

UW – WFSE AFSCME Council 28  
7/1/11-6/30/13

**COLLECTIVE BARGAINING AGREEMENT**

**BY AND BETWEEN**

**BOARD OF REGENTS OF THE UNIVERSITY OF WASHINGTON**

**AND THE**

**WASHINGTON FEDERATION OF STATE EMPLOYEES**

**(Campuswide Bargaining Unit, Library Bargaining Unit,  
Custodial Supervisor Bargaining Unit, Harborview Medical Center Bargaining Unit,  
Harborview Medical Center Security Officers Bargaining Unit, Skilled Trades  
Bargaining Unit)**

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## **PREAMBLE**

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

## **ARTICLE 1 – UNION RECOGNITION**

- 1.1 The Employer recognizes the Union as the sole and exclusive bargaining representative in all matters establishing and pertaining to wages and salaries, hours, and working conditions for all employees of the University of Washington in bargaining units certified by the Washington Personnel Resources Board, the Public Employment Relations Commission and/or the Department of Labor and Industries under the jurisdiction of RCW 28B.16 and 41.80. The composition of these units is as set forth in Appendix I of this Agreement – Bargaining Units Represented by the Washington Federation of State Employees.
- 1.2 The Employer recognizes the exclusivity of the Union as bargaining representative for employees in the bargaining unit. The Employer agrees not to enter into any agreement or contract with bargaining unit employees, individually or collectively, which conflicts with the terms of this Agreement unless the employee(s), Union and Employer specifically agree to such Agreement.

## **ARTICLE 2 – NON-DISCRIMINATION**

- 2.1 The parties individually agree that they will not engage in any act or practice or pursue any policy which is discriminatory against any employee who may be a qualified disabled individual or a disabled veteran, Vietnam era veteran or other covered veteran or because of age, sex (except where sex or age is a bona fide occupational qualification), sexual orientation, marital status,

race, national origin, color, creed, or religion. Unlawful harassment is included as a form of prohibited discrimination

- 2.2 Pursuant to State and Federal law and University policy, the University and the Union are committed to providing reasonable accommodation to employees with disabilities.
- 2.3 Sexual Harassment. No employee shall be subjected to discrimination in the form of sexual harassment, currently defined in the University of Washington Handbook Volume 4, Part 1, Chapter 2) as the use of one's authority or power, either explicitly or implicitly, to coerce another into unwanted sexual relations or to punish another for his or her refusal, or as the creation by a member of the University community of an intimidating, hostile, or offensive working or educational environment, through verbal or physical conduct of a sexual nature.
- 2.4 Employees who feel they have been the subject of discrimination, harassment, or retaliation are encouraged to discuss such issues with their supervisor, administrator, or Human Resource Consultant for local resolution. The goal of local resolution is to address and resolve problems as quickly as possible and to stop any inappropriate behavior for which a University employee is responsible.

A formal complaint may be filed with the University Complaint Investigation and Resolution Office (UCIRO). Employees may also file discrimination, harassment or retaliation complaints with appropriate federal or state agencies or through the grievance process in accordance with Article 24 of this Agreement. In cases where an employee files both a grievance and an internal/external complaint regarding the alleged discrimination, harassment or retaliation the grievance will be suspended until the internal/external complaint process has been completed.

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

### **ARTICLE 3 – REASONABLE ACCOMMODATION OF EMPLOYEES WITH DISABILITIES**

- 3.1 The Employer and Union will comply with all relevant federal and state laws, regulations and executive orders and with the provisions of the Employer's policy in providing reasonable accommodations.
- 3.2 An employee who believes that he or she suffers a disability and requires a reasonable accommodation to perform the essential functions of his or her position may request such an accommodation by filling out the Disability Accommodation Request form or otherwise informing the employee's supervisor of the need for accommodation.
- 3.3 Employees requesting accommodation must cooperate with the University in discussing the need for and possible form of any accommodation. The Employer may require supporting medical documentation and may require the employee to obtain a second medical opinion at Employer expense. Medical information disclosed to the Employer will be kept confidential.
- 3.4 The Employer will determine whether an employee is eligible for a reasonable accommodation and the final form of any accommodation to be provided.
- 3.5 An employee who is unable to perform the essential function of his/her position due to disability may be separated from service after the Employer has made good faith efforts to reasonably accommodate the employee's disability in accordance with applicable state and federal law. Disability separation is not a disciplinary action.
- 3.6 Disability Leave. Disability leave may be a combination of the employee's accrued sick leave, vacation leave, personal holiday, compensatory time, and/or leave of absence without pay, the combination of which may be determined by the employee. If disability leave is taken as leave of absence without pay, the employee may apply eight (8) hours of accrued paid leave per month during the first four (4) months of disability leave to provide for continuation of employer paid health benefits. Periods of disability leave covered by the FMLA shall be deducted from the four (4) month period of eligibility to intersperse paid leave.

## **ARTICLE 4 – AFFIRMATIVE ACTION**

- 4.1 Policies. In conjunction with Federal and State Executive Orders, the Employer and the Union agree on the need for an affirmative action approach to correct and review any inequities in the employment process. An affirmative action plan requires the Employer to make special efforts to recruit, employ, retain and promote qualified members of groups formerly excluded, even if that exclusion cannot be traced to particular discriminatory actions on the part of the Employer.
- 4.2 Groups included in the affirmative action program are those covered by federal and state regulations, and are currently women, American Indians, Asian/Pacific Islanders, Blacks, Hispanics/Latinos, Vietnam era veterans, disabled veterans, persons with disabilities and persons 40 years of age and older.
- 4.3 Goals and Timetables. Upon request the Employer will provide the Union with its affirmative action reports which set forth the goals and timetables of the University for bargaining unit employees.
- 4.4 It is agreed by the parties that a bargaining unit member elected or selected by the Union shall be encouraged to take an active interest in affirmative action plans affecting each bargaining unit covered by this Agreement.

## **ARTICLE 5 – MANAGEMENT RIGHTS AND RESPONSIBILITIES**

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



## **ARTICLE 6 – JOINT UNION/MANAGEMENT COMMITTEES**

- 6.1 The Joint Union/Management Committee shall normally be composed of up to three members at the departmental level or six members at the University-wide level plus two Union staff representatives. The Employer shall be represented by a like number on the Committee.
- 6.2 The purpose of the Committee is to provide a forum for communication between the parties to this Agreement to deal with matters of general Union/Management concern. The Committee shall also function as a mechanism for resolving problems/concerns of a mutual nature; and/or any policy of the University which affects the bargaining unit and which either party requests be placed on the agenda. It is agreed by the parties that the Employer will discuss with representatives of the Union significant changes affecting institutional conditions of employment generally affecting bargaining unit employees thirty (30) calendar days in advance of targeted implementation dates of said changes so that reasonable alternative proposals can be adequately discussed and considered by the Union/Management Committee.
- 6.3 Meetings of the Committee will be scheduled monthly. The Committee may meet more or less frequently as agreed by both parties. The Committee shall develop its own procedures with respect to these meetings including the role of the chair; however, at least one week's notice shall be given of the meeting and the topics to be discussed. The date of the meeting will be mutually agreed upon within 10 business days after receipt of notice. Issues of emergent nature shall be given agenda priority. Meetings of the Union/Management Committee shall normally be held during University business hours and at a mutually agreeable time and date. Participants shall experience no loss in salary for participating in the meetings; however, such time is not construed as work time, and no overtime shall be claimed or paid for meetings attended outside of an employee's regular work hours.
- 6.4 The Union/Management Committee shall have no bargaining authority; however, any agreements reached through this process shall be reduced to writing and supported by the Union representatives and Management.
- 6.5 The parties will alternate responsibility for chairing the meeting.

- 6.6 The parties will alternate responsibility for drafting minutes. After review and final editing, copies of agreed upon summary minutes shall be furnished to each member of the Committee.
- 6.7 The agenda shall be limited to items that are of a group rather than an individual interest or concern and shall not include individual grievances properly processed under the grievance procedure article. If a concern is not resolved and is also grievable, a grievance may be filed pursuant to Article 24. If the parties mutually agree, the matter will be submitted at Step 3 (mediation).
- 6.8 Disposition of matters covered in a Union/Management Committee shall not contradict, add to or otherwise modify the terms and conditions of the Agreement unless otherwise mutually agreed to in writing by the Executive Director for Labor Relations and the Union Business Representative.
- 6.9 With the understanding between the parties that problem solving can best be achieved at the lowest possible level, nothing in the foregoing paragraphs shall in any way preclude discussions and/or meetings between the Employer and Union Shop Stewards or staff representatives on matters appropriate for resolution at the department level. Such agreements shall not be considered precedent setting.

#### **ARTICLE 7 – UNION DUES DEDUCTION AND UNION SECURITY**

- 7.1 The Employer shall provide for payroll deduction of uniform union dues and fees for employees upon written authorization by the individual employee. Recognized union payroll deduction authorization cards which are submitted to the Employer's Payroll Office by the 15th day of the month shall become effective as of the first day of the next payroll period.
- 7.2 In order to cancel payroll deduction of union dues or fees, it is the sole responsibility of the employee to file a written notice with the Employer's Payroll Office and also to file written notice with the Union (Washington Federation of State Employees, 1212 Jefferson Street, Suite 300, Olympia, Washington 98501) thirty (30) calendar days prior to the effective day of the month following the 30-day period above.
- 7.3 Twice each month the Employer's Payroll Office will transmit the total deducted amount of dues and fee money to the Union's office which will include a) a listing of employees on payroll deduction including employee ID

number, name, pay period, dues/fee amount and year-to-date dues/fee amount; b) a listing of employees with a change in deduction status and the reason for the change. When the Employer can provide this information electronically, it will do so in lieu of a hard copy.

- 7.4 Monthly, the Employer will electronically transmit to the Union the following information on bargaining unit employees: employee ID number, name, mailing address, bargaining unit code, home department, mailstop, classification code and title, total monthly wages earned from which union dues/fees are calculated, appointment start date, budget number, salary step, employment status [permanent, temporary, or cyclical] and percent of fulltime work. Similarly, semi-annually a copy of the computer listing of hourly student employees will be made available to the Union upon request.
- 7.5 The Employer will notify each employee hired into a bargaining unit position of the union shop requirement. All employees covered by this Agreement will, as a condition of employment, either become members of the Union and pay membership dues or pay the applicable fee pursuant to RCW 41.80. In addition, the Employer will distribute a recognized union payroll deduction authorization card for dues/fees and a union contract to each new bargaining unit employee. The reproduction cost for union contracts will be jointly shared by the Employer and the Union. Failure by an employee to abide by the aforementioned provision of this article shall constitute cause for discharge of such employee; however, the University has no duty to act until the Union makes an appropriate written request for discharge and verifies (by forwarding a copy of the written notification to the Employer) that the employee received written notification from the Union of the delinquency, including the amount owing, method of calculation, if appropriate, and that non-payment will result in discharge by the University. The University will inform employees when they leave a bargaining unit position.
- 7.6 Voluntary PEOPLE Deduction. During the term of this Agreement, the Employer shall deduct the sum specified from the pay of each member of the Union who voluntarily executes a political action contribution wage assignment authorization for PEOPLE (Public Employees Organized to Promote Legislative). When filed with the Employer, the authorization form will be honored in accordance with its terms. The amount deducted and an electronic roster of all employees using payroll deduction for voluntary political action contributions will be promptly transmitted to the Union by a separate check payable to its order. Upon issuance and transmission of a check to the Union, the Employer's responsibility shall cease with respect to such deductions. The Union and each employee authorizing the assignment of wages for the

payment of voluntary political action contributions hereby undertakes to indemnify and hold the Employer harmless from all claims, demands, suits or other forms of liability that may arise against the Employer for or on account of any deduction made from the wages of such employee.

7.7 The parties agree that the Employer may charge the WFSE one quarter of one percent (.25%) of all amounts annually donated to cover the administration of this check off.

7.8 The Employer shall be held harmless by the Union and employees for compliance with section 7.5 above.

### **ARTICLE 8 – CONTRACT DISTRIBUTION**

8.1 The Employer and the Union shall share the cost of printing the Agreement for present and new employees in the bargaining units. The cover shall be green. Contracts shall be printed within 60 calendar days after all of the following events have occurred:

- a. full execution by the negotiating teams;
- b. approval by the University Board of Regents and Ratification by the WFSE 1488; and
- c. State approval of the economics portion of the contract.

8.2 Distribution.

- a. The Employer shall provide a copy to new permanent employees in the bargaining unit, within 30 days of their start date, and to qualifying temporary employees.
- b. The Union shall provide a copy of the Agreement to present employees in the bargaining units. The Employer shall allow distribution through campus mail.

## ARTICLE 9 – UNION ACTIVITIES

### 9.1 Staff Representatives

- a. Within thirty (30) calendar days from the effective date of this Agreement, the Union shall provide the Office of Labor Relations a list of staff representatives. The Union shall provide written notice to the Employer of any changes within thirty (30) calendar days of the change.
- b. Staff representatives may access University premises to carry out representational activities. The representative shall notify local management prior to their arrival and shall not interrupt the normal operations of the institution. The staff representative may meet with bargaining unit employees in non-work areas during non-work times.
- c. Upon written request of the staff representative to the Office of Labor Relations, the Employer will provide relevant information necessary for conducting representational duties. The information will be provided within a reasonable timeframe and without requiring the Union to file with the Public Records Office.

### 9.2 Union Stewards

- a. The Employer recognizes the right of the Union to designate union stewards who shall be permitted without unnecessary delay to devote reasonable periods of time (for example, time to travel to the meeting site, 10-15 minutes to confer with the employee prior to the meeting) during normal working hours to present any grievance to the supervisor or designated representative for which adjustment has been requested by an employee or group of employees.
- b. Time off for processing grievances shall be granted to a Union steward by supervision following a request but in consideration of any job responsibilities. If permission for time off cannot be immediately granted, the supervisor will arrange for time off at the earliest possible time thereafter.
- c. The Union shall prevail upon all employees in the bargaining unit and especially Union stewards, to make a diligent and serious attempt to resolve complaints at the lowest possible level. The Employer, likewise, shall prevail upon its supervisory personnel to cooperate fully with the Union stewards and other Union representatives in the speedy resolution of any grievance that may arise.

- d. Union stewards shall primarily conduct representational duties only within their designated area of jurisdiction. Stewards may represent members in another jurisdiction if the steward designated for that other jurisdiction is unavailable (e.g. away on approved leave). In the event that a steward is unavailable, the steward of the next geographically closest designated jurisdiction will be contacted to represent the employee. The number of stewards in a particular area and the jurisdiction they serve shall be an appropriate subject of discussion between the Union and the Employer.
- e. The Union agrees to periodically submit an up-to-date list to the Office of Labor Relations indicating the name of all Union stewards, their work locations, and jurisdiction. In any event said list shall be submitted at least annually with changes noted as they occur. Union stewards shall be recognized when the Office of Labor Relations is informed of their appointment.
- f. Fifteen (15) minutes at the beginning of shift will be set aside once every other year, on or around February 1 (as mutually agreed to by the Union Field Representative and Department Head) for the sole purpose of shop steward elections. The Union will provide at least two (2) weeks notice of the proposed election date.
- g. Whereas it benefits the University to have Union stewards who understand the contract and are trained in administration of the contract, each of the Union's stewards shall be allowed a total of eight (8) working hours annually without loss of pay to participate in the Union's steward training program. Said time off shall be approved in advance by the employee's supervisor and shall be contingent upon the ability to provide coverage during the time off.

The Union shall submit to the Office of Labor Relations at least fifteen (15) days in advance the names of the employees (with their respective supervisors) that are scheduled to participate in the training. The Union will confirm the employee's participation in the training upon completion.

### 9.3 Training and Orientation

- a. Upon signing of this Agreement, the Employer and Union will make a good faith effort to conduct joint training on contract administration.

- b. A Union representative shall be allowed up to fifteen (15) minutes with employees during the new employee orientation called by the University at which time the Union representative may address the new bargaining unit employees on matters concerning the rights and obligations of employees and the role of the Union as exclusive bargaining representative. If the University conducts orientation on-line, the Union will be permitted to display a reasonable amount of information as part of the program.

#### 9.4 Union Business Activities

- a. Employees who intend to absent themselves from work for the purpose of attending and participating in Union business functions or programs, such as meetings, conventions, seminars, or other authorized meetings at the Union's request, may do so with supervisory approval. The Employee may use paid or unpaid leave consistent with University policy.
- b. The employee shall request leave from the Employee's immediate supervisor at least two (2) weeks prior to the planned absence.

#### 9.5 Use of State Facilities, Resources, and Equipment

- a. Meeting Space and Facilities. The Employer's campuses and facilities may be used by the Union to hold meetings subject to the University's policy and availability of the space. The Employer may provide private space for stewards and/or Union representatives to meet in confidence with those they represent on a space available basis.
- b. Supplies and Equipment. Union representatives may use University equipment for contract administration if there is no cost to the Employer, is brief in duration, limited in distribution, and does not disrupt or distract from University business in accordance with University policy and state law.
- c. Bulletin Boards and Distribution of Union Material. Upon request, space will be made available to the Union on bulletin boards in those areas where bargaining unit employees work or frequent, for the posting of notices and information pertaining to official business of the Union. Materials posted on Union bulletin boards without the signature of a recognized Union officer or representative may be removed.

Employees shall have the right to distribute official Union information materials during hours off work. Such distribution of official material shall not interfere with the work assignments of employees who are on duty. Further, such distribution activities must be held in locations which cause no interference with the various departments normal operations or with any employees who may not be involved or interested.

## **ARTICLE 10 – EMPLOYEE RIGHTS**

### **10.1 Representation**

Upon request, an employee will have the right to representation at an investigatory meeting, requested by management in which he/she reasonably believed could lead to corrective action. The exercise of this right will not unreasonably delay or postpone a meeting. Except as otherwise specified in this Agreement, representation will not apply to discussions with an employee in the normal course of duty, such as giving instructions, assigning work, informal discussions, delivery of paperwork, staff or work unit meetings or other routine communications with an employee.

### **10.2 Paid Release Time**

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

- a. Informal grievance resolution meetings, grievance meetings, alternative dispute resolution meetings, mediation sessions and arbitration hearings, in accordance with Article 24, Grievance Procedure, and held during his or her work time;
- b. Management scheduled investigatory interviews and/or pre-disciplinary meetings, in accordance with Article 23, Corrective Action, and;
- c. Negotiations in accordance with Article 56, Mandatory Subjects.

10.3 When an employee is subpoenaed as a witness on behalf of the Union in an arbitration case, with the employer, the employee may appear without loss of pay if he or she appears during his or her work time, providing the testimony given is related to his or her job function or involves matters he or



she has witnessed, and is relevant to the arbitration case. Every effort will be made to avoid the presentation of repetitive witnesses.

10.4 Notification

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

10.5 Indemnification.

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

10.6 Off the Job Activities.

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

10.7 Off Duty Employment.

Employees may engage in off duty employment that is consistent with University policy and state law.

10.8 Time Off for Union Activities

- a. Union-designated employees may be allowed time off without pay to attend union-sponsored meetings, training sessions, conferences, and conventions. The employees' time off will not interfere with the operating needs of the Employer as determined by management. If the absence is approved, the employees may use personal holiday, annual leave, or compensatory leave instead of leave without pay.
- b. The Union will give the Employer a written list of the names of the employees it is requesting attend the above-listed activities, at least fourteen (14) calendar days prior to the activity.

#### **10.9 Temporary Employment with the Union**

With thirty (30) calendar days notice, unless agreed otherwise, employees may be granted leave without pay to accept temporary employment with the Union of a specified duration, not to exceed six (6) months, provided the employee's time off will not interfere with the operating needs of the Employer as determined by management. The parties may agree to an extension of leave without pay up to an additional six (6) months. The returning employee will be employed in a position in the same job classification, in the same layoff unit, and in the same geographical area, as determined by the Employer.

### **ARTICLE 11 – EMPLOYEE FACILITIES**

- 11.1 Adequate lunchroom, washroom and toilet facilities shall be provided and available for the use of the employees. Suitable dressing rooms and/or lockers shall be provided to employees in those occupations where a change of clothing is required by the Employer.
- 11.2 Employees are encouraged to report to supervision any condition in employee facilities which appear to be below minimum standards.
- 11.3 Any change in employee facilities, including but not limited to the placement, size or usage of such facilities, will be an appropriate subject for discussion at a Joint Union/Management Committee.

### **ARTICLE 12 – UNIFORMS AND SPECIAL CLOTHING**

- 12.1 The Employer will provide and clean, at no cost to the employees, any designated uniforms or special clothing which is required by the Employer to be worn on the job. Such clothing will be mended or replaced by the Employer as necessary due to normal wear and tear.
- 12.2 Prior to any decision by a department head to purchase or modify uniforms, employees in their respective departments shall be given an opportunity to consult with their department head regarding the color, fabric, and style or uniform to be worn. The department head shall consider seasonal temperatures in the selection of uniforms. The department head will

consider the wishes of the employees in making a decision.

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

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

### **ARTICLE 13 – EMPLOYEE ASSISTANCE PROGRAM**

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

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

### **ARTICLE 14 – PRIVACY**

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

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

### **ARTICLE 15 – POLYGRAPH TESTING**

The University will comply with State Law on Polygraph Testing.

## **ARTICLE 16 – DRUG TESTING**

- 16.1 Except as required by federal or state laws or as provided in this Agreement, the Employer will not perform or cause to be performed a drug test of any employee covered by this Agreement. The Union and the Employer recognize that the Employer currently performs drug and alcohol testing for Commercial Driver's License (CDL) holders as required by federal law in accordance with the Employer's Administrative Policy Statement 13.7, and that the Employer will continue to do so unless changes to federal law either eliminate or modify the requirement for drug and alcohol testing for CDL holders.
- 16.2 Should federal or state law either change or impose new requirements for drug and/or alcohol testing of bargaining unit employees, the Employer agrees that it will negotiate impact with the Union.
- 16.3 In the event that the University determines that additional drug testing is necessary, the Employer agrees that it will discuss any proposal with the Union and negotiate impact.

## **ARTICLE 17 – CONTRACTING**

- 17.1 The Employer will not contract out work which results in the layoff of bargaining unit employees during the term of this Agreement without following the provisions of RCW 41.06.142. In addition, the Employer will not contract out work for the purpose of avoiding overtime or eroding the bargaining unit.

The Employer may contract for other work that does not result in a layoff under circumstances such as:

- a. Emergencies
  - b. Shortage of Resources
  - c. Deadlines
  - d. Specialty equipment and or expertise needed
  - e. Work that has been historically and customarily contracted.
- 17.2 The Employer will provide the Union with a monthly report of instances of contracting out along with the identifying code number of the applicable

circumstance(s) listed in 17.1. This only applies to WFSE bargaining unit work.

- 17.3 If new work should be created that is the same as traditionally and historically performed by the Union, and the work is permanent, the amount of work is significant and implementation is planned sufficiently in the future to allow for collaborative discussions, the Employer will provide the Union with reasonable notice of such work prior to commencement of the work.
- 17.4 Bargaining Unit members are encouraged to propose ways to improve efficiencies at joint labor management meetings per Article 6.
- 17.5 Work presently contracted by the Employer remains unchanged by anything in this Article.

#### **ARTICLE 18 – TUITION EXEMPTION PROGRAM**

In addition to those noncredit programs offered by the Training and Development Office, eligible employees may participate in the University's tuition exemption program as authorized by applicable state law and University policy set forth in the Administrative Policy Statements 22.1. Subject to the supervisor's discretion, employees may be permitted to use a flexible work arrangement to attend classes held during their scheduled work shift.

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

#### **ARTICLE 19 – TRAINING**

- 19.1 The Employer will develop and maintain an employee training and development plan and provide such plan to the Union upon request. Staff training is intended to provide an opportunity for classified staff employees for training sponsored by the University Training and Development and the UW Medical Centers Organizational Development and Training for the purpose of improving job performance or increasing promotional opportunities within the framework of staff positions available at the University.
- 19.2 Any release time for training for employees accepted for such classes shall be in accordance with the Executive Order (currently No. 52) governing this matter. In the event that two or more employees request the same training

period and supervision must limit the number of persons who may participate at one time due to work requirements, the selection will be made on a mutually agreeable basis within the department.

- 19.3 The training program is a proper subject for discussion by either departmental or University-wide Joint Union/Management Committees.
- 19.4 If the Employer requires an employee to receive training, reimbursement will be provided in accordance with the University travel rules. Employee attendance at Employer required training, either during or outside working hours, will be considered time worked and compensated in accordance with the provisions of this Agreement.
- 19.5 Employee attendance at training not required by the Employer and not covered by Executive Order 52, either on approved leave from or outside of working hours, will be voluntary and not considered time worked.
- 19.6 Training – Layoff. Employees on layoff status are eligible to participate on a space available basis in Training and Development sponsored programs if they pay the costs associated with their attendance (e.g. materials).

## **ARTICLE 20 – LICENSURE AND CERTIFICATION**

- 20.1 The Employer will continue its current practices related to licensure and certification.
- 20.2 When the Employer requires a new license and/or certification, the Employer will reimburse the employee for the initial cost of the new license and/or certification. Thereafter, the employee will be responsible for maintaining the license and/or certification and for all renewal costs.

## **ARTICLE 21 – PERFORMANCE EVALUATION**

- 21.1 Performance evaluations shall be performed annually. Evaluations shall be based on job related performance factors. Performance evaluations shall not be used to initiate personnel actions such as transfer, promotions or corrective action; however, evaluations may serve as supporting documentation for personnel actions. A supervisor's failure to complete an annual performance evaluation will be construed to mean the employee has

performed satisfactorily. Employee participation in the development of evaluation materials and rating factors is encouraged.

## 21.2 Evaluation Forms

a. Performance evaluation forms will at a minimum have:

(1) A description of the job related factors upon which the evaluation is based. These will include:

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

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

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

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

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

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

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

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

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

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

### 21.3 Employee Evaluation Information

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

### 21.4 Evaluation Process

- a. The supervisor will communicate with the employee about performance problems as they occur.
- b. The purpose of the evaluation meeting is to review, discuss, and if appropriate, modify the evaluation. The employee shall have an opportunity to discuss the proposed evaluation with the supervisor and to provide a written response.
- c. The final evaluation, with employee comments attached, will be signed by the evaluator and the employee. The employee will be provided a copy at his/her request.
- d. The evaluation shall be reviewed and signed by the employee's second level of supervision or management designee. If modification and/or comments are made at this level a copy will be provided to the employee.
- e. A copy of the completed evaluation, signed by all appropriate individuals, will be provided to the employee upon request.
- f. Performance evaluations shall be retained in the departmental file for no more than three (3) years.

### 21.5 Grievability. Employee performance evaluations are grievable only through Step Two of the Grievance Procedure.



## ARTICLE 22 – PERSONNEL FILES

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

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

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

22.3 Employee Response. A copy of any correspondence or letters issued and intended to be included in an employee's official personnel file shall be mailed or given to the employee prior to becoming a permanent part of the file.

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

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

22.6 An employee may insert a reasonable amount of job-related materials in his or her personnel file that reflects favorably on his or her job performance. An employee may provide a written rebuttal to any information in the files that he or she considers objectionable. The Employer will attach the rebuttal to the related document.

22.7 Adverse material or information related to alleged misconduct that is determined to be false, and all such information in situations where the employee has been fully exonerated of wrongdoing, will be promptly removed from the employee's files. The Employer may retain this information in a legal defense file in accordance with the prevailing Washington State law. The Employer may retain information relating to employee misconduct or alleged misconduct if the employee requests that the information be retained.

22.8 Removal of Documents

(a) Record of Formal Counseling relating to performance quality and quantity will be removed from an employee's personnel file after three (3) years if:

1. Circumstances do not warrant a longer retention period;
2. There has been no subsequent corrective action; and
3. The employee submits a written request for removal.

(b) Records of Formal Counseling not removed after three (3) years will be removed in accordance with the prevailing Washington State law if;

1. Circumstances do not warrant a longer retention period;
2. There has been no subsequent corrective action; and
3. The employee submits a written request for removal.

(c) Nothing in this section will prevent the Employer from agreeing to an earlier removal date, unless to do so would violate prevailing Washington State law.

## ARTICLE 23 – CORRECTIVE ACTION

23.1 The parties will follow the “Corrective Action/Dismissal Process” outlined below. No employee shall be subject to the process except for just cause. The corrective action process will be considered to incorporate the concept of progressive action while providing a positive method for improvement rather than punitive action.

### 23.2 Representation.

(a) Upon request, an employee has the right to a union representative at an investigatory interview called by the Employer, if the employee reasonably believes corrective action could result. An employee may also have a union representative at a corrective action meeting.

(b) The role of the union representative in regard to Employer-initiated investigation is to provide assistance and counsel to the employee and not interfere with the Employer’s right to conduct the investigation. Every effort will be made to cooperate in the investigation.

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

23.3 Coaching. Informal discussion or instruction between employee and immediate supervisor. Supervisor may follow up in writing which may include a simple action plan.

23.4 Corrective Action/Dismissal Process. The Employer will make clear when formal or final counseling is being conducted. When counseling or dismissing an employee, the Employer will make every effort to protect the privacy of the employee. Translators may be requested by any party.

Formal Counseling. Formal counseling (may involve administrative personnel other than the employee’s immediate supervisor) including the development of a written action plan. The action plan will identify specific problem areas, performance objectives, suggestions for remedying, and a timeframe for improvement.

Final Counseling. Final counseling (may involve administrative personnel other than the employee's immediate supervisor) including action plan discussion and revision, where appropriate. A decision-making period of one (1) day of paid time away from the work site for the employee to consider the consequences of failure to follow the action plan may be used at this step. If the Employer decides to provide a decision-making day, the employee will be given a list of expectations and problem statements prior to the day taking place.

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

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

23.5 Removal of Records. The employee may petition Human Resources for removal of records of corrective action in accordance with Article 22.8. Information regarding prior corrective action may be used to support a subsequent action when it has a reasonable bearing on the action being taken.

