

COLLECTIVE BARGAINING AGREEMENT

By and Between the

UNIVERSITY OF WASHINGTON
FOR HARBORVIEW MEDICAL CENTER

AND

SEIU DISTRICT 1199 NORTHWEST
HOSPITAL AND HEALTH CARE EMPLOYEES UNION

(Harborview Medical Center Registered Nurse Bargaining Unit, Professional/Technical Bargaining Unit, Social Worker Bargaining Unit, Health Care Specialist Bargaining Unit, Respiratory Therapist/Anesthesiology Technician Bargaining Unit, Airlift Northwest Bargaining Unit)

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PREAMBLE

This Agreement is made by and between the Board of Regents of the University of Washington, hereinafter referred to as the "Employer" and SEIU Healthcare 1199 Northwest, hereinafter referred to as the "Union" representing certain employees of Harborview Medical Center.

ARTICLE 1 – PURPOSE

The purpose of this Agreement is to set forth certain terms and conditions of employment and to provide improved patient care by promoting equitable employment relations and conditions. In the spirit of cooperation, the Union and the Employer are committed to proceeding with all negotiations in a cooperative manner and as expeditiously as practical.

ARTICLE 2 – NONDISCRIMINATION

- 2.1 **Policy.** Neither the Employer nor the Union shall discriminate against any employee who may be a qualified disabled individual, a disabled veteran or a veteran of the Vietnam era or because of race, religion, color, national origin, creed, sex, age, marital status, political affiliation or sexual orientation, or membership or nonmembership in the Union.
- 2.2 **Sexual Harassment.** Prohibited sex discrimination includes sexual harassment, defined as the use of one's authority or power, either explicitly or implicitly, to coerce another into unwelcome sexual relations or to punish another for his/her refusal, or as the creation of an intimidating, hostile, or offensive working or educational environment.
- 2.3 A discrimination complaint may be filed with the University Complaint and Investigation and Resolution Office (UCIRO) and/or as a grievance in accordance with Article 27 of this Agreement. Employees may also file discrimination complaints with appropriate federal or state agencies. The parties agree to encourage the filing of discrimination complaints through the University Complaint Investigation and Resolution Office (UCIRO).

ARTICLE 3 – AFFIRMATIVE ACTION

Applicable Law. The Union and the Employer agree to abide by and support the applicable statutory and administrative laws pertaining to equal opportunity and elimination of employment inequities.

ARTICLE 4 – RECOGNITION/EMPLOYER

- 4.1 The Employer recognizes the Union as the exclusive bargaining representative for all employees whose classifications appear in Article 6 of this Agreement and are employed in the recognized bargaining units.

- 4.2 "Employer" is the Board of Regents of the University of Washington acting for Harborview Medical Center through its agents, administrators and supervisors as determined by the Board of Regents.

ARTICLE 5 – UNION REPRESENTATIVE, DUES DEDUCTION, ACTIVITIES

- 5.1 Dues Deduction. The Employer shall provide for payroll deduction of uniform union dues for employees in the bargaining units on the monthly payroll upon written authorization by the individual employee. Recognized 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 same month.

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

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

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

- 5.2 Staff Representative. After notifying the appropriate administrator, the Union's authorized staff representatives shall have access to the Employer's premises where employees covered by this Agreement are working, excluding patient care areas, for the purpose of investigating grievances and contract compliance. Such visits shall not interfere with or disturb employees in the performance of their work during working hours and shall not interfere with patient care.

- 5.3 Union Delegates. Union delegates are Harborview employees who are members of the bargaining units. The Employer recognizes the right of the Union to designate:

- (a) Registered Nurse Bargaining Unit. One Union delegate on each nursing unit with up to thirty (30) permanent bargaining unit nurses and an additional delegate on units with more than thirty (30) nurses. The clinics shall be considered a nursing unit and for their purposes only the Union may designate a minimum of two Union delegates irrespective of the number of permanent nurses assigned.
- (b) Professional/Technical Unit. Six (6) delegates.
- (c) Health Care Specialist Bargaining Unit. Four (4) delegates.
- (d) Social Worker Bargaining Unit. Five (5) delegates.
- (e) Respiratory Therapist/Anesthesiology Technician /Electroneurodiagnostic Technologist Unit. Five (5) delegates.

A Union delegate who is a bargaining unit employee and is processing a grievance in accordance with the Grievance Procedure shall be permitted reasonable time to assist in the resolution of recognized employee grievances on the Employer's property without loss of pay or recorded work time. Time off for processing grievances which have been filed shall be granted to a Union delegate 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 or the Employer and Union representative may provide for a Union delegate outside the area of jurisdiction to assist in the Grievance Process.

The Union shall prevail upon all employees in the bargaining units and especially Union delegates 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 delegates and other Union representatives in the speedy resolution of any grievances that may arise.

Delegates will normally process grievances only in their own units.

The Union shall annually submit an up-to-date list to the Office of Labor Relations indicating the names of all Union delegates, their work locations and jurisdiction. The Office of Labor Relations shall be notified of changes as they occur. Union delegates shall not be recognized until the Office of Labor Relations is informed of their appointment.

- 5.4 Rosters. On a monthly basis the Employer shall provide to the Union an electronic list of new employees, terminated employees, and employees moving into the bargaining units. The list will include the employee's name, appointing department, home department, job class, FTE status, employment date, mailstop and employee identification number.

On a quarterly basis the Union will be provided with an electronic list of all bargaining unit employees. The list shall include the employee's name, employee identification number, appointing department, home department (unit or base), job class, FTE status, employment date and mail stop.

On a quarterly basis, the Union will be provided a list of the home addresses of bargaining unit employees.

- 5.5 Contract Distribution. The Employer will provide all current and new employees with a link to the new Agreement. Each department or unit will maintain a paper copy of the contract accessible to all employees.
- 5.6 Bulletin Board. A bulletin board in a prominent location shall be made available and designated for use by the Union for the posting of notices and information pertaining to official business of the Union. Designated space in prominent locations in each work area or in an area accessible to where employees work shall also be made available for use by the Union for the same purpose.
- 5.7 Union Shop. The Employer shall notify each employee hired into the bargaining units of the Union shop requirement. The Union shop requirement will be defined as the obligation, beginning no later than the 30th day following the beginning of employment, to become a member of the Union and pay membership dues, pay an agency fee equal to membership

dues, pay a representation fee established by the Union in accordance with applicable law, or pay a nonassociation fee (see Appendix II- Nonassociation Fee Process).

Failure by an employee to abide by the aforementioned provision of this Article shall constitute just cause for discharge. The Employer, however, has no duty to act until the Union makes an appropriate written request for discharge and verifies (by forwarding to the Employer a copy of the written notification to the employee) that the employee received written notification from the Union regarding violation of Union shop requirements. Written notification to the employee from the Union shall indicate the amount owing, method of calculation if appropriate, and that non-payment will result in discharge by the Employer.

- 5.8 Meeting Facilities. The Union shall be permitted to use designated hospital facilities for meetings of the local unit, with or without Union staff present, provided sufficient advance notice is given to the Employer and space is available on the date requested. Such meetings shall be for professional purposes and shall be held during the employees' own free time.
- 5.9 Storage Space. Storage space shall be made available for the use of the local unit.
- 5.10 Delegate Training. During each year of this Agreement, the Union may use up to 136 hours of paid release time to participate in delegate training sponsored by the Union accordingly:

Registered Nurses. Eight (8) hours each for six (6) RN

Health Care Specialists. Eight (8) hours each for two (2) HCS

Social Workers. Eight (8) hours each for two (2) members of the Social Worker Unit

Professional/Technical Bargaining Unit. Eight (8) hours each for three (3) members of the Professional/Technical Unit.

Respiratory Therapists/ Anesthesiology Technicians/ Electroneurodiagnostic Technologist. Eight (8) hours each for up to four (4) members.

The Union shall submit to the Office of Labor Relations and affected departments at least four (4) weeks in advance, the names of those delegates who will be eligible for each training course.

Time off for these purposes shall be approved in advance by the employee's supervisor and will be contingent upon the supervisor's ability to provide proper work coverage during the requested time off.

- 5.11 Voluntary Political Action Fund 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. When filed with the Employer, the authorization form will be honored in accordance with its terms. The amount deducted and 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.

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

ARTICLE 6 – BARGAINING UNIT CLASSES/DEFINITIONS

6.1 Classes. Current classes included in the bargaining units covered by this contract are as follows:

(a) Registered Nurse Bargaining Unit
Pay Table BR

(8903) Registered Nurse 2 (Staff Nurse)
(8904) Registered Nurse 3

(b) Professional/Technical Bargaining Unit
Pay Table BE (Except Nuclear Med Technologist Lead which is Pay Table BF)

(8919) Imaging Tech Trainee
(8921) Imaging Technologist
(8925) Imaging Tech Lead
(8922) Imaging Tech Computed Tomography
(8923) Imaging Tech - Angiography
(8924) Imaging Tech - Magnetic Resonance Imaging
(8926) Imaging Tech - Mammography
(8913) Diagnostic Medical Sonographer
(8914) Diagnostic Medical Sonographer Lead
(8915) Diagnostic Medical Sonographer Specialist
(8916) Nuclear Med Technologist Lead
(8917) Nuclear Med Technologist 1
(8918) Nuclear Med Technologist 2
(8928) Cardiac Sonographer 2
(8930) Cardiac Sonographer Lead
(8931) Vascular Sonographer
(8932) Vascular Sonographer Lead

(c) Social Worker Bargaining Unit

Pay Table BC

- (8942) Social Worker Assistant 2
- (8944) Social Worker

(d) Health Care Specialist Bargaining Unit
Pay Table BQ

- (8933) Health Care Specialist
- (8934) Health Care Specialist Lead

(e) Respiratory Therapist/Anesthesia Technician/Electroneurodiagnostic Technologist Bargaining Unit
Pay Table BS

- (8956) Respiratory Care Associate
- (8957) Respiratory Care Practitioner
- (8958) Respiratory Care Lead
- (8959) Anesthesiology Technician Lead
- (8960) Anesthesiology Technician 2
- (8950) Electroneurodiagnostic Technologist 1
- (8951) Electroneurodiagnostic Technologist 2
- (8952) Electroneurodiagnostic Technologist 3

(f) Airlift Northwest Registered Nurse Bargaining Unit
Pay Table BR

- (8908) Registered Nurse 2
- (8909) Registered Nurse 3

Notes:

New Graduate/Returning Nurse: A registered nurse whose clinical experience after graduation is less than six months, or a registered nurse who is returning to practice with no current clinical training or experience. Such nurses shall be assigned as a team member under the close and direct supervision of a qualified nurse and shall be responsible for the direct care of a limited number of patients. This assignment shall not exceed six (6) continuous months unless extended for an additional three (3) months when mutually agreed to by the Employer and individual nurse involved. Nurses working under close and direct supervision shall not be assigned charge duty or as a team leader without a staff nurse being present in the unit except in cases of emergency.

6.2 Full-Time Employees. An employee who is classified staff and is regularly scheduled on a forty (40) hour week in a seven (7) day period, or an eighty (80) hour week schedule in a fourteen (14) day period.

For Airlift Northwest Bargaining Unit Members – an employee who is classified staff and is regularly scheduled two hundred and forty (240) hours in a six (6) week period.

6.3 Part-Time Employees. An employee who is classified staff and who is regularly scheduled to work a minimum of twenty (20) hours in a seven (7) day period or forty (40) hours in a fourteen (14) day period. Such employees receive prorated salaries and benefits.

For Airlift Northwest Bargaining Unit Members – an employee who is classified staff and is regularly scheduled one hundred and twenty (120) hours or more but less than two hundred and forty (240) hours in a six (6) week period.

6.4 Licensed/Certified Employees. Employees who must be licensed by the State of Washington or possess a specific certification must update and maintain current their license or certification to practice in their classification. For Airlift Northwest bargaining unit members the Employer will pay for the state nursing license that the ALNW Registered Nurse needs for the state that the nurse does not live in.

6.5 Probationary Period/Trial Service Period.

Probationary Period. A probationary employee is an employee in a permanent position who has been hired by the Employer on a full-time or part-time basis and who has been continuously employed by the Employer for less than six (6) months. After six (6) months of continuous employment, the employee will attain permanent status. Any paid or unpaid leave taken during the probationary period will extend the period for an amount of time equal to the leave. Probationary period employees have no layoff or rehire rights. During the probationary period an employee may be terminated without notice and without recourse to the grievance procedure.

By mutual agreement the Employer and an employee may extend the probationary period up to an additional three (3) months. In no event will the probationary period exceed nine (9) months.

A Represented Per Diem Registered Nurse who is hired into a permanent position in the same job class without a break in service, through open recruitment may have a portion of their Represented Per Diem Registered Nurse hours of service apply toward their probationary period for that position up to a maximum of six (6) months as determined by the Employer. Employees may request a meeting to review the determination of hours credit received.

Trial Service Period.

- A. An employee with permanent status who accepts a position in a job classification for which they have not previously attained permanent status will serve a six (6) month trial service period.
 - i. Any employee serving a trial service period may have his or her trial service period extended, on a day-for-a-day basis, for any day(s) that the employee is on leave without pay or shared leave, except for leave taken for military service.
 - ii. An employee serving a trial service period may voluntarily revert to his or her former permanent position within six (6) weeks of the appointment, provided that the position has not been filled or an offer has not been made to an applicant. After six (6) weeks employees may revert to their former position with Employer approval.

- iii. In the event the former position has been filled with a permanent employee, the employee will be placed on the rehire list.
 - iv. The reversion of employees who are unsuccessful during their trial service period is not subject to the grievance procedure in Article 27.
- B. An employee who voluntarily moves from one position in the bargaining unit to another within the same job classification (excluding shift changes on a given work unit) shall have a trial service period of six (6) weeks. During the trial service period either the employee or the employer may elect for the employee to return to his/her position without notice and without recourse to the grievance procedure. In the event the former position has been filled with a permanent employee, the employee will be placed on the rehire list.

- 6.6 Charge Nurse. A Registered Nurse 2 (staff nurse) who is assigned responsibility for an organized unit for a period of four (4) or more hours. Charge nurse responsibility shall not overlap on the same shift. "Organized unit" shall be defined by the Employer. Upon successful completion of the probationary period, all nurses shall be eligible to apply for training as charge nurse. If a nurse is not accepted into training, the nurse will receive an explanation.

Management will make a good faith effort not to assign charge duty to a float nurse. Nurses regularly assigned to a specific unit and who are qualified to act in charge will be placed in charge before a nurse floated to that unit is placed in charge. On all units, the charge nurse will use her/his professional judgment when it is necessary to take patients, based on patient needs and nurse competency. Nurses floating to a unit shall then be assigned charge only by mutual consent.

It is within the role of the Charge nurse to determine the need for additional staff based on a thorough assessment of patient needs, unit activity, and available resources and to make the appropriate recommendation to the staffing office/manager.

- 6.7 Preceptor. A Registered Nurse 2, Health Care Specialist, Social Worker 1, END Technologist, Respiratory Care Practitioner or Anesthesia Technician may serve as a preceptor after successfully completing a preceptor workshop or equivalent documented training and agreeing to and being appointed to be specifically responsible for planning, organizing, and evaluating the new skill development of one or more RNs, Health Care Specialists, Social Workers, END Technologists, Respiratory Care Practitioners or Anesthesia Technicians as appropriate enrolled in a defined orientation program, the parameters of which have been set forth in writing by the Employer. This includes teaching, clinical supervision, role modeling, feedback, evaluation (verbal and written) and follow up of the new or transferring employee.

The RN 2, Health Care Specialist, Social Worker 1, END Technologist, Respiratory Care Practitioner or Anesthesia Technician preceptor is eligible to receive preceptor premium pay when actually engaged in preceptor role responsibilities with/on behalf of the orienting RN, Health Care Specialist, Social Worker, END Technologist, Respiratory Care Practitioner or Anesthesia Technician.

An RN 2, Health Care Specialist, Social Worker 1, END Technologist, Respiratory Care Practitioner or Anesthesia Technician substituting for the original preceptor during a period

of absence and who has been designated to carry out the preceptor's complete responsibility (including following and/or adjusting the plan to meet learning needs and providing oral and written evaluation input) will receive preceptor pay.

A preceptor may be assigned to a student when it is determined by the Employer that the employee has completed the required preceptor training or has agreed to and been appointed a preceptor. The employee is specifically responsible for planning, organizing, and evaluating the new skill development of the student as appropriately enrolled in a defined program, the parameters of which have been set forth in writing by the Employer. This includes teaching, clinical supervision, role modeling, feedback, evaluation (verbal and written) and follow up of the student.

Airlift Northwest Preceptor. Airlift Northwest will pay preceptor pay to assigned nurses who have completed the preceptor work shop or agree to work with assigned ED residents, including monitoring and evaluating their training. Such preceptors will be the conduit for the residents to have a consistent and educational experience at Airlift Northwest.

6.8 Certification

Registered Nurses. Nurses certified in a specialty area by a national organization and working in that area of certification shall be paid a premium provided the particular certification has been approved by the Associate Administrator for Patient Care, or designee, and further provided that the nurse continues to meet all educational and other requirements to keep the certification current and in good standing. A certified nurse is eligible for only one certification premium regardless of other certifications the nurse may have. Certified nurses will notify their respective Director/Manager in writing at the time certification is received, providing a copy of the original certification document. Certification pay will be effective the first full pay period after the date documentation is received by the Director/Manager.

Imaging Technologists/Diagnostic Medical Sonographers.

Imaging Technologists/Diagnostic Medical Sonographers, certified in a specialty area by a national organization and working in that area of certification shall be paid a premium provided the particular certification has been approved by the Administrative Director, Radiology, or designee, and further provided that the employee continues to meet all educational and other requirements to keep the certification current and in good standing. A certified employee is eligible for only one certification premium regardless of other certifications the employee may have. Certified employees will notify their respective Supervisor/Manager in writing at the time certification is received, providing a copy of the original certification document. Certification pay will be effective the first full pay period after the date documentation is received by the Supervisor/Manager.

Respiratory Care Practitioners. A Respiratory Care Practitioner registered as a Registered Respiratory Therapist (RRT) by the National Board for Respiratory Therapists, a national organization, shall be paid a premium provided the certification has been approved by the Respiratory Care Manager or designee. A Respiratory Care Practitioner is eligible for only one certification premium regardless of other certifications the employee may have. Employees registered as a RRT will notify their respective Supervisor/Manager in writing at the time the RRT certification is received, providing a copy of the original certification document. Current staff who do not have the original RRT certification document should

provide reasonable proof to validate their RRT status. Certification pay for RRT will be effective the first full pay period after the date documentation/proof is received by the Supervisor/Manager.

Anesthesia Technicians. Anesthesia Technicians certified in their specialty area by a national organization and working in that area of certification shall be paid a premium provided the particular certification has been approved by the Director of Perioperative Services, or designee, and further provided that the employee continues to meet all educational and other requirements to keep the certification current and in good standing. A certified employee is eligible for only one certification premium regardless of other certifications the employee may have. Certified employees will notify their respective Supervisor/Manager in writing at the time certification is received, providing a copy of the original certification document. Certification pay will be effective the first full pay period after the date documentation is received by the Supervisor/Manager.

Electroneurodiagnostic Technologists. Electroneurodiagnostic Technologists certified in a specialty area by a national organization and working in that area of certification shall be paid a premium provided the particular certification has been approved by the appropriate divisional Administrative Director, or designee, and further provided that the employee continues to meet all educational and other requirements to keep the certification current and in good standing. A certified employee is eligible for only one certification premium regardless of other certifications the employee may have. Certified employees will notify their respective Supervisor/Manager in writing at the time certification is received, providing a copy of the original certification document. Certification pay will be effective the first full pay period after the date documentation is received by the Supervisor/Manager.

ARTICLE 7 – HOURS OF WORK AND OVERTIME

For application of this Article to the Airlift Northwest bargaining unit see Appendix XII - Airlift Northwest Addendum #10 “Hours of Work and Overtime.”

- 7.1 Work Day. The standard work day for an employee assigned to the first, second, or third shifts, shall consist of eight (8) hours work to be completed within eight and one-half (8-1/2) consecutive hours with a thirty (30) minute meal period on the employee’s own time if relieved of his/her duties during this period. The employee shall be allowed thirty (30) minutes to eat his/her meal during the shift. Employees required to remain on duty during their meal period shall be compensated for such time at the appropriate rate of pay.

Employees in the bargaining units shall be granted a fifteen (15) minute rest period within each four (4) hour period in accordance with state law. An employee who does not receive a rest period will be compensated at the appropriate rate of pay for each missed rest period.

Employees are expected to make a good faith effort to communicate with the appropriate shift charge or lead to problem solve so that they can help facilitate a rest and meal break. Other work schedules may be instituted in the future which would be mutually

acceptable to supervision and the employees concerned. Employees working a twelve hour shift will receive three rest periods.

- 7.2 Work Week/Period. A standard work week shall consist of forty (40) hours of work within seven (7) days, or eighty (80) hours within a fourteen (14) day period according to mutual agreement between the Employer and individual employee.
- 7.3 Overtime. Both the Employer and Union concur that overtime shall be minimized. In case overtime is required by supervision, volunteers will be sought first when practicable. Time worked beyond the regularly scheduled shift in one day, the standard week in one seven (7) day period, or eighty (80) hours within a fourteen (14) day period as defined above shall be considered overtime. Sick leave paid for will not count toward the calculation of overtime.

Overtime work must be approved in advance by the Employer and shall be paid at the rate of one and one-half times the employee's straight time hourly rate, or double time for registered nurses as appropriate.

The straight-time hourly rate of pay shall include shift differential.

As an option to wage payment above, an employee may request to accrue compensatory time on the basis of one and one-half the amount of overtime worked, or double time for registered nurses as appropriate. The Employer will allow the accrual of up to forty (40) hours of compensatory time calculated on a rolling basis. The Employer will consider special circumstances when deciding whether or not to grant the accrual of compensatory time in excess of forty (40) hours (e.g. advanced knowledge that an employee will be taking a long-term leave in the near future and the accrued time would be used to cover for all or part of that leave). This is not intended to upset any formal department policies regarding the accrual and use of compensatory time that exceed this unless there is agreement to do so. Accrued compensatory time will be scheduled off in a manner similar to the scheduling of vacation days requested off.

The grace period shall be seven (7) minutes before/after the scheduled shift.

Health Care Specialists and Social Workers.

Health care specialists and social workers may select one of two methods for the purpose of calculating overtime payment.

Option 1: Fixed scheduled shift and hours.

Employee will accrue overtime for hours worked in excess of scheduled shift. The employee is eligible for daily OT or comp time at 1 ½ accrual rate. Employee cannot adjust scheduled hours without approval of HMC supervisor.

Option 2: Adjustable shift.

Employee will accrue overtime for hours worked in excess of 80 hours in the 80 hour work period. The employee is not eligible for daily OT or comp time at 1 ½ accrual rate unless hours worked exceed 80 hours in an 80 hour work period. Employee may adjust scheduled hours within the 80 hour work period in accordance with patient and departmental needs.

The employee may change from one option to the other with written notice to the manager/supervisor and the payroll coordinator at least four weeks before the beginning of the next payroll pay period.

- 7.4 Work Schedule. The Employer shall plan and post a four (4) week schedule at least two (2) weeks prior to the beginning of that four (4) week schedule. Schedule requests shall be submitted to the Nurse/Department Manager no later than three (3) weeks before the schedule is posted. Prior to the schedule being posted, factors such as staff requests, unexpected leaves of absence or terminations may affect the approval of schedule requests. After the schedule is posted, an individual employee's schedule may be changed only by mutual agreement between the supervisor and employee concerned.
- 7.5 Weekends - Registered Nurses/Social Workers I and II/Health Care Specialists/Leads: The Employer will make a good faith effort to schedule all employees to every other weekend off, or to two weekends off out of four successive weekends. Except in emergency situations, all such employees shall be scheduled as stated above. However, in the event any employee agrees to work on an unscheduled weekend all time worked on the unscheduled weekend shall be paid at the rate of time and one-half (1 ½) the regular rate of pay. Time worked on the next regularly scheduled weekend shall be at the employee's regular rate of pay. The weekend shall be defined for first (day) and second (evening) shift personnel as Saturday and Sunday. For third (night) shift personnel, the weekend shall be defined as Friday night and Saturday night. This section shall not apply to employees who request more frequent weekend duty or who request weekend work on a continuous basis, or who trade single or double days on the weekend.
- 7.6 Shift Rotation. Required scheduled shift changes shall be limited to three (3) per month with at least fifteen (15) hours off between changes. The Employer will make a good faith effort to limit required shift changes to two (2) per month. A scheduled shift change shall be defined as a change of working hours in which a majority of working time occurs in a different shift. For purposes of this section, shifts are defined as days, evenings or nights. Management will make a good faith effort not to create new rotating shift positions.
- 7.7 Double Shifts. In the event double shifting is necessary, it will occur through mutual agreement between the employee and supervision.
- 7.8 Work in Advance of Shift. When an employee at the request of the Employer, reports for work in advance of the assigned shift and continues working through the scheduled shift, all hours worked prior to the scheduled shift shall be paid at one and one-half (1-1/2) times the employee's regular rate.
- 7.9 Rest Between Shifts – Registered Nurses. A good faith effort shall be made to provide an unbroken period of at least twelve hours off work between scheduled shifts, unless an individual nurse's request for variation to this is approved by supervision. Nurse(s) regularly scheduled to work eight or nine hour shifts will qualify for Rest Period Premium Pay if they do not receive an unbroken rest period of twelve hours between scheduled shifts. Nurses regularly scheduled to work ten or twelve hour shifts will qualify for Rest Period Premium Pay if they do not receive an unbroken rest period of ten and one-half hours between scheduled shifts.

Social Workers/ Health Care Specialists/ Electroneurodiagnostic Technologists/
Respiratory Therapists. A good faith effort shall be made to provide an unbroken period of

at least twelve (12) hours off work between scheduled shifts, unless an individual employee request for variation to this is approved by supervision. Employees regularly scheduled to work eight (8) or nine (9) hour shifts will qualify for Rest Period Premium Pay if they do not receive an unbroken rest period of twelve (12) hours between scheduled shifts. Employees regularly scheduled to work ten (10) or twelve (12) hour shifts will qualify for Rest Period Premium Pay if they do not receive an unbroken rest period of ten and one-half (10-1/2) hours between scheduled shifts. In the event an employee is scheduled without the appropriate rest between shifts as specified above, all time worked within the specified rest period (twelve [12] hours or ten and one-half [10-1/2 hours]) shall be paid at time and one-half (1-1/2).

Article 7.9 does not apply to Airlift Northwest nurses.

ARTICLE 8 – EDUCATIONAL AND PROFESSIONAL DEVELOPMENT

- 8.1 Definition. The educational and professional leave program shall consist of two components, mandatory inservice training and elective educational and professional leave. The Employer shall continue to provide inservice, including skills classes, and elective educational and professional leave opportunities to employees. The program is designed to increase staff proficiency and to prepare staff for greater responsibility. This recognizes the joint commitment of HMC and employees to the delivery of quality patient care as well as employee interest in enhancing individual professional skills.
- 8.2 Mandatory Inservice Education. Inservice education programs shall be instituted and maintained within the hospital. The programs shall be made available to all employees regardless of shift, and the Medical Center will make a good faith effort to provide as many programs as practical on more than one shift. These programs are to contribute toward staff development and toward the preparation of staff for greater proficiency and/or responsibility. To accomplish this, educational resources from both inside and outside the hospital can be utilized.

Employees in the bargaining units shall be expected to participate in inservice education programs offered during working hours; coverage will be provided when necessary as determined by the Nurse/Department Manager or designee. If an employee is requested to attend an inservice program on off-duty time, he/she shall be given time off on the basis of one and one-half times at a later time within the same pay period which is mutually acceptable to the employee and supervisor or paid in accordance with Article 7, Section 3. For inservices that can be pre-scheduled and for which the Employer has determined that attendance will be mandatory, the Employer will make a good faith effort to give at least fourteen (14) days advanced notice when employees will be required to attend on off-duty time. These programs shall be planned as feasible to meet CEARP requirements for approval. Employees shall be expected to incorporate new learning into job performance.

Inservice education shall include orientation by Medical Centers Personnel on the salary schedule, increment increases and overall compensation plan of the University including explanation of deduction to paychecks.

8.3 Elective Educational and Professional Leave.

Request for educational and professional leave shall be submitted in writing on the appropriate form to the immediate supervisor with at least fourteen (14) days' notice and shall be responded to in writing, including the reason for any denial, within fourteen (14) days of the receipt of the request.

Such leave shall be subject to budgetary considerations, the scheduling requirements of the Employer, and approval by the Associate Administrator for Patient Care Services, Clinic Administration, Department head or designee, of the subject matter to be studied. Such leave may be used on an hourly basis if staffing permits.

For purposes of this Article, educational and professional leave shall be defined as:

- (a) short-term conferences for educational and professional growth and development in the employee's specialty;
- (b) enhancement and expansion of clinical skills for positions at HMC;
- (c) meetings and committee activities of the employees' respective professional associations which are designed to develop and promote programs to improve the quality and availability of service and health care;
- (d) those inservice educational programs attended on a voluntary basis; and
- (e) any educational programs necessary to maintain licensure.

Registered Nurses – Permanent full-time nurses shall be granted up to forty (40) hours per fiscal year at the nurse's base salary for the purpose of attending educational and professional programs as defined above. The Employer will grant a minimum of twenty-four (24) hours of educational/ professional leave within a 12-month period in a fiscal year to nurses requesting such leave.

Social Worker I, II, Social Worker Assistant 2 – For Social Worker 1's and 2's and Social Worker Assistant 2's who have completed their probationary period, up to forty (40) hours per fiscal year shall be granted to each individual bargaining unit employee and prorated for each individual part time bargaining unit employee for educational and/or professional leave.

Health Care Specialists/Leads – Health Care Specialists/Leads who have completed their probationary period, shall be granted up to sixty-four (64) hours per fiscal year for each individual bargaining unit employee and prorated for each individual part-time bargaining unit employee for educational and/or professional leave.

Respiratory Care Practitioner/Lead; Anesthesiology Tech 2/Lead; Electroneurodiagnostic Tech/Lead – Respiratory Care Practitioners/Leads and Anesthesiology Tech 2's/Leads and Electroneurodiagnostic Techs/Leads who have completed their probationary period shall be granted up to forty (40) hours per fiscal year, prorated for part-time, for each individual bargaining unit employee for educational and/or professional leave. The Employer will grant a minimum of twenty-four (24) hours of educational/professional leave per fiscal year to employees requesting such leave.

Airlift Northwest Registered Nurses – ALNW registered nurses will be granted a minimum of forty (40) hours of educational/professional leave per fiscal year. The Employer may grant up to eighty (80) hours of leave per year. Both are pro-rated for FTE.

Cardiac Sonographers and Vascular Sonographers – Education benefits will be limited to those staff who keep their national state license in good standing. The employer will not reimburse for state license registration. Cardiac Sonographers and Vascular Sonographers who have completed their probationary period shall be granted up to forty (40) hours per fiscal year, pro-rated for FTE, for each individual bargaining unit employee for educational and/or professional leave. The employer will grant a minimum of twenty-four (24) hours of educational/professional leave within a twelve (12) month period in a fiscal year to employees requesting such leave.

- 8.4 Education Support Funds. In support of HMC's commitment to continuing professional education and development, the Employer will establish continuing education funds to assist permanent employees with continuing education expenses including but not limited to certification and re-certification fees, books, magazines, seminars, tuition for college courses, audio or video cassette courses, conference registration, and travel related expenses for conferences. For purposes of this section, .9FTE will be considered a full-time employee for all bargaining units.

Registered Nurses. The Employer will provide \$500.00 per bargaining unit nurse FTE at the beginning of each fiscal year (pro-rated for part-time nurses) to pay for continuing education expenses.

Professional/Technical Bargaining Unit Members.

A pool of \$26,000 per fiscal year shall be set aside to fund continuing education in the Professional/Technical bargaining unit (does not include Cardiac Sonographers and Vascular Sonographers).

Cardiac Sonographers and Vascular Sonographers. The Employer will provide \$500.00 per fiscal year, based on departmental reimbursement policy, pro-rated for FTE.

RT/AT/END Bargaining Unit Members. For employees in the RT/AT/END bargaining unit \$500.00 per FTE (pro-rated for part-time) per fiscal year shall be made available to fund continuing education. RT employees will be granted up to \$800.00 per FTE, pro-rated.

Social Worker Bargaining Unit Members. The Employer will provide \$850.00 for each individual full-time bargaining unit employee per fiscal year (pro-rated for each part-time bargaining unit employee).

Health Care Specialists/Leads. The Employer will provide \$1,800.00 per fiscal year for each individual full time bargaining unit employee (pro-rated for each individual part time bargaining unit employee).

Airlift Northwest Registered Nurses. The Employer will provide \$500.00 per bargaining unit nurse FTE at the beginning of each fiscal year (pro-rated for part-time nurses) to pay for continuing education expenses.

ALNW will continue to provide all legal and regulatory required training within the mandated timelines.

ARTICLE 9 – SALARIES/PAY ITEMS

- 9.1 The salary schedules for employees in the bargaining units are shown in Appendix III.
- 9.2 Hire-in Rates – Registered Nurses. Hire-in rates for new nurses covered by this Agreement shall be on the basis of year for year credit for applicable experience.

Applicable experience shall be defined as clinical nursing experience in an acute care setting, ambulatory care setting, home health agency or equivalent health care experience without a break in nursing which would reduce the level of nursing skills or nursing experience comparable to that required in the position for which the nurse is being hired, in the opinion of the Associate Administrator for Patient Care Services. Participation in a nursing education program does not count as year for year credit and does not constitute a break in nursing experience. Equivalent international nursing experience is counted as applicable experience.

In the event an RN new hire has previous LPN experience, s/he shall receive credit based on the above definition on the basis of two (2) years of LPN experience to equal one (1) year of RN experience.

Health Care Specialists. Applicable experience shall be defined as clinical experience in an acute care setting, ambulatory care setting, home health agency or equivalent health care experience without a break which would reduce the level of skills or experience comparable to that required in the position for which the HCS is being hired, in the opinion of the Associate Administrator for Patient Care Services or designee. Participation in an education program does not count as year for year credit and does not constitute a break in experience. Equivalent international experience is counted as applicable experience. In the event a HCS new hire has previous medical/nursing/health care experience, s/he shall receive credit based on criteria that will be developed in the HCS JLM to determine a consistent and applicable experience credited.

- 9.3 Periodic Increments (Salary Step Increments). Annually the salary of employees covered by this Agreement will be increased by one step on the employee's periodic increment date until the employee has reached the top step of the appropriate salary range. For purposes of periodic salary step increases, the periodic increment date will be determined as follows:
- (a) The first of the current month for actions occurring between the first and the fifteenth of the month; or,
 - (b) The first of the following month for actions occurring between the sixteenth and the end of the month.

When a leave of absence without pay exceeds ten (10) working days in any calendar month, or exceeds ten (10) consecutive working days, the periodic increment date will be extended by one (1) month. Leaves of absence for Worker's Compensation, military

service, as a result of a cyclic year position, or for the purpose of formal collective bargaining sessions, will not alter the periodic increment date.

When an employee returns from layoff status, the periodic increment date will be reestablished and extended by an amount of time equal to the period of layoff to give credit for time served in a salary step prior to layoff.

ARTICLE 10 – SCHOLARSHIP FUND – REGISTERED NURSES

The parties agree to collaborate on the development of resources supportive of a Scholarship Fund from which funds would be made available to support nurses in pursuing education degrees in nursing services. A scholarship committee comprised of equal numbers of nurses and HMC representatives shall be established to research the availability of funds and to recommend the policies and guidelines regarding fund disbursement to the Administration.

ARTICLE 11 – TUITION EXEMPTION PROGRAM

Eligible full-time employees may participate in the University's tuition exemption program as authorized by RCW 28B-15.535, and in accordance with the following participation guidelines approved by the Board of Regents:

1. The employee must be a regular monthly .5 FTE or more employee for six or more consecutive months.
2. The employee must be admitted as a student to the University.
3. The employee must pay a fee for each quarter enrolled when taking courses.
4. No more than six credits will be eligible for tuition exemption during the quarter in which the waiver is granted.
5. Participants are not eligible for student benefits.
6. Each employee must secure approval of the supervisor for release time to attend the course sessions, or make appropriate arrangements with the supervisor to reschedule the employee's work hours to accommodate the course schedule.

ARTICLE 12 – PREMIUM PAY

- 12.1 Shift Premium. Employees assigned to work the second (3:00 pm – 11:00 pm) shift shall be paid a shift differential in accordance to Appendix III Salary Schedules and Premiums over the hourly contract rates of pay. Employees assigned to work the third shift (11:00 pm – 7:00 am) shall be paid a shift differential in accordance to Appendix III Salary Schedules and Premiums over the regular rate of pay. Employees shall be paid shift differential on second or third shift if the majority of hours are worked during the designated shift.

An employee permanently assigned to second (evening) or third (night) shift will receive the shift premium assigned to that shift. An employee who is temporarily assigned, within the employee's FTE, to another shift with a lower shift rate will receive the higher shift rate if the temporary assignment is not greater than five (5) consecutive working days.

An employee who is on paid leave will receive the shift premium assigned to the employee's permanent schedule.

This section shall have no effect on the Airlift Northwest bargaining unit; current practice shall apply.

- 12.2 Charge Nurse Pay. Nurses meeting the definition of Charge Nurse in Article 6.6 shall receive charge nurse pay.

Substitute Lead Pay. Employees in the Professional/Technical and RT/AT/END bargaining units will receive Substitute Lead Pay when assigned to act in that role.

Weekend Social Worker Coordinator. Social Workers shall receive Weekend Coordinator Pay when assigned to that role.

All premiums are in Appendix III – Salary Schedules and Premiums.

- 12.3 Standby Premium. Off-duty standby assignments shall be determined in advance by supervision. Volunteers will be used for standby assignment when practicable. Standby premiums for employees placed on standby off the hospital premises are in Appendix III – Salary Schedules and Premiums.

- 12.4 Call Back – From Standby. Any time actually worked in call back from standby shall be compensated at the rate of time and one-half (1-1/2) the regular rate of the employee concerned and shall be paid in addition to any compensation for standby. When called back, the employee shall receive premium pay for a minimum work period of two and one-half hours (2-1/2).

Call Back – Not From Standby. When an employee has left the institution grounds and is called to return to work outside of regularly scheduled hours to handle emergency situations which could not be anticipated, he/she shall receive pay for time actually worked. Time worked shall be compensated at time and one-half (1-1/2) and shall be paid for a minimum of two and one half (2 ½) hours. Time worked immediately preceding the regular shift does not constitute call back, provided time worked does not exceed two hours or notice of at least eight hours has been given.

- 12.5 Temporary Assignment to a Higher Position. Whenever an employee is temporarily assigned in writing by the Employer to regularly perform the principal duties of a higher level position for a period of five or more scheduled working days within the employee's standard work period as specified in Article 7, Section 2, he/she shall be compensated at a salary which represents a two step increase beyond the employee's current step for such period of assignment. Said increase shall be paid beginning with the first day and to include the days working such assignment. Such assignments must be by mutual agreement.

- 12.6 Modality Pay – Professional Technical Bargaining Unit (does not apply to Cardiac and Vascular Sonographers)

1. Modality Pay 1 - For staff actively participating in a new training program for a new modality.

2. Modality Pay 2 - For staff assigned to conduct examinations/studies in a modality other than that described in the current classification of the position. For two modalities where the employee is scheduled for at least 40% in the second modality, the premium pay will be for all hours worked. Where the employee is scheduled for less than 40% in the second modality, the premium will apply for all hours worked in a shift.
 3. Modality Pay 3 - for staff assigned as a preceptor to other staff.
- 12.7 Float Pay. Employees assigned to work outside the department(s) to which they were hired and for which they are part of the departmental staffing plan will receive float pay.

