Resident must inform the  
10 Program Director as soon as possible of the need for bereavement time off. Family  
11 member is defined in Article 15 Time Off – Sick.

12 Bereavement time off requests will not be unreasonably denied. Bereavement time off  
13 requests that are denied may be appealed to the GME office. The GME office will make  
14 a good faith effort to review appeals within one (1) business day.

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16 Tentatively Agreed To:

17 For the Union:

18   
19 Signed by:  
20 Christopher Blado  
21 F8609FC11D0C4C8...

22 6/5/2025

For the Employer:

  
DocuSigned by:  
Banks Evans  
C5469E99932C427...

6/5/2025

Date

## 1 Article 11: Washington Paid Family & Medical Leave Program (PFML)

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

9 Under RCW 50A, employer provided healthcare benefits must be maintained during a  
10 PFML leave, so interspersing time off is not required provided the employee qualifies for  
11 a reason under the federal FMLA. Under RCW 50A.15.060(2), the University has  
12 elected to offer supplemental benefits in the form of sick time off, vacation time off, and  
13 personal holiday. Residents may use available vacation time off, sick time off, personal  
14 holiday to supplement their PFML benefits.

15 Employees requesting PFML benefits through the Employment Security Department  
16 must provide notice to the University as outlined under RCW 50A.15.030.

17 For more information about how to apply for PFML and how to use concurrent leave  
18 benefits, please refer to <https://hr.uw.edu/ops/leaves/paid-family-and-medical-leave-pfml/> <https://ap.washington.edu/ahr/working/leaves/federal-state-leave-policies/washington-state-paid-family-and-medical-leave-pfml/>

21 **Extended Leave.** Residents working at training programs outside of the State of  
22 Washington who are not eligible for PFML and are not covered by a similar state-paid  
23 sick leave programs may be eligible for paid extended leave if the Resident has used all  
24 of the Resident's eligible vacation and sick time off and would otherwise need to take  
25 unpaid time off or separate from the UW GME training program. The Resident must  
26 have a "qualifying condition." Qualifying conditions generally may be expected to  
27 include a severe, extraordinary, or life-threatening illness or injury, such as suicidal  
28 ideation or substance abuse disorder, requiring extended inpatient treatment under the  
29 direction of the relevant state's Physicians Health Program.<sup>1</sup> Eligible Residents may  
30 receive and use a maximum of twelve (12) weeks of paid extended leave during their  
31 appointment as a Resident to the University. Paid extended leave will not be approved  
32 in excess of what is authorized by the Resident's healthcare provider. All requests for  
33 paid extended leave are subject to approval by the Employer. Family and Medical Leave  
34 Act (FMLA) leave, if available, runs concurrently with Paid Extended Leave.

35 <sup>1</sup> Nothing in this agreement should be construed to alter the University's definition of "Qualifying  
36 Condition" under the Shared Leave Policy. Examples of qualifying conditions are provided for illustrative  
37 purposes only. All submitted conditions are evaluated on a case-by-case basis in order to determine the  
38 appropriateness under this article.

1 Tentatively Agreed To:

2

3 For the Union:  
4 Signed by:

5 *Christopher Blado*

6 F8609FC11D0C4C8...

7 Date:  
5/6/2025

8

For the Employer:  
5 DocuSigned by:

6 *Banks Evans*

7 C5469E99932C427...

8 Date:  
5/6/2025

## 1 Article 12: Time Off - Holidays

2 **1. Holidays.** Residents may join in the observance of all official holidays recognized  
3 by the training site at which they are assigned at the time of the holiday.  
4 Programs will try to schedule these days free from responsibilities for Residents,  
5 however, clinical responsibilities and educational requirements may necessitate  
6 that a resident report for duty on a holiday. Program Directors will make every  
7 effort to fairly distribute required clinical responsibilities that fall on a holiday  
8 amongst Residents over the course of the training program. For the purposes of  
9 this Article, Seattle Children's will observe the same holidays as the University of  
10 Washington for Resident work assignments. The University of Washington  
11 holidays are as follows:

- 12 1. New Year's Day
- 13 2. Martin Luther King Jr. Day
- 14 3. Presidents Day
- 15 4. Memorial Day
- 16 5. Juneteenth (June 19th)
- 17 6. Independence Day
- 18 7. Labor Day
- 19 8. Veterans Day
- 20 9. Thanksgiving Day
- 21 10. Native American Heritage Day
- 22 11. Christmas Day

23 Residents who are not scheduled to work on the above holidays will not be required to  
24 utilize any other type of paid time off for the holiday. Programs cannot code holidays as  
25 vacation and/or sick leave when the resident was not scheduled to work.

26 **2. Faith/Conscience Unpaid Holiday.** In accordance with RCW 1.16.050,  
27 Residents may take up to two (2) unpaid holidays per calendar year for a reason  
28 of faith or conscience, or for an organized activity conducted under the auspices  
29 of a religious denomination, church, or religious organization. To take unpaid time  
30 off under the statute, Residents must consult with their Program Director and use  
31 their Program's procedure for making advance time off requests. The Resident  
32 will need to inform their Program Director that the requested unpaid day(s) is for  
33 a reason of faith or conscience or for an organized activity conducted under the  
34 auspices of a religious denomination, church, or religious organization. The

1       Program Director can only deny a Resident's requested day(s) off if the Program  
2       Director determines that the requested time off would impose an undue hardship  
3       on the training site, or the Resident's presence is necessary to maintain public  
4       safety. Undue hardship is defined in Washington Administrative Code (WAC) 82-  
5       56-020. Residents may be asked to provide verification for their unpaid time off  
6       request.

7       3. **Paid Personal Holiday.** Residents are entitled to one (1) paid personal holiday  
8       per calendar year. Each Resident may select the day on which the employee  
9       desires to take the personal holiday provided for in this section after consultation  
10      with and approval from their Program pursuant to applicable state law. Unless  
11      requested by the resident, use of the paid personal holiday will not be substituted  
12      for other time off or leave types. If unused in the calendar year, the personal  
13      holiday is forfeit, and it is not paid at separation. It is the employee's  
14      responsibility to schedule the personal holiday before December 31st. If before  
15      the end of the calendar year the employee requests the use of their personal  
16      holiday in accordance with the employer's time off or leave procedures and the  
17      employer denies the request, the employee is entitled to carry over the personal  
18      holiday to the next calendar year.

19  
20      Tentatively Agreed To:

21      For the Union:

22      Signed by:

23        
24      Christopher Blado

25      F8609FC11D0C4C8...

26      12/1/2025

For the Employer:

DocuSigned by:

  
Banks Evans

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12/1/2025

## 1 Article 13: Leave - Miscellaneous

2 **1. Parental Leave.** Parental leave is defined as: up to four (4) months of leave taken  
3 after the birth of a child to the Resident, spouse, or domestic partner, or because of the  
4 placement of a child with the Resident or domestic partner through adoption or foster  
5 care. Parental leave may extend up to six (6) months, including time covered by the  
6 FMLA, during the first year after the child's birth or placement. Leave beyond the period  
7 covered by FMLA may only be denied by the Employer due to operational necessity.  
8 Extensions beyond six (6) months may be approved by the Employer. The Resident  
9 may use a combination of vacation, up to eighteen (18) weeks of sick time off, personal  
10 holiday, and/or unpaid time off while on parental leave.

11 During the period of the parental leave, the University shall maintain basic insurance  
12 benefits for the Resident. The Resident will be responsible for maintaining any optional  
13 insurance coverage, other payroll deductions, and insurance co-payments. Residents  
14 may utilize benefits under Washington's Family and Medical Leave (PFML) Program as  
15 defined in RCW 50A.04.

### 16 **2. Pregnancy Accommodation of Employee Pregnancy and Related Conditions.**

17 The Employer and the Union will comply with all relevant federal and state laws,  
18 regulations, and executive orders and with the provisions of Washington Administrative  
19 Policy Statement 46.7 Reasonable Accommodation of Employee Pregnancy and  
20 Related ConditionsEmployees. The University and the Union areis committed to  
21 providing reasonable accommodation to pregnant employee pregnancy and related  
22 conditionss. Pregnant Residents are encouraged to seek needed accommodations to  
23 their schedules and work responsibilities during their pregnancy and for two (2) months  
24 afterwards. The University will provide training/guidance to Program Directors regarding  
25 accommodation for pregnant Residents. Pregnant Residents may request reasonable  
26 accommodations that may include, but not limited to, relief from overnight call or shifts  
27 (including home call), shifts of 24 hours or greater, and work requiring possible  
28 exposure to radiation and teratogens (both chemical and infectious). However, the  
29 pregnant Resident may request any accommodations they choose. A pregnant Resident  
30 will be granted a request for relief from working shifts of 24 hours or greater during the  
31 period of pregnancy.

32 **Reasonable Accommodations.** Accommodations, if granted, may take the form of  
33 schedule changes, reassignment of work site, or decreased work hours. Residents may  
34 be required to make up these responsibilities, however Program Directors are  
35 encouraged to guarantee these accommodations without the requirement to make them  
36 up after the fact.

37 **3. How To Request Accommodations.** A Resident may request an accommodation  
38 from the Resident's Program Director or by contacting the Disability Services Office  
39 (DSO). At no point is the resident required to disclose the need for an accommodation

1 or the underlying medical condition to their immediate supervisor or any University  
2 representative outside of DSO, or Academic Human Resources (AHR). A Resident may,  
3 at their own discretion, include their Program Director on the accommodation request.