23.6 Grievability/Arbitrability. Formal counseling may be grieved through Step Two of the grievance procedure only. For the period of July 1, 2011 through to June 29, 2013 inclusively, Formal Counseling's issued and grieved through that period may be taken to arbitration. The losing party shall be responsible for the costs and fees of the arbitration, it being understood that where the arbitration has "mixed" results (i.e. not a definitive upholding or dismissal of the grievance), the arbitrator shall have jurisdiction to adjudicate costs. This section shall be removed upon expiration of the above term.

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

## ARTICLE 24 – GRIEVANCE PROCEDURE

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

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

24.2 Employee Grievance Rights. Any employee who believes he/she has been aggrieved may personally seek relief from that condition by filing a grievance, irrespective of any supervisor's opinion of the grievance's validity. In the presentation of grievances, the employees shall be safe from restraint, interference, discrimination, or reprisal.

24.3. Employee Representation. The Union as exclusive representative of bargaining unit employees is the responsible representative of said employees in grievance matters. However, an employee may be self-represented or select a representative outside the Union membership for Steps One and Two. In such cases, the Union shall not be held liable for the results or costs of such outside representation and will be considered an interested party to the proceedings.

24.4 Time Limitations.

An extension of the time limitations as stipulated in the respective steps below, may be obtained by mutual consent of the parties. Failure of the employee to comply with

the time limitations without a request of time extension shall constitute withdrawal of the grievance. Failure of the Employer to comply with the time limitations without a request for time extension shall establish the right of the employee to proceed with Union concurrence to the next step of the grievance procedure. For the purpose of calculating time requirements, the first day shall be the day following the day on which the employee was aware, or reasonably should have been aware, of the issue giving rise to the grievance. Saturdays, Sundays, and University holidays shall be included in the calculation of days except that the final day may not be on a Saturday, Sunday, or holiday but will end at the close of the first working day following the Saturday, Sunday, or holiday.

24.5 Contents. The written grievance shall include the following information:

- a. The date upon which the grievance occurred.
- b. The specific Article(s) and Section(s) of the Agreement violated.
- c. The past practice, rule, policy violated.
- d. Specific remedy requested.
- e. The grievant(s) name.
- f. Name and signature of Union representative (Staff or Steward).
- g. If Employee chooses to self represent or a representative outside of the bargaining units, their name(s) and signature(s).
- h. The nature of the grievance.

Failure to include the above information shall not be a reason for invalidating the grievance.

24.6 Pay Status – Meetings. Meetings and discussions on the grievance held with the

Employer in connection with this grievance procedure shall normally be held during the University's regular business hours, or as mutually agreeable, and no deduction in pay status shall be made for the grievant or steward for reasonable time spent in such meetings or discussions during the employee's scheduled duty hours. The work schedule of the grievant will be seriously considered in the

scheduling of the grievance meetings. Time off for employees and stewards shall be granted by supervision following a request, but in consideration of job responsibilities. If the requested time off cannot be granted, the parties shall arrange for time off at the earliest possible time thereafter.

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

24.8 Resolution

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

24.9 Consolidation

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

24.10 Filing and Processing

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

b. Alternative Resolution Methods Any time during the grievance process, by mutual consent, the parties may use alternative methods to resolve the dispute. If the parties agree to use alternative methods, the time frames in this Article are suspended. If the selected alternative method does not result in a resolution, the Union may return to the grievance process and the time frames resume. Any expenses and fees of alternative methods will be shared equally by the parties.

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

24.11 Steps of the Grievance Procedure. All grievances shall be processed in

accordance with the following procedure. Upon mutual agreement, Step One, Two or Three may be skipped. Grievances over final counseling or dismissal will begin at Step Two.

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

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

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



University will respond in writing within fifteen (15) calendar days after the meeting.

**Step Three: Grievance Mediation.** If the grievance is not resolved at the Step Two, the Union may file a request for mediation with the Public Employment Relations Commission (PERC) in accordance with WAC 391-55-020, with a copy to the Labor Relations Office within thirty (30) days of receipt of the Step Two decision. In addition to all other filing requirements, the request must include a copy of the grievance and all previous responses. The Employer will inform the Union, in writing, and PERC within thirty (30) days of receipt of Mediation request if they are not in agreement.

If those services are unavailable on a timely basis, the parties may request a list of grievance mediators from the Federal Mediation and Conciliation Service (FMCS) or other agreed upon mediation provider. The cost of the mediation shall be borne equally by both parties.

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

The parties agree to establish a permanent panel of ten (10) arbitrators. These arbitrators shall be assigned cases by the parties on a rotating basis. If the arbitrator is not available to hear the case within ninety (90) calendar days of the decision by either party to go to arbitration, the parties may contact the next arbitrator in the rotation. If no arbitrator can hear the case within ninety (90) calendar days, the case will be assigned to the arbitrator who can hear the case on the earliest date. If an individual arbitrator decides to remove his/her name from the panel or if one or more members of the panel are not continued by either party, the parties will meet to decide whether to substitute an additional name(s).

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

The parties agree that the arbitrator shall have no power to render a decision that adds to, subtracts from, alters or modifies in any way the terms and conditions of the Agreement. The parties further agree that the decision of the arbitrator will be final and binding upon all parties. The Union or the Employer will have the right to request the arbitrator to require the presence of witnesses and/or documents. The arbitrator's decision shall be made in writing and the arbitrator shall be encouraged to render the decision within thirty (30) calendar days of the close of the arbitration.

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

#### 24.12 Arbitration Costs

1. The fees and costs of the arbitrator, and the cost (if any) of the hearing room, will be shared equally by the parties.
2. If the arbitration hearing is postponed or canceled because of one party, that party will bear the cost of the postponement or cancellation. The costs of any mutually agreed upon postponements or cancellations will be shared equally by the parties.
3. If either party desires a record of the arbitration, a court reporter may be

used. If that party purchases a transcript, a copy will be provided to the arbitrator free of charge. If the other party desires a copy of the transcript, it will pay for half of the costs of the fee for the court reporter, the original transcript and a copy.

4. Each party is responsible for all fees and costs of its staff representatives, attorneys, experts, witnesses –and all other costs related to the development and presentation of their case. Every effort will be made to avoid the presentation of repetitive witnesses.

#### Election of Remedies

Arbitrating a claim under this Article constitutes a waiver of the right to pursue the same claim before the EEOC, the Human Rights Commission, or in any other judicial or administrative law forum, Pursuit of a claim before any of these bodies or in any other judicial or quasi-judicial forum constitutes a waiver of the right to pursue the same claim through arbitration under this Article.

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

24.14 Successor Clause . Grievances filed during the term of the 2011–2013 Agreement will be processed to completion in accordance with the provisions of the 2011–2013 Agreement.

### **ARTICLE 25 – STAFFING CONCERNS**

25.1 Staffing Concerns. Employees are strongly encouraged to bring concerns about workload issues to the attention of their department(s). Workload, work area and staffing considerations will be appropriate subjects for Joint Union/Management meetings.

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

25.3 Volunteers will not permanently fill vacant bargaining unit positions.

## ARTICLE 26 – HEALTH AND SAFETY

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

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

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

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

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

If a supervisor, the Employer-designated safety official, Labor and Industries or Environmental Health and Safety (telephone 206-543-7262) declare a work site to be hazardous and unfit for work, affected employees may be assigned to alternative work sites until the hazardous condition is rectified. If assignment to an alternative work site is not possible and the

supervisor decides to send the employee(s) home, those employees sent home will receive their regular pay for all time the employee(s) is scheduled to work on the day of the incident. For all subsequent days the employee(s) may use accrued leave as appropriate or request make up time as follows:

- a. Employees must request make up time within three (3) working days after operations resume.
- b. Reasonable work must exist and the supervisor must approve the request to work. The time must be made up within ninety (90) calendar days after operations resume.

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

26.5 Safety Committees. Joint employee-elected and Employer appointed safety committees shall be formed in accord with WISHA requirements and following University of Washington policy. The Union is entitled to representation on the University-wide or specific organizational or divisional committees where bargaining unit employees are working. Participation in safety and health committees, including meeting time, health and safety research, work on committee assignments, seminars, and classes will be considered time worked for all employees in accordance with University policy. Release time must be arranged with supervisors in advance.

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

26.6 Ergonomics. The supervisor/manager will provide training and equipment for staff to safely perform job functions and avoid injury. Employees should contact their supervisor if job procedures, equipment or workstations lead to risk of injury or work-related musculoskeletal disorders. Further ergonomic guidelines shall be referenced on the Environmental Health and Safety website [www.ehs.washington.edu](http://www.ehs.washington.edu).

26.7 Workplace Review. Supervisors will periodically inspect the worksite for the identification of recognized hazards, including ergonomic conditions, and put in place appropriate and feasible mitigations for any identified conditions that may be hazardous to health and safety. Such mitigations may include the use of engineering controls, administrative controls, the

use of personal protective equipment, and/or increased training. The organizational unit will determine the appropriate frequency of the inspections and such frequency shall be an appropriate topic for Union Management meetings.

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

- 26.8 WISHA Inspections: Each time there is a WISHA inspection of the Employer's property in an area where WFSE employees perform their duties, the Employer shall contact the Union Office to find out whom the Union designates as the employee representative. If the Union's representative is not present for the inspection, the Employer shall request that the WISHA inspector delay the inspection until the Union's representative can arrive.
- 26.9 Wellness. The Employer and the Union will encourage and support employee participation in appropriate programs including the UW Care Link Services through which employees may seek confidential assistance in the resolution of chemical dependency or other problems that may affect job performance. UW Care Link Services may presently be reached at 1-866-598-3978 (business hours) or 1-800-833-3031 (24 hour line). No employee's job security will be placed in jeopardy as a result of seeking and following through with corrective treatment, counseling or advice providing that the employee's job performance meets supervisory expectations.
- 26.10 Tools and Equipment. The Employer will furnish and maintain in safe working condition all tools and equipment required to carry out the duties of each position, and will provide, during working hours, training on the safe operation and use of tools/equipment/supplies required to perform the employee's duties. The Employer agrees to provide transport for necessary equipment and supplies which cannot safely be transported by hand. The employees will properly use and maintain all required tools/equipment/supplies and immediately report any defects or malfunctions to the supervisor.
- 26.11 Joint Union/Management Committee. It shall be appropriate for either the Union or the University to request that a Joint Union/Management committee be convened, with Environmental Health and Safety as a

participating member, to discuss health and safety concerns and to explore options for addressing those concerns through appropriate training or other approaches.

- 26.12 Training. Training that is relevant to the business operations and hazards involved in the work activities will be provided in the workplace by qualified trained individuals to employees.

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

- 26.13 Safety and Health Grievances. Grievances arising out of violations of this Article will start at Step 2 of the grievance procedure.

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

## ARTICLE 27 – HOLIDAYS

- 27.1 Holidays. The present holiday schedule includes the following eleven (11) days with pay.

New Year's Day	Independence Day
Martin Luther King Jr. (Third Monday of January)	Labor Day
President's Day (Third Monday of February)	Veteran's Day
Memorial Day	Thanksgiving Day
	Day After Thanksgiving
	Christmas Day
	Personal Holiday*

Holidays are prorated for part-time employees.

\*Employees who are employed four (4) months or more shall be entitled to a Personal Holiday during each calendar year. This day may be used in the same manner as any other holiday.

Use of the Personal Holiday shall be requested in writing. When the Holiday has been approved in advance and is later canceled by the University, the employee shall have the option of rescheduling the day. If the employee cannot be scheduled off, holiday premium pay will be paid. It is the employee's responsibility to schedule the Personal Holiday before December 31<sup>st</sup>. The Personal Holiday does not carry forward into the next year – if not requested it is forfeited.

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

- 27.2 Holiday Premium Pay. Any employee required to work on a holiday shall receive their regular eight (8) hours of holiday pay (prorated for part-time) plus premium pay at time and one-half (1-1/2) for all hours worked on such holiday. Compensatory time may be granted in lieu of monetary payment.

### **ARTICLE 28 – VACATIONS**

- 28.1 Accrual. Employees will accrue vacation leave during the new hire probationary period, but may not use vacation leave until completion of the probationary period.

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

Length of Service	Hours Per Month	Days/Hours Per Year
1 <sup>st</sup> year	8.00	12/96
2 <sup>nd</sup> year	8.67	13/104
3 <sup>rd</sup> year	9.33	14/112
4 <sup>th</sup> year	10.00	15/120
5 <sup>th</sup> year	10.67	16/128
6 <sup>th</sup> year	11.33	17/136
7 <sup>th</sup> year	12.00	18/144
8 <sup>th</sup> year	12.67	19/152
9 <sup>th</sup> years	13.33	20/160



10 <sup>th</sup> year	14.00	21/168
11 <sup>th</sup> year	14.67	22/176
12 <sup>th</sup> year or more	15.33	23/184

28.2 The annual vacation schedule in each work unit shall be established in the existing departmental manner or as follows:

- a. Twice each year, on or about April 1 and October 1, a vacation request sheet shall be circulated to the bargaining unit employees. Each employee shall be given the opportunity to indicate his or her preference of a vacation time period for the subsequent six (6) months. Supervision shall endeavor to schedule vacations according to the employee's wishes. In the event that two or more bargaining unit employees from the same unit request the same vacation period and supervision must limit the number of persons who may take leave at one time due to work requirements, preference shall be determined by departmental seniority. If departmental seniority is equal, the determination will be decided by lot.
- b. Supervision shall post the vacation schedule by May 1 and November 1, which shall remain in effect for each succeeding six (6) months period, that is, June 1 through November 30, and December 1 through May 31, respectively. Individual vacation periods may be changed at any time by mutual agreement between the employee(s) concerned and supervision. However, in no case shall an employee's scheduled vacation interfere with the necessary work of the organization, the determination of which shall rest with supervision.
- c. Employees may make a supplemental vacation request (those made outside the provisions of 28.2(a) at any time. Such supplemental requests shall not take precedence over requests scheduled in accordance with 28.2(a). Individual vacation periods may be changed at any time by mutual agreement between the employee(s) concerned and supervision; however in no case shall an employee's scheduled vacation interfere with the necessary work of the organization, the determination of which shall rest with supervision.

An employee who makes a supplemental vacation request will be notified whether the request is approved or denied within a reasonable

period of time, but in no case more than fourteen (14) calendar days after the supplemental vacation request is submitted.

- 28.3 Any bargaining unit employee who may be transferred to another unit or removed from the bargaining unit by promotion or transfer shall alter his/her preferred vacation period if in conflict with a previously established vacation schedule.
- 28.4 Vacation Denial. When an employee's vacation cannot be approved, the supervisor shall schedule the employee's vacation at the next earliest date requested by the employee if available and deemed possible by the supervisor.
- 28.5 Vacation Cancellation. In the event that the University cancels an employee's scheduled vacation, leaving no time to reschedule such vacation before the employee's maximum balance will be reached, the employee's vacation balance will be permitted to exceed the allowable maximum and the employee will continue to accrue vacation for a period of up to six (6) months in order to allow rescheduling of the employee's vacation.
- 28.6 Holiday Rotation. Vacation requests filed in accordance with 28.2 for the week including Thanksgiving and the weeks including Christmas Day and New Year's Day shall be granted on a rotating basis. The rotation will begin with the most senior person (seniority shall be determined by the method contained in 28.2(a) above) and shall proceed in that order until all staff wishing to take vacation leave during those holiday periods have done so. No employee shall be granted more than one (1) of the aforementioned weeks in a single year, unless there are no other interested employees and the department is able to grant the request based on operational needs.
- 28.7 Vacation Leave Accumulation. An employee may accumulate a vacation balance which normally shall not exceed two hundred forty (240) hours. An employee may elect to accrue in excess of two hundred forty (240) hours but must receive approval to use the excess balance prior to the next anniversary date or lose those hours accrued in excess of two hundred forty (240).
- 28.8 Vacation Leave Cash Payment. Any permanent employee who resigns or retires, is laid-off or is terminated by the University shall be entitled to accrued vacation pay.

## ARTICLE 29 – SICK LEAVE

### 29.1 Sick Leave

- a. Accrual. Full-time employees (prorated for part-time) accrue eight (8) hours credit for each month of completed regular monthly service. Sick leave credits shall not accrue during a leave of absence without pay which exceeds ten working days in any calendar month.
- b. Sick Leave – Use. Sick leave shall be allowed an employee under the following conditions. The Employer may require medical verification or appropriate proof when sick leave is requested for any reason listed below. For most employees the Employer will not require verification for absences of less than 3 days. Such verification or proof may be given to the supervisor/manager or Human Resources according to departmental policy. The Employer will not make unreasonable requests for sick leave verification.
  - (1) Because of and during illness, disability or injury which has incapacitated the employee from performing required duties.
  - (2) By reason of exposure of the employee to a contagious disease during such period as attendance on duty would jeopardize the health of fellow employees or the public.
  - (3) Because of a health condition of a family member that requires treatment or supervision, or that requires the presence of the employee to make arrangements for extended care. The Vice President for Human Resources Operations may authorize sick leave use as provided in this subsection for other than family members.
  - (4) Because of a family member's death that requires the assistance of the employee in making arrangements for interment of the deceased.
  - (5) To provide emergency child care for the employee's child for the following reasons: unexpected absence of regular care provider, unexpected closure of the child's school or daycare, unexpected need to pick up a child at school earlier than normal.

Use of sick leave shall be limited to three (3) instances per calendar year not to exceed twenty-four (24) hours (part-time shall be prorated), unless extended by the Employer.

(6) For personal medical, dental, or optical appointments or for family members' appointments when the presence of the employee is required, if arranged in advance with the Employer.

- c. Sick leave may be granted for condolence or bereavement.
- d. Use of Vacation Leave or Compensatory Time Off for Sick Leave Purposes. An employee who has used all accrued sick leave may be allowed to use accrued vacation leave and/or compensatory time off for sick leave purposes when approved in advance or authorized by the employee's departmental supervisor.
- e. Restoration of Vacation Leave. In the event of an incapacitating illness or injury during vacation leave, the employee's supervisor may authorize the use of sick leave and the equivalent restoration of any vacation leave otherwise charged. Such requests shall be in writing, and a medical certificate may be requested.
- f. No Abuse of Sick Leave. The Union and Employer agree that the abuse of sick leave will not be condoned.

29.2 Sick Leave Cash Out. Eligible employees may elect to receive monetary compensation for accrued sick leave as follows:

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

Employees who separate from University service due to retirement or death shall be compensated for the unused sick leave accumulation from the date of most recent hire in a leave eligible position with the State of Washington at the rate of 25%. Compensation shall be based upon the employee's wage at the time of separation. For the purpose of this section, retirement

shall not include vested out of service employees who leave funds on deposit with the retirement system.

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

### 29.3 Definitions

Family member is defined as the employee's spouse or same or opposite sex domestic partner, child, parent, grandparent, grandchild, sister or brother. Family member also includes individuals in the following relationships with the employee's spouse or domestic partner: child, parent, or grandparent. Child also includes any child residing in the employee's home through foster care, legal guardianship or custody. Family members include those persons in a "step" relationship.

- 29.4 Family Care Leave. Employees shall be allowed to use any or all of their choice of sick leave or other paid time off to care for their (a) child with a health condition that requires treatment or supervision, (b) family member who has a serious health condition or an emergency condition. Employees shall not be disciplined or otherwise discriminated against because of their exercise of these rights.

## **ARTICLE 30 – WORK RELATED INJURY LEAVE**

- 30.1 An employee who sustains a work-related illness or injury shall be granted a disability leave of absence in accordance with federal and state law. It is the intention of the University to comply with state and federal laws regarding such absences through its policies and procedures.
- 30.2 Employees who are in leave without pay status for up to six (6) months due to a work-related injury, upon written request and proof of continuing disability, shall maintain their seniority and annual increment date. Leave without pay exceeding six (6) months without loss of seniority or change in increment date may be granted at the option of the employing official.
- 30.3 Employees who suffer a work-related injury or illness that is compensable under the state worker's compensation law may select time loss compensation exclusively, leave payment exclusively or a combination of the two. Employees using accrued sick leave during a period in which they receive worker's compensation under the industrial insurance provisions

shall receive full sick leave pay, less any industrial insurance payments for time loss during the sick leave period.

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

## **ARTICLE 31 – FAMILY MEDICAL LEAVE ACT AND PARENTAL LEAVE**

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

- a. parental leave to care for a newborn or newly placed adopted or foster child; or
- b. personal medical leave due to the employee's own serious medical condition that requires the employee's absence from work; or
- c. family medical leave to care for a family member who suffers from a serious medical condition that requires care or supervision by the employee.

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

- 31.2 The twelve (12) week FMLA leave entitlement is available to the employee each calendar year, provided that eligibility requirement listed in (a) are met.
- 31.3 The University will continue the employee's existing employer-paid health insurance benefits during the period of leave covered by FMLA. If necessary, due to continued personal medical or continued approved parental leave, the employee may elect to use eight (8) hours of accrued

applicable paid leave for continuation of employer paid health insurance benefits for up to four (4) months, including any portion of leave covered by FMLA

- 31.4 FMLA leave may be taken intermittently or as part of a reduced work schedule when medically necessary
- 31.5 Parental Leave. Parental leave is defined as: up to four months of leave taken after the birth of a child to the employee, spouse or domestic partner, or because of the placement of a child with the employee or domestic partner through adoption or foster care. Parental leave may extend up to four months, including time covered by the FMLA, during the first year after the child's birth or placement. Extensions beyond four (4) months may be approved by the Employer.

If parental leave is taken as leave of absence without pay, the employee may apply eight (8) hours of accrued paid leave per month during the first four (4) months of parental leave to provide for continuation of employer paid health benefits. Periods of parental leave covered by the FMLA shall be deducted from the four (4) month period of eligibility to intersperse paid leave.

## **ARTICLE 32 – CHILD/DEPENDENT CARE**

- 32.1 The Employer and the Union recognize that family life has a significant impact upon employees' work lives. To help maintain a quality workforce, the Employer will continue to provide: referral assistance for daycare within the community, subsidized care for mildly ill children, child care assistance through the Work/Life office and, where feasible, will fairly consider space and support for childcare centers at UW worksites.
- 32.2 The Employer will notify the Union so that the Union may have an opportunity to provide input prior to any University action being taken to significantly reduce availability of University-sponsored child care programs.
- 32.3 Union members will continue to be notified annually of the availability of the Dependent Care Assistance Program (DCAP) offered through the State of Washington Department of Retirement Systems.
- 32.4 The Work/Life office can assist with child care related information resources in the event the employee is required to work overtime.

## ARTICLE 33 – SHARED LEAVE

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

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

- Having a severe or extraordinary illness; or
- Having caregiver responsibilities for a relative or household member with a severe or extraordinary illness; or,
- The employee is serving as an approved emergency worker; or,
- When voluntarily or involuntarily serving in one of the uniformed services; of the United States, or,
- Being a victim of domestic violence, sexual assault or stalking, or assisting a family member who is a victim of domestic violence, sexual assault or stalking.

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

33.3 Uniformed Service Shared Leave Pool: Eligible state employees may donate leave to the uniformed services shared leave pool for use by state employees who have been called to active duty in one of the uniformed services of the United States. Employees may participate in this program in accordance with state law and University Policy.  
(<http://www.washington.edu/admin/hr/roles/mgr/leavetoolkit/shared-leave.html>)

33.4 Leave Related to Domestic Violence, Sexual Assault or Stalking: As required by state law, and in accordance with University policy, the University will grant time off to an employee who is a victim of domestic violence, sexual assault, or stalking or to an employee who has to assist a family member who is a victim of domestic violence, sexual assault or stalking.



## ARTICLE 34 – INCLEMENT WEATHER AND SUSPENDED OPERATIONS

- 34.1 Inclement Weather. When the University is in operation but an employee requests time off to deal with unanticipated problems related to natural disasters or severe weather conditions, the employee may charge the absence to accrued compensatory time, personal holiday, annual leave or leave without pay. Employees designated as essential must make all reasonable efforts to report to work as scheduled.
- 34.2 Suspended Operations. If the University determines it is advisable due to emergency conditions to suspend the operation of all or any portion of the institution, requiring only employees in essential positions to report to work the following will govern: When prior notification of suspended operations has not been given, non-essential employees released until further notice after reporting to work shall receive a minimum of four (4) hours pay for the first day. Non-essential employees who do not work for the balance of the closure during suspended operations have the following options to account for hours not worked:
- a. Using annual leave.
  - b. Accrued compensatory time.
  - c. Using personal holiday. An employee must use personal holiday time as a full day or shift.
  - d. Using leave without pay.
  - e. Requesting makeup time for hours lost as a result of the suspended operations.
    - (1) Employees must request makeup time within three (3) working days after operations resume.
    - (2) Reasonable work must exist and the supervisor must approve the request to work. The time must be made up within ninety (90) calendar days after operations resume.

## **ARTICLE 35 – MISCELLANEOUS PAID LEAVES**

For the purposes of this Article, paid leave will be the salary the employee receives in his/her appointed position plus any additional monies (including, but not limited to shift differential and assignment pay) and benefits.

35.1 Civil Duty. Leave with pay will be granted for jury duty, to serve as trial witnesses, or to exercise other subpoenaed civil duties such as testifying at depositions. Employees are not entitled to civil leave for civil legal actions that they initiate or when named as a defendant in a private legal action that is unrelated to their University employment. The employee will notify the Employer as soon as he/she becomes aware of the need for a civil duty leave.

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

Employees assigned to work the night shift who are scheduled to work the day before and the day of civil duty leave will be allowed to have their civil duty leave the day before or the day of civil duty service.

35.2 Bereavement Leave. An employee shall be granted three (3) days of bereavement leave for each death of a family member as defined in Article 29 (Sick Leave). Bereavement leave beyond three (3) days may be approved based on individual circumstances, such as relationship of the employee to the deceased family member, employee responsibility for making funeral arrangements, religious reasons and/or distance of travel out of the area. Upon the Employer's approval, the employee may choose to use the following types of leave for beyond the three (3) days: sick, vacation, comp time, or leave without pay.

## **ARTICLE 36 – MILITARY LEAVE**

36.1 Employees who are called to active duty in any of the uniformed services or their reserves shall receive 21 work days of paid military leave annually from October 1 through September 30. Such paid military leave shall be in addition to any compensatory time, vacation or sick leave to which the employee might be otherwise entitled, and shall not involve the reduction of any benefits, performance rating, privileges or base pay. During the period of paid military leave, the employee shall receive his or her normal pay.

- 36.2 Employees required to appear during working hours for a physical examination to determine physical fitness for military service shall receive full pay for the time required to complete the examination.
- 36.3 Employees who are called to active duty in one of the uniformed services of the United States or the State of Washington shall be granted a military leave of absence without pay for absence from work for up to 5 years in addition to any time covered by the provisions of Section 36.1. During an unpaid military leave of absence, an employee is entitled to receive:
- a. retirement benefits and service credit in accord with the provisions of the applicable retirement system;
  - b. paid medical and dental insurance if in pay status at least 8 hours per month. Other health plan coverage at the employee's request and expense for a limited period of time as determined by the Health Care Authority;
  - c. other length-of-service credits related to employment that would have been granted had the employee not been absent; provided that the employee returns to University service at the conclusion of the leave in accord with applicable Federal and State laws related to military leave; and
  - d. any additional benefit required by then-applicable state or federal law.
- 36.4 The employee should complete the Military Leave Request Form to request military leave. Unless prohibited by military necessity, the University shall be provided with a copy of an employee's orders at the time the employee requests military leave. Such request shall be made as soon as reasonably practical after the employee learns of the need for such leave.
- 36.5 Following release from military service, an employee shall have the right to return to his or her employment as provided by then-applicable state and federal law. The employee will provide a copy of employee's discharge papers and any other documentation permitted or required by military-leave laws to their supervisor and to Human Resources.

## **ARTICLE 37 – LEAVE WITHOUT PAY**

- 37.1 Purpose. In addition to the circumstances specified elsewhere in this Agreement, the Employer, in its discretion may approve a leave without pay

for the following reasons specified below. Leaves without pay must be approved or denied by the Employer in writing within fourteen (14) calendar days of the request when practicable and if denied will include the reason for denial. Approval will set a date for the employee's return to work. Modification of the return date must also be approved in writing by the Employer.

37.2 Leave without pay may be granted for the following reasons:

- a. Child or elder care emergencies
- b. Governmental service
- c. Citizen volunteer or community service
- d. Conditions applicable for leave with pay
- e. Education
- f. Formal collective bargaining
- g. Leave taken voluntarily to reduce the effect of a layoff
- h. Union project activities
- i. As otherwise provided for in this Agreement

37.3 Leave without pay for the following reasons is not covered by this Article:

- a. Compensable work-related injury or illness, (Article 30)
- b. Military service (Article 36)
- c. Leave for serious health condition taken under the provisions of the Family and Medical Leave article (Article 31)
- d. Leave authorized by the Employer as part of a plan to reasonably accommodate a person of disability (Article 3)
- e. Disability due to pregnancy or childbirth (Article 31)
- f. Parental leave (Article 31)
- g. Union activities (Article 9)

37.4 Conditions Applicable to Leave without Pay:

Employees must submit any request for a leave without pay in writing. Except as required by law, a request for leave without pay must meet the following conditions:

- a. The employee must be a permanent employee
- b. The employee must have a bona fide intention of returning to work following the leave

- c. The leave without pay must not, in the discretion of the University, interfere with operational needs.
- 37.5 Cancellation of Leave Without Pay. The Employer may cancel a leave without pay upon finding that the employee is using the leave for purposes other than those specified at the time of approval, or where there are extreme circumstances requiring the employee's return to work. The Employer will provide written notice to the employee that a leave without pay has been cancelled. The notice will set a date for the employee's return to work. Unless mutually agreed, the employee's failure to return to work on the date prescribed will be considered job abandonment.
- 37.6 Benefits During Leave. Employees are encouraged to contact the Employer's Benefits Office (phone # 206-543-2800) prior to any leave without pay to understand impact on benefits and learn about other points to consider.
- 37.7 Returning Employee Rights. Employees returning to work following an approved leave without pay will be returned to the position they held prior to the leave without pay or to another position in the same classification. In the event the employee's position is substantially impacted during the time the employee is on leave, he or she will be notified in writing and provided a time in which to exercise any rights available pursuant to this Agreement.
- 37.8 Educational Leave. Leave without pay may be granted for the duration of actual attendance in an educational program.
- 37.9 Government Service Leave. Leave without pay may be granted for government service in the public interest, including but not limited to the U.S. Public Health Service or Peace Corps.
- 37.10 Volunteer or Community Service Leave. Leave without pay may be granted for community volunteerism or service.
- 37.11 Formal Collective Bargaining Leave. Leave without pay may be granted to participate in formal collective bargaining sessions authorized by RCW 41.80 as mutually agreed by the parties.
- 37.12 Union Project Activities. An extended period of time to work for the Union.