ARTICLE 13 – EMPLOYMENT PRACTICES

- 13.1 Re-employment. For purposes of accrual of benefits, employees covered by this agreement who are re-employed will be treated as newly hired except that an employee who has been laid off because of lack of funds or curtailment of work and who is re-employed within twenty-four months (plus a twelve month extension if requested) shall be entitled to previously accrued benefits and placement on the salary schedule which he/she had at the time of layoff.
- 13.2 Personnel File. An employee shall have access to his/her own personnel file for review in the office upon written request to the Associate Administrator for Patient Care Services or Clinic Administrator or designee or appropriate Department Director or designee. The Employer may remove any documents in a probationary employee's file which were obtained through assurances of confidentiality to a third party at the time of original appointment.

Upon request of an employee who has achieved permanent status, the Employer or designee will remove pre-employment reference statements from the employee's personnel file(s).

The employee shall be sent a copy of any adverse material placed in the official or departmental file. Notes or files kept by managers regarding staff shall not be shared with others unless shared with the employee first and shall not be kept more than three years. The employee shall have the right to have placed in any of the above files a statement of rebuttal or correction of information contained in the file within a reasonable period of time after the employee becomes aware that the information is in the file. Performance evaluations will be removed from the departmental file three years after the date of completion.

- A. Removal of Documents. After two (2) years from the date of issue, employees may request the removal of Formal Counseling documents in their personnel file. After three (3) years from the date of issue, employees may request the removal of Final Counseling documents in their personnel file. If a request for removal of documents is denied, employees will be given a written reason for the denial. The Employer may retain this information in a legal defense file in accordance with the prevailing Washington State law.

13.3 Liability Insurance. The Employer shall provide appropriate liability insurance for all employees in the bargaining unit and shall provide upon request a summary of the policy or statement of coverage.

13.4 Performance Evaluations. It is the intention of hospital management during the probationary period and thereafter to give bargaining unit employees a performance evaluation in accordance with the hospital's evaluation procedure. Further, it is the intention of hospital management to advise each employee of the status of his/her work performance in accordance with appropriate standards of practice as needed or through the performance evaluation mechanism.

A copy of the evaluation shall be given to the employee.

13.5 Uniforms/Clothing Damage. The Employer will reimburse employees for personal uniforms or work clothing irreparably damaged or torn by patients. Such reimbursement shall be based on estimated current value of clothing damaged.

Prior to any decisions by a department head to change the policy on uniforms, employees in the department shall have an opportunity to consult with the department head regarding the policy. The department head will give serious consideration to the wishes of the employees in making a decision.

Airlift Northwest Equipment – See Appendix XII - Airlift Northwest Addendum #2 “Equipment” for equipment that will be issued to Airlift Northwest Registered Nurses.

13.6 Employee Assistance. The Employer and the Union recognize that alcoholism and chemical dependency are chronic and treatable conditions. Efforts should be made to identify these conditions and treatment options established at an early stage to prevent or minimize erosion in work performance. The Employer and the Union will encourage and support employees' 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 which may impact job performance.

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.

13.7 Floating. Employees required to float within the hospital inpatient or outpatient settings will receive adequate orientation. Appropriate resources will be available as follows:

- (a) introduction to the charge nurse and/or employee resource for the shift;
- (b) review of emergency procedures for that unit;
- (c) tour of the physical environment and location of supplies and equipment;
- (d) review of the patient assignment and unit routine.

Employees shall not be required to perform new procedures without appropriate supervision. Employees shall seek supervisory guidance for those tasks or procedures for which they have not been trained. Employees who encounter difficulties related to floating should report these to the appropriate supervisor/manager.

There will be no adverse consequences for an employee filing a concern.

See also Article 6.6 regarding charge nurse duties when floating. New Graduate/Returning employees will normally not be floated unless their unit is closed. In this case they will be assigned a specific preceptor or resource employee to provide close and direct supervision. A record of the order of floating will be maintained on the unit for a reasonable period of time.

Employees accepting or requesting employment of either separate part-time positions or assignment in specific multiple departments will be notified in writing in their appointment letters that they are not eligible for float pay for this assignment. It is not the employer's intent to create split positions for the purpose of minimizing part-time employment or float pay.

- 13.8 Float Pools - Nurses. The Union and the Employer recognize the value of trained float pools to assist in providing the additional RN staff required to meet the acuity of the patients on the unit, the census/volume and to cover vacations, continuing education contract committees and unscheduled absences.

Airlift Northwest will discuss usage of float pool through the Joint Labor Management process.

- 13.9 Travel Pay. Any employee required by the Employer to travel to a place of work other than his/her regular official duty station shall be reimbursed for travel costs, if eligible, in accordance with University policy.

Airlift Northwest Registered Nurses – See Appendix XII - Airlift Northwest Addendum #3 “Mileage” for mileage reimbursement.

- 13.10 Employment Information. A written form will be used to specify initial conditions of hiring (including number of hours to be worked, rate of pay, unit and shift).

Upon request to their immediate supervisor, employees will be given written confirmation of a change in status or separation in accordance with University of Washington policy.

Upon request to their immediate supervisor, records shall be readily available for employees to determine their number of hours worked, rate of pay, sick leave accrued and vacation accrued.

- 13.11 Staff Meetings. Staff meetings normally will take place on a regular basis. Minutes will be shared with staff. All employees required to attend these meetings will do so on paid time. Employees will be provided at least two weeks' notice of meetings that are pre-planned.

For Airlift Northwest Registered Nurses attendance at mandatory staff meetings will be paid at straight time. Such attendance will not count toward the calculation of overtime.

- 13.12 Delegation of Nursing Care. The Union and the Employer acknowledge that the professional nurse is responsible for determining the competency and skill of all persons to whom they delegate a task. The nurse may determine not to delegate such tasks in accordance with the Nurse Practice Act.

- 13.13 Staffing Practices. The Employer and the Union recognize that implementing a joint labor/management partnership for determining staffing produces a more satisfying work environment that ensures that patients receive quality care and that there is recruitment and retention of registered nurses. The use of evidence-based nurse staffing can help achieve that outcome.

RN and other patient care staffing levels for each department/ unit/clinic/work area, including overflow areas, shall be based on the acuity of the patients on the unit, the Hospital and the unit's census/volume, the skill of the personnel on the unit, and the magnitude/variety of the activities needed that shift, including but not limited to discharges, admissions, transfers, patient and family education/teaching, patient transports and use of restraints.

These criteria will be applied on a consistent basis throughout the patient care areas including inpatient, outpatient and overflow areas. Evaluation of staffing needs will be done on a shift-by-shift basis and communicated by the unit charge nurse to the staffing census office.

The employer will collect data surrounding effectiveness indicators and share the data quarterly at the Joint Labor Management committee. Examples of indicators may include: patient falls, workplace injuries, patient complaints, percentage of shifts below matrix, numbers of new orientees including students, sick time usages, float pool hours utilized, overtime hours utilized, etc. In addition, for Health Care Specialists collection of available data regarding RVU's (which incorporate the provider FTE, patient complexity, number of patient visits, etc.) will be discussed at JLM meetings. For the Airlift Northwest bargaining unit data on referral agency complaints and follow-up, flight volumes, missed flights (and reasons), response time, QA and QI and aircraft out of service will be provided to the extent such data are collected.

Employees, individually or as a group, believing there is an immediate, continuous or potential workload/staffing problem are encouraged to document the problem and bring that problem to the attention of the supervisor or nurse manager at any time throughout the fiscal year.

If concerns related to staffing or workload are not resolved through normal administrative channels and there are consistent and persistent concerns raised by staff or unit based indicators or trends reflect opportunities for improvement, a Joint Staffing Work Team will be convened to conduct a focused staffing review. The work team will be convened within thirty (30) days of the issue being presented at the Joint Labor Management Committee.

Management and the Union will solicit volunteers to participate on the work team. Representatives will include staff from all shifts appropriate to the issue(s) raised and include a charge nurse. There will be Union and Employer co-chairs for each unit committee. All issues/reviews will be shared at the Joint Labor Management committee and are not grievable.

- 13.14 Compliance With RCW 70.41.410-420 - Washington State Nurse Staffing Committee Law.

The Union and Employer agree to comply with all relevant provisions of RCW 70.41.410-420 – Washington State Nurse Staffing Committee Law and have negotiated a process to achieve and maintain that compliance. A Nurse Staffing Committee will be composed of sixteen (16) voting members. Eight (8) will be appointed by the union, and eight (8) appointed by the employer. Additional ad-hoc members will be at the discretion of the co-chairs and will be non-voting.

1. Committee work will be considered work time. If determined appropriate by the Staffing Committee, paid time in addition to Committee meeting time may be provided for Staffing Committee members to complete their work and/or meet with clinical subgroups (units).
2. The Committee will be given all data required under RCW 70.41.410-420 as well as any other data that has been contractually agreed to that may not be covered by the law. The Committee may ask for additional data which, if available, will be provided. The Committee may also ask for specific individuals to attend for explanations regarding data. The Committee will consider these data in its development and evaluation of the staffing plan(s).
3. The Committee will determine its chair and the quorum needed to have meetings.
4. The daily matrix and actual staffing postings will be collected and delivered to the Committee for review.
5. The employer will make a good faith effort to make available an electronic short staffing form that can be used by the Committee to evaluate staffing and make recommendations for the annual staffing plans.
6. Annually the Committee will target the late winter/early spring to complete its work regarding the development of the staffing plans and it will regularly review and evaluate the staffing plans which will be used by the employer in the budget development process.
7. The Committee will produce the hospital's annual nurse staffing plan. If this staffing plan is not adopted by the hospital, the chief executive officer shall provide a written explanation of the reasons why to the Committee.
8. The Committee's work will include overseeing the posting of the staffing plans in accordance with the law.
9. The employer may not retaliate against or engage in any form of intimidation of an employee for performing any duties or responsibilities in connection with the Committee; or an employee, patient, or other individual who notifies the Committee or the hospital administration of his or her concerns on nurse staffing.
10. The primary responsibility of the Committee shall include:
 - A. Development and oversight of an annual patient care unit and shift-based nurse staffing plan, based on the needs of patients, to be used as the primary component of the staffing budget. Factors to be considered in the development of the plan should include, but are not limited to:
 - (i) Census, including total numbers of patients on the unit on each shift and activity such as patient discharges, admissions, and transfers;
 - (ii) Level of intensity of all patients and nature of the care to be delivered on each shift;

(iii) Skill mix;

(iv) Level of experience and specialty certification or training of nursing personnel providing care;

(v) The need for specialized or intensive equipment;

(vi) The architecture and geography of the patient care unit, including but not limited to placement of patient rooms, treatment areas, nursing stations, medication preparation areas, and equipment; and

(vii) Staffing guidelines adopted or published by national nursing professional associations, specialty nursing organizations, and other health professional organizations;

(viii) Hospital finances and resources may be taken into account in the development of the nurse staffing plan.

(B) Semiannual review of the staffing plan against patient need and known evidence-based staffing information, including the nursing sensitive quality indicators collected by the hospital;

(C) Review, assessment, and response to staffing concerns presented to the committee.

13.15 Payroll Errors. Recognizing the importance of employees receiving correct pay, the Medical Center intends to correct payroll errors as soon as possible but will correct payroll errors of \$50.00 or more within 5-7 working days.

13.16 Contracting Out. The University will not contract out work which results in the layoff of bargaining unit employees who are employed prior to the time of the execution or renewal of the contract. It is the intent of the Medical Center to minimize the employment of agency and traveler personnel. The Medical Center will continue its efforts to recruit and retain a broad base of regular full-time and part-time employees.

ARTICLE 14 – HOLIDAY AND VACATION SCHEDULE

14.1 Holidays. Holidays for employees in the bargaining units shall be as designated by the University of Washington. The recognized holidays are observed as shown on the University's staff holiday schedule:

New Year's Day
Third Monday of January:
(Martin Luther King Jr.'s Birthday)
Third Monday of February:

Labor Day
Veteran's Day
Thanksgiving Day
Day After Thanksgiving

(Presidents' Day)
Memorial Day
Independence Day

Christmas Day
Personal Holiday

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

The University of Washington designated holiday schedule will apply to employees normally having holidays off who are assigned to fixed Monday through Friday work patterns. If required to work on the designated holiday, holiday pay (time and one-half – 1 ½) will apply to the shifts in which the majority of hours occur on the designated holiday.

Employees who are assigned to other work patterns normally including holidays will receive holiday pay for the shifts on which the majority of hours occur on the actual holiday (e.g. Christmas is December 25; New Year's, January 1; Veterans Day, November 11) regardless of the day of the week or designated University of Washington holiday.

Personal Holiday.

- (1) Each employee may select one personal holiday each calendar year in accordance with the following:
 - (a) The employee has been continuously employed by the institution for more than four (4) months;
 - (b) The employee has given not less than fourteen (14) calendar days written notice to the supervisor; provided, however, the employee and the supervisor may agree upon an earlier date; and
 - (c) The number of employees selecting a particular day off does not prevent providing continued public service.
- (2) Entitlement to the holiday will not lapse when denied under (1) (c) above.
- (3) Full-time employees shall receive eight (8) hours of regular holiday pay for the personal holiday. Any differences between the scheduled shift for the day and eight (8) hours may be adjusted by use of vacation leave, use or accumulation of compensatory time as appropriate, or leave without pay.
- (4) Part-time classified employees shall be entitled to the number of paid hours on a personal holiday that their monthly schedule bears to a full time schedule.

14.2 Vacation Leave. The current accrual schedule for full-time employees is as follows:

<u>During</u>	<u>Paid Vacation Days</u>
1st year	12
2nd year	13
3rd and 4th years	14
5th - 9th years	15
10th year	16
11th year	17

12th year	18
13th year	19
14th year	20
15th year	21
16th year	22

14.3 Vacation Leave - Use.

- (1) Vacation leave may not be taken until an employee has completed six (6) months of continuous employment. An employee bringing an accrued balance from another state agency may use the previously accrued vacation leave during the institutional probationary or trial service period.
- (2) All requests for vacation leave must be approved by the employing official or designee in advance of the effective date unless used for emergency child care as provided in Article 15.12.
- (3) Vacation leave shall be scheduled by the employing department at a time most convenient to the work of the department, the determination of which shall rest with the employing official. As far as possible, leave will be scheduled in accordance with the wishes of the employee in any amount up to the total of his/her earned leave credits.
- (4) Paid vacation leave may not be used in advance of its accrual.

Scheduling of vacations shall be the responsibility of supervision. However, supervision shall receive input from the local units before making major changes to established department policies on vacation leave.

Vacation Leave - Accumulation-Excess.

Vacation leave credits may be accumulated to a maximum of thirty working days (240 hours). However, there are two methods which allow vacation leave to be accumulated above the maximum:

- (1) If an employee's request for vacation leave is denied by the employing official, then the maximum of thirty (30) working days accrual shall be extended for each month that the leave is deferred provided a statement of necessity justifying the denial is approved by the Personnel Officer.
- (2) As an alternative to subsection (1) of this section, employees may also accumulate vacation leave in excess of thirty days as follows:
 - (a) An employee may accumulate the vacation leave days between the time thirty (30) days is accrued and his/her anniversary date of state employment.
 - (b) Such accumulated leave shall be used by the anniversary date and at a time convenient to the employing institution/agency. If such leave is not used prior to the employee's anniversary date, such leave shall be automatically extinguished and considered to have never existed.

- (c) Such leave credit accumulated shall never, regardless of circumstances, be deferred by the employing institution/agency by filing a statement of necessity described in subsection (1) of this section.

Vacation Leave - Cash Payment.

Bargaining unit members who have completed six (6) continuous months of employment and who separate from service by resignation, layoff, dismissal, retirement or death are entitled to a lump sum cash payment for all unused vacation leave. In the case of voluntary resignation, an employee may be required to provide fourteen (14) calendar days' notice to qualify for such lump sum cash payment. Vacation leave payable under this section shall be computed and paid as prescribed by the Office of Financial Management. No contributions are to be made to the Department of Retirement Systems for lump sum payment of excess vacation leave accumulated nor shall such payment be reported to the Department of Retirement Systems as compensation.

- 14.4 Vacation and Leave Balances. Monthly printouts of employees' vacation and other leave balances will continue to be provided until this information is web based.

ARTICLE 15 – LEAVES OF ABSENCE

- 15.1 Leave Procedure. All leaves as delineated in Sections 2 through 11 below are to be requested from the Employer in writing as far in advance as possible, stating all pertinent details and the amount of time requested. A written reply to grant or deny the request shall be given by the Associate Administrator for Patient Care Services or Clinic Administration, or respective designee, within 30 days.

- 15.2 Parental Leave and Family Medical Leave Act (FMLA).

15.2.1 Parental Leave

1. Parental leave shall be granted to a permanent employee because of the birth of a child of the employee and in order to provide care, or because of the placement of a child with the employee for adoption or foster care.
 - a. Parental leave shall not total more than four (4) months, including the twelve (12) workweeks provided in 15.2.2, unless additional time is granted by the Human Resources official.
 - b. Requests for up to four (4) months of parental leave that exceed the provisions of 15.2 may be denied on the basis of operational necessity.
 - c. Parental leave must be taken during the first year following the child's birth or placement of the child with the employee for adoption or foster care.
2. Parental leave may be a combination of the employee's accrued vacation leave, sick leave up to ten (10) days, personal holiday, compensatory time, and leave of absence without pay.

3. The employee shall submit a written request for parental leave to the employing official or designee and must receive the approval of both the employing official and the Human Resources official.
 - a. The employee shall provide not less than thirty (30) days' notice, except that if the child's birth or placement requires leave to begin in less than thirty (30) days, the employee shall provide notice as is practicable.
 - b. Within ten (10) working days of the receipt of the request, the institution shall provide the employee with a written response and, if the leave is denied, rationale supporting the operational necessity.

4. If necessary due to continued approved parental leave, the employee shall be allowed to use eight (8) hours per month of the accrued paid leave identified in subsection (2) of this section for up to four months, including the twelve workweeks provided in 15.2.2, during a parental leave of absence without pay to provide for continuation of benefits as provided by the public employees' benefits board. The employer shall designate on which day of each month the eight (8) hours' paid leave will be used.

15.2.2 Family Medical Leave Act (FMLA)

1. An employee is entitled to family medical leave-serious health condition during any twelve-month period. The employer may change the twelve-month period for FMLA from the current calendar year definition to a rolling twelve (12) month period and will notify the union if such a change is made, and will be in compliance with all applicable laws and regulations.

2. For leave under the FMLA, the Employer may require that employees use a portion of their accrued but unused paid leave subject to the following:
 - a. The Employer will not require the use of paid leave such that it would result in the employee having fewer than eighty (80) hours of accrued vacation leave or eighty (80) hours of accrued sick leave, counted separately, upon return to work.
 - b. Vacation and sick leave that has been requested and approved prior to the request for the use of FMLA will not be considered under (a) above when requiring employees to use leave during FMLA-covered leave.
 - c. Employees may choose to use all of their accrued but unused paid leave during FMLA leave.

3. The institution shall maintain health care coverage during FMLA leave granted under 15.2.2, in accordance with the requirements of the public employee's benefits board. As specified in the federal Family and Medical Leave Act of 1993, the institution may recover the premium for maintaining coverage during the period of unpaid parental leave if the employee does not return to work.

15.3 Disability Leave.

- (1) Disability leave shall be granted for a reasonable period to a permanent employee who is precluded from performing his/her job duties because of a disability (including those related to a pregnancy or childbirth). Disability includes a serious health condition of the employee as provided in the federal Family and Medical Leave Act of 1993.
- (2) An employee is entitled to a total of twelve (12) workweeks for disability leave, parental leave, and family medical leave-serious health condition during any twelve-month period. The employer may change the twelve-month period for FMLA from the current calendar year definition to a rolling twelve (12) month period and will notify the union if such a change is made, and will be in compliance with all applicable laws and regulations.
- (3) In any case in which the necessity for leave is foreseeable based on planned medical treatment, the employee shall provide not less than thirty (30) days' notice, except that if the treatment requires leave to begin in less than thirty (30) days, the employee shall provide such notice as is practicable.
- (4) The disability and recovery period shall be as defined and certified by the employee's licensed health care provider. The employee shall provide, in a timely manner, a copy of such certification to the employer.
- (5) Certification provided under this section shall be sufficient if it states:
 - (a) The date on which the serious health condition commenced;
 - (b) The probable duration of the condition;
 - (c) The appropriate medical facts within the knowledge of the health care provider regarding the condition;
 - (d) A statement that the employee is unable to perform the essential functions of his/her position.
- (6) The employer may require, at its expense, that the employee obtain the opinion of a second health care provider designated or approved by the employer. The health care provider shall not be employed on a regular basis by the employer.
- (7) In any case in which the second opinion differs from the original certification, the employer may require, at its expense, that the employee obtain the opinion of a third health care provider designated or approved jointly by the employer and the employee. The opinion of the third health care provider shall be final and binding.
- (8) The employer may require that the employee obtain subsequent recertifications on a reasonable basis.
- (9) Disability leave may be a combination of sick leave, vacation leave, personal holiday, compensatory time, and leave of absence without pay and shall be granted at the written request of the employee. The combination and use of paid and unpaid leave during a disability leave shall be per the choice of the employee unless the leave is pursuant to FMLA. Disability leave under the FMLA, the Employer may require that employees use a portion of their accrued but unused paid leave subject to the following:

- (a) The Employer will not require the use of paid leave such that it would result in the employee having fewer than eighty (80) hours of accrued vacation leave or eighty (80) hours of accrued sick leave, counted separately, upon return to work.
 - (b) Vacation and sick leave that has been requested and approved prior to the request for the use of FMLA for disability leave will not be considered under (a) above when requiring employees to use leave during FMLA-covered disability leave.
 - (c) Employees are encouraged to work with their supervisors to agree on a leave use rate that will consider the employee's historical leave usages, such as the need to retain additional hours for later health leaves.
 - (d) Employees may choose to use all of their accrued but unused paid leave during disability leave.
- (10) The institution shall maintain health care coverage during disability leave granted under 15.3(2), in accordance with the requirements of the public employee's benefits board. As specified in the federal Family and Medical Leave Act of 1993, the institution may recover the premium for maintaining coverage during the period of unpaid disability leave if the employee does not return to work.
- (11) If necessary due to continued disability, the employee shall be allowed to use eight (8) hours of accrued paid leave per month for up to four (4) months, including the twelve (12) workweeks provided in 15.3(2), to provide for continuation of benefits as provided by the public employee's benefits board. The employer shall designate on which day of each month the eight (8) hours paid leave will be used.
- 15.4 Military Leave. Military training leave and military leave without pay shall be granted in accordance with applicable law.

In accordance with applicable State and Federal law, leave to serve in the military shall be granted without pay and will not be considered part of the employee's annual leave time unless the employee requests to use annual leave. Upon return from military leave and following the employee's request for reinstatement in accordance with applicable State and Federal law, the employee shall be reinstated to his/her former position or to the position the employee would have held had the employee's continuous employment not been interrupted. Upon reinstatement, the employee will be placed on the salary and vacation accrual scales at the level the employee would have been had the employee been continuously employed.

- 15.5 Extended Leaves (RN). In addition to other approved leave programs, there shall be an extended leave program at Harborview Medical Center. The program shall provide for three to five registered nurses to be eligible for a leave of absence not to exceed six months following completion of four years of unbroken service as an RN at HMC. Participants in the program shall use vacation, holiday or compensatory leave as a portion of the requested leave.

The criteria developed by the Joint Labor/Management Committee, Recruitment and Retention Coordinator and union representative on the Recruitment and Retention Committee will be used to administer the extended leave program.

15.6 Leave of Absence.

- (1) Leave of absence without pay may be allowed for any of the following reasons:
 - (a) Conditions applicable for leave with pay;
 - (b) Disability leave;
 - (c) Educational leave;
 - (d) Leave for government service in the public interest;
 - (e) Parental leave;
 - (f) Child care emergencies;
 - (g) To accommodate annual work schedules of employees occupying cyclic year positions.
- (2) Requests for leave of absence without pay must be submitted in writing to the employing official or designee and must receive the approval of both the employing official and Human Resources.
- (3) Leave of absence without pay extends from the time an employee's leave commences until he/she is scheduled to return to continuous service, unless at the employee's request the employing official and the Human Resources official agree to an earlier date.
- (4) Vacation leave and sick leave credits will not accrue during a leave of absence without pay which exceeds ten (10) working days in any calendar month.
- (5) A classified employee taking an appointment to an exempt position shall be granted a leave of absence without pay, with the right to return to his/her regular position, or to a like position at the conclusion of the exempt appointment; provided application for return to classified status must be made not more than thirty (30) calendar days following the conclusion of the exempt appointment.
- (6) After six months of continuous employment, permission may be granted for leave of absence without pay for up to one year of study, without loss of accrued benefits. An employee shall not incur any reduction in pay when participating in an educational program at the request of the employer.

15.7 Leave of Absence-Duration. Leave of absence without pay shall not exceed twelve (12) months except for educational leave which may be allowed for the duration of actual attendance and leave for government service in the public interest. Leave of absence without pay may be extended for an additional twelve (12) months upon signed request of the employee and signed approval of the employing official or designee and the Human Resources official. Additional leave of absence without pay may be approved by the Human Resources official.

15.8 Civil Duty Leave. Leave of absence with pay shall be granted employees to serve on jury duty, as trial witnesses, or to exercise other subpoenaed civil duties.

- 15.9 Anniversary Date. Leave with pay shall not alter an employee's anniversary date of employment or otherwise affect his/her compensation or status with the Employer.

Leave without pay for a period of ten (10) working days or less shall not alter an employee's anniversary date of employment or the amount of vacation pay or sick leave credits which would otherwise be earned by him/her.

When a leave of absence without pay exceeds ten (10) working days in any calendar month, or exceeds ten (10) consecutive days, the date will be extended by one (1) month, except for Military Leave (Article 15.4) and Worker's Compensation Leave (Article 24).

- 15.10 Leave of Absence - Employee Rights. Employees returning from an authorized leave of absence shall be employed in the same position or in another position in the same class in the same geographical area and organizational unit, providing that such reemployment is not in conflict with Article 22 – Seniority, Layoff, Rehire.

- 15.11 Union Leave. 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 in other meetings called by the Union may do so under the following conditions:

- (a) Use accrued vacation leave in accordance with Article 14;
- (b) Take leave of absence without pay in accordance with Article 15.7;
- (c) Use accrued holiday compensatory or personal holiday time in accordance with Article 14;
- (d) Use accrued compensatory time in accordance with departmental procedure.

The Union and/or the employee shall request approval from the affected employee's immediate supervisor at least one (1) week prior to the planned absence for approval.

- 15.12 Leave Due to Child Care Emergencies.

- (1) Absence due to child care emergencies, such as unexpected absence of regular care provider, unexpected closure of child's school, or unexpected need to pick up a child at school earlier than normal, shall be charged to one of the following:
 - (a) Compensatory time;
 - (b) Vacation leave;
 - (c) Sick leave;
 - (d) Personal holiday;
 - (e) Leave of absence without pay.
- (2) Use of any of the above leave categories is dependent upon the employee's eligibility to use such leave. Accrued compensatory time shall be used before any other leave is used.
- (3) Use of vacation leave, sick leave, and leave of absence without pay for emergency child care is limited to a maximum of three (3) days each per calendar year.

- (4) The employee upon returning from such leave shall designate in writing to which leave category the absence will be charged. For the purpose of this section, advance approval or written advance notice of vacation leave, personal holiday and/or leave of absence without pay shall not be required.

- 15.13 Domestic Violence Leave. Pursuant to state law, if an employee or family member is a victim of domestic violence, sexual assault or stalking, the employee may take reasonable leave from work, intermittent leave or leave on a reduced leave schedule to take care of legal or law enforcement needs to ensure the employee's or family member's health and safety. In addition, leave may be taken by the employee to seek medical treatment, mental health counseling and social services assistance for the employee or the employee's family member.

For purposes of this section, "family member" includes an employee's child, spouse, parent, parent-in-law, grandparent, domestic partner or a person who the employee is dating. The employee must provide advance notice of the need for such leave, whenever possible and may be required to provide verification of need and familial relationship (e.g. a birth certificate, police report).

An employee may elect to use any combination of her/his accrued leave or unpaid leave. HMC shall maintain health insurance coverage for the duration of the leave.

The Employer shall maintain the confidentiality of all information provided by the employee including the fact that the employee is a victim of domestic violence, sexual assault or stalking, and that the employee has requested leave.

- 15.14 Military Spouse Leave. Pursuant to state law, up to fifteen (15) business days of leave will be granted to an employee whose spouse is on leave from deployment or before and up to deployment during a period of military conflict. An employee who takes leave under this section may elect to substitute any accrued leave to which s/he is entitled. The employee must provide notice to HMC within five (5) business days of receiving notice of call or order to active duty or notice that the employee's spouse will be on leave from deployment.
- 15.15 Faith and Conscience Leave. Leave without pay will be granted for holidays of faith and conscience for up to two (2) days per calendar year. Leave will be approved in accordance with WAC 82-56-020.

ARTICLE 16 – SICK LEAVE

- 16.1 Sick Leave - Accrual.

Full-time classified employees (pro-rated for part-time) shall accrue eight (8) hours of sick leave credit for each month of completed classified service. Paid sick leave may not be used in advance of accrual. Sick leave credits shall not accrue during a leave of absence without pay which exceeds ten (10) working days in any calendar month.

- 16.2 Sick Leave - Use.

- (1) Sick leave shall be allowed an employee under the following conditions. The Employer reserves the right to require medical verification or appropriate proof when sick leave is requested for any reason listed below. The Employer will not make unreasonable requests for sick leave verification.
 - (a) Because of and during illness, disability or injury which has incapacitated the employee from performing required duties
 - (b) 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.
 - (c) 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 Employer may authorize sick leave use as provided in this subsection for other than family members. The applicability of "emergency," "necessary care" and "extended care" shall be made by the Employer.
 - (d) To provide emergency child care for the employee's child. Such use of sick leave is limited to twenty-four (24) hours (pro-rated for part-time) in any calendar year, unless extended by the Employer, and shall be used only as specified in Article 15.12.
 - (e) Because of a family member's death that requires the assistance of the employee in making arrangements for interment of the deceased.
 - (f) 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 employing official or designee.
- (2) Sick leave may be granted for condolence or bereavement.

16.3 Family Member. 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 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.

16.4 Bereavement Leave. Paid leave in addition to any other form of paid leave shall be granted for bereavement as follows: three (3) days of bereavement leave shall be granted for each death of a family member.

16.5 Sick Leave - Compensation for.

- (1) Employees shall be eligible to receive monetary compensation for accrued sick leave as follows:
 - (a) In January of each year, and at no other time, an employee whose year-end sick leave balance exceeds 480 hours may choose to convert sick leave

hours earned in the previous calendar year minus those used during the year to monetary compensation.

- (i) No sick leave hours may be converted which would reduce the calendar year-end balance below 480 hours.
- (ii) Monetary compensation for converted hours shall be paid at the rate of 25% and shall be based upon the employee's current salary.
- (iii) All converted hours will be deducted from the employee's sick leave balance.

(b) Employees who separate from state service due to retirement or death shall be compensated for their unused sick leave accumulation at the rate of 25%. Compensation shall be based upon the employee's salary at the time of separation. For the purpose of this subsection, retirement shall not include "vested out-of-service" employees who leave funds on deposit with the retirement system.

- (2) Compensation for unused sick leave shall not be used in computing the retirement allowance; therefore no contributions are to be made to the retirement system for such payments, nor shall such payments be reported as compensation.
- (3) An employee who separates from the classified service for any reason other than retirement or death shall not be paid for accrued sick leave.

16.6 Unexpected Absence: Advance Notification. Employees working the first (day) shift shall notify the Staffing Office or their Supervisor at least two hours in advance of the scheduled shift if unable to report for duty as scheduled. Employees working the second (evening) shift and third (night) shift shall notify the Staffing Office or their Supervisor at least two hours in advance of the scheduled shift if unable to report for duty as scheduled. Failure to notify the Staffing Office or Supervisor and meet the minimum advance notice requirement may result in loss of paid sick leave for that day.

16.7 Reemployed Former Employees. 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 were entitled at time of separation.

16.8 Use of Vacation Leave or Compensatory Time 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 Employer.

16.9 Restoration of Vacation Leave. In the event of an incapacitating illness or injury during vacation leave, the Employer may authorize the use of sick leave and the equivalent restoration of any vacation leave otherwise charged. Such requests shall be in writing and medical verification may be required.

16.10 No Arbitrary Denial of Sick Leave. The parties agree that neither the abuse nor the arbitrary denial of sick leave will be condoned. The Employer and the Union agree to work cooperatively toward the resolution of mutually identified problems regarding the

use of sick leave. The Employer may provide periodic updates to employees regarding their use of sick leave. Such updates will not be considered counseling or disciplinary.

- 16.11 Choice of Leave. In accordance with RCW 49.12 and WAC 296-130, 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 or (b) spouse, parent, parent-in-law, or grandparent 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 17 – COMMITTEES

- 17.1 Joint Labor/Management Committees: Purpose and Membership. Joint Labor/Management Committees are established to provide a forum for communications and problem-solving between the two parties and to deal with matters of a general personnel Union/Employer concern, as well as professional practices within the hospital related to patient care and professional issues. The Committees will work toward the improvement of patient care and recommend ways and means to improve patient care; and will address problems and concerns related to staffing and workloads. The Committees' function will be limited to an advisory capacity and shall not include any decision making or collective bargaining authority.

Committee memberships:

Registered Nurse Unit Committee – Four (4) bargaining unit representatives, plus a Union representative, and three (3) Employer representatives, including a representative from Nursing Services Administration, plus the Labor Relations Officer or designee.

Imaging Technologist/Diagnostic Medical Sonographer/Nuclear Med Tech Committee – Four (4) bargaining unit representatives, plus a Union representative, and two (2) employer representatives and a representative from the Labor Relations Office or designee.

Cardiac Sonographer and Vascular Sonographer Committee – One (1) representative from each of the three (3) working areas plus one (1) union representative and up to three (3) employer representatives and a representative from the Labor Relations Office or designee.

Social Worker Unit Committee – Three (3) bargaining unit representatives and two (2) Employer representatives and a representative from the Labor Relations Office or designee.

Health Care Specialist Unit Committee – Three (3) bargaining unit representatives and two (2) Employer representatives and a representative from the Labor Relations Office or designee.

Respiratory Therapist/Anesthesiology/Electroneurodiagnostic Tech Unit Committee – Two (2) RT, two (2) AT, and two (2) END unit representatives and two (2) Employer representatives and a representative from the Labor Relations Office or designee. It is

understood that the RT, AT, and END unit representatives will attend only those meetings where agenda items relevant to their professional practices will be discussed.

Airlift Northwest Registered Nurse Committee – Three (3) bargaining unit representatives plus a Union representative and up to three (3) Employer representatives, which may include a representative from HMC Nursing Administration, plus a representative from the Labor Relations Office or designee.

Meetings. Committee meetings may be requested by an authorized representative of either party. The Committee may meet more or less frequently as mutually agreed upon between the parties but the Committee shall schedule on a predetermined basis a meeting every other month and otherwise as needed. A Committee meeting shall normally be held during the day shift and at a mutually agreeable time and date. Employee members shall experience no loss in salary for meeting participation. Committee members shall be given release time for attendance at committee meetings held during working hours.

Training. If a unit leadership training program is initiated and conducted by the Union during the term of the Agreement, each of the Union's designated Labor/Management committee members shall be allowed an initial six working hours without loss of pay to participate in a Union training program. Each current employee Labor/Management Committee member who has taken the initial six hour training course shall be allowed a maximum of four hours in each subsequent year to attend refresher courses sponsored by the Union.

- 17.2 Nursing Recruitment and Retention Committee. The Employer and the Union mutually recognize the benefit of working together to enhance efforts to recruit and retain registered nurses. The Union may designate two (2) employee representatives to the Nursing Recruitment and Retention Committee which is a subcommittee of the Nurse Practice Committee. Both Union designated employees are also members of the Nurse Practice Committee. The Committee will discuss issues raised by its members and mutually develop projects to work on. Reports from the Recruitment and Retention Committee will go to the Nurse Practice Committee and the Joint Labor/Management Committee.
- 17.3 Nurse Practice Committee(s). The Union may designate an employee representative to the Nurse Practice Committee(s).
- 17.4 HMC Health and Safety Committee. Two employee representatives designated by the Union shall serve as members of the HMC Health and Safety Committee.
- 17.5 Product Evaluation Committee. The Union may designate a representative to serve on the Product Evaluation Committee.
- 17.6 Parking Committee. The Union may designate a representative to serve on the Parking Committee. The Committee will meet at least quarterly. Management will provide updates on parking waiting lists and changes in parking policy. Placement on the waiting lists will be made available to individual staff by the Parking Office upon request. Management will accept proposed agenda items from Committee members. The Medical Center is committed to enhancing its parking/transportation program and to emphasizing employee safety as a critical element in the program.

- 17.7 Committee Work. All time spent by employees on Employer established committees and committees mentioned in this contract (including side letters) shall be considered time worked and shall be paid at the appropriate rate of pay.
- 17.8 Staffing Concerns-Process for Raising and Resolving Workload and Staffing Issues. The Employer and the Union mutually recognize that fluctuation in admission rates, outpatient census, clinic flow and referrals to employees create imbalances in workload. Workload management and staffing concerns will be placed on the agenda for the Joint Labor/Management Committee.

Employees individually or as a group, believing there is an immediate, continuous or potential workload/staffing problem are encouraged to bring that problem to the attention of the supervisor or employee's manager or designee at any time throughout the fiscal year. An employee(s) that has raised staffing or workload issues with their supervisor or manager and the issue has not been resolved to the employee(s) satisfaction can bring the issue to the Joint Labor/Management Committee.

The Committee will mutually agree on information that is useful for these discussions and if available that information will be provided. The Joint Labor/Management Committee may mutually agree to invite appropriate resource people to attend meetings.

- 17.9 Multi-disciplinary Meetings. When an issue/subject arises that would be best addressed through a Joint Labor Management meeting involving members from more than one bargaining unit represented by the Union, either party may request such a meeting. The meeting will occur within thirty (30) days of such a request. The Union may bring one representative from each of the bargaining units impacted and the Employer will bring appropriate management staff to address the issue/subject. The scope of authority of the meeting and release time for employee representatives will be treated in a manner identical to the individual bargaining unit Joint Labor Management meetings.

ARTICLE 18 – EMPLOYEE FACILITIES

Employee Facilities. Restrooms and attendant facilities shall be provided as required in the orders and regulations of the State of Washington Department of Labor and Industries. A good faith effort will be made by the Employer to provide facilities for employees' personal belongings.

ARTICLE 19 – CLASSIFICATIONS

- 19.1 The current classifications with their respective pay levels are hereby incorporated into this contract as Appendix I. The existing class specifications for these jobs are considered in effect upon the execution of this contract.

- 19.2 (a) Should the University decide to create, eliminate or modify class specifications, it will notify the Union in advance of implementing the action. Notification will include the bargaining unit status of the classification and, for a newly created or modified classification considered to be in the bargaining unit, a proposed salary. Notification will occur at least thirty (30) days in advance of any proposed implementation date. At the Union's request the University will meet and confer with the Union over its proposed action.
- (b) An employee occupying a position reallocated to a class with a lower salary range maximum due to a class being created, abolished or modified will retain the salary of their former position until reaching the top of the range of the former position, and then will be frozen until the new class pay range catches up. An employee(s) occupying a position reallocated to a class with a higher salary range due to a class being created, abolished or modified will receive the same step in the new range as the employee(s) held in the previous range. The periodic increment date of the employee will remain unchanged.
- (c) Within thirty (30) calendar days following implementation of the University's decision to create or combine classifications, or modify class specifications for bargaining unit positions, the Union may file an appeal with the Classification Review Hearing Officer selected under Article 20 of this contract, to determine if the salary assigned to the classification is appropriate.
- (d) 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.

The Employer agrees to notify the Union of any proposed reclassifications of occupied bargaining unit positions into non-bargaining unit positions.

ARTICLE 20 – RECLASSIFICATION

- 20.1 Policy. Positions shall be allocated to the appropriate classification. Requests to reclassify should be based on a belief that the duties, responsibilities, or qualifications of a position are such that it is inappropriately classified.
- 20.2 Position Review Process.
- (a) The University, employee, or employee representative may request that a position be reviewed when the requesting party believes that the basis of its request has become a permanent requirement of the position. 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 written response to the employee 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 reclassification forms. The response will include notification of the class and salary assigned when the position is reallocated, or notification of the reasons the position does not warrant reallocation when the request is not approved. Reclass requests may be submitted at either the departmental level or directly to Human Resources. Reclass requests submitted at the departmental level must be forwarded to Human Resources within thirty (30) calendar days.
- (e) The effective date of allocations or 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 hold the timeframe for filing an appeal under 20.3.