4 The Program Director, with or without assistance from the DSO, will implement  
5 requested accommodations that are determined to be reasonable as soon as possible.

6 Absent exceptional circumstances, the Employer shall make efforts to ensure that  
7 residents receive a response acknowledging the request and initiating the interactive  
8 process within three (3) business days of requesting accommodation. Every attempt

9 should be made by the Resident to communicate with the Program Director and other  
10 Residents about the Resident's time away so as to organize call schedules and mitigate  
11 any misunderstandings about call and coverage schedules. ~~Residents who initially~~  
12 ~~make accommodation requests through their Program Director are encouraged to~~  
13 ~~contact DSO if there is disagreement or discrepancy regarding requests and~~  
14 ~~accommodations made. The parties may discuss the effectiveness of this section as an~~  
15 ~~ongoing topic at the Housestaff Advisory Committee.~~

16 **43. Family and Medical Leave.** Consistent with the federal Family and Medical Leave  
17 Act of 1993, an employee who has worked for the state for at least twelve (12) months  
18 and for at least one thousand two hundred and fifty (1250) hours during the twelve (12)  
19 months prior to the requested leave is entitled to up to twelve (12) work weeks of leave  
20 per year for any combination of the following:

- 21 A. Parental leave to care for a newborn or newly placed adopted or foster child; or
- 22 B. Personal medical leave due to the employee's own serious medical condition that  
23 requires the employee's absence from work; or
- 24 C. Family medical leave to care for a family member who suffers from a serious medical  
25 condition that requires care or supervision by the employee.

26 D. Family Member is defined as: the employee's spouse or domestic partner, child,  
27 parent, grandparent, grandchild, sister, or brother. It also includes individuals in the  
28 following relationships with the employee's spouse or domestic partner: child, parent,  
29 and grandparent. "Child" also includes any child residing in the employee's home  
30 through foster care, legal guardianship, or custody. Family members include those  
31 persons in a "step" relationship.

32 The amount of family medical leave available to an employee is determined by using a  
33 rolling twelve (12) month period. The rolling twelve (12) month period measures FMLA  
34 leave availability by "looking backward" from the date an employee begins FMLA leave,  
35 adding up any FMLA leave used in the previous twelve (12) months, and subtracting  
36 that amount from the employee's twelve (12) workweek FMLA leave entitlement. The  
37 remaining amount is available to the employee.

1 The University will continue the employee's existing employer-paid health insurance  
2 benefits during the period of leave covered by FMLA. The Resident will be responsible  
3 for maintaining any optional insurance coverage, other payroll deductions, insurance co-  
4 payments and their portion of the health insurance premium. If necessary, due to  
5 continued approved personal medical or parental leave approved beyond the FMLA  
6 period, or if the employee is not eligible for FMLA, the employee may elect to use eight  
7 (8) hours of accrued applicable paid time per month off for continuation of employer  
8 paid health insurance benefits for the duration of the approved leave of absence or the  
9 Resident may use a variety of self-pay options outlined on the UW Benefits Office  
10 website. The interspersed paid time off will be applied to the first working day of the  
11 month.

12 FMLA leave may be taken intermittently or as part of a reduced work schedule when  
13 medically necessary.

14 These leaves will be unpaid unless the Resident elects to use paid time off to the extent  
15 the circumstances meet the requirements for sick time off or as required by law.

16 FMLA may run concurrently with other leaves that may be either paid or unpaid.

17 **54. Civil Duty Time Off.** Civil duty time off, or civil time off, is paid time off granted to  
18 Residents who are called to serve on jury duty, as trial witnesses, to exercise other  
19 subpoenaed civil duties, or to testify in any other proceeding. In addition to regular pay,  
20 Residents may retain any compensation received while on approved civil duty time off.  
21 At the Resident's request, the Program will provide a letter requesting deferral of jury  
22 duty. Residents are not entitled to civil duty time off for civil legal actions that they initiate  
23 or when named as a defendant or respondent in a private legal action that is not directly  
24 related to their University appointment.

25 **65. Military Leave.** Residents called to active duty in one (1) of the uniformed services  
26 of the United States are entitled to 21 paid days (3 weeks) of military leave per year, ~~if~~  
27 ~~appointed at least 50% FTE~~. In addition, during a period of military conflict, Residents  
28 with spouses who are members of United States armed forces, National Guard or  
29 reserves are entitled to a total of 15 days of unpaid time off per deployment after the  
30 service member has been notified of an impending call to active duty and before  
31 deployment, or when the service member is on leave from deployment. A Resident may  
32 elect to substitute paid vacation for any part of the otherwise unpaid spousal military  
33 leave.

34 **76. Other Unpaid Leave** At their request, a Resident may be granted unpaid time off at  
35 the discretion of their Program Director.

36 **87. Effects of Leave on Board Eligibility.** Leaves of absence, for any reason, may  
37 affect a Resident's eligibility for board certification. Program Directors will inform  
38 Residents of their Program's policy on this topic, which specifies the effects of leaves of

1 absence on eligibility for certification by the relevant Member Board. Residents must  
2 complete all program requirements related to clinical training, didactics, scholarly  
3 activities, and other program curricula. Residents may not accumulate time off to  
4 shorten the overall length of training. Should any approved leaves compromise the  
5 necessary training time for certification, the Resident will receive additional training  
6 sufficient to meet certification requirements. During such additional training, the  
7 Resident will continue to receive salary and benefits at the level of the year of training  
8 the Resident is completing. The completion date on the Resident's graduation certificate  
9 will reflect the additional training time.

10 **98. Leave Related to Domestic Violence, Sexual Assault, or Stalking.** As required  
11 by state law, and in accordance with University policy APS 46.5, the University will grant  
12 time off and/or reasonable safety accommodations to an employee who is a victim of  
13 domestic violence, sexual assault, or stalking. Time off may also be granted to an  
14 employee who has to assist a family member who is a victim of domestic violence,  
15 sexual assault or stalking. The parties will continue to work to promote knowledge of  
16 this employee right.

17 **109. For leaves taken under Sections 1 and 3 above**, if an employee has exhausted  
18 their vacation and sick time off balances, the Employer will provide paid parental time off  
19 to cover the first six (6) weeks of the first approved leave of absence taken. If an  
20 employee has exhausted all sick time off and has less than seven (7) days of available  
21 vacation time off, at the end of the first six (6) weeks of the first approved leave of  
22 absence taken, the Employer will add the difference between the remaining balance  
23 and seven (7) days of vacation time off to the employee's balance. ~~In June 2024, the~~  
24 ~~Employer will provide the Union with data on the number of employees to which this~~  
25 ~~provision has applied. The Union may request a HAC meeting to discuss the data.~~

26

27

Tentatively Agreed To:

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29 For the Union:

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Signed by:



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6/5/2025

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For the Employer:

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## Article 14: Leave - Professional

2 **Professional Leave.** Consistent with program policy, Residents will receive up to ten  
3 (10) days of paid Professional Leave, per academic year, for professional activities.  
4 Examples of professional activities may include presenting scholarly work at, or  
5 attending, a professional or scientific meeting, sitting for exams, participating in other  
6 educational activities outside of their training program, serving on committees of  
7 professional organizations or participating in professional interviews Requests for  
8 Professional Leave must be made in accordance with the requirements of the program.  
9 Additional Professional Leave in excess of ten (10) days may be granted at the  
10 discretion of the Program Director and must be funded by the program. Program  
11 Directors are encouraged to grant requests for residents in their home programs as well  
12 as off-service Residents.  
13 Senior Residents will be given priority in requests for professional leave and programs  
14 will make every effort to grant professional leave for fellowship or job interviews.  
15 Requests for Professional Leave are subject to prior approval by the Program Director.

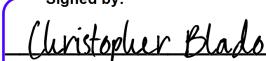
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17 Tentatively Agreed To:

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19 For the Union:

20 Signed by:

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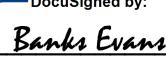
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24 Date:

5/6/2025

For the Employer:

DocuSigned by:

  
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Date:

4/3/2025

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## 1 Article 15: Time Off - Sick

2 **1. Introduction.** When a Resident is unable to work due to illness or injury and  
3 certain criteria are met, paid sick time off shall be available. It is in the parties'  
4 mutual interest that Residents are both encouraged and supported by their  
5 programs and colleagues to not work when acutely ill.

6 **2. Sick and Health Maintenance Time Off.**

7 A. Residents will receive seventeen (17) days of paid sick time off at the start  
8 of each one (1) year appointment period. Sick time off is rolled over to  
9 subsequent training years while the Resident is appointed to a UW GME  
10 training program or if appointed within two (2) years of the end of a  
11 previous UW GME appointment. Accumulated sick time off that is not  
12 transferable is not compensable at the completion or expiration of the  
13 appointment to the Program.

14 B. Residents appointed less than full time shall receive sick time off on a pro  
15 rata basis.

16 **3. Sick time off may be used for the following:**

17 A. Personal illness, disability, or injury (including illness or disability due to  
18 pregnancy), childbirth or to recover from childbirth.