## ARTICLE 38 – EMPLOYEE LEAVE RECORDS

It is understood that each department will keep adequate vacation and sick leave records and make them available to an employee so that each employee can determine monthly the current status of these two items. Employees shall cooperate with the Employer in updating their records.

## ARTICLE 39 – HOURS OF WORK AND WORK SCHEDULES

### 39.1 General

- a. Hours of work for employees in the bargaining units listed in Appendix I shall be established by the Employer.
- b. Overtime may be assigned outside normally scheduled shifts and will be compensated in accordance with Article 40.

### 39.2 Definitions

- a. Full-time Employee. An employee scheduled to work forty (40) hours per week in a seven (7) day period; or designated hospital personnel scheduled to work eighty (80) hours in a fourteen (14) day period.
- b. Part-time Employee. An employee scheduled to work a minimum of twenty (20) hours per week but less than forty (40) hours per week in a seven (7) day period; or designated hospital personnel scheduled to work more than forty (40) hours but less than eighty (80) hours in a fourteen (14) day period. Part-time employees shall receive all benefits of employment on a pro-rata basis, except health benefits coverage that is determined by the state.
- c. Work Shift. The hours an employee is scheduled to work each workday in a workweek.
- d. Workday. One of seven (7) consecutive, twenty-four (24) hour periods in a workweek.
- e. Work Schedules. Workweeks and work shifts of different numbers of hours may be established by the Employer in order to meet business and customer service needs, as long as the work schedules meet federal and state laws.

### 39.3 Rest, Meal and Clean-up Periods

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

- a. Rest Periods. The Employer and Union agree to rest periods that vary from and supersede the rest periods required by WAC 296-126-092. Employees will be provided paid 15-minute rest periods for every four (4) hours worked. No employee will be required to work more than three consecutive hours without a rest period. Rest Periods do not require relief from duty; however, it is the employer's intention to provide uninterrupted rest periods. Employees must take scheduled rest periods. Where the nature of the work allows employees to take intermittent rest periods equivalent to 30 minutes within an 8-hour period, a scheduled rest period is not required. Rest periods may not be used for late arrival or early departure from work.
- b. Unpaid Meal Period. The Employer and Union agree to unpaid meal periods that vary from and supersede the unpaid meal period requirements required by WAC 296-126-092. Employees will be provided with one unpaid meal period of at least 30 minutes during any shift that exceeds five hours in length. When an employee's unpaid meal period is interrupted by work duties, the employee will be allowed to resume his or her unpaid meal period following the interruption, if possible, and to complete the 30-minute unpaid meal period. In the event the employee is unable to complete the 30-minute unpaid meal period due to operational necessity, the employee shall be entitled to appropriate compensation to be computed based on the actual number of minutes worked within the 30-minute unpaid meal period.

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

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

- d. Clean-Up Time. Reasonable time for clean-up may be allowed at the end of the shift as determined necessary by the Employer (at the department level).
- e. Employee health and safety will be considered when scheduling rest, meal, and clean-up periods. Employees may not alter their scheduled rest or meal periods without supervisor approval. Employees who are unable to take scheduled rest or meal periods must report to their supervisor as soon as possible.

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

- a. Scheduled work periods, within which there are two (2) work schedules:
  - (1) Regular Work Schedule. The regular work schedule for full-time employees shall consist of five (5) consecutive and uniformly scheduled eight (8) hour days in a seven (7) day period, with two (2) consecutive days off. Uniformly scheduled means a daily repetition of the same working hours and a weekly repetition of the same working days.
  - (2) Alternative Work Schedule. An alternate forty (40) hour work schedule (other than five (5) uniform and consecutive eight (8) hour days in a seven (7) day period), or for hospital personnel an eighty (80) hour workweek in a fourteen (14) day period and other mutually agreed upon schedules that comply with applicable federal and state law. Employee work schedules normally include two (2) consecutive days off.
- b. Nonscheduled Work Period. Positions for which the hours (shift length, shift times and workdays) cannot be regularly scheduled.
- c. Part-time Work Schedule. This is any deviation from any full-time schedule which includes twenty (20) hours or more per week but less than forty (40) hours per week in a seven (7) day period; or for designated hospital personnel forty (40) or more hours and less than eighty (80) hours in a fourteen (14) day period. Employee work schedules will normally include two (2) consecutive days off.

39.5 Shift/Schedule Assignment Notification.

- a. The Employer agrees to provide as much notice as possible but no fewer than ten (10) calendar days notice to an employee in the event of



an Employer-directed permanent change in the employee's work shift assignment or work schedule, with the day of notification constituting the first day of notice. A shorter notification period may be used with the concurrence of the employee(s) impacted.

- b. For temporary changes in work schedule assignment occurring within the employee's assigned workweek, the Employer will provide two (2) calendar days notice, with the day of notification constituting the first day of notice. For emergency reasons, lack of work, an existing safety hazard to the employee or others, or mutual agreement between the Employer and employee, the Employer may temporarily change an employee's schedule with fewer than two (2) calendar days notice. Temporary is defined as no longer than one (1) week. Temporary shift changes within the workweek shall not be employed to avoid the accrual of overtime.
- c. The assignment of employees in various shifts within each work group or department shall be determined by the Employer. Provided that when qualifications are substantially equal and all other considerations are the same in the judgment of the employing department, seniority will be the tie-breaker in determining shift assignment for Employer required changes. This criterion does not apply to positions deemed by the Employer to require a rotational shift.
- d. In accordance with present and past practice, it is understood that employees in certain departments are on alternative work schedules and/or part-time schedules by reason of operational necessity and employee convenience. Such assignments/practices shall be recognized. When the Employer develops a new alternative work and/or teleworking/commuting schedule that affects two (2) or more employees, it will be done with the approval of a majority of the employees affected or informing the Union of these changes and holding a meeting, if requested, before any changes are made.

39.6 Telework/Commute. Requests for teleworking/commuting will be considered in accordance with University and/or departmental policy.

## ARTICLE 40 – OVERTIME

- 40.1 Employees qualify for overtime compensation under the following conditions:
- a. Regular work schedule employees (or part-time scheduled employees): work in excess of eight (8) hours in a work day or forty (40) hours in a work week;
  - b. Alternate work schedule employees: work in excess of the assigned work shift or work in excess of forty (40) hours in a work week. For certain hospital personnel assigned to a fourteen (14) day schedule, work in excess of eight (8) hours in any work day or eighty (80) hours in a fourteen (14) day period;
  - c. Employees assigned to excepted work period positions normally do not qualify for overtime pay. Under circumstances in which the employee is directed to work an excessive amount of overtime, the Human Resources Director may authorize additional compensation in cash or compensatory time off not to exceed one and one-half times the employee's regular rate. The employee may petition the Human Resources Director for compensation of the directed overtime.
- 40.2 All time that the employee is in a pay status, such as sick leave or annual leave, shall be used for purposes of calculating the work day and work week.
- 40.3 Overtime work must be approved in advance by the Employer and shall be paid at a rate of one and one-half (1-1/2) times the employee's straight time hourly rate. Overtime hours shall be compensated on a salary payment basis, unless the employee requests and is granted compensatory time off, (at the rate of one and one-half (1-1/2) times the hours worked) in lieu of pay. Such compensatory time off shall be scheduled at a time which is mutually acceptable to the employee and the supervisor. In general, employees shall be allowed to take requested compensatory time off unless it causes staffing to fall below a minimum staffing level as determined by the Employer.
- 40.4 If compensation is paid to an employee for accrued compensatory time, such compensation shall be paid at the regular rate earned by the employee at the time the employee receives such payment. Upon termination of employment, an employee will be paid for any unused compensatory time in accordance with the Fair Labor Standards Act.

- 40.5 Whenever overtime work is required, supervision shall determine the employees needed to work such overtime on the basis of their qualifications and availability. Overtime shall be distributed as equally as possible among the qualified and available employees. **For Public Safety Officers:** To the extent possible, volunteers will be sought before overtime is mandated.
- 40.6 A record of overtime hours worked by each employee shall be kept by the Employer and such record of overtime may be reviewed upon request by the Union.
- 40.7 All reported exception time worked will be paid in accordance to RCW 42.16.010.
- 40.8 Dual Appointments. The provisions of the Fair Labor Standards Act will apply to dictate whether the employee's work is non-exempt for the purposes of payment of overtime.

#### **ARTICLE 41 – WAGES AND OTHER PAY PROVISIONS**

- 41.1 First Year Wage Adjustment.
- 41.2 Second Year Wage Adjustment.
- 41.3 Salary/Step Assignments. On July 1, 2011, all employees will be assigned the same step within their current classification as was held June 30, 2011. In addition, all employees will be paid at the salary range specified in Appendix I for their classification except: employees who are receiving a Red-lined (Y-rated) salary as of June 30, 2011 will continue to receive that salary if it is higher than the top step of the salary range for their classification as specified in Appendix I. These employees will receive any future salary increases as specified in Section 41.9, Downward Reallocation Compensation.
- 41.4 Annual Salary Adjustment. Employees will receive an annual salary adjustment on their periodic increment date until such time as the employee reaches the top step of their salary range, except as might be provided in the wage adjustments detailed in 41.1 and 41.2 above.

Employees shall continue to receive increment increases at the rate of two (2) steps each twelve (12) months unless they are newly hired at Step A, in which case they will receive a two (2) step increase at six (6) months then two (2) steps annually thereafter.

Employees on the Health Care pay tables (Appendices III, V, and VIII) receive increment increases at the rate of one (1) step each twelve (12) months except employees starting at Step A progress to Step B after six (6) months.

The University, at its discretion, may approve additional increment increases at any time. Such additional increment increases will not change an employee's periodic increment date.

- 41.5 Recruitment/Retention Compensation. The Employer may increase the salary of classifications that are experiencing recruitment/retention problems.
- 41.6 Transfers/Lateral Movement. When an employee moves from one position to another position in the same or a different classification at the same salary range, the employee will retain his/her previous salary range and step (see Article 45).
- 41.7 Promotions/Reallocation/Reversion. Upon promotion or reallocation from a position under this contract to another position under this contract with a higher salary range, the affected employee shall be placed on the salary step of the new range which reflects a minimum of a two (2) step increase, except for positions on Health Care Professional/Technical pay tables, which shall receive a minimum increase of 6%.

The new periodic increment date shall be the first of the current month for effective dates falling between the first and fifteenth of the month and the first of the following month for effective dates falling between the sixteenth and the end of the month.

An employee who voluntarily reverts or is reverted by the Employer during the trial service period in his/her promoted position will have the previous salary range and step he/she was receiving prior to promotion reinstated.

- 41.8 Work Out of Class. When an employee is temporarily assigned by Management in writing, which may include e-mail, to perform the principal duties of a higher level position for a minimum period of one (1) working day, he/she shall be compensated at a salary which represents at least a two step increase beyond the employee's current step but not to exceed the maximum of the range for the higher classification. Said increase shall be effective as of the first day of the assignment.

41.9 Downward Allocation Compensation. An employee who elects to remain in a position that is reallocated downward will retain his/her previous salary. The employee will retain that salary until such time as he/she leaves the position or until the pay range of the new class catches up. The employee's salary will then be placed at the step equal to or increased to the step closest to the employee's salary.

41.10 Shift Differential Premium Pay. Employees assigned to evening or night shifts shall receive a shift differential of at least .65 per hour, except for those job titles listed in Appendix IX, which shall receive the applicable rates.

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

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

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

41.11 Stand-By Pay. Employees required to restrict their off-duty activities in order to be immediately available for duty when called, will be compensated for time spent in standby status. Rate of compensation for standby status will be compensated at a rate of \$1.00 per hour. Employees who, on the effective date of this Agreement, receive standby in excess of those rates shall continue to do so. In addition to the pay received while on standby, an employee called to work will be paid at his/her regular salary for all hours worked.

41.12 Call Back Pay. When an employee has left the grounds and is called to return to the work station outside of regularly scheduled hours, he/she shall receive two (2) hours bonus pay plus time actually worked. The bonus pay shall be compensated at the regular rate; time worked shall be

compensated at time and one-half (1-1/2). Time worked immediately preceding the regular shift does not constitute call back, provided time worked does not exceed two (2) hours and notice of at least eight (8) hours has been given. An employee on standby status called to return to the work station does not qualify for call back pay.

- 41.13 Multilingual/Sign Language/Braille Premium Pay. Whenever a classified position has a bona fide requirement for regular use of competent skills in more than one language, and/or sign language and/or Braille, and the need for that skill is specified in the employee's position description, the employee shall receive a premium pay of two (2) steps above the level normally assigned for that position, except for those instances where the position is allocated to a class that specifies these skills.

If the employee's position is allocated to a class that specifies these skills, the employee will receive a premium pay of two (2) steps above the level normally assigned for that position only when the employee's position description states that the position has a bona fide requirement for regular use of competent skills in three (3) or more languages in addition to English.

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

- 41.14 Assignment Pay. The Employer agrees to pay a premium rate of at least \$1.75 per hour above an employee's base salary for the time an employee works in any of the following assignments:

- a. While wearing a fall protection safety harness, when required by an approved Fall Protection Work Plan. While working with a fall protection monitor, when required by an approved Fall Protection Work Plan.
- b. While wearing a fitted, reusable respirator or supplied air respirator (PAPR, SCBA, etc.) when required by an approved Work Plan.
- c. While working in a Permitted confined space, with appropriate permits.
- d. When wearing a fall protection safety harness as required for specific Aerial Personnel Lift equipment or suspended platforms in accordance with WISHA standards (currently 10').

When an employee performs qualifying work less than 1 hour, they will be paid a minimum of one hour per day of assignment pay. Work exceeding one hour per day will be paid based on actual time worked.

- 41.15 Flexible Spending Account. The Employer agrees to allow insurance eligible employees, covered by this Agreement, to participate in a medical and dental expense reimbursement program to cover co-payments, deductibles and other medical and dental expenses, if employees have such costs, or expenses for services not covered by health or dental insurance on a pretax basis as permitted by law or regulation.
- 41.16 Late Payroll Checks. Regular payroll checks, either hard copy or electronic, should be available to employees on payday. If the University is responsible for delay in receipt of a regular payroll check, the University will work with the employee to attempt to have any incurred fees waived.
- 41.17 Weekend Pay. All hours worked on weekends by employees in applicable job titles shall include a weekend pay premium in accordance with Appendix X.
- 41.18 HMC Public Safety Officer Premium. All Department of Public Safety Officers who have been trained and qualified to assist the clinical staff when requested in the proper restraint of patients will continue to receive the premium pay of \$1.30 per hour. For the purpose of this article, hours of paid time off, such as holiday, vacation or sick leave, do not count as hours worked.
- 41.19 Midterm HCPT Adjustment. The medical centers will implement a midterm contract salary adjustment on January 1, 2007, for selected Healthcare Professional/Technical jobs. This will be in addition to other pay increases mentioned in this article.

## ARTICLE 42 – APPOINTMENTS AND POSITIONS

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

### 42.2 Types of Appointments.

- a. Regular Appointments for positions scheduled to work twelve (12) months per year.
- b. Cyclic Appointments for positions scheduled to work less than twelve (12) full months each year due to known, recurring periods in the annual cycle when the position is not needed or due to known budgetary restraints.
  - (1) At least fifteen (15) calendar days before the start of each annual cycle, incumbents of cyclic positions will be informed in writing of their scheduled periods of leave without pay in the ensuing annual cycle. Such leave without pay will not:
    - (a) Constitute a break in service and will not be deducted from the employee's length of service in granting periodic increments.
    - (b) Be considered when computing the employee's vacation leave accrual rate.
  - (2) When additional work is required of a cyclic position during a period of which the position was scheduled for leave without pay, the temporary work will first be offered to the incumbent. The incumbent will be allowed at least three (3) working days in which to accept or decline the offer.
  - (3) When additional pre-scheduled work is available during the leave without pay period that is declined or cannot be completed by the incumbents, the work will be offered to Cyclic Appointment employees prior to internal employees, students, or external candidates. The work will be offered in the following order, based on seniority:



(a) Cyclic Appointments in the same job classification.

(b) Cyclic Appointment in different job classifications with the desired skills and abilities to perform the work.

(4) Employees who elect to accept work in a different job classification will be compensated at the rate of pay of the position they have accepted. However, if an employee accepts work in a lower classification and their current rate of compensation falls within the pay range for that classification, they will maintain their current rate of pay within the lower classification.

(5) Only an employee with a Final Counseling within the last six (6) months may be denied the opportunity to work during periods of leave without pay.

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

42.3. Fixed Duration appointments may be made for assignments initially intended to be for more than one thousand fifty (1050) hours, but for no more than twelve (12) consecutive months. Consecutive appointments that total more than twelve (12) consecutive months will not be made for the same assignment. The filling of fixed duration appointments will be determined by the University. Individuals hired under this section will receive written notification of the maximum length of the appointment and the eligibility for benefits. Conclusion of the appointment will be at the discretion of the University, including termination of appointments prior to its originally intended expiration date, and will not be subject to Article 24 (Grievance Procedure) and Article 49 (Seniority, Layoff, Rehire) of the contract. Fixed duration appointments will not be made to replace current employees or to do the work of any employee who has been laid off. Fixed duration appointments may only be used to fill leave-of-absences and/or temporary projects; they may not be used to fill permanent positions. Time worked in a fixed duration appointment will count towards seniority for employees who are appointed to a classified position without a break in service. Employees on a fixed duration appointment will be considered non-bargaining unit applicants when applying for bargaining unit positions.

## **ARTICLE 43 – VACANCIES**

- 43.1 Upon request, department heads will share with designated Union representatives information about classified positions within the bargaining unit which are purportedly being abolished or held unfilled.
- 43.2 Cyclic year employees who have indicated a desire for a twelve month position will be considered for twelve (12) month positions available within their work unit so long as they comply with the requirements of the application process.
- 43.3 Notice that applications are being accepted for vacant bargaining unit positions will be published by the Employer and will be made available in places intended to reach bargaining unit employees for a minimum of seven (7) calendar days prior to the closing of the application period. The University may limit the scope of the posting area if applications only from within the posting area are accepted.
- 43.4 It is the intent of the Employer to fill vacancies as soon as possible within budgetary limitations and where replacements are needed.

## **ARTICLE 44 – PROBATIONARY PERIOD**

- 44.1 Definition. The probationary period is the initial six (6) month period of employment in a class following appointment of a nonpermanent employee. An employee who successfully completes his or her probationary period will attain permanent status. Permanent employees at the University of Washington shall not be required to complete another probationary period. Any paid or unpaid leave taken during the probationary period will extend the period for an amount of time equal to the leave. Weekends and holidays will count in the calculation of the length of probationary period extensions. By mutual agreement, the probationary period for selected classes may be established for a period in excess of six (6) months but not to exceed twelve (12) months.

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

- 44.2 Probationary Period Rejection. The Employer may reject an employee who has not completed a probationary period. Upon request by the employee, a meeting to explain such action shall be held with a representative of the Employer. At the request of the employee a representative of the Union shall attend such meeting. Such rejection is not subject to the grievance procedure.

## ARTICLE 45 – PROMOTIONS/TRANSFERS

- 45.1 Policy. It is the policy of the University to encourage job advancement and promote from within. It is the responsibility of each employee seeking promotion or transfer to provide the Employer with complete information regarding the employee's skills and qualifications relative to the position sought. The Employer will make the application process, necessary submittals and the essential skills of the vacant position clear to prospective applicants. All employees will be informed of the processes and steps necessary for advancement. This may be done as part of the annual performance evaluation.

- 45.2 Definitions. For the purpose of this Article the following definitions apply:

Promotion – Movement to a position in a job class with a higher salary range.

Transfer – Movement to a position within another department in the same classification.

Lateral Movement – Movement of employee to a position in another class which has the same salary range maximum as the employee's current class.

Voluntary Demotion – Movement to a position with a lower salary maximum, where the position is attained through the employment process. This section does not apply to employees who demote as part of corrective action.

- 45.3 Notice that applications are being accepted for vacant bargaining unit positions will be published and posted consistent with Article 43 – Vacancies of this Agreement.

- 45.4 The Employer will determine if applicants possess the essential skills required of the position. Essential skills are the minimum qualifications

listed in the job description for the classification and any specific position requirements. Consistent with its current practices, the Employer will refer to the appropriate hiring authority all current bargaining unit applicants possessing the essential skills prior to referring any non-bargaining unit applications. Where the skills, abilities and experience of the vacant position applicants are considered equal, the Employer will offer the position to a bargaining unit applicant. In accordance with applicable law, affirmative action goals or disability accommodations will be considered when filling vacancies.

45.5 Applicants from within the bargaining unit who are not offered the position may request a non-grievable explanation as to why the position was not offered. Employees may grieve if they believe the requirements for posting or other hiring processes were not followed.

45.6 Movement between positions within the University: Employees who transfer, promote, move laterally, or voluntarily demote shall serve a trial service period. Paid or unpaid leave taken during the six (6) month trial service period shall extend the length of the trial service period by the amount of paid or unpaid leave taken. Either the Employer or the employee may end the appointment by providing notice.

Promotion or Lateral Movement: Promotional or lateral movement appointees will serve a six (6) month trial service. During the first two (2) months of the trial service period, promotional or lateral movement employees have preemptive rights to their former position. After the first two (2) months but during remainder of trial service, employees who are not staying in the new position shall have the option to revert to their former position if it is still vacant, be considered for reassignment in the same class as their former class, or be placed on the rehire list.

Transfer: Transfer appointees will serve a six (6) week trial service. At any time during the six (6) weeks the employee has preemptive rights to their former position.

Demotion: Any employee who demotes to a classification in which they have previously held permanent status will serve a six (6) week trial service. At any time during the six (6) weeks the employee has preemptive rights to their former position.

An employee who demotes to a classification in which they have not previously held permanent status will serve a six (6) month trial service. During the first two (2) months on the new job, these employees have

preemptive rights to their former position. After the first two (2) months but during the remainder of trial service, employees who are not staying in the new position shall have the option to revert to their former position if it is still vacant, be considered for reassignment in the same class as their former position, or be placed on the rehire list.

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

#### **ARTICLE 46 – INTER-SYSTEM MOVEMENT**

- 46.1 Permanent state employees who change employment without a break in service between Higher Education institutions, state agencies, state board, or other state funded entities will have their unused sick and vacation leave, retirement, and other state benefits transferred to their new place of employment to the extent allowed by state law and this Agreement.

#### **ARTICLE 47 – ALLOCATION/REALLOCATION**

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

Reallocations shall be based on a permanent and substantive change in the duties, responsibilities, or qualifications of a position or application of the professional exemption criteria set forth in RCW 41.06.070(2). The University will notify the Union of any proposed reallocations of occupied bargaining unit positions into non-bargaining unit positions.

Disputes regarding professional exemptions shall be resolved by the Washington Personnel Resources Board in accordance with WAC 357-52-010(4). Disputes regarding allocation and reallocation within the bargaining unit shall be resolved through the Review and Appeal processes set forth below and are not subject to Article 24 Grievance Procedure.

- 47.2 Position Description. All significant duties of a position will be documented on a position description form, which shall be regarded as the official description of the position. If an employee believes that the duties,

responsibilities, or qualifications of their position are such that it is inappropriately classified, the employee may complete another position description and seek review as outlined in 47.3.

#### 47.3 Position Review Process.

- a. The University, employee, or employee representative may request that a position be reviewed for reallocation or exemption. Employees and employee representatives may not request that a position be reviewed more often than once every six (6) months.
- b. The request must be complete and in writing on forms provided by the University. Requests may be submitted to Human Resources or to an employee's direct supervisor or department. Any party may submit additional information, including the names of individuals, which the party believes is relevant to the position review.
- c. An employee may request that a representative be present as an observer at meetings with the University reviewer scheduled to discuss the request for position review. At the employee's request a portion of such meetings shall be conducted in a quiet and private location, away from the work station.
- d. The University reviewer will investigate the position and issue a response to the employer or employee representative within sixty (60) calendar days from receipt by Human Resources of the completed request. A completed request is defined as the employee completing all employee portions of the reallocation forms. The response will include notification of the class and salary assigned when the position is reallocated and will be sent via email. If the position does not warrant reallocation, written notification of the reasons will be sent via interdepartmental mail. Reallocation requests may be submitted at either the departmental level or directly to Human Resources. Reallocation requests submitted at the departmental level must be forwarded to Human Resources within thirty (30) calendar days.
- e. The effective date of reallocations initiated by the University shall be determined by the University. The effective date of a reallocation resulting from an employee or employee representative request for position review will be established as the date that the completed request was filed with Human Resources or the employee's direct supervisor or department, whichever date is earliest. The date of receipt must be appropriately documented.

- f. An employee may request reconsideration following receipt of the University's determination. Requests for reconsideration will not suspend the timeframe for filing an appeal under 47.4.

47.4 Position Review Appeal Process. If the Union wishes to appeal the decision of the University, it may appeal to the Classification Review Hearing Officer within thirty (30) calendar days following the date of the University's written response. The parties may also mutually agree to an alternative appeal process.

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

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

## **ARTICLE 48 – CLASSIFICATION**

- 48.1 The job classifications covered by this Agreement and their respective pay levels are set forth in Appendix I. The parties agree to defer discussions on the implementation of a new classification system until a mutually agreed upon date in January 2006. These discussions will continue for ninety (90) days from the date of the first meeting, unless an extension is mutually agreed. At the conclusion of the discussion, the University will implement an agreed upon classification system or, if the parties do not reach agreement, the University will proceed as permitted by law.
- 48.2 a. Should the University decide to create, eliminate or modify a class

specification which does not involve a major restructuring of the overall classification system, it will notify the Union in advance of implementing the action and negotiate salary. Notification will include the bargaining unit status of the classification and, for a newly created or modified classification, considered to be in the bargaining unit, a proposed salary range. Range setting will include consideration of a job's duties, responsibilities and qualifications relative to the external market and in alignment with existing University classification. Notification will occur at least forty-five (45) days in advance of any proposed implementation date. At the Union's request, the University will meet and confer with the Union over its proposed action.

- b. An employee occupying a position reallocated to a class with a lower salary range maximum due to a class being created, abolished or modified will retain the salary of their former position and the employee's pay will be frozen until the new class pay range catches up. An employee occupying a position reallocated to a class with a higher salary range due to a class being created, abolished or modified will receive the same step in the new range as the employee held in the previous range. The periodic increment date of the employee will remain unchanged.

48.3 The Union may, at any time, propose a new classification with appropriate justification. These proposals will be reviewed by the Compensation Office of Human Resources which will accept, reject, or modify any proposal. This review is not grievable.

## **ARTICLE 49 – SENIORITY, LAYOFF, REHIRE**

### **49.1 Seniority.**

Layoff seniority is defined as the continuous length of service in calendar days with the Employer within bargaining units covered by this contract from the most recent date of hire. Service of less than full time shall be considered full time. Time spent on leave of absence without pay or on layoff shall not be included in computing seniority except for cyclic year positions, but does not constitute a break in service.

Permanent employees who are veterans or their unmarried widows/widowers shall have added to their seniority the veteran's active military service to a maximum of five (5) years credit. Probationary



employees are not vested with seniority credits until successfully completing the probationary period.

Seniority shall be lost following a break in service including resignation, termination for cause, failure to return from a leave of absence, expiration of rehire rights.

Employees who enter into the bargaining unit from other state agencies and institutions of higher education shall earn layoff seniority from the first day of coverage under this Agreement. Seniority for leave accrual purposes shall include all time credited to the employee up to the date of entering into the bargaining unit. Unused sick and vacation leave balances of permanent status employees changing employment between bargaining unit and non-bargaining unit positions shall move with the employee.

49.2 a. Layoff and Rehire.

(1) Whenever it becomes necessary for the Employer to reduce its workforce due to lack of work, lack of funds, or good faith reorganization for efficiency purposes, the Employer shall use the following procedure. The Employer will notify the Union of impending layoffs thirty (30) calendar days in advance of implementation so that reasonable alternative proposals can be considered. Whenever possible the Employer will provide more than minimum notice.

(2) The Employer shall not lay off bargaining unit employees in lieu of disciplinary action.

(3) The Employer shall make a concerted effort to re-employ bargaining unit members on the rehire list. Bargaining unit members on the rehire list are eligible to take all Computing & Communications and Training & Development courses on a space available basis upon payment of designated fees.

(4) Employees will be laid off in accordance with seniority, as defined in Article 49.1

b. Employment Option

The employee affected by the reduction in force shall be provided the opportunity to replace the most junior employee within the layoff/seniority unit (set forth in Appendix II) in an FTE status within .2 FTE of the FTE status of the person in the position being abolished (e.g. .8 FTE position

being abolished incumbent eligible to replace individual in a .6-1.0 FTE position) and in the same classification as the individual(s) whose position(s) is being abolished and if the individual whose position is being abolished possesses the essential skills (defined as the minimum qualifications listed in the job description for the classification and any specific position requirements or credentialing requirements) to perform the most junior employee's position. If there is no opportunity for the person in the position being abolished to replace another employee within .2 FTE and within the layoff/seniority unit, the employee shall have a right to bump the most junior employee in a position with a lower FTE status than their own within the layoff/seniority unit.

Employees who are within six (6) months from the effective date of a Final Counseling (Article 23) are not eligible for the employment option but, instead, will be eligible for placement on the appropriate rehire list(s) per section (e), below.

c. Notice.

The Employer shall identify the positions to be abolished and the employee(s) to be effected and shall notify employees in these positions not less than thirty (30) calendar days prior to the abolishment of the positions, pay the employee in lieu of notice, or combine pay and notice. Whenever possible the Employer will provide more than minimum notice. The notice shall include:

- (1) The effective date of the layoff and a reference to the employee's rights under this Article, and
- (2) Identification of the employment option being offered, if applicable.