20.3 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.

20.4 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 re-appoint the Hearing Officer or select a different Hearing Officer who will also serve for a minimum of one (1) year from date of selection.

20.5 Hearings. The Hearing Officer shall hold hearings on a quarterly basis unless there are no appeals to hear or the parties agree to pend 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 21 – CORRECTIVE ACTION/DISMISSAL PROCESS AND/OR RESIGNATION

- 21.1 Corrective Action/Dismissal. The Employer and the Union will follow the "Corrective Action/Dismissal Process" below for all corrective action/dismissal actions in order to utilize a corrective rather than punitive approach.

No employee shall be subject to the Corrective Action/Dismissal Process except for just cause. The Corrective Action/Dismissal Process will be considered to incorporate the concept of progressive action and provide a positive process for improvement. The University will determine the specific step at which the process begins based on the nature and severity of the problem.

- 21.2 Representation During Investigations.

- (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. The Employer will provide reasonable time to allow an employee to secure a representative.
- (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 representative unless there is a conflict of interest, in which case the employee may contact another union representative. This does not preclude the Employer from restricting an employee's access to the Employer's premises.

- 21.3 Written Action Plans. Written action plans shall identify problem area(s), performance objectives and suggestions for remedying and shall include reasonable timelines for completion. When an employee has chosen to be represented by the Union during the Corrective Action/Dismissal Process, the representative will be involved in developing the written action plan. At the conclusion of the counseling session, the Employer will inform the employee when the employee may reasonably expect to receive the written action plan.

- 21.4 Corrective Action/Dismissal Process. The Employer will make clear the Step of the process being conducted.

Step A - Informal, verbal counseling between employee and immediate supervisor. Supervisor may follow up in writing which may include an action plan, which shall not be placed in the employee's file.

Step B- Formal Counseling. Formal counseling (may involve administrative personnel other than the employee's immediate supervisor) including the development of a written action plan.

Step C- Final Counseling. Final counseling (may involve administration other than the employee's immediate supervisor) including action plan discussion and decision making assignment (a period of paid time away from the work site for the employee to consider the consequences or failure to follow the action plan and to review the final written action plan for possible correction).

Step D- 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.

Grievability/Arbitrability. Step A of the Corrective Action/Dismissal Process above is not grievable. Formal counseling may be grieved through Step Three Mediation of the grievance procedure only. Final counseling and dismissal may be grieved through every step of the grievance procedure beginning at Step Two.

- 21.5 Representation. All employees upon request shall be entitled to have a representative present during all steps of the Corrective Action/Dismissal Process. All employees upon request shall be entitled to have a representative present during meetings that are investigatory in nature and may reasonably be expected to result in implementation of the Corrective Action/Dismissal Process at Step B or higher.
- 21.6 Resignation. Permanent employees planning to resign shall make a good faith effort to give at least thirty (30) calendar days' notice of intention to terminate. All resignations shall be final unless the Employer agrees to rescind the resignation. The Employer's decision not to rescind a resignation shall not be grievable.
- 21.7 Investigations.
- A. If the Employer places an employee on administrative leave for investigatory purposes, the Employer will notify the employee prior to the onset of the leave of the subject of the investigation. At the conclusion of an investigation, where the Employer elects not to take corrective action, the employee will be provided with a notification that the investigation is completed and that no corrective action will be imposed.
 - B. Upon request of the Union, if an investigation of employee lasts longer than sixty (60) days from the date the employee was interviewed, the Employer will provide an explanation to the Union of the current status of the investigation (for example: interviews still being conducted, drafting of investigative report, waiting for analysis of data), next steps and approximate timeframe for completion.

- 21.8 Off the Job Activities. The private and personal "off the job" lifestyle and activities of an employee shall not be legitimate grounds for disciplinary action initiated by the Employer except where such lifestyle or activities constitute a direct conflict of interest as set forth in RCW 42.18 or are directly detrimental to the employee's work performance.
- 21.9 RN3s. While RN3s may be involved in mentorship and feedback as well as employee evaluations, management will lead the corrective action process. RN3s can be present with management during the corrective action process.

ARTICLE 22 – SENIORITY, LAYOFF, REHIRE

- 22.1 Seniority Defined. For all purposes except layoff, seniority is defined as the total continuous length of most recent unbroken state service, including adjustment for military service.

For the purpose of layoff for all bargaining units except Airlift Northwest at Harborview Medical Center, seniority is defined as the total continuous length of most recent unbroken service at Harborview Medical Center, including adjustment for military service. For purposes of layoff within Airlift Northwest seniority shall be defined as the total continuous length of unbroken service as an employee with Airlift Northwest, including adjustment for military service. Ties in seniority within Airlift Northwest will be broken using the following tiebreakers in order:

- continuous employment with Airlift Northwest
- total employment with Airlift Northwest
- total state service
- FTE
- Years of nursing as determined by the NCLEX exam or foreign country equivalent.

Time spent on leave of absence without pay or on the rehire list shall not be included in computing seniority (layoff or non-layoff seniority) but does not constitute a break in service.

Bargaining unit employees taking non-bargaining unit permanent positions at HMC or hourly/per diem positions at HMC will have their layoff seniority bridged but will not earn seniority while in the non-bargaining unit permanent position or hourly/per diem position nor will they be able to exercise their seniority prior to return to a permanent bargaining unit position.

Service of less than full-time shall be considered full-time. Seniority shall only be earned by permanent employees.

- 22.2 Military Service Credit. Permanent HMC employees who are veterans or their unmarried widows/widowers shall have added to their unbroken service the veteran's active military service to a maximum of five (5) years in accordance with applicable state and federal law.

- 22.3 Termination of Seniority. Seniority (layoff and non-layoff) shall terminate upon cessation of the employment relationship. Solely for the purpose of example, the following are set forth as events which evidence cessation of the employment relationship: discharge, resignation, retirement, removal from the rehire list in accordance with this Article, and failure to return from a leave of absence.
- 22.4 Essential Skills. Essential skills are the minimum qualifications listed in the job description for the classification and any specific position requirements, credentials, certifications or licenses.
- 22.5 Layoff. A layoff is defined as a permanent or prolonged reduction in the number of employees in a given bargaining unit resulting from a lack of funds, curtailment of work, and/or good faith reorganization for efficiency purposes.
- Prior to implementing a layoff, the Employer, within the context of its determination of the staffing needs of the layoff unit, will minimize overtime in the layoff unit impacted, the use of agency or traveler nurses in the layoff unit impacted, reliance on per diem and hourly staff in the layoff unit. The Employer will also seek volunteers in the layoff unit impacted who are willing to be reassigned or to be laid off in lieu of the employee(s) whose position is identified to be eliminated. Individuals who volunteer to be laid off will not have a displacement option but will retain the right to be placed on the rehire list.
- 22.6 Layoff Unit. The layoff unit shall consist first of the employee's unit and shift, then the clinical group for the purpose of determining layoff options.
- 22.7 Layoff Notice. Employees identified for layoff and the SEIU 1199NW union office shall receive not less than thirty (30) calendar days' notice prior to the abolishment of the positions. The notice shall include the effective date of the layoff and a reference to the employee's rights under this Article. The notice to the union shall also include the most recent classified hire date seniority list. Upon request, the Union and the Employer will meet to discuss possible alternatives to the layoff.
- 22.8 Layoff and Displacement Options. The Employer shall identify the position to be eliminated and employee(s) to be affected. Layoff shall be by seniority within the layoff unit, least senior employee first as long as the remaining employees possess the essential skills to perform the necessary work.

Employees subject to layoff shall be offered one of the following employment options in descending order, provided he or she meets the essential skills of the offered position:

- (a) a funded vacant posted position within the layoff/seniority unit. An employee who accepts a funded vacant position will have the option to resign within six (6) weeks after accepting the position and be placed on the rehire list. This employment option will count as one (1) of the two (2) offers of placement under Article 22.12 (2).
- (b) the opportunity to replace the least senior employee in the affected job class within the unit or department or base and in an FTE status within .2 FTE;
- (c) the opportunity to replace the least senior employee in their clinical group (see Appendix XI);
- (d) the opportunity to replace the least senior employee within the same department who is in a lower classification in the same series as the employee affected by the layoff and within .2 FTE.

Employees may request to be laid off and have the right to be placed on the rehire list(s) instead of accepting an employment option above.

An employee laid off due to the exercise of another employee's displacement option shall not have any displacement option. Such an employee shall be offered any vacant position available on the employee's unit or in the employee's clinical group and shall also have the right to be placed on the rehire list(s) per Article 22.10.

22.9 FTE Reduction. An employee in a position that is not abolished but is reduced by more than .2FTE 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 (a) above. The employee must exercise this choice within three (3) working days of the reduction notice.

22.10 Rehire. Laid off employees will be placed on an eligible rehire list(s) designated by the employee for twenty-four (24) months. Employees will be automatically placed on the rehire list for the classification and FTE status from which they were laid off. In addition, based on employee request, employees identified for layoff may be on the following rehire lists:

- (1) Positions of a lower FTE status in the classification from which the employee was laid off;
- (2) Lower classifications in the series from which the employee was laid off.

The University will refer an employee from the designated rehire list(s) for any open positions in the layoff unit within .2 FTE of the position from which the employee was laid off for which the laid off employee possesses the essential skills. Employees referred from the rehire list(s) who possess the essential skills needed for a vacant position in the layoff unit will be offered the position prior to the University offering it to any other applicant. The University will refer employees from the rehire list(s) in order of seniority, most senior employee on the list first.

The University will create and maintain an Airlift Northwest rehire list and any nurse laid off from Airlift Northwest will be placed on that list. Nurses will indicate base preference for rehire. For purposes of placement of a laid off Airlift Northwest nurse on the Airlift Northwest rehire list, seniority will be as defined in 21.1. Nurses laid off from Airlift Northwest may, at their option, choose to be placed on the Harborview Medical Center Registered Nurse rehire list. For purposes of placement of a laid off Airlift Northwest nurse on the Harborview Medical Center Registered Nurse rehire list, Airlift Northwest nurses will be considered the most junior.

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

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

- (1) If placement does not occur within twenty-four (24) months;
- (2) If the employee refuses two (2) offers of placement for a position having the same pay, shift and is within .2 FTE of 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 all 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 an offer of placement and completes the rehire trial service period;
- (5) Employees who reject one (1) offer of placement from a list for a position in a classification other than that from which the employee was laid off will be removed from that list.

For nurses laid off from Airlift Northwest removal from the rehire list will be in accordance with the following:

- (1) Airlift Northwest nurses may refuse one (1) offer of rehire into a position within ALNW if the position offered is not at the base at which the nurse was working when laid off;
- (2) Airlift Northwest nurses will be removed from the rehire list if they accept a position within Airlift Northwest from the rehire list; if they refuse a position within Airlift Northwest at the base the nurse was working when laid off; or, if they refuse any two positions within Airlift Northwest;
- (3) Nurses who choose to be placed on the Harborview Medical Center Registered Nurse rehire list will be removed from that list if they accept a position as a result of being referred from the rehire list or if they refuse placement into an offered position;
- (4) Removal from the Harborview Medical Center Registered Nurse rehire list will not affect a nurse's status on the Airlift Northwest rehire list.

22.13 Other Layoff and Rehire Issues

Benefits and Temporary Services. Employees on the rehire list who follow the rules prescribed by Temporary Services will be given priority to referral to temporary positions and can receive employer paid health benefit coverage if they meet the eligibility requirements as determined by the state.

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.

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

Employees Hourly Work and Education Eligibility. Employees on rehire list(s) shall be eligible to participate in Harborview Medical Center in-service programs and other Harborview Medical Center training programs on a space available basis and on the employee's own time. Employees on the rehire list(s) shall be given preference for hourly and per diem work. Acceptance of such work will not affect an employee's recall rights. Preference shall be handled in accordance with the following:

- (a) The employee must specifically request the work in advance and must follow all Harborview Medical Center policies and procedures regarding hourly work.
- (b) Employees on a rehire list who meet the requirements of (a) above will have preference for hourly work assignments when the schedules are developed.

Computing & Communication and Training and Development Classes. 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.

- 22.14 Restructure. In the event of a unit, departmental, or hospital-wide restructure, the Medical Center will determine the number of full-time and part-time FTE's by shift required for the new or restructured department or unit. Prior to determining the schedule, the Medical Center shall meet with the employees of the affected unit(s) or department(s) to discuss the reconfiguration of the FTE's in the unit(s) or department(s) and the new work schedule(s). A listing of the FTE's for each shift on the new or restructured unit(s) or department(s) shall be posted on the impacted unit(s) or department(s) for no less than ten (10) days. All other vacant bargaining unit positions shall also be posted on the impacted unit(s) and department(s) concurrently with the FTE list posting for no less than ten (10) days. By the end of the posting period, each employee in units or departments subject to or impacted by restructure, will have submitted to the Medical Center a written list that identifies in rank order of preference (first to last) all available positions for which the employee is willing to work.

The Medical Center shall assign each employee, in order of seniority, to positions on the new or restructured unit(s) or department(s) based upon an Employee's submitted preference list and the essential skills of the employee and the skills needed in the available positions.

- 22.15 Base Closure – Airlift Northwest Bargaining Unit. In the event of a base closure the Employer will notify the union and employees as soon as possible. The Employer will provide a minimum of sixty (60) days' notice for the closing of a base outside Washington State and a minimum of six (6) weeks' notice for the closing of a base inside Washington State.

The employees will be laid off in order of seniority using the following process:

- 1) a bump pool of nurses working in ALNW positions equal to the number of nurses being laid off as a result of the base closure will be developed. The bump pool will consist of the least senior nurses working throughout the Airlift Northwest system.

- 2) in order of seniority, nurses from the base being closed will be offered the opportunity to displace any junior nurse in the bump pool.
 - 3) nurses who choose not to displace a junior nurse from the bump pool and nurses for whom there is no displacement option will be placed on the Airlift Northwest rehire list and will have full rehire rights in accordance with Article 22 – Seniority, Layoff, Rehire.
 - 4) Nurses displaced as a result of #2 above, will be placed on the rehire list and will not have the opportunity to displace a less senior nurse.
- 22.16 Day Basing – Airlift Northwest Bargaining Unit. Airlift Northwest will notify the union and employees as soon as possible in regards to day basing and will make every best faith effort to provide provisions within reason to include a rest area, kitchen, and restroom, but will not guarantee this to be an Airlift Northwest-specific space. Airlift Northwest will make every effort to give staff 60 days' notice and agrees to discuss the impact at a JLM meeting.

ARTICLE 23 – JOB POSTING & TRANSFER

- 23.1 Registered Nurses. Requests for a different shift in the nurse's present unit should be submitted to the nurse's immediate supervisor in writing.

Requests for transfer to another unit should be submitted on the University's Employment Website. A good faith effort will be made to facilitate lateral transfers from one unit to another.

The nurse's length of service shall be a consideration on transfer to a different shift or unit.

Applications for promotions should be submitted on the University's Employment Website during the period of official posting. Promotional openings will be posted for a minimum of seven calendar days in the unit, the Nursing and Outpatient Clinic Administrative Office and the Medical Centers Human Resources Office.

- 23.2 Professional/Technical Employees (Imaging Technologists / RT's / AT's / END's) Employee requests for a different shift, schedule or assignment should be submitted to the employee's immediate supervisor in writing. The employee's length of service shall be a consideration on transfer to a different shift or section. A good faith effort will be made to facilitate lateral transfers within the department.

Application materials should be completed by employees seeking promotion or transfer and submitted on the University's Employment Website during the official posting period. Promotional openings will be posted for a minimum of seven (7) days on the University's Employment Website. External posting may occur simultaneously. Nothing in this contract will prohibit the Medical Center's ability to post any position as open continuous at any time.

- 23.3 Health Care Specialists and Social Workers. Requests for a different shift/assignment/department in the employee's present unit should be submitted to the employee's immediate supervisor in writing.

Requests for transfer to another unit should be submitted on the University's Employment Website. A good faith effort will be made to facilitate lateral transfers from one unit to another.

For bargaining unit positions, the employee's length of service shall be a consideration on transfer to a different shift, assignment, or unit and in determining selection to regular job openings.

Applications for promotions should be submitted on the University's Employment Website during the period of official posting. Promotional openings will be posted or emailed internally for a minimum of seven calendar days on the unit, the Administrative Office and the Medical Centers Human Resources.

23.4 Internal Lateral Movement Within Unit

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

- A. The employee submitted the request in writing;
- B. The employee holds permanent status in the job classification;
- C. The employee is currently working in the same unit;
- D. No Final Counseling in his/her file for the past twelve (12) months;
- E. The employee has the skills and abilities necessary for the vacant shift.

If two (2) or more employees request the vacant shift and they meet the above criteria, the senior employee will be appointed.

The offering of a formal layoff option in accordance with Article 22, Seniority, Layoff, Rehire, prior to granting a transfer request under this sub-article, is not a violation of this sub-article. This sub-article is not subject to the grievance procedure in accordance with Article 27.

ARTICLE 24 – WORKER'S COMPENSATION LEAVE

24.1 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 time loss compensation and accrued paid leave.

24.2 Employees taking sick leave during a period in which they receive worker's compensation under the industrial insurance provisions for a work related illness or injury shall receive full sick leave pay, less any industrial insurance payments for time loss during the sick leave period.

(a) Until eligibility for worker's compensation is determined by the Department of Labor and Industries, the institution may pay full sick leave, provided that the employee shall return any overpayment to the institution when the salary adjustment is determined.

- (b) Sick leave hours charged to an employee who receives worker's compensation, as a result of the time loss shall be proportionate to that portion of the employee's salary paid by the institution during the claim period.
- 24.3 During a period when an employee receives pay for vacation leave, compensatory time off or holidays and also receives worker's compensation for time loss, he/she is entitled to both payments without any deduction for the industrial insurance payment.
- 24.4 When an employee receives worker's compensation payment for time loss and is on leave without pay, no deductions will be made for the industrial insurance payment.
- 24.5 An employee who sustains an industrial injury, accident or illness, arising from employment at Harborview shall, upon written request and proof of continuing disability, be granted leave of absence without pay for up to six months without loss of layoff seniority or change in annual increment date. Leave without pay exceeding six months without loss of layoff seniority or change in annual increment date may be granted at the option of the Employer.
- 24.6 Employees working for ALNW will be covered under the Worker's Compensation laws that apply to the state in which their assigned base is located. The Employer will comply with all such laws.

ARTICLE 25 – MANAGEMENT RIGHTS AND RESPONSIBILITIES

Except as specifically limited to this Agreement, the Employer has the right and the responsibility to control, change, and supervise all operations, and to direct and assign employees. Such right and responsibility shall include, but not be limited to, the selection and hiring of employees, discipline for cause, classification, reclassification, suspension, layoff, promotion, demotion, or transfer of employees, establishment of work schedules, and control and regulations of the use of all equipment and other property of the University. The Employer is responsible for establishing and maintaining an appropriate standard of care for patients in this hospital. The Employer shall take whatever action as may be necessary to carry out its responsibilities in any emergency situations.

Application of this Article shall not preclude use of the Grievance Procedure as established in this Agreement.

ARTICLE 26 – PERFORMANCE OF DUTY

- 26.1 The Employer and the Union acknowledge that this Agreement provides, through the Grievance Procedure contained therein, 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 this Agreement there shall be no work stoppage or any other form of concerted job action by employees in the bargaining units, nor will the Union authorize or condone such activity in form.

- 26.2 Should the employees engage in any unauthorized concerted action, a Joint Labor/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.
- 26.3 There will be no strike or lockout regarding any matters pertaining to the contents of this Agreement.
- 26.4 Any action of the Employer in closing the University during any unauthorized concerted action, riot, or civil disturbance for the protection of the institution, its property, or its employees shall not be deemed a lockout.
- 26.5 Employees covered by this Agreement who would engage in any prohibited activity as defined above shall be subject to disciplinary action by the Employer, including discharge.

ARTICLE 27 – GRIEVANCE PROCEDURE

- 27.1 **Definition.** A grievance within the meaning of this Agreement shall be defined as any alleged misapplication or misinterpretation of the terms of this Agreement, and/or the Employer's written personnel rules and policies.

A grievant, within the meaning of this Agreement, shall be defined as an employee(s) within a bargaining unit covered by this Agreement, who alleges a grievance, or the Union alleging a grievance, under the terms and conditions of this Agreement.

- 27.2 **Noninterference.** Employees shall be free from restraint, interference, coercion, discrimination or reprisal in seeking resolution of their grievance when processed in accordance with this procedure.
- 27.3 **Application of the Grievance Procedure.** This grievance procedure shall be available to all employees covered by this Agreement subject to the following:
- (a) Concerns regarding performance evaluations may be filed as a grievance and processed only through Step 2 of this procedure.
 - (b) Concerns regarding Health and Safety (Article 31.2 and 31.3) shall be resolved following the provisions of Sections 31.2 and 31.3.
 - (c) Concerns regarding corrective action may be filed as a grievance and processed per the grievability/arbitrability language in Article 21.4.
- 27.4 **Union Delegates.** The Employer recognizes the right of the Union to designate Union Delegates who shall be authorized to take up employee or group grievances through the grievance procedure.

A Union Delegate who is a bargaining unit employee and is processing a grievance in accordance with the grievance procedure shall be permitted a reasonable time to assist in the resolution of legitimate employee grievances on the Employer's property without

loss of pay. Such time off for processing grievances shall be granted by supervision following a request, but in consideration of any job responsibilities.

- 27.5 Time Limits. 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 Employer to comply with the time limitations due to negligence shall establish the right of the grievant to process the grievance to the next step or to submit the grievance to the next step. Failure of the grievant to comply with the time limitations due to negligence on his/her part shall constitute withdrawal of the grievance. A grievance may be withdrawn at any time, in writing to the Employer, by the grievant. Withdrawal of a grievance shall close the matter, and it shall not be resubmitted.
- 27.6 Pay Status. An aggrieved employee and the Union Delegate shall be in a pay status during those working hours in which a grievance, a grievance mediation, or an arbitration hearing is held. Release time for additional employee representation shall be subject to approval by the Labor Relations Officer or designee when a group grievance is filed.
- 27.7 Employee Representation. The Union is the official representative for any individual employee or group of employees filing a grievance who wish to be represented. Individual employees or groups of employees who choose not to be represented by the Union may present grievances to management through Step Two of the grievance procedure only. Such grievances may be adjusted by management so long as the adjustment is not inconsistent with the collective bargaining agreement and the Union has had an opportunity to review such adjustments.
- 27.8 Procedure. The following shall be the formal grievance process. The parties are encouraged to meet informally to resolve issues that may be potential grievances at the lowest possible level of supervision. Such informal meetings will not be considered a step of the grievance process and will not stop the grievance timelines. If requested by the employee, a Union representative may be present.

Step One - Administrative. It is the desire of both the Employer and the Union that grievances be adjusted informally whenever possible. If an employee or the Union wishes to file a grievance, such grievance must be filed within thirty (30) calendar days from the date the grievant is aware that a grievance exists. The grievance shall be in written form with a complete description of the alleged grievance, the date it occurred, the specific article(s) and section(s) of the contract, or Employer policy or rule alleged to have been violated and the remedy sought. A copy of the grievance will be sent to the Medical Center's Human Resources Office. The parties will schedule a grievance meeting within ten (10) calendar days of filing. If requested by the grievant, a representative or delegate may be present. The University will be represented by a manager with the authority to adjust the issues raised in the grievance and a representative from the Medical Center's Human Resources Office. The University will respond in writing within ten (10) calendar days of the meeting.

Step Two - Review. If a satisfactory settlement is not reached within the required time period above, the employee and/or representative may submit the written grievance to Step Two within fourteen (14) calendar days after the decision at Step One. A copy of the grievance will be sent to the Medical Center's Human Resources Office and the Office of Labor Relations. The second step review meeting shall occur within ten (10) calendar days. The grievance review meeting shall include the grievant, the grievant's

representative or delegate, the head of the unit or designee, and representatives from the Medical Center's Human Resources Office and the University's Labor Relations Office. The University will respond in writing within ten (10) calendar days of the meeting. If a satisfactory settlement is not reached, the employee or representative may submit the written grievance to Step 3 within fourteen (14) calendar days.

Step Three - Mediation/Arbitration. The written grievance may be submitted by the Union within fourteen (14) calendar days after the Step 2 decision to the PERC for mediation.

If mediation fails to resolve the grievance, the grievance may be submitted by the Union to arbitration. Such submittal must be within fourteen (14) calendar days from any of the following: the mediator's impasse report, a written declination by a party to mediate, or the Step Two response if neither the Union nor the Employer requested mediation. The submittal must be in writing and served on the other party.

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.

ARTICLE 28 – MANDATORY SUBJECT

Existing practices not contained in this contract which have a bearing upon the quality of working conditions shall not be modified or eliminated without providing the union notice and opportunity to bargain.

28.1 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 negotiations within sixty (60) calendar days, the Employer may implement the changes without further negotiations. There may be emergency 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 Employer policy that is a mandatory subject of bargaining; the Employer shall notify the Union and satisfy its collective bargaining obligations per Article 28.

The parties shall agree to the location and time for the 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.

28.2 Release Time

- A. The Employer shall approve paid release time for up to three (3) employee representatives who are scheduled to work during the time 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 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.

ARTICLE 29 – HEALTH INSURANCE AND PENSION

29.1 At the time of the new employee orientation the employee will be given information (including enrollment forms) as approved by the Public Employees Benefits Board, concerning medical, dental, vision, accident and long-term disability insurances, and information on the retirement plan. Questions concerning these benefits should be directed to the Benefits Office of the University of Washington.

- A. 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 2016 and calendar year 2017, respectively. The projected health care premium is the weighted average across all plans, across all tiers.
- B. The Employer will pay the entire premium costs for each bargaining unit employee for basic life, basic long-term disability, and dental insurance coverage.
- C. 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.

ARTICLE 30 – NEW EMPLOYEE ORIENTATION

The Employer shall provide new employee orientation to employees in the bargaining units. The purpose of the orientation program shall be to familiarize new employees with the hospital's philosophy, policies and procedures, together with nursing functions and responsibilities as defined in the appropriate class specification. Such orientation program shall include both classroom training and supervised clinical experience.

ARTICLE 31 – HEALTH AND SAFETY

31.1 **Benefits.** The Employer shall bear the cost of and provide bargaining unit employees with:

- (a) At the beginning of employment and annually thereafter TB testing including chest x-rays where medically indicated. For employees working in high risk areas, TB testing shall be available on a six month basis. Before screening, all employees shall be counseled regarding anergy testing. When medically indicated, or upon the employee's request, appropriate anergy testing will be provided.
- (b) Throat culture if requested by the employee and ordered by a physician.
- (c) Vaccinations and immunizations provided by the hospital.
- (d) Hepatitis B vaccine for all employees. At the employee's request the Employer shall provide an antibody test to ensure that the employee's antibody titer level is sufficient to protect against Hepatitis B infection. If medically indicated and upon request, the employee shall receive a booster.
- (e) At the employee's request, the Employer will test for Hepatitis C using a test considered most reliable by the Employer.
- (f) The Employer shall refer PPD converters for appropriate medical treatment at no cost to the employee.

31.2 **Policies.** It is the Employer's intent to make reasonable and proper provisions for the maintenance of appropriate standards of health and safety within the workplace. This shall include providing, and making available, safe medical devices, personal protective equipment, and applicable training, education and critical incident de-briefing. Training and education shall be made available during each shift and will be accessible to all employees. The Employer shall comply with applicable Federal and State health and safety legislation and regulations and has designated the University's Environmental Health and Safety Department to advise and monitor compliance with such standards. If a resolution of any dispute pertaining to this section is not reached through the assistance of EH&S, a complaint may be filed with the Washington State Department of Labor & Industries whose findings shall be binding upon both parties.

31.3 **Working Conditions.** All work shall be performed in conformity with applicable health and safety standards. Employees are encouraged to immediately report any unsafe working condition to their supervisor. No employee shall be disciplined for reporting any such

conditions nor be required to work or to operate equipment when he/she has reasonable grounds to believe such action would result in immediate danger to life or safety the final determination of which shall rest with the Environmental Health & Safety Department.

- 31.4 The Employer will provide TB conversion rate data and blood exposure incident summaries to the Health and Safety Committee.
- 31.5 Medical Devices. Employees wishing to suggest additional safety equipment or to raise issues with regard to current equipment (e.g. availability, training needs, effectiveness) are encouraged to raise such suggestions through management or with appropriate committees - Nursing QA & I, Health and Safety, Infection Control, or Product Evaluation.
- 31.6 Training/Education. The Employer shall provide an annual infection control/safety update on paid time for all employees in accordance with applicable statutes and regulations.

Workplace violence and personal safety training will be mandatory for all staff in the New Staff Orientation. Employees are also encouraged to take advantage of ongoing training opportunities available in this area.

Other training related to general and personal safety will be made available as appropriate to the clinical setting, general environment, and needs of the patient population and the staff. Reasonable requests for such training will be considered.

- 31.7 Exposure Control.
- (a) The Employer agrees to take every reasonable measure to prevent occupational transmission of TB and other communicable diseases. All employees shall have access to the written TB exposure control plan. Counseling on Hepatitis C shall be included in the exposure protocol.
 - (b) The Employer shall provide confidential twenty-four (24) hour information and referral for employees sustaining needlestick injuries or other blood and body fluid exposures. Efforts will be made to identify all staff exposed to communicable and infectious diseases. These staff members will be notified using all available contact information and instructed on follow-up within seventy-two (72) hours of being identified as exposed. Such notification will be documented and shared monthly with the Health and Safety Committee.
- 31.8 Security. HMC recognizes the importance of maintaining a safe and secure working environment. HMC encourages recommendations for improving safety and security to be brought to the Unit Manager, to the Health and Safety Committee and other appropriate designated committees. The written HMC security plan will be made available to the Union through its representative on the Health & Safety Committee.
- 31.9 Prevention of Workplace Violence. HMC's Environment of Care Committee has a subcommittee on Workplace Violence Prevention. SEIU 1199NW will appoint two (2) members to serve on this committee. All time spent by members on this Committee shall be paid per Article 17.7 (Committee Work).

As part of its work, the Workplace Violence Prevention Committee will address the safety/security of the layout of the Medical Center, staff concerns in planning and ongoing resources which include the evaluation of implemented programs and the training needs of employees and the evaluations from any workplace violence training to meet the needs of employees.

31.10 ALNW Safety Committee – see Appendix XII– ALNW Addendum.

ARTICLE 32 – SUBORDINATION OF AGREEMENT AND SAVING CLAUSE

It is understood that any provision of this Agreement shall not prevail if in conflict with applicable law.

Any provision of the Agreement which may be adjudged to be unlawful or invalid by a court of law shall thereafter become null and void, but all other provisions of this Agreement shall continue in full force and effect.

Upon request from either party, the Union and Employer negotiating committees 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.

ARTICLE 33 – COMPLETE AGREEMENT

The parties acknowledge this contract is complete in itself and sets forth all the terms and conditions of the agreement between the parties hereto. Therefore, during the life of this contract neither party shall be required to bargain on personnel or other matters under the discretion of the University and not covered by this Agreement.

ARTICLE 34 – DURATION OF AGREEMENT

This Agreement shall become effective January 26, 2016 and shall remain in full force and effect until June 30, 2017. Automatic renewal shall extend the terms of the Agreement for one year at a time, unless either party serves the other with written notice at least one hundred twenty (120) calendar days prior to the anniversary date of its intent to negotiate a new Agreement. Should such notice be served, bargaining shall commence within thirty (30) days following the date of the notice for the purpose of negotiating a new Agreement.

ARTICLE 35 – DRUG AND ALCOHOL FREE WORKPLACE

The University of Washington, UW Medicine, and/or Harborview Medical Center has the right to update, develop, and/or implement a policy on drug and alcohol free workplace. Prior to taking such action, the Employer will provide sixty (60) days' notice to affected employees and the union.

ARTICLE 36 – TEMPORARY EMPLOYEES

36.1 Per Diem/Hourly Employees. Per Diem/hourly employees are temporary University employees not covered under the provisions or the terms of this labor agreement.

Per Diem/hourly employees may be used for the purpose of providing coverage during periods when regular staff are on leaves such as vacation, sick, education, parental, retention, union and all other leaves covered by the contract. Per Diem/hourly employees may also be used to provide coverage for recruitment of vacancies, orientation periods and fluctuation in census.

The employer will provide quarterly reports to the Union on the use of Per Diem/hourly employees employed during the quarter, by unit, and number of hours worked in the quarter.

36.2 Represented Per Diem Registered Nurses. Only the following language in this article applies to the Represented Per Diem Registered Nurses at Harborview Medical Center and shall constitute the whole agreement between the union and the University regarding these employees.

A. Job Class: Registered Nurse Bargaining Unit: (8903) Registered Nurse 2 (Per Diem)

36.3 Definition. The term Represented Per Diem Registered Nurse shall mean an hourly paid Registered Nurse doing SEIU 1199NW bargaining unit work for at least three hundred fifty (350) hours in the previous twelve (12) month period and who does not hold dual appointments. Once the employee works at least three hundred fifty (350) hours the employee remains a Represented Per Diem Registered Nurse until the end of the first twelve-month period in which the employee does not work at least three hundred fifty (350) hours in a twelve (12) consecutive month period from the date of hire. An employee who has not worked sufficient hours to remain a Represented Per Diem Nurse is excluded from the bargaining unit until the employee again works at least three hundred fifty (350) hours in a twelve (12) month period from the original date of hire.

36.4 HOURS OF WORK AND OVERTIME

The Employer will not utilize Per Diem nurses in lieu of filling a funded vacant position.

- A. Employment Information. A written form will be used to specify initial conditions of hiring (including rate of pay, unit and shift). Upon request to their immediate supervisor, employees will be given written confirmation of a change in status or separation in accordance with University of Washington policy.
- B. Minimum Work Availability. The minimum work availability for per-diem/hourly Nurses is four (4) shifts per four (4) week period. If a Nurse withdraws availability, the shift does not count towards the minimum requirement. All hourly staff, once scheduled, are expected to honor the commitment, with the exception of illness or serious emergency. If a Nurse is unable to report to work as scheduled, the nurse shall notify the Staffing Office or their Supervisor at least two (2) hours in advance of the scheduled shift.
- C. Weekend Availability Minimum. If working less than twenty (20) hours per week the requirement is two (2) weekend shifts per each four (4) week schedule period. If working more than twenty (20) hours per week the requirement is four (4) weekend shifts

per each four (4) week schedule period. Weekend requirements are contingent upon unit staffing needs for weekend scheduling; weekday shifts may be substituted if that meets unit needs.

- D. Holiday Availability. In areas where staffing is required on holidays, per-diem staff are expected to commit to at least one (1) shift on the Thanksgiving Day, Christmas, or New Year holidays.
- E. Notification of cancelled shift. Failure to notify or attempt to notify staff of cancellation within the appropriate time limits will result in the employee being assigned to a unit for a minimum of two (2) hours.
- F. Hours Review. If the Union believes there is an employee classified as per-diem who been working regular full or part-time hours for a period of over twelve (12) months, may request to have their hours reviewed by the Employer.

36.5 COMPENSATION AND PREMIUM PAY.

All per diem hourly Nurses 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. The Employer will continue its current practices related to per diem compensation and premium pay. Per diem nurses who have worked at least 1872 hours at the regular rate of pay (equivalent to 90% FTE) in a per diem role since their last increment equivalent salary increase or since beginning their current per diem appointment (only per diem hours worked since January 1, 2013 would count toward this calculation), but no more frequently than once every twelve (12) months, may request a salary increase. If the review determines that 1872 hours were worked since the last increment equivalent salary increase, the salary increase will be granted effective the date of the request.

- A. Shift Premium. Employees assigned to work the second (3:00 pm – 11:00 pm) shift shall be paid a shift differential in accordance to Section G of this agreement over the hourly contract rates of pay. Employees assigned to work the third shift (11:00 pm – 7:00 am) shall be paid a shift differential in accordance to Section G of this agreement over the regular rate of pay. Employees shall be paid shift differential on second or third shift if the majority of hours are worked during the designated shift.
- B. Charge Nurse. A per diem Registered Nurse 2 who is assigned responsibility for an organized unit for a period of four (4) or more hours. Charge nurse responsibility shall not overlap on the same shift. "Organized unit" shall be defined by the Employer. Nurses shall be eligible to apply for training as charge nurse. If a nurse is not accepted into training, the nurse will receive an explanation.

Management will not generally assign charge duty to a per diem nurse. Nurses regularly assigned to a specific unit and who are qualified to act in charge will be placed in charge before a per diem nurse.

It is within the role of the Charge nurse to determine the need for additional staff based on a thorough assessment of patient needs, unit activity, and available resources and to make the appropriate recommendation to the staffing office/manager.

- C. Certification. Nurses certified in a specialty area by a national organization and working in that area of certification shall be paid a premium provided the particular certification has been approved by the Associate Administrator for Patient Care, or designee, and further provided that the nurse continues to meet all educational and other requirements to keep the certification current and in good standing. A certified nurse is eligible for only one certification premium regardless of other certifications the nurse may have. Certified nurses will notify their respective Director/Manager in writing at the time certification is received, providing a copy of the original certification document. Certification pay will be effective the first full pay period after the date documentation is received by the Director/Manager.
- D. Standby Premium. Off-duty standby assignments shall be determined in advance by supervision. Volunteers will be used for standby assignment when practicable. Standby premiums for employees placed on standby off the hospital premises are in Section G of this agreement.
- E. Preceptor. A per diem Registered Nurse 2 may serve as a preceptor after successfully completing a preceptor workshop or equivalent documented training and agreeing to and being appointed to be specifically responsible for planning, organizing, and evaluating the new skill development of one or more RNs as appropriate enrolled in a defined orientation program, the parameters of which have been set forth in writing by the Employer. This includes teaching, clinical supervision, role modeling, feedback, evaluation (verbal and written) and follow up of the new or transferring employee.

The per diem RN 2 preceptor is eligible to receive preceptor premium pay when actually engaged in preceptor role responsibilities with/on behalf of the orienting RN.

A per diem RN 2 substituting for the original preceptor during a period of absence and who has been designated to carry out the preceptor's complete responsibility (including following and/or adjusting the plan to meet learning needs and providing oral and written evaluation input) will receive preceptor pay.

A preceptor may be assigned to a student when it is determined by the Employer that the employee has completed the required preceptor training or has agreed to and been appointed a preceptor. The employee is specifically responsible for planning, organizing, and evaluating the new skill development of the student as appropriately enrolled in a defined program, the parameters of which have been set forth in writing by the Employer. This includes teaching, clinical supervision, role modeling, feedback, evaluation (verbal and written) and follow up of the student.

- F. Training. Per diem Registered Nurses are required to schedule and participate in annual skills validation and selected other education as pertinent to the classification and clinical area. Required class time will be compensated at the appropriate rate of pay. Per diem Registered Nurses may attend in house education offered by the employer without cost when it is also without cost for classified staff.

G. **PREMIUMS**

Evening shift differential	\$2.50
Night shift differential	\$4.00
Standby Pay	\$4.00

Weekend	\$4.00
Certification	\$1.00
Charge	\$2.25
Preceptor	\$1.50

36.6 ENDING EMPLOYMENT. Nurses planning to resign shall make a good faith effort to give at least thirty (30) calendar days' notice of intention to terminate. All resignations shall be final unless the Employer agrees to rescind the resignation.

- A. Nurses who are not available to work for two (2) consecutive four (4)-week schedule periods and those who have not informed their immediate supervisor of extended non-availability may have their per diem appointment terminated. Nurses who have not worked for six (6) consecutive months will automatically have their per diem appointment terminated and must reapply to be considered for per-diem/hourly status.
- B. Assignment of hours or continuation of employment is at the discretion of the Employer and is not grievable. Upon request by the employee, a meeting to explain such action shall be held with a representative of the Employer.