19 B. Personal medical, dental, mental health, or optical appointments.  
20 Residents must be given the opportunity to attend medical, mental health  
21 (including GME Wellness Service appointments), optical, and dental care  
22 appointments, including those scheduled during their working hours. The  
23 Resident must provide notice to their supervising attending of any such  
24 appointments, and otherwise comply with any applicable Program policy.  
25 The goal is to minimize the disruption to patient care and Resident  
26 training, while encouraging Residents to avail themselves of appropriate  
27 personal health care. Residents who take four (4) hours or less for  
28 medical appointments during a given twenty-four (24) hour period will not  
29 be required to utilize sick time off. Residents who have appointments  
30 during a scheduled break need not use their sick time off. Unless required  
31 as part of an accommodation process or for FMLA approval, Residents will  
32 not be required to inform their program of the nature of their medical,  
33 mental health, dental and optical appointments including any faculty,  
34 administrators, or program directors.

35 C. To care for a child (as defined in Family Member below) of the Resident  
36 who has a health condition that requires treatment or supervision.

37 D. To care for the Resident's seriously ill family member or partner.

1       E. To accompany a family member or partner to medical, dental, or optical  
2       appointments where the Resident's presence is required. The Resident  
3       must make advance arrangements, provide notice to their supervising  
4       attending of any such appointments, and otherwise comply with any  
5       applicable Program policy.

6       F. ~~Condolence or~~ Bereavement time off is available (see Article 12) and shall  
7       be used first, ~~for absences necessitated by the death of a Resident's~~  
8       ~~family member~~. Sick time off may be used for absences in excess of  
9       time available via Bereavement time off.

10      G. When the Resident's sick time off may be used when the employee's  
11     child's school or day care has been closed by a public health official for  
12     any health-related reason or after the declaration of an emergency by a  
13     local or state government or agency, or by the federal government.

14      H. Parental leave as specified in Article 13 Leave – Miscellaneous.

15      I. For domestic violence, sexual assault, or stalking covered absences (see  
16      Article 13)

17

18      4. **Family Member.** Family member is defined as the employee's spouse or same  
19     or opposite sex domestic partner, child, parent, grandparent, grandchild, or  
20     sibling. Family member also includes individuals in the following relationships  
21     with the employee's spouse or domestic partner: child, parent, or grandparent.  
22     Child also includes a child of a legal guardian or de facto parent, regardless of  
23     age or dependency status and those to whom the employee is "in loco parentis"  
24     or "de facto" parent as well as a child of a legal guardian or de facto parent.  
25     Parent and Parent-in-law also includes de facto parent, foster parent, stepparent,  
26     or legal guardian.

27      For the purpose of sick time off, "family member" also includes any individual  
28      who regularly resides in the employee's home or where the relationship creates  
29      an expectation that the employee care for the person, and that individual  
30      depends on the employee for care. "Family member" does not include an  
31      individual who simply resides in the same home with no expectation that the  
32      employee cares for the individual.

33      For the purpose of domestic violence, sexual assault, or stalking absences,  
34      "family member" also includes a person with whom the employee has a dating  
35      relationship as defined in RCW 49.76.020.

1        5. **GME Wellness.** Residents attending appointments with the GME Wellness office  
2        shall not be charged sick time off for these appointments.

3

4        Tentatively Agreed To:

5        For the Union:

6              Signed by:

7                
8              Christopher Blade

9              F8609FC11D0C4C8...

10             6/5/2025

For the Employer:

DocuSigned by:

  
Banks Evans

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6/5/2025

Date

## 1 Article 16: Time Off – Vacation

- 2 1. **Vacation Time Off.** Residents will receive a minimum of twenty-eight (28) days  
3 (20 weekdays and 8 weekend days) of paid vacation at the start of each one (1)  
4 year appointment period. A vacation day must be one (1) continuous twenty-four  
5 (24) hour period free from all administrative, clinical, and educational activities.  
6 When possible, a vacation day will be scheduled as a calendar day off.  
7 Residents appointed less than full time ~~but greater than or equal to 50% FTE~~ will  
8 receive vacation time off ~~credit~~ on a pro rata basis. ~~Residents appointed less~~  
9 ~~than 50% FTE are not eligible to receive and/or use vacation time off.~~ Unused  
10 vacation time off shall lapse at the expiration of each appointment period.
- 11 2. **Vacation Scheduling.** All vacation requests must be submitted to the program  
12 according to program policy and approved by the Program Director or designee  
13 prior to commencement. Additional approval may be required by the head of the  
14 clinical service upon which the Resident is rotating, if applicable. Programs will  
15 make every effort to honor vacation requests. ~~that are made in a timely manner.~~  
16 Vacation requests will not be unreasonably denied.
- 17 3. **Effects of Time Off or Leave on Board Eligibility.** Every Member Board of the  
18 American Board of Medical Specialties, Oral and Maxillofacial Surgery, Oral and  
19 Maxillofacial Radiology, and Pediatric Dentistry has time off restrictions that differ  
20 from those of the University of Washington, and Residents are subject to both  
21 sets of policies. Use of vacation time off may affect a Resident's eligibility for  
22 board certification. Program Directors will inform Residents of their Program's  
23 policy on this topic, which specifies the effects of the time off or leaves on  
24 eligibility for certification by the relevant Member Board. Residents are not  
25 entitled to vacation time off that impacts eligibility for certification by the relevant  
26 member board. Residents must complete all program requirements related to  
27 clinical training, didactics, scholarly activities, and other program curricula.  
28 Residents may not utilize vacation time off to shorten the overall length of  
29 training.

30  
31 Tentatively Agreed To:

32 For the Union: Signed by:

33   
34 Christopher Blado  
35 F8609FC11D0C4C8...

36 12/1/2025

For the Employer: DocuSigned by:

  
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12/1/2025

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## Article 17: Management Rights

2 **Section 1.** Management of the University is vested exclusively in the University,  
3 including educational programs and the authority to make all decisions related to  
4 managing its programs. Except as expressly provided otherwise in this Agreement, the  
5 management rights of the University include, but are not limited to, the right to establish  
6 and control the  
7 University's programs, resources and priorities; to establish, revise and administer  
8 procedures, reasonable rules and regulations; to alter or discontinue existing  
9 equipment, facilities, and location of operations; to determine or modify the number,  
10 qualifications, scheduling, responsibilities and assignment of Residents; to evaluate and  
11 to determine the processes and criteria by which the performance of Residents are  
12 evaluated; to establish, maintain, modify or enforce standards of performance, conduct,  
13 order and safety; to impose corrective action including to terminate a Resident from a  
14 training program; to determine the eligibility and selection criteria of Residents; to  
15 determine and assign the training assignments of Residents; to determine Resident  
16 schedules and hours within ACGME duty hour limits; to assign work locations; and to  
17 take whatever actions are necessary in the event of an emergency.

18 **Section 2.** The University has the sole and exclusive authority to make all decisions  
19 involving patient care, including the procedures, facilities, and equipment to be used, as  
20 well as to determine, establish and change staffing levels and the coverage for each  
21 service, shift, and department. All such matters, as well as matters relating to clinical  
22 judgment, shall be made at the sole discretion of the University.

23 **Section 3.** Except as expressly provided otherwise in this agreement, the University  
24 has the sole and exclusive authority to make all decisions involving educational policy;  
25 to establish the standards and qualifications for selection and advancement through the  
26 Residency program; and to determine the training methods and curricula to be utilized  
27 in the Residency programs.

28 **Section 4.** The determination of whether duties will be assigned to Residents or other  
29 individuals, or reassigned from Residents to other individuals, will be made by the  
30 University.

31 **Section 5.** For Resident training facilities over which the University does not have sole  
32 operational authority, the language in this Agreement will not supersede facility-specific  
33 practices. Policies or practices at non-University controlled facilities will be an  
34 appropriate topic for discussion with the Housestaff Advisory Committee. The University  
35 will work with the operators of these non-University facilities to encourage adoption of  
36 practices consistent with this Agreement and recommendations of the Housestaff  
37 Advisory Committee.

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1 Tentatively Agreed To:

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3 For the Union:

4 Signed by:

5 *Christopher Blado*

6 F8609FC11D0C4C8...

7 Date:

8 5/27/2025

For the Employer:

DocuSigned by:

*Banks Evans*

C5469E99932C427...

Date:

5/27/2025

## 1 Article 18: Working Outside of the Training Program

### 2 1. Background:

3 A. Residents will have an opportunity to participate in work outside of the training  
4 program, pursuant to the GME Moonlighting and Outside Work Policy  
5 (<https://sites.uw.edu/uwgme/policies-procedures/>).

6 B. Residents are permitted to work outside of the training program, provided that  
7 such activity meets the requirements in this article, does not interfere with the  
8 responsibilities, duties and assignments of their training program, their availability  
9 for duty, or their program performance at the University of Washington.

10 C. Work Outside of the Training Program (“Outside Work”) is defined as any  
11 voluntary, clinical or non-clinical work that is outside of a trainee’s regularly  
12 scheduled program duties, done for additional compensation. Outside work  
13 includes (1) Internal Moonlighting, (2) External Moonlighting, (3) Extra Pay for  
14 Extra Duty and (4) Additional Non-Clinical Work.

15 D. Resident requests to participate in work outside of the training program will be  
16 evaluated in the context of the following key principles: (a) protect patient safety,  
17 and (b) ensure that the training of Residents within their training program is not  
18 compromised.