In accordance with 49.2.b. above, if the incumbent in a position to be abolished has an opportunity to replace the most junior employee within the layoff/seniority unit, the incumbent will be given up to three (3) calendar days to determine if he/she wants to replace the junior employee or be placed on the rehire list. Vacant positions or those held by probationary employees within the layoff/seniority unit will be considered a more junior position.

d. FTE Reduction.

An employee in a position that is not abolished but is reduced in FTE status and who will remain benefit eligible after the reduction will have the choice of staying in the reduced position and going on the rehire list for the position and FTE status held by the employee immediately prior to the reduction or exercising available layoff rights under 49.2. The employee must exercise this choice within three (3) working days of the reduction notice.

e. Rehire.

Employees without employment options will be placed on the rehire list(s) designated by the employee for thirty-six (36) months. In addition to the rehire list for the classification and FTE status from which the employee was laid off, employees identified for layoff may request placement on the following rehire lists:

(1) For positions of a lower FTE status in the classification from which the employee was laid off (or equivalent if prior classification has been abolished); and

(2) For positions in other classifications in which the employee previously held permanent status; and

(3) Lower classes in the series from which the employee was laid off.

The Employer will refer an employee from the designated rehire list(s) for any open positions in the bargaining unit for which the laid off employee possesses the essential skills. For classifications which have separate job codes in the Campuswide and Harborview Bargaining Units, Rehire lists will include both job codes. Employees referred from the rehire list(s) who possess the essential skills needed for a vacant position will be offered the position prior to the Employer posting for competitive recruitment. From among these employees, offers will be made in seniority order, most senior person first. Job requests for positions for which there are employees on rehire list(s) may not be withdrawn solely to avoid hiring laid off employees.

(4) The Employer will provide a copy of the Rehire List to the Union Staff Representative every quarter.

f. Rehire Trial Period.

Employees placed into vacant positions from the rehire list will serve a six (6) week rehire trial period. During the rehire trial period either party may, at its sole discretion and without resort to the grievance procedure, initiate return to the rehire list. Time spent in a rehire trial period will not count toward the thirty-six (36) month rehire list period. The six (6) week rehire trial period will be adjusted to reflect any paid or unpaid leave taken during the period.

g. Corrective Action

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

h. Removal from List.

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

- (1) If placement does not occur within thirty-six (36) months,
- (2) If the employee refuses any offer of placement for a position having the same pay, FTE status and shift as the position from which the employee was laid off. In such case, the employee will be removed from all other rehire lists and will have exhausted their rehire rights.
- (3) If the employee was placed into two (2) vacant positions for which the employee has failed to complete the rehire trial period.
- (4) If the employee accepts any offer of placement from any rehire list and completes the rehire trial service period.
- (5) Employees who reject two (2) offers of placement from a list for a position of a lower FTE status than that which the employee held immediately prior to layoff will be removed from that list.

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

49.3 Rehire Wages and Increment Date

When employees are rehired from layoff status the periodic increment date and annual leave accrual date will be reestablished and extended by an amount of time in calendar days equal to the period of time spent on the rehire list prior to rehire. Employees placed from the rehire list into positions with the same salary range held at the time of layoff shall be placed at the same step in the range held at the time of layoff. Employees placed from the rehire list into positions with a lower salary range than held at the time of layoff shall be placed in a salary step nearest to, but not in excess of, the salary held at time of layoff.

49.4 Affirmative action goals may be considered at any point during the layoff or rehire process.

49.5 Benefits and Temporary Services

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

## **ARTICLE 50 – VOLUNTARY EMPLOYEE BENEFICIARY ASSOCIATIONS**

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

## **ARTICLE 51 – RESIGNATION AND ABANDONMENT**

51.1 Resignation. Employees are encouraged to provide at least two weeks' notice of resignation. A written or oral resignation may be withdrawn within twenty-four (24) hours excluding the employee's scheduled days off, after submitting the resignation. The employee may only withdraw one

resignation per position held. The Employer may permit withdrawal of resignation at any time.

51.2 Presumption of Resignation/Abandonment.

- a. An employee who fails to appear for work and report absence to the supervisor, in accordance with departmental policy, on three (3) consecutive scheduled workdays, shall be deemed to have resigned. Notice of separation will be sent to the employee's last known address on record with the UW Payroll Office via certified mail after the third (3<sup>rd</sup>) consecutive day of absence. Prior to sending the notice, the Employer will attempt to contact the employee through current home telephone and emergency contact numbers on record in Employee Self-Service and departmental records.
- b. Within ten (10) calendar days of mailing the separation notice and upon proof that the failure to report absent could not reasonably have been avoided, an employee may submit to the supervisor a written petition for reinstatement. The Employer's decision to not reinstate may be grieved according to the grievance procedure in Article 24.

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

## **ARTICLE 52 – NO STRIKE/LOCKOUT**

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

52.2 Should the employees engage in any unauthorized concerted action, the Joint Union/Management Committee shall immediately convene and shall continue to meet until the dispute is settled, and the employees involved

shall immediately return to work and continue working. Any employee who refuses to perform his/her work may be subject to disciplinary action.

- 52.3 There will be no strike or lockout regarding any matters pertaining to the contents of this Agreement.
- 52.4 Any action of the Employer in closing the University during a general strike, riot, or civil disturbance for the protection of the institution, its property, or its employees shall not be deemed a lockout.
- 52.5 Any action of an employee in refusing to cross, for his/her own personal safety, a picket line at the Employer's premises in case of an officially declared strike by some other employee organization or union representing employees working for the Employer shall not constitute a violation of this clause of the Agreement, provided, however, that such a decision shall be made freely by the employee without coercion by either the Employer or the Union and provided further that nothing herein shall preclude the Employer from continuing to operate the University with or without temporary replacement personnel.

### **ARTICLE 53 – COMMUTE TRIP REDUCTION AND PARKING**

- 53.1 The Employer and Union agree that the Employer shall continue to encourage but not require employees covered by this Agreement to use alternate means of transportation to commute to and from work in order to reduce traffic congestion, improve air quality and reduce the Employer's leased parking costs.
- 53.2 The Employer and Union agree to continue Transportation Management Plan/Commute Trip Reduction (CTR) programs for employees covered by this Agreement, during the life of the Agreement. The Employer will continue the pre-tax deduction of parking passes to the extent allowed by law.
- 53.3 The Employer and Union agree transportation management including fee setting and permitting for parking are the discretion of the University. The Union may raise concerns at Joint Union/Management Committee meetings. The Union shall have a designated seat on the University Transportation Committee and a seat on the Harborview Medical Center Parking Advisory Committee, the University's committees that work on transportation and parking.

## **ARTICLE 54 – BOARD OF REGENTS**

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

## **ARTICLE 55 – SUBORDINATION OF AGREEMENT AND SAVING CLAUSE**

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

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

## **ARTICLE 56- MANDATORY SUBJECT**

The Employer shall satisfy its collective bargaining obligation before changing a matter that is a mandatory subject. The Employer will notify the union staff representative in writing, with a copy to the Executive Director of the Union, of these changes. The Union may request discussions about and/or negotiations on the impact of these changes on employee's working conditions. The Union will notify the Vice President of Labor Relations of any demands to bargain. In the event the Union does not request discussions and/or negotiations within thirty (30) calendar days, the Employer may implement the changes without further discussions and/or negotiations. There may be emergency or mandated conditions that are outside of the Employer's control requiring immediate implementation, in which case the Employer shall notify the Union as soon as possible.

Prior to making any change in written agency policy that is a mandatory subject of bargaining; the Employer shall notify the Union and satisfy its collective bargaining obligations per Article 56.



The parties shall agree to the location and time for the discussions and/or negotiations. Each party is responsible for choosing its own representatives for these activities. The Union will provide the Employer with the names of its employee representatives at least seven (7) calendar days in advance of the meeting date unless the meeting is scheduled sooner, in which case the Union will notify the Employer as soon as possible.

### Release Time

- a. The Employer shall approve paid release time for up to four (4) employee representatives who are scheduled to work during the time meetings or negotiations are being conducted, provided the absence of the employee will not interfere with the operating needs of the Employer. The Employer may approve leave without pay for additional employee representatives provided the absence of the employee will not interfere with the operating needs of the Employer. If the additional employee absence is approved, the employee(s) may use personal holiday, annual leave, or compensatory leave instead of leave without pay.
- b. No overtime will be incurred as a result of bargaining and/or preparation for bargaining.
- c. The Union is responsible for paying any travel or per diem of employee representatives. Employee representatives may not use a state vehicle to travel to and from a bargaining session, unless authorized by the Employer for Business Purposes.

## **ARTICLE 57 – TERM OF AGREEMENT**

This Agreement will be effective July 1, 2011, and will continue in full force and effect through June 30, 2013; provided that if this Agreement expires while negotiations between the parties are underway for a successor Agreement, the terms and conditions of this Agreement will remain in effect for a period not to exceed one (1) year from the expiration date.

Either party may request negotiation of a successor Agreement by notifying the other party in writing no sooner than January 1, 2012, and no later than January 31, 2012, to negotiate a new Agreement. Should such notice be served, bargaining shall commence at a time agreed upon by the parties.

## **ARTICLE 58 – TRADES APPRENTICESHIP PROGRAM**

The Employer and the Union agree to form a University of Washington Trades Apprenticeship Committee. The Committee will be composed of up to six (6) Union representatives and up to six (6) Employer representatives. The Committee will design a proposed Trades Apprenticeship Program and will implement it only if and as agreed to by both parties. The Committee will conform to the standards of the Apprenticeship Rules, Chapter 296-05 WAC (Washington Administrative Code).

## **ARTICLE 59 – UNION SKILLED TRADES SHOP STEWARDS**

The Employer recognizes the right of the Union to designate up to 14 (fourteen) Union Stewards: one (1) from Tacoma Campus, one (1) from Bothell Campus, two (2) each from UWMC and HMC, two (2) from Plant Services Building, one (1) from Night Crews, two (2) from Central Maintenance Zone, one (1) from South West Maintenance Zone, one (1) from Health Sciences Maintenance Zone, and one (1) from Campus Operations. Article 9.2 applies in its entirety to the Skilled Trades Shop Stewards

## **ARTICLE 60 – SKILLED TRADES WAGES AND OTHER PAY PROVISIONS**

60.1 First Year Wage Adjustment.

60.2 Second Year Wage Adjustment.

60.3 Salary/Step Assignments. On July 1, 2011, all employees will be assigned the same step within their current classification as was held June 30, 2011. In addition, all employees will be paid at the salary range specified in Appendix I for their classification except: employees who are receiving a Red-lined (Y-rated) salary as of June 30, 2011 will continue to receive that salary if it is higher than the top step of the salary range for their classification as specified in Appendix I. These employees will receive any future salary increases as specified in Section 60.9, Downward Reallocation Compensation.

60.4 Annual Salary Adjustment. Employees will receive an annual salary adjustment on their periodic increment date until such time as the employee

reaches the top step of their salary range, except as might be provided in the wage adjustments detailed in 60.1 and 60.2 above.

Employees shall continue to receive increment increases at the rate of two (2) steps each twelve (12) months unless they are newly hired at Step A, in which case they will receive a two (2) step increase at six (6) months then two (2) steps annually thereafter.

The University, at its discretion, may approve additional increment increases at any time. Such additional increment increases will not change an employee's periodic increment date.

60.5 Recruitment/Retention Compensation. The Employer may increase the salary of classifications that are experiencing recruitment/retention problems. Within thirty (30) days of the effective date of this Agreement, the parties will begin discussions on recruitment and retention issues within the Skilled Trades bargaining unit.

60.6 Transfers/Lateral Movement. When an employee moves from one position to another position in the same or a different classification at the same salary range, the employee will retain his/her previous salary range and step (see Article 45).

60.7 Promotions/Reallocation/Reversion. Upon promotion or reallocation from a position under this contract to another position under this contract with a higher salary range, the affected employee shall be placed on the salary step of the new range which reflects a minimum of a two (2) step increase.

The new periodic increment date shall be the first of the current month for effective dates falling between the first and fifteenth of the month and the first of the following month for effective dates falling between the sixteenth and the end of the month.

An employee who voluntarily reverts or is reverted by the Employer during the trial service period in his/her promoted position will have the previous salary range and step he/she was receiving prior to promotion reinstated.

60.8 Work Out of Class. When an employee is temporarily assigned by Management in writing, which may include e-mail, to perform the principal duties of a higher level position for a minimum period of one (1) working day, he/she shall be compensated at a salary which represents at least a two step increase beyond the employee's current step but not to exceed the

maximum of the range for the higher classification. Said increase shall be effective as of the first day of the assignment.

60.9 Downward Allocation Compensation. An employee who elects to remain in a position that is reallocated downward will retain his/her previous salary. The employee will retain that salary until such time as he/she leaves the position or until the pay range of the new class catches up. The employee's salary will then be placed at the step equal to or increased to the step closest to the employee's salary.

60.10 Shift Differential Premium Pay. Employees assigned to evening or night shifts shall receive a shift differential of at least \$2.00 per hour.

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

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

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

60.11 Stand-By Pay. Employees required to restrict their off-duty activities in order to be immediately available for duty when called, will be compensated for time spent in standby status. Rate of compensation for standby status will be compensated at a rate of \$1.00. Employees who, on the effective date of this Agreement, receive standby in excess of those rates shall continue to do so. In addition to the pay received while on standby, an employee called to work will be paid at his/her regular salary for all hours worked.

60.12 Call Back Pay. When an employee has left the grounds and is called to return to the work station outside of regularly scheduled hours, he/she shall receive two (2) hours bonus pay plus time actually worked. The bonus pay

shall be compensated at the regular rate; time worked shall be compensated at time and one-half (1-1/2). Time worked immediately preceding the regular shift does not constitute call back, provided time worked does not exceed two (2) hours and notice of at least eight (8) hours has been given. An employee on standby status called to return to the work station does not qualify for call back pay.

60.13 Multilingual/Sign Language/Braille Premium Pay. Whenever a classified position has a bona fide requirement for regular use of competent skills in more than one language, and/or sign language and/or Braille, and the need for that skill is specified in the employee's position description, the employee shall receive a premium pay of two steps above the level normally assigned for that position. If this requirement is not included in the employee's position description, refusal by the employee to interpret will not result in corrective action.

60.14 Assignment Pay. The Employer agrees to pay a premium rate of at least \$1.75 per hour above an employee's base salary for the time an employee works in any of the following assignments:

- a. While wearing a fall protection safety harness, when required by an approved Fall Protection Work Plan. While working with a fall protection monitor, when required by an approved Fall Protection Work Plan.
- b. While wearing a fitted, reusable respirator or supplied air respirator (PAPR, SCBA, etc.) when required by an approved Work Plan.
- c. While working in a Permitted confined space, with appropriate permits.
- d. When wearing a fall protection safety harness as required for specific Aerial Personnel Lift equipment or suspended platforms in accordance with WISHA standards (currently 10').

When an employee performs qualifying work less than 1 hour, they will be paid a minimum of one hour per day of assignment pay. Work exceeding one hour per day will be paid based on actual time worked.

60.15 Flexible Spending Account. The Employer agrees to allow insurance eligible employees, covered by this Agreement, to participate in a medical and dental expense reimbursement program to cover co-payments, deductibles and other medical and dental expenses, if employees have

such costs, or expenses for services not covered by health or dental insurance on a pretax basis as permitted by law or regulation.

60.16 Late Payroll Checks. Regular payroll checks, either hard copy or electronic, should be available to employees on payday. If the University is responsible for delay in receipt of a regular payroll check, the University will work with the employee to attempt to have any incurred fees waived.

#### **ARTICLE 61- TRADES SUPPLEMENTAL**

In lieu of the provisions of Article 17.3 of the Collective Bargaining Agreement, the Employer will provide the Union with a monthly report of likely, prospective instances of contracting out along with the identifying code number of the applicable circumstance(s) listed in 17.1 for the Facilities Services Trade Shops. This only applies to WFSE bargaining unit work.

**MEMORANDUM OF UNDERSTANDING**  
**REGARDING THE DISPOSITION OF CERTAIN PENDING**  
**UNFAIR LABOR PRACTICE PROCEEDINGS**

**1. Specimen Technicians**

The Employer will proceed with its internal reallocation process for those employees subject to the proceedings appealed by the Employer. The Union will not oppose the results of the Employer's process as long as such is consistent with its usual and customary practices.

Should the results of the Employer process be that a Unit Clarification petition ought to be submitted to PERC, the Employer will do so with all reasonable haste.

**2. Custodians and Trades Shift Differentials**

The Employer reserves its rights to appeal an unfavorable decision by PERC regarding custodian and trade shift differentials, should that decision contain, in the Employer's opinion, material errors in Law.

The Employer agrees that it will implement any such decision of the PERC during the course of an appeal. Should the Employer prevail in the appeal, it will not be required to continue any practices it had initiated as a result of the PERC decision.

**Memorandum of Understanding  
(Wage reopener)**

The parties acknowledge and agree that this Memorandum of Understanding is fully integrated into and constitutes part and parcel of the Collective Agreement agreed to between them and attached hereto by reference.

The Parties hereto agree as follows:

"In the event the University of Washington is informed by Executive or Legislative action that it is expected to comply with any wage reduction applicable to State of Washington collective bargaining agreements, the University of Washington may re-open Articles 41 and 59 of the collective bargaining agreement and bargain with the Union in order to ensure compliance therewith."

"In the event that the State allocates funds for wage increases, the Union may re-open Articles 41 and 59 collective bargaining agreement and bargain with the Employer, subject to OFM determination regarding infeasibility."



Executed this date: APRIL 1, 2011

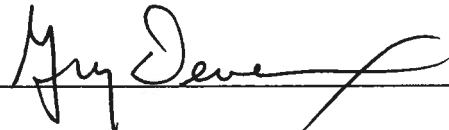
For and on behalf of:

UNIVERSITY OF WASHINGTON

WASHINGTON FEDERATION  
OF STATE EMPLOYEES



Mindy Kornberg, JD  
Vice President for Human Resources

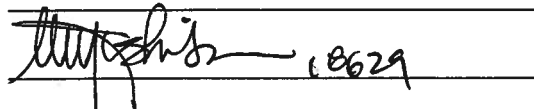


Greg Devereux  
Executive Director

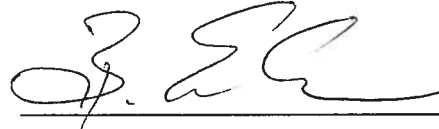
Approved as to form this date:



Cecil Tibbitts  
Director of Negotiations



Mark Yamashita  
Assistant Attorney General  
State of Washington



Banks Evans  
Labor Advocate

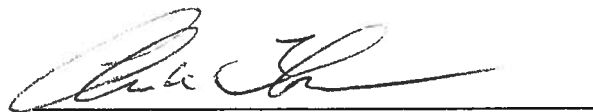


John Miller

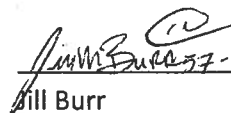
Paul Bentson



Katherine Rollins



Claude Theard



Bill Burr

Thomas E. Fowler 😊

Thomas Fowler

NK

Nicole Kennedy

Joe Davenport

Joe Davenport

J. Dailey

Jesse Dailey

Remedios S. Peters

Remedios Peters

James J. Wilson

James S. Wilson

J. White

Jake White

Kay Douglas

Kay Douglas

Arthur E. Wake III

Art Wake

Jim Ritter

Jim Ritter

**APPENDIX I  
JOB CLASSIFICATIONS**

JOB CODE	CLASSIFICATION	PAY TABLE	SALARY RANGE
<b>CAMPUSWIDE BARGAINING UNIT</b>			
8507	BAKER	BI	30
8508	BAKER LEAD	BI	33
8536	CARPET CLEANER	BI	29
8504	CHECK STAND OPERATOR	BI	23
8505	COOK	BI	30
8506	COOK LEAD	BI	33
8532	CUSTODIAN	BI	27
8533	CUSTODIAN LEAD	BI	31
8570	DIETARY UNIT AIDE	BK	01
8555	DRIVER-WAREHOUSE WORKER	BI	35G
8519	ELECTRONICS TECHNICIAN 2 (Bioengineering Only)	BI	44
8521	ENGINEERING TECHNICIAN 1 (Bioengineering Only)	BI	46
8512	FOOD SERVICE PORTER	BI	25
8510	FOOD SERVICE WORKER	BI	25
8511	FOOD SERVICE WORKER LEAD	BI	27
8537	GARDENER 1	BI	33
8538	GARDENER 2	BI	37
8539	GARDENER LEAD	BI	41
8540	GREENHOUSE ATTENDANT	BI	34
8576	HOSPITAL ASSISTANT	B0	03
8577	HOSPITAL ASSISTANT LEAD	B0	10
8571	HOSPITAL CENTRAL SERVICES TECH TRAINEE	B0	05
8572	HOSPITAL CENTRAL SERVICES TECHNICIAN 1	B0	10
8574	HOSPITAL CENTRAL SERVICES TECHNICIAN 2	B0	19
8573	HOSPITAL CENTRAL SERVICES TECHNICIAN LEAD	B0	26
8525	INDUSTRIAL HYGIENIST 1	BI	52
8526	INDUSTRIAL HYGIENIST 2	BI	56
8515	LAUNDRY OPERATOR 1	BI	24
8516	LAUNDRY OPERATOR 2	BI	27
8575	LICENSED PRACTICAL NURSE	BI	38
8563	MAIL CARRIER	BI	27
8564	MAIL CARRIER-DRIVER A	BI	31
8565	MAIL CARRIER-DRIVER B	BI	33
8567	MAIL RATER	BI	33
8566	MAIL SERVICES LEAD	BI	35
8543	MAINTENANCE CUSTODIAN 1	BI	29
8531	MASTER RESEARCH VESSEL	BI	48G
8549	MOTOR EQUIPMENT SERVICE ATTENDANT	BI	31G
8541	NURSERY WORKER	BI	41

8580	PATIENT CARE TECHNICIAN	B0	8
8542	PLANT COMMUNICATIONS COORDINATOR	BI	43
8503	PROGRAM ASSISTANT (Bioengineering Only)	BI	35
8527	RESEARCH AIDE 1 (Bioengineering Only)	BI	31
8528	RESEARCH AIDE 2 (Bioengineering Only)	BI	37
8529	RESEARCH TECHNOLOGIST 1 (Bioengineering Only)	BI	35
8530	RESEARCH TECHNOLOGIST 2 (Bioengineering Only)	BI	40
8517	SEAMSTRE	BI	25
8500	SECRETARY (Bioengineering Only)	BI	33
8502	SECRETARY LEAD (Bioengineering Only)	BI	39
8501	SECRETARY SENIOR (Bioengineering Only)	BI	36
8509	SNACK BAR LEAD	BI	30
8550	SPRINKLER MAINTENANCE WORKER	BI	34
8561	STOCKROOM ATTENDANT 1	BI	30
8562	STOCKROOM ATTENDANT 2	BI	32
8551	TRANSPORTATION HELPER	BI	30
8553	TRUCK DRIVER 1	BI	35G
8554	TRUCK DRIVER 2	BI	39G
8552	TRUCK DRIVER LEAD	BI	42G
8547	UTILITY WORKER 1	BI	29
8548	UTILITY WORKER 2	BI	33
8546	UTILITY WORKER LEAD	BI	36
8558	WAREHOUSE WORKER 1	BI	32G
8560	WAREHOUSE WORKER 2	BI	34G
8559	WAREHOUSE WORKR LEAD	BI	35G
8513	WASHROOM EQUIPMENT OPERATOR 1	BI	25
8514	WASHROOM EQUIPMENT OPERATOR 2	BI	29
8556	WASTE COLLECTOR	BI	40G
8534	WINDOW WASHER	BI	32
8535	WINDOW WASHER LEAD	BI	35
<b>CUSTODIAL SUPERVISORS BARGAINING UNIT</b>			
8776	CUSTODIAN SUPERVISOR 1	BI	33
8777	CUSTODIAN SUPERVISOR 2	BI	37
<b>HARBORVIEW MEDICAL CENTER BARGAINING UNIT</b>			
8696	ALCOHOLISM THERAPIST 1	B0	56
8711	ANESTHESIOLOGY TECHNICIAN 1	BA	10
8712	CARDIAC MONITOR TECHNICIAN	BI	36
8635	CASHIER 1	BI	28
8636	CHECK STAND OPERATOR	BI	23
8641	COOK	BI	30
8642	COOK LEAD	BI	33
8639	COPY MACHINE OPERATOR	BI	24
8640	COPY MACHINE OPERATOR LEAD	BI	28
8658	CUSTODIAN	BI	27
8659	CUSTODIAN LEAD	BI	31
8680	DIETARY UNIT AIDE	BK	01
8678	DIETARY UNIT CLERK	B0	01
8713	ELECTROCARDIOGRAPH TECHNICIAN 1	B0	13

8714	ELECTROCARDIOGRAPH TECHNICIAN 2	B0	22
8649	ELECTRONICS TECHNICIAN 1	BI	38
8650	ELECTRONICS TECHNICIAN 2	BI	44
8688	FINANCIAL SERVICES COUNSELOR	BI	37
8633	FISCAL TECHNICIAN 1	BI	29
8634	FISCAL TECHNICIAN 2	BI	32
8646	FOOD SERVICE PORTER	BI	25
8644	FOOD SERVICE WORKER	BI	25
8645	FOOD SERVICE WORKER LEAD	BI	27
8662	GARDENER 1	BI	33
8663	GARDENER 2	BI	37
8708	HOSPITAL ASSISTANT	B0	03
8709	HOSPITAL ASSISTANT LEAD	B0	10
8682	HOSPITAL CENTRAL SERVICES TECH TRAINEE	B0	05
8683	HOSPITAL CENTRAL SERVICES TECHNICIAN 1	B0	10
8685	HOSPITAL CENTRAL SERVICES TECHNICIAN 2	B0	19
8684	HOSPITAL CENTRAL SERVICES TECHNICIAN LEAD	B0	26
8717	HOSPITAL DENTISTRY ASSISTANT SPECIALIST	B0	49
8652	INDUSTRIAL HYGIENIST 1	BI	52
8653	INDUSTRIAL HYGIENIST 2	BI	56
8654	LABORATORY HELPER	BI	24
8655	LABORATORY HELPER LEAD	BI	26
8656	LABORATORY TECHNICIAN 1	BI	27
8657	LABORATORY TECHNICIAN 2	BI	31
8647	LAUNDRY OPERATOR 1	BI	24
8648	LAUNDRY OPERATOR 2	BI	27
8707	LICENSED PRACTICAL NURSE	BI	38
8676	MAIL RATER	BI	33
8665	MAINTENANCE CUSTODIAN 1	BI	29
8710	MEDICAL ASSISTANT	BI	37
8681	MEDICAL TRANSCRIPTIONIST 1	B0	13
8700	MENTAL HEALTH PRACTITIONER	B0	59
8705	MENTAL HEALTH SPECIALIST 1	BI	36
8706	MENTAL HEALTH SPECIALIST 2	BI	40
8626	OFFICE ASSISTANT 1	BI	25
8627	OFFICE ASSISTANT 2	BI	28
8628	OFFICE ASSISTANT 3	BI	31
8637	OFFSET DUPLICATOR OPERATOR	BI	26G
8638	OFFSET DUPLICATOR OPERATOR LEAD	BI	29G
8672	ORDER SERVICE COORDINATOR	BI	32
8703	ORTHOAEDIC TECHNICIAN 1	B0	39
8704	ORTHOAEDIC TECHNICIAN 2	B0	46
8690	PATIENT SERVICES COORDINATOR	BI	37
8691	PATIENT SERVICES LEAD	BI	37
8689	PATIENT SERVICES REPRESENTATIVE	BI	34
8721	PATIENT SERVICES SPECIALIST 1-TRAINEE	BI	34
8722	PATIENT SERVICES SPECIALIST 2	BI	37
8723	PATIENT SERVICES SPECIALIST 3	BI	39
8725	PATIENT SERVICES SPECIALIST EDU-QA	BI	44
8724	PATIENT SERVICES SPECIALIST LEAD	BI	44

8692	PATIENT SERVICES SPECIALIST-CALL CENTER	BI	42
8698	REHABILITATION COUNSELOR 1	BI	54
8699	REHABILITATION COUNSELOR 2	BI	58
8625	RESEARCH ANALYST 1	BI	37
8702	RESPIRATORY CARE ASSISTANT	BA	25
8629	SECRETARY	BI	33
8643	SNACK BAR LEAD	BI	30
8693	SOCIAL WORK ASSISTANT 1	BA	38
8686	SPECIMEN PROCESSING TECHNICIAN	B0	13
8687	SPECIMEN PROCESSING TECHNICIAN LEAD	B0	25
8673	STOCKROOM ATTENDANT 1	BI	30
8674	STOCKROOM ATTENDANT 2	BI	32
8675	STOCKROOM ATTENDANT LEAD	BI	35
8716	SURGICAL TECHNOLOGIST	BA	47
8631	TELEPHONE COMMUNICATIONS OPERATOR TELEPHONE COMMUNICATIONS OPERATOR-	BI	26
8632	HOSPITAL	BK	03
8670	TRUCK DRIVER 1	BI	35G
8671	TRUCK DRIVER 2	BI	39G
8667	TRUCK DRIVER LEAD	BI	42G
8624	UNIT SUPPLY INVENTORY CONTROL SPECIALIST	BI	41
8621	UNIT SUPPLY TECHNICIAN 1	BI	33
8622	UNIT SUPPLY TECHNICIAN 2	BI	35
8623	UNIT SUPPLY TECHNICIAN LEAD	BI	38
8668	UTILITY WORKER 1	BI	29
8669	UTILITY WORKER 2	BI	33
8660	WINDOW WASHER	BI	32
8661	WINDOW WASHER LEAD	BI	35
8630	WORD PROCESSING OPERATOR 2	BI	30