36.7 OTHER PROVISIONS. The Following Articles in this Agreement apply to Represented Per Diem Registered Nurses:

Article 1	Purpose
Article 2	Non-Discrimination
Article 3	Affirmative Action
Article 4	Recognition/Employer
Article 5	Union Representative, Dues Deduction, Activities
Article 18	Employee Facilities
Article 25	Management Rights and Responsibilities
Article 26	Performance of Duty
Article 27	Grievance Procedure (non-corrective action only)
Article 28	Mandatory Subjects
Article 29	Health Insurance and Pension (if qualified per PEBB)
Article 31	Health and Safety
Article 32	Subordination of Agreement and Saving Clause
Article 33	Complete Agreement
Article 34	Duration of Agreement

Article 13 Employment Practices

Only the following sections of Article 13 apply, as described below:

- 13.2 – Personnel File (except section A)
- 13.3 – Liability Insurance
- 13.4 – Performance Evaluations
- 13.5 – Uniform/Clothing Damage (except Airlift Northwest paragraph)
- 13.7 – Floating
- 13.8 – Float Pools – Nurses
- 13.11 – Staff Meetings (except Airlift Northwest paragraph)
- 13.12 – Delegation of Nursing Care
- 13.15 – Payroll Errors

Article 17 Committees

Only the following section of Article 17 applies, as described below:

- 17.1 – Joint Labor/Management Committees: Purpose and Membership

Article 21 Corrective Action

Only the following section of Article 21 applies, as described below:

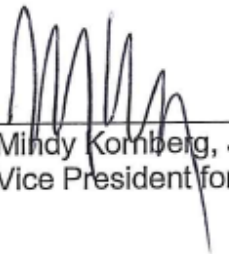
- Representation: Section 21.2 A and 21.2 B Only

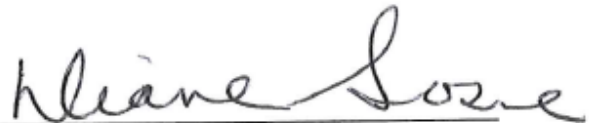
SIGNATORIES

Executed this date April 25, 2016 for and on behalf of:


BOARD OF REGENTS OF THE
UNIVERSITY OF WASHINGTON

SEIU HEALTHCARE 1199 NORTHWEST

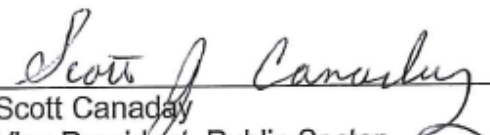
 3/31/16
Mindy Kornberg, JD
Vice President for Human Resources


Diane Sosne, RN
President


Pranika Laing
Assistant Director, Labor Relations


Jane Hopkins, RN
Chief Negotiator and lead Organizer


Banks Evans
Assistant Director, Labor Relations


Scott Canaday
Vice President, Public Sector


Assistant Attorney General
State of Washington

APPENDIX I – JOB CLASSIFICATIONS

JOB CODE	JOB CLASSIFICATION (EFF. 2/1/2016)	PAY TABLE	SALARY RANGE
8903	REGISTERED NURSE 2	BR	02
8904	REGISTERED NURSE 3	BR	03
8913	DIAGNOSTIC MEDICAL SONOGRAPHER	BE	91
8914	DIAGNOSTIC MEDICAL SONOGRAPHER LEAD	BF	02
8915	DIAGNOSTIC MEDICAL SONOGRAPHER SPEC	BE	94
8916	NUCLEAR MED TECHNOLOGIST LEAD	BF	14
8917	NUCLEAR MED TECHNOLOGIST 1	BE	94
8918	NUCLEAR MED TECHNOLOGIST 2	BF	01
8919	IMAGING TECHNOLOGIST TRAINEE	BE	45
8921	IMAGING TECHNOLOGIST	BE	71
8922	IMAGING TECHNOLOGIST-COMP TOMO	BE	80
8923	IMAGING TECHNOLOGIST-ANGIOGRAPHY	BE	89
8924	IMAGING TECHNOLOGIST-MAG RES IMAGING	BE	92
8925	IMAGING TECHNOLOGIST-LEAD	BE	99
8926	IMAGING TECHNOLOGIST-MAMMO	BE	80
8928	CARDIAC SONOGRAPHER 2	BE	91
8930	CARDIAC SONOGRAPHER LEAD	BE	99
8931	VASCULAR SONOGRAPHER	BE	91
8932	VASCULAR SONOGRAPHER LEAD	BE	99
8933	HEALTH CARE SPECIALIST	BQ	09
8934	HEALTH CARE SPECIALIST LEAD	BQ	19
8942	SOCIAL WORK ASSISTANT 2	BC	56
8944	SOCIAL WORKER	BC	79
8950	ELECTRONEURODIAGNOSTIC TECHNOLOGIST 1	BS	55
8951	ELECTRONEURODIAGNOSTIC TECHNOLOGIST 2	BS	65
8952	ELECTRONEURODIAGNOSTIC TECHNOLOGIST 3	BS	72
8956	RESPIRATORY CARE ASSOCIATE	BS	51
8957	RESPIRATORY CARE PRACTITIONER	BS	73
8958	RESPIRATORY CARE LEAD	BS	82

8959	ANESTHESIOLOGY TECHNICIAN LEAD	BS	56
8960	ANESTHESIOLOGY TECHNICIAN 2	BS	49

APPENDIX II – NONASSOCIATION FEE PROCESS

An employee who asserts a right of nonassociation, based on bona fide religious tenets or teachings of a church or religious body of which the employee is a member, will, as a condition of employment, pay a fee to either the Union's Fund (used to further the education of Union members and nonassociation status employees and their family members) or to a nonreligious charity or charities selected by the Union. The amount of the fee will be equal to the amount of regular dues. The employee will not be a member of the Union but is entitled to all the representation rights of a member of the Union.

- a. The employee will contact the Union, in writing, with his/her request for nonassociation. The request will contain the employee's name, address, the name and address of the church or religious body of which the employee is a member and the minister's/pastor's name. The Union will contact the church or religious body to verify that belonging to a Union is violation of a bona fide religious tenet or teaching of such church or religious body. Upon verification, the employee will be granted the right of nonassociation.
- b. Notwithstanding an employee's claim of exemption under this Section, the Employer will deduct the agency shop fee from the employee's salary pursuant to this Article.

APPENDIX III – SALARY SCHEDULES AND PREMIUMS

- A. Effective July 1, 2015, each classification represented by the Union will continue to be assigned to the same Pay Table and Salary Range as it was assigned on June 30, 2015. Effective July 1, 2015, each employee will continue to be assigned to the same Salary Range and Step that he or she was assigned on June 30, 2015 unless otherwise agreed.
- B. Effective the first available pay period after ratification but not prior to February 1, 2016, all Salary Ranges described in Section A above will be increased by three percent (3%). Titles residing in BC, BD, BE, BF, and BS pay tables receive the increase through a three (3) pay range increase. Titles residing in BQ, BW, and BR will have three percent (3%) applied to the values in the pay tables. This increase will be based upon the salary schedule in effect on June 30, 2015.
- C. Effective July 1, 2016, all Salary Ranges described in Section A above will be increased by three percent (3%). This increase will be based upon the salary schedule in effect on June 30, 2016.
- D. Employees who are paid above the maximum for their range on the effective date of the increase described in B and C above will not receive the specified increase to their current pay unless the new range encompasses their current rate of pay.

PREMIUMS

Registered Nurse Bargaining Unit/ALNW Bargaining Unit

Evening shift differential	\$2.50
Night shift differential	\$4.00
Standby Pay	\$4.00
Weekend	\$4.00
Preceptor	\$1.50
Certification	\$1.00
Float premium (Does not apply to ALNW unit)	\$3.75
Charge	\$2.25

Social Worker and Health Care Specialist Bargaining Units

Evening shift differential:	Social Worker Unit	\$1.50
	Health Care Specialist Unit	\$2.50
Night shift differential:	Social Worker Unit	\$2.25
	Health Care Specialist Unit	\$4.00
Standby pay:		\$3.00
Weekend:	Social Worker Unit	\$1.50
	Health Care Specialist Unit	\$4.00
Preceptor:	Social Worker 1	\$1.50
	Health Care Specialist Unit	\$1.50

Social Worker Weekend Coordinator:	\$2.00
License pay: Social Worker Unit	\$1.50

Professional/Technical Bargaining Unit

Evening shift differential:	\$1.50
Night shift differential:	\$2.25
Standby pay:	\$3.00
Weekend:	\$1.50
Certification:	\$1.00
Substitute lead:	\$2.00
Modality Pay 1	\$1.25
Modality Pay 2	\$1.50
Modality Pay 3	\$1.75

**Respiratory Care Practitioner / Anesthesiology Technician / END Technologist
Bargaining Unit**

Evening shift differential:	\$1.50
Night shift differential:	\$2.25
Standby pay:	\$3.00
Weekend:	\$1.50
Substitute lead	\$2.00
Certification Pay	\$1.00
Preceptor	\$1.50

APPENDIX IV – PAYSACLE TABLE BC
University of Washington - Contract Classified
1199NW & SEIU LIKE TITLES
Effective July 1, 2014

Range	< ---- Step ---- >																			
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
0	\$2,196	\$2,265	\$2,332	\$2,404	\$2,477	\$2,549	\$2,632	\$2,707	\$2,707	\$2,707	\$2,792	\$2,792	\$2,875	\$2,875	\$2,875	\$2,964	\$3,052	\$3,144	\$3,241	\$3,336
\$/yr	26,352	27,180	27,984	28,848	29,724	30,588	31,584	32,484	32,484	32,484	33,504	33,504	34,500	34,500	34,500	35,568	36,624	37,728	38,892	40,032
\$/hr	12.67	13.07	13.45	13.87	14.29	14.71	15.18	15.62	15.62	15.62	16.11	16.11	16.59	16.59	16.59	17.10	17.61	18.14	18.70	19.25
1	\$2,221	\$2,288	\$2,356	\$2,428	\$2,500	\$2,579	\$2,654	\$2,738	\$2,738	\$2,738	\$2,817	\$2,817	\$2,906	\$2,906	\$2,906	\$2,992	\$3,082	\$3,176	\$3,271	\$3,372
\$/yr	26,652	27,456	28,272	29,136	30,000	30,948	31,848	32,856	32,856	32,856	33,804	33,804	34,872	34,872	34,872	35,904	36,984	38,112	39,252	40,464
\$/hr	12.81	13.20	13.59	14.01	14.42	14.88	15.31	15.80	15.80	15.80	16.25	16.25	16.77	16.77	16.77	17.26	17.78	18.32	18.87	19.45
2	\$2,241	\$2,309	\$2,379	\$2,450	\$2,529	\$2,601	\$2,683	\$2,763	\$2,763	\$2,763	\$2,849	\$2,849	\$2,933	\$2,933	\$2,933	\$3,022	\$3,114	\$3,207	\$3,306	\$3,404
\$/yr	26,892	27,708	28,548	29,400	30,348	31,212	32,196	33,156	33,156	33,156	34,188	34,188	35,196	35,196	35,196	36,264	37,368	38,484	39,672	40,848
\$/hr	12.93	13.32	13.73	14.13	14.59	15.01	15.48	15.94	15.94	15.94	16.44	16.44	16.92	16.92	16.92	17.43	17.97	18.50	19.07	19.64
3	\$2,265	\$2,332	\$2,404	\$2,477	\$2,549	\$2,632	\$2,707	\$2,792	\$2,792	\$2,792	\$2,875	\$2,875	\$2,964	\$2,964	\$2,964	\$3,052	\$3,144	\$3,241	\$3,336	\$3,439
\$/yr	27,180	27,984	28,848	29,724	30,588	31,584	32,484	33,504	33,504	33,504	34,500	34,500	35,568	35,568	35,568	36,624	37,728	38,892	40,032	41,268
\$/hr	13.07	13.45	13.87	14.29	14.71	15.18	15.62	16.11	16.11	16.11	16.59	16.59	17.10	17.10	17.10	17.61	18.14	18.70	19.25	19.84
4	\$2,288	\$2,356	\$2,428	\$2,500	\$2,579	\$2,654	\$2,738	\$2,817	\$2,817	\$2,817	\$2,906	\$2,906	\$2,992	\$2,992	\$2,992	\$3,082	\$3,176	\$3,271	\$3,372	\$3,473
\$/yr	27,456	28,272	29,136	30,000	30,948	31,848	32,856	33,804	33,804	33,804	34,872	34,872	35,904	35,904	35,904	36,984	38,112	39,252	40,464	41,676
\$/hr	13.20	13.59	14.01	14.42	14.88	15.31	15.80	16.25	16.25	16.25	16.77	16.77	17.26	17.26	17.26	17.78	18.32	18.87	19.45	20.04
5	\$2,309	\$2,379	\$2,450	\$2,529	\$2,601	\$2,683	\$2,763	\$2,849	\$2,849	\$2,849	\$2,933	\$2,933	\$3,022	\$3,022	\$3,022	\$3,114	\$3,207	\$3,306	\$3,404	\$3,507
\$/yr	27,708	28,548	29,400	30,348	31,212	32,196	33,156	34,188	34,188	34,188	35,196	35,196	36,264	36,264	36,264	37,368	38,484	39,672	40,848	42,084
\$/hr	13.32	13.73	14.13	14.59	15.01	15.48	15.94	16.44	16.44	16.44	16.92	16.92	17.43	17.43	17.43	17.97	18.50	19.07	19.64	20.23
6	\$2,332	\$2,404	\$2,477	\$2,549	\$2,632	\$2,707	\$2,792	\$2,875	\$2,875	\$2,875	\$2,964	\$2,964	\$3,052	\$3,052	\$3,052	\$3,144	\$3,241	\$3,336	\$3,439	\$3,543
\$/yr	27,984	28,848	29,724	30,588	31,584	32,484	33,504	34,500	34,500	34,500	35,568	35,568	36,624	36,624	36,624	37,728	38,892	40,032	41,268	42,516
\$/hr	13.45	13.87	14.29	14.71	15.18	15.62	16.11	16.59	16.59	16.59	17.10	17.10	17.61	17.61	17.61	18.14	18.70	19.25	19.84	20.44
7	\$2,356	\$2,428	\$2,500	\$2,579	\$2,654	\$2,738	\$2,817	\$2,906	\$2,906	\$2,906	\$2,992	\$2,992	\$3,082	\$3,082	\$3,082	\$3,176	\$3,271	\$3,372	\$3,473	\$3,577
\$/yr	28,272	29,136	30,000	30,948	31,848	32,856	33,804	34,872	34,872	34,872	35,904	35,904	36,984	36,984	36,984	38,112	39,252	40,464	41,676	42,924
\$/hr	13.59	14.01	14.42	14.88	15.31	15.80	16.25	16.77	16.77	16.77	17.26	17.26	17.78	17.78	17.78	18.32	18.87	19.45	20.04	20.64
8	\$2,379	\$2,450	\$2,529	\$2,601	\$2,683	\$2,763	\$2,849	\$2,933	\$2,933	\$2,933	\$3,022	\$3,022	\$3,114	\$3,114	\$3,114	\$3,207	\$3,306	\$3,404	\$3,507	\$3,613
\$/yr	28,548	29,400	30,348	31,212	32,196	33,156	34,188	35,196	35,196	35,196	36,264	36,264	37,368	37,368	37,368	38,484	39,672	40,848	42,084	43,356

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\$/hr	13.73	14.13	14.59	15.01	15.48	15.94	16.44	16.92	16.92	16.92	17.43	17.43	17.97	17.97	17.97	18.50	19.07	19.64	20.23	20.84
9	\$2,404	\$2,477	\$2,549	\$2,632	\$2,707	\$2,792	\$2,875	\$2,964	\$2,964	\$2,964	\$3,052	\$3,052	\$3,144	\$3,144	\$3,144	\$3,241	\$3,336	\$3,439	\$3,543	\$3,650
\$/yr	28,848	29,724	30,588	31,584	32,484	33,504	34,500	35,568	35,568	35,568	36,624	36,624	37,728	37,728	37,728	38,892	40,032	41,268	42,516	43,800
\$/hr	13.87	14.29	14.71	15.18	15.62	16.11	16.59	17.10	17.10	17.10	17.61	17.61	18.14	18.14	18.14	18.70	19.25	19.84	20.44	21.06
10	\$2,428	\$2,500	\$2,579	\$2,654	\$2,738	\$2,817	\$2,906	\$2,992	\$2,992	\$2,992	\$3,082	\$3,082	\$3,176	\$3,176	\$3,176	\$3,271	\$3,372	\$3,473	\$3,577	\$3,685
\$/yr	29,136	30,000	30,948	31,848	32,856	33,804	34,872	35,904	35,904	35,904	36,984	36,984	38,112	38,112	38,112	39,252	40,464	41,676	42,924	44,220
\$/hr	14.01	14.42	14.88	15.31	15.80	16.25	16.77	17.26	17.26	17.26	17.78	17.78	18.32	18.32	18.32	18.87	19.45	20.04	20.64	21.26
11	\$2,450	\$2,529	\$2,601	\$2,683	\$2,763	\$2,849	\$2,933	\$3,022	\$3,022	\$3,022	\$3,114	\$3,114	\$3,207	\$3,207	\$3,207	\$3,306	\$3,404	\$3,507	\$3,613	\$3,723
\$/yr	29,400	30,348	31,212	32,196	33,156	34,188	35,196	36,264	36,264	36,264	37,368	37,368	38,484	38,484	38,484	39,672	40,848	42,084	43,356	44,676
\$/hr	14.13	14.59	15.01	15.48	15.94	16.44	16.92	17.43	17.43	17.43	17.97	17.97	18.50	18.50	18.50	19.07	19.64	20.23	20.84	21.48
12	\$2,477	\$2,549	\$2,632	\$2,707	\$2,792	\$2,875	\$2,964	\$3,052	\$3,052	\$3,052	\$3,144	\$3,144	\$3,241	\$3,241	\$3,241	\$3,336	\$3,439	\$3,543	\$3,650	\$3,759
\$/yr	29,724	30,588	31,584	32,484	33,504	34,500	35,568	36,624	36,624	36,624	37,728	37,728	38,892	38,892	38,892	40,032	41,268	42,516	43,800	45,108
\$/hr	14.29	14.71	15.18	15.62	16.11	16.59	17.10	17.61	17.61	17.61	18.14	18.14	18.70	18.70	18.70	19.25	19.84	20.44	21.06	21.69
13	\$2,500	\$2,579	\$2,654	\$2,738	\$2,817	\$2,906	\$2,992	\$3,082	\$3,082	\$3,082	\$3,176	\$3,176	\$3,271	\$3,271	\$3,271	\$3,372	\$3,473	\$3,577	\$3,685	\$3,797
\$/yr	30,000	30,948	31,848	32,856	33,804	34,872	35,904	36,984	36,984	36,984	38,112	38,112	39,252	39,252	39,252	40,464	41,676	42,924	44,220	45,564
\$/hr	14.42	14.88	15.31	15.80	16.25	16.77	17.26	17.78	17.78	17.78	18.32	18.32	18.87	18.87	18.87	19.45	20.04	20.64	21.26	21.91
14	\$2,529	\$2,601	\$2,683	\$2,763	\$2,849	\$2,933	\$3,022	\$3,114	\$3,114	\$3,114	\$3,207	\$3,207	\$3,306	\$3,306	\$3,306	\$3,404	\$3,507	\$3,613	\$3,723	\$3,835
\$/yr	30,348	31,212	32,196	33,156	34,188	35,196	36,264	37,368	37,368	37,368	38,484	38,484	39,672	39,672	39,672	40,848	42,084	43,356	44,676	46,020
\$/hr	14.59	15.01	15.48	15.94	16.44	16.92	17.43	17.97	17.97	17.97	18.50	18.50	19.07	19.07	19.07	19.64	20.23	20.84	21.48	22.13
15	\$2,549	\$2,632	\$2,707	\$2,792	\$2,875	\$2,964	\$3,052	\$3,144	\$3,144	\$3,144	\$3,241	\$3,241	\$3,336	\$3,336	\$3,336	\$3,439	\$3,543	\$3,650	\$3,759	\$3,873
\$/yr	30,588	31,584	32,484	33,504	34,500	35,568	36,624	37,728	37,728	37,728	38,892	38,892	40,032	40,032	40,032	41,268	42,516	43,800	45,108	46,476
\$/hr	14.71	15.18	15.62	16.11	16.59	17.10	17.61	18.14	18.14	18.14	18.70	18.70	19.25	19.25	19.25	19.84	20.44	21.06	21.69	22.34
16	\$2,579	\$2,654	\$2,738	\$2,817	\$2,906	\$2,992	\$3,082	\$3,176	\$3,176	\$3,176	\$3,271	\$3,271	\$3,372	\$3,372	\$3,372	\$3,473	\$3,577	\$3,685	\$3,797	\$3,914
\$/yr	30,948	31,848	32,856	33,804	34,872	35,904	36,984	38,112	38,112	38,112	39,252	39,252	40,464	40,464	40,464	41,676	42,924	44,220	45,564	46,968
\$/hr	14.88	15.31	15.80	16.25	16.77	17.26	17.78	18.32	18.32	18.32	18.87	18.87	19.45	19.45	19.45	20.04	20.64	21.26	21.91	22.58
17	\$2,601	\$2,683	\$2,763	\$2,849	\$2,933	\$3,022	\$3,114	\$3,207	\$3,207	\$3,207	\$3,306	\$3,306	\$3,404	\$3,404	\$3,404	\$3,507	\$3,613	\$3,723	\$3,835	\$3,951
\$/yr	31,212	32,196	33,156	34,188	35,196	36,264	37,368	38,484	38,484	38,484	39,672	39,672	40,848	40,848	40,848	42,084	43,356	44,676	46,020	47,412
\$/hr	15.01	15.48	15.94	16.44	16.92	17.43	17.97	18.50	18.50	18.50	19.07	19.07	19.64	19.64	19.64	20.23	20.84	21.48	22.13	22.79
18	\$2,632	\$2,707	\$2,792	\$2,875	\$2,964	\$3,052	\$3,144	\$3,241	\$3,241	\$3,241	\$3,336	\$3,336	\$3,439	\$3,439	\$3,439	\$3,543	\$3,650	\$3,759	\$3,873	\$3,990
\$/yr	31,584	32,484	33,504	34,500	35,568	36,624	37,728	38,892	38,892	38,892	40,032	40,032	41,268	41,268	41,268	42,516	43,800	45,108	46,476	47,880
\$/hr	15.18	15.62	16.11	16.59	17.10	17.61	18.14	18.70	18.70	18.70	19.25	19.25	19.84	19.84	19.84	20.44	21.06	21.69	22.34	23.02
19	\$2,654	\$2,738	\$2,817	\$2,906	\$2,992	\$3,082	\$3,176	\$3,271	\$3,271	\$3,271	\$3,372	\$3,372	\$3,473	\$3,473	\$3,473	\$3,577	\$3,685	\$3,797	\$3,914	\$4,033
\$/yr	31,848	32,856	33,804	34,872	35,904	36,984	38,112	39,252	39,252	39,252	40,464	40,464	41,676	41,676	41,676	42,924	44,220	45,564	46,968	48,396

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\$/hr	15.31	15.80	16.25	16.77	17.26	17.78	18.32	18.87	18.87	18.87	19.45	19.45	20.04	20.04	20.04	20.64	21.26	21.91	22.58	23.27
20	\$2,683	\$2,763	\$2,849	\$2,933	\$3,022	\$3,114	\$3,207	\$3,306	\$3,306	\$3,306	\$3,404	\$3,404	\$3,507	\$3,507	\$3,507	\$3,613	\$3,723	\$3,835	\$3,951	\$4,071
\$/yr	32,196	33,156	34,188	35,196	36,264	37,368	38,484	39,672	39,672	39,672	40,848	40,848	42,084	42,084	42,084	43,356	44,676	46,020	47,412	48,852
\$/hr	15.48	15.94	16.44	16.92	17.43	17.97	18.50	19.07	19.07	19.07	19.64	19.64	20.23	20.23	20.23	20.84	21.48	22.13	22.79	23.49
21	\$2,707	\$2,792	\$2,875	\$2,964	\$3,052	\$3,144	\$3,241	\$3,336	\$3,336	\$3,336	\$3,439	\$3,439	\$3,543	\$3,543	\$3,543	\$3,650	\$3,759	\$3,873	\$3,990	\$4,115
\$/yr	32,484	33,504	34,500	35,568	36,624	37,728	38,892	40,032	40,032	40,032	41,268	41,268	42,516	42,516	42,516	43,800	45,108	46,476	47,880	49,380
\$/hr	15.62	16.11	16.59	17.10	17.61	18.14	18.70	19.25	19.25	19.25	19.84	19.84	20.44	20.44	20.44	21.06	21.69	22.34	23.02	23.74
22	\$2,738	\$2,817	\$2,906	\$2,992	\$3,082	\$3,176	\$3,271	\$3,372	\$3,372	\$3,372	\$3,473	\$3,473	\$3,577	\$3,577	\$3,577	\$3,685	\$3,797	\$3,914	\$4,033	\$4,154
\$/yr	32,856	33,804	34,872	35,904	36,984	38,112	39,252	40,464	40,464	40,464	41,676	41,676	42,924	42,924	42,924	44,220	45,564	46,968	48,396	49,848
\$/hr	15.80	16.25	16.77	17.26	17.78	18.32	18.87	19.45	19.45	19.45	20.04	20.04	20.64	20.64	20.64	21.26	21.91	22.58	23.27	23.97
23	\$2,763	\$2,849	\$2,933	\$3,022	\$3,114	\$3,207	\$3,306	\$3,404	\$3,404	\$3,404	\$3,507	\$3,507	\$3,613	\$3,613	\$3,613	\$3,723	\$3,835	\$3,951	\$4,071	\$4,197
\$/yr	33,156	34,188	35,196	36,264	37,368	38,484	39,672	40,848	40,848	40,848	42,084	42,084	43,356	43,356	43,356	44,676	46,020	47,412	48,852	50,364
\$/hr	15.94	16.44	16.92	17.43	17.97	18.50	19.07	19.64	19.64	19.64	20.23	20.23	20.84	20.84	20.84	21.48	22.13	22.79	23.49	24.21
24	\$2,792	\$2,875	\$2,964	\$3,052	\$3,144	\$3,241	\$3,336	\$3,439	\$3,439	\$3,439	\$3,543	\$3,543	\$3,650	\$3,650	\$3,650	\$3,759	\$3,873	\$3,990	\$4,115	\$4,238
\$/yr	33,504	34,500	35,568	36,624	37,728	38,892	40,032	41,268	41,268	41,268	42,516	42,516	43,800	43,800	43,800	45,108	46,476	47,880	49,380	50,856
\$/hr	16.11	16.59	17.10	17.61	18.14	18.70	19.25	19.84	19.84	19.84	20.44	20.44	21.06	21.06	21.06	21.69	22.34	23.02	23.74	24.45
25	\$2,817	\$2,906	\$2,992	\$3,082	\$3,176	\$3,271	\$3,372	\$3,473	\$3,473	\$3,473	\$3,577	\$3,577	\$3,685	\$3,685	\$3,685	\$3,797	\$3,914	\$4,033	\$4,154	\$4,282
\$/yr	33,804	34,872	35,904	36,984	38,112	39,252	40,464	41,676	41,676	41,676	42,924	42,924	44,220	44,220	44,220	45,564	46,968	48,396	49,848	51,384
\$/hr	16.25	16.77	17.26	17.78	18.32	18.87	19.45	20.04	20.04	20.04	20.64	20.64	21.26	21.26	21.26	21.91	22.58	23.27	23.97	24.70
26	\$2,849	\$2,933	\$3,022	\$3,114	\$3,207	\$3,306	\$3,404	\$3,507	\$3,507	\$3,507	\$3,613	\$3,613	\$3,723	\$3,723	\$3,723	\$3,835	\$3,951	\$4,071	\$4,197	\$4,323
\$/yr	34,188	35,196	36,264	37,368	38,484	39,672	40,848	42,084	42,084	42,084	43,356	43,356	44,676	44,676	44,676	46,020	47,412	48,852	50,364	51,876
\$/hr	16.44	16.92	17.43	17.97	18.50	19.07	19.64	20.23	20.23	20.23	20.84	20.84	21.48	21.48	21.48	22.13	22.79	23.49	24.21	24.94
27	\$2,875	\$2,964	\$3,052	\$3,144	\$3,241	\$3,336	\$3,439	\$3,543	\$3,543	\$3,543	\$3,650	\$3,650	\$3,759	\$3,759	\$3,759	\$3,873	\$3,990	\$4,115	\$4,238	\$4,368
\$/yr	34,500	35,568	36,624	37,728	38,892	40,032	41,268	42,516	42,516	42,516	43,800	43,800	45,108	45,108	45,108	46,476	47,880	49,380	50,856	52,416
\$/hr	16.59	17.10	17.61	18.14	18.70	19.25	19.84	20.44	20.44	20.44	21.06	21.06	21.69	21.69	21.69	22.34	23.02	23.74	24.45	25.20
28	\$2,906	\$2,992	\$3,082	\$3,176	\$3,271	\$3,372	\$3,473	\$3,577	\$3,577	\$3,577	\$3,685	\$3,685	\$3,797	\$3,797	\$3,797	\$3,914	\$4,033	\$4,154	\$4,282	\$4,412
\$/yr	34,872	35,904	36,984	38,112	39,252	40,464	41,676	42,924	42,924	42,924	44,220	44,220	45,564	45,564	45,564	46,968	48,396	49,848	51,384	52,944
\$/hr	16.77	17.26	17.78	18.32	18.87	19.45	20.04	20.64	20.64	20.64	21.26	21.26	21.91	21.91	21.91	22.58	23.27	23.97	24.70	25.45
29	\$2,933	\$3,022	\$3,114	\$3,207	\$3,306	\$3,404	\$3,507	\$3,613	\$3,613	\$3,613	\$3,723	\$3,723	\$3,835	\$3,835	\$3,835	\$3,951	\$4,071	\$4,197	\$4,323	\$4,455
\$/yr	35,196	36,264	37,368	38,484	39,672	40,848	42,084	43,356	43,356	43,356	44,676	44,676	46,020	46,020	46,020	47,412	48,852	50,364	51,876	53,460
\$/hr	16.92	17.43	17.97	18.50	19.07	19.64	20.23	20.84	20.84	20.84	21.48	21.48	22.13	22.13	22.13	22.79	23.49	24.21	24.94	25.70
30	\$2,964	\$3,052	\$3,144	\$3,241	\$3,336	\$3,439	\$3,543	\$3,650	\$3,650	\$3,650	\$3,759	\$3,759	\$3,873	\$3,873	\$3,873	\$3,990	\$4,115	\$4,238	\$4,368	\$4,501
\$/yr	35,568	36,624	37,728	38,892	40,032	41,268	42,516	43,800	43,800	43,800	45,108	45,108	46,476	46,476	46,476	47,880	49,380	50,856	52,416	54,012

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\$/hr	17.10	17.61	18.14	18.70	19.25	19.84	20.44	21.06	21.06	21.06	21.69	21.69	22.34	22.34	22.34	23.02	23.74	24.45	25.20	25.97
31	\$2,992	\$3,082	\$3,176	\$3,271	\$3,372	\$3,473	\$3,577	\$3,685	\$3,685	\$3,685	\$3,797	\$3,797	\$3,914	\$3,914	\$3,914	\$4,033	\$4,154	\$4,282	\$4,412	\$4,544
\$/yr	35,904	36,984	38,112	39,252	40,464	41,676	42,924	44,220	44,220	44,220	45,564	45,564	46,968	46,968	46,968	48,396	49,848	51,384	52,944	54,528
\$/hr	17.26	17.78	18.32	18.87	19.45	20.04	20.64	21.26	21.26	21.26	21.91	21.91	22.58	22.58	22.58	23.27	23.97	24.70	25.45	26.22
32	\$3,022	\$3,114	\$3,207	\$3,306	\$3,404	\$3,507	\$3,613	\$3,723	\$3,723	\$3,723	\$3,835	\$3,835	\$3,951	\$3,951	\$3,951	\$4,071	\$4,197	\$4,323	\$4,455	\$4,592
\$/yr	36,264	37,368	38,484	39,672	40,848	42,084	43,356	44,676	44,676	44,676	46,020	46,020	47,412	47,412	47,412	48,852	50,364	51,876	53,460	55,104
\$/hr	17.43	17.97	18.50	19.07	19.64	20.23	20.84	21.48	21.48	21.48	22.13	22.13	22.79	22.79	22.79	23.49	24.21	24.94	25.70	26.49
33	\$3,052	\$3,144	\$3,241	\$3,336	\$3,439	\$3,543	\$3,650	\$3,759	\$3,759	\$3,759	\$3,873	\$3,873	\$3,990	\$3,990	\$3,990	\$4,115	\$4,238	\$4,368	\$4,501	\$4,636
\$/yr	36,624	37,728	38,892	40,032	41,268	42,516	43,800	45,108	45,108	45,108	46,476	46,476	47,880	47,880	47,880	49,380	50,856	52,416	54,012	55,632
\$/hr	17.61	18.14	18.70	19.25	19.84	20.44	21.06	21.69	21.69	21.69	22.34	22.34	23.02	23.02	23.02	23.74	24.45	25.20	25.97	26.75
34	\$3,082	\$3,176	\$3,271	\$3,372	\$3,473	\$3,577	\$3,685	\$3,797	\$3,797	\$3,797	\$3,914	\$3,914	\$4,033	\$4,033	\$4,033	\$4,154	\$4,282	\$4,412	\$4,544	\$4,683
\$/yr	36,984	38,112	39,252	40,464	41,676	42,924	44,220	45,564	45,564	45,564	46,968	46,968	48,396	48,396	48,396	49,848	51,384	52,944	54,528	56,196
\$/hr	17.78	18.32	18.87	19.45	20.04	20.64	21.26	21.91	21.91	21.91	22.58	22.58	23.27	23.27	23.27	23.97	24.70	25.45	26.22	27.02
35	\$3,114	\$3,207	\$3,306	\$3,404	\$3,507	\$3,613	\$3,723	\$3,835	\$3,835	\$3,835	\$3,951	\$3,951	\$4,071	\$4,071	\$4,071	\$4,197	\$4,323	\$4,455	\$4,592	\$4,729
\$/yr	37,368	38,484	39,672	40,848	42,084	43,356	44,676	46,020	46,020	46,020	47,412	47,412	48,852	48,852	48,852	50,364	51,876	53,460	55,104	56,748
\$/hr	17.97	18.50	19.07	19.64	20.23	20.84	21.48	22.13	22.13	22.13	22.79	22.79	23.49	23.49	23.49	24.21	24.94	25.70	26.49	27.28
36	\$3,144	\$3,241	\$3,336	\$3,439	\$3,543	\$3,650	\$3,759	\$3,873	\$3,873	\$3,873	\$3,990	\$3,990	\$4,115	\$4,115	\$4,115	\$4,238	\$4,368	\$4,501	\$4,636	\$4,777
\$/yr	37,728	38,892	40,032	41,268	42,516	43,800	45,108	46,476	46,476	46,476	47,880	47,880	49,380	49,380	49,380	50,856	52,416	54,012	55,632	57,324
\$/hr	18.14	18.70	19.25	19.84	20.44	21.06	21.69	22.34	22.34	22.34	23.02	23.02	23.74	23.74	23.74	24.45	25.20	25.97	26.75	27.56
37	\$3,176	\$3,271	\$3,372	\$3,473	\$3,577	\$3,685	\$3,797	\$3,914	\$3,914	\$3,914	\$4,033	\$4,033	\$4,154	\$4,154	\$4,154	\$4,282	\$4,412	\$4,544	\$4,683	\$4,826
\$/yr	38,112	39,252	40,464	41,676	42,924	44,220	45,564	46,968	46,968	46,968	48,396	48,396	49,848	49,848	49,848	51,384	52,944	54,528	56,196	57,912
\$/hr	18.32	18.87	19.45	20.04	20.64	21.26	21.91	22.58	22.58	22.58	23.27	23.27	23.97	23.97	23.97	24.70	25.45	26.22	27.02	27.84
38	\$3,207	\$3,306	\$3,404	\$3,507	\$3,613	\$3,723	\$3,835	\$3,951	\$3,951	\$3,951	\$4,071	\$4,071	\$4,197	\$4,197	\$4,197	\$4,323	\$4,455	\$4,592	\$4,729	\$4,874
\$/yr	38,484	39,672	40,848	42,084	43,356	44,676	46,020	47,412	47,412	47,412	48,852	48,852	50,364	50,364	50,364	51,876	53,460	55,104	56,748	58,488
\$/hr	18.50	19.07	19.64	20.23	20.84	21.48	22.13	22.79	22.79	22.79	23.49	23.49	24.21	24.21	24.21	24.94	25.70	26.49	27.28	28.12
39	\$3,241	\$3,336	\$3,439	\$3,543	\$3,650	\$3,759	\$3,873	\$3,990	\$3,990	\$3,990	\$4,115	\$4,115	\$4,238	\$4,238	\$4,238	\$4,368	\$4,501	\$4,636	\$4,777	\$4,922
\$/yr	38,892	40,032	41,268	42,516	43,800	45,108	46,476	47,880	47,880	47,880	49,380	49,380	50,856	50,856	50,856	52,416	54,012	55,632	57,324	59,064
\$/hr	18.70	19.25	19.84	20.44	21.06	21.69	22.34	23.02	23.02	23.02	23.74	23.74	24.45	24.45	24.45	25.20	25.97	26.75	27.56	28.40
40	\$3,271	\$3,372	\$3,473	\$3,577	\$3,685	\$3,797	\$3,914	\$4,033	\$4,033	\$4,033	\$4,154	\$4,154	\$4,282	\$4,282	\$4,282	\$4,412	\$4,544	\$4,683	\$4,826	\$4,971
\$/yr	39,252	40,464	41,676	42,924	44,220	45,564	46,968	48,396	48,396	48,396	49,848	49,848	51,384	51,384	51,384	52,944	54,528	56,196	57,912	59,652
\$/hr	18.87	19.45	20.04	20.64	21.26	21.91	22.58	23.27	23.27	23.27	23.97	23.97	24.70	24.70	24.70	25.45	26.22	27.02	27.84	28.68
41	\$3,306	\$3,404	\$3,507	\$3,613	\$3,723	\$3,835	\$3,951	\$4,071	\$4,071	\$4,071	\$4,197	\$4,197	\$4,323	\$4,323	\$4,323	\$4,455	\$4,592	\$4,729	\$4,874	\$5,020
\$/yr	39,672	40,848	42,084	43,356	44,676	46,020	47,412	48,852	48,852	48,852	50,364	50,364	51,876	51,876	51,876	53,460	55,104	56,748	58,488	60,240