19 E. The University may at its discretion deny approval of any proposed outside  
20 work activity that in its view may not meet compliance requirements under  
21 ACCGME requirements, state law, federal law and/or Medicare program laws  
22 and regulations.

### 23 2. Eligibility:

24 A. **Training Year:** Per ACGME requirements, the Resident must have completed  
25 their PGY-1 year of training.

26 B. **Program Performance:** The Resident must be meeting the requirements of  
27 their program, as assessed according to the aggregate of the most recent 6  
28 months of Milestones assessments or equivalent assessment results (in  
29 programs that do not use the ACGME milestones as a metric), and not be subject  
30 to remediation or other disciplinary action as defined by GME Policy.

31 C. **Licensure:** The Resident should refer to the GME Moonlighting and Outside  
32 Work Policy for licensure requirements. If otherwise meeting the requirements for  
33 moonlighting, programs will grant conditional approval for moonlighting prior to  
34 the Resident having obtained all required licensure for moonlighting, including  
35 the appropriate medical or dental license and a paid DEA license, if applicable.

1       **D. Grant Funding:** If a Resident is funded by any grant mechanism that prohibits  
2        clinical activity as a requirement of funding, that Resident will be prohibited from  
3        moonlighting during the time they are funded by that mechanism. The RFPU-NW  
4        or GME may request through the applicable Office of Sponsored Programs  
5        ("OSP") to the sponsor, that grant language prohibiting moonlighting be removed,  
6        with such request subject to sponsor approval.

7       **E. Visa Restrictions:** External moonlighting by J-1 visa holders is not permitted  
8        under any circumstances. External moonlighting by H-1B visa holders is  
9        permitted only if the University representing the site of the proposed moonlighting  
10      activities has properly filed a concurrent H-1B petition.

11      **3. Notification:** If the Program Director or UW GME determined that a particular  
12      Resident does not meet the eligibility criteria described above and should thus not be  
13      permitted to moonlight, they will provide to the Resident specific reasons related to the  
14      factors listed in this article as to why that Resident should not do so, as well as objective  
15      criteria by which the Resident can improve their standing in the program, as applicable.  
16      Program Directors and UW GME will not automatically or arbitrarily deny outside work  
17      requests and will evaluate each request based on the individual circumstances and  
18      eligibility criteria as defined herein.

19      **4. Review.** The decision to deny a moonlighting request under this article may be  
20      challenged by the Resident under the grievance procedure of this Agreement. However,  
21      the appeal may not be escalated beyond Step 2 of the grievance procedure.

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23      Tentatively Agreed To:

24      For the Union:  
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## Article 19: No Strikes, No Lockouts

2       1. The University and the RFPU acknowledge that this Agreement provides,  
3       through the grievance procedure and through other administrative remedies, for  
4       an orderly settlement of grievances or disputes which may arise between the  
5       parties. Accordingly, the parties agree that the public interest requires the  
6       uninterrupted performance of all University and medical services and to this end  
7       pledge to prevent or eliminate any conduct contrary to that objective. Therefore,  
8       the University shall not lock out any of the employees as a result of a labor  
9       dispute or grievance or disputes on personnel matters; nor shall the RFPU in any  
10      way authorize, assist, condone, participate in, or lend support to any work  
11      stoppage, work slowdown or any other curtailment of work in the bargaining unit,  
12      and employees shall not engage in any such activity.

13      2. Should the RFPU or any Resident engage in any unauthorized concerted action,  
14      then once the employees have returned to work and continue working, a  
15      Housestaff Advisory Committee shall immediately meet in a good faith effort to  
16      resolve the dispute. This section shall not restrict the ability of the University to  
17      discipline employees for engaging in prohibited conduct.

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

21      4. Nothing herein constitutes a waiver of the University's right to seek appropriate  
22      legal relief in the event of a violation of this Article.

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Tentatively Agreed To:

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For the Union:

Signed by:



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Date:

5/6/2025

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For the Employer:

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Date:

4/3/2025

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## 1 Article 20: Non-Discrimination

### 2 1. Discrimination and Harassment.

3 No employee shall be subjected to discrimination or harassment. Executive Order (EO)  
4 No. 31 (EO 31) is the UW policy ~~that applies to prohibiting~~ discrimination, ~~and~~  
5 harassment, ~~and retaliation~~. EO 31 currently defines discrimination as conduct that  
6 treats a person less favorably because of the person's race, color, immigration status,  
7 citizenship, creed, religion, national origin, citizenship, sex, pregnancy, age, marital  
8 status, sexual orientation, gender identity or expression, genetic information, disability,  
9 or veteran status.

10 In addition, no employee shall be subjected to discrimination or harassment based on  
11 ethnic origin, political affiliation, medical condition, or union activities, including  
12 membership thereof.

### 13 2. Complaints

14 Residents who feel they have been the subject of discrimination, harassment, or  
15 retaliation are encouraged to discuss such issues with the GME Office for local  
16 resolution. The goal of local resolution is to address and resolve problems as quickly as  
17 possible and to stop any inappropriate behavior. A discrimination complaint may be filed  
18 with the Civil Rights Investigation Office. Employees may also file discrimination,  
19 harassment, or retaliation complaints with appropriate federal or state agencies. The  
20 parties agree to encourage the filing of discrimination complaints through the Civil  
21 Rights Investigation Office.

22 Employees are also encouraged to utilize the University's Bias Reporting Tools:

23 GME: <https://sites.uw.edu/uwgme/report-a-concern/>

24 UW Medicine: <https://depts.washington.edu/hcequity/bias-reporting-tool/>

25 University Wide: <https://www.washington.edu/raceequity/updates/bias-reporting-tools/>

### 26 3. Retaliation.

27 EO 31 currently prohibits retaliation against any individual who reports concerns  
28 regarding discrimination or harassment, who cooperates with or participates in any  
29 investigation of allegations of discrimination or harassment, or retaliation, or any  
30 individual who is perceived to have engaged in any of these actions.

31 4. A grievance alleging a violation of this article must be submitted within one hundred  
32 and eighty (180) days of an alleged occurrence. When a grievance or complaint is filed,  
33 the University will implement interim measures as appropriate; such measures may  
34 include changing their rotation schedule upon discussion with the Resident. This  
35 includes changing rotation schedules to accommodate Specialty Board and/or ACGME

1 requirements, such as arranging for Residents to acquire necessary training at outside  
2 institutions when needed.

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4 Tentatively Agreed To:

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6 For the Union:  
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## 1 Article 21: Licensing and Professional Development and 2 Licensing Funds

3 **1. Structure. Required Licensure.** Residents will be reimbursed for costs incurred to  
4 obtain a required medical or dental license specific to the state(s) where the training  
5 program is located. Training Programs may choose to provide the cost of a full license,  
6 at program discretion.

### 7 3. Professional Development Funds (Move this section to the end of the Article)

8 In support of resident professional development, programs must offer professional  
9 development funds. Training Programs may determine whether to issue professional  
10 development payments as stipends or to reimburse costs consistent with program  
11 policies.

- 12 • Reimbursement - \$400/academic year
- 13 • Allowance - \$450/academic year

14 Effective July 1, 2026

- 15 • Reimbursement - \$450/academic year
- 16 • Allowance - \$500/academic year

17  
18 If a program switches to a stipend option, then each resident who has accumulated  
19 rollover professional development funds will be paid out the balance of those funds or  
20 given the opportunity to use their remaining reimbursement funds.

### 21 42. Professional Development Funds Purpose. (Move this section to the end of the 22 Article)

23 ~~These is funds are is~~ intended to be used for uncovered expenses related to the  
24 Resident's professional development during the course of their training at the University  
25 and may include, but is not limited to, travel, lodging and registration fees to attend non-  
26 program supported professional meetings or board preparation courses (in person or  
27 online); to purchase study materials (e.g., for USMLE, COMLEX or  
28 specialty boards), hard copy or electronic professional reference materials (e.g.  
29 textbooks or journals), and medical equipment etc. ~~Residents are encouraged to check~~  
30 ~~the University of Washington Health Sciences Library for the availability of any given~~  
31 ~~book prior to purchasing a digital book.~~

32 All programs are encouraged (but not required) to continue providing their Residents  
33 with funding that addresses specialty specific needs (e.g., loupes, specialty specific  
34 memberships, etc.) and that enhance specialty specific Resident development and  
35 program reputation (e.g., research grants, specialty specific meetings, etc.). Residents

1 whose programs reimburse professional development costs may roll over unused  
2 Professional Development funds to successive training years up to a total of ~~fifteen~~  
3 ~~hundredtwo thousand~~ dollars (\$~~15002000~~).

4 **2. Required Certifications and Exams.** Residents will be completely (100%)  
5 reimbursed USMLE/COMLEX Step III, and any other required certifications not provided  
6 by the residency program (such as ACLS, TACLS, and PALS). For each of these  
7 mandatory expenses, Residents will submit a request to their department or program,  
8 pursuant to program policy, and will be reimbursed in full. Residents will be fully  
9 reimbursed for any exams or certifications that must be retaken. Residents who  
10 moonlight must pay for DEA licensure.