**HARBORVIEW MEDICAL CENTER SECURITY OFFICERS BARGAINING UNIT**

8770	CAMPUS SECURITY OFFICER	BI	41
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**LIBRARY BARGAINING UNIT**

8750	FISCAL TECHNICIAN	BI	29
8751	FISCAL TECHNICIAN 2	BI	32
8752	LIBRARY SPECIALIST 1	BI	40
8753	LIBRARY SPECIALIST II	BI	44
8754	LIBRARY TECHNICIAN I	BI	28
8755	LIBRARY TECHNICIAN II	BI	32
8756	LIBRARY TECHNICIAN III	BI	34
8757	LIBRARY TECHNICIAN LEAD	BI	36
8740	OFFICE ASSISTANT 1	BI	25
8741	OFFICE ASSISTANT 2	BI	28
8742	OFFICE ASSISTANT 3	BI	31
8746	PROGRAM ASSISTANT	BI	35
8747	PROGRAM COORDINATOR	BI	40
8743	SECRETARY	BI	33
8745	SECRETARY LEAD	BI	39
8744	SECRETARY SENIOR	BI	36

8748	WORD PROCESSING OPERATOR 2	BI	30
8749	WORD PROCESSING OPERATOR LEAD	BI	34
<b>SKILLED TRADES BARGAINING UNIT</b>			
8874	ASSISTANT STEAM ENGINEER	BL	46G
8875	BOILER OPERATOR	BL	42G
8825	CARPENTER	BL	45G
8824	CARPENTER APPRENTICE	BM	01
8826	CARPENTER LEAD	BL	48G
8817	CONSTRUCTION AND MAINTENANCE MECHANIC	BL	48G
8827	CONTROL TECH TRAINEE	BM	05
8828	CONTROL TECHNICIAN	BL	55G
8829	CONTROL TECHNICIAN LEAD	BL	58G
8833	ELECTRICIAN APPRENTICE	BM	05
8832	ELECTRICIAN TRADE TRAINEE	BM	05
8834	ELECTRICIAN	BL	55G
8835	ELECTRICIAN LEAD	BL	58G
8830	ELECTRICIAN-HIGH VOLTAGE	BL	57G
8831	ELECTRICIAN LEAD-HIGH VOLTAGE	BL	62G
8836	ELEVATOR MECHANIC	BL	62G
8837	ELEVATOR MECHANIC LEAD	BL	65G
8810	FACILITIES OPERATIONS MAINTENANCE SPECIALIST	BL	58G
8838	FLOORLAYER	BL	45G
8853	FURNITURE REPAIR WORKER	BL	45G
8840	GLAZIER	BL	45G
8841	GLAZIER LEAD	BL	48G
8821	HEAVY EQUIPMENT OPERATOR	BL	51G
8822	HEAVY EQUIPMENT OPERATOR LEAD	BL	54G
8819	HOSPITAL SHIFT ENGINEER	BL	43G
8842	INSULATION WORKER	BL	50G
8843	INSULATION WORKER LEAD	BL	53G
8823	LIGHTING & FILTER MAINTENANCE TECH	BL	33G
8820	LIGHTING MAINTENANCE TECHNICIAN	BL	32G
8844	LOCKSMITH	BL	45G
8845	LOCKSMITH LEAD	BL	48G
8812	MACHINERY MASTER MECHANIC	BL	51G
8811	MACHINERY MECHANIC	BL	50G
8813	MACHINERY MECHANIC LEAD	BL	53G
8846	MACHINIST	BL	39G
8814	MAINTENANCE MECHANIC 1	BL	37C
8815	MAINTENANCE MECHANIC 2	BL	43G
8818	MAINTENANCE MECHANIC DOOR SPECIALIST	BL	53G
8816	MAINTENANCE MECHANIC LEAD	BL	53G
8847	MASON TRADE TRAINEE	BM	04
8848	MASON/PLASTERER	BL	46G
8849	MASON/PLASTERER LEAD	BL	49G
8851	MOTOR EQUIPMENT MECHANIC	BL	50G
8852	MOTOR EQUIPMENT MECHANIC LEAD	BL	53G
8850	MOTOR EQUIPMENT MECHANIC TRADE TRAINEE	BL	39C
8855	PAINTER	BL	45G

8854	Painter Apprentice	BM	02
8856	Painter Lead	BL	48G
8857	Plumber/Pipefitter/Steamfitter Trade Trainee	BM	07
8858	Plumber/Pipefitter/Steamfitter	BL	51G
8859	Plumber/Pipefitter/Steamfitter Lead	BL	54G
8880	Power Plant Master Mechanic	BL	56G
8879	Power Plant Mechanic	BL	55G
8881	Power Plant Mechanic Lead	BL	58G
8876	Power Plant Operating Engineer 1	BL	50G
8877	Power Plant Operating Engineer 2	BL	54G
8878	Power Plant Operating Engineer Lead	BL	58G
8860	Refrigeration Mechanic	BL	56G
8861	Refrigeration Mechanic Lead	BL	59G
8862	Roofer	BL	45G
8863	Roofer Lead	BL	48G
8866	Sheet Metal Mechanic	BL	50G
8865	Sheet Metal Mechanic Apprentice	BM	06
8867	Sheet Metal Mechanic Lead	BL	53G
8864	Sheet Metal Mechanic Trade Trainee	BM	06
8868	Sign Painter	BL	45G
8869	Sign Painter Lead	BL	48G
8873	Steam Engineer	BL	50G
8870	Trades Helper	BL	29G
8871	Welder-Fabricator	BL	50G



## APPENDIX II

### LAYOFF UNITS

<u>Unit Number</u>	<u>Organization</u>
1	Office of the President including: <ul style="list-style-type: none"><li>• Ombudsman's Office</li><li>• Assistant Attorney General's Division</li></ul>
2	Applied Physics Laboratory
3	Provost's Office including: <ul style="list-style-type: none"><li>• Vice Provost for Research</li><li>• Vice Provost for the Graduate School</li><li>• Vice President for Educational Outreach</li><li>• Equal Opportunity Office</li><li>• Undergraduate Academic Affairs</li><li>• ROTC</li><li>• UW Bothell</li><li>• UW Tacoma</li></ul>
4	Libraries (excluding Law Library)
5	Finance and Facilities: <ul style="list-style-type: none"><li>• Financial Management</li></ul>
6	Finance and Facilities: <ul style="list-style-type: none"><li>• Capital Projects</li><li>• Facilities Services</li></ul>
7	Vice President for Computing
8	Vice President for Minority Affairs
9	Vice President for Student Affairs Vice President for University Advancement Intercollegiate Athletics Vice President for External Affairs
10	College of Arts and Sciences
11	College of Environment <ul style="list-style-type: none"><li>• Aquatic and Fishery Sciences</li><li>• Oceanography</li><li>• Earth and Space Sciences</li><li>• Atmospheric Sciences</li><li>• Forest Resources</li></ul> (Excluding Applied Physics Lab)

- 12 College of Engineering
- 13 College of Built Environments
- School of Law and Law Library
- Evans School of Public Affairs
- School of Social Work
- Foster School of Business
- College of Education

Unit Number

Organization

- 14 Health Sciences Administration
- 15 School of Dentistry
- School of Nursing
- School of Pharmacy
- School of Public Health and Community Medicine
- 16 University Medical Centers' Shared Services
- 17 Harborview Medical Center
- 18 University of Washington Medical Center
- 19 School of Medicine
- Vice President for Medical Affairs
- 20 Special Employment Programs

**University of Washington - Contract Classified**  
**WFSE SELECTED HEALTH CARE PROFESSIONAL TECHNICAL**  
**Payscale Table BA - Effective July 1, 2008**

Range	<----- Step ----->																		
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S
0	\$2,008	\$2,071	\$2,133	\$2,198	\$2,264	\$2,333	\$2,404	\$2,476	\$2,476	\$2,476	\$2,551	\$2,551	\$2,551	\$2,629	\$2,629	\$2,709	\$2,791	\$2,874	\$2,962
1	\$2,030	\$2,092	\$2,153	\$2,219	\$2,287	\$2,355	\$2,427	\$2,501	\$2,501	\$2,501	\$2,577	\$2,577	\$2,577	\$2,656	\$2,656	\$2,735	\$2,818	\$2,903	\$2,993
2	\$2,049	\$2,111	\$2,176	\$2,241	\$2,310	\$2,380	\$2,452	\$2,527	\$2,527	\$2,527	\$2,602	\$2,602	\$2,602	\$2,683	\$2,683	\$2,762	\$2,848	\$2,933	\$3,022
3	\$2,071	\$2,133	\$2,198	\$2,264	\$2,333	\$2,404	\$2,476	\$2,551	\$2,551	\$2,551	\$2,629	\$2,629	\$2,629	\$2,709	\$2,709	\$2,791	\$2,874	\$2,962	\$3,052
4	\$2,092	\$2,153	\$2,219	\$2,287	\$2,355	\$2,427	\$2,501	\$2,577	\$2,577	\$2,577	\$2,656	\$2,656	\$2,656	\$2,735	\$2,735	\$2,818	\$2,903	\$2,993	\$3,082
5	\$2,111	\$2,176	\$2,241	\$2,310	\$2,380	\$2,452	\$2,527	\$2,602	\$2,602	\$2,602	\$2,683	\$2,683	\$2,683	\$2,762	\$2,762	\$2,848	\$2,933	\$3,022	\$3,114
6	\$2,133	\$2,198	\$2,264	\$2,333	\$2,404	\$2,476	\$2,551	\$2,629	\$2,629	\$2,629	\$2,709	\$2,709	\$2,709	\$2,791	\$2,791	\$2,874	\$2,962	\$3,052	\$3,145
7	\$2,153	\$2,219	\$2,287	\$2,355	\$2,427	\$2,501	\$2,577	\$2,656	\$2,656	\$2,656	\$2,735	\$2,735	\$2,735	\$2,818	\$2,818	\$2,903	\$2,993	\$3,082	\$3,176
8	\$2,176	\$2,241	\$2,310	\$2,380	\$2,452	\$2,527	\$2,602	\$2,683	\$2,683	\$2,683	\$2,762	\$2,762	\$2,762	\$2,848	\$2,848	\$2,933	\$3,022	\$3,114	\$3,208
9	\$2,198	\$2,264	\$2,333	\$2,404	\$2,476	\$2,551	\$2,629	\$2,709	\$2,709	\$2,709	\$2,791	\$2,791	\$2,791	\$2,874	\$2,874	\$2,962	\$3,052	\$3,145	\$3,239
10	\$2,219	\$2,287	\$2,355	\$2,427	\$2,501	\$2,577	\$2,656	\$2,735	\$2,735	\$2,735	\$2,818	\$2,818	\$2,818	\$2,903	\$2,903	\$2,993	\$3,082	\$3,176	\$3,271
11	\$2,241	\$2,310	\$2,380	\$2,452	\$2,527	\$2,602	\$2,683	\$2,762	\$2,762	\$2,762	\$2,848	\$2,848	\$2,848	\$2,933	\$2,933	\$3,022	\$3,114	\$3,208	\$3,304
12	\$2,264	\$2,333	\$2,404	\$2,476	\$2,551	\$2,629	\$2,709	\$2,791	\$2,791	\$2,791	\$2,874	\$2,874	\$2,874	\$2,962	\$2,962	\$3,052	\$3,145	\$3,239	\$3,337
13	\$2,287	\$2,355	\$2,427	\$2,501	\$2,577	\$2,656	\$2,735	\$2,818	\$2,818	\$2,818	\$2,903	\$2,903	\$2,903	\$2,993	\$2,993	\$3,082	\$3,176	\$3,271	\$3,370
14	\$2,310	\$2,380	\$2,452	\$2,527	\$2,602	\$2,683	\$2,762	\$2,848	\$2,848	\$2,848	\$2,933	\$2,933	\$2,933	\$3,022	\$3,022	\$3,114	\$3,208	\$3,304	\$3,404
15	\$2,333	\$2,404	\$2,476	\$2,551	\$2,629	\$2,709	\$2,791	\$2,874	\$2,874	\$2,874	\$2,962	\$2,962	\$2,962	\$3,052	\$3,052	\$3,145	\$3,239	\$3,337	\$3,439
16	\$2,355	\$2,427	\$2,501	\$2,577	\$2,656	\$2,735	\$2,818	\$2,903	\$2,903	\$2,903	\$2,993	\$2,993	\$2,993	\$3,082	\$3,082	\$3,176	\$3,271	\$3,370	\$3,473
17	\$2,380	\$2,452	\$2,527	\$2,602	\$2,683	\$2,762	\$2,848	\$2,933	\$2,933	\$2,933	\$3,022	\$3,022	\$3,022	\$3,114	\$3,114	\$3,208	\$3,304	\$3,404	\$3,507
18	\$2,404	\$2,476	\$2,551	\$2,629	\$2,709	\$2,791	\$2,874	\$2,962	\$2,962	\$2,962	\$3,052	\$3,052	\$3,052	\$3,145	\$3,145	\$3,239	\$3,337	\$3,438	\$3,543
19	\$2,427	\$2,501	\$2,577	\$2,656	\$2,735	\$2,818	\$2,903	\$2,993	\$2,993	\$2,993	\$3,082	\$3,082	\$3,082	\$3,176	\$3,176	\$3,271	\$3,370	\$3,473	\$3,579
20	\$2,452	\$2,527	\$2,602	\$2,683	\$2,762	\$2,848	\$2,933	\$3,022	\$3,022	\$3,022	\$3,114	\$3,114	\$3,114	\$3,208	\$3,208	\$3,304	\$3,404	\$3,507	\$3,614
21	\$2,476	\$2,551	\$2,629	\$2,709	\$2,791	\$2,874	\$2,962	\$3,052	\$3,052	\$3,052	\$3,145	\$3,145	\$3,145	\$3,239	\$3,239	\$3,337	\$3,438	\$3,543	\$3,651
22	\$2,501	\$2,577	\$2,656	\$2,735	\$2,818	\$2,903	\$2,993	\$3,082	\$3,082	\$3,082	\$3,176	\$3,176	\$3,176	\$3,271	\$3,271	\$3,370	\$3,473	\$3,579	\$3,686
23	\$2,527	\$2,602	\$2,683	\$2,762	\$2,848	\$2,933	\$3,022	\$3,114	\$3,114	\$3,114	\$3,208	\$3,208	\$3,208	\$3,304	\$3,304	\$3,404	\$3,507	\$3,614	\$3,723
24	\$2,551	\$2,629	\$2,709	\$2,791	\$2,874	\$2,962	\$3,052	\$3,145	\$3,145	\$3,145	\$3,239	\$3,239	\$3,239	\$3,337	\$3,337	\$3,438	\$3,543	\$3,651	\$3,761
25	\$2,577	\$2,656	\$2,735	\$2,818	\$2,903	\$2,993	\$3,082	\$3,176	\$3,176	\$3,176	\$3,271	\$3,271	\$3,271	\$3,370	\$3,370	\$3,473	\$3,579	\$3,686	\$3,798
26	\$2,602	\$2,683	\$2,762	\$2,848	\$2,933	\$3,022	\$3,114	\$3,208	\$3,208	\$3,208	\$3,304	\$3,304	\$3,304	\$3,404	\$3,404	\$3,507	\$3,614	\$3,723	\$3,836
27	\$2,629	\$2,709	\$2,791	\$2,874	\$2,962	\$3,052	\$3,145	\$3,239	\$3,239	\$3,239	\$3,337	\$3,337	\$3,337	\$3,438	\$3,438	\$3,543	\$3,651	\$3,761	\$3,875
28	\$2,656	\$2,735	\$2,818	\$2,903	\$2,993	\$3,082	\$3,176	\$3,271	\$3,271	\$3,271	\$3,370	\$3,370	\$3,370	\$3,473	\$3,473	\$3,579	\$3,686	\$3,798	\$3,916
29	\$2,683	\$2,762	\$2,848	\$2,933	\$3,022	\$3,114	\$3,208	\$3,304	\$3,304	\$3,304	\$3,404	\$3,404	\$3,404	\$3,507	\$3,507	\$3,614	\$3,723	\$3,836	\$3,954
30	\$2,709	\$2,791	\$2,874	\$2,962	\$3,052	\$3,145	\$3,239	\$3,337	\$3,337	\$3,337	\$3,438	\$3,438	\$3,438	\$3,543	\$3,543	\$3,651	\$3,761	\$3,875	\$3,993
31	\$2,735	\$2,818	\$2,903	\$2,993	\$3,082	\$3,176	\$3,271	\$3,370	\$3,370	\$3,370	\$3,473	\$3,473	\$3,473	\$3,579	\$3,579	\$3,686	\$3,798	\$3,916	\$4,033
32	\$2,762	\$2,848	\$2,933	\$3,022	\$3,114	\$3,208	\$3,304	\$3,404	\$3,404	\$3,404	\$3,507	\$3,507	\$3,507	\$3,614	\$3,614	\$3,723	\$3,836	\$3,954	\$4,074

**University of Washington - Contract Classified**  
**WFSE SELECTED HEALTH CARE PROFESSIONAL TECHNICAL**  
**Payscale Table BA - Effective July 1, 2008**

Range	<----- Step ----->																			
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	
33	\$2,791	\$2,874	\$2,962	\$3,052	\$3,145	\$3,239	\$3,337	\$3,438	\$3,438	\$3,438	\$3,543	\$3,543	\$3,651	\$3,651	\$3,651	\$3,761	\$3,761	\$3,875	\$3,993	\$4,115
34	\$2,818	\$2,903	\$2,993	\$3,082	\$3,176	\$3,271	\$3,370	\$3,473	\$3,473	\$3,473	\$3,579	\$3,579	\$3,686	\$3,686	\$3,686	\$3,798	\$3,798	\$3,916	\$4,033	\$4,154
35	\$2,848	\$2,933	\$3,022	\$3,114	\$3,208	\$3,304	\$3,404	\$3,507	\$3,507	\$3,507	\$3,614	\$3,614	\$3,723	\$3,723	\$3,723	\$3,836	\$3,836	\$3,954	\$4,074	\$4,198
36	\$2,874	\$2,962	\$3,052	\$3,145	\$3,239	\$3,337	\$3,438	\$3,543	\$3,543	\$3,543	\$3,651	\$3,651	\$3,761	\$3,761	\$3,761	\$3,875	\$3,875	\$3,993	\$4,115	\$4,239
37	\$2,903	\$2,993	\$3,082	\$3,176	\$3,271	\$3,370	\$3,473	\$3,579	\$3,579	\$3,579	\$3,686	\$3,686	\$3,798	\$3,798	\$3,798	\$3,916	\$3,916	\$4,033	\$4,154	\$4,281
38	\$2,933	\$3,022	\$3,114	\$3,208	\$3,304	\$3,404	\$3,507	\$3,614	\$3,614	\$3,614	\$3,723	\$3,723	\$3,836	\$3,836	\$3,836	\$3,954	\$3,954	\$4,074	\$4,198	\$4,324
39	\$2,962	\$3,052	\$3,145	\$3,239	\$3,337	\$3,438	\$3,543	\$3,651	\$3,651	\$3,651	\$3,761	\$3,761	\$3,875	\$3,875	\$3,875	\$3,993	\$3,993	\$4,115	\$4,239	\$4,368
40	\$2,993	\$3,082	\$3,176	\$3,271	\$3,370	\$3,473	\$3,579	\$3,686	\$3,686	\$3,686	\$3,798	\$3,798	\$3,916	\$3,916	\$3,916	\$4,033	\$4,033	\$4,154	\$4,281	\$4,412
41	\$3,022	\$3,114	\$3,208	\$3,304	\$3,404	\$3,507	\$3,614	\$3,723	\$3,723	\$3,723	\$3,836	\$3,836	\$3,954	\$3,954	\$3,954	\$4,074	\$4,074	\$4,198	\$4,324	\$4,455
42	\$3,052	\$3,145	\$3,239	\$3,337	\$3,438	\$3,543	\$3,651	\$3,761	\$3,761	\$3,761	\$3,875	\$3,875	\$3,993	\$3,993	\$3,993	\$4,115	\$4,115	\$4,239	\$4,368	\$4,499
43	\$3,082	\$3,176	\$3,271	\$3,370	\$3,473	\$3,579	\$3,686	\$3,798	\$3,798	\$3,798	\$3,916	\$3,916	\$4,033	\$4,033	\$4,033	\$4,154	\$4,154	\$4,281	\$4,412	\$4,545
44	\$3,114	\$3,208	\$3,304	\$3,404	\$3,507	\$3,614	\$3,723	\$3,836	\$3,836	\$3,836	\$3,954	\$3,954	\$4,074	\$4,074	\$4,074	\$4,198	\$4,198	\$4,324	\$4,455	\$4,591
45	\$3,145	\$3,239	\$3,337	\$3,438	\$3,543	\$3,651	\$3,761	\$3,875	\$3,875	\$3,875	\$3,993	\$3,993	\$4,115	\$4,115	\$4,115	\$4,239	\$4,239	\$4,368	\$4,499	\$4,636
46	\$3,176	\$3,271	\$3,370	\$3,473	\$3,579	\$3,686	\$3,798	\$3,916	\$3,916	\$3,916	\$4,033	\$4,033	\$4,154	\$4,154	\$4,154	\$4,281	\$4,281	\$4,412	\$4,545	\$4,683
47	\$3,208	\$3,304	\$3,404	\$3,507	\$3,614	\$3,723	\$3,836	\$3,954	\$3,954	\$3,954	\$4,074	\$4,074	\$4,198	\$4,198	\$4,198	\$4,324	\$4,324	\$4,455	\$4,591	\$4,731
48	\$3,239	\$3,337	\$3,438	\$3,543	\$3,651	\$3,761	\$3,875	\$3,993	\$3,993	\$3,993	\$4,115	\$4,115	\$4,239	\$4,239	\$4,239	\$4,368	\$4,368	\$4,499	\$4,636	\$4,776
49	\$3,271	\$3,370	\$3,473	\$3,579	\$3,686	\$3,798	\$3,916	\$4,033	\$4,033	\$4,033	\$4,154	\$4,154	\$4,281	\$4,281	\$4,281	\$4,412	\$4,412	\$4,545	\$4,683	\$4,826
50	\$3,304	\$3,404	\$3,507	\$3,614	\$3,723	\$3,836	\$3,954	\$4,074	\$4,074	\$4,074	\$4,198	\$4,198	\$4,324	\$4,324	\$4,324	\$4,455	\$4,455	\$4,591	\$4,731	\$4,874
51	\$3,337	\$3,438	\$3,543	\$3,651	\$3,761	\$3,875	\$3,993	\$4,115	\$4,115	\$4,115	\$4,239	\$4,239	\$4,368	\$4,368	\$4,368	\$4,499	\$4,499	\$4,636	\$4,776	\$4,924
52	\$3,370	\$3,473	\$3,579	\$3,686	\$3,798	\$3,916	\$4,033	\$4,154	\$4,154	\$4,154	\$4,281	\$4,281	\$4,412	\$4,412	\$4,412	\$4,545	\$4,545	\$4,683	\$4,826	\$4,971
53	\$3,404	\$3,507	\$3,614	\$3,723	\$3,836	\$3,954	\$4,074	\$4,198	\$4,198	\$4,198	\$4,324	\$4,324	\$4,455	\$4,455	\$4,455	\$4,591	\$4,591	\$4,731	\$4,874	\$5,021
54	\$3,438	\$3,543	\$3,651	\$3,761	\$3,875	\$3,993	\$4,115	\$4,239	\$4,239	\$4,239	\$4,368	\$4,368	\$4,499	\$4,499	\$4,499	\$4,636	\$4,636	\$4,776	\$4,924	\$5,071
55	\$3,473	\$3,579	\$3,686	\$3,798	\$3,916	\$4,033	\$4,154	\$4,281	\$4,281	\$4,281	\$4,412	\$4,412	\$4,545	\$4,545	\$4,545	\$4,683	\$4,683	\$4,826	\$4,971	\$5,123
56	\$3,507	\$3,614	\$3,723	\$3,836	\$3,954	\$4,074	\$4,198	\$4,324	\$4,324	\$4,324	\$4,455	\$4,455	\$4,591	\$4,591	\$4,591	\$4,731	\$4,731	\$4,874	\$5,021	\$5,172
57	\$3,543	\$3,651	\$3,761	\$3,875	\$3,993	\$4,115	\$4,239	\$4,368	\$4,368	\$4,368	\$4,499	\$4,499	\$4,636	\$4,636	\$4,636	\$4,776	\$4,776	\$4,924	\$5,071	\$5,224
58	\$3,579	\$3,686	\$3,798	\$3,916	\$4,033	\$4,154	\$4,281	\$4,412	\$4,412	\$4,412	\$4,545	\$4,545	\$4,683	\$4,683	\$4,683	\$4,826	\$4,826	\$4,971	\$5,123	\$5,277
59	\$3,614	\$3,723	\$3,836	\$3,954	\$4,074	\$4,198	\$4,324	\$4,455	\$4,455	\$4,455	\$4,591	\$4,591	\$4,731	\$4,731	\$4,731	\$4,874	\$4,874	\$5,021	\$5,172	\$5,331
60	\$3,651	\$3,761	\$3,875	\$3,993	\$4,115	\$4,239	\$4,368	\$4,499	\$4,499	\$4,499	\$4,636	\$4,636	\$4,776	\$4,776	\$4,776	\$4,924	\$4,924	\$5,071	\$5,224	\$5,385
61	\$3,686	\$3,798	\$3,916	\$4,033	\$4,154	\$4,281	\$4,412	\$4,545	\$4,545	\$4,545	\$4,683	\$4,683	\$4,826	\$4,826	\$4,826	\$4,971	\$4,971	\$5,123	\$5,277	\$5,438
62	\$3,723	\$3,836	\$3,954	\$4,074	\$4,198	\$4,324	\$4,455	\$4,591	\$4,591	\$4,591	\$4,731	\$4,731	\$4,874	\$4,874	\$4,874	\$5,021	\$5,021	\$5,172	\$5,331	\$5,493
63	\$3,761	\$3,875	\$3,993	\$4,115	\$4,239	\$4,368	\$4,499	\$4,636	\$4,636	\$4,636	\$4,776	\$4,776	\$4,924	\$4,924	\$4,924	\$5,071	\$5,071	\$5,224	\$5,385	\$5,548
64	\$3,798	\$3,916	\$4,033	\$4,154	\$4,281	\$4,412	\$4,545	\$4,683	\$4,683	\$4,683	\$4,826	\$4,826	\$4,971	\$4,971	\$4,971	\$5,123	\$5,123	\$5,277	\$5,438	\$5,602
65	\$3,836	\$3,954	\$4,074	\$4,198	\$4,324	\$4,455	\$4,591	\$4,731	\$4,731	\$4,731	\$4,874	\$4,874	\$5,021	\$5,021	\$5,021	\$5,172	\$5,172	\$5,331	\$5,493	\$5,659

**University of Washington - Contract Classified  
WFSE SELECTED HEALTH CARE PROFESSIONAL TECHNICAL  
PayScale Table BA - Effective July 1, 2008**