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\$/hr	19.07	19.64	20.23	20.84	21.48	22.13	22.79	23.49	23.49	23.49	24.21	24.21	24.94	24.94	24.94	25.70	26.49	27.28	28.12	28.96
42	\$3,336	\$3,439	\$3,543	\$3,650	\$3,759	\$3,873	\$3,990	\$4,115	\$4,115	\$4,115	\$4,238	\$4,238	\$4,368	\$4,368	\$4,368	\$4,501	\$4,636	\$4,777	\$4,922	\$5,072
\$/yr	40,032	41,268	42,516	43,800	45,108	46,476	47,880	49,380	49,380	49,380	50,856	50,856	52,416	52,416	52,416	54,012	55,632	57,324	59,064	60,864
\$/hr	19.25	19.84	20.44	21.06	21.69	22.34	23.02	23.74	23.74	23.74	24.45	24.45	25.20	25.20	25.20	25.97	26.75	27.56	28.40	29.26
43	\$3,372	\$3,473	\$3,577	\$3,685	\$3,797	\$3,914	\$4,033	\$4,154	\$4,154	\$4,154	\$4,282	\$4,282	\$4,412	\$4,412	\$4,412	\$4,544	\$4,683	\$4,826	\$4,971	\$5,122
\$/yr	40,464	41,676	42,924	44,220	45,564	46,968	48,396	49,848	49,848	49,848	51,384	51,384	52,944	52,944	52,944	54,528	56,196	57,912	59,652	61,464
\$/hr	19.45	20.04	20.64	21.26	21.91	22.58	23.27	23.97	23.97	23.97	24.70	24.70	25.45	25.45	25.45	26.22	27.02	27.84	28.68	29.55
44	\$3,404	\$3,507	\$3,613	\$3,723	\$3,835	\$3,951	\$4,071	\$4,197	\$4,197	\$4,197	\$4,323	\$4,323	\$4,455	\$4,455	\$4,455	\$4,592	\$4,729	\$4,874	\$5,020	\$5,174
\$/yr	40,848	42,084	43,356	44,676	46,020	47,412	48,852	50,364	50,364	50,364	51,876	51,876	53,460	53,460	53,460	55,104	56,748	58,488	60,240	62,088
\$/hr	19.64	20.23	20.84	21.48	22.13	22.79	23.49	24.21	24.21	24.21	24.94	24.94	25.70	25.70	25.70	26.49	27.28	28.12	28.96	29.85
45	\$3,439	\$3,543	\$3,650	\$3,759	\$3,873	\$3,990	\$4,115	\$4,238	\$4,238	\$4,238	\$4,368	\$4,368	\$4,501	\$4,501	\$4,501	\$4,636	\$4,777	\$4,922	\$5,072	\$5,224
\$/yr	41,268	42,516	43,800	45,108	46,476	47,880	49,380	50,856	50,856	50,856	52,416	52,416	54,012	54,012	54,012	55,632	57,324	59,064	60,864	62,688
\$/hr	19.84	20.44	21.06	21.69	22.34	23.02	23.74	24.45	24.45	24.45	25.20	25.20	25.97	25.97	25.97	26.75	27.56	28.40	29.26	30.14
46	\$3,473	\$3,577	\$3,685	\$3,797	\$3,914	\$4,033	\$4,154	\$4,282	\$4,282	\$4,282	\$4,412	\$4,412	\$4,544	\$4,544	\$4,544	\$4,683	\$4,826	\$4,971	\$5,122	\$5,276
\$/yr	41,676	42,924	44,220	45,564	46,968	48,396	49,848	51,384	51,384	51,384	52,944	52,944	54,528	54,528	54,528	56,196	57,912	59,652	61,464	63,312
\$/hr	20.04	20.64	21.26	21.91	22.58	23.27	23.97	24.70	24.70	24.70	25.45	25.45	26.22	26.22	26.22	27.02	27.84	28.68	29.55	30.44
47	\$3,507	\$3,613	\$3,723	\$3,835	\$3,951	\$4,071	\$4,197	\$4,323	\$4,323	\$4,323	\$4,455	\$4,455	\$4,592	\$4,592	\$4,592	\$4,729	\$4,874	\$5,020	\$5,174	\$5,331
\$/yr	42,084	43,356	44,676	46,020	47,412	48,852	50,364	51,876	51,876	51,876	53,460	53,460	55,104	55,104	55,104	56,748	58,488	60,240	62,088	63,972
\$/hr	20.23	20.84	21.48	22.13	22.79	23.49	24.21	24.94	24.94	24.94	25.70	25.70	26.49	26.49	26.49	27.28	28.12	28.96	29.85	30.76
48	\$3,543	\$3,650	\$3,759	\$3,873	\$3,990	\$4,115	\$4,238	\$4,368	\$4,368	\$4,368	\$4,501	\$4,501	\$4,636	\$4,636	\$4,636	\$4,777	\$4,922	\$5,072	\$5,224	\$5,383
\$/yr	42,516	43,800	45,108	46,476	47,880	49,380	50,856	52,416	52,416	52,416	54,012	54,012	55,632	55,632	55,632	57,324	59,064	60,864	62,688	64,596
\$/hr	20.44	21.06	21.69	22.34	23.02	23.74	24.45	25.20	25.20	25.20	25.97	25.97	26.75	26.75	26.75	27.56	28.40	29.26	30.14	31.06
49	\$3,577	\$3,685	\$3,797	\$3,914	\$4,033	\$4,154	\$4,282	\$4,412	\$4,412	\$4,412	\$4,544	\$4,544	\$4,683	\$4,683	\$4,683	\$4,826	\$4,971	\$5,122	\$5,276	\$5,441
\$/yr	42,924	44,220	45,564	46,968	48,396	49,848	51,384	52,944	52,944	52,944	54,528	54,528	56,196	56,196	56,196	57,912	59,652	61,464	63,312	65,292
\$/hr	20.64	21.26	21.91	22.58	23.27	23.97	24.70	25.45	25.45	25.45	26.22	26.22	27.02	27.02	27.02	27.84	28.68	29.55	30.44	31.39
50	\$3,613	\$3,723	\$3,835	\$3,951	\$4,071	\$4,197	\$4,323	\$4,455	\$4,455	\$4,455	\$4,592	\$4,592	\$4,729	\$4,729	\$4,729	\$4,874	\$5,020	\$5,174	\$5,331	\$5,491
\$/yr	43,356	44,676	46,020	47,412	48,852	50,364	51,876	53,460	53,460	53,460	55,104	55,104	56,748	56,748	56,748	58,488	60,240	62,088	63,972	65,892
\$/hr	20.84	21.48	22.13	22.79	23.49	24.21	24.94	25.70	25.70	25.70	26.49	26.49	27.28	27.28	27.28	28.12	28.96	29.85	30.76	31.68
51	\$3,650	\$3,759	\$3,873	\$3,990	\$4,115	\$4,238	\$4,368	\$4,501	\$4,501	\$4,501	\$4,636	\$4,636	\$4,777	\$4,777	\$4,777	\$4,922	\$5,072	\$5,224	\$5,383	\$5,550
\$/yr	43,800	45,108	46,476	47,880	49,380	50,856	52,416	54,012	54,012	54,012	55,632	55,632	57,324	57,324	57,324	59,064	60,864	62,688	64,596	66,600
\$/hr	21.06	21.69	22.34	23.02	23.74	24.45	25.20	25.97	25.97	25.97	26.75	26.75	27.56	27.56	27.56	28.40	29.26	30.14	31.06	32.02
52	\$3,685	\$3,797	\$3,914	\$4,033	\$4,154	\$4,282	\$4,412	\$4,544	\$4,544	\$4,544	\$4,683	\$4,683	\$4,826	\$4,826	\$4,826	\$4,971	\$5,122	\$5,276	\$5,441	\$5,605
\$/yr	44,220	45,564	46,968	48,396	49,848	51,384	52,944	54,528	54,528	54,528	56,196	56,196	57,912	57,912	57,912	59,652	61,464	63,312	65,292	67,260

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\$/hr	21.26	21.91	22.58	23.27	23.97	24.70	25.45	26.22	26.22	26.22	27.02	27.02	27.84	27.84	27.84	28.68	29.55	30.44	31.39	32.34
53	\$3,723	\$3,835	\$3,951	\$4,071	\$4,197	\$4,323	\$4,455	\$4,592	\$4,592	\$4,592	\$4,729	\$4,729	\$4,874	\$4,874	\$4,874	\$5,020	\$5,174	\$5,331	\$5,491	\$5,661
\$/yr	44,676	46,020	47,412	48,852	50,364	51,876	53,460	55,104	55,104	55,104	56,748	56,748	58,488	58,488	58,488	60,240	62,088	63,972	65,892	67,932
\$/hr	21.48	22.13	22.79	23.49	24.21	24.94	25.70	26.49	26.49	26.49	27.28	27.28	28.12	28.12	28.12	28.96	29.85	30.76	31.68	32.66
54	\$3,759	\$3,873	\$3,990	\$4,115	\$4,238	\$4,368	\$4,501	\$4,636	\$4,636	\$4,636	\$4,777	\$4,777	\$4,922	\$4,922	\$4,922	\$5,072	\$5,224	\$5,383	\$5,550	\$5,717
\$/yr	45,108	46,476	47,880	49,380	50,856	52,416	54,012	55,632	55,632	55,632	57,324	57,324	59,064	59,064	59,064	60,864	62,688	64,596	66,600	68,604
\$/hr	21.69	22.34	23.02	23.74	24.45	25.20	25.97	26.75	26.75	26.75	27.56	27.56	28.40	28.40	28.40	29.26	30.14	31.06	32.02	32.98
55	\$3,797	\$3,914	\$4,033	\$4,154	\$4,282	\$4,412	\$4,544	\$4,683	\$4,683	\$4,683	\$4,826	\$4,826	\$4,971	\$4,971	\$4,971	\$5,122	\$5,276	\$5,441	\$5,605	\$5,775
\$/yr	45,564	46,968	48,396	49,848	51,384	52,944	54,528	56,196	56,196	56,196	57,912	57,912	59,652	59,652	59,652	61,464	63,312	65,292	67,260	69,300
\$/hr	21.91	22.58	23.27	23.97	24.70	25.45	26.22	27.02	27.02	27.02	27.84	27.84	28.68	28.68	28.68	29.55	30.44	31.39	32.34	33.32
56	\$3,835	\$3,951	\$4,071	\$4,197	\$4,323	\$4,455	\$4,592	\$4,729	\$4,729	\$4,729	\$4,874	\$4,874	\$5,020	\$5,020	\$5,020	\$5,174	\$5,331	\$5,491	\$5,661	\$5,831
\$/yr	46,020	47,412	48,852	50,364	51,876	53,460	55,104	56,748	56,748	56,748	58,488	58,488	60,240	60,240	60,240	62,088	63,972	65,892	67,932	69,972
\$/hr	22.13	22.79	23.49	24.21	24.94	25.70	26.49	27.28	27.28	27.28	28.12	28.12	28.96	28.96	28.96	29.85	30.76	31.68	32.66	33.64
57	\$3,873	\$3,990	\$4,115	\$4,238	\$4,368	\$4,501	\$4,636	\$4,777	\$4,777	\$4,777	\$4,922	\$4,922	\$5,072	\$5,072	\$5,072	\$5,224	\$5,383	\$5,550	\$5,717	\$5,891
\$/yr	46,476	47,880	49,380	50,856	52,416	54,012	55,632	57,324	57,324	57,324	59,064	59,064	60,864	60,864	60,864	62,688	64,596	66,600	68,604	70,692
\$/hr	22.34	23.02	23.74	24.45	25.20	25.97	26.75	27.56	27.56	27.56	28.40	28.40	29.26	29.26	29.26	30.14	31.06	32.02	32.98	33.99
58	\$3,914	\$4,033	\$4,154	\$4,282	\$4,412	\$4,544	\$4,683	\$4,826	\$4,826	\$4,826	\$4,971	\$4,971	\$5,122	\$5,122	\$5,122	\$5,276	\$5,441	\$5,605	\$5,775	\$5,949
\$/yr	46,968	48,396	49,848	51,384	52,944	54,528	56,196	57,912	57,912	57,912	59,652	59,652	61,464	61,464	61,464	63,312	65,292	67,260	69,300	71,388
\$/hr	22.58	23.27	23.97	24.70	25.45	26.22	27.02	27.84	27.84	27.84	28.68	28.68	29.55	29.55	29.55	30.44	31.39	32.34	33.32	34.32
59	\$3,951	\$4,071	\$4,197	\$4,323	\$4,455	\$4,592	\$4,729	\$4,874	\$4,874	\$4,874	\$5,020	\$5,020	\$5,174	\$5,174	\$5,174	\$5,331	\$5,491	\$5,661	\$5,831	\$6,010
\$/yr	47,412	48,852	50,364	51,876	53,460	55,104	56,748	58,488	58,488	58,488	60,240	60,240	62,088	62,088	62,088	63,972	65,892	67,932	69,972	72,120
\$/hr	22.79	23.49	24.21	24.94	25.70	26.49	27.28	28.12	28.12	28.12	28.96	28.96	29.85	29.85	29.85	30.76	31.68	32.66	33.64	34.67
60	\$3,990	\$4,115	\$4,238	\$4,368	\$4,501	\$4,636	\$4,777	\$4,922	\$4,922	\$4,922	\$5,072	\$5,072	\$5,224	\$5,224	\$5,224	\$5,383	\$5,550	\$5,717	\$5,891	\$6,068
\$/yr	47,880	49,380	50,856	52,416	54,012	55,632	57,324	59,064	59,064	59,064	60,864	60,864	62,688	62,688	62,688	64,596	66,600	68,604	70,692	72,816
\$/hr	23.02	23.74	24.45	25.20	25.97	26.75	27.56	28.40	28.40	28.40	29.26	29.26	30.14	30.14	30.14	31.06	32.02	32.98	33.99	35.01
61	\$4,033	\$4,154	\$4,282	\$4,412	\$4,544	\$4,683	\$4,826	\$4,971	\$4,971	\$4,971	\$5,122	\$5,122	\$5,276	\$5,276	\$5,276	\$5,441	\$5,605	\$5,775	\$5,949	\$6,129
\$/yr	48,396	49,848	51,384	52,944	54,528	56,196	57,912	59,652	59,652	59,652	61,464	61,464	63,312	63,312	63,312	65,292	67,260	69,300	71,388	73,548
\$/hr	23.27	23.97	24.70	25.45	26.22	27.02	27.84	28.68	28.68	28.68	29.55	29.55	30.44	30.44	30.44	31.39	32.34	33.32	34.32	35.36
62	\$4,071	\$4,197	\$4,323	\$4,455	\$4,592	\$4,729	\$4,874	\$5,020	\$5,020	\$5,020	\$5,174	\$5,174	\$5,331	\$5,331	\$5,331	\$5,491	\$5,661	\$5,831	\$6,010	\$6,189
\$/yr	48,852	50,364	51,876	53,460	55,104	56,748	58,488	60,240	60,240	60,240	62,088	62,088	63,972	63,972	63,972	65,892	67,932	69,972	72,120	74,268
\$/hr	23.49	24.21	24.94	25.70	26.49	27.28	28.12	28.96	28.96	28.96	29.85	29.85	30.76	30.76	30.76	31.68	32.66	33.64	34.67	35.71
63	\$4,115	\$4,238	\$4,368	\$4,501	\$4,636	\$4,777	\$4,922	\$5,072	\$5,072	\$5,072	\$5,224	\$5,224	\$5,383	\$5,383	\$5,383	\$5,550	\$5,717	\$5,891	\$6,068	\$6,252
\$/yr	49,380	50,856	52,416	54,012	55,632	57,324	59,064	60,864	60,864	60,864	62,688	62,688	64,596	64,596	64,596	66,600	68,604	70,692	72,816	75,024

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\$/hr	23.74	24.45	25.20	25.97	26.75	27.56	28.40	29.26	29.26	29.26	30.14	30.14	31.06	31.06	31.06	32.02	32.98	33.99	35.01	36.07
64	\$4,154	\$4,282	\$4,412	\$4,544	\$4,683	\$4,826	\$4,971	\$5,122	\$5,122	\$5,122	\$5,276	\$5,276	\$5,441	\$5,441	\$5,441	\$5,605	\$5,775	\$5,949	\$6,129	\$6,313
\$/yr	49,848	51,384	52,944	54,528	56,196	57,912	59,652	61,464	61,464	61,464	63,312	63,312	65,292	65,292	65,292	67,260	69,300	71,388	73,548	75,756
\$/hr	23.97	24.70	25.45	26.22	27.02	27.84	28.68	29.55	29.55	29.55	30.44	30.44	31.39	31.39	31.39	32.34	33.32	34.32	35.36	36.42
65	\$4,197	\$4,323	\$4,455	\$4,592	\$4,729	\$4,874	\$5,020	\$5,174	\$5,174	\$5,174	\$5,331	\$5,331	\$5,491	\$5,491	\$5,491	\$5,661	\$5,831	\$6,010	\$6,189	\$6,375
\$/yr	50,364	51,876	53,460	55,104	56,748	58,488	60,240	62,088	62,088	62,088	63,972	63,972	65,892	65,892	65,892	67,932	69,972	72,120	74,268	76,500
\$/hr	24.21	24.94	25.70	26.49	27.28	28.12	28.96	29.85	29.85	29.85	30.76	30.76	31.68	31.68	31.68	32.66	33.64	34.67	35.71	36.78
66	\$4,238	\$4,368	\$4,501	\$4,636	\$4,777	\$4,922	\$5,072	\$5,224	\$5,224	\$5,224	\$5,383	\$5,383	\$5,550	\$5,550	\$5,550	\$5,717	\$5,891	\$6,068	\$6,252	\$6,439
\$/yr	50,856	52,416	54,012	55,632	57,324	59,064	60,864	62,688	62,688	62,688	64,596	64,596	66,600	66,600	66,600	68,604	70,692	72,816	75,024	77,268
\$/hr	24.45	25.20	25.97	26.75	27.56	28.40	29.26	30.14	30.14	30.14	31.06	31.06	32.02	32.02	32.02	32.98	33.99	35.01	36.07	37.15
67	\$4,282	\$4,412	\$4,544	\$4,683	\$4,826	\$4,971	\$5,122	\$5,276	\$5,276	\$5,276	\$5,441	\$5,441	\$5,605	\$5,605	\$5,605	\$5,775	\$5,949	\$6,129	\$6,313	\$6,503
\$/yr	51,384	52,944	54,528	56,196	57,912	59,652	61,464	63,312	63,312	63,312	65,292	65,292	67,260	67,260	67,260	69,300	71,388	73,548	75,756	78,036
\$/hr	24.70	25.45	26.22	27.02	27.84	28.68	29.55	30.44	30.44	30.44	31.39	31.39	32.34	32.34	32.34	33.32	34.32	35.36	36.42	37.52
68	\$4,323	\$4,455	\$4,592	\$4,729	\$4,874	\$5,020	\$5,174	\$5,331	\$5,331	\$5,331	\$5,491	\$5,491	\$5,661	\$5,661	\$5,661	\$5,831	\$6,010	\$6,189	\$6,375	\$6,568
\$/yr	51,876	53,460	55,104	56,748	58,488	60,240	62,088	63,972	63,972	63,972	65,892	65,892	67,932	67,932	67,932	69,972	72,120	74,268	76,500	78,816
\$/hr	24.94	25.70	26.49	27.28	28.12	28.96	29.85	30.76	30.76	30.76	31.68	31.68	32.66	32.66	32.66	33.64	34.67	35.71	36.78	37.89
69	\$4,368	\$4,501	\$4,636	\$4,777	\$4,922	\$5,072	\$5,224	\$5,383	\$5,383	\$5,383	\$5,550	\$5,550	\$5,717	\$5,717	\$5,717	\$5,891	\$6,068	\$6,252	\$6,439	\$6,633
\$/yr	52,416	54,012	55,632	57,324	59,064	60,864	62,688	64,596	64,596	64,596	66,600	66,600	68,604	68,604	68,604	70,692	72,816	75,024	77,268	79,596
\$/hr	25.20	25.97	26.75	27.56	28.40	29.26	30.14	31.06	31.06	31.06	32.02	32.02	32.98	32.98	32.98	33.99	35.01	36.07	37.15	38.27
70	\$4,412	\$4,544	\$4,683	\$4,826	\$4,971	\$5,122	\$5,276	\$5,441	\$5,441	\$5,441	\$5,605	\$5,605	\$5,775	\$5,775	\$5,775	\$5,949	\$6,129	\$6,313	\$6,503	\$6,699
\$/yr	52,944	54,528	56,196	57,912	59,652	61,464	63,312	65,292	65,292	65,292	67,260	67,260	69,300	69,300	69,300	71,388	73,548	75,756	78,036	80,388
\$/hr	25.45	26.22	27.02	27.84	28.68	29.55	30.44	31.39	31.39	31.39	32.34	32.34	33.32	33.32	33.32	34.32	35.36	36.42	37.52	38.65
71	\$4,455	\$4,592	\$4,729	\$4,874	\$5,020	\$5,174	\$5,331	\$5,491	\$5,491	\$5,491	\$5,661	\$5,661	\$5,831	\$5,831	\$5,831	\$6,010	\$6,189	\$6,375	\$6,568	\$6,767
\$/yr	53,460	55,104	56,748	58,488	60,240	62,088	63,972	65,892	65,892	65,892	67,932	67,932	69,972	69,972	69,972	72,120	74,268	76,500	78,816	81,204
\$/hr	25.70	26.49	27.28	28.12	28.96	29.85	30.76	31.68	31.68	31.68	32.66	32.66	33.64	33.64	33.64	34.67	35.71	36.78	37.89	39.04
72	\$4,501	\$4,636	\$4,777	\$4,922	\$5,072	\$5,224	\$5,383	\$5,550	\$5,550	\$5,550	\$5,717	\$5,717	\$5,891	\$5,891	\$5,891	\$6,068	\$6,252	\$6,439	\$6,633	\$6,834
\$/yr	54,012	55,632	57,324	59,064	60,864	62,688	64,596	66,600	66,600	66,600	68,604	68,604	70,692	70,692	70,692	72,816	75,024	77,268	79,596	82,008
\$/hr	25.97	26.75	27.56	28.40	29.26	30.14	31.06	32.02	32.02	32.02	32.98	32.98	33.99	33.99	33.99	35.01	36.07	37.15	38.27	39.43
73	\$4,544	\$4,683	\$4,826	\$4,971	\$5,122	\$5,276	\$5,441	\$5,605	\$5,605	\$5,605	\$5,775	\$5,775	\$5,949	\$5,949	\$5,949	\$6,129	\$6,313	\$6,503	\$6,699	\$6,904
\$/yr	54,528	56,196	57,912	59,652	61,464	63,312	65,292	67,260	67,260	67,260	69,300	69,300	71,388	71,388	71,388	73,548	75,756	78,036	80,388	82,848
\$/hr	26.22	27.02	27.84	28.68	29.55	30.44	31.39	32.34	32.34	32.34	33.32	33.32	34.32	34.32	34.32	35.36	36.42	37.52	38.65	39.83
74	\$4,592	\$4,729	\$4,874	\$5,020	\$5,174	\$5,331	\$5,491	\$5,661	\$5,661	\$5,661	\$5,831	\$5,831	\$6,010	\$6,010	\$6,010	\$6,189	\$6,375	\$6,568	\$6,767	\$6,972
\$/yr	55,104	56,748	58,488	60,240	62,088	63,972	65,892	67,932	67,932	67,932	69,972	69,972	72,120	72,120	72,120	74,268	76,500	78,816	81,204	83,664

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\$/hr	26.49	27.28	28.12	28.96	29.85	30.76	31.68	32.66	32.66	32.66	33.64	33.64	34.67	34.67	34.67	35.71	36.78	37.89	39.04	40.22
75	\$4,636	\$4,777	\$4,922	\$5,072	\$5,224	\$5,383	\$5,550	\$5,717	\$5,717	\$5,717	\$5,891	\$5,891	\$6,068	\$6,068	\$6,068	\$6,252	\$6,439	\$6,633	\$6,834	\$7,043
\$/yr	55,632	57,324	59,064	60,864	62,688	64,596	66,600	68,604	68,604	68,604	70,692	70,692	72,816	72,816	72,816	75,024	77,268	79,596	82,008	84,516
\$/hr	26.75	27.56	28.40	29.26	30.14	31.06	32.02	32.98	32.98	32.98	33.99	33.99	35.01	35.01	35.01	36.07	37.15	38.27	39.43	40.63
76	\$4,683	\$4,826	\$4,971	\$5,122	\$5,276	\$5,441	\$5,605	\$5,775	\$5,775	\$5,775	\$5,949	\$5,949	\$6,129	\$6,129	\$6,129	\$6,313	\$6,503	\$6,699	\$6,904	\$7,111
\$/yr	56,196	57,912	59,652	61,464	63,312	65,292	67,260	69,300	69,300	69,300	71,388	71,388	73,548	73,548	73,548	75,756	78,036	80,388	82,848	85,332
\$/hr	27.02	27.84	28.68	29.55	30.44	31.39	32.34	33.32	33.32	33.32	34.32	34.32	35.36	35.36	35.36	36.42	37.52	38.65	39.83	41.03
77	\$4,729	\$4,874	\$5,020	\$5,174	\$5,331	\$5,491	\$5,661	\$5,831	\$5,831	\$5,831	\$6,010	\$6,010	\$6,189	\$6,189	\$6,189	\$6,375	\$6,568	\$6,767	\$6,972	\$7,183
\$/yr	56,748	58,488	60,240	62,088	63,972	65,892	67,932	69,972	69,972	69,972	72,120	72,120	74,268	74,268	74,268	76,500	78,816	81,204	83,664	86,196
\$/hr	27.28	28.12	28.96	29.85	30.76	31.68	32.66	33.64	33.64	33.64	34.67	34.67	35.71	35.71	35.71	36.78	37.89	39.04	40.22	41.44
78	\$4,777	\$4,922	\$5,072	\$5,224	\$5,383	\$5,550	\$5,717	\$5,891	\$5,891	\$5,891	\$6,068	\$6,068	\$6,252	\$6,252	\$6,252	\$6,439	\$6,633	\$6,834	\$7,043	\$7,254
\$/yr	57,324	59,064	60,864	62,688	64,596	66,600	68,604	70,692	70,692	70,692	72,816	72,816	75,024	75,024	75,024	77,268	79,596	82,008	84,516	87,048
\$/hr	27.56	28.40	29.26	30.14	31.06	32.02	32.98	33.99	33.99	33.99	35.01	35.01	36.07	36.07	36.07	37.15	38.27	39.43	40.63	41.85
79	\$4,826	\$4,971	\$5,122	\$5,276	\$5,441	\$5,605	\$5,775	\$5,949	\$5,949	\$5,949	\$6,129	\$6,129	\$6,313	\$6,313	\$6,313	\$6,503	\$6,699	\$6,904	\$7,111	\$7,328
\$/yr	57,912	59,652	61,464	63,312	65,292	67,260	69,300	71,388	71,388	71,388	73,548	73,548	75,756	75,756	75,756	78,036	80,388	82,848	85,332	87,936
\$/hr	27.84	28.68	29.55	30.44	31.39	32.34	33.32	34.32	34.32	34.32	35.36	35.36	36.42	36.42	36.42	37.52	38.65	39.83	41.03	42.28
80	\$4,874	\$5,020	\$5,174	\$5,331	\$5,491	\$5,661	\$5,831	\$6,010	\$6,010	\$6,010	\$6,189	\$6,189	\$6,375	\$6,375	\$6,375	\$6,568	\$6,767	\$6,972	\$7,183	\$7,402
\$/yr	58,488	60,240	62,088	63,972	65,892	67,932	69,972	72,120	72,120	72,120	74,268	74,268	76,500	76,500	76,500	78,816	81,204	83,664	86,196	88,824
\$/hr	28.12	28.96	29.85	30.76	31.68	32.66	33.64	34.67	34.67	34.67	35.71	35.71	36.78	36.78	36.78	37.89	39.04	40.22	41.44	42.70
81	\$4,922	\$5,072	\$5,224	\$5,383	\$5,550	\$5,717	\$5,891	\$6,068	\$6,068	\$6,068	\$6,252	\$6,252	\$6,439	\$6,439	\$6,439	\$6,633	\$6,834	\$7,043	\$7,254	\$7,475
\$/yr	59,064	60,864	62,688	64,596	66,600	68,604	70,692	72,816	72,816	72,816	75,024	75,024	77,268	77,268	77,268	79,596	82,008	84,516	87,048	89,700
\$/hr	28.40	29.26	30.14	31.06	32.02	32.98	33.99	35.01	35.01	35.01	36.07	36.07	37.15	37.15	37.15	38.27	39.43	40.63	41.85	43.13
82	\$4,971	\$5,122	\$5,276	\$5,441	\$5,605	\$5,775	\$5,949	\$6,129	\$6,129	\$6,129	\$6,313	\$6,313	\$6,503	\$6,503	\$6,503	\$6,699	\$6,904	\$7,111	\$7,328	\$7,550
\$/yr	59,652	61,464	63,312	65,292	67,260	69,300	71,388	73,548	73,548	73,548	75,756	75,756	78,036	78,036	78,036	80,388	82,848	85,332	87,936	90,600
\$/hr	28.68	29.55	30.44	31.39	32.34	33.32	34.32	35.36	35.36	35.36	36.42	36.42	37.52	37.52	37.52	38.65	39.83	41.03	42.28	43.56
83	\$5,020	\$5,174	\$5,331	\$5,491	\$5,661	\$5,831	\$6,010	\$6,189	\$6,189	\$6,189	\$6,375	\$6,375	\$6,568	\$6,568	\$6,568	\$6,767	\$6,972	\$7,183	\$7,402	\$7,626
\$/yr	60,240	62,088	63,972	65,892	67,932	69,972	72,120	74,268	74,268	74,268	76,500	76,500	78,816	78,816	78,816	81,204	83,664	86,196	88,824	91,512
\$/hr	28.96	29.85	30.76	31.68	32.66	33.64	34.67	35.71	35.71	35.71	36.78	36.78	37.89	37.89	37.89	39.04	40.22	41.44	42.70	44.00
84	\$5,072	\$5,224	\$5,383	\$5,550	\$5,717	\$5,891	\$6,068	\$6,252	\$6,252	\$6,252	\$6,439	\$6,439	\$6,633	\$6,633	\$6,633	\$6,834	\$7,043	\$7,254	\$7,475	\$7,702
\$/yr	60,864	62,688	64,596	66,600	68,604	70,692	72,816	75,024	75,024	75,024	77,268	77,268	79,596	79,596	79,596	82,008	84,516	87,048	89,700	92,424
\$/hr	29.26	30.14	31.06	32.02	32.98	33.99	35.01	36.07	36.07	36.07	37.15	37.15	38.27	38.27	38.27	39.43	40.63	41.85	43.13	44.43
85	\$5,122	\$5,276	\$5,441	\$5,605	\$5,775	\$5,949	\$6,129	\$6,313	\$6,313	\$6,313	\$6,503	\$6,503	\$6,699	\$6,699	\$6,699	\$6,904	\$7,111	\$7,328	\$7,550	\$7,780
\$/yr	61,464	63,312	65,292	67,260	69,300	71,388	73,548	75,756	75,756	75,756	78,036	78,036	80,388	80,388	80,388	82,848	85,332	87,936	90,600	93,360

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\$/hr	29.55	30.44	31.39	32.34	33.32	34.32	35.36	36.42	36.42	36.42	37.52	37.52	38.65	38.65	38.65	39.83	41.03	42.28	43.56	44.88
86	\$5,174	\$5,331	\$5,491	\$5,661	\$5,831	\$6,010	\$6,189	\$6,375	\$6,375	\$6,375	\$6,568	\$6,568	\$6,767	\$6,767	\$6,767	\$6,972	\$7,183	\$7,402	\$7,626	\$7,857
\$/yr	62,088	63,972	65,892	67,932	69,972	72,120	74,268	76,500	76,500	76,500	78,816	78,816	81,204	81,204	81,204	83,664	86,196	88,824	91,512	94,284
\$/hr	29.85	30.76	31.68	32.66	33.64	34.67	35.71	36.78	36.78	36.78	37.89	37.89	39.04	39.04	39.04	40.22	41.44	42.70	44.00	45.33
87	\$5,224	\$5,383	\$5,550	\$5,717	\$5,891	\$6,068	\$6,252	\$6,439	\$6,439	\$6,439	\$6,633	\$6,633	\$6,834	\$6,834	\$6,834	\$7,043	\$7,254	\$7,475	\$7,702	\$7,938
\$/yr	62,688	64,596	66,600	68,604	70,692	72,816	75,024	77,268	77,268	77,268	79,596	79,596	82,008	82,008	82,008	84,516	87,048	89,700	92,424	95,256
\$/hr	30.14	31.06	32.02	32.98	33.99	35.01	36.07	37.15	37.15	37.15	38.27	38.27	39.43	39.43	39.43	40.63	41.85	43.13	44.43	45.80
88	\$5,276	\$5,441	\$5,605	\$5,775	\$5,949	\$6,129	\$6,313	\$6,503	\$6,503	\$6,503	\$6,699	\$6,699	\$6,904	\$6,904	\$6,904	\$7,111	\$7,328	\$7,550	\$7,780	\$8,014
\$/yr	63,312	65,292	67,260	69,300	71,388	73,548	75,756	78,036	78,036	78,036	80,388	80,388	82,848	82,848	82,848	85,332	87,936	90,600	93,360	96,168
\$/hr	30.44	31.39	32.34	33.32	34.32	35.36	36.42	37.52	37.52	37.52	38.65	38.65	39.83	39.83	39.83	41.03	42.28	43.56	44.88	46.23
89	\$5,331	\$5,491	\$5,661	\$5,831	\$6,010	\$6,189	\$6,375	\$6,568	\$6,568	\$6,568	\$6,767	\$6,767	\$6,972	\$6,972	\$6,972	\$7,183	\$7,402	\$7,626	\$7,857	\$8,097
\$/yr	63,972	65,892	67,932	69,972	72,120	74,268	76,500	78,816	78,816	78,816	81,204	81,204	83,664	83,664	83,664	86,196	88,824	91,512	94,284	97,164
\$/hr	30.76	31.68	32.66	33.64	34.67	35.71	36.78	37.89	37.89	37.89	39.04	39.04	40.22	40.22	40.22	41.44	42.70	44.00	45.33	46.71
90	\$5,383	\$5,550	\$5,717	\$5,891	\$6,068	\$6,252	\$6,439	\$6,633	\$6,633	\$6,633	\$6,834	\$6,834	\$7,043	\$7,043	\$7,043	\$7,254	\$7,475	\$7,702	\$7,938	\$8,174
\$/yr	64,596	66,600	68,604	70,692	72,816	75,024	77,268	79,596	79,596	79,596	82,008	82,008	84,516	84,516	84,516	87,048	89,700	92,424	95,256	98,088
\$/hr	31.06	32.02	32.98	33.99	35.01	36.07	37.15	38.27	38.27	38.27	39.43	39.43	40.63	40.63	40.63	41.85	43.13	44.43	45.80	47.16
91	\$5,441	\$5,605	\$5,775	\$5,949	\$6,129	\$6,313	\$6,503	\$6,699	\$6,699	\$6,699	\$6,904	\$6,904	\$7,111	\$7,111	\$7,111	\$7,328	\$7,550	\$7,780	\$8,014	\$8,260
\$/yr	65,292	67,260	69,300	71,388	73,548	75,756	78,036	80,388	80,388	80,388	82,848	82,848	85,332	85,332	85,332	87,936	90,600	93,360	96,168	99,120
\$/hr	31.39	32.34	33.32	34.32	35.36	36.42	37.52	38.65	38.65	38.65	39.83	39.83	41.03	41.03	41.03	42.28	43.56	44.88	46.23	47.65
92	\$5,491	\$5,661	\$5,831	\$6,010	\$6,189	\$6,375	\$6,568	\$6,767	\$6,767	\$6,767	\$6,972	\$6,972	\$7,183	\$7,183	\$7,183	\$7,402	\$7,626	\$7,857	\$8,097	\$8,340
\$/yr	65,892	67,932	69,972	72,120	74,268	76,500	78,816	81,204	81,204	81,204	83,664	83,664	86,196	86,196	86,196	88,824	91,512	94,284	97,164	100,080
\$/hr	31.68	32.66	33.64	34.67	35.71	36.78	37.89	39.04	39.04	39.04	40.22	40.22	41.44	41.44	41.44	42.70	44.00	45.33	46.71	48.12
93	\$5,550	\$5,717	\$5,891	\$6,068	\$6,252	\$6,439	\$6,633	\$6,834	\$6,834	\$6,834	\$7,043	\$7,043	\$7,254	\$7,254	\$7,254	\$7,475	\$7,702	\$7,938	\$8,174	\$8,426
\$/yr	66,600	68,604	70,692	72,816	75,024	77,268	79,596	82,008	82,008	82,008	84,516	84,516	87,048	87,048	87,048	89,700	92,424	95,256	98,088	101,112
\$/hr	32.02	32.98	33.99	35.01	36.07	37.15	38.27	39.43	39.43	39.43	40.63	40.63	41.85	41.85	41.85	43.13	44.43	45.80	47.16	48.61
94	\$5,605	\$5,775	\$5,949	\$6,129	\$6,313	\$6,503	\$6,699	\$6,904	\$6,904	\$6,904	\$7,111	\$7,111	\$7,328	\$7,328	\$7,328	\$7,550	\$7,780	\$8,014	\$8,260	\$8,508
\$/yr	67,260	69,300	71,388	73,548	75,756	78,036	80,388	82,848	82,848	82,848	85,332	85,332	87,936	87,936	87,936	90,600	93,360	96,168	99,120	102,096
\$/hr	32.34	33.32	34.32	35.36	36.42	37.52	38.65	39.83	39.83	39.83	41.03	41.03	42.28	42.28	42.28	43.56	44.88	46.23	47.65	49.08
95	\$5,661	\$5,831	\$6,010	\$6,189	\$6,375	\$6,568	\$6,767	\$6,972	\$6,972	\$6,972	\$7,183	\$7,183	\$7,402	\$7,402	\$7,402	\$7,626	\$7,857	\$8,097	\$8,340	\$8,595
\$/yr	67,932	69,972	72,120	74,268	76,500	78,816	81,204	83,664	83,664	83,664	86,196	86,196	88,824	88,824	88,824	91,512	94,284	97,164	100,080	103,140
\$/hr	32.66	33.64	34.67	35.71	36.78	37.89	39.04	40.22	40.22	40.22	41.44	41.44	42.70	42.70	42.70	44.00	45.33	46.71	48.12	49.59
96	\$5,717	\$5,891	\$6,068	\$6,252	\$6,439	\$6,633	\$6,834	\$7,043	\$7,043	\$7,043	\$7,254	\$7,254	\$7,475	\$7,475	\$7,475	\$7,702	\$7,938	\$8,174	\$8,426	\$8,679
\$/yr	68,604	70,692	72,816	75,024	77,268	79,596	82,008	84,516	84,516	84,516	87,048	87,048	89,700	89,700	89,700	92,424	95,256	98,088	101,112	104,148

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\$/hr	32.98	33.99	35.01	36.07	37.15	38.27	39.43	40.63	40.63	40.63	41.85	41.85	43.13	43.13	43.13	44.43	45.80	47.16	48.61	50.07
97	\$5,775	\$5,949	\$6,129	\$6,313	\$6,503	\$6,699	\$6,904	\$7,111	\$7,111	\$7,111	\$7,328	\$7,328	\$7,550	\$7,550	\$7,550	\$7,780	\$8,014	\$8,260	\$8,508	\$8,768
\$/yr	69,300	71,388	73,548	75,756	78,036	80,388	82,848	85,332	85,332	85,332	87,936	87,936	90,600	90,600	90,600	93,360	96,168	99,120	102,096	105,216
\$/hr	33.32	34.32	35.36	36.42	37.52	38.65	39.83	41.03	41.03	41.03	42.28	42.28	43.56	43.56	43.56	44.88	46.23	47.65	49.08	50.58
98	\$5,831	\$6,010	\$6,189	\$6,375	\$6,568	\$6,767	\$6,972	\$7,183	\$7,183	\$7,183	\$7,402	\$7,402	\$7,626	\$7,626	\$7,626	\$7,857	\$8,097	\$8,340	\$8,595	\$8,854
\$/yr	69,972	72,120	74,268	76,500	78,816	81,204	83,664	86,196	86,196	86,196	88,824	88,824	91,512	91,512	91,512	94,284	97,164	100,080	103,140	106,248
\$/hr	33.64	34.67	35.71	36.78	37.89	39.04	40.22	41.44	41.44	41.44	42.70	42.70	44.00	44.00	44.00	45.33	46.71	48.12	49.59	51.08
99	\$5,891	\$6,068	\$6,252	\$6,439	\$6,633	\$6,834	\$7,043	\$7,254	\$7,254	\$7,254	\$7,475	\$7,475	\$7,702	\$7,702	\$7,702	\$7,938	\$8,174	\$8,426	\$8,679	\$8,943
\$/yr	70,692	72,816	75,024	77,268	79,596	82,008	84,516	87,048	87,048	87,048	89,700	89,700	92,424	92,424	92,424	95,256	98,088	101,112	104,148	107,316
\$/hr	33.99	35.01	36.07	37.15	38.27	39.43	40.63	41.85	41.85	41.85	43.13	43.13	44.43	44.43	44.43	45.80	47.16	48.61	50.07	51.59

**For the most current information regarding this payscale table,
please refer to the UW Compensation Plan on the web at:
www.washington.edu/admin/hr/ocpsp/compensation**

APPENDIX V – Payscale Table BD
University of Washington - Contract Classified
1199NW & SEIU LIKE TITLES
Effective July 1, 2014