11 New residents will be reimbursed for the cost of their USMLE/COMLEX Step III exam  
12 taken prior to their appointment, in certain limited instances, as follows:

- 13 1. Resident is joining a University of Washington School of Medicine clinical training  
14 program at the R1 level, and Resident incurred the costs of the licensing exam in  
15 the one (1) academic year immediately prior to their start date in the UWSOM  
16 training program; or
- 17 2. Resident is joining a University of Washington School of Medicine clinical training  
18 program at the R2 level, and Resident was required in writing by their UWSOM  
19 training program to complete the USMLE/COMLEX Step III before their  
20 appointment start date, and Resident incurred the costs of the licensing exam in  
21 the one (1) academic year immediately prior to their start date in the UWSOM  
22 training program; or
- 23 3. Resident is joining a University of Washington School of Medicine clinical training  
24 program at the R2 level, and Resident was accepted to that UWSOM training  
25 program prior to beginning an R1 year at another institution, and Resident  
26 incurred the costs of the licensing exam in the one (1) academic year  
27 immediately prior to their start date in the UWSOM training; or
- 28 4. Residents ~~who are~~ joining a UWSOM clinical training program as an R1 and  
29 took the USMLE/COMLEX Step III before their appointment start date due to a  
30 H1B visa requirement

31 Reimbursement may only be requested by bargaining unit members after they are  
32 officially employees of the University of Washington, which is on or after their  
33 appointment start date.

34 Resident seeking reimbursement for Step III expenses incurred prior to joining a  
35 UWSOM training program will be required to attest that they have not been reimbursed  
36 previously by another party.

1 This reimbursement is not available to Residents who are joining a UWSOM clinical  
2 training program as an R1 and took the USMLE/COMLEX Step III before their  
3 appointment start date due to visa requirement.

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5 Tentatively Agreed To:

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## 1 Article 22: Compensation~~Salary/Stipend~~

### 2 **Section 1. Salary/Stipend**

3 Residents will be paid according to the training year in which they are participating in  
 4 the UW training program<sup>2</sup>, and Residents will not necessarily receive credit for prior  
 5 training in a specialty that is not required for entry into the current program.<sup>3</sup> ~~Residents~~  
 6 ~~in any given level of training will be reimbursed at the same rate regardless of funding~~  
 7 ~~source, and there will be no differentials among the various specialty fields.~~

8 Residents will receive a step increase upon successful completion of the training year  
 9 and promotion to the next training level. Residents who are required to complete (a)  
 10 non-accredited research year(s) during the course of their accredited training will  
 11 receive a pay step increase for each year of research and upon reentry into the  
 12 accredited training program.

#### 13 **Section 1.1 Housestaff Salary/Stipend~~Resident Compensation~~**

14 ~~If ratified before July 10, 2022, Effective January 1, 2026 the UW GME monthly salary~~  
 15 ~~rate schedule will be recalibrated with a three percent (3%) increase effective July 1,~~  
 16 ~~2022, and the an allowance will be increased to ten thousand dollars (\$10,000) as~~  
 17 ~~follows shown in the Post Ratification January 1, 2026 – June 30, 2026 (AY26) table~~  
 18 ~~below. Additionally, the R1 monthly salary rate will include a one-thousand-dollar~~  
 19 ~~(\$1,000) first-year allowance as displayed in the tables below.~~

20 ~~On July 1, 2026, the salary schedule will be increased by three percent (3%) and the~~  
 21 ~~allowance will be increased to eleven thousand dollars (\$11,000) as shown below. The~~  
 22 ~~salary schedule will be increased by an additional three percent (3%) on July 1, 2023,~~  
 23 ~~as shown below. On July 1, 2024, the salary schedule will be increased by an additional~~  
 24 ~~three percent (3%), as shown below.~~

25 ~~On July 1, 2027, the salary schedule will be increased by three percent (3%) and the~~  
 26 ~~allowance will be increased to twelve thousand dollars (\$12,000) as shown below.~~

27 ~~On July 1, 2028, the salary schedule will be increased by three percent (3%) and the~~  
 28 ~~allowance will be increased to thirteen thousand dollars (\$13,000) as shown below.~~

29

**July 1, 2024 – June 30, 2025 (AY25)**

<b>Level</b>	<b>Salary</b>	<b>Allowance</b>	<b>Annual Compensation</b>	<b>Monthly Rate</b>	<b>Chief Allowance</b>	<b>Monthly Rate w/Chief Allowance</b>
R1	\$67,532	\$8,500	\$76,032	\$6,336	\$225	\$6,561
R2	\$70,160	\$8,500	\$78,660	\$6,555	\$225	\$6,780
R3	\$73,052	\$8,500	\$81,552	\$6,796	\$225	\$7,021
R4	\$76,172	\$8,500	\$84,672	\$7,056	\$225	\$7,281
R5	\$79,460	\$8,500	\$87,960	\$7,330	\$225	\$7,555
R6	\$83,192	\$8,500	\$91,692	\$7,644	\$225	\$7,866

R7	\$88,676	\$8,500	\$97,176	\$8,098
R8	\$92,504	\$8,500	\$101,004	\$8,417
R9	\$96,752	\$8,500	\$105,252	\$8,771

\$225	\$8,323
\$225	\$8,642
\$225	\$8,996

1

**January 1, 2026 – June 30, 2026 (AY26)**

<u>Level</u>	<u>Salary</u>	<u>Housing Allowance</u>	<u>First-Year Allowance</u>	<u>Annual Compensation</u>	<u>Monthly Rate</u>	<u>Chief Allowance</u>	<u>Monthly Rate w/ Chief Allowance</u>
R1	\$73,500	\$10,000	\$1,000	\$84,500	\$7,042	\$225	\$7,267
R2	\$75,567	\$10,000	-	\$85,567	\$7,131	\$225	\$7,356
R3	\$77,343	\$10,000	-	\$87,343	\$7,279	\$225	\$7,504
R4	\$79,578	\$10,000	-	\$89,578	\$7,465	\$225	\$7,690
R5	\$81,889	\$10,000	-	\$91,889	\$7,657	\$225	\$7,882
R6	\$84,614	\$10,000	-	\$94,614	\$7,885	\$225	\$8,110
R7	\$90,484	\$10,000	-	\$100,484	\$8,374	\$225	\$8,599
R8	\$93,640	\$10,000	-	\$103,640	\$8,637	\$225	\$8,862
R9	\$98,652	\$10,000	-	\$108,652	\$9,054	\$225	\$9,279

**July 1, 2026 – June 30, 2027 (AY27)**

<u>Level</u>	<u>Salary</u>	<u>Housing Allowance</u>	<u>First-Year Allowance</u>	<u>Annual Compensation</u>	<u>Monthly Rate</u>	<u>Chief Allowance</u>	<u>Monthly Rate w/ Chief Allowance</u>
R1	\$75,705	\$11,000	\$1,000	\$87,705	\$7,309	\$250	\$7,559
R2	\$77,834	\$11,000	-	\$88,834	\$7,403	\$250	\$7,653
R3	\$79,663	\$11,000	-	\$90,663	\$7,555	\$250	\$7,805
R4	\$81,966	\$11,000	-	\$92,966	\$7,747	\$250	\$7,997
R5	\$84,346	\$11,000	-	\$95,346	\$7,945	\$250	\$8,195
R6	\$87,153	\$11,000	-	\$98,153	\$8,179	\$250	\$8,429

## 2025-2028 RFPU/UW CBA

## Tentative Agreement

3 of 5

R7	\$93,198	\$11,000	-	\$104,198	\$8,683	-	\$250	\$8,933
R8	\$96,449	\$11,000	-	\$107,449	\$8,954	-	\$250	\$9,204
R9	\$101,612	\$11,000	-	\$112,612	\$9,384	-	\$250	\$9,634

## July 1, 2027 – June 30, 2028 (AY28)

Level	Salary	Housing Allowance	First-Year Allowance	Annual Compensation	Monthly Rate	Chief Allowance	Monthly Rate w/ Chief Allowance
R1	\$77,976	\$12,000	\$1,000	\$90,976	\$7,581	\$275	\$7,856
R2	\$80,169	\$12,000	-	\$92,169	\$7,681	\$275	\$7,956
R3	\$82,053	\$12,000	-	\$94,053	\$7,838	\$275	\$8,113
R4	\$84,425	\$12,000	-	\$96,425	\$8,035	\$275	\$8,310
R5	\$86,876	\$12,000	-	\$98,876	\$8,240	\$275	\$8,515
R6	\$89,767	\$12,000	-	\$101,767	\$8,481	\$275	\$8,756
R7	\$95,994	\$12,000	-	\$107,994	\$9,000	\$275	\$9,275
R8	\$99,343	\$12,000	-	\$111,343	\$9,279	\$275	\$9,554
R9	\$104,660	\$12,000	-	\$116,660	\$9,722	\$275	\$9,997

## July 1, 2028 – June 30, 2029 (AY29)

Level	Salary	Housing Allowance	First-Year Allowance	Annual Compensation	Monthly Rate	Chief Allowance	Monthly Rate w/ Chief Allowance
R1	\$80,315	\$13,000	\$1,000	\$94,315	\$7,860	\$275	\$8,135
R2	\$82,574	\$13,000	-	\$95,574	\$7,965	\$275	\$8,240
R3	\$84,514	\$13,000	-	\$97,514	\$8,126	\$275	\$8,401
R4	\$86,957	\$13,000	-	\$99,957	\$8,330	\$275	\$8,605