Range	<----- Step ----->																		
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S
66	\$3,875	\$3,993	\$4,115	\$4,239	\$4,368	\$4,499	\$4,636	\$4,776	\$4,776	\$4,776	\$4,924	\$4,924	\$4,971	\$5,071	\$5,071	\$5,123	\$5,123	\$5,123	\$5,123
67	\$3,916	\$4,033	\$4,154	\$4,281	\$4,412	\$4,545	\$4,683	\$4,826	\$4,826	\$4,826	\$4,971	\$4,971	\$5,021	\$5,123	\$5,123	\$5,172	\$5,172	\$5,172	\$5,172
68	\$3,954	\$4,074	\$4,198	\$4,324	\$4,455	\$4,591	\$4,731	\$4,874	\$4,874	\$4,874	\$5,021	\$5,021	\$5,071	\$5,172	\$5,172	\$5,224	\$5,224	\$5,224	\$5,224
69	\$3,993	\$4,115	\$4,239	\$4,368	\$4,499	\$4,636	\$4,776	\$4,924	\$4,924	\$4,924	\$5,071	\$5,071	\$5,123	\$5,224	\$5,224	\$5,277	\$5,277	\$5,277	\$5,277
70	\$4,033	\$4,154	\$4,281	\$4,412	\$4,545	\$4,683	\$4,826	\$4,971	\$4,971	\$4,971	\$5,123	\$5,123	\$5,172	\$5,277	\$5,277	\$5,331	\$5,331	\$5,331	\$5,331
71	\$4,074	\$4,198	\$4,324	\$4,455	\$4,591	\$4,731	\$4,874	\$5,021	\$5,021	\$5,021	\$5,172	\$5,172	\$5,224	\$5,324	\$5,324	\$5,377	\$5,377	\$5,377	\$5,377
72	\$4,115	\$4,239	\$4,368	\$4,499	\$4,636	\$4,776	\$4,924	\$5,071	\$5,071	\$5,071	\$5,224	\$5,224	\$5,277	\$5,377	\$5,377	\$5,430	\$5,430	\$5,430	\$5,430
73	\$4,154	\$4,281	\$4,412	\$4,545	\$4,683	\$4,826	\$4,971	\$5,123	\$5,123	\$5,123	\$5,277	\$5,277	\$5,331	\$5,430	\$5,430	\$5,483	\$5,483	\$5,483	\$5,483
74	\$4,198	\$4,324	\$4,455	\$4,591	\$4,731	\$4,874	\$5,021	\$5,172	\$5,172	\$5,172	\$5,324	\$5,324	\$5,377	\$5,476	\$5,476	\$5,529	\$5,529	\$5,529	\$5,529
75	\$4,239	\$4,368	\$4,499	\$4,636	\$4,776	\$4,924	\$5,071	\$5,224	\$5,224	\$5,224	\$5,377	\$5,377	\$5,430	\$5,529	\$5,529	\$5,582	\$5,582	\$5,582	\$5,582
76	\$4,281	\$4,412	\$4,545	\$4,683	\$4,826	\$4,971	\$5,123	\$5,277	\$5,277	\$5,277	\$5,430	\$5,430	\$5,483	\$5,582	\$5,582	\$5,635	\$5,635	\$5,635	\$5,635
77	\$4,324	\$4,455	\$4,591	\$4,731	\$4,874	\$5,021	\$5,172	\$5,331	\$5,331	\$5,331	\$5,483	\$5,483	\$5,536	\$5,635	\$5,635	\$5,688	\$5,688	\$5,688	\$5,688
78	\$4,368	\$4,499	\$4,636	\$4,776	\$4,924	\$5,071	\$5,224	\$5,385	\$5,385	\$5,385	\$5,536	\$5,536	\$5,589	\$5,688	\$5,688	\$5,741	\$5,741	\$5,741	\$5,741
79	\$4,412	\$4,545	\$4,683	\$4,826	\$4,971	\$5,123	\$5,277	\$5,438	\$5,438	\$5,438	\$5,589	\$5,589	\$5,642	\$5,741	\$5,741	\$5,794	\$5,794	\$5,794	\$5,794
80	\$4,455	\$4,591	\$4,731	\$4,874	\$5,021	\$5,172	\$5,331	\$5,493	\$5,493	\$5,493	\$5,644	\$5,644	\$5,697	\$5,796	\$5,796	\$5,849	\$5,849	\$5,849	\$5,849
81	\$4,499	\$4,636	\$4,776	\$4,924	\$5,071	\$5,224	\$5,385	\$5,548	\$5,548	\$5,548	\$5,700	\$5,700	\$5,753	\$5,852	\$5,852	\$5,905	\$5,905	\$5,905	\$5,905
82	\$4,545	\$4,683	\$4,826	\$4,971	\$5,123	\$5,277	\$5,438	\$5,602	\$5,602	\$5,602	\$5,753	\$5,753	\$5,806	\$5,905	\$5,905	\$5,958	\$5,958	\$5,958	\$5,958
83	\$4,591	\$4,731	\$4,874	\$5,021	\$5,172	\$5,331	\$5,493	\$5,659	\$5,659	\$5,659	\$5,810	\$5,810	\$5,863	\$5,962	\$5,962	\$6,015	\$6,015	\$6,015	\$6,015
84	\$4,636	\$4,776	\$4,924	\$5,071	\$5,224	\$5,385	\$5,548	\$5,716	\$5,716	\$5,716	\$5,867	\$5,867	\$5,920	\$6,019	\$6,019	\$6,072	\$6,072	\$6,072	\$6,072
85	\$4,683	\$4,826	\$4,971	\$5,123	\$5,277	\$5,438	\$5,602	\$5,771	\$5,771	\$5,771	\$5,922	\$5,922	\$5,975	\$6,074	\$6,074	\$6,127	\$6,127	\$6,127	\$6,127
86	\$4,731	\$4,874	\$5,021	\$5,172	\$5,331	\$5,493	\$5,659	\$5,828	\$5,828	\$5,828	\$5,979	\$5,979	\$6,032	\$6,131	\$6,131	\$6,184	\$6,184	\$6,184	\$6,184
87	\$4,776	\$4,924	\$5,071	\$5,224	\$5,385	\$5,548	\$5,716	\$5,887	\$5,887	\$5,887	\$6,038	\$6,038	\$6,091	\$6,190	\$6,190	\$6,243	\$6,243	\$6,243	\$6,243
88	\$4,826	\$4,971	\$5,123	\$5,277	\$5,438	\$5,602	\$5,771	\$5,946	\$5,946	\$5,946	\$6,097	\$6,097	\$6,150	\$6,249	\$6,249	\$6,302	\$6,302	\$6,302	\$6,302
89	\$4,874	\$5,021	\$5,172	\$5,331	\$5,493	\$5,659	\$5,828	\$6,006	\$6,006	\$6,006	\$6,157	\$6,157	\$6,210	\$6,309	\$6,309	\$6,362	\$6,362	\$6,362	\$6,362
90	\$4,924	\$5,071	\$5,224	\$5,385	\$5,548	\$5,716	\$5,887	\$6,065	\$6,065	\$6,065	\$6,216	\$6,216	\$6,269	\$6,368	\$6,368	\$6,421	\$6,421	\$6,421	\$6,421
91	\$4,971	\$5,123	\$5,277	\$5,438	\$5,602	\$5,771	\$5,946	\$6,126	\$6,126	\$6,126	\$6,277	\$6,277	\$6,330	\$6,429	\$6,429	\$6,482	\$6,482	\$6,482	\$6,482
92	\$5,021	\$5,172	\$5,331	\$5,493	\$5,659	\$5,828	\$6,006	\$6,187	\$6,187	\$6,187	\$6,338	\$6,338	\$6,391	\$6,490	\$6,490	\$6,543	\$6,543	\$6,543	\$6,543
93	\$5,071	\$5,224	\$5,385	\$5,548	\$5,716	\$5,887	\$6,065	\$6,249	\$6,249	\$6,249	\$6,400	\$6,400	\$6,453	\$6,552	\$6,552	\$6,605	\$6,605	\$6,605	\$6,605
94	\$5,123	\$5,277	\$5,438	\$5,602	\$5,771	\$5,946	\$6,126	\$6,312	\$6,312	\$6,312	\$6,463	\$6,463	\$6,516	\$6,615	\$6,615	\$6,668	\$6,668	\$6,668	\$6,668
95	\$5,172	\$5,331	\$5,493	\$5,659	\$5,828	\$6,006	\$6,187	\$6,375	\$6,375	\$6,375	\$6,526	\$6,526	\$6,579	\$6,678	\$6,678	\$6,731	\$6,731	\$6,731	\$6,731
96	\$5,224	\$5,385	\$5,548	\$5,716	\$5,887	\$6,065	\$6,249	\$6,439	\$6,439	\$6,439	\$6,590	\$6,590	\$6,643	\$6,742	\$6,742	\$6,795	\$6,795	\$6,795	\$6,795
97	\$5,277	\$5,438	\$5,602	\$5,771	\$5,946	\$6,126	\$6,312	\$6,504	\$6,504	\$6,504	\$6,655	\$6,655	\$6,708	\$6,807	\$6,807	\$6,860	\$6,860	\$6,860	\$6,860
98	\$5,331	\$5,493	\$5,659	\$5,828	\$6,006	\$6,187	\$6,375	\$6,568	\$6,568	\$6,568	\$6,719	\$6,719	\$6,772	\$6,871	\$6,871	\$6,924	\$6,924	\$6,924	\$6,924

**University of Washington - Contract Classified**  
**WFSE SELECTED HEALTH CARE PROFESSIONAL TECHNICAL**  
**Payscale Table BA - Effective July 1, 2008**

Range	<----- Step ----->																			
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	
99	\$5,385	\$5,548	\$5,716	\$5,887	\$6,065	\$6,249	\$6,439	\$6,633	\$6,633	\$6,633	\$6,633	\$6,835	\$6,835	\$7,042	\$7,042	\$7,042	\$7,257	\$7,477	\$7,702	\$7,937

**University of Washington - Contract Classified  
 REPRESENTED REGULAR  
 PayScale Table BI - Effective July 1, 2008**

Range	<--- STEP --->												
	A	B	C	D	E	F	G	H	I	J	K	L	M
14	\$1,472	\$1,507	\$1,542	\$1,575	\$1,613	\$1,649	\$1,687	\$1,724	\$1,763	\$1,803	\$1,846	\$1,885	\$1,929
15	\$1,507	\$1,542	\$1,575	\$1,613	\$1,649	\$1,687	\$1,724	\$1,763	\$1,803	\$1,846	\$1,885	\$1,929	\$1,975
16	\$1,542	\$1,575	\$1,613	\$1,649	\$1,687	\$1,724	\$1,763	\$1,803	\$1,846	\$1,885	\$1,929	\$1,975	\$2,016
17	\$1,575	\$1,613	\$1,649	\$1,687	\$1,724	\$1,763	\$1,803	\$1,846	\$1,885	\$1,929	\$1,975	\$2,016	\$2,068
18	\$1,613	\$1,649	\$1,687	\$1,724	\$1,763	\$1,803	\$1,846	\$1,885	\$1,929	\$1,975	\$2,016	\$2,068	\$2,113
19	\$1,649	\$1,687	\$1,724	\$1,763	\$1,803	\$1,846	\$1,885	\$1,929	\$1,975	\$2,016	\$2,068	\$2,113	\$2,161
20	\$1,687	\$1,724	\$1,763	\$1,803	\$1,846	\$1,885	\$1,929	\$1,975	\$2,016	\$2,068	\$2,113	\$2,161	\$2,212
21	\$1,724	\$1,763	\$1,803	\$1,846	\$1,885	\$1,929	\$1,975	\$2,016	\$2,068	\$2,113	\$2,161	\$2,212	\$2,266
22	\$1,763	\$1,803	\$1,846	\$1,885	\$1,929	\$1,975	\$2,016	\$2,068	\$2,113	\$2,161	\$2,212	\$2,266	\$2,317
23	\$1,803	\$1,846	\$1,885	\$1,929	\$1,975	\$2,016	\$2,068	\$2,113	\$2,161	\$2,212	\$2,266	\$2,317	\$2,370
24	\$1,846	\$1,885	\$1,929	\$1,975	\$2,016	\$2,068	\$2,113	\$2,161	\$2,212	\$2,266	\$2,317	\$2,370	\$2,426
25	\$1,885	\$1,929	\$1,975	\$2,016	\$2,068	\$2,113	\$2,161	\$2,212	\$2,266	\$2,317	\$2,370	\$2,426	\$2,482
26	\$1,929	\$1,975	\$2,016	\$2,068	\$2,113	\$2,161	\$2,212	\$2,266	\$2,317	\$2,370	\$2,426	\$2,482	\$2,542
27	\$1,975	\$2,016	\$2,068	\$2,113	\$2,161	\$2,212	\$2,266	\$2,317	\$2,370	\$2,426	\$2,482	\$2,542	\$2,598
28	\$2,016	\$2,068	\$2,113	\$2,161	\$2,212	\$2,266	\$2,317	\$2,370	\$2,426	\$2,482	\$2,542	\$2,598	\$2,663
29	\$2,068	\$2,113	\$2,161	\$2,212	\$2,266	\$2,317	\$2,370	\$2,426	\$2,482	\$2,542	\$2,598	\$2,663	\$2,724
30	\$2,113	\$2,161	\$2,212	\$2,266	\$2,317	\$2,370	\$2,426	\$2,482	\$2,542	\$2,598	\$2,663	\$2,724	\$2,789
31	\$2,161	\$2,212	\$2,266	\$2,317	\$2,370	\$2,426	\$2,482	\$2,542	\$2,598	\$2,663	\$2,724	\$2,789	\$2,855
32	\$2,212	\$2,266	\$2,317	\$2,370	\$2,426	\$2,482	\$2,542	\$2,598	\$2,663	\$2,724	\$2,789	\$2,855	\$2,920
33	\$2,266	\$2,317	\$2,370	\$2,426	\$2,482	\$2,542	\$2,598	\$2,663	\$2,724	\$2,789	\$2,855	\$2,920	\$2,994
34	\$2,317	\$2,370	\$2,426	\$2,482	\$2,542	\$2,598	\$2,663	\$2,724	\$2,789	\$2,855	\$2,920	\$2,994	\$3,063
35	\$2,370	\$2,426	\$2,482	\$2,542	\$2,598	\$2,663	\$2,724	\$2,789	\$2,855	\$2,920	\$2,994	\$3,063	\$3,135
36	\$2,426	\$2,482	\$2,542	\$2,598	\$2,663	\$2,724	\$2,789	\$2,855	\$2,920	\$2,994	\$3,063	\$3,135	\$3,213
37	\$2,482	\$2,542	\$2,598	\$2,663	\$2,724	\$2,789	\$2,855	\$2,920	\$2,994	\$3,063	\$3,135	\$3,213	\$3,293
38	\$2,542	\$2,598	\$2,663	\$2,724	\$2,789	\$2,855	\$2,920	\$2,994	\$3,063	\$3,135	\$3,213	\$3,293	\$3,377
39	\$2,598	\$2,663	\$2,724	\$2,789	\$2,855	\$2,920	\$2,994	\$3,063	\$3,135	\$3,213	\$3,293	\$3,377	\$3,459
40	\$2,663	\$2,724	\$2,789	\$2,855	\$2,920	\$2,994	\$3,063	\$3,135	\$3,213	\$3,293	\$3,377	\$3,459	\$3,549
41	\$2,724	\$2,789	\$2,855	\$2,920	\$2,994	\$3,063	\$3,135	\$3,213	\$3,293	\$3,377	\$3,459	\$3,549	\$3,631
42	\$2,789	\$2,855	\$2,920	\$2,994	\$3,063	\$3,135	\$3,213	\$3,293	\$3,377	\$3,459	\$3,549	\$3,631	\$3,726
43	\$2,855	\$2,920	\$2,994	\$3,063	\$3,135	\$3,213	\$3,293	\$3,377	\$3,459	\$3,549	\$3,631	\$3,726	\$3,819
44	\$2,920	\$2,994	\$3,063	\$3,135	\$3,213	\$3,293	\$3,377	\$3,459	\$3,549	\$3,631	\$3,726	\$3,819	\$3,918
45	\$2,994	\$3,063	\$3,135	\$3,213	\$3,293	\$3,377	\$3,459	\$3,549	\$3,631	\$3,726	\$3,819	\$3,918	\$4,014
46	\$3,063	\$3,135	\$3,213	\$3,293	\$3,377	\$3,459	\$3,549	\$3,631	\$3,726	\$3,819	\$3,918	\$4,014	\$4,114
47	\$3,135	\$3,213	\$3,293	\$3,377	\$3,459	\$3,549	\$3,631	\$3,726	\$3,819	\$3,918	\$4,014	\$4,114	\$4,214

**University of Washington - Contract Classified**  
**REPRESENTED REGULAR**  
**PayScale Table BI - Effective July 1, 2008**

Range	<--- STEP --->												
	A	B	C	D	E	F	G	H	I	J	K	L	M
48	\$3,213	\$3,293	\$3,377	\$3,459	\$3,549	\$3,631	\$3,726	\$3,819	\$3,918	\$4,014	\$4,114	\$4,214	\$4,322
49	\$3,293	\$3,377	\$3,459	\$3,549	\$3,631	\$3,726	\$3,819	\$3,918	\$4,014	\$4,114	\$4,214	\$4,322	\$4,429
50	\$3,377	\$3,459	\$3,549	\$3,631	\$3,726	\$3,819	\$3,918	\$4,014	\$4,114	\$4,214	\$4,322	\$4,429	\$4,542
51	\$3,459	\$3,549	\$3,631	\$3,726	\$3,819	\$3,918	\$4,014	\$4,114	\$4,214	\$4,322	\$4,429	\$4,542	\$4,653
52	\$3,549	\$3,631	\$3,726	\$3,819	\$3,918	\$4,014	\$4,114	\$4,214	\$4,322	\$4,429	\$4,542	\$4,653	\$4,770
53	\$3,631	\$3,726	\$3,819	\$3,918	\$4,014	\$4,114	\$4,214	\$4,322	\$4,429	\$4,542	\$4,653	\$4,770	\$4,888
54	\$3,726	\$3,819	\$3,918	\$4,014	\$4,114	\$4,214	\$4,322	\$4,429	\$4,542	\$4,653	\$4,770	\$4,888	\$5,010
55	\$3,819	\$3,918	\$4,014	\$4,114	\$4,214	\$4,322	\$4,429	\$4,542	\$4,653	\$4,770	\$4,888	\$5,010	\$5,136
56	\$3,918	\$4,014	\$4,114	\$4,214	\$4,322	\$4,429	\$4,542	\$4,653	\$4,770	\$4,888	\$5,010	\$5,136	\$5,266
57	\$4,014	\$4,114	\$4,214	\$4,322	\$4,429	\$4,542	\$4,653	\$4,770	\$4,888	\$5,010	\$5,136	\$5,266	\$5,395
58	\$4,114	\$4,214	\$4,322	\$4,429	\$4,542	\$4,653	\$4,770	\$4,888	\$5,010	\$5,136	\$5,266	\$5,395	\$5,535
59	\$4,214	\$4,322	\$4,429	\$4,542	\$4,653	\$4,770	\$4,888	\$5,010	\$5,136	\$5,266	\$5,395	\$5,535	\$5,668
60	\$4,322	\$4,429	\$4,542	\$4,653	\$4,770	\$4,888	\$5,010	\$5,136	\$5,266	\$5,395	\$5,535	\$5,668	\$5,813
61	\$4,429	\$4,542	\$4,653	\$4,770	\$4,888	\$5,010	\$5,136	\$5,266	\$5,395	\$5,535	\$5,668	\$5,813	\$5,958
62	\$4,542	\$4,653	\$4,770	\$4,888	\$5,010	\$5,136	\$5,266	\$5,395	\$5,535	\$5,668	\$5,813	\$5,958	\$6,105
63	\$4,653	\$4,770	\$4,888	\$5,010	\$5,136	\$5,266	\$5,395	\$5,535	\$5,668	\$5,813	\$5,958	\$6,105	\$6,257
64	\$4,770	\$4,888	\$5,010	\$5,136	\$5,266	\$5,395	\$5,535	\$5,668	\$5,813	\$5,958	\$6,105	\$6,257	\$6,416
65	\$4,888	\$5,010	\$5,136	\$5,266	\$5,395	\$5,535	\$5,668	\$5,813	\$5,958	\$6,105	\$6,257	\$6,416	\$6,575
66	\$5,010	\$5,136	\$5,266	\$5,395	\$5,535	\$5,668	\$5,813	\$5,958	\$6,105	\$6,257	\$6,416	\$6,575	\$6,741
67	\$5,136	\$5,266	\$5,395	\$5,535	\$5,668	\$5,813	\$5,958	\$6,105	\$6,257	\$6,416	\$6,575	\$6,741	\$6,908
68	\$5,266	\$5,395	\$5,535	\$5,668	\$5,813	\$5,958	\$6,105	\$6,257	\$6,416	\$6,575	\$6,741	\$6,908	\$7,082
69	\$5,395	\$5,535	\$5,668	\$5,813	\$5,958	\$6,105	\$6,257	\$6,416	\$6,575	\$6,741	\$6,908	\$7,082	\$7,258
70	\$5,535	\$5,668	\$5,813	\$5,958	\$6,105	\$6,257	\$6,416	\$6,575	\$6,741	\$6,908	\$7,082	\$7,258	\$7,440
71	\$5,668	\$5,813	\$5,958	\$6,105	\$6,257	\$6,416	\$6,575	\$6,741	\$6,908	\$7,082	\$7,258	\$7,440	\$7,627
72	\$5,813	\$5,958	\$6,105	\$6,257	\$6,416	\$6,575	\$6,741	\$6,908	\$7,082	\$7,258	\$7,440	\$7,627	\$7,818
73	\$5,958	\$6,105	\$6,257	\$6,416	\$6,575	\$6,741	\$6,908	\$7,082	\$7,258	\$7,440	\$7,627	\$7,818	\$8,012
74	\$6,105	\$6,257	\$6,416	\$6,575	\$6,741	\$6,908	\$7,082	\$7,258	\$7,440	\$7,627	\$7,818	\$8,012	\$8,215
75	\$6,257	\$6,416	\$6,575	\$6,741	\$6,908	\$7,082	\$7,258	\$7,440	\$7,627	\$7,818	\$8,012	\$8,215	\$8,417
76	\$6,416	\$6,575	\$6,741	\$6,908	\$7,082	\$7,258	\$7,440	\$7,627	\$7,818	\$8,012	\$8,215	\$8,417	\$8,627
77	\$6,575	\$6,741	\$6,908	\$7,082	\$7,258	\$7,440	\$7,627	\$7,818	\$8,012	\$8,215	\$8,417	\$8,627	\$8,844
78	\$6,741	\$6,908	\$7,082	\$7,258	\$7,440	\$7,627	\$7,818	\$8,012	\$8,215	\$8,417	\$8,627	\$8,844	\$9,066
79	\$6,908	\$7,082	\$7,258	\$7,440	\$7,627	\$7,818	\$8,012	\$8,215	\$8,417	\$8,627	\$8,844	\$9,066	\$9,289
80	\$7,082	\$7,258	\$7,440	\$7,627	\$7,818	\$8,012	\$8,215	\$8,417	\$8,627	\$8,844	\$9,066	\$9,289	\$9,521
81	\$7,258	\$7,440	\$7,627	\$7,818	\$8,012	\$8,215	\$8,417	\$8,627	\$8,844	\$9,066	\$9,289	\$9,521	\$9,761



**University of Washington - Contract Classified  
REPRESENTED REGULAR  
Payscale Table BI - Effective July 1, 2008**

Range	<--- STEP --->												
	A	B	C	D	E	F	G	H	I	J	K	L	M
82	\$7,440	\$7,627	\$7,818	\$8,012	\$8,215	\$8,417	\$8,627	\$8,844	\$9,066	\$9,289	\$9,521	\$9,761	\$10,004
83	\$7,627	\$7,818	\$8,012	\$8,215	\$8,417	\$8,627	\$8,844	\$9,066	\$9,289	\$9,521	\$9,761	\$10,004	\$10,253
84	\$7,818	\$8,012	\$8,215	\$8,417	\$8,627	\$8,844	\$9,066	\$9,289	\$9,521	\$9,761	\$10,004	\$10,253	\$10,513
85	\$8,012	\$8,215	\$8,417	\$8,627	\$8,844	\$9,066	\$9,289	\$9,521	\$9,761	\$10,004	\$10,253	\$10,513	\$10,771
86	\$8,215	\$8,417	\$8,627	\$8,844	\$9,066	\$9,289	\$9,521	\$9,761	\$10,004	\$10,253	\$10,513	\$10,771	\$11,044
87	\$8,417	\$8,627	\$8,844	\$9,066	\$9,289	\$9,521	\$9,761	\$10,004	\$10,253	\$10,513	\$10,771	\$11,044	\$11,322
88	\$8,627	\$8,844	\$9,066	\$9,289	\$9,521	\$9,761	\$10,004	\$10,253	\$10,513	\$10,771	\$11,044	\$11,322	\$11,604
89	\$8,844	\$9,066	\$9,289	\$9,521	\$9,761	\$10,004	\$10,253	\$10,513	\$10,771	\$11,044	\$11,322	\$11,604	\$11,896
90	\$9,066	\$9,289	\$9,521	\$9,761	\$10,004	\$10,253	\$10,513	\$10,771	\$11,044	\$11,322	\$11,604	\$11,896	\$12,189

**University of Washington - Contract Classified  
WFSE HEALTH CARE PROFESSIONAL TECHNICAL  
Payscale Table BK - Effective July 1, 2008**

Range	<---STEP--->																	
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R
1	\$1,950	\$2,008	\$2,071	\$2,133	\$2,198	\$2,264	\$2,333	\$2,404	\$2,404	\$2,404	\$2,476	\$2,476	\$2,551	\$2,551	\$2,551	\$2,629	\$2,708	\$2,789
3	\$1,989	\$2,049	\$2,111	\$2,176	\$2,241	\$2,310	\$2,380	\$2,452	\$2,452	\$2,452	\$2,527	\$2,527	\$2,602	\$2,602	\$2,602	\$2,683	\$2,762	\$2,845

**University of Washington - Contract Classified**  
**WFSE SKILLED TRADES**  
**Payscale Table BL - July 1, 2008**

Range	<--- STEP --->												
	A	B	C	D	E	F	G	H	I	J	K	L	M
14	\$1,585	\$1,618	\$1,652	\$1,683	\$1,720	\$1,754	\$1,791	\$1,827	\$1,864	\$1,902	\$1,942	\$1,980	\$2,021
15	\$1,618	\$1,652	\$1,683	\$1,720	\$1,754	\$1,791	\$1,827	\$1,864	\$1,902	\$1,942	\$1,980	\$2,021	\$2,066
16	\$1,652	\$1,683	\$1,720	\$1,754	\$1,791	\$1,827	\$1,864	\$1,902	\$1,942	\$1,980	\$2,021	\$2,066	\$2,105
17	\$1,683	\$1,720	\$1,754	\$1,791	\$1,827	\$1,864	\$1,902	\$1,942	\$1,980	\$2,021	\$2,066	\$2,105	\$2,153
18	\$1,720	\$1,754	\$1,791	\$1,827	\$1,864	\$1,902	\$1,942	\$1,980	\$2,021	\$2,066	\$2,105	\$2,153	\$2,198
19	\$1,754	\$1,791	\$1,827	\$1,864	\$1,902	\$1,942	\$1,980	\$2,021	\$2,066	\$2,105	\$2,153	\$2,198	\$2,243
20	\$1,791	\$1,827	\$1,864	\$1,902	\$1,942	\$1,980	\$2,021	\$2,066	\$2,105	\$2,153	\$2,198	\$2,243	\$2,293
21	\$1,827	\$1,864	\$1,902	\$1,942	\$1,980	\$2,021	\$2,066	\$2,105	\$2,153	\$2,198	\$2,243	\$2,293	\$2,343
22	\$1,864	\$1,902	\$1,942	\$1,980	\$2,021	\$2,066	\$2,105	\$2,153	\$2,198	\$2,243	\$2,293	\$2,343	\$2,393
23	\$1,902	\$1,942	\$1,980	\$2,021	\$2,066	\$2,105	\$2,153	\$2,198	\$2,243	\$2,293	\$2,343	\$2,393	\$2,443
24	\$1,942	\$1,980	\$2,021	\$2,066	\$2,105	\$2,153	\$2,198	\$2,243	\$2,293	\$2,343	\$2,393	\$2,443	\$2,496
25	\$1,980	\$2,021	\$2,066	\$2,105	\$2,153	\$2,198	\$2,243	\$2,293	\$2,343	\$2,393	\$2,443	\$2,496	\$2,550
26	\$2,021	\$2,066	\$2,105	\$2,153	\$2,198	\$2,243	\$2,293	\$2,343	\$2,393	\$2,443	\$2,496	\$2,550	\$2,606
27	\$2,066	\$2,105	\$2,153	\$2,198	\$2,243	\$2,293	\$2,343	\$2,393	\$2,443	\$2,496	\$2,550	\$2,606	\$2,660
28	\$2,105	\$2,153	\$2,198	\$2,243	\$2,293	\$2,343	\$2,393	\$2,443	\$2,496	\$2,550	\$2,606	\$2,660	\$2,722
29	\$2,153	\$2,198	\$2,243	\$2,293	\$2,343	\$2,393	\$2,443	\$2,496	\$2,550	\$2,606	\$2,660	\$2,722	\$2,781
30	\$2,198	\$2,243	\$2,293	\$2,343	\$2,393	\$2,443	\$2,496	\$2,550	\$2,606	\$2,660	\$2,722	\$2,781	\$2,841
31	\$2,243	\$2,293	\$2,343	\$2,393	\$2,443	\$2,496	\$2,550	\$2,606	\$2,660	\$2,722	\$2,781	\$2,841	\$2,904
32	\$2,293	\$2,343	\$2,393	\$2,443	\$2,496	\$2,550	\$2,606	\$2,660	\$2,722	\$2,781	\$2,841	\$2,904	\$2,966
33	\$2,343	\$2,393	\$2,443	\$2,496	\$2,550	\$2,606	\$2,660	\$2,722	\$2,781	\$2,841	\$2,904	\$2,966	\$3,037
34	\$2,393	\$2,443	\$2,496	\$2,550	\$2,606	\$2,660	\$2,722	\$2,781	\$2,841	\$2,904	\$2,966	\$3,037	\$3,103
35	\$2,443	\$2,496	\$2,550	\$2,606	\$2,660	\$2,722	\$2,781	\$2,841	\$2,904	\$2,966	\$3,037	\$3,103	\$3,172
36	\$2,496	\$2,550	\$2,606	\$2,660	\$2,722	\$2,781	\$2,841	\$2,904	\$2,966	\$3,037	\$3,103	\$3,172	\$3,247
37	\$2,550	\$2,606	\$2,660	\$2,722	\$2,781	\$2,841	\$2,904	\$2,966	\$3,037	\$3,103	\$3,172	\$3,247	\$3,323
38	\$2,606	\$2,660	\$2,722	\$2,781	\$2,841	\$2,904	\$2,966	\$3,037	\$3,103	\$3,172	\$3,247	\$3,323	\$3,402
39	\$2,660	\$2,722	\$2,781	\$2,841	\$2,904	\$2,966	\$3,037	\$3,103	\$3,172	\$3,247	\$3,323	\$3,402	\$3,481
40	\$2,722	\$2,781	\$2,841	\$2,904	\$2,966	\$3,037	\$3,103	\$3,172	\$3,247	\$3,323	\$3,402	\$3,481	\$3,566
41	\$2,781	\$2,841	\$2,904	\$2,966	\$3,037	\$3,103	\$3,172	\$3,247	\$3,323	\$3,402	\$3,481	\$3,566	\$3,647
42	\$2,841	\$2,904	\$2,966	\$3,037	\$3,103	\$3,172	\$3,247	\$3,323	\$3,402	\$3,481	\$3,566	\$3,647	\$3,736
43	\$2,904	\$2,966	\$3,037	\$3,103	\$3,172	\$3,247	\$3,323	\$3,402	\$3,481	\$3,566	\$3,647	\$3,736	\$3,824
44	\$2,966	\$3,037	\$3,103	\$3,172	\$3,247	\$3,323	\$3,402	\$3,481	\$3,566	\$3,647	\$3,736	\$3,824	\$3,918
45	\$3,037	\$3,103	\$3,172	\$3,247	\$3,323	\$3,402	\$3,481	\$3,566	\$3,647	\$3,736	\$3,824	\$3,918	\$4,011
46	\$3,103	\$3,172	\$3,247	\$3,323	\$3,402	\$3,481	\$3,566	\$3,647	\$3,736	\$3,824	\$3,918	\$4,011	\$4,106
47	\$3,172	\$3,247	\$3,323	\$3,402	\$3,481	\$3,566	\$3,647	\$3,736	\$3,824	\$3,918	\$4,011	\$4,106	\$4,201