Range	<---- Step ---->																			
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
0	\$5,949	\$6,129	\$6,313	\$6,503	\$6,699	\$6,904	\$7,111	\$7,328	\$7,328	\$7,328	\$7,550	\$7,550	\$7,780	\$7,780	\$7,780	\$8,014	\$8,260	\$8,508	\$8,768	\$9,032
\$/yr	71,388	73,548	75,756	78,036	80,388	82,848	85,332	87,936	87,936	87,936	90,600	90,600	93,360	93,360	93,360	96,168	99,120	102,096	105,216	108,384
\$/hr	34.32	35.36	36.42	37.52	38.65	39.83	41.03	42.28	42.28	42.28	43.56	43.56	44.88	44.88	44.88	46.23	47.65	49.08	50.58	52.11
1	\$6,010	\$6,189	\$6,375	\$6,568	\$6,767	\$6,972	\$7,183	\$7,402	\$7,402	\$7,402	\$7,626	\$7,626	\$7,857	\$7,857	\$7,857	\$8,097	\$8,340	\$8,595	\$8,854	\$9,123
\$/yr	72,120	74,268	76,500	78,816	81,204	83,664	86,196	88,824	88,824	88,824	91,512	91,512	94,284	94,284	94,284	97,164	100,080	103,140	106,248	109,476
\$/hr	34.67	35.71	36.78	37.89	39.04	40.22	41.44	42.70	42.70	42.70	44.00	44.00	45.33	45.33	45.33	46.71	48.12	49.59	51.08	52.63
2	\$6,068	\$6,252	\$6,439	\$6,633	\$6,834	\$7,043	\$7,254	\$7,475	\$7,475	\$7,475	\$7,702	\$7,702	\$7,938	\$7,938	\$7,938	\$8,174	\$8,426	\$8,679	\$8,943	\$9,214
\$/yr	72,816	75,024	77,268	79,596	82,008	84,516	87,048	89,700	89,700	89,700	92,424	92,424	95,256	95,256	95,256	98,088	101,112	104,148	107,316	110,568
\$/hr	35.01	36.07	37.15	38.27	39.43	40.63	41.85	43.13	43.13	43.13	44.43	44.43	45.80	45.80	45.80	47.16	48.61	50.07	51.59	53.16
3	\$6,129	\$6,313	\$6,503	\$6,699	\$6,904	\$7,111	\$7,328	\$7,550	\$7,550	\$7,550	\$7,780	\$7,780	\$8,014	\$8,014	\$8,014	\$8,260	\$8,508	\$8,768	\$9,032	\$9,305
\$/yr	73,548	75,756	78,036	80,388	82,848	85,332	87,936	90,600	90,600	90,600	93,360	93,360	96,168	96,168	96,168	99,120	102,096	105,216	108,384	111,660
\$/hr	35.36	36.42	37.52	38.65	39.83	41.03	42.28	43.56	43.56	43.56	44.88	44.88	46.23	46.23	46.23	47.65	49.08	50.58	52.11	53.68
4	\$6,189	\$6,375	\$6,568	\$6,767	\$6,972	\$7,183	\$7,402	\$7,626	\$7,626	\$7,626	\$7,857	\$7,857	\$8,097	\$8,097	\$8,097	\$8,340	\$8,595	\$8,854	\$9,123	\$9,399
\$/yr	74,268	76,500	78,816	81,204	83,664	86,196	88,824	91,512	91,512	91,512	94,284	94,284	97,164	97,164	97,164	100,080	103,140	106,248	109,476	112,788
\$/hr	35.71	36.78	37.89	39.04	40.22	41.44	42.70	44.00	44.00	44.00	45.33	45.33	46.71	46.71	46.71	48.12	49.59	51.08	52.63	54.23
5	\$6,252	\$6,439	\$6,633	\$6,834	\$7,043	\$7,254	\$7,475	\$7,702	\$7,702	\$7,702	\$7,938	\$7,938	\$8,174	\$8,174	\$8,174	\$8,426	\$8,679	\$8,943	\$9,214	\$9,492
\$/yr	75,024	77,268	79,596	82,008	84,516	87,048	89,700	92,424	92,424	92,424	95,256	95,256	98,088	98,088	98,088	101,112	104,148	107,316	110,568	113,904
\$/hr	36.07	37.15	38.27	39.43	40.63	41.85	43.13	44.43	44.43	44.43	45.80	45.80	47.16	47.16	47.16	48.61	50.07	51.59	53.16	54.76
6	\$6,313	\$6,503	\$6,699	\$6,904	\$7,111	\$7,328	\$7,550	\$7,780	\$7,780	\$7,780	\$8,014	\$8,014	\$8,260	\$8,260	\$8,260	\$8,508	\$8,768	\$9,032	\$9,305	\$9,588
\$/yr	75,756	78,036	80,388	82,848	85,332	87,936	90,600	93,360	93,360	93,360	96,168	96,168	99,120	99,120	99,120	102,096	105,216	108,384	111,660	115,056
\$/hr	36.42	37.52	38.65	39.83	41.03	42.28	43.56	44.88	44.88	44.88	46.23	46.23	47.65	47.65	47.65	49.08	50.58	52.11	53.68	55.32
7	\$6,375	\$6,568	\$6,767	\$6,972	\$7,183	\$7,402	\$7,626	\$7,857	\$7,857	\$7,857	\$8,097	\$8,097	\$8,340	\$8,340	\$8,340	\$8,595	\$8,854	\$9,123	\$9,399	\$9,684
\$/yr	76,500	78,816	81,204	83,664	86,196	88,824	91,512	94,284	94,284	94,284	97,164	97,164	100,080	100,080	100,080	103,140	106,248	109,476	112,788	116,208
\$/hr	36.78	37.89	39.04	40.22	41.44	42.70	44.00	45.33	45.33	45.33	46.71	46.71	48.12	48.12	48.12	49.59	51.08	52.63	54.23	55.87

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8	\$6,439	\$6,633	\$6,834	\$7,043	\$7,254	\$7,475	\$7,702	\$7,938	\$7,938	\$7,938	\$8,174	\$8,174	\$8,426	\$8,426	\$8,426	\$8,679	\$8,943	\$9,214	\$9,492	\$9,780
\$/yr	77,268	79,596	82,008	84,516	87,048	89,700	92,424	95,256	95,256	95,256	98,088	98,088	101,112	101,112	101,112	104,148	107,316	110,568	113,904	117,360
\$/hr	37.15	38.27	39.43	40.63	41.85	43.13	44.43	45.80	45.80	45.80	47.16	47.16	48.61	48.61	48.61	50.07	51.59	53.16	54.76	56.42
9	\$6,503	\$6,699	\$6,904	\$7,111	\$7,328	\$7,550	\$7,780	\$8,014	\$8,014	\$8,014	\$8,260	\$8,260	\$8,508	\$8,508	\$8,508	\$8,768	\$9,032	\$9,305	\$9,588	\$9,878
\$/yr	78,036	80,388	82,848	85,332	87,936	90,600	93,360	96,168	96,168	96,168	99,120	99,120	102,096	102,096	102,096	105,216	108,384	111,660	115,056	118,536
\$/hr	37.52	38.65	39.83	41.03	42.28	43.56	44.88	46.23	46.23	46.23	47.65	47.65	49.08	49.08	49.08	50.58	52.11	53.68	55.32	56.99
10	\$6,568	\$6,767	\$6,972	\$7,183	\$7,402	\$7,626	\$7,857	\$8,097	\$8,097	\$8,097	\$8,340	\$8,340	\$8,595	\$8,595	\$8,595	\$8,854	\$9,123	\$9,399	\$9,684	\$9,977
\$/yr	78,816	81,204	83,664	86,196	88,824	91,512	94,284	97,164	97,164	97,164	100,080	100,080	103,140	103,140	103,140	106,248	109,476	112,788	116,208	119,724
\$/hr	37.89	39.04	40.22	41.44	42.70	44.00	45.33	46.71	46.71	46.71	48.12	48.12	49.59	49.59	49.59	51.08	52.63	54.23	55.87	57.56
11	\$6,633	\$6,834	\$7,043	\$7,254	\$7,475	\$7,702	\$7,938	\$8,174	\$8,174	\$8,174	\$8,426	\$8,426	\$8,679	\$8,679	\$8,679	\$8,943	\$9,214	\$9,492	\$9,780	\$10,077
\$/yr	79,596	82,008	84,516	87,048	89,700	92,424	95,256	98,088	98,088	98,088	101,112	101,112	104,148	104,148	104,148	107,316	110,568	113,904	117,360	120,924
\$/hr	38.27	39.43	40.63	41.85	43.13	44.43	45.80	47.16	47.16	47.16	48.61	48.61	50.07	50.07	50.07	51.59	53.16	54.76	56.42	58.14
12	\$6,699	\$6,904	\$7,111	\$7,328	\$7,550	\$7,780	\$8,014	\$8,260	\$8,260	\$8,260	\$8,508	\$8,508	\$8,768	\$8,768	\$8,768	\$9,032	\$9,305	\$9,588	\$9,878	\$10,178
\$/yr	80,388	82,848	85,332	87,936	90,600	93,360	96,168	99,120	99,120	99,120	102,096	102,096	105,216	105,216	105,216	108,384	111,660	115,056	118,536	122,136
\$/hr	38.65	39.83	41.03	42.28	43.56	44.88	46.23	47.65	47.65	47.65	49.08	49.08	50.58	50.58	50.58	52.11	53.68	55.32	56.99	58.72
13	\$6,767	\$6,972	\$7,183	\$7,402	\$7,626	\$7,857	\$8,097	\$8,340	\$8,340	\$8,340	\$8,595	\$8,595	\$8,854	\$8,854	\$8,854	\$9,123	\$9,399	\$9,684	\$9,977	\$10,281
\$/yr	81,204	83,664	86,196	88,824	91,512	94,284	97,164	100,080	100,080	100,080	103,140	103,140	106,248	106,248	106,248	109,476	112,788	116,208	119,724	123,372
\$/hr	39.04	40.22	41.44	42.70	44.00	45.33	46.71	48.12	48.12	48.12	49.59	49.59	51.08	51.08	51.08	52.63	54.23	55.87	57.56	59.31
14	\$6,834	\$7,043	\$7,254	\$7,475	\$7,702	\$7,938	\$8,174	\$8,426	\$8,426	\$8,426	\$8,679	\$8,679	\$8,943	\$8,943	\$8,943	\$9,214	\$9,492	\$9,780	\$10,077	\$10,383
\$/yr	82,008	84,516	87,048	89,700	92,424	95,256	98,088	101,112	101,112	101,112	104,148	104,148	107,316	107,316	107,316	110,568	113,904	117,360	120,924	124,596
\$/hr	39.43	40.63	41.85	43.13	44.43	45.80	47.16	48.61	48.61	48.61	50.07	50.07	51.59	51.59	51.59	53.16	54.76	56.42	58.14	59.90
15	\$6,904	\$7,111	\$7,328	\$7,550	\$7,780	\$8,014	\$8,260	\$8,508	\$8,508	\$8,508	\$8,768	\$8,768	\$9,032	\$9,032	\$9,032	\$9,305	\$9,588	\$9,878	\$10,178	\$10,487
\$/yr	82,848	85,332	87,936	90,600	93,360	96,168	99,120	102,096	102,096	102,096	105,216	105,216	108,384	108,384	108,384	111,660	115,056	118,536	122,136	125,844
\$/hr	39.83	41.03	42.28	43.56	44.88	46.23	47.65	49.08	49.08	49.08	50.58	50.58	52.11	52.11	52.11	53.68	55.32	56.99	58.72	60.50
16	\$6,972	\$7,183	\$7,402	\$7,626	\$7,857	\$8,097	\$8,340	\$8,595	\$8,595	\$8,595	\$8,854	\$8,854	\$9,123	\$9,123	\$9,123	\$9,399	\$9,684	\$9,977	\$10,281	\$10,591
\$/yr	83,664	86,196	88,824	91,512	94,284	97,164	100,080	103,140	103,140	103,140	106,248	106,248	109,476	109,476	109,476	112,788	116,208	119,724	123,372	127,092
\$/hr	40.22	41.44	42.70	44.00	45.33	46.71	48.12	49.59	49.59	49.59	51.08	51.08	52.63	52.63	52.63	54.23	55.87	57.56	59.31	61.10
17	\$7,043	\$7,254	\$7,475	\$7,702	\$7,938	\$8,174	\$8,426	\$8,679	\$8,679	\$8,679	\$8,943	\$8,943	\$9,214	\$9,214	\$9,214	\$9,492	\$9,780	\$10,077	\$10,383	\$10,697
\$/yr	84,516	87,048	89,700	92,424	95,256	98,088	101,112	104,148	104,148	104,148	107,316	107,316	110,568	110,568	110,568	113,904	117,360	120,924	124,596	128,364
\$/hr	40.63	41.85	43.13	44.43	45.80	47.16	48.61	50.07	50.07	50.07	51.59	51.59	53.16	53.16	53.16	54.76	56.42	58.14	59.90	61.71
18	\$7,111	\$7,328	\$7,550	\$7,780	\$8,014	\$8,260	\$8,508	\$8,768	\$8,768	\$8,768	\$9,032	\$9,032	\$9,305	\$9,305	\$9,305	\$9,588	\$9,878	\$10,178	\$10,487	\$10,804

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\$/yr	85,332	87,936	90,600	93,360	96,168	99,120	102,096	105,216	105,216	105,216	108,384	108,384	111,660	111,660	111,660	115,056	118,536	122,136	125,844	129,648
\$/hr	41.03	42.28	43.56	44.88	46.23	47.65	49.08	50.58	50.58	50.58	52.11	52.11	53.68	53.68	53.68	55.32	56.99	58.72	60.50	62.33
19	\$7,183	\$7,402	\$7,626	\$7,857	\$8,097	\$8,340	\$8,595	\$8,854	\$8,854	\$8,854	\$9,123	\$9,123	\$9,399	\$9,399	\$9,399	\$9,684	\$9,977	\$10,281	\$10,591	\$10,912
\$/yr	86,196	88,824	91,512	94,284	97,164	100,080	103,140	106,248	106,248	106,248	109,476	109,476	112,788	112,788	112,788	116,208	119,724	123,372	127,092	130,944
\$/hr	41.44	42.70	44.00	45.33	46.71	48.12	49.59	51.08	51.08	51.08	52.63	52.63	54.23	54.23	54.23	55.87	57.56	59.31	61.10	62.95
20	\$7,254	\$7,475	\$7,702	\$7,938	\$8,174	\$8,426	\$8,679	\$8,943	\$8,943	\$8,943	\$9,214	\$9,214	\$9,492	\$9,492	\$9,492	\$9,780	\$10,077	\$10,383	\$10,697	\$11,021
\$/yr	87,048	89,700	92,424	95,256	98,088	101,112	104,148	107,316	107,316	107,316	110,568	110,568	113,904	113,904	113,904	117,360	120,924	124,596	128,364	132,252
\$/hr	41.85	43.13	44.43	45.80	47.16	48.61	50.07	51.59	51.59	51.59	53.16	53.16	54.76	54.76	54.76	56.42	58.14	59.90	61.71	63.58
21	\$7,328	\$7,550	\$7,780	\$8,014	\$8,260	\$8,508	\$8,768	\$9,032	\$9,032	\$9,032	\$9,305	\$9,305	\$9,588	\$9,588	\$9,588	\$9,878	\$10,178	\$10,487	\$10,804	\$11,131
\$/yr	87,936	90,600	93,360	96,168	99,120	102,096	105,216	108,384	108,384	108,384	111,660	111,660	115,056	115,056	115,056	118,536	122,136	125,844	129,648	133,572
\$/hr	42.28	43.56	44.88	46.23	47.65	49.08	50.58	52.11	52.11	52.11	53.68	53.68	55.32	55.32	55.32	56.99	58.72	60.50	62.33	64.22
22	\$7,402	\$7,626	\$7,857	\$8,097	\$8,340	\$8,595	\$8,854	\$9,123	\$9,123	\$9,123	\$9,399	\$9,399	\$9,684	\$9,684	\$9,684	\$9,977	\$10,281	\$10,591	\$10,912	\$11,242
\$/yr	88,824	91,512	94,284	97,164	100,080	103,140	106,248	109,476	109,476	109,476	112,788	112,788	116,208	116,208	116,208	119,724	123,372	127,092	130,944	134,904
\$/hr	42.70	44.00	45.33	46.71	48.12	49.59	51.08	52.63	52.63	52.63	54.23	54.23	55.87	55.87	55.87	57.56	59.31	61.10	62.95	64.86
23	\$7,475	\$7,702	\$7,938	\$8,174	\$8,426	\$8,679	\$8,943	\$9,214	\$9,214	\$9,214	\$9,492	\$9,492	\$9,780	\$9,780	\$9,780	\$10,077	\$10,383	\$10,697	\$11,021	\$11,355
\$/yr	89,700	92,424	95,256	98,088	101,112	104,148	107,316	110,568	110,568	110,568	113,904	113,904	117,360	117,360	117,360	120,924	124,596	128,364	132,252	136,260
\$/hr	43.13	44.43	45.80	47.16	48.61	50.07	51.59	53.16	53.16	53.16	54.76	54.76	56.42	56.42	56.42	58.14	59.90	61.71	63.58	65.51
24	\$7,550	\$7,780	\$8,014	\$8,260	\$8,508	\$8,768	\$9,032	\$9,305	\$9,305	\$9,305	\$9,588	\$9,588	\$9,878	\$9,878	\$9,878	\$10,178	\$10,487	\$10,804	\$11,131	\$11,468
\$/yr	90,600	93,360	96,168	99,120	102,096	105,216	108,384	111,660	111,660	111,660	115,056	115,056	118,536	118,536	118,536	122,136	125,844	129,648	133,572	137,616
\$/hr	43.56	44.88	46.23	47.65	49.08	50.58	52.11	53.68	53.68	53.68	55.32	55.32	56.99	56.99	56.99	58.72	60.50	62.33	64.22	66.16
25	\$7,626	\$7,857	\$8,097	\$8,340	\$8,595	\$8,854	\$9,123	\$9,399	\$9,399	\$9,399	\$9,684	\$9,684	\$9,977	\$9,977	\$9,977	\$10,281	\$10,591	\$10,912	\$11,242	\$11,583
\$/yr	91,512	94,284	97,164	100,080	103,140	106,248	109,476	112,788	112,788	112,788	116,208	116,208	119,724	119,724	119,724	123,372	127,092	130,944	134,904	138,996
\$/hr	44.00	45.33	46.71	48.12	49.59	51.08	52.63	54.23	54.23	54.23	55.87	55.87	57.56	57.56	57.56	59.31	61.10	62.95	64.86	66.83
26	\$7,702	\$7,938	\$8,174	\$8,426	\$8,679	\$8,943	\$9,214	\$9,492	\$9,492	\$9,492	\$9,780	\$9,780	\$10,077	\$10,077	\$10,077	\$10,383	\$10,697	\$11,021	\$11,355	\$11,698
\$/yr	92,424	95,256	98,088	101,112	104,148	107,316	110,568	113,904	113,904	113,904	117,360	117,360	120,924	120,924	120,924	124,596	128,364	132,252	136,260	140,376
\$/hr	44.43	45.80	47.16	48.61	50.07	51.59	53.16	54.76	54.76	54.76	56.42	56.42	58.14	58.14	58.14	59.90	61.71	63.58	65.51	67.49
27	\$7,780	\$8,014	\$8,260	\$8,508	\$8,768	\$9,032	\$9,305	\$9,588	\$9,588	\$9,588	\$9,878	\$9,878	\$10,178	\$10,178	\$10,178	\$10,487	\$10,804	\$11,131	\$11,468	\$11,816
\$/yr	93,360	96,168	99,120	102,096	105,216	108,384	111,660	115,056	115,056	115,056	118,536	118,536	122,136	122,136	122,136	125,844	129,648	133,572	137,616	141,792
\$/hr	44.88	46.23	47.65	49.08	50.58	52.11	53.68	55.32	55.32	55.32	56.99	56.99	58.72	58.72	58.72	60.50	62.33	64.22	66.16	68.17
28	\$7,857	\$8,097	\$8,340	\$8,595	\$8,854	\$9,123	\$9,399	\$9,684	\$9,684	\$9,684	\$9,977	\$9,977	\$10,281	\$10,281	\$10,281	\$10,591	\$10,912	\$11,242	\$11,583	\$11,934
\$/yr	94,284	97,164	100,080	103,140	106,248	109,476	112,788	116,208	116,208	116,208	119,724	119,724	123,372	123,372	123,372	127,092	130,944	134,904	138,996	143,208
\$/hr	45.33	46.71	48.12	49.59	51.08	52.63	54.23	55.87	55.87	55.87	57.56	57.56	59.31	59.31	59.31	61.10	62.95	64.86	66.83	68.85
29	\$7,938	\$8,174	\$8,426	\$8,679	\$8,943	\$9,214	\$9,492	\$9,780	\$9,780	\$9,780	\$10,077	\$10,077	\$10,383	\$10,383	\$10,383	\$10,697	\$11,021	\$11,355	\$11,698	\$12,053
\$/yr	95,256	98,088	101,112	104,148	107,316	110,568	113,904	117,360	117,360	117,360	120,924	120,924	124,596	124,596	124,596	128,364	132,252	136,260	140,376	144,636

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\$/hr	45.80	47.16	48.61	50.07	51.59	53.16	54.76	56.42	56.42	56.42	58.14	58.14	59.90	59.90	59.90	61.71	63.58	65.51	67.49	69.54
30	\$8,014	\$8,260	\$8,508	\$8,768	\$9,032	\$9,305	\$9,588	\$9,878	\$9,878	\$9,878	\$10,178	\$10,178	\$10,487	\$10,487	\$10,487	\$10,804	\$11,131	\$11,468	\$11,816	\$12,174
\$/yr	96,168	99,120	102,096	105,216	108,384	111,660	115,056	118,536	118,536	118,536	122,136	122,136	125,844	125,844	125,844	129,648	133,572	137,616	141,792	146,088
\$/hr	46.23	47.65	49.08	50.58	52.11	53.68	55.32	56.99	56.99	56.99	58.72	58.72	60.50	60.50	60.50	62.33	64.22	66.16	68.17	70.23
31	\$8,097	\$8,340	\$8,595	\$8,854	\$9,123	\$9,399	\$9,684	\$9,977	\$9,977	\$9,977	\$10,281	\$10,281	\$10,591	\$10,591	\$10,591	\$10,912	\$11,242	\$11,583	\$11,934	\$12,295
\$/yr	97,164	100,080	103,140	106,248	109,476	112,788	116,208	119,724	119,724	119,724	123,372	123,372	127,092	127,092	127,092	130,944	134,904	138,996	143,208	147,540
\$/hr	46.71	48.12	49.59	51.08	52.63	54.23	55.87	57.56	57.56	57.56	59.31	59.31	61.10	61.10	61.10	62.95	64.86	66.83	68.85	70.93
32	\$8,174	\$8,426	\$8,679	\$8,943	\$9,214	\$9,492	\$9,780	\$10,077	\$10,077	\$10,077	\$10,383	\$10,383	\$10,697	\$10,697	\$10,697	\$11,021	\$11,355	\$11,698	\$12,053	\$12,419
\$/yr	98,088	101,112	104,148	107,316	110,568	113,904	117,360	120,924	120,924	120,924	124,596	124,596	128,364	128,364	128,364	132,252	136,260	140,376	144,636	149,028
\$/hr	47.16	48.61	50.07	51.59	53.16	54.76	56.42	58.14	58.14	58.14	59.90	59.90	61.71	61.71	61.71	63.58	65.51	67.49	69.54	71.65
33	\$8,260	\$8,508	\$8,768	\$9,032	\$9,305	\$9,588	\$9,878	\$10,178	\$10,178	\$10,178	\$10,487	\$10,487	\$10,804	\$10,804	\$10,804	\$11,131	\$11,468	\$11,816	\$12,174	\$12,542
\$/yr	99,120	102,096	105,216	108,384	111,660	115,056	118,536	122,136	122,136	122,136	125,844	125,844	129,648	129,648	129,648	133,572	137,616	141,792	146,088	150,504
\$/hr	47.65	49.08	50.58	52.11	53.68	55.32	56.99	58.72	58.72	58.72	60.50	60.50	62.33	62.33	62.33	64.22	66.16	68.17	70.23	72.36
34	\$8,340	\$8,595	\$8,854	\$9,123	\$9,399	\$9,684	\$9,977	\$10,281	\$10,281	\$10,281	\$10,591	\$10,591	\$10,912	\$10,912	\$10,912	\$11,242	\$11,583	\$11,934	\$12,295	\$12,668
\$/yr	100,080	103,140	106,248	109,476	112,788	116,208	119,724	123,372	123,372	123,372	127,092	127,092	130,944	130,944	130,944	134,904	138,996	143,208	147,540	152,016
\$/hr	48.12	49.59	51.08	52.63	54.23	55.87	57.56	59.31	59.31	59.31	61.10	61.10	62.95	62.95	62.95	64.86	66.83	68.85	70.93	73.08
35	\$8,426	\$8,679	\$8,943	\$9,214	\$9,492	\$9,780	\$10,077	\$10,383	\$10,383	\$10,383	\$10,697	\$10,697	\$11,021	\$11,021	\$11,021	\$11,355	\$11,698	\$12,053	\$12,419	\$12,794
\$/yr	101,112	104,148	107,316	110,568	113,904	117,360	120,924	124,596	124,596	124,596	128,364	128,364	132,252	132,252	132,252	136,260	140,376	144,636	149,028	153,528
\$/hr	48.61	50.07	51.59	53.16	54.76	56.42	58.14	59.90	59.90	59.90	61.71	61.71	63.58	63.58	63.58	65.51	67.49	69.54	71.65	73.81
36	\$8,508	\$8,768	\$9,032	\$9,305	\$9,588	\$9,878	\$10,178	\$10,487	\$10,487	\$10,487	\$10,804	\$10,804	\$11,131	\$11,131	\$11,131	\$11,468	\$11,816	\$12,174	\$12,542	\$12,921
\$/yr	102,096	105,216	108,384	111,660	115,056	118,536	122,136	125,844	125,844	125,844	129,648	129,648	133,572	133,572	133,572	137,616	141,792	146,088	150,504	155,052
\$/hr	49.08	50.58	52.11	53.68	55.32	56.99	58.72	60.50	60.50	60.50	62.33	62.33	64.22	64.22	64.22	66.16	68.17	70.23	72.36	74.54
37	\$8,595	\$8,854	\$9,123	\$9,399	\$9,684	\$9,977	\$10,281	\$10,591	\$10,591	\$10,591	\$10,912	\$10,912	\$11,242	\$11,242	\$11,242	\$11,583	\$11,934	\$12,295	\$12,668	\$13,050
\$/yr	103,140	106,248	109,476	112,788	116,208	119,724	123,372	127,092	127,092	127,092	130,944	130,944	134,904	134,904	134,904	138,996	143,208	147,540	152,016	156,600
\$/hr	49.59	51.08	52.63	54.23	55.87	57.56	59.31	61.10	61.10	61.10	62.95	62.95	64.86	64.86	64.86	66.83	68.85	70.93	73.08	75.29
38	\$8,679	\$8,943	\$9,214	\$9,492	\$9,780	\$10,077	\$10,383	\$10,697	\$10,697	\$10,697	\$11,021	\$11,021	\$11,355	\$11,355	\$11,355	\$11,698	\$12,053	\$12,419	\$12,794	\$13,181
\$/yr	104,148	107,316	110,568	113,904	117,360	120,924	124,596	128,364	128,364	128,364	132,252	132,252	136,260	136,260	136,260	140,376	144,636	149,028	153,528	158,172
\$/hr	50.07	51.59	53.16	54.76	56.42	58.14	59.90	61.71	61.71	61.71	63.58	63.58	65.51	65.51	65.51	67.49	69.54	71.65	73.81	76.04
39	\$8,768	\$9,032	\$9,305	\$9,588	\$9,878	\$10,178	\$10,487	\$10,804	\$10,804	\$10,804	\$11,131	\$11,131	\$11,468	\$11,468	\$11,468	\$11,816	\$12,174	\$12,542	\$12,921	\$13,313
\$/yr	105,216	108,384	111,660	115,056	118,536	122,136	125,844	129,648	129,648	129,648	133,572	133,572	137,616	137,616	137,616	141,792	146,088	150,504	155,052	159,756
\$/hr	50.58	52.11	53.68	55.32	56.99	58.72	60.50	62.33	62.33	62.33	64.22	64.22	66.16	66.16	66.16	68.17	70.23	72.36	74.54	76.81
40	\$8,854	\$9,123	\$9,399	\$9,684	\$9,977	\$10,281	\$10,591	\$10,912	\$10,912	\$10,912	\$11,242	\$11,242	\$11,583	\$11,583	\$11,583	\$11,934	\$12,295	\$12,668	\$13,050	\$13,446
\$/yr	106,248	109,476	112,788	116,208	119,724	123,372	127,092	130,944	130,944	130,944	134,904	134,904	138,996	138,996	138,996	143,208	147,540	152,016	156,600	161,352
\$/hr	51.08	52.63	54.23	55.87	57.56	59.31	61.10	62.95	62.95	62.95	64.86	64.86	66.83	66.83	66.83	68.85	70.93	73.08	75.29	77.57
41	\$8,943	\$9,214	\$9,492	\$9,780	\$10,077	\$10,383	\$10,697	\$11,021	\$11,021	\$11,021	\$11,355	\$11,355	\$11,698	\$11,698	\$11,698	\$12,053	\$12,419	\$12,794	\$13,181	\$13,581
\$/yr	107,316	110,568	113,904	117,360	120,924	124,596	128,364	132,252	132,252	132,252	136,260	136,260	140,376	140,376	140,376	144,636	149,028	153,528	158,172	162,972

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\$/hr	51.59	53.16	54.76	56.42	58.14	59.90	61.71	63.58	63.58	63.58	65.51	65.51	67.49	67.49	67.49	69.54	71.65	73.81	76.04	78.35
42	\$9,032	\$9,305	\$9,588	\$9,878	\$10,178	\$10,487	\$10,804	\$11,131	\$11,131	\$11,131	\$11,468	\$11,468	\$11,816	\$11,816	\$11,816	\$12,174	\$12,542	\$12,921	\$13,313	\$13,717
\$/yr	108,384	111,660	115,056	118,536	122,136	125,844	129,648	133,572	133,572	133,572	137,616	137,616	141,792	141,792	141,792	146,088	150,504	155,052	159,756	164,604
\$/hr	52.11	53.68	55.32	56.99	58.72	60.50	62.33	64.22	64.22	64.22	66.16	66.16	68.17	68.17	68.17	70.23	72.36	74.54	76.81	79.14
43	\$9,123	\$9,399	\$9,684	\$9,977	\$10,281	\$10,591	\$10,912	\$11,242	\$11,242	\$11,242	\$11,583	\$11,583	\$11,934	\$11,934	\$11,934	\$12,295	\$12,668	\$13,050	\$13,446	\$13,854
\$/yr	109,476	112,788	116,208	119,724	123,372	127,092	130,944	134,904	134,904	134,904	138,996	138,996	143,208	143,208	143,208	147,540	152,016	156,600	161,352	166,248
\$/hr	52.63	54.23	55.87	57.56	59.31	61.10	62.95	64.86	64.86	64.86	66.83	66.83	68.85	68.85	68.85	70.93	73.08	75.29	77.57	79.93
44	\$9,214	\$9,492	\$9,780	\$10,077	\$10,383	\$10,697	\$11,021	\$11,355	\$11,355	\$11,355	\$11,698	\$11,698	\$12,053	\$12,053	\$12,053	\$12,419	\$12,794	\$13,181	\$13,581	\$13,993
\$/yr	110,568	113,904	117,360	120,924	124,596	128,364	132,252	136,260	136,260	136,260	140,376	140,376	144,636	144,636	144,636	149,028	153,528	158,172	162,972	167,916
\$/hr	53.16	54.76	56.42	58.14	59.90	61.71	63.58	65.51	65.51	65.51	67.49	67.49	69.54	69.54	69.54	71.65	73.81	76.04	78.35	80.73

**For the most current information regarding this payscale table,
please refer to the UW Compensation Plan on the web at:
www.washington.edu/admin/hr/ocpsp/compensation**

APPENDIX VI – PAYSACLE TABLE BE
University of Washington - Contract Classified
1199NW & SEIU Like Titles
Effective July 1, 2014

Range	< ---- Step ---- >																		
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S
0	\$2,224	\$2,291	\$2,358	\$2,433	\$2,505	\$2,582	\$2,660	\$2,740	\$2,768	\$2,796	\$2,821	\$2,852	\$2,910	\$2,910	\$2,910	\$2,997	\$3,086	\$3,180	\$3,276
\$/yr	26,688	27,492	28,296	29,196	30,060	30,984	31,920	32,880	33,216	33,552	33,852	34,224	34,920	34,920	34,920	35,964	37,032	38,160	39,312
\$/hr	12.83	13.22	13.60	14.04	14.45	14.90	15.35	15.81	15.97	16.13	16.28	16.45	16.79	16.79	16.79	17.29	17.80	18.35	18.90
1	\$2,246	\$2,313	\$2,384	\$2,455	\$2,531	\$2,604	\$2,686	\$2,768	\$2,796	\$2,821	\$2,852	\$2,879	\$2,938	\$2,938	\$2,938	\$3,027	\$3,118	\$3,214	\$3,310
\$/yr	26,952	27,756	28,608	29,460	30,372	31,248	32,232	33,216	33,552	33,852	34,224	34,548	35,256	35,256	35,256	36,324	37,416	38,568	39,720
\$/hr	12.96	13.34	13.75	14.16	14.60	15.02	15.50	15.97	16.13	16.28	16.45	16.61	16.95	16.95	16.95	17.46	17.99	18.54	19.10
2	\$2,267	\$2,337	\$2,406	\$2,480	\$2,556	\$2,634	\$2,711	\$2,796	\$2,821	\$2,852	\$2,879	\$2,910	\$2,967	\$2,967	\$2,967	\$3,058	\$3,150	\$3,246	\$3,344
\$/yr	27,204	28,044	28,872	29,760	30,672	31,608	32,532	33,552	33,852	34,224	34,548	34,920	35,604	35,604	35,604	36,696	37,800	38,952	40,128
\$/hr	13.08	13.48	13.88	14.31	14.75	15.20	15.64	16.13	16.28	16.45	16.61	16.79	17.12	17.12	17.12	17.64	18.17	18.73	19.29
3	\$2,291	\$2,358	\$2,433	\$2,505	\$2,582	\$2,660	\$2,740	\$2,821	\$2,852	\$2,879	\$2,910	\$2,938	\$2,997	\$2,997	\$2,997	\$3,086	\$3,180	\$3,276	\$3,377
\$/yr	27,492	28,296	29,196	30,060	30,984	31,920	32,880	33,852	34,224	34,548	34,920	35,256	35,964	35,964	35,964	37,032	38,160	39,312	40,524
\$/hr	13.22	13.60	14.04	14.45	14.90	15.35	15.81	16.28	16.45	16.61	16.79	16.95	17.29	17.29	17.29	17.80	18.35	18.90	19.48
4	\$2,313	\$2,384	\$2,455	\$2,531	\$2,604	\$2,686	\$2,768	\$2,852	\$2,879	\$2,910	\$2,938	\$2,967	\$3,027	\$3,027	\$3,027	\$3,118	\$3,214	\$3,310	\$3,410
\$/yr	27,756	28,608	29,460	30,372	31,248	32,232	33,216	34,224	34,548	34,920	35,256	35,604	36,324	36,324	36,324	37,416	38,568	39,720	40,920
\$/hr	13.34	13.75	14.16	14.60	15.02	15.50	15.97	16.45	16.61	16.79	16.95	17.12	17.46	17.46	17.46	17.99	18.54	19.10	19.67
5	\$2,337	\$2,406	\$2,480	\$2,556	\$2,634	\$2,711	\$2,796	\$2,879	\$2,910	\$2,938	\$2,967	\$2,997	\$3,058	\$3,058	\$3,058	\$3,150	\$3,246	\$3,344	\$3,445
\$/yr	28,044	28,872	29,760	30,672	31,608	32,532	33,552	34,548	34,920	35,256	35,604	35,964	36,696	36,696	36,696	37,800	38,952	40,128	41,340
\$/hr	13.48	13.88	14.31	14.75	15.20	15.64	16.13	16.61	16.79	16.95	17.12	17.29	17.64	17.64	17.64	18.17	18.73	19.29	19.88
6	\$2,358	\$2,433	\$2,505	\$2,582	\$2,660	\$2,740	\$2,821	\$2,910	\$2,938	\$2,967	\$2,997	\$3,027	\$3,086	\$3,086	\$3,086	\$3,180	\$3,276	\$3,377	\$3,480
\$/yr	28,296	29,196	30,060	30,984	31,920	32,880	33,852	34,920	35,256	35,604	35,964	36,324	37,032	37,032	37,032	38,160	39,312	40,524	41,760
\$/hr	13.60	14.04	14.45	14.90	15.35	15.81	16.28	16.79	16.95	17.12	17.29	17.46	17.80	17.80	17.80	18.35	18.90	19.48	20.08
7	\$2,384	\$2,455	\$2,531	\$2,604	\$2,686	\$2,768	\$2,852	\$2,938	\$2,967	\$2,997	\$3,027	\$3,058	\$3,118	\$3,118	\$3,118	\$3,214	\$3,310	\$3,410	\$3,514
\$/yr	28,608	29,460	30,372	31,248	32,232	33,216	34,224	35,256	35,604	35,964	36,324	36,696	37,416	37,416	37,416	38,568	39,720	40,920	42,168
\$/hr	13.75	14.16	14.60	15.02	15.50	15.97	16.45	16.95	17.12	17.29	17.46	17.64	17.99	17.99	17.99	18.54	19.10	19.67	20.27
8	\$2,406	\$2,480	\$2,556	\$2,634	\$2,711	\$2,796	\$2,879	\$2,967	\$2,997	\$3,027	\$3,058	\$3,086	\$3,150	\$3,150	\$3,150	\$3,246	\$3,344	\$3,445	\$3,551