<u>R5</u>	<u>\$89,482</u>	<u>\$13,000</u>	<u>-</u>	<u>\$102,482</u>	<u>\$8,540</u>	<u>-</u>	<u>\$275</u>	<u>\$8,815</u>
<u>R6</u>	<u>\$92,460</u>	<u>\$13,000</u>	<u>-</u>	<u>\$105,460</u>	<u>\$8,788</u>	<u>-</u>	<u>\$275</u>	<u>\$9,063</u>
<u>R7</u>	<u>\$98,874</u>	<u>\$13,000</u>	<u>-</u>	<u>\$111,874</u>	<u>\$9,323</u>	<u>-</u>	<u>\$275</u>	<u>\$9,598</u>
<u>R8</u>	<u>\$102,323</u>	<u>\$13,000</u>	<u>-</u>	<u>\$115,323</u>	<u>\$9,610</u>	<u>-</u>	<u>\$275</u>	<u>\$9,885</u>
<u>R9</u>	<u>\$107,800</u>	<u>\$13,000</u>	<u>-</u>	<u>\$120,800</u>	<u>\$10,067</u>	<u>-</u>	<u>\$275</u>	<u>\$10,342</u>

1

2

<sup>2</sup> Starting training levels may vary for programs with alternative training pathways such as Pain Medicine, Clinical Informatics, Dermatology, Occupational Medicine, Critical Care Medicine, Sleep Medicine, Nuclear Medicine, Child & Adolescent Psychiatry, and Radiology fellowships.

<sup>3</sup> Residents who have previously completed clinical training experiences deemed relevant to the current training program may be eligible to receive a one-step stipend increase.

## Section 1.2 Chief Resident Supplement

1. A Resident who is appointed a Chief Resident or Fellow will receive additional allowance during the appointment period in the amount of to two hundred and twenty-five dollars (\$225) per month. The Employer will increase this allowance to two hundred and fifty dollars (\$250) per month on July 1, 2026. The Employer will increase this allowance to two hundred and seventy-five dollars (\$275) per month on July 1, 2027.
2. A Resident who is elected to the President or Vice President role in the Network of Underrepresented Residents & Fellows (NURF) and/or the co-chairs of the Housestaff Quality & Safety Committee (HQSC) will receive an additional allowance during the appointment period in the amount of the Chief allowance per month, regardless of their FTE status.

## **Section 2. Grant-Funded Stipends**

21 For part of their training period, Residents may be appointed to a position that is funded  
22 by a training grant or other source. During this period, Residents will receive  
23 compensation commensurate with the compensation rate established for their training  
24 year according to the UW GME Compensation Schedule. For compensation received  
25 under certain grants, no income taxes may be withheld. The implications on taxation  
26 and benefits may vary as described in the UW GME Residency and Fellowship Position  
27 Appointment Agreement.

## 28 Section 3. Federal/State Grants & Contracts

1 Nothing in this Agreement may violate any provisions of any federal or state grants or  
2 contracts.

3 **Section 4. Progression by Training Year**

4 The appointment level of a Resident varies by training year and may vary by training  
5 history of an individual Resident. In some circumstances, Graduate-Year Level or PGY  
6 may vary from appointment level. Residents who transfer directly from one UW training  
7 program to another UW training program will be appointed to a level no less than one  
8 pay level below their prior appointment. Programs may request a one-step stipend  
9 increase for transferring residents at their discretion.

10

11 Tentatively Agreed To:

12  
13 For the Union: Signed by:  
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16

12/1/2025

17 For the Employer: DocuSigned by:  
18   
19 C5469E99932C427...

12/1/2025

## Article 23: Subordination of Agreement and Authority

1. **Severability.** Should any part hereof or any provision herein contained be rendered or declared invalid by reason of any existing or subsequently enacted legislation or by any decree of a court of competent jurisdiction, such invalidation of such part or provision of this Agreement shall not invalidate the remaining portions hereof; provided, however, upon such invalidation the parties agree immediately to meet and negotiate such parts or provisions affected. The remaining parts or provisions shall remain in full force and effect.
2. **Authority.** This Agreement is intended to supersede and replace the Residency and Fellowship Position Appointment (“RFPA”) agreement on any subjects on which the Agreement and the RFPA conflict. The RFPA will remain in effect as an appointment agreement on subjects not covered by this Agreement. Nothing in this article should be construed to alter the parties’ bargaining obligations with respect to changes to mandatory or permissive subjects of bargaining.
3. **Adherence.** Nothing in this Agreement will be construed to modify or replace any state or national requirements for Resident training or board certification. The parties agree that such state or national requirements are not an appropriate subject for bargaining.

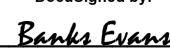
Tentatively Agreed To:

For the Union:  
Signed by:

Christopher Blado

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Date:  
5/6/2025

For the Employer:  
DocuSigned by:

Banks Evans

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Date:  
4/3/2025

## 1 Article 24: Transportation

- 2 **1. Parking During Normal Business Hours:** Residents will have access to  
3 parking at University of Washington Medical Center (UWMC-Montlake and  
4 UWMC-Northwest), Harborview Medical Center (HMC), Seattle Children's  
5 Hospital (SCH), Fred Hutchinson Cancer Center (FHCC), the VA Puget Sound  
6 Health Care System (VA), and other training sites. Parking at certain training  
7 sites will be provided at no charge; otherwise generally applicable rates will  
8 apply. Residents shall not be required to pay higher rates than other classified  
9 staff at the University.
- 10 **2. Changes to Parking Policies and Rates.** Changes to daily parking rates at UW  
11 Medicine sites cannot occur without notice and opportunity for impact bargaining.  
12 The University will not make changes to parking rates or policy that would require  
13 Residents to pay a higher rate than other classified staff at the University.
- 14 **3. Parking During Nights and Weekends:** Residents will have access to parking  
15 at no charge during nights and weekends at UWMC, HMC, SCH and the VA.
  - 16 1. The free parking at the University of Washington Medical Center shall be  
17 available at the Triangle parking garage. At UWMC, when a resident  
18 enters the Triangle Garage after 4:00pm or on a weekend, the resident will  
19 not be charged for parking if they exit the garage before 8:00am or on the  
20 weekend. When a resident enters the Triangle Garage after 4 p.m. or on a  
21 weekend, they will take a ticket at the gate but will not pay. To exit the  
22 Triangle garage, a resident will stop at the kiosk and obtain a card for  
23 exiting the garage gate. If the resident exits after 8 a.m. for scheduled or  
24 emergent patient care, the departments will be billed for the parking fee.  
25 However, if the resident remains in the lot past 8 a.m. without scheduled  
26 or emergent patient care justification, they will be subject to the regular  
27 parking rates of the lot for the time past 8 a.m. Residents shall request  
28 reimbursement for such charges directly from the appropriate department.
  - 29 2. The free parking at Harborview medical Center, for nights and weekends,  
30 shall be available in the P1, P2, P3, and/or P4 lots. Residents shall use  
31 their PPUP cardsHarborview Medical Center badges to enter and leave  
32 the garage. When a resident enters the parking garage after 4:00pm or on  
33 a weekend, the resident will not be charged for parking if they exit the  
34 garage before 8:00am or on the weekend. If the resident exits after 8 a.m.  
35 for scheduled or emergent patient care, the departments will be billed for  
36 the parking fee. However, if the resident remains in the lot past 8 a.m.  
37 without scheduled or emergent patient care justification, they will be  
38 subject to the regular parking rates of the lot for the time past 8 a.m.

1 Residents shall request reimbursement for such charges directly from the  
2 appropriate medical department.

3 3. Nights: Residents shall not be charged for parking during nights whenever  
4 they enter a parking garage after 4 p.m. and exit before 8 a.m. Under no  
5 circumstances shall a resident working an extended-length shift (for  
6 example, a 28-hour shift) be charged more than the amount normally  
7 charged for one regular-length day shift.

8 4. Weekends: Residents shall not be charged for parking during weekend  
9 whenever they enter a garage beginning at ~~12 a.m. Saturday~~4:00pm  
10 Friday and exit before 11:59 p.m. on Sunday.

11 4. **On-Call Parking:** Residents will have access to parking at no charge when  
12 called into the hospital while on home-call. Details of this benefit may differ by  
13 location and can be found on the UW GME website.

14 5. **Multiple-Site Parking:** Residents who are required to travel to a second training  
15 site in the same day in order to attend conferences, education and administrative  
16 meetings, clinic or other clinical duties, will be provided with pre-paid parking or  
17 will be reimbursed by their program by submitting a receipt for parking at all  
18 subsequent sites, if parking fees are in effect.

19 6. **Shuttles:** Residents will have free access to UW shuttles including but not  
20 limited to Health Sciences Express, Night Ride, South Lake Union, and FHCC  
21 shuttles. The routes, schedules, types, and operation of shuttles will be  
22 determined by UW and available on the GME website. Residents will have free  
23 access to available shuttles provided by the Fred Hutchinson Cancer Center and  
24 the VA. The routes, schedules, types and operation of shuttles will be determined  
25 by those training sites. Only Seattle Children's Hospital (SCH) badges are  
26 accepted on SCH shuttles with the exception of travel on the SCH shuttle  
27 between E-1 and U-link, which is also permitted by Husky Card. Badges are  
28 provided the first day of SCH rotations by SCH GME Office staff. Instructions on  
29 free parking and alternative transportation methods will also be provided to  
30 Residents by SCH GME Office staff. Shuttle drivers will accept a UWMC badge  
31 or Husky Card for Residents and Fellows when presented to the driver (prior to  
32 receiving their Children's badge). When boarding the shuttle, they will be asked  
33 to fill out the unbadged rider log with their name and business affiliation (UW  
34 Resident/Fellow).