**University of Washington - Contract Classified**  
**WFSE SKILLED TRADES**  
**Payscale Table BL - July 1, 2008**

Range	<--- STEP --->												
	A	B	C	D	E	F	G	H	I	J	K	L	M
48	\$3,247	\$3,323	\$3,402	\$3,481	\$3,566	\$3,647	\$3,736	\$3,824	\$3,918	\$4,011	\$4,106	\$4,201	\$4,304
49	\$3,323	\$3,402	\$3,481	\$3,566	\$3,647	\$3,736	\$3,824	\$3,918	\$4,011	\$4,106	\$4,201	\$4,304	\$4,406
50	\$3,402	\$3,481	\$3,566	\$3,647	\$3,736	\$3,824	\$3,918	\$4,011	\$4,106	\$4,201	\$4,304	\$4,406	\$4,514
51	\$3,481	\$3,566	\$3,647	\$3,736	\$3,824	\$3,918	\$4,011	\$4,106	\$4,201	\$4,304	\$4,406	\$4,514	\$4,620
52	\$3,566	\$3,647	\$3,736	\$3,824	\$3,918	\$4,011	\$4,106	\$4,201	\$4,304	\$4,406	\$4,514	\$4,620	\$4,732
53	\$3,647	\$3,736	\$3,824	\$3,918	\$4,011	\$4,106	\$4,201	\$4,304	\$4,406	\$4,514	\$4,620	\$4,732	\$4,843
54	\$3,736	\$3,824	\$3,918	\$4,011	\$4,106	\$4,201	\$4,304	\$4,406	\$4,514	\$4,620	\$4,732	\$4,843	\$4,961
55	\$3,824	\$3,918	\$4,011	\$4,106	\$4,201	\$4,304	\$4,406	\$4,514	\$4,620	\$4,732	\$4,843	\$4,961	\$5,080
56	\$3,918	\$4,011	\$4,106	\$4,201	\$4,304	\$4,406	\$4,514	\$4,620	\$4,732	\$4,843	\$4,961	\$5,080	\$5,204
57	\$4,011	\$4,106	\$4,201	\$4,304	\$4,406	\$4,514	\$4,620	\$4,732	\$4,843	\$4,961	\$5,080	\$5,204	\$5,327
58	\$4,106	\$4,201	\$4,304	\$4,406	\$4,514	\$4,620	\$4,732	\$4,843	\$4,961	\$5,080	\$5,204	\$5,327	\$5,461
59	\$4,201	\$4,304	\$4,406	\$4,514	\$4,620	\$4,732	\$4,843	\$4,961	\$5,080	\$5,204	\$5,327	\$5,461	\$5,589
60	\$4,304	\$4,406	\$4,514	\$4,620	\$4,732	\$4,843	\$4,961	\$5,080	\$5,204	\$5,327	\$5,461	\$5,589	\$5,725
61	\$4,406	\$4,514	\$4,620	\$4,732	\$4,843	\$4,961	\$5,080	\$5,204	\$5,327	\$5,461	\$5,589	\$5,725	\$5,864
62	\$4,514	\$4,620	\$4,732	\$4,843	\$4,961	\$5,080	\$5,204	\$5,327	\$5,461	\$5,589	\$5,725	\$5,864	\$6,005
63	\$4,620	\$4,732	\$4,843	\$4,961	\$5,080	\$5,204	\$5,327	\$5,461	\$5,589	\$5,725	\$5,864	\$6,005	\$6,150
64	\$4,732	\$4,843	\$4,961	\$5,080	\$5,204	\$5,327	\$5,461	\$5,589	\$5,725	\$5,864	\$6,005	\$6,150	\$6,302
65	\$4,843	\$4,961	\$5,080	\$5,204	\$5,327	\$5,461	\$5,589	\$5,725	\$5,864	\$6,005	\$6,150	\$6,302	\$6,453
66	\$4,961	\$5,080	\$5,204	\$5,327	\$5,461	\$5,589	\$5,725	\$5,864	\$6,005	\$6,150	\$6,302	\$6,453	\$6,612
67	\$5,080	\$5,204	\$5,327	\$5,461	\$5,589	\$5,725	\$5,864	\$6,005	\$6,150	\$6,302	\$6,453	\$6,612	\$6,772
68	\$5,204	\$5,327	\$5,461	\$5,589	\$5,725	\$5,864	\$6,005	\$6,150	\$6,302	\$6,453	\$6,612	\$6,772	\$6,937
69	\$5,327	\$5,461	\$5,589	\$5,725	\$5,864	\$6,005	\$6,150	\$6,302	\$6,453	\$6,612	\$6,772	\$6,937	\$7,104
70	\$5,461	\$5,589	\$5,725	\$5,864	\$6,005	\$6,150	\$6,302	\$6,453	\$6,612	\$6,772	\$6,937	\$7,104	\$7,278
71	\$5,589	\$5,725	\$5,864	\$6,005	\$6,150	\$6,302	\$6,453	\$6,612	\$6,772	\$6,937	\$7,104	\$7,278	\$7,456
72	\$5,725	\$5,864	\$6,005	\$6,150	\$6,302	\$6,453	\$6,612	\$6,772	\$6,937	\$7,104	\$7,278	\$7,456	\$7,638
73	\$5,864	\$6,005	\$6,150	\$6,302	\$6,453	\$6,612	\$6,772	\$6,937	\$7,104	\$7,278	\$7,456	\$7,638	\$7,823
74	\$6,005	\$6,150	\$6,302	\$6,453	\$6,612	\$6,772	\$6,937	\$7,104	\$7,278	\$7,456	\$7,638	\$7,823	\$8,017
75	\$6,150	\$6,302	\$6,453	\$6,612	\$6,772	\$6,937	\$7,104	\$7,278	\$7,456	\$7,638	\$7,823	\$8,017	\$8,210
76	\$6,302	\$6,453	\$6,612	\$6,772	\$6,937	\$7,104	\$7,278	\$7,456	\$7,638	\$7,823	\$8,017	\$8,210	\$8,411
77	\$6,453	\$6,612	\$6,772	\$6,937	\$7,104	\$7,278	\$7,456	\$7,638	\$7,823	\$8,017	\$8,210	\$8,411	\$8,618
78	\$6,612	\$6,772	\$6,937	\$7,104	\$7,278	\$7,456	\$7,638	\$7,823	\$8,017	\$8,210	\$8,411	\$8,618	\$8,827
79	\$6,772	\$6,937	\$7,104	\$7,278	\$7,456	\$7,638	\$7,823	\$8,017	\$8,210	\$8,411	\$8,618	\$8,827	\$9,042
80	\$6,937	\$7,104	\$7,278	\$7,456	\$7,638	\$7,823	\$8,017	\$8,210	\$8,411	\$8,618	\$8,827	\$9,042	\$9,264
81	\$7,104	\$7,278	\$7,456	\$7,638	\$7,823	\$8,017	\$8,210	\$8,411	\$8,618	\$8,827	\$9,042	\$9,264	\$9,492

**University of Washington - Contract Classified  
WFSE SKILLED TRADES  
Payscale Table BL - July 1, 2008**

Range	<--- STEP --->												
	A	B	C	D	E	F	G	H	I	J	K	L	M
82	\$7,278	\$7,456	\$7,638	\$7,823	\$8,017	\$8,210	\$8,411	\$8,618	\$8,827	\$9,042	\$9,264	\$9,492	\$9,724
83	\$7,456	\$7,638	\$7,823	\$8,017	\$8,210	\$8,411	\$8,618	\$8,827	\$9,042	\$9,264	\$9,492	\$9,724	\$9,961
84	\$7,638	\$7,823	\$8,017	\$8,210	\$8,411	\$8,618	\$8,827	\$9,042	\$9,264	\$9,492	\$9,724	\$9,961	\$10,208
85	\$7,823	\$8,017	\$8,210	\$8,411	\$8,618	\$8,827	\$9,042	\$9,264	\$9,492	\$9,724	\$9,961	\$10,208	\$10,456
86	\$8,017	\$8,210	\$8,411	\$8,618	\$8,827	\$9,042	\$9,264	\$9,492	\$9,724	\$9,961	\$10,208	\$10,456	\$10,715
87	\$8,210	\$8,411	\$8,618	\$8,827	\$9,042	\$9,264	\$9,492	\$9,724	\$9,961	\$10,208	\$10,456	\$10,715	\$10,981
88	\$8,411	\$8,618	\$8,827	\$9,042	\$9,264	\$9,492	\$9,724	\$9,961	\$10,208	\$10,456	\$10,715	\$10,981	\$11,249
89	\$8,618	\$8,827	\$9,042	\$9,264	\$9,492	\$9,724	\$9,961	\$10,208	\$10,456	\$10,715	\$10,981	\$11,249	\$11,474
90	\$8,827	\$9,042	\$9,264	\$9,492	\$9,724	\$9,961	\$10,208	\$10,456	\$10,715	\$10,981	\$11,249	\$11,474	\$11,761

**University of Washington - Contract Classified  
WFSE SKILLED TRADES APPRENTICES (Non-Standard Pay Rates)  
Payscale Table BM - Effective July 1, 2008**

Range	<--- STEP --->							
	A	B	C	D	E	F	G	H
1	\$2,407	\$2,553	\$2,699	\$2,845	\$2,991	\$3,136	\$3,282	\$3,428
2	\$2,407	\$2,626	\$2,845	\$3,063	\$3,282	\$3,501		
4	\$2,466	\$2,690	\$2,914	\$3,138	\$3,362	\$3,587		
5	\$3,049	\$3,234	\$3,419	\$3,604	\$3,788	\$3,973	\$4,158	\$4,343
6	\$2,710	\$2,874	\$3,038	\$3,203	\$3,367	\$3,531	\$3,695	\$3,860
7	\$2,773	\$2,941	\$3,109	\$3,277	\$3,445	\$3,613	\$3,781	\$3,949

**University of Washington - Contract Classified**  
**WFSE HEALTH CARE PROFESSIONAL TECHNICAL**  
**Payscale Table B0 - Effective July 1, 2008**

Range	<--- STEP --->																		
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	
0	\$2,008	\$2,071	\$2,133	\$2,198	\$2,264	\$2,333	\$2,404	\$2,476	\$2,501	\$2,577	\$2,602	\$2,683	\$2,762	\$2,848	\$2,933	\$3,022	\$3,114	\$3,208	\$3,304
1	\$2,030	\$2,092	\$2,153	\$2,219	\$2,287	\$2,355	\$2,427	\$2,501	\$2,501	\$2,577	\$2,602	\$2,683	\$2,762	\$2,848	\$2,933	\$3,022	\$3,114	\$3,208	\$3,304
2	\$2,049	\$2,111	\$2,176	\$2,241	\$2,310	\$2,380	\$2,452	\$2,551	\$2,551	\$2,629	\$2,656	\$2,735	\$2,818	\$2,903	\$2,993	\$3,082	\$3,176	\$3,269	\$3,367
3	\$2,071	\$2,133	\$2,198	\$2,264	\$2,333	\$2,404	\$2,476	\$2,577	\$2,577	\$2,656	\$2,683	\$2,762	\$2,848	\$2,933	\$3,022	\$3,114	\$3,208	\$3,304	\$3,404
4	\$2,092	\$2,153	\$2,219	\$2,287	\$2,355	\$2,427	\$2,501	\$2,577	\$2,577	\$2,656	\$2,683	\$2,762	\$2,848	\$2,933	\$3,022	\$3,114	\$3,208	\$3,304	\$3,404
5	\$2,111	\$2,176	\$2,241	\$2,310	\$2,380	\$2,452	\$2,551	\$2,629	\$2,629	\$2,709	\$2,735	\$2,818	\$2,903	\$2,993	\$3,082	\$3,176	\$3,269	\$3,367	\$3,468
6	\$2,133	\$2,198	\$2,264	\$2,333	\$2,404	\$2,476	\$2,577	\$2,656	\$2,656	\$2,735	\$2,762	\$2,848	\$2,933	\$3,022	\$3,114	\$3,208	\$3,304	\$3,404	\$3,507
7	\$2,153	\$2,219	\$2,287	\$2,355	\$2,427	\$2,501	\$2,577	\$2,656	\$2,656	\$2,735	\$2,762	\$2,848	\$2,933	\$3,022	\$3,114	\$3,208	\$3,304	\$3,404	\$3,507
8	\$2,176	\$2,241	\$2,310	\$2,380	\$2,452	\$2,551	\$2,629	\$2,709	\$2,709	\$2,789	\$2,818	\$2,903	\$2,993	\$3,082	\$3,176	\$3,269	\$3,367	\$3,468	\$3,571
9	\$2,198	\$2,264	\$2,333	\$2,404	\$2,476	\$2,551	\$2,629	\$2,709	\$2,709	\$2,789	\$2,818	\$2,903	\$2,993	\$3,082	\$3,176	\$3,269	\$3,367	\$3,468	\$3,571
10	\$2,219	\$2,287	\$2,355	\$2,427	\$2,501	\$2,577	\$2,656	\$2,735	\$2,735	\$2,818	\$2,903	\$2,993	\$3,082	\$3,176	\$3,269	\$3,367	\$3,468	\$3,571	\$3,674
11	\$2,241	\$2,310	\$2,380	\$2,452	\$2,527	\$2,602	\$2,683	\$2,762	\$2,762	\$2,848	\$2,933	\$3,022	\$3,114	\$3,208	\$3,299	\$3,393	\$3,487	\$3,581	\$3,684
12	\$2,264	\$2,333	\$2,404	\$2,476	\$2,551	\$2,629	\$2,709	\$2,791	\$2,791	\$2,874	\$2,962	\$3,052	\$3,145	\$3,239	\$3,333	\$3,427	\$3,521	\$3,615	\$3,709
13	\$2,287	\$2,355	\$2,427	\$2,501	\$2,577	\$2,656	\$2,735	\$2,818	\$2,818	\$2,903	\$2,993	\$3,082	\$3,176	\$3,269	\$3,367	\$3,468	\$3,571	\$3,674	\$3,777
14	\$2,310	\$2,380	\$2,452	\$2,527	\$2,602	\$2,683	\$2,762	\$2,848	\$2,848	\$2,933	\$3,022	\$3,114	\$3,208	\$3,299	\$3,393	\$3,487	\$3,581	\$3,674	\$3,777
15	\$2,333	\$2,404	\$2,476	\$2,551	\$2,629	\$2,709	\$2,791	\$2,874	\$2,874	\$2,962	\$3,052	\$3,145	\$3,239	\$3,333	\$3,427	\$3,521	\$3,615	\$3,709	\$3,803
16	\$2,355	\$2,427	\$2,501	\$2,577	\$2,656	\$2,735	\$2,818	\$2,903	\$2,903	\$2,993	\$3,082	\$3,176	\$3,269	\$3,367	\$3,468	\$3,571	\$3,674	\$3,777	\$3,880
17	\$2,380	\$2,452	\$2,527	\$2,602	\$2,683	\$2,762	\$2,848	\$2,933	\$2,933	\$3,022	\$3,114	\$3,208	\$3,299	\$3,393	\$3,487	\$3,581	\$3,674	\$3,777	\$3,880
18	\$2,404	\$2,476	\$2,551	\$2,629	\$2,709	\$2,791	\$2,874	\$2,962	\$2,962	\$3,052	\$3,145	\$3,239	\$3,333	\$3,427	\$3,521	\$3,615	\$3,709	\$3,803	\$3,897
19	\$2,427	\$2,501	\$2,577	\$2,656	\$2,735	\$2,818	\$2,903	\$2,993	\$2,993	\$3,082	\$3,176	\$3,269	\$3,367	\$3,468	\$3,571	\$3,674	\$3,777	\$3,880	\$3,983
20	\$2,452	\$2,527	\$2,602	\$2,683	\$2,762	\$2,848	\$2,933	\$3,022	\$3,022	\$3,114	\$3,208	\$3,299	\$3,393	\$3,487	\$3,581	\$3,674	\$3,777	\$3,880	\$3,983
21	\$2,476	\$2,551	\$2,629	\$2,709	\$2,791	\$2,874	\$2,962	\$3,052	\$3,052	\$3,145	\$3,239	\$3,333	\$3,427	\$3,521	\$3,615	\$3,709	\$3,803	\$3,897	\$3,991
22	\$2,501	\$2,577	\$2,656	\$2,735	\$2,818	\$2,903	\$2,993	\$3,082	\$3,082	\$3,176	\$3,269	\$3,367	\$3,468	\$3,571	\$3,674	\$3,777	\$3,880	\$3,983	\$4,086
23	\$2,527	\$2,602	\$2,683	\$2,762	\$2,848	\$2,933	\$3,022	\$3,114	\$3,114	\$3,208	\$3,299	\$3,393	\$3,487	\$3,581	\$3,674	\$3,777	\$3,880	\$3,983	\$4,086
24	\$2,551	\$2,629	\$2,709	\$2,791	\$2,874	\$2,962	\$3,052	\$3,145	\$3,145	\$3,239	\$3,333	\$3,427	\$3,521	\$3,615	\$3,709	\$3,803	\$3,897	\$3,991	\$4,086
25	\$2,577	\$2,656	\$2,735	\$2,818	\$2,903	\$2,993	\$3,082	\$3,176	\$3,176	\$3,269	\$3,367	\$3,468	\$3,571	\$3,674	\$3,777	\$3,880	\$3,983	\$4,086	\$4,189
26	\$2,602	\$2,683	\$2,762	\$2,848	\$2,933	\$3,022	\$3,114	\$3,208	\$3,208	\$3,299	\$3,393	\$3,487	\$3,581	\$3,674	\$3,777	\$3,880	\$3,983	\$4,086	\$4,189
27	\$2,629	\$2,709	\$2,791	\$2,874	\$2,962	\$3,052	\$3,145	\$3,239	\$3,239	\$3,333	\$3,427	\$3,521	\$3,615	\$3,709	\$3,803	\$3,897	\$3,991	\$4,086	\$4,189
28	\$2,656	\$2,735	\$2,818	\$2,903	\$2,993	\$3,082	\$3,176	\$3,271	\$3,271	\$3,367	\$3,468	\$3,571	\$3,674	\$3,777	\$3,880	\$3,983	\$4,086	\$4,189	\$4,292
29	\$2,683	\$2,762	\$2,848	\$2,933	\$3,022	\$3,114	\$3,208	\$3,304	\$3,304	\$3,404	\$3,507	\$3,610	\$3,713	\$3,816	\$3,919	\$4,022	\$4,125	\$4,228	\$4,331
30	\$2,709	\$2,791	\$2,874	\$2,962	\$3,052	\$3,145	\$3,239	\$3,337	\$3,337	\$3,438	\$3,543	\$3,648	\$3,753	\$3,858	\$3,963	\$4,068	\$4,173	\$4,278	\$4,383
31	\$2,735	\$2,818	\$2,903	\$2,993	\$3,082	\$3,176	\$3,271	\$3,370	\$3,370	\$3,473	\$3,579	\$3,684	\$3,789	\$3,894	\$3,999	\$4,104	\$4,209	\$4,314	\$4,419
32	\$2,762	\$2,848	\$2,933	\$3,022	\$3,114	\$3,208	\$3,304	\$3,404	\$3,404	\$3,507	\$3,614	\$3,721	\$3,828	\$3,935	\$4,042	\$4,149	\$4,256	\$4,363	\$4,470
33	\$2,791	\$2,874	\$2,962	\$3,052	\$3,145	\$3,239	\$3,337	\$3,438	\$3,438	\$3,543	\$3,651	\$3,761	\$3,871	\$3,981	\$4,091	\$4,201	\$4,311	\$4,421	\$4,531
34	\$2,818	\$2,903	\$2,993	\$3,082	\$3,176	\$3,271	\$3,370	\$3,473	\$3,473	\$3,579	\$3,686	\$3,793	\$3,900	\$4,007	\$4,114	\$4,221	\$4,328	\$4,435	\$4,542

**University of Washington - Contract Classified**  
**WFSE HEALTH CARE PROFESSIONAL TECHNICAL**  
**Payscale Table B0 - Effective July 1, 2008**

Range	<--- STEP --->																		
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	
35	\$2,848	\$2,933	\$3,022	\$3,114	\$3,208	\$3,304	\$3,404	\$3,507	\$3,507	\$3,507	\$3,614	\$3,614	\$3,723	\$3,723	\$3,723	\$3,836	\$3,954	\$4,074	
36	\$2,874	\$2,962	\$3,052	\$3,145	\$3,239	\$3,337	\$3,438	\$3,543	\$3,543	\$3,543	\$3,651	\$3,651	\$3,761	\$3,761	\$3,761	\$3,875	\$3,993	\$4,115	
37	\$2,903	\$2,993	\$3,082	\$3,176	\$3,271	\$3,370	\$3,473	\$3,579	\$3,579	\$3,579	\$3,686	\$3,686	\$3,798	\$3,798	\$3,798	\$3,916	\$4,033	\$4,154	
38	\$2,933	\$3,022	\$3,114	\$3,208	\$3,304	\$3,404	\$3,507	\$3,614	\$3,614	\$3,614	\$3,723	\$3,723	\$3,836	\$3,836	\$3,836	\$3,954	\$4,074	\$4,198	
39	\$2,962	\$3,052	\$3,145	\$3,239	\$3,337	\$3,438	\$3,543	\$3,651	\$3,651	\$3,651	\$3,761	\$3,761	\$3,875	\$3,875	\$3,875	\$3,993	\$4,115	\$4,239	
40	\$2,993	\$3,082	\$3,176	\$3,271	\$3,370	\$3,473	\$3,579	\$3,686	\$3,686	\$3,686	\$3,798	\$3,798	\$3,916	\$3,916	\$3,916	\$4,033	\$4,154	\$4,281	
41	\$3,022	\$3,114	\$3,208	\$3,304	\$3,404	\$3,507	\$3,614	\$3,723	\$3,723	\$3,723	\$3,836	\$3,836	\$3,954	\$3,954	\$3,954	\$4,074	\$4,198	\$4,324	
42	\$3,052	\$3,145	\$3,239	\$3,337	\$3,438	\$3,543	\$3,651	\$3,761	\$3,761	\$3,761	\$3,875	\$3,875	\$3,993	\$3,993	\$3,993	\$4,115	\$4,239	\$4,368	
43	\$3,082	\$3,176	\$3,271	\$3,370	\$3,473	\$3,579	\$3,686	\$3,798	\$3,798	\$3,798	\$3,916	\$3,916	\$4,033	\$4,033	\$4,033	\$4,154	\$4,281	\$4,412	
44	\$3,114	\$3,208	\$3,304	\$3,404	\$3,507	\$3,614	\$3,723	\$3,836	\$3,836	\$3,836	\$3,954	\$3,954	\$4,074	\$4,074	\$4,074	\$4,198	\$4,324	\$4,455	
45	\$3,145	\$3,239	\$3,337	\$3,438	\$3,543	\$3,651	\$3,761	\$3,875	\$3,875	\$3,875	\$3,993	\$3,993	\$4,115	\$4,115	\$4,115	\$4,239	\$4,368	\$4,499	
46	\$3,176	\$3,271	\$3,370	\$3,473	\$3,579	\$3,686	\$3,798	\$3,916	\$3,916	\$3,916	\$4,033	\$4,033	\$4,154	\$4,154	\$4,154	\$4,281	\$4,412	\$4,545	
47	\$3,208	\$3,304	\$3,404	\$3,507	\$3,614	\$3,723	\$3,836	\$3,954	\$3,954	\$3,954	\$4,074	\$4,074	\$4,198	\$4,198	\$4,198	\$4,324	\$4,455	\$4,591	
48	\$3,239	\$3,337	\$3,438	\$3,543	\$3,651	\$3,761	\$3,875	\$3,993	\$3,993	\$3,993	\$4,115	\$4,115	\$4,239	\$4,239	\$4,239	\$4,368	\$4,499	\$4,636	
49	\$3,271	\$3,370	\$3,473	\$3,579	\$3,686	\$3,798	\$3,916	\$4,033	\$4,033	\$4,033	\$4,154	\$4,154	\$4,281	\$4,281	\$4,281	\$4,412	\$4,545	\$4,683	
50	\$3,304	\$3,404	\$3,507	\$3,614	\$3,723	\$3,836	\$3,954	\$4,074	\$4,074	\$4,074	\$4,198	\$4,198	\$4,324	\$4,324	\$4,324	\$4,455	\$4,591	\$4,731	
51	\$3,337	\$3,438	\$3,543	\$3,651	\$3,761	\$3,875	\$3,993	\$4,115	\$4,115	\$4,115	\$4,239	\$4,239	\$4,368	\$4,368	\$4,368	\$4,499	\$4,636	\$4,776	
52	\$3,370	\$3,473	\$3,579	\$3,686	\$3,798	\$3,916	\$4,033	\$4,154	\$4,154	\$4,154	\$4,281	\$4,281	\$4,412	\$4,412	\$4,412	\$4,545	\$4,683	\$4,826	
53	\$3,404	\$3,507	\$3,614	\$3,723	\$3,836	\$3,954	\$4,074	\$4,198	\$4,198	\$4,198	\$4,324	\$4,324	\$4,455	\$4,455	\$4,455	\$4,591	\$4,731	\$4,874	
54	\$3,438	\$3,543	\$3,651	\$3,761	\$3,875	\$3,993	\$4,115	\$4,239	\$4,239	\$4,239	\$4,368	\$4,368	\$4,499	\$4,499	\$4,499	\$4,636	\$4,776	\$4,924	
55	\$3,473	\$3,579	\$3,686	\$3,798	\$3,916	\$4,033	\$4,154	\$4,281	\$4,281	\$4,281	\$4,412	\$4,412	\$4,545	\$4,545	\$4,545	\$4,683	\$4,826	\$4,971	
56	\$3,507	\$3,614	\$3,723	\$3,836	\$3,954	\$4,074	\$4,198	\$4,324	\$4,324	\$4,324	\$4,455	\$4,455	\$4,591	\$4,591	\$4,591	\$4,731	\$4,874	\$5,021	
57	\$3,543	\$3,651	\$3,761	\$3,875	\$3,993	\$4,115	\$4,239	\$4,368	\$4,368	\$4,368	\$4,499	\$4,499	\$4,636	\$4,636	\$4,636	\$4,776	\$4,924	\$5,071	
58	\$3,579	\$3,686	\$3,798	\$3,916	\$4,033	\$4,154	\$4,281	\$4,412	\$4,412	\$4,412	\$4,545	\$4,545	\$4,683	\$4,683	\$4,683	\$4,826	\$4,971	\$5,123	
59	\$3,614	\$3,723	\$3,836	\$3,954	\$4,074	\$4,198	\$4,324	\$4,455	\$4,455	\$4,455	\$4,591	\$4,591	\$4,731	\$4,731	\$4,731	\$4,874	\$5,021	\$5,172	
60	\$3,651	\$3,761	\$3,875	\$3,993	\$4,115	\$4,239	\$4,368	\$4,499	\$4,499	\$4,499	\$4,636	\$4,636	\$4,776	\$4,776	\$4,776	\$4,924	\$5,071	\$5,224	
61	\$3,686	\$3,798	\$3,916	\$4,033	\$4,154	\$4,281	\$4,412	\$4,545	\$4,545	\$4,545	\$4,683	\$4,683	\$4,826	\$4,826	\$4,826	\$4,971	\$5,123	\$5,277	
62	\$3,723	\$3,836	\$3,954	\$4,074	\$4,198	\$4,324	\$4,455	\$4,591	\$4,591	\$4,591	\$4,731	\$4,731	\$4,874	\$4,874	\$4,874	\$5,021	\$5,172	\$5,331	
63	\$3,761	\$3,875	\$3,993	\$4,115	\$4,239	\$4,368	\$4,499	\$4,636	\$4,636	\$4,636	\$4,776	\$4,776	\$4,924	\$4,924	\$4,924	\$5,071	\$5,224	\$5,385	
64	\$3,798	\$3,916	\$4,033	\$4,154	\$4,281	\$4,412	\$4,545	\$4,683	\$4,683	\$4,683	\$4,826	\$4,826	\$4,971	\$4,971	\$4,971	\$5,123	\$5,277	\$5,438	
65	\$3,836	\$3,954	\$4,074	\$4,198	\$4,324	\$4,455	\$4,591	\$4,731	\$4,731	\$4,731	\$4,874	\$4,874	\$5,021	\$5,021	\$5,021	\$5,172	\$5,331	\$5,493	
66	\$3,875	\$3,993	\$4,115	\$4,239	\$4,368	\$4,499	\$4,636	\$4,776	\$4,776	\$4,776	\$4,924	\$4,924	\$5,071	\$5,071	\$5,071	\$5,224	\$5,385	\$5,548	
67	\$3,916	\$4,033	\$4,154	\$4,281	\$4,412	\$4,545	\$4,683	\$4,826	\$4,826	\$4,826	\$4,971	\$4,971	\$5,123	\$5,123	\$5,123	\$5,277	\$5,438	\$5,602	
68	\$3,954	\$4,074	\$4,198	\$4,324	\$4,455	\$4,591	\$4,731	\$4,874	\$4,874	\$4,874	\$5,021	\$5,021	\$5,172	\$5,172	\$5,172	\$5,331	\$5,493	\$5,659	
69	\$3,993	\$4,115	\$4,239	\$4,368	\$4,499	\$4,636	\$4,776	\$4,924	\$4,924	\$4,924	\$5,071	\$5,071	\$5,224	\$5,224	\$5,224	\$5,385	\$5,548	\$5,716	



University of Washington - Contract Classified  
**WFSE HEALTH CARE PROFESSIONAL TECHNICAL**  
 PayScale Table B0 - Effective July 1, 2008