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\$/yr	28,872	29,760	30,672	31,608	32,532	33,552	34,548	35,604	35,964	36,324	36,696	37,032	37,800	37,800	37,800	38,952	40,128	41,340	42,612
\$/hr	13.88	14.31	14.75	15.20	15.64	16.13	16.61	17.12	17.29	17.46	17.64	17.80	18.17	18.17	18.17	18.73	19.29	19.88	20.49
9	\$2,433	\$2,505	\$2,582	\$2,660	\$2,740	\$2,821	\$2,910	\$2,997	\$3,027	\$3,058	\$3,086	\$3,118	\$3,180	\$3,180	\$3,180	\$3,276	\$3,377	\$3,480	\$3,584
\$/yr	29,196	30,060	30,984	31,920	32,880	33,852	34,920	35,964	36,324	36,696	37,032	37,416	38,160	38,160	38,160	39,312	40,524	41,760	43,008
\$/hr	14.04	14.45	14.90	15.35	15.81	16.28	16.79	17.29	17.46	17.64	17.80	17.99	18.35	18.35	18.35	18.90	19.48	20.08	20.68
10	\$2,455	\$2,531	\$2,604	\$2,686	\$2,768	\$2,852	\$2,938	\$3,027	\$3,058	\$3,086	\$3,118	\$3,150	\$3,214	\$3,214	\$3,214	\$3,310	\$3,410	\$3,514	\$3,619
\$/yr	29,460	30,372	31,248	32,232	33,216	34,224	35,256	36,324	36,696	37,032	37,416	37,800	38,568	38,568	38,568	39,720	40,920	42,168	43,428
\$/hr	14.16	14.60	15.02	15.50	15.97	16.45	16.95	17.46	17.64	17.80	17.99	18.17	18.54	18.54	18.54	19.10	19.67	20.27	20.88
11	\$2,480	\$2,556	\$2,634	\$2,711	\$2,796	\$2,879	\$2,967	\$3,058	\$3,086	\$3,118	\$3,150	\$3,180	\$3,246	\$3,246	\$3,246	\$3,344	\$3,445	\$3,551	\$3,657
\$/yr	29,760	30,672	31,608	32,532	33,552	34,548	35,604	36,696	37,032	37,416	37,800	38,160	38,952	38,952	38,952	40,128	41,340	42,612	43,884
\$/hr	14.31	14.75	15.20	15.64	16.13	16.61	17.12	17.64	17.80	17.99	18.17	18.35	18.73	18.73	18.73	19.29	19.88	20.49	21.10
12	\$2,505	\$2,582	\$2,660	\$2,740	\$2,821	\$2,910	\$2,997	\$3,086	\$3,118	\$3,150	\$3,180	\$3,214	\$3,276	\$3,276	\$3,276	\$3,377	\$3,480	\$3,584	\$3,693
\$/yr	30,060	30,984	31,920	32,880	33,852	34,920	35,964	37,032	37,416	37,800	38,160	38,568	39,312	39,312	39,312	40,524	41,760	43,008	44,316
\$/hr	14.45	14.90	15.35	15.81	16.28	16.79	17.29	17.80	17.99	18.17	18.35	18.54	18.90	18.90	18.90	19.48	20.08	20.68	21.31
13	\$2,531	\$2,604	\$2,686	\$2,768	\$2,852	\$2,938	\$3,027	\$3,118	\$3,150	\$3,180	\$3,214	\$3,246	\$3,310	\$3,310	\$3,310	\$3,410	\$3,514	\$3,619	\$3,731
\$/yr	30,372	31,248	32,232	33,216	34,224	35,256	36,324	37,416	37,800	38,160	38,568	38,952	39,720	39,720	39,720	40,920	42,168	43,428	44,772
\$/hr	14.60	15.02	15.50	15.97	16.45	16.95	17.46	17.99	18.17	18.35	18.54	18.73	19.10	19.10	19.10	19.67	20.27	20.88	21.53
14	\$2,556	\$2,634	\$2,711	\$2,796	\$2,879	\$2,967	\$3,058	\$3,150	\$3,180	\$3,214	\$3,246	\$3,276	\$3,344	\$3,344	\$3,344	\$3,445	\$3,551	\$3,657	\$3,766
\$/yr	30,672	31,608	32,532	33,552	34,548	35,604	36,696	37,800	38,160	38,568	38,952	39,312	40,128	40,128	40,128	41,340	42,612	43,884	45,192
\$/hr	14.75	15.20	15.64	16.13	16.61	17.12	17.64	18.17	18.35	18.54	18.73	18.90	19.29	19.29	19.29	19.88	20.49	21.10	21.73
15	\$2,582	\$2,660	\$2,740	\$2,821	\$2,910	\$2,997	\$3,086	\$3,180	\$3,214	\$3,246	\$3,276	\$3,310	\$3,377	\$3,377	\$3,377	\$3,480	\$3,584	\$3,693	\$3,804
\$/yr	30,984	31,920	32,880	33,852	34,920	35,964	37,032	38,160	38,568	38,952	39,312	39,720	40,524	40,524	40,524	41,760	43,008	44,316	45,648
\$/hr	14.90	15.35	15.81	16.28	16.79	17.29	17.80	18.35	18.54	18.73	18.90	19.10	19.48	19.48	19.48	20.08	20.68	21.31	21.95
16	\$2,604	\$2,686	\$2,768	\$2,852	\$2,938	\$3,027	\$3,118	\$3,214	\$3,246	\$3,276	\$3,310	\$3,344	\$3,410	\$3,410	\$3,410	\$3,514	\$3,619	\$3,731	\$3,841
\$/yr	31,248	32,232	33,216	34,224	35,256	36,324	37,416	38,568	38,952	39,312	39,720	40,128	40,920	40,920	40,920	42,168	43,428	44,772	46,092
\$/hr	15.02	15.50	15.97	16.45	16.95	17.46	17.99	18.54	18.73	18.90	19.10	19.29	19.67	19.67	19.67	20.27	20.88	21.53	22.16
17	\$2,634	\$2,711	\$2,796	\$2,879	\$2,967	\$3,058	\$3,150	\$3,246	\$3,276	\$3,310	\$3,344	\$3,377	\$3,445	\$3,445	\$3,445	\$3,551	\$3,657	\$3,766	\$3,880
\$/yr	31,608	32,532	33,552	34,548	35,604	36,696	37,800	38,952	39,312	39,720	40,128	40,524	41,340	41,340	41,340	42,612	43,884	45,192	46,560
\$/hr	15.20	15.64	16.13	16.61	17.12	17.64	18.17	18.73	18.90	19.10	19.29	19.48	19.88	19.88	19.88	20.49	21.10	21.73	22.38
18	\$2,660	\$2,740	\$2,821	\$2,910	\$2,997	\$3,086	\$3,180	\$3,276	\$3,310	\$3,344	\$3,377	\$3,410	\$3,480	\$3,480	\$3,480	\$3,584	\$3,693	\$3,804	\$3,920
\$/yr	31,920	32,880	33,852	34,920	35,964	37,032	38,160	39,312	39,720	40,128	40,524	40,920	41,760	41,760	41,760	43,008	44,316	45,648	47,040
\$/hr	15.35	15.81	16.28	16.79	17.29	17.80	18.35	18.90	19.10	19.29	19.48	19.67	20.08	20.08	20.08	20.68	21.31	21.95	22.62
19	\$2,686	\$2,768	\$2,852	\$2,938	\$3,027	\$3,118	\$3,214	\$3,310	\$3,344	\$3,377	\$3,410	\$3,445	\$3,514	\$3,514	\$3,514	\$3,619	\$3,731	\$3,841	\$3,960

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\$/yr	32,232	33,216	34,224	35,256	36,324	37,416	38,568	39,720	40,128	40,524	40,920	41,340	42,168	42,168	42,168	43,428	44,772	46,092	47,520
\$/hr	15.50	15.97	16.45	16.95	17.46	17.99	18.54	19.10	19.29	19.48	19.67	19.88	20.27	20.27	20.27	20.88	21.53	22.16	22.85
20	\$2,711	\$2,796	\$2,879	\$2,967	\$3,058	\$3,150	\$3,246	\$3,344	\$3,377	\$3,410	\$3,445	\$3,480	\$3,551	\$3,551	\$3,551	\$3,657	\$3,766	\$3,880	\$3,999
\$/yr	32,532	33,552	34,548	35,604	36,696	37,800	38,952	40,128	40,524	40,920	41,340	41,760	42,612	42,612	42,612	43,884	45,192	46,560	47,988
\$/hr	15.64	16.13	16.61	17.12	17.64	18.17	18.73	19.29	19.48	19.67	19.88	20.08	20.49	20.49	20.49	21.10	21.73	22.38	23.07
21	\$2,740	\$2,821	\$2,910	\$2,997	\$3,086	\$3,180	\$3,276	\$3,377	\$3,410	\$3,445	\$3,480	\$3,514	\$3,584	\$3,584	\$3,584	\$3,693	\$3,804	\$3,920	\$4,039
\$/yr	32,880	33,852	34,920	35,964	37,032	38,160	39,312	40,524	40,920	41,340	41,760	42,168	43,008	43,008	43,008	44,316	45,648	47,040	48,468
\$/hr	15.81	16.28	16.79	17.29	17.80	18.35	18.90	19.48	19.67	19.88	20.08	20.27	20.68	20.68	20.68	21.31	21.95	22.62	23.30
22	\$2,768	\$2,852	\$2,938	\$3,027	\$3,118	\$3,214	\$3,310	\$3,410	\$3,445	\$3,480	\$3,514	\$3,551	\$3,619	\$3,619	\$3,619	\$3,731	\$3,841	\$3,960	\$4,078
\$/yr	33,216	34,224	35,256	36,324	37,416	38,568	39,720	40,920	41,340	41,760	42,168	42,612	43,428	43,428	43,428	44,772	46,092	47,520	48,936
\$/hr	15.97	16.45	16.95	17.46	17.99	18.54	19.10	19.67	19.88	20.08	20.27	20.49	20.88	20.88	20.88	21.53	22.16	22.85	23.53
23	\$2,796	\$2,879	\$2,967	\$3,058	\$3,150	\$3,246	\$3,344	\$3,445	\$3,480	\$3,514	\$3,551	\$3,584	\$3,657	\$3,657	\$3,657	\$3,766	\$3,880	\$3,999	\$4,120
\$/yr	33,552	34,548	35,604	36,696	37,800	38,952	40,128	41,340	41,760	42,168	42,612	43,008	43,884	43,884	43,884	45,192	46,560	47,988	49,440
\$/hr	16.13	16.61	17.12	17.64	18.17	18.73	19.29	19.88	20.08	20.27	20.49	20.68	21.10	21.10	21.10	21.73	22.38	23.07	23.77
24	\$2,821	\$2,910	\$2,997	\$3,086	\$3,180	\$3,276	\$3,377	\$3,480	\$3,514	\$3,551	\$3,584	\$3,619	\$3,693	\$3,693	\$3,693	\$3,804	\$3,920	\$4,039	\$4,161
\$/yr	33,852	34,920	35,964	37,032	38,160	39,312	40,524	41,760	42,168	42,612	43,008	43,428	44,316	44,316	44,316	45,648	47,040	48,468	49,932
\$/hr	16.28	16.79	17.29	17.80	18.35	18.90	19.48	20.08	20.27	20.49	20.68	20.88	21.31	21.31	21.31	21.95	22.62	23.30	24.01
25	\$2,852	\$2,938	\$3,027	\$3,118	\$3,214	\$3,310	\$3,410	\$3,514	\$3,551	\$3,584	\$3,619	\$3,657	\$3,731	\$3,731	\$3,731	\$3,841	\$3,960	\$4,078	\$4,202
\$/yr	34,224	35,256	36,324	37,416	38,568	39,720	40,920	42,168	42,612	43,008	43,428	43,884	44,772	44,772	44,772	46,092	47,520	48,936	50,424
\$/hr	16.45	16.95	17.46	17.99	18.54	19.10	19.67	20.27	20.49	20.68	20.88	21.10	21.53	21.53	21.53	22.16	22.85	23.53	24.24
26	\$2,879	\$2,967	\$3,058	\$3,150	\$3,246	\$3,344	\$3,445	\$3,551	\$3,584	\$3,619	\$3,657	\$3,693	\$3,766	\$3,766	\$3,766	\$3,880	\$3,999	\$4,120	\$4,246
\$/yr	34,548	35,604	36,696	37,800	38,952	40,128	41,340	42,612	43,008	43,428	43,884	44,316	45,192	45,192	45,192	46,560	47,988	49,440	50,952
\$/hr	16.61	17.12	17.64	18.17	18.73	19.29	19.88	20.49	20.68	20.88	21.10	21.31	21.73	21.73	21.73	22.38	23.07	23.77	24.50
27	\$2,910	\$2,997	\$3,086	\$3,180	\$3,276	\$3,377	\$3,480	\$3,584	\$3,619	\$3,657	\$3,693	\$3,731	\$3,804	\$3,804	\$3,804	\$3,920	\$4,039	\$4,161	\$4,288
\$/yr	34,920	35,964	37,032	38,160	39,312	40,524	41,760	43,008	43,428	43,884	44,316	44,772	45,648	45,648	45,648	47,040	48,468	49,932	51,456
\$/hr	16.79	17.29	17.80	18.35	18.90	19.48	20.08	20.68	20.88	21.10	21.31	21.53	21.95	21.95	21.95	22.62	23.30	24.01	24.74
28	\$2,938	\$3,027	\$3,118	\$3,214	\$3,310	\$3,410	\$3,514	\$3,619	\$3,657	\$3,693	\$3,731	\$3,766	\$3,841	\$3,841	\$3,841	\$3,960	\$4,078	\$4,202	\$4,331
\$/yr	35,256	36,324	37,416	38,568	39,720	40,920	42,168	43,428	43,884	44,316	44,772	45,192	46,092	46,092	46,092	47,520	48,936	50,424	51,972
\$/hr	16.95	17.46	17.99	18.54	19.10	19.67	20.27	20.88	21.10	21.31	21.53	21.73	22.16	22.16	22.16	22.85	23.53	24.24	24.99
29	\$2,967	\$3,058	\$3,150	\$3,246	\$3,344	\$3,445	\$3,551	\$3,657	\$3,693	\$3,731	\$3,766	\$3,804	\$3,880	\$3,880	\$3,880	\$3,999	\$4,120	\$4,246	\$4,375
\$/yr	35,604	36,696	37,800	38,952	40,128	41,340	42,612	43,884	44,316	44,772	45,192	45,648	46,560	46,560	46,560	47,988	49,440	50,952	52,500
\$/hr	17.12	17.64	18.17	18.73	19.29	19.88	20.49	21.10	21.31	21.53	21.73	21.95	22.38	22.38	22.38	23.07	23.77	24.50	25.24
30	\$2,997	\$3,086	\$3,180	\$3,276	\$3,377	\$3,480	\$3,584	\$3,693	\$3,731	\$3,766	\$3,804	\$3,841	\$3,920	\$3,920	\$3,920	\$4,039	\$4,161	\$4,288	\$4,418

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\$/yr	35,964	37,032	38,160	39,312	40,524	41,760	43,008	44,316	44,772	45,192	45,648	46,092	47,040	47,040	47,040	48,468	49,932	51,456	53,016
\$/hr	17.29	17.80	18.35	18.90	19.48	20.08	20.68	21.31	21.53	21.73	21.95	22.16	22.62	22.62	22.62	23.30	24.01	24.74	25.49
31	\$3,027	\$3,118	\$3,214	\$3,310	\$3,410	\$3,514	\$3,619	\$3,731	\$3,766	\$3,804	\$3,841	\$3,880	\$3,960	\$3,960	\$3,960	\$4,078	\$4,202	\$4,331	\$4,464
\$/yr	36,324	37,416	38,568	39,720	40,920	42,168	43,428	44,772	45,192	45,648	46,092	46,560	47,520	47,520	47,520	48,936	50,424	51,972	53,568
\$/hr	17.46	17.99	18.54	19.10	19.67	20.27	20.88	21.53	21.73	21.95	22.16	22.38	22.85	22.85	22.85	23.53	24.24	24.99	25.75
32	\$3,058	\$3,150	\$3,246	\$3,344	\$3,445	\$3,551	\$3,657	\$3,766	\$3,804	\$3,841	\$3,880	\$3,920	\$3,999	\$3,999	\$3,999	\$4,120	\$4,246	\$4,375	\$4,507
\$/yr	36,696	37,800	38,952	40,128	41,340	42,612	43,884	45,192	45,648	46,092	46,560	47,040	47,988	47,988	47,988	49,440	50,952	52,500	54,084
\$/hr	17.64	18.17	18.73	19.29	19.88	20.49	21.10	21.73	21.95	22.16	22.38	22.62	23.07	23.07	23.07	23.77	24.50	25.24	26.00
33	\$3,086	\$3,180	\$3,276	\$3,377	\$3,480	\$3,584	\$3,693	\$3,804	\$3,841	\$3,880	\$3,920	\$3,960	\$4,039	\$4,039	\$4,039	\$4,161	\$4,288	\$4,418	\$4,553
\$/yr	37,032	38,160	39,312	40,524	41,760	43,008	44,316	45,648	46,092	46,560	47,040	47,520	48,468	48,468	48,468	49,932	51,456	53,016	54,636
\$/hr	17.80	18.35	18.90	19.48	20.08	20.68	21.31	21.95	22.16	22.38	22.62	22.85	23.30	23.30	23.30	24.01	24.74	25.49	26.27
34	\$3,118	\$3,214	\$3,310	\$3,410	\$3,514	\$3,619	\$3,731	\$3,841	\$3,880	\$3,920	\$3,960	\$3,999	\$4,078	\$4,078	\$4,078	\$4,202	\$4,331	\$4,464	\$4,597
\$/yr	37,416	38,568	39,720	40,920	42,168	43,428	44,772	46,092	46,560	47,040	47,520	47,988	48,936	48,936	48,936	50,424	51,972	53,568	55,164
\$/hr	17.99	18.54	19.10	19.67	20.27	20.88	21.53	22.16	22.38	22.62	22.85	23.07	23.53	23.53	23.53	24.24	24.99	25.75	26.52
35	\$3,150	\$3,246	\$3,344	\$3,445	\$3,551	\$3,657	\$3,766	\$3,880	\$3,920	\$3,960	\$3,999	\$4,039	\$4,120	\$4,120	\$4,120	\$4,246	\$4,375	\$4,507	\$4,644
\$/yr	37,800	38,952	40,128	41,340	42,612	43,884	45,192	46,560	47,040	47,520	47,988	48,468	49,440	49,440	49,440	50,952	52,500	54,084	55,728
\$/hr	18.17	18.73	19.29	19.88	20.49	21.10	21.73	22.38	22.62	22.85	23.07	23.30	23.77	23.77	23.77	24.50	25.24	26.00	26.79
36	\$3,180	\$3,276	\$3,377	\$3,480	\$3,584	\$3,693	\$3,804	\$3,920	\$3,960	\$3,999	\$4,039	\$4,078	\$4,161	\$4,161	\$4,161	\$4,288	\$4,418	\$4,553	\$4,691
\$/yr	38,160	39,312	40,524	41,760	43,008	44,316	45,648	47,040	47,520	47,988	48,468	48,936	49,932	49,932	49,932	51,456	53,016	54,636	56,292
\$/hr	18.35	18.90	19.48	20.08	20.68	21.31	21.95	22.62	22.85	23.07	23.30	23.53	24.01	24.01	24.01	24.74	25.49	26.27	27.06
37	\$3,214	\$3,310	\$3,410	\$3,514	\$3,619	\$3,731	\$3,841	\$3,960	\$3,999	\$4,039	\$4,078	\$4,120	\$4,202	\$4,202	\$4,202	\$4,331	\$4,464	\$4,597	\$4,736
\$/yr	38,568	39,720	40,920	42,168	43,428	44,772	46,092	47,520	47,988	48,468	48,936	49,440	50,424	50,424	50,424	51,972	53,568	55,164	56,832
\$/hr	18.54	19.10	19.67	20.27	20.88	21.53	22.16	22.85	23.07	23.30	23.53	23.77	24.24	24.24	24.24	24.99	25.75	26.52	27.32
38	\$3,246	\$3,344	\$3,445	\$3,551	\$3,657	\$3,766	\$3,880	\$3,999	\$4,039	\$4,078	\$4,120	\$4,161	\$4,246	\$4,246	\$4,246	\$4,375	\$4,507	\$4,644	\$4,784
\$/yr	38,952	40,128	41,340	42,612	43,884	45,192	46,560	47,988	48,468	48,936	49,440	49,932	50,952	50,952	50,952	52,500	54,084	55,728	57,408
\$/hr	18.73	19.29	19.88	20.49	21.10	21.73	22.38	23.07	23.30	23.53	23.77	24.01	24.50	24.50	24.50	25.24	26.00	26.79	27.60
39	\$3,276	\$3,377	\$3,480	\$3,584	\$3,693	\$3,804	\$3,920	\$4,039	\$4,078	\$4,120	\$4,161	\$4,202	\$4,288	\$4,288	\$4,288	\$4,418	\$4,553	\$4,691	\$4,831
\$/yr	39,312	40,524	41,760	43,008	44,316	45,648	47,040	48,468	48,936	49,440	49,932	50,424	51,456	51,456	51,456	53,016	54,636	56,292	57,972
\$/hr	18.90	19.48	20.08	20.68	21.31	21.95	22.62	23.30	23.53	23.77	24.01	24.24	24.74	24.74	24.74	25.49	26.27	27.06	27.87
40	\$3,310	\$3,410	\$3,514	\$3,619	\$3,731	\$3,841	\$3,960	\$4,078	\$4,120	\$4,161	\$4,202	\$4,246	\$4,331	\$4,331	\$4,331	\$4,464	\$4,597	\$4,736	\$4,881
\$/yr	39,720	40,920	42,168	43,428	44,772	46,092	47,520	48,936	49,440	49,932	50,424	50,952	51,972	51,972	51,972	53,568	55,164	56,832	58,572
\$/hr	19.10	19.67	20.27	20.88	21.53	22.16	22.85	23.53	23.77	24.01	24.24	24.50	24.99	24.99	24.99	25.75	26.52	27.32	28.16
41	\$3,344	\$3,445	\$3,551	\$3,657	\$3,766	\$3,880	\$3,999	\$4,120	\$4,161	\$4,202	\$4,246	\$4,288	\$4,375	\$4,375	\$4,375	\$4,507	\$4,644	\$4,784	\$4,931

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\$/yr	40,128	41,340	42,612	43,884	45,192	46,560	47,988	49,440	49,932	50,424	50,952	51,456	52,500	52,500	52,500	54,084	55,728	57,408	59,172
\$/hr	19.29	19.88	20.49	21.10	21.73	22.38	23.07	23.77	24.01	24.24	24.50	24.74	25.24	25.24	25.24	26.00	26.79	27.60	28.45
42	\$3,377	\$3,480	\$3,584	\$3,693	\$3,804	\$3,920	\$4,039	\$4,161	\$4,202	\$4,246	\$4,288	\$4,331	\$4,418	\$4,418	\$4,418	\$4,553	\$4,691	\$4,831	\$4,979
\$/yr	40,524	41,760	43,008	44,316	45,648	47,040	48,468	49,932	50,424	50,952	51,456	51,972	53,016	53,016	53,016	54,636	56,292	57,972	59,748
\$/hr	19.48	20.08	20.68	21.31	21.95	22.62	23.30	24.01	24.24	24.50	24.74	24.99	25.49	25.49	25.49	26.27	27.06	27.87	28.73
43	\$3,410	\$3,514	\$3,619	\$3,731	\$3,841	\$3,960	\$4,078	\$4,202	\$4,246	\$4,288	\$4,331	\$4,375	\$4,464	\$4,464	\$4,464	\$4,597	\$4,736	\$4,881	\$5,032
\$/yr	40,920	42,168	43,428	44,772	46,092	47,520	48,936	50,424	50,952	51,456	51,972	52,500	53,568	53,568	53,568	55,164	56,832	58,572	60,384
\$/hr	19.67	20.27	20.88	21.53	22.16	22.85	23.53	24.24	24.50	24.74	24.99	25.24	25.75	25.75	25.75	26.52	27.32	28.16	29.03
44	\$3,445	\$3,551	\$3,657	\$3,766	\$3,880	\$3,999	\$4,120	\$4,246	\$4,288	\$4,331	\$4,375	\$4,418	\$4,507	\$4,507	\$4,507	\$4,644	\$4,784	\$4,931	\$5,079
\$/yr	41,340	42,612	43,884	45,192	46,560	47,988	49,440	50,952	51,456	51,972	52,500	53,016	54,084	54,084	54,084	55,728	57,408	59,172	60,948
\$/hr	19.88	20.49	21.10	21.73	22.38	23.07	23.77	24.50	24.74	24.99	25.24	25.49	26.00	26.00	26.00	26.79	27.60	28.45	29.30
45	\$3,480	\$3,584	\$3,693	\$3,804	\$3,920	\$4,039	\$4,161	\$4,288	\$4,331	\$4,375	\$4,418	\$4,464	\$4,553	\$4,553	\$4,553	\$4,691	\$4,831	\$4,979	\$5,131
\$/yr	41,760	43,008	44,316	45,648	47,040	48,468	49,932	51,456	51,972	52,500	53,016	53,568	54,636	54,636	54,636	56,292	57,972	59,748	61,572
\$/hr	20.08	20.68	21.31	21.95	22.62	23.30	24.01	24.74	24.99	25.24	25.49	25.75	26.27	26.27	26.27	27.06	27.87	28.73	29.60
46	\$3,514	\$3,619	\$3,731	\$3,841	\$3,960	\$4,078	\$4,202	\$4,331	\$4,375	\$4,418	\$4,464	\$4,507	\$4,597	\$4,597	\$4,597	\$4,736	\$4,881	\$5,032	\$5,183
\$/yr	42,168	43,428	44,772	46,092	47,520	48,936	50,424	51,972	52,500	53,016	53,568	54,084	55,164	55,164	55,164	56,832	58,572	60,384	62,196
\$/hr	20.27	20.88	21.53	22.16	22.85	23.53	24.24	24.99	25.24	25.49	25.75	26.00	26.52	26.52	26.52	27.32	28.16	29.03	29.90
47	\$3,551	\$3,657	\$3,766	\$3,880	\$3,999	\$4,120	\$4,246	\$4,375	\$4,418	\$4,464	\$4,507	\$4,553	\$4,644	\$4,644	\$4,644	\$4,784	\$4,931	\$5,079	\$5,233
\$/yr	42,612	43,884	45,192	46,560	47,988	49,440	50,952	52,500	53,016	53,568	54,084	54,636	55,728	55,728	55,728	57,408	59,172	60,948	62,796
\$/hr	20.49	21.10	21.73	22.38	23.07	23.77	24.50	25.24	25.49	25.75	26.00	26.27	26.79	26.79	26.79	27.60	28.45	29.30	30.19
48	\$3,584	\$3,693	\$3,804	\$3,920	\$4,039	\$4,161	\$4,288	\$4,418	\$4,464	\$4,507	\$4,553	\$4,597	\$4,691	\$4,691	\$4,691	\$4,831	\$4,979	\$5,131	\$5,288
\$/yr	43,008	44,316	45,648	47,040	48,468	49,932	51,456	53,016	53,568	54,084	54,636	55,164	56,292	56,292	56,292	57,972	59,748	61,572	63,456
\$/hr	20.68	21.31	21.95	22.62	23.30	24.01	24.74	25.49	25.75	26.00	26.27	26.52	27.06	27.06	27.06	27.87	28.73	29.60	30.51
49	\$3,619	\$3,731	\$3,841	\$3,960	\$4,078	\$4,202	\$4,331	\$4,464	\$4,507	\$4,553	\$4,597	\$4,644	\$4,736	\$4,736	\$4,736	\$4,881	\$5,032	\$5,183	\$5,341
\$/yr	43,428	44,772	46,092	47,520	48,936	50,424	51,972	53,568	54,084	54,636	55,164	55,728	56,832	56,832	56,832	58,572	60,384	62,196	64,092
\$/hr	20.88	21.53	22.16	22.85	23.53	24.24	24.99	25.75	26.00	26.27	26.52	26.79	27.32	27.32	27.32	28.16	29.03	29.90	30.81
50	\$3,657	\$3,766	\$3,880	\$3,999	\$4,120	\$4,246	\$4,375	\$4,507	\$4,553	\$4,597	\$4,644	\$4,691	\$4,784	\$4,784	\$4,784	\$4,931	\$5,079	\$5,233	\$5,394
\$/yr	43,884	45,192	46,560	47,988	49,440	50,952	52,500	54,084	54,636	55,164	55,728	56,292	57,408	57,408	57,408	59,172	60,948	62,796	64,728
\$/hr	21.10	21.73	22.38	23.07	23.77	24.50	25.24	26.00	26.27	26.52	26.79	27.06	27.60	27.60	27.60	28.45	29.30	30.19	31.12
51	\$3,693	\$3,804	\$3,920	\$4,039	\$4,161	\$4,288	\$4,418	\$4,553	\$4,597	\$4,644	\$4,691	\$4,736	\$4,831	\$4,831	\$4,831	\$4,979	\$5,131	\$5,288	\$5,447
\$/yr	44,316	45,648	47,040	48,468	49,932	51,456	53,016	54,636	55,164	55,728	56,292	56,832	57,972	57,972	57,972	59,748	61,572	63,456	65,364
\$/hr	21.31	21.95	22.62	23.30	24.01	24.74	25.49	26.27	26.52	26.79	27.06	27.32	27.87	27.87	27.87	28.73	29.60	30.51	31.43
52	\$3,731	\$3,841	\$3,960	\$4,078	\$4,202	\$4,331	\$4,464	\$4,597	\$4,644	\$4,691	\$4,736	\$4,784	\$4,881	\$4,881	\$4,881	\$5,032	\$5,183	\$5,341	\$5,503

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\$/yr	44,772	46,092	47,520	48,936	50,424	51,972	53,568	55,164	55,728	56,292	56,832	57,408	58,572	58,572	58,572	60,384	62,196	64,092	66,036
\$/hr	21.53	22.16	22.85	23.53	24.24	24.99	25.75	26.52	26.79	27.06	27.32	27.60	28.16	28.16	28.16	29.03	29.90	30.81	31.75
53	\$3,766	\$3,880	\$3,999	\$4,120	\$4,246	\$4,375	\$4,507	\$4,644	\$4,691	\$4,736	\$4,784	\$4,831	\$4,931	\$4,931	\$4,931	\$5,079	\$5,233	\$5,394	\$5,556
\$/yr	45,192	46,560	47,988	49,440	50,952	52,500	54,084	55,728	56,292	56,832	57,408	57,972	59,172	59,172	59,172	60,948	62,796	64,728	66,672
\$/hr	21.73	22.38	23.07	23.77	24.50	25.24	26.00	26.79	27.06	27.32	27.60	27.87	28.45	28.45	28.45	29.30	30.19	31.12	32.05
54	\$3,804	\$3,920	\$4,039	\$4,161	\$4,288	\$4,418	\$4,553	\$4,691	\$4,736	\$4,784	\$4,831	\$4,881	\$4,979	\$4,979	\$4,979	\$5,131	\$5,288	\$5,447	\$5,612
\$/yr	45,648	47,040	48,468	49,932	51,456	53,016	54,636	56,292	56,832	57,408	57,972	58,572	59,748	59,748	59,748	61,572	63,456	65,364	67,344
\$/hr	21.95	22.62	23.30	24.01	24.74	25.49	26.27	27.06	27.32	27.60	27.87	28.16	28.73	28.73	28.73	29.60	30.51	31.43	32.38
55	\$3,841	\$3,960	\$4,078	\$4,202	\$4,331	\$4,464	\$4,597	\$4,736	\$4,784	\$4,831	\$4,881	\$4,931	\$5,032	\$5,032	\$5,032	\$5,183	\$5,341	\$5,503	\$5,668
\$/yr	46,092	47,520	48,936	50,424	51,972	53,568	55,164	56,832	57,408	57,972	58,572	59,172	60,384	60,384	60,384	62,196	64,092	66,036	68,016
\$/hr	22.16	22.85	23.53	24.24	24.99	25.75	26.52	27.32	27.60	27.87	28.16	28.45	29.03	29.03	29.03	29.90	30.81	31.75	32.70
56	\$3,880	\$3,999	\$4,120	\$4,246	\$4,375	\$4,507	\$4,644	\$4,784	\$4,831	\$4,881	\$4,931	\$4,979	\$5,079	\$5,079	\$5,079	\$5,233	\$5,394	\$5,556	\$5,723
\$/yr	46,560	47,988	49,440	50,952	52,500	54,084	55,728	57,408	57,972	58,572	59,172	59,748	60,948	60,948	60,948	62,796	64,728	66,672	68,676
\$/hr	22.38	23.07	23.77	24.50	25.24	26.00	26.79	27.60	27.87	28.16	28.45	28.73	29.30	29.30	29.30	30.19	31.12	32.05	33.02
57	\$3,920	\$4,039	\$4,161	\$4,288	\$4,418	\$4,553	\$4,691	\$4,831	\$4,881	\$4,931	\$4,979	\$5,032	\$5,131	\$5,131	\$5,131	\$5,288	\$5,447	\$5,612	\$5,781
\$/yr	47,040	48,468	49,932	51,456	53,016	54,636	56,292	57,972	58,572	59,172	59,748	60,384	61,572	61,572	61,572	63,456	65,364	67,344	69,372
\$/hr	22.62	23.30	24.01	24.74	25.49	26.27	27.06	27.87	28.16	28.45	28.73	29.03	29.60	29.60	29.60	30.51	31.43	32.38	33.35
58	\$3,960	\$4,078	\$4,202	\$4,331	\$4,464	\$4,597	\$4,736	\$4,881	\$4,931	\$4,979	\$5,032	\$5,079	\$5,183	\$5,183	\$5,183	\$5,341	\$5,503	\$5,668	\$5,841
\$/yr	47,520	48,936	50,424	51,972	53,568	55,164	56,832	58,572	59,172	59,748	60,384	60,948	62,196	62,196	62,196	64,092	66,036	68,016	70,092
\$/hr	22.85	23.53	24.24	24.99	25.75	26.52	27.32	28.16	28.45	28.73	29.03	29.30	29.90	29.90	29.90	30.81	31.75	32.70	33.70
59	\$3,999	\$4,120	\$4,246	\$4,375	\$4,507	\$4,644	\$4,784	\$4,931	\$4,979	\$5,032	\$5,079	\$5,131	\$5,233	\$5,233	\$5,233	\$5,394	\$5,556	\$5,723	\$5,897
\$/yr	47,988	49,440	50,952	52,500	54,084	55,728	57,408	59,172	59,748	60,384	60,948	61,572	62,796	62,796	62,796	64,728	66,672	68,676	70,764
\$/hr	23.07	23.77	24.50	25.24	26.00	26.79	27.60	28.45	28.73	29.03	29.30	29.60	30.19	30.19	30.19	31.12	32.05	33.02	34.02
60	\$4,039	\$4,161	\$4,288	\$4,418	\$4,553	\$4,691	\$4,831	\$4,979	\$5,032	\$5,079	\$5,131	\$5,183	\$5,288	\$5,288	\$5,288	\$5,447	\$5,612	\$5,781	\$5,958
\$/yr	48,468	49,932	51,456	53,016	54,636	56,292	57,972	59,748	60,384	60,948	61,572	62,196	63,456	63,456	63,456	65,364	67,344	69,372	71,496
\$/hr	23.30	24.01	24.74	25.49	26.27	27.06	27.87	28.73	29.03	29.30	29.60	29.90	30.51	30.51	30.51	31.43	32.38	33.35	34.37
61	\$4,078	\$4,202	\$4,331	\$4,464	\$4,597	\$4,736	\$4,881	\$5,032	\$5,079	\$5,131	\$5,183	\$5,233	\$5,341	\$5,341	\$5,341	\$5,503	\$5,668	\$5,841	\$6,016
\$/yr	48,936	50,424	51,972	53,568	55,164	56,832	58,572	60,384	60,948	61,572	62,196	62,796	64,092	64,092	64,092	66,036	68,016	70,092	72,192
\$/hr	23.53	24.24	24.99	25.75	26.52	27.32	28.16	29.03	29.30	29.60	29.90	30.19	30.81	30.81	30.81	31.75	32.70	33.70	34.71
62	\$4,120	\$4,246	\$4,375	\$4,507	\$4,644	\$4,784	\$4,931	\$5,079	\$5,131	\$5,183	\$5,233	\$5,288	\$5,394	\$5,394	\$5,394	\$5,556	\$5,723	\$5,897	\$6,079
\$/yr	49,440	50,952	52,500	54,084	55,728	57,408	59,172	60,948	61,572	62,196	62,796	63,456	64,728	64,728	64,728	66,672	68,676	70,764	72,948
\$/hr	23.77	24.50	25.24	26.00	26.79	27.60	28.45	29.30	29.60	29.90	30.19	30.51	31.12	31.12	31.12	32.05	33.02	34.02	35.07
63	\$4,161	\$4,288	\$4,418	\$4,553	\$4,691	\$4,831	\$4,979	\$5,131	\$5,183	\$5,233	\$5,288	\$5,341	\$5,447	\$5,447	\$5,447	\$5,612	\$5,781	\$5,958	\$6,139

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\$/yr	49,932	51,456	53,016	54,636	56,292	57,972	59,748	61,572	62,196	62,796	63,456	64,092	65,364	65,364	65,364	67,344	69,372	71,496	73,668
\$/hr	24.01	24.74	25.49	26.27	27.06	27.87	28.73	29.60	29.90	30.19	30.51	30.81	31.43	31.43	31.43	32.38	33.35	34.37	35.42
64	\$4,202	\$4,331	\$4,464	\$4,597	\$4,736	\$4,881	\$5,032	\$5,183	\$5,233	\$5,288	\$5,341	\$5,394	\$5,503	\$5,503	\$5,503	\$5,668	\$5,841	\$6,016	\$6,198
\$/yr	50,424	51,972	53,568	55,164	56,832	58,572	60,384	62,196	62,796	63,456	64,092	64,728	66,036	66,036	66,036	68,016	70,092	72,192	74,376
\$/hr	24.24	24.99	25.75	26.52	27.32	28.16	29.03	29.90	30.19	30.51	30.81	31.12	31.75	31.75	31.75	32.70	33.70	34.71	35.76
65	\$4,246	\$4,375	\$4,507	\$4,644	\$4,784	\$4,931	\$5,079	\$5,233	\$5,288	\$5,341	\$5,394	\$5,447	\$5,556	\$5,556	\$5,556	\$5,723	\$5,897	\$6,079	\$6,261
\$/yr	50,952	52,500	54,084	55,728	57,408	59,172	60,948	62,796	63,456	64,092	64,728	65,364	66,672	66,672	66,672	68,676	70,764	72,948	75,132
\$/hr	24.50	25.24	26.00	26.79	27.60	28.45	29.30	30.19	30.51	30.81	31.12	31.43	32.05	32.05	32.05	33.02	34.02	35.07	36.12
66	\$4,288	\$4,418	\$4,553	\$4,691	\$4,831	\$4,979	\$5,131	\$5,288	\$5,341	\$5,394	\$5,447	\$5,503	\$5,612	\$5,612	\$5,612	\$5,781	\$5,958	\$6,139	\$6,324
\$/yr	51,456	53,016	54,636	56,292	57,972	59,748	61,572	63,456	64,092	64,728	65,364	66,036	67,344	67,344	67,344	69,372	71,496	73,668	75,888
\$/hr	24.74	25.49	26.27	27.06	27.87	28.73	29.60	30.51	30.81	31.12	31.43	31.75	32.38	32.38	32.38	33.35	34.37	35.42	36.48
67	\$4,331	\$4,464	\$4,597	\$4,736	\$4,881	\$5,032	\$5,183	\$5,341	\$5,394	\$5,447	\$5,503	\$5,556	\$5,668	\$5,668	\$5,668	\$5,841	\$6,016	\$6,198	\$6,386
\$/yr	51,972	53,568	55,164	56,832	58,572	60,384	62,196	64,092	64,728	65,364	66,036	66,672	68,016	68,016	68,016	70,092	72,192	74,376	76,632
\$/hr	24.99	25.75	26.52	27.32	28.16	29.03	29.90	30.81	31.12	31.43	31.75	32.05	32.70	32.70	32.70	33.70	34.71	35.76	36.84
68	\$4,375	\$4,507	\$4,644	\$4,784	\$4,931	\$5,079	\$5,233	\$5,394	\$5,447	\$5,503	\$5,556	\$5,612	\$5,723	\$5,723	\$5,723	\$5,897	\$6,079	\$6,261	\$6,448
\$/yr	52,500	54,084	55,728	57,408	59,172	60,948	62,796	64,728	65,364	66,036	66,672	67,344	68,676	68,676	68,676	70,764	72,948	75,132	77,376
\$/hr	25.24	26.00	26.79	27.60	28.45	29.30	30.19	31.12	31.43	31.75	32.05	32.38	33.02	33.02	33.02	34.02	35.07	36.12	37.20
69	\$4,418	\$4,553	\$4,691	\$4,831	\$4,979	\$5,131	\$5,288	\$5,447	\$5,503	\$5,556	\$5,612	\$5,668	\$5,781	\$5,781	\$5,781	\$5,958	\$6,139	\$6,324	\$6,514
\$/yr	53,016	54,636	56,292	57,972	59,748	61,572	63,456	65,364	66,036	66,672	67,344	68,016	69,372	69,372	69,372	71,496	73,668	75,888	78,168
\$/hr	25.49	26.27	27.06	27.87	28.73	29.60	30.51	31.43	31.75	32.05	32.38	32.70	33.35	33.35	33.35	34.37	35.42	36.48	37.58
70	\$4,464	\$4,597	\$4,736	\$4,881	\$5,032	\$5,183	\$5,341	\$5,503	\$5,556	\$5,612	\$5,668	\$5,723	\$5,841	\$5,841	\$5,841	\$6,016	\$6,198	\$6,386	\$6,579
\$/yr	53,568	55,164	56,832	58,572	60,384	62,196	64,092	66,036	66,672	67,344	68,016	68,676	70,092	70,092	70,092	72,192	74,376	76,632	78,948
\$/hr	25.75	26.52	27.32	28.16	29.03	29.90	30.81	31.75	32.05	32.38	32.70	33.02	33.70	33.70	33.70	34.71	35.76	36.84	37.96
71	\$4,507	\$4,644	\$4,784	\$4,931	\$5,079	\$5,233	\$5,394	\$5,556	\$5,612	\$5,668	\$5,723	\$5,781	\$5,897	\$5,897	\$5,897	\$6,079	\$6,261	\$6,448	\$6,645
\$/yr	54,084	55,728	57,408	59,172	60,948	62,796	64,728	66,672	67,344	68,016	68,676	69,372	70,764	70,764	70,764	72,948	75,132	77,376	79,740
\$/hr	26.00	26.79	27.60	28.45	29.30	30.19	31.12	32.05	32.38	32.70	33.02	33.35	34.02	34.02	34.02	35.07	36.12	37.20	38.34
72	\$4,553	\$4,691	\$4,831	\$4,979	\$5,131	\$5,288	\$5,447	\$5,612	\$5,668	\$5,723	\$5,781	\$5,841	\$5,958	\$5,958	\$5,958	\$6,139	\$6,324	\$6,514	\$6,710
\$/yr	54,636	56,292	57,972	59,748	61,572	63,456	65,364	67,344	68,016	68,676	69,372	70,092	71,496	71,496	71,496	73,668	75,888	78,168	80,520
\$/hr	26.27	27.06	27.87	28.73	29.60	30.51	31.43	32.38	32.70	33.02	33.35	33.70	34.37	34.37	34.37	35.42	36.48	37.58	38.71
73	\$4,597	\$4,736	\$4,881	\$5,032	\$5,183	\$5,341	\$5,503	\$5,668	\$5,723	\$5,781	\$5,841	\$5,897	\$6,016	\$6,016	\$6,016	\$6,198	\$6,386	\$6,579	\$6,777
\$/yr	55,164	56,832	58,572	60,384	62,196	64,092	66,036	68,016	68,676	69,372	70,092	70,764	72,192	72,192	72,192	74,376	76,632	78,948	81,324
\$/hr	26.52	27.32	28.16	29.03	29.90	30.81	31.75	32.70	33.02	33.35	33.70	34.02	34.71	34.71	34.71	35.76	36.84	37.96	39.10
74	\$4,644	\$4,784	\$4,931	\$5,079	\$5,233	\$5,394	\$5,556	\$5,723	\$5,781	\$5,841	\$5,897	\$5,958	\$6,079	\$6,079	\$6,079	\$6,261	\$6,448	\$6,645	\$6,846