35 7. **U-PASS:** The Employer will provide residents with a fully subsidized U-PASS.  
36 Activation and maintenance of this benefit are subject to UW Transportation  
37 Services requirements. ~~Residents are responsible for ending payroll deductions.~~  
38 ~~Payroll deductions will continue until residents notify Transportation Services via~~

1 ~~email or visit the office to sign a stop deduction form. No refunds will be~~  
2 ~~processed.~~

3 **8. Emergency/Safe Ride Home Program:** It is the shared goal of the Employer  
4 and the Union that Residents obtain safe transportation. If a situation arises  
5 where a Resident feels unable to safely get to their destination at the end of or  
6 during their shift due to fatigue, illness, unsafe conditions, or the late hour,  
7 regardless of whether public transportation is currently running or not, the  
8 Resident may use the Emergency/Safe Ride Home Program policy. This program  
9 provides transportation for the Resident via rideshare or taxi from an approved  
10 training site and return to the training site to retrieve their vehicle. The GME  
11 Office will reimburse 100% of the fare (which does not include tip) within a  
12 reasonable fifteen (15) calendar days time after accepted receipt submission. If  
13 the Employer denies reimbursement under this program, it will provide the  
14 Resident with a written explanation of the reason for the denial and, if applicable,  
15 specific steps the Resident should take and/or additional information the  
16 Resident should provide to obtain approval for the reimbursement

17 **9. University Transportation Committee (UTC):** The University and the RFPU  
18 Board recognize the unique transportation challenges and limited flexibility of  
19 Residents, given the unique duty hours and unpredictability of the Resident  
20 schedule. To this end, the University is committed to considering the unique  
21 needs of Residents in the context of discussions regarding all modes of  
22 transportation used for commuting and University business and will advocate for  
23 solutions that are responsive to those unique needs at the UTC, which is the  
24 primary venue for coordination of transportation issues on the Seattle Campus.  
25 The UTC will designate one (1) permanent position on the committee to a RFPU-  
26 endorsed Resident. A substitute may be designated by RFPU. Their appointment  
27 and term will be coordinated by the RFPU.

28 **10. Notice:** The University agrees to inform the RFPU as soon possible after the  
29 University learns of any modifications to parking policies that may affect  
30 Residents. At sites operated by the University, the RFPU will have the option to  
31 bargain the impacts of any changes to parking policy that will affect Residents.

32 **11. Away Rotation Reimbursement:** Residents who are required to travel to away  
33 rotations more than 50 miles from their primary work site will be provided or  
34 reimbursed for lodging and mileage.

35 **11.12. Bicycle Parking:** Residents have access to secure indoor bicycle parking  
36 Harborview Medical Center at no charge.

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2 Tentatively Agreed To:

3 For the Union:

Signed by:

4 Christopher Blado

5 F8609FC11D0C4C8...

6 9/25/2025

7 Date:

8

9 For the Employer:

For the Employer:

DocuSigned by:

10 Banks Evans

11 C5469E99932C427...

12 9/25/2025

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## Article 25: Union Activities

2 **1. Email, Fax Machines, the Internet, and Intranets.** The Union and employees  
3 covered by this Agreement will not use state-owned or operated e-mail, fax machines,  
4 the internet, or internet networks to communicate with one another, except as provided  
5 in this agreement. Employees may use state operated email to request union  
6 representation. The Union and its union delegates will not use the above referenced  
7 equipment in a manner that is prohibited by the Executive Ethics Board.

8 Such use will:

9 A. Result in little or no cost to the Employer;  
10 B. Be brief in duration and frequency;  
11 C. Not interfere with the performance of their official duties;  
12 D. Not distract from the conduct of state business;  
13 E. Not disrupt other state employees and will not obligate other employees to make a  
14 personal use of state resources;  
15 F. Not compromise the security or integrity of state information or software; and  
16 G. Not include general communication and/or solicitation with employees.

17 Communication that occurs over state-owned equipment is the property of the Employer  
18 and may be subject to public disclosure.

19 **2. Election Notification.** By July 1 of each contract year, the Union will provide GME  
20 and Labor Relations with an updated list of the newly elected RFPU Executive Board.

### 21 **3. Staff Representatives.**

22 A. The Union shall provide written notice to the Employer of any changes in staff  
23 representatives within thirty (30) calendar days of the change.

24 B. Staff representatives or employees of the RFPU will have access at reasonable times  
25 to those areas of any UW-affiliated work sites which are open to the general public, for  
26 the purpose of investigating disputes, meeting with members, and contract compliance.  
27 Access to the premises shall not interfere with nor disturb employees in the  
28 performance of their work during working hours and shall not interfere with patient care  
29 or normal operations.

30 C. Staff representatives or employees of the RFPU may access University premises to  
31 carry out representational activities. The representative shall notify local management  
32 prior to their arrival and shall not interrupt the normal operations of the institution. The  
33 staff representative may meet with bargaining unit employees in non-patient care areas.  
34 The Union may engage in conversations with employees, so long as an employee does

1 not object and such conversation does not interfere or disturb the operation of the  
2 facility or compromise the security of patient health information.

3 **4. Bulletin Boards and Distribution of Union Material**

4 Upon request, space will be made available to the Union on a bulletin board at each UW  
5 Medicine site, for the posting of notices and information pertaining to official business of  
6 the Union. Materials posted on Union bulletin boards without the signature of a  
7 recognized Union officer or representative may be removed. Bulletin board access at  
8 non-UW Medicine sites will be made available as determined by the training site.

9

10 Tentatively Agreed To:

11  
12 For the Union:  
13 Signed by:

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15

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Date:  
5/6/2025

For the Employer:  
DocuSigned by:

  
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Date:  
4/3/2025

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## Article 26: Duration

2 This Agreement shall become effective upon ratification or July 1, 2022January 1, 2026,  
3 whichever is later and remain in force through June 30, 2025December 31, 2028.

4 Provided that if this Agreement expires while negotiations between the parties are  
5 underway for a successor Agreement, the terms and conditions of this Agreement will  
6 remain in effect for a period not to exceed one (1) year from the expiration date.

7 Either party may request negotiation of a successor Agreement in writing no sooner  
8 than JulyJune 1, 20242028. Should such notice be served, bargaining shall commence  
9 at a time agreed upon by the parties no sooner than JanuarySeptember 1, 20252028.

10 Unless otherwise specified, the parties agree that none of the provisions of the  
11 subsequent collective bargaining agreement will be implemented prior to July 1, 2029.

12

13 Tentatively Agreed To:

14 For the Union:

Signed by:

  
Christopher Blado

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15 For the Employer:

DocuSigned by:

  
Banks Evans

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Date: 12/1/2025

12/1/2025

## Article 27: Scheduling and Work Hours Compliance

1 **1. Schedule Release:** Yearly block schedules, including identification of months that will  
2 have call or jeopardy risk responsibilities, must be distributed no later than the  
3 beginning of the academic year. Exclusive of the first block of the academic year,  
4 complete schedules, including specific shifts, call and clinic schedules, and days off,  
5 must be provided no later than 30 days in advance of the rotation start date. GME  
6 strongly encourages distribution of complete schedules 60 days prior to the rotation  
7 start date for those programs with capacity to do so. Last minute changes should be  
8 communicated to Residents directly and promptly after the release of the schedule, with  
9 a notification to the program director and affected faculty.

10 **2. The Employer shall remain in compliance with all ACGME requirements pertaining to  
11 Resident work hours, schedules, and release time during the term of the Agreement. It  
12 is the responsibility of each Program and UW GME, on behalf of the Employer, to  
13 assure that schedules and work hours comply with the requirements of the ACGME, the  
14 UW GME Institutional and Educational Work Hours Policy, and this Agreement.  
15 Residents will not be retaliated against or disciplined for reporting work hour, patient  
16 safety, or patient census concerns. Residents will not be disciplined for reporting  
17 scheduled work hour violations. Residents are encouraged to report patient safety  
18 and/or patient census concerns to the Program director, supervising attending, and  
19 GME concern reporting tool UW Medicine's Safety Net.**

20 **3. In accordance with current ACGME requirements,**

- 21 **A. Residents should be given eight (8) hours off between scheduled clinical  
22 work and education periods. Residents must also have at least fourteen  
23 (14) hours free of clinical work and education after twenty-four (24)  
24 continuous hours of in-house call.**
- 25 **B. Work hours shall be limited to eighty (80) hours per week, averaged over  
26 every four (4) week period. Each Resident shall be provided with one day  
27 in every seven (7) free ("release time") from all clinical, administrative, and  
28 educational duties, averaged over every four (4) week period. A "day" for  
29 this purpose is a continuous twenty-four (24) hour period.**

30 **34. In alignment with the UW GME Clinical Coverage Policy, programs**~~Programs~~  
31 **are required to develop policies and procedures regarding back-up clinical coverage**  
32 **system(s) that are made available when clinical care needs exceed the resident ability**  
33 **or when a resident may be unable to attend work due to paid time off or a leave of**  
34 **absence. The Program shall ensure that the training requirements of all residents are**  
35 **fulfilled, including when accommodating leaves of absence.**~~.. Residents are encouraged~~  
36 ~~to report patient safety and/or patient census concerns to the Program director,~~  
37 ~~supervising attending, and GME concern reporting tool.~~~~Residents will not be retaliated~~  
38 ~~against for reporting patient safety or patient census concerns.~~

1    4. Program Effects of Leave policies should clearly outline when training extensions are  
2    required due to specialty board, ACGME, or program requirements. Programs and  
3    Residents are expected to communicate about the potential impacts of leave on the  
4    training timeline and extension of training.