Range	<--- STEP --->																		
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	
70	\$4,033	\$4,154	\$4,281	\$4,412	\$4,545	\$4,683	\$4,826	\$4,971	\$4,971	\$4,971	\$5,123	\$5,123	\$5,277	\$5,277	\$5,331	\$5,438	\$5,602	\$5,771	
71	\$4,074	\$4,198	\$4,324	\$4,455	\$4,591	\$4,731	\$4,874	\$5,021	\$5,021	\$5,021	\$5,172	\$5,172	\$5,331	\$5,331	\$5,438	\$5,548	\$5,659	\$5,828	
72	\$4,115	\$4,239	\$4,368	\$4,499	\$4,636	\$4,776	\$4,924	\$5,071	\$5,071	\$5,071	\$5,224	\$5,224	\$5,385	\$5,385	\$5,493	\$5,602	\$5,716	\$5,887	
73	\$4,154	\$4,281	\$4,412	\$4,545	\$4,683	\$4,826	\$4,971	\$5,123	\$5,123	\$5,123	\$5,277	\$5,277	\$5,438	\$5,438	\$5,548	\$5,659	\$5,828	\$6,006	
74	\$4,198	\$4,324	\$4,455	\$4,591	\$4,731	\$4,874	\$5,021	\$5,172	\$5,172	\$5,172	\$5,331	\$5,331	\$5,493	\$5,493	\$5,602	\$5,716	\$5,887	\$6,065	
75	\$4,239	\$4,368	\$4,499	\$4,636	\$4,776	\$4,924	\$5,071	\$5,224	\$5,224	\$5,224	\$5,385	\$5,385	\$5,548	\$5,548	\$5,659	\$5,828	\$6,006	\$6,187	
76	\$4,281	\$4,412	\$4,545	\$4,683	\$4,826	\$4,971	\$5,123	\$5,277	\$5,277	\$5,277	\$5,438	\$5,438	\$5,602	\$5,602	\$5,716	\$5,887	\$6,065	\$6,249	
77	\$4,324	\$4,455	\$4,591	\$4,731	\$4,874	\$5,021	\$5,172	\$5,331	\$5,331	\$5,331	\$5,493	\$5,493	\$5,659	\$5,659	\$5,828	\$6,006	\$6,187	\$6,375	
78	\$4,368	\$4,499	\$4,636	\$4,776	\$4,924	\$5,071	\$5,224	\$5,385	\$5,385	\$5,385	\$5,548	\$5,548	\$5,716	\$5,716	\$5,887	\$6,065	\$6,249	\$6,439	
79	\$4,412	\$4,545	\$4,683	\$4,826	\$4,971	\$5,123	\$5,277	\$5,438	\$5,438	\$5,438	\$5,602	\$5,602	\$5,771	\$5,771	\$5,946	\$6,126	\$6,312	\$6,504	
80	\$4,455	\$4,591	\$4,731	\$4,874	\$5,021	\$5,172	\$5,331	\$5,493	\$5,493	\$5,493	\$5,659	\$5,659	\$5,828	\$5,828	\$6,006	\$6,187	\$6,375	\$6,568	
81	\$4,499	\$4,636	\$4,776	\$4,924	\$5,071	\$5,224	\$5,385	\$5,548	\$5,548	\$5,548	\$5,716	\$5,716	\$5,887	\$5,887	\$6,065	\$6,249	\$6,439	\$6,633	
82	\$4,545	\$4,683	\$4,826	\$4,971	\$5,123	\$5,277	\$5,438	\$5,602	\$5,602	\$5,602	\$5,771	\$5,771	\$5,946	\$5,946	\$6,126	\$6,312	\$6,504	\$6,693	
83	\$4,591	\$4,731	\$4,874	\$5,021	\$5,172	\$5,331	\$5,493	\$5,659	\$5,659	\$5,659	\$5,828	\$5,828	\$6,006	\$6,006	\$6,187	\$6,375	\$6,568	\$6,768	
84	\$4,636	\$4,776	\$4,924	\$5,071	\$5,224	\$5,385	\$5,548	\$5,716	\$5,716	\$5,716	\$5,887	\$5,887	\$6,065	\$6,065	\$6,249	\$6,439	\$6,633	\$6,835	
85	\$4,683	\$4,826	\$4,971	\$5,123	\$5,277	\$5,438	\$5,602	\$5,771	\$5,771	\$5,771	\$5,946	\$5,946	\$6,126	\$6,126	\$6,312	\$6,504	\$6,700	\$6,903	
86	\$4,731	\$4,874	\$5,021	\$5,172	\$5,331	\$5,493	\$5,659	\$5,828	\$5,828	\$5,828	\$6,006	\$6,006	\$6,187	\$6,187	\$6,375	\$6,568	\$6,768	\$6,972	
87	\$4,776	\$4,924	\$5,071	\$5,224	\$5,385	\$5,548	\$5,716	\$5,887	\$5,887	\$5,887	\$6,065	\$6,065	\$6,249	\$6,249	\$6,439	\$6,633	\$6,835	\$7,042	
88	\$4,826	\$4,971	\$5,123	\$5,277	\$5,438	\$5,602	\$5,771	\$5,946	\$5,946	\$5,946	\$6,126	\$6,126	\$6,312	\$6,312	\$6,504	\$6,700	\$6,903	\$7,112	
89	\$4,874	\$5,021	\$5,172	\$5,331	\$5,493	\$5,659	\$5,828	\$6,006	\$6,006	\$6,006	\$6,187	\$6,187	\$6,375	\$6,375	\$6,568	\$6,768	\$6,972	\$7,183	
90	\$4,924	\$5,071	\$5,224	\$5,385	\$5,548	\$5,716	\$5,887	\$6,065	\$6,065	\$6,065	\$6,249	\$6,249	\$6,439	\$6,439	\$6,633	\$6,835	\$7,042	\$7,257	
91	\$4,971	\$5,123	\$5,277	\$5,438	\$5,602	\$5,771	\$5,946	\$6,126	\$6,126	\$6,126	\$6,312	\$6,312	\$6,504	\$6,504	\$6,700	\$6,903	\$7,112	\$7,329	
92	\$5,021	\$5,172	\$5,331	\$5,493	\$5,659	\$5,828	\$6,006	\$6,187	\$6,187	\$6,187	\$6,375	\$6,375	\$6,568	\$6,568	\$6,768	\$6,972	\$7,183	\$7,402	
93	\$5,071	\$5,224	\$5,385	\$5,548	\$5,716	\$5,887	\$6,065	\$6,249	\$6,249	\$6,249	\$6,439	\$6,439	\$6,633	\$6,633	\$6,835	\$7,042	\$7,257	\$7,477	
94	\$5,123	\$5,277	\$5,438	\$5,602	\$5,771	\$5,946	\$6,126	\$6,312	\$6,312	\$6,312	\$6,504	\$6,504	\$6,700	\$6,700	\$6,903	\$7,112	\$7,329	\$7,551	
95	\$5,172	\$5,331	\$5,493	\$5,659	\$5,828	\$6,006	\$6,187	\$6,375	\$6,375	\$6,375	\$6,568	\$6,568	\$6,768	\$6,768	\$6,972	\$7,183	\$7,402	\$7,627	
96	\$5,224	\$5,385	\$5,548	\$5,716	\$5,887	\$6,065	\$6,249	\$6,439	\$6,439	\$6,439	\$6,633	\$6,633	\$6,835	\$6,835	\$7,042	\$7,257	\$7,477	\$7,702	
97	\$5,277	\$5,438	\$5,602	\$5,771	\$5,946	\$6,126	\$6,312	\$6,504	\$6,504	\$6,504	\$6,700	\$6,700	\$6,903	\$6,903	\$7,112	\$7,329	\$7,551	\$7,776	
98	\$5,331	\$5,493	\$5,659	\$5,828	\$6,006	\$6,187	\$6,375	\$6,568	\$6,568	\$6,568	\$6,768	\$6,768	\$6,972	\$6,972	\$7,183	\$7,402	\$7,627	\$7,852	
99	\$5,385	\$5,548	\$5,716	\$5,887	\$6,065	\$6,249	\$6,439	\$6,633	\$6,633	\$6,633	\$6,835	\$6,835	\$7,042	\$7,042	\$7,257	\$7,477	\$7,702	\$7,927	

**APPENDIX X**

**WFSE Campuswide and WFSE HMC  
Health Care Professional/Technical Classifications  
Effective 7/1/09**

<b>Class Code</b>	<b>Class Title</b>	<b>Evening Shift Differ. (\$/Hour)</b>	<b>Night Shift Differ. (\$/Hour)</b>	<b>Standby Pay (\$/Hour)</b>	<b>Weekend Pay (\$/Hour)</b>
8696	ALCOHOLISM THERAPIST 1	\$1.50	\$2.25	\$3.00	\$1.50
8711	ANESTHESIOLOGY TECHNICIAN 1	\$1.50	\$2.25	\$3.00	\$1.50
8712	CARDIAC MONITOR TECHNICIAN	\$1.50	\$2.25	\$3.00	\$1.50
8570	DIETARY UNIT AIDE	\$1.50	\$2.25	\$3.00	\$1.50
8680	DIETARY UNIT AIDE	\$1.50	\$2.25	\$3.00	\$1.50
8678	DIETARY UNIT CLERK	\$1.50	\$2.25	\$3.00	\$1.50
8713	ELECTROCARDIOGRAPH TECHNICIAN 1	\$1.50	\$2.25	\$3.00	\$1.50
8714	ELECTROCARDIOGRAPH TECHNICIAN 2	\$1.50	\$2.25	\$3.00	\$1.50
8688	FINANCIAL SERVICES COUNSELOR	\$1.50	\$2.25	\$3.00	\$1.50
8576	HOSPITAL ASSISTANT	\$1.50	\$2.25	\$3.00	\$1.50
8708	HOSPITAL ASSISTANT	\$1.50	\$2.25	\$3.00	\$1.50
8577	HOSPITAL ASSISTANT LEAD	\$1.50	\$2.25	\$3.00	\$1.50
8709	HOSPITAL ASSISTANT LEAD	\$1.50	\$2.25	\$3.00	\$1.50
8571	HOSPITAL CENTRAL SERVICES TECH TRAINEE	\$1.50	\$2.25	\$3.00	\$1.50
8682	HOSPITAL CENTRAL SERVICES TECH TRAINEE	\$1.50	\$2.25	\$3.00	\$1.50
8572	HOSPITAL CENTRAL SERVICES TECHNICIAN 1	\$1.50	\$2.25	\$3.00	\$1.50
8683	HOSPITAL CENTRAL SERVICES TECHNICIAN 1	\$1.50	\$2.25	\$3.00	\$1.50
8574	HOSPITAL CENTRAL SERVICES TECHNICIAN 2	\$1.50	\$2.25	\$3.00	\$1.50
8685	HOSPITAL CENTRAL SERVICES TECHNICIAN 2	\$1.50	\$2.25	\$3.00	\$1.50
8573	HOSPITAL CENTRAL SERVICES TECHNICIAN LD	\$1.50	\$2.25	\$3.00	\$1.50
8684	HOSPITAL CENTRAL SERVICES TECHNICIAN LD	\$1.50	\$2.25	\$3.00	\$1.50
8717	HOSPITAL DENTISTRY ASSISTANT SPECIALIST	\$1.50	\$2.25	\$3.00	\$1.50
8575	LICENSED PRACTICAL NURSE	\$1.50	\$2.25	\$3.00	\$1.50
8707	LICENSED PRACTICAL NURSE	\$1.50	\$2.25	\$3.00	\$1.50
8710	MEDICAL ASSISTANT	\$1.50	\$2.25	\$3.00	\$1.50
8681	MEDICAL TRANSCRIPTIONIST 1	\$1.50	\$2.25	\$3.00	\$1.50
8700	MENTAL HEALTH PRACTITIONER	\$1.50	\$2.25	\$3.00	\$1.50
8705	MENTAL HEALTH SPECIALIST 1	\$1.50	\$2.25	\$3.00	\$1.50
8706	MENTAL HEALTH SPECIALIST 2	\$1.50	\$2.25	\$3.00	\$1.50
8703	ORTHOPAEDIC TECHNICIAN I	\$1.50	\$2.25	\$3.00	\$1.50
8704	ORTHOPAEDIC TECHNICIAN II	\$1.50	\$2.25	\$3.00	\$1.50
8580	PATIENT CARE TECHNICIAN	\$1.50	\$2.25	\$3.00	\$1.50
8690	PATIENT SERVICES COORDINATOR	\$1.50	\$2.25	\$3.00	\$1.50
8689	PATIENT SERVICES REP	\$1.50	\$2.25	\$3.00	\$1.50

**APPENDIX X**

**WFSE Campuswide and WFSE HMC  
Health Care Professional/Technical Classifications  
Effective 7/1/09**

<b>Class Code</b>	<b>Class Title</b>	<b>Evening Shift Differ. (\$/Hour)</b>	<b>Night Shift Differ. (\$/Hour)</b>	<b>Standby Pay (\$/Hour)</b>	<b>Weekend Pay (\$/Hour)</b>
8722	PATIENT SERVICES SPECIALIST 2	\$1.50	\$2.25	\$3.00	\$1.50
8723	PATIENT SERVICES SPECIALIST 3	\$1.50	\$2.25	\$3.00	\$1.50
8725	PATIENT SERVICES SPECIALIST EDU-QA	\$1.50	\$2.25	\$3.00	\$1.50
8724	PATIENT SERVICES SPECIALIST LEAD	\$1.50	\$2.25	\$3.00	\$1.50
8692	PATIENT SERVICES SPECIALIST- CALL CENTER	\$1.50	\$2.25	\$3.00	\$1.50
8691	PATIENT SERVICES LEAD	\$1.50	\$2.25	\$3.00	\$1.50
8698	REHABILITATION COUNSELOR 1	\$1.50	\$2.25	\$3.00	\$1.50
8699	REHABILITATION COUNSELOR 2	\$1.50	\$2.25	\$3.00	\$1.50
8702	RESPIRATORY CARE ASSISTANT	\$1.50	\$2.25	\$3.00	\$1.50
8693	SOCIAL WORK ASSISTANT 1	\$1.50	\$2.25	\$3.00	\$1.50
8686	SPECIMEN PROCESSING TECHNICIAN	\$1.50	\$2.25	\$3.00	\$1.50
8687	SPECIMEN PROCESSING TECHNICIAN LEAD	\$1.50	\$2.25	\$3.00	\$1.50
8716	SURGICAL TECHNOLOGIST	\$1.50	\$2.25	\$3.00	\$1.50
8632	TELEPHONE COMMUNICATIONS OPERATOR-HOSP	\$1.50	\$2.25	\$3.00	\$1.50

For the most current information regarding earnings types applicable to Health Care Professional/Technical classes, please refer to the Employment Earnings Type Information on the web at:  
<http://www.washington.edu/admin/hr/ocpsp/earnings/ern.pgs/>

ARTICLE X

HEALTH CARE BENEFITS AMOUNTS

1  
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X.1 The Employer will contribute an amount equal to eighty-five percent (85%) of the total weighted average of the projected health care premium for each bargaining unit employee eligible for insurance each month, as determined by the Public Employees Benefits Board annually for benefits in calendar year 2012 and calendar year 2013, respectively. The projected health care premium is the weighted average across all plans, across all tiers. The Uniform Medical Plan (deductible, out-of-pocket maximums and co-insurance) in effect for calendar year 2011 will be maintained for the 2011-2013 biennium.

X.2 The Employer will pay the entire premium costs for each bargaining unit employee for basic life, basic long-term disability and dental insurance coverage.

X.3 **Wellness**  
To support the statewide goal for a healthy and productive workforce, employees are encouraged to participate in a Health Risk Assessment survey. Employees will be granted work time and may use a state computer to complete the survey.

*Tracy M. Boyer*  
*Tracy M. Boyer*

*VT Oliveira IFPTE 117*  
*Valerie Peugh OPEIU 8*

*Mr. WPEB*  
*Debbie MacKenzie SEIU 925*  
*Tracy Boyer WSPTA-Coalition*  
*Ang Parrish WSPSTA-*  
*Thomas Kumbach - PSE*

Tentative Agreement, December 2, 2010

Employer *D. Peugh*  
Unions *My Devery*

## **APPENDIX XII**

### **Regular Temporary Employees**

Only the language of the following articles in this Appendix XII applies to the Regular Temporary Employees and shall constitute the whole agreement between the union and the University regarding these employees.

#### **ARTICLE 1 – DEFINITIONS**

Definition. The term Regular Temporary Employee shall mean an hourly paid employee doing WFSE bargaining unit work for more than 350 hours but less than 1,050 hours in any twelve (12) consecutive month period from an individual's original employment date or from July 1, 2005, whichever is later, exclusive of overtime worked.

#### **ARTICLE 2 -- UNION DUES**

- 2.1 Upon written authorization by an individual Regular Temporary Employee ("employee"), the Employer shall provide for the semi-monthly payroll deductions of union dues or fair share fees which are uniformly applied to all members in those bargaining units in which the Union is the exclusive bargaining agent.
- 2.2 In order to cancel payroll deduction of union dues, it is the sole responsibility of the employee to file a written notice with the Employer's Payroll Office and also to file written notice with the Union (Washington Federation of State Employees, 1212 Jefferson Street, Suite 300, Olympia, Washington 98501).
- 2.3 The Employer will provide the Union with a semi-monthly report of employees who have crossed the 350 hour threshold for inclusion in the WFSE bargaining unit.
- 2.4 Failure by an employee to abide by the aforementioned provision of Article 2 shall constitute cause for discharge of such employee; however, the University has no duty to act until the Union makes an appropriate written request for discharge and verifies (by forwarding a copy of the written notification to the Employer) that the employee received written notification from the Union of the delinquency, including the amount owing, method of calculation, if appropriate, and that non-payment will result in discharge by the University.

- 2.5 The Union authorizing the assignment of wages for the payment of Union dues hereby undertakes to indemnify and hold the University harmless from all claims, demands, suits or other forms of liability that may arise against the University for actions taken by the University under this article.

### **ARTICLE 3 -- HEALTH AND SAFETY**

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

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

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

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

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

- 3.4 If a supervisor, the Employer-designated safety official, Labor and Industries or Environmental Health and Safety (telephone 206-543-7262) declare a work site to be hazardous and unfit for work, affected employees may be assigned to alternative work sites until the hazardous condition is rectified.
- 3.5 Ergonomics. The supervisor/manager will provide training and equipment for staff to safely perform job functions and avoid injury. Employees should contact their supervisor if job procedures, equipment or workstations lead to risk of injury or work-related musculoskeletal disorders. Further ergonomic guidelines shall be referenced on the Environmental Health and Safety website [www.ehs.washington.edu](http://www.ehs.washington.edu).
- 3.6 Workplace Review. Supervisors will periodically inspect the worksite for the identification of recognized hazards, including ergonomic conditions, and put in place appropriate and feasible mitigations for any identified conditions that may be hazardous to health and safety. Such mitigations may include the use of engineering controls, administrative controls, the use of personal protective equipment, and/or increased training.
- 3.7 In response to a DOSHA (Department of Occupational Safety & Health Administration – Labor & Industries), inspection initiated by a bargaining unit employee complaint, the Employer will contact the designated Union representative to participate in the worksite inspection. Employees may also request a workplace review by the employing department and employees shall be given the results of the review.
- 3.8 WISHA Inspections: Each time there is a WISHA inspection of the Employer's property in an area where WFSE employees perform their duties, the Employer shall contact the Union Office to find out whom the Union designates as the employee representative. If the Union's representative is not present for the inspection, the Employer shall request that the WISHA inspector delay the inspection until the Union's representative can arrive.
- 3.9 Wellness. The Employer and the Union will encourage and support employee participation in appropriate programs including the UW Care Link Services through which employees may seek confidential assistance in the resolution of chemical dependency or other problems that may affect job performance. UW Care Link Services may presently be reached at 1-866-598-3978 (24 hour line). No employee's job security will be placed in jeopardy as a result of seeking and

following through with corrective treatment, counseling or advice providing that the employee's job performance meets supervisory expectations.

- 3.10 Tools and Equipment. The Employer will furnish and maintain in safe working condition all tools and equipment required to carry out the duties of each position, and will provide, during working hours, training on the safe operation and use of tools/equipment/supplies required to perform the employee's duties. The Employer agrees to provide transport for necessary equipment and supplies which cannot safely be transported by hand. The employees will properly use and maintain all required tools/equipment/supplies and immediately report any defects or malfunctions to the supervisor.
- 3.11 Joint Union/Management Committee. It shall be appropriate for either the Union or the University to request that a Joint Union/Management committee be convened, with Environmental Health and Safety as a participating member, to discuss health and safety concerns and to explore options for addressing those concerns through appropriate training or other approaches.
- 3.12 Training. Training that is relevant to the business operations and hazards involved in the work activities will be provided to employees in the workplace by qualified trained individuals. Training needs will be an appropriate topic at Joint Union/Management committee meetings. Assistance with interpretation may be requested by staff.

#### **ARTICLE 4 -- GRIEVANCE PROCEDURE**

- 4.1 Definition. A grievance, within the meaning of this Appendix, shall be defined as any alleged misapplication or misinterpretation of the terms of this Appendix.
- 4.2 A grievant, within the meaning of this Appendix, shall be defined as an employee within a bargaining unit covered by this Appendix who alleges a grievance, the Union alleging a grievance, or the Employer under the terms and conditions of this Appendix. An individual grievant may not invoke Steps Three or Four of the grievance procedure without authorization from the Union.
- 4.3 Responsibilities. The Union shall prevail upon all employees in the bargaining units and especially stewards to make a diligent and serious attempt to resolve complaints at the lowest possible level. The Employer, likewise, shall prevail upon its supervisory personnel to cooperate fully with the stewards and other Union representatives in the prompt resolution of any grievances that may arise.



- 4.4 Employee Grievance Rights. Any employee who believes he/she has been aggrieved may personally seek relief from that condition by filing a grievance, irrespective of any supervisor's opinion of the grievance's validity. In the presentation of grievances the employees shall be safe from restraint, interference, discrimination, or reprisal.
- 4.5 Time Limitations. An extension of the time limitations as stipulated in the respective steps below may be obtained by mutual consent of the parties. Failure of the employee to comply with the time limitations without a request for time extension shall constitute automatic withdrawal of the grievance. Failure of the Employer to comply with the time limitations without a request for time extension shall establish the right of the employee to proceed to the next step of the grievance procedure. For the purposes of calculating time requirements, the first day shall be the day following the day on which the employee was aware, or should have reasonably been aware of the issue giving rise to the grievance. Saturdays, Sundays and holidays shall be included in the calculation of days except that the final day may not be on a Saturday, Sunday or holiday but will end at the close of the first working day following the Saturday, Sunday or holiday.
- 4.6 Pay Status - Meetings. Meetings and discussions on the grievance held in connection with this grievance procedure shall normally be held during the University's regular business hours, and no deduction in pay status shall be made for the grievant or steward for reasonable time spent in such meetings or discussions during the employee's scheduled duty hours. Time off for employees and stewards shall be granted by supervision following a request, but in consideration of job responsibilities. If the requested time off cannot be granted, the parties shall arrange for time off at the earliest possible time thereafter.
- 4.7 Grievance Withdrawal. A grievance may be withdrawn in writing at any time by mutual agreement of both parties and if withdrawn shall not be resubmitted.
- 4.8 Employee Representation. The Union as exclusive representative of bargaining unit employees is the responsible representative of said employees in grievance matters.
- 4.9 The parties agree that decisions rendered under the prior HEPB process shall not be determinative or precedential for any issue raised under the grievance procedure.

#### 4.10 Steps of the Grievance Procedure.

- a. All grievances shall be processed only through Step 2, except grievances alleging inaccurate or untimely payment of hourly wages, or failure by the Employer to follow the terms of Article 10 below, which may be processed through Step 4. As long as the hourly rate paid is not lower than the lowest step in the salary range for a position's assigned classification, and the Employer has followed the terms of Article 10 below, the hourly rate paid is not subject to the grievance procedure.
- b. Step One: Presentation. Within thirty (30) calendar days of the occurrence of a situation, condition, or action which caused the grievance, the employee(s) affected and/or the steward or Union representative shall present the grievance to the employee's immediate supervisor for resolution. Presentation of the grievance shall include a short written description of the subject of the grievance and the contract ARTICLES allegedly violated. If the grievance is directed against the employee's immediate supervisor, the grievance may be presented to the next higher level of supervision. The parties shall attempt to meet to resolve the grievance within fifteen (15) calendar days. The supervisor will respond within five (5) calendar days of the meeting.
- c. Step Two: If a satisfactory settlement is not reached in Step One, and the employee wishes to pursue the matter further, said grievance shall be put into writing on the authorized grievance form and referred to the department head or designee or to the next appropriate level of management and the Office of Labor Relations within fifteen (15) calendar days after the decision from Step One. The date of alleged occurrence of the grievance shall be specified. The parties shall attempt to meet to resolve the grievance within fifteen (15) calendar days following the date of written submittal. At this step the Union agrees to cite all known sections of the Appendix which allegedly have been violated and to provide a copy to the Human Resources Operations Office and Office of Labor Relations. The grievant may be represented by a steward and union staff representative. The University will be represented by the appropriate management official, or designee, a representative from the Office of Labor Relations and a human resources consultant, if desired by the University. The University will respond in writing within ten (10) calendar days.
- d. Step Three: Grievance Mediation. If a satisfactory settlement is not reached at Step Two, the grievant with authorization from the Union may submit the written grievance to the Office of Labor Relations requesting grievance mediation within fifteen (15) calendar days.

Upon mutual agreement, the Employer and the Union shall request, within ten (10) calendar days, grievance mediation services of the Public Employment Relations Commission (PERC). If those services are unavailable on a timely basis, the parties shall immediately request a list of grievance mediators from the Federal Mediation and Conciliation Service (FMCS). The cost of the mediation shall be borne equally by both parties.

- e. Step Four: Arbitration. If a satisfactory settlement is not reached at Step Two or Step Three, either of the signatory parties to this Appendix may submit the grievance to binding arbitration. Such submittal must be made within fifteen (15) calendar days following the conclusion of Step Two or Step Three. Within sixty (60) calendar days of the execution of the Appendix, the parties agree to meet to establish a permanent panel of three (3) - five (5) arbitrators. These arbitrators shall be assigned cases by the parties on a rotating basis. If the arbitrator is not available to hear the case within sixty (60) calendar days of the decision by either party to go to arbitration, the parties will contact the next arbitrator in the rotation. If no arbitrator can hear the case within sixty (60) calendar days, the case will be assigned to the arbitrator who can hear the case on the earliest date. The appointment to the panel will be for the first eighteen (18) months of the Appendix at which time either party may decide not to continue the appointment. If an individual arbitrator decides to remove his/her name from the panel or if one or more members of the panel are not continued by either party, the parties will meet to decide whether to substitute an additional name(s).

Until the panel is implemented, the parties will select an arbitrator using the procedure in the July 1, 2005, to June 30, 2007 Washington Federation State Employee's Master Contract. The parties agree that the arbitrator shall have no power to render a decision that adds to, subtracts from, alters or modifies in any way the terms and conditions of the Appendix. The parties further agree that the decision of the arbitrator will be final and binding upon all parties. The cost of the arbitration shall be borne equally by the parties and each party shall bear the full cost of presenting its own case. The arbitrator's decision shall be made in writing and the arbitrator shall be encouraged to render the decision within thirty (30) calendar days of the close of the arbitration.

In cases where a grievance is moved to arbitration and the parties did not avail themselves of Step Three: Grievance Mediation, the moving party shall have the unilateral right to demand a pre-arbitration settlement conference. These conferences shall not delay the arbitration process, and may be held

with or without the presence of the arbitrator, at the option of the moving party. In the event that an arbitrator is present, the cost of the arbitrator's participation shall be borne equally by the parties.

#### **ARTICLE 5 -- INCLEMENT WEATHER/SUSPENDED OPERATIONS**

- 5.1 Inclement Weather. When the University is in operation an employee may request time off without pay to deal with unanticipated problems related to inclement weather conditions. However, employees designated by the Employer as "essential" must report to work.
- 5.2 Suspended Operations. If the University determines it is advisable due to emergency conditions to suspend the operation of all or any portion of the institution, employees designated by the Employer as "essential" must report to work.

#### **ARTICLE 6 -- TRANSPORTATION**

- 6.1 The Employer and Union agree that the Employer shall continue to encourage but not require employees covered by this Appendix to use alternate means of transportation to commute to and from work in order to reduce traffic congestion, improve air quality and reduce the Employer's leased parking costs.
- 6.2 The Employer and Union agree transportation management including fee setting and permitting for parking are the discretion of the University. The Union may raise concerns at Joint Union/Management Committee meetings

#### **ARTICLE 7 -- TRAINING**

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

#### **ARTICLE 8 -- HOURS OF WORK AND OVERTIME**

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

8.2 Assignment of hours or continuation of employment is at the discretion of the Employer and is not grievable.

### **ARTICLE 9 -- HOLIDAY PREMIUM**

Departments that have established the following practice may continue to do so. Departments which have not established the practice may do so at their discretion.

If an employee works one of the following holidays, she/he will receive time and one half for all hours worked on that holiday: New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving, Christmas.

### **ARTICLE 10 – COMPENSATION**

All regular temporary employees under this Appendix shall be paid an hourly rate that falls within the salary range for the job that best fits the bargaining unit work.

### **ARTICLE 11 -- NO STRIKE/LOCKOUT**

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

11.2 Should the employees engage in any unauthorized concerted action, a Joint Union/Management Committee shall immediately convene and shall continue to meet until the dispute is settled, and the employees involved shall immediately return to work and continue working. Any employee who refuses to perform his/her work may be subject to termination.

- 11.3 There will be no strike or lockout regarding any matters pertaining to the contents of this Appendix.
- 11.4 Any action of the Employer in closing the University during a general strike, riot, or civil disturbance for the protection of the institution, its property, or its employees shall not be deemed a lockout.
- 11.5 Any action of an employee in refusing to cross, for his/her own personal safety, a picket line at the Employer's premises in case of an officially declared strike by some other employee organization or union representing employees working for the Employer shall not constitute a violation of this clause of the Appendix, provided, however, that such a decision shall be made freely by the employee without coercion by either the Employer or the Union and provided further that nothing herein shall preclude the Employer from continuing to operate the University with or without temporary replacement personnel.

#### **ARTICLE 12 -- SUBORDINATION OF APPENDIX AND SAVINGS CLAUSE**

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 of provision of this Appendix 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.

#### **ARTICLE 13 -- DURATION**

This Appendix shall become effective July 1, 2011 and remain in force through June 30, 2013. Automatic renewal shall extend the terms of this Appendix for one year at a time, unless either party serves the other with written notice at least ninety (90) calendar days prior to the anniversary date of its intent to negotiate a new Appendix. Should notice be served, bargaining shall begin within thirty (30) calendar days following the date of the notice for the purpose of negotiating a new Appendix.