5

6    Tentatively Agreed To:

7    For the Union:

8    Signed by:

9      
10   Christopher Blado

11   F8609FC11D0C4C8...

12   6/5/2025

For the Employer:

DocuSigned by:

  
Banks Evans

C5469E99932C427...

6/5/2025

**1 MOU: Negotiations for the 2028-2031 Agreement**

2  
3 During negotiations for the 2025-2028 successor agreement, the parties reached agreement on the  
4 following regarding negotiations for the 2028-2031 successor agreement only:

5  
6 1. The parties agree to schedule two full days of bargaining (9am to 5pm) and all other bargaining will  
7 be scheduled from 5pm to 7pm. Other bargaining times may be established by mutual agreement.

8  
9 2. All bargaining will be conducted over Zoom.

10  
11 3. The parties will provide as much notice as possible of the need to cancel or reschedule a  
12 negotiation session.

13  
14 4. The Union and the Employer will provide the names of the ir respective designated negotiating  
15 team members prior to the first bargaining session.

16  
17 5. The Employer will notify programs of the names of the members who need to be released for  
18 bargaining.

19  
20 6. If applicable, bargaining team members must request time off in accordance with normal leave  
21 policies. Release time (paid time for hours that the Employee would have been at work) is  
22 contingent on approval by the employee's manager or designee.

23  
24 7. There will be no recording devices at the bargaining sessions. Each side is responsible for keeping  
25 its own notes.

26  
27 8. In addition to the union's bargaining team, observers from the bargaining unit may participate as  
28 well.

29  
30 a. Unless otherwise agreed upon by the parties, observer participation will be limited to non-  
31 speaking roles during bargaining sessions. Observers may attend partial sessions.

32 b. There will be no limit on the number of bargaining unit observers who may attend  
33 bargaining sessions.

34 b.c. The parties may also invite subject matter experts (Ex: CFO from the Employer, a financial  
35 analyst from the Union, or a bargaining unit member with experience on a particular topic)  
36 to provide expertise on issues germane to bargaining.

37 c.d. Otherwise, bargaining sessions will be closed to the press and the public.

38 d.e. Observers will display their full name when bargaining is over zoom. For example: Jack  
39 Smith instead of Jack's i-phone. If an observer does not display their full name, they will  
40 be allowed in the meeting, and the Union's point person (typically an organizer) will correct

1 ~~the observer's name. Observers not displaying their full name will not be added to the~~  
2 ~~meeting or may be removed from the meeting.~~

3 ~~e.f. The Employer and the Union will maintain separate caucus rooms, and will each return to~~  
4 ~~their respective rooms during a caucus. The Union will assist with moving observers to the~~  
5 ~~Union's caucus room. Observers are expected to exit the zoom meeting when the Union~~  
6 ~~bargaining team exits. If they do not, they will be removed from the meeting.~~

7  
8 Tentatively Agreed To:

9  
10 For the Union:  
11   
12 signed by  
13 F8609FC11D0C4C8...

14 Date:  
5/6/2025

For the Employer:  
DocuSigned by

  
Banks Evans

C5469E99932C427...

Date:  
5/6/2025

15

**MEMORANDUM OF UNDERSTANDING  
BETWEEN  
THE UNIVERSITY OF WASHINGTON  
AND THE COMMITTEE OF INTERNS AND RESIDENTS NW**

## **MOU: LUMP SUM PAYMENT**

During negotiations for the 2025-2028 successor agreement, the parties reached agreement on the following regarding a lump sum payment upon ratification:

Within ninety (90) days of ratification, on the first available pay period as determined by the Employer, the Employer will provide a lump sum payment to employees as follows:

- A. A five-hundred-dollar (\$500.00) lump sum payment for each R1 Resident.
- B. A one-thousand-dollar (\$1,000.00) lump sum payment for each R2, R3, and R4 Resident.
- C. A one-thousand-five-hundred-dollar (\$1,500.00) lump sum payment for each R5, R6, R7, R8, and R9 Resident.
- D. In order to be eligible to receive the lump sum payment, an employee must be in pay status in the pay period associated with the distribution.

This MOU expires upon payment of the lump sum.

### Tentatively Agreed To:

For the Union:

- Signed by:

Christopher Blado

-F8609EC11D0C4C8

### For the Employer:

— DocuSigned by:

Banks Evans

— C5469E99932C427

Date: 12/1/2025

Date: 12/1/2025

30

**MEMORANDUM OF UNDERSTANDING**  
**BETWEEN**  
**THE UNIVERSITY OF WASHINGTON**  
**AND**  
**THE COMMITTEE OF INTERNS AND RESIDENTS NORTHWEST**

**Sick Time Off Use**

Due to the passage of Engrossed Substitute House Bill 1875 amending RCW 49.46.210, which expands the purposes for which an employee may use sick leave, the parties agree to modify Article 15 Time Off - Sick, Section 3 Sick time off may be used for the following, by adding a new subsection as follows:

*(J) To allow the employee to prepare for, or participate in, any judicial or administrative immigration proceeding involving the employee or employee's family member.*

**This MOU shall be effective July 27, 2025 through March 31, 2028.**

**Dated:**

7/22/2025

For the Employer

DocuSigned by:  
**Banks Evans**  
C5469E99932C427...  
Banks Evans

7/22/2025

For the Union

Signed by:  
**Christopher Blado**  
F8609FC11D0C4C8...  
Christopher Blado

1 Side Letter XX: Prayer/Meditation Rooms

2 The Employer will maintain a website of available prayer/meditation rooms for all UW Medicine  
3 training sites. This information can currently be found here:

4 <https://sites.uw.edu/uwgme/training-site-info/>

5 The University will encourage non-University training sites to provide designated prayer or  
6 meditation space for use by Residents, and assist residents in locating an alternative space if  
7 applicable. The Union may provide suggestions or assist in identifying appropriate locations.

8

9 Tentatively Agreed To:

10

11

12

13

14

15

16

For the Union:

Signed by:

*Christopher Blado*

F8609FC11D0C4C8...

Date:

5/27/2025

For the Employer:

DocuSigned by:

*Banks Evans*

C5469E99932C427...

Date:

5/27/2025

1 **New Article—Delegate Convention**

2 ~~Bargaining unit members who are elected delegates of the union will be granted release time of~~  
3 ~~four (4) days per year to attend to the annual union convention. This release time will be treated~~  
4 ~~separately from any leave time or time off defined elsewhere in this agreement.~~

5 Article 25 Union Activities, New Section 5: Union Business Activities

6 Residents who intend to absent themselves from work for the purpose of attending and  
7 participating in Union business functions or programs, such as meetings, conventions,  
8 seminars, or other authorized meetings may do so with supervisory approval, which will  
9 not be unreasonably denied. The Resident may use time off consistent with their  
10 program leave policy and must submit the request in writing.

11

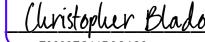
12 Tentatively Agreed To:

13

14 For the Union:

15

Signed by:

Christopher Blado

F8609FC11D0C4C8...

6/5/2025

16 For the Employer:

17

DocuSigned by:

Banks Evans

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6/5/2025

18

Date:

1 Side Letter XX: Harborview Medical Center Offsite Parking

2 July 1, 2025

3 In addition to the terms and conditions of the contract, the parties confirmed that there  
4 are no planned changes to the process or assigned parking locations for residents or  
5 ACGME fellows at Harborview medical Center. Should there be changes to Harborview  
6 Medical Center parking in the future that impacts residents or ACGME fellows, the  
7 Employer will comply with the conditions outlined in Article 24 Transportation, Section 2  
8 Changes to Parking Policies and Rates and Section 10 Notice.

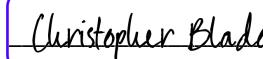
9

10

11 Tentatively Agreed To:

12 For the Union:

13 Signed by:

14 

15 F8609FC11D0C4C8...

16 9/25/2025

For the Employer:

DocuSigned by:



C5469E99932C427...

9/25/2025

17 Date:

18

Side Letter XX: Vacation Time Off Evaluation

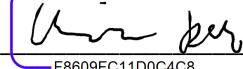
December 1, 2025

The parties agree that in July 2027, the Employer will survey all programs for the number of instances and departments where a vacation day (one continuous twenty-four hour period) 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 the data to the Union, and it will be an agenda item for the meeting.

Tentatively Agreed To:

For the Union:

Signed by:



\_\_\_\_\_  
F8609FC11D0C4C8...

12/1/2025

For the Employer:

DocuSigned by:



\_\_\_\_\_  
C5469E99932C427...

12/1/2025