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\$/yr	55,728	57,408	59,172	60,948	62,796	64,728	66,672	68,676	69,372	70,092	70,764	71,496	72,948	72,948	72,948	75,132	77,376	79,740	82,152
\$/hr	26.79	27.60	28.45	29.30	30.19	31.12	32.05	33.02	33.35	33.70	34.02	34.37	35.07	35.07	35.07	36.12	37.20	38.34	39.50
75	\$4,691	\$4,831	\$4,979	\$5,131	\$5,288	\$5,447	\$5,612	\$5,781	\$5,841	\$5,897	\$5,958	\$6,016	\$6,139	\$6,139	\$6,139	\$6,324	\$6,514	\$6,710	\$6,914
\$/yr	56,292	57,972	59,748	61,572	63,456	65,364	67,344	69,372	70,092	70,764	71,496	72,192	73,668	73,668	73,668	75,888	78,168	80,520	82,968
\$/hr	27.06	27.87	28.73	29.60	30.51	31.43	32.38	33.35	33.70	34.02	34.37	34.71	35.42	35.42	35.42	36.48	37.58	38.71	39.89
76	\$4,736	\$4,881	\$5,032	\$5,183	\$5,341	\$5,503	\$5,668	\$5,841	\$5,897	\$5,958	\$6,016	\$6,079	\$6,198	\$6,198	\$6,198	\$6,386	\$6,579	\$6,777	\$6,986
\$/yr	56,832	58,572	60,384	62,196	64,092	66,036	68,016	70,092	70,764	71,496	72,192	72,948	74,376	74,376	74,376	76,632	78,948	81,324	83,832
\$/hr	27.32	28.16	29.03	29.90	30.81	31.75	32.70	33.70	34.02	34.37	34.71	35.07	35.76	35.76	35.76	36.84	37.96	39.10	40.30
77	\$4,784	\$4,931	\$5,079	\$5,233	\$5,394	\$5,556	\$5,723	\$5,897	\$5,958	\$6,016	\$6,079	\$6,139	\$6,261	\$6,261	\$6,261	\$6,448	\$6,645	\$6,846	\$7,054
\$/yr	57,408	59,172	60,948	62,796	64,728	66,672	68,676	70,764	71,496	72,192	72,948	73,668	75,132	75,132	75,132	77,376	79,740	82,152	84,648
\$/hr	27.60	28.45	29.30	30.19	31.12	32.05	33.02	34.02	34.37	34.71	35.07	35.42	36.12	36.12	36.12	37.20	38.34	39.50	40.70
78	\$4,831	\$4,979	\$5,131	\$5,288	\$5,447	\$5,612	\$5,781	\$5,958	\$6,016	\$6,079	\$6,139	\$6,198	\$6,324	\$6,324	\$6,324	\$6,514	\$6,710	\$6,914	\$7,125
\$/yr	57,972	59,748	61,572	63,456	65,364	67,344	69,372	71,496	72,192	72,948	73,668	74,376	75,888	75,888	75,888	78,168	80,520	82,968	85,500
\$/hr	27.87	28.73	29.60	30.51	31.43	32.38	33.35	34.37	34.71	35.07	35.42	35.76	36.48	36.48	36.48	37.58	38.71	39.89	41.11
79	\$4,881	\$5,032	\$5,183	\$5,341	\$5,503	\$5,668	\$5,841	\$6,016	\$6,079	\$6,139	\$6,198	\$6,261	\$6,386	\$6,386	\$6,386	\$6,579	\$6,777	\$6,986	\$7,194
\$/yr	58,572	60,384	62,196	64,092	66,036	68,016	70,092	72,192	72,948	73,668	74,376	75,132	76,632	76,632	76,632	78,948	81,324	83,832	86,328
\$/hr	28.16	29.03	29.90	30.81	31.75	32.70	33.70	34.71	35.07	35.42	35.76	36.12	36.84	36.84	36.84	37.96	39.10	40.30	41.50
80	\$4,931	\$5,079	\$5,233	\$5,394	\$5,556	\$5,723	\$5,897	\$6,079	\$6,139	\$6,198	\$6,261	\$6,324	\$6,448	\$6,448	\$6,448	\$6,645	\$6,846	\$7,054	\$7,269
\$/yr	59,172	60,948	62,796	64,728	66,672	68,676	70,764	72,948	73,668	74,376	75,132	75,888	77,376	77,376	77,376	79,740	82,152	84,648	87,228
\$/hr	28.45	29.30	30.19	31.12	32.05	33.02	34.02	35.07	35.42	35.76	36.12	36.48	37.20	37.20	37.20	38.34	39.50	40.70	41.94
81	\$4,979	\$5,131	\$5,288	\$5,447	\$5,612	\$5,781	\$5,958	\$6,139	\$6,198	\$6,261	\$6,324	\$6,386	\$6,514	\$6,514	\$6,514	\$6,710	\$6,914	\$7,125	\$7,340
\$/yr	59,748	61,572	63,456	65,364	67,344	69,372	71,496	73,668	74,376	75,132	75,888	76,632	78,168	78,168	78,168	80,520	82,968	85,500	88,080
\$/hr	28.73	29.60	30.51	31.43	32.38	33.35	34.37	35.42	35.76	36.12	36.48	36.84	37.58	37.58	37.58	38.71	39.89	41.11	42.35
82	\$5,032	\$5,183	\$5,341	\$5,503	\$5,668	\$5,841	\$6,016	\$6,198	\$6,261	\$6,324	\$6,386	\$6,448	\$6,579	\$6,579	\$6,579	\$6,777	\$6,986	\$7,194	\$7,413
\$/yr	60,384	62,196	64,092	66,036	68,016	70,092	72,192	74,376	75,132	75,888	76,632	77,376	78,948	78,948	78,948	81,324	83,832	86,328	88,956
\$/hr	29.03	29.90	30.81	31.75	32.70	33.70	34.71	35.76	36.12	36.48	36.84	37.20	37.96	37.96	37.96	39.10	40.30	41.50	42.77
83	\$5,079	\$5,233	\$5,394	\$5,556	\$5,723	\$5,897	\$6,079	\$6,261	\$6,324	\$6,386	\$6,448	\$6,514	\$6,645	\$6,645	\$6,645	\$6,846	\$7,054	\$7,269	\$7,487
\$/yr	60,948	62,796	64,728	66,672	68,676	70,764	72,948	75,132	75,888	76,632	77,376	78,168	79,740	79,740	79,740	82,152	84,648	87,228	89,844
\$/hr	29.30	30.19	31.12	32.05	33.02	34.02	35.07	36.12	36.48	36.84	37.20	37.58	38.34	38.34	38.34	39.50	40.70	41.94	43.19
84	\$5,131	\$5,288	\$5,447	\$5,612	\$5,781	\$5,958	\$6,139	\$6,324	\$6,386	\$6,448	\$6,514	\$6,579	\$6,710	\$6,710	\$6,710	\$6,914	\$7,125	\$7,340	\$7,563
\$/yr	61,572	63,456	65,364	67,344	69,372	71,496	73,668	75,888	76,632	77,376	78,168	78,948	80,520	80,520	80,520	82,968	85,500	88,080	90,756
\$/hr	29.60	30.51	31.43	32.38	33.35	34.37	35.42	36.48	36.84	37.20	37.58	37.96	38.71	38.71	38.71	39.89	41.11	42.35	43.63
85	\$5,183	\$5,341	\$5,503	\$5,668	\$5,841	\$6,016	\$6,198	\$6,386	\$6,448	\$6,514	\$6,579	\$6,645	\$6,777	\$6,777	\$6,777	\$6,986	\$7,194	\$7,413	\$7,639

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\$/yr	62,196	64,092	66,036	68,016	70,092	72,192	74,376	76,632	77,376	78,168	78,948	79,740	81,324	81,324	81,324	83,832	86,328	88,956	91,668
\$/hr	29.90	30.81	31.75	32.70	33.70	34.71	35.76	36.84	37.20	37.58	37.96	38.34	39.10	39.10	39.10	40.30	41.50	42.77	44.07
86	\$5,233	\$5,394	\$5,556	\$5,723	\$5,897	\$6,079	\$6,261	\$6,448	\$6,514	\$6,579	\$6,645	\$6,710	\$6,846	\$6,846	\$6,846	\$7,054	\$7,269	\$7,487	\$7,713
\$/yr	62,796	64,728	66,672	68,676	70,764	72,948	75,132	77,376	78,168	78,948	79,740	80,520	82,152	82,152	82,152	84,648	87,228	89,844	92,556
\$/hr	30.19	31.12	32.05	33.02	34.02	35.07	36.12	37.20	37.58	37.96	38.34	38.71	39.50	39.50	39.50	40.70	41.94	43.19	44.50
87	\$5,288	\$5,447	\$5,612	\$5,781	\$5,958	\$6,139	\$6,324	\$6,514	\$6,579	\$6,645	\$6,710	\$6,777	\$6,914	\$6,914	\$6,914	\$7,125	\$7,340	\$7,563	\$7,793
\$/yr	63,456	65,364	67,344	69,372	71,496	73,668	75,888	78,168	78,948	79,740	80,520	81,324	82,968	82,968	82,968	85,500	88,080	90,756	93,516
\$/hr	30.51	31.43	32.38	33.35	34.37	35.42	36.48	37.58	37.96	38.34	38.71	39.10	39.89	39.89	39.89	41.11	42.35	43.63	44.96
88	\$5,341	\$5,503	\$5,668	\$5,841	\$6,016	\$6,198	\$6,386	\$6,579	\$6,645	\$6,710	\$6,777	\$6,846	\$6,986	\$6,986	\$6,986	\$7,194	\$7,413	\$7,639	\$7,869
\$/yr	64,092	66,036	68,016	70,092	72,192	74,376	76,632	78,948	79,740	80,520	81,324	82,152	83,832	83,832	83,832	86,328	88,956	91,668	94,428
\$/hr	30.81	31.75	32.70	33.70	34.71	35.76	36.84	37.96	38.34	38.71	39.10	39.50	40.30	40.30	40.30	41.50	42.77	44.07	45.40
89	\$5,394	\$5,556	\$5,723	\$5,897	\$6,079	\$6,261	\$6,448	\$6,645	\$6,710	\$6,777	\$6,846	\$6,914	\$7,054	\$7,054	\$7,054	\$7,269	\$7,487	\$7,713	\$7,950
\$/yr	64,728	66,672	68,676	70,764	72,948	75,132	77,376	79,740	80,520	81,324	82,152	82,968	84,648	84,648	84,648	87,228	89,844	92,556	95,400
\$/hr	31.12	32.05	33.02	34.02	35.07	36.12	37.20	38.34	38.71	39.10	39.50	39.89	40.70	40.70	40.70	41.94	43.19	44.50	45.87
90	\$5,447	\$5,612	\$5,781	\$5,958	\$6,139	\$6,324	\$6,514	\$6,710	\$6,777	\$6,846	\$6,914	\$6,986	\$7,125	\$7,125	\$7,125	\$7,340	\$7,563	\$7,793	\$8,029
\$/yr	65,364	67,344	69,372	71,496	73,668	75,888	78,168	80,520	81,324	82,152	82,968	83,832	85,500	85,500	85,500	88,080	90,756	93,516	96,348
\$/hr	31.43	32.38	33.35	34.37	35.42	36.48	37.58	38.71	39.10	39.50	39.89	40.30	41.11	41.11	41.11	42.35	43.63	44.96	46.32
91	\$5,503	\$5,668	\$5,841	\$6,016	\$6,198	\$6,386	\$6,579	\$6,777	\$6,846	\$6,914	\$6,986	\$7,054	\$7,194	\$7,194	\$7,194	\$7,413	\$7,639	\$7,869	\$8,109
\$/yr	66,036	68,016	70,092	72,192	74,376	76,632	78,948	81,324	82,152	82,968	83,832	84,648	86,328	86,328	86,328	88,956	91,668	94,428	97,308
\$/hr	31.75	32.70	33.70	34.71	35.76	36.84	37.96	39.10	39.50	39.89	40.30	40.70	41.50	41.50	41.50	42.77	44.07	45.40	46.78
92	\$5,556	\$5,723	\$5,897	\$6,079	\$6,261	\$6,448	\$6,645	\$6,846	\$6,914	\$6,986	\$7,054	\$7,125	\$7,269	\$7,269	\$7,269	\$7,487	\$7,713	\$7,950	\$8,190
\$/yr	66,672	68,676	70,764	72,948	75,132	77,376	79,740	82,152	82,968	83,832	84,648	85,500	87,228	87,228	87,228	89,844	92,556	95,400	98,280
\$/hr	32.05	33.02	34.02	35.07	36.12	37.20	38.34	39.50	39.89	40.30	40.70	41.11	41.94	41.94	41.94	43.19	44.50	45.87	47.25
93	\$5,612	\$5,781	\$5,958	\$6,139	\$6,324	\$6,514	\$6,710	\$6,914	\$6,986	\$7,054	\$7,125	\$7,194	\$7,340	\$7,340	\$7,340	\$7,563	\$7,793	\$8,029	\$8,271
\$/yr	67,344	69,372	71,496	73,668	75,888	78,168	80,520	82,968	83,832	84,648	85,500	86,328	88,080	88,080	88,080	90,756	93,516	96,348	99,252
\$/hr	32.38	33.35	34.37	35.42	36.48	37.58	38.71	39.89	40.30	40.70	41.11	41.50	42.35	42.35	42.35	43.63	44.96	46.32	47.72
94	\$5,668	\$5,841	\$6,016	\$6,198	\$6,386	\$6,579	\$6,777	\$6,986	\$7,054	\$7,125	\$7,194	\$7,269	\$7,413	\$7,413	\$7,413	\$7,639	\$7,869	\$8,109	\$8,354
\$/yr	68,016	70,092	72,192	74,376	76,632	78,948	81,324	83,832	84,648	85,500	86,328	87,228	88,956	88,956	88,956	91,668	94,428	97,308	100,248
\$/hr	32.70	33.70	34.71	35.76	36.84	37.96	39.10	40.30	40.70	41.11	41.50	41.94	42.77	42.77	42.77	44.07	45.40	46.78	48.20
95	\$5,723	\$5,897	\$6,079	\$6,261	\$6,448	\$6,645	\$6,846	\$7,054	\$7,125	\$7,194	\$7,269	\$7,340	\$7,487	\$7,487	\$7,487	\$7,713	\$7,950	\$8,190	\$8,438
\$/yr	68,676	70,764	72,948	75,132	77,376	79,740	82,152	84,648	85,500	86,328	87,228	88,080	89,844	89,844	89,844	92,556	95,400	98,280	101,256
\$/hr	33.02	34.02	35.07	36.12	37.20	38.34	39.50	40.70	41.11	41.50	41.94	42.35	43.19	43.19	43.19	44.50	45.87	47.25	48.68
96	\$5,781	\$5,958	\$6,139	\$6,324	\$6,514	\$6,710	\$6,914	\$7,125	\$7,194	\$7,269	\$7,340	\$7,413	\$7,563	\$7,563	\$7,563	\$7,793	\$8,029	\$8,271	\$8,523

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\$/yr	69,372	71,496	73,668	75,888	78,168	80,520	82,968	85,500	86,328	87,228	88,080	88,956	90,756	90,756	90,756	93,516	96,348	99,252	102,276
\$/hr	33.35	34.37	35.42	36.48	37.58	38.71	39.89	41.11	41.50	41.94	42.35	42.77	43.63	43.63	43.63	44.96	46.32	47.72	49.17
97	\$5,841	\$6,016	\$6,198	\$6,386	\$6,579	\$6,777	\$6,986	\$7,194	\$7,269	\$7,340	\$7,413	\$7,487	\$7,639	\$7,639	\$7,639	\$7,869	\$8,109	\$8,354	\$8,606
\$/yr	70,092	72,192	74,376	76,632	78,948	81,324	83,832	86,328	87,228	88,080	88,956	89,844	91,668	91,668	91,668	94,428	97,308	100,248	103,272
\$/hr	33.70	34.71	35.76	36.84	37.96	39.10	40.30	41.50	41.94	42.35	42.77	43.19	44.07	44.07	44.07	45.40	46.78	48.20	49.65
98	\$5,897	\$6,079	\$6,261	\$6,448	\$6,645	\$6,846	\$7,054	\$7,269	\$7,340	\$7,413	\$7,487	\$7,563	\$7,713	\$7,713	\$7,713	\$7,950	\$8,190	\$8,438	\$8,693
\$/yr	70,764	72,948	75,132	77,376	79,740	82,152	84,648	87,228	88,080	88,956	89,844	90,756	92,556	92,556	92,556	95,400	98,280	101,256	104,316
\$/hr	34.02	35.07	36.12	37.20	38.34	39.50	40.70	41.94	42.35	42.77	43.19	43.63	44.50	44.50	44.50	45.87	47.25	48.68	50.15
99	\$5,958	\$6,139	\$6,324	\$6,514	\$6,710	\$6,914	\$7,125	\$7,340	\$7,413	\$7,487	\$7,563	\$7,639	\$7,793	\$7,793	\$7,793	\$8,029	\$8,271	\$8,523	\$8,782
\$/yr	71,496	73,668	75,888	78,168	80,520	82,968	85,500	88,080	88,956	89,844	90,756	91,668	93,516	93,516	93,516	96,348	99,252	102,276	105,384
\$/hr	34.37	35.42	36.48	37.58	38.71	39.89	41.11	42.35	42.77	43.19	43.63	44.07	44.96	44.96	44.96	46.32	47.72	49.17	50.67

**For the most current information regarding this payscale table,
please refer to the UW Compensation Plan on the web at:
www.washington.edu/admin/hr/ocpsp/compensation**

APPENDIX VII – Payscale Table BF
University of Washington - Contract Classified
1199NW & SEIU Like Titles
Effective July 1, 2014

Range	<---- Step ---->																		
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S
0	\$6,016	\$6,198	\$6,386	\$6,579	\$6,777	\$6,986	\$7,194	\$7,413	\$7,487	\$7,563	\$7,639	\$7,713	\$7,869	\$7,869	\$7,869	\$8,109	\$8,354	\$8,606	\$8,868
\$/yr	72,192	74,376	76,632	78,948	81,324	83,832	86,328	88,956	89,844	90,756	91,668	92,556	94,428	94,428	94,428	97,308	100,248	103,272	106,416
\$/hr	34.71	35.76	36.84	37.96	39.10	40.30	41.50	42.77	43.19	43.63	44.07	44.50	45.40	45.40	45.40	46.78	48.20	49.65	51.16
1	\$6,079	\$6,261	\$6,448	\$6,645	\$6,846	\$7,054	\$7,269	\$7,487	\$7,563	\$7,639	\$7,713	\$7,793	\$7,950	\$7,950	\$7,950	\$8,190	\$8,438	\$8,693	\$8,959
\$/yr	72,948	75,132	77,376	79,740	82,152	84,648	87,228	89,844	90,756	91,668	92,556	93,516	95,400	95,400	95,400	98,280	101,256	104,316	107,508
\$/hr	35.07	36.12	37.20	38.34	39.50	40.70	41.94	43.19	43.63	44.07	44.50	44.96	45.87	45.87	45.87	47.25	48.68	50.15	51.69
2	\$6,139	\$6,324	\$6,514	\$6,710	\$6,914	\$7,125	\$7,340	\$7,563	\$7,639	\$7,713	\$7,793	\$7,869	\$8,029	\$8,029	\$8,029	\$8,271	\$8,523	\$8,782	\$9,047
\$/yr	73,668	75,888	78,168	80,520	82,968	85,500	88,080	90,756	91,668	92,556	93,516	94,428	96,348	96,348	96,348	99,252	102,276	105,384	108,564
\$/hr	35.42	36.48	37.58	38.71	39.89	41.11	42.35	43.63	44.07	44.50	44.96	45.40	46.32	46.32	46.32	47.72	49.17	50.67	52.19
3	\$6,198	\$6,386	\$6,579	\$6,777	\$6,986	\$7,194	\$7,413	\$7,639	\$7,713	\$7,793	\$7,869	\$7,950	\$8,109	\$8,109	\$8,109	\$8,354	\$8,606	\$8,868	\$9,137
\$/yr	74,376	76,632	78,948	81,324	83,832	86,328	88,956	91,668	92,556	93,516	94,428	95,400	97,308	97,308	97,308	100,248	103,272	106,416	109,644
\$/hr	35.76	36.84	37.96	39.10	40.30	41.50	42.77	44.07	44.50	44.96	45.40	45.87	46.78	46.78	46.78	48.20	49.65	51.16	52.71
4	\$6,261	\$6,448	\$6,645	\$6,846	\$7,054	\$7,269	\$7,487	\$7,713	\$7,793	\$7,869	\$7,950	\$8,029	\$8,190	\$8,190	\$8,190	\$8,438	\$8,693	\$8,959	\$9,228
\$/yr	75,132	77,376	79,740	82,152	84,648	87,228	89,844	92,556	93,516	94,428	95,400	96,348	98,280	98,280	98,280	101,256	104,316	107,508	110,736
\$/hr	36.12	37.20	38.34	39.50	40.70	41.94	43.19	44.50	44.96	45.40	45.87	46.32	47.25	47.25	47.25	48.68	50.15	51.69	53.24
5	\$6,324	\$6,514	\$6,710	\$6,914	\$7,125	\$7,340	\$7,563	\$7,793	\$7,869	\$7,950	\$8,029	\$8,109	\$8,271	\$8,271	\$8,271	\$8,523	\$8,782	\$9,047	\$9,320
\$/yr	75,888	78,168	80,520	82,968	85,500	88,080	90,756	93,516	94,428	95,400	96,348	97,308	99,252	99,252	99,252	102,276	105,384	108,564	111,840
\$/hr	36.48	37.58	38.71	39.89	41.11	42.35	43.63	44.96	45.40	45.87	46.32	46.78	47.72	47.72	47.72	49.17	50.67	52.19	53.77
6	\$6,386	\$6,579	\$6,777	\$6,986	\$7,194	\$7,413	\$7,639	\$7,869	\$7,950	\$8,029	\$8,109	\$8,190	\$8,354	\$8,354	\$8,354	\$8,606	\$8,868	\$9,137	\$9,414
\$/yr	76,632	78,948	81,324	83,832	86,328	88,956	91,668	94,428	95,400	96,348	97,308	98,280	100,248	100,248	100,248	103,272	106,416	109,644	112,968
\$/hr	36.84	37.96	39.10	40.30	41.50	42.77	44.07	45.40	45.87	46.32	46.78	47.25	48.20	48.20	48.20	49.65	51.16	52.71	54.31
7	\$6,448	\$6,645	\$6,846	\$7,054	\$7,269	\$7,487	\$7,713	\$7,950	\$8,029	\$8,109	\$8,190	\$8,271	\$8,438	\$8,438	\$8,438	\$8,693	\$8,959	\$9,228	\$9,509
\$/yr	77,376	79,740	82,152	84,648	87,228	89,844	92,556	95,400	96,348	97,308	98,280	99,252	101,256	101,256	101,256	104,316	107,508	110,736	114,108
\$/hr	37.20	38.34	39.50	40.70	41.94	43.19	44.50	45.87	46.32	46.78	47.25	47.72	48.68	48.68	48.68	50.15	51.69	53.24	54.86

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8	\$6,514	\$6,710	\$6,914	\$7,125	\$7,340	\$7,563	\$7,793	\$8,029	\$8,109	\$8,190	\$8,271	\$8,354	\$8,523	\$8,523	\$8,523	\$8,782	\$9,047	\$9,320	\$9,603
\$/yr	78,168	80,520	82,968	85,500	88,080	90,756	93,516	96,348	97,308	98,280	99,252	100,248	102,276	102,276	102,276	105,384	108,564	111,840	115,236
\$/hr	37.58	38.71	39.89	41.11	42.35	43.63	44.96	46.32	46.78	47.25	47.72	48.20	49.17	49.17	49.17	50.67	52.19	53.77	55.40
9	\$6,579	\$6,777	\$6,986	\$7,194	\$7,413	\$7,639	\$7,869	\$8,109	\$8,190	\$8,271	\$8,354	\$8,438	\$8,606	\$8,606	\$8,606	\$8,868	\$9,137	\$9,414	\$9,698
\$/yr	78,948	81,324	83,832	86,328	88,956	91,668	94,428	97,308	98,280	99,252	100,248	101,256	103,272	103,272	103,272	106,416	109,644	112,968	116,376
\$/hr	37.96	39.10	40.30	41.50	42.77	44.07	45.40	46.78	47.25	47.72	48.20	48.68	49.65	49.65	49.65	51.16	52.71	54.31	55.95
10	\$6,645	\$6,846	\$7,054	\$7,269	\$7,487	\$7,713	\$7,950	\$8,190	\$8,271	\$8,354	\$8,438	\$8,523	\$8,693	\$8,693	\$8,693	\$8,959	\$9,228	\$9,509	\$9,796
\$/yr	79,740	82,152	84,648	87,228	89,844	92,556	95,400	98,280	99,252	100,248	101,256	102,276	104,316	104,316	104,316	107,508	110,736	114,108	117,552
\$/hr	38.34	39.50	40.70	41.94	43.19	44.50	45.87	47.25	47.72	48.20	48.68	49.17	50.15	50.15	50.15	51.69	53.24	54.86	56.52
11	\$6,710	\$6,914	\$7,125	\$7,340	\$7,563	\$7,793	\$8,029	\$8,271	\$8,354	\$8,438	\$8,523	\$8,606	\$8,782	\$8,782	\$8,782	\$9,047	\$9,320	\$9,603	\$9,893
\$/yr	80,520	82,968	85,500	88,080	90,756	93,516	96,348	99,252	100,248	101,256	102,276	103,272	105,384	105,384	105,384	108,564	111,840	115,236	118,716
\$/hr	38.71	39.89	41.11	42.35	43.63	44.96	46.32	47.72	48.20	48.68	49.17	49.65	50.67	50.67	50.67	52.19	53.77	55.40	57.08
12	\$6,777	\$6,986	\$7,194	\$7,413	\$7,639	\$7,869	\$8,109	\$8,354	\$8,438	\$8,523	\$8,606	\$8,693	\$8,868	\$8,868	\$8,868	\$9,137	\$9,414	\$9,698	\$9,994
\$/yr	81,324	83,832	86,328	88,956	91,668	94,428	97,308	100,248	101,256	102,276	103,272	104,316	106,416	106,416	106,416	109,644	112,968	116,376	119,928
\$/hr	39.10	40.30	41.50	42.77	44.07	45.40	46.78	48.20	48.68	49.17	49.65	50.15	51.16	51.16	51.16	52.71	54.31	55.95	57.66
13	\$6,846	\$7,054	\$7,269	\$7,487	\$7,713	\$7,950	\$8,190	\$8,438	\$8,523	\$8,606	\$8,693	\$8,782	\$8,959	\$8,959	\$8,959	\$9,228	\$9,509	\$9,796	\$10,093
\$/yr	82,152	84,648	87,228	89,844	92,556	95,400	98,280	101,256	102,276	103,272	104,316	105,384	107,508	107,508	107,508	110,736	114,108	117,552	121,116
\$/hr	39.50	40.70	41.94	43.19	44.50	45.87	47.25	48.68	49.17	49.65	50.15	50.67	51.69	51.69	51.69	53.24	54.86	56.52	58.23
14	\$6,914	\$7,125	\$7,340	\$7,563	\$7,793	\$8,029	\$8,271	\$8,523	\$8,606	\$8,693	\$8,782	\$8,868	\$9,047	\$9,047	\$9,047	\$9,320	\$9,603	\$9,893	\$10,195
\$/yr	82,968	85,500	88,080	90,756	93,516	96,348	99,252	102,276	103,272	104,316	105,384	106,416	108,564	108,564	108,564	111,840	115,236	118,716	122,340
\$/hr	39.89	41.11	42.35	43.63	44.96	46.32	47.72	49.17	49.65	50.15	50.67	51.16	52.19	52.19	52.19	53.77	55.40	57.08	58.82
15	\$6,986	\$7,194	\$7,413	\$7,639	\$7,869	\$8,109	\$8,354	\$8,606	\$8,693	\$8,782	\$8,868	\$8,959	\$9,137	\$9,137	\$9,137	\$9,414	\$9,698	\$9,994	\$10,295
\$/yr	83,832	86,328	88,956	91,668	94,428	97,308	100,248	103,272	104,316	105,384	106,416	107,508	109,644	109,644	109,644	112,968	116,376	119,928	123,540
\$/hr	40.30	41.50	42.77	44.07	45.40	46.78	48.20	49.65	50.15	50.67	51.16	51.69	52.71	52.71	52.71	54.31	55.95	57.66	59.39
16	\$7,054	\$7,269	\$7,487	\$7,713	\$7,950	\$8,190	\$8,438	\$8,693	\$8,782	\$8,868	\$8,959	\$9,047	\$9,228	\$9,228	\$9,228	\$9,509	\$9,796	\$10,093	\$10,399
\$/yr	84,648	87,228	89,844	92,556	95,400	98,280	101,256	104,316	105,384	106,416	107,508	108,564	110,736	110,736	110,736	114,108	117,552	121,116	124,788
\$/hr	40.70	41.94	43.19	44.50	45.87	47.25	48.68	50.15	50.67	51.16	51.69	52.19	53.24	53.24	53.24	54.86	56.52	58.23	59.99
17	\$7,125	\$7,340	\$7,563	\$7,793	\$8,029	\$8,271	\$8,523	\$8,782	\$8,868	\$8,959	\$9,047	\$9,137	\$9,320	\$9,320	\$9,320	\$9,603	\$9,893	\$10,195	\$10,503
\$/yr	85,500	88,080	90,756	93,516	96,348	99,252	102,276	105,384	106,416	107,508	108,564	109,644	111,840	111,840	111,840	115,236	118,716	122,340	126,036
\$/hr	41.11	42.35	43.63	44.96	46.32	47.72	49.17	50.67	51.16	51.69	52.19	52.71	53.77	53.77	53.77	55.40	57.08	58.82	60.59
18	\$7,194	\$7,413	\$7,639	\$7,869	\$8,109	\$8,354	\$8,606	\$8,868	\$8,959	\$9,047	\$9,137	\$9,228	\$9,414	\$9,414	\$9,414	\$9,698	\$9,994	\$10,295	\$10,607

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\$/yr	86,328	88,956	91,668	94,428	97,308	100,248	103,272	106,416	107,508	108,564	109,644	110,736	112,968	112,968	112,968	116,376	119,928	123,540	127,284
\$/hr	41.50	42.77	44.07	45.40	46.78	48.20	49.65	51.16	51.69	52.19	52.71	53.24	54.31	54.31	54.31	55.95	57.66	59.39	61.19
19	\$7,269	\$7,487	\$7,713	\$7,950	\$8,190	\$8,438	\$8,693	\$8,959	\$9,047	\$9,137	\$9,228	\$9,320	\$9,509	\$9,509	\$9,509	\$9,796	\$10,093	\$10,399	\$10,714
\$/yr	87,228	89,844	92,556	95,400	98,280	101,256	104,316	107,508	108,564	109,644	110,736	111,840	114,108	114,108	114,108	117,552	121,116	124,788	128,568
\$/hr	41.94	43.19	44.50	45.87	47.25	48.68	50.15	51.69	52.19	52.71	53.24	53.77	54.86	54.86	54.86	56.52	58.23	59.99	61.81
20	\$7,340	\$7,563	\$7,793	\$8,029	\$8,271	\$8,523	\$8,782	\$9,047	\$9,137	\$9,228	\$9,320	\$9,414	\$9,603	\$9,603	\$9,603	\$9,893	\$10,195	\$10,503	\$10,821
\$/yr	88,080	90,756	93,516	96,348	99,252	102,276	105,384	108,564	109,644	110,736	111,840	112,968	115,236	115,236	115,236	118,716	122,340	126,036	129,852
\$/hr	42.35	43.63	44.96	46.32	47.72	49.17	50.67	52.19	52.71	53.24	53.77	54.31	55.40	55.40	55.40	57.08	58.82	60.59	62.43
21	\$7,413	\$7,639	\$7,869	\$8,109	\$8,354	\$8,606	\$8,868	\$9,137	\$9,228	\$9,320	\$9,414	\$9,509	\$9,698	\$9,698	\$9,698	\$9,994	\$10,295	\$10,607	\$10,928
\$/yr	88,956	91,668	94,428	97,308	100,248	103,272	106,416	109,644	110,736	111,840	112,968	114,108	116,376	116,376	116,376	119,928	123,540	127,284	131,136
\$/hr	42.77	44.07	45.40	46.78	48.20	49.65	51.16	52.71	53.24	53.77	54.31	54.86	55.95	55.95	55.95	57.66	59.39	61.19	63.05
22	\$7,487	\$7,713	\$7,950	\$8,190	\$8,438	\$8,693	\$8,959	\$9,228	\$9,320	\$9,414	\$9,509	\$9,603	\$9,796	\$9,796	\$9,796	\$10,093	\$10,399	\$10,714	\$11,040
\$/yr	89,844	92,556	95,400	98,280	101,256	104,316	107,508	110,736	111,840	112,968	114,108	115,236	117,552	117,552	117,552	121,116	124,788	128,568	132,480
\$/hr	43.19	44.50	45.87	47.25	48.68	50.15	51.69	53.24	53.77	54.31	54.86	55.40	56.52	56.52	56.52	58.23	59.99	61.81	63.69
23	\$7,563	\$7,793	\$8,029	\$8,271	\$8,523	\$8,782	\$9,047	\$9,320	\$9,414	\$9,509	\$9,603	\$9,698	\$9,893	\$9,893	\$9,893	\$10,195	\$10,503	\$10,821	\$11,149
\$/yr	90,756	93,516	96,348	99,252	102,276	105,384	108,564	111,840	112,968	114,108	115,236	116,376	118,716	118,716	118,716	122,340	126,036	129,852	133,788
\$/hr	43.63	44.96	46.32	47.72	49.17	50.67	52.19	53.77	54.31	54.86	55.40	55.95	57.08	57.08	57.08	58.82	60.59	62.43	64.32
24	\$7,639	\$7,869	\$8,109	\$8,354	\$8,606	\$8,868	\$9,137	\$9,414	\$9,509	\$9,603	\$9,698	\$9,796	\$9,994	\$9,994	\$9,994	\$10,295	\$10,607	\$10,928	\$11,259
\$/yr	91,668	94,428	97,308	100,248	103,272	106,416	109,644	112,968	114,108	115,236	116,376	117,552	119,928	119,928	119,928	123,540	127,284	131,136	135,108
\$/hr	44.07	45.40	46.78	48.20	49.65	51.16	52.71	54.31	54.86	55.40	55.95	56.52	57.66	57.66	57.66	59.39	61.19	63.05	64.96
25	\$7,713	\$7,950	\$8,190	\$8,438	\$8,693	\$8,959	\$9,228	\$9,509	\$9,603	\$9,698	\$9,796	\$9,893	\$10,093	\$10,093	\$10,093	\$10,399	\$10,714	\$11,040	\$11,373
\$/yr	92,556	95,400	98,280	101,256	104,316	107,508	110,736	114,108	115,236	116,376	117,552	118,716	121,116	121,116	121,116	124,788	128,568	132,480	136,476
\$/hr	44.50	45.87	47.25	48.68	50.15	51.69	53.24	54.86	55.40	55.95	56.52	57.08	58.23	58.23	58.23	59.99	61.81	63.69	65.61
26	\$7,793	\$8,029	\$8,271	\$8,523	\$8,782	\$9,047	\$9,320	\$9,603	\$9,698	\$9,796	\$9,893	\$9,994	\$10,195	\$10,195	\$10,195	\$10,503	\$10,821	\$11,149	\$11,486
\$/yr	93,516	96,348	99,252	102,276	105,384	108,564	111,840	115,236	116,376	117,552	118,716	119,928	122,340	122,340	122,340	126,036	129,852	133,788	137,832
\$/hr	44.96	46.32	47.72	49.17	50.67	52.19	53.77	55.40	55.95	56.52	57.08	57.66	58.82	58.82	58.82	60.59	62.43	64.32	66.27
27	\$7,869	\$8,109	\$8,354	\$8,606	\$8,868	\$9,137	\$9,414	\$9,698	\$9,796	\$9,893	\$9,994	\$10,093	\$10,295	\$10,295	\$10,295	\$10,607	\$10,928	\$11,259	\$11,603
\$/yr	94,428	97,308	100,248	103,272	106,416	109,644	112,968	116,376	117,552	118,716	119,928	121,116	123,540	123,540	123,540	127,284	131,136	135,108	139,236
\$/hr	45.40	46.78	48.20	49.65	51.16	52.71	54.31	55.95	56.52	57.08	57.66	58.23	59.39	59.39	59.39	61.19	63.05	64.96	66.94
28	\$7,950	\$8,190	\$8,438	\$8,693	\$8,959	\$9,228	\$9,509	\$9,796	\$9,893	\$9,994	\$10,093	\$10,195	\$10,399	\$10,399	\$10,399	\$10,714	\$11,040	\$11,373	\$11,717
\$/yr	95,400	98,280	101,256	104,316	107,508	110,736	114,108	117,552	118,716	119,928	121,116	122,340	124,788	124,788	124,788	128,568	132,480	136,476	140,604
\$/hr	45.87	47.25	48.68	50.15	51.69	53.24	54.86	56.52	57.08	57.66	58.23	58.82	59.99	59.99	59.99	61.81	63.69	65.61	67.60
29	\$8,029	\$8,271	\$8,523	\$8,782	\$9,047	\$9,320	\$9,603	\$9,893	\$9,994	\$10,093	\$10,195	\$10,295	\$10,503	\$10,503	\$10,503	\$10,821	\$11,149	\$11,486	\$11,833
\$/yr	96,348	99,252	102,276	105,384	108,564	111,840	115,236	118,716	119,928	121,116	122,340	123,540	126,036	126,036	126,036	129,852	133,788	137,832	141,996

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\$/hr	52.19	53.77	55.40	57.08	58.82	60.59	62.43	64.32	64.96	65.61	66.27	66.94	68.27	68.27	68.27	70.34	72.49	74.67	76.94
42	\$9,137	\$9,414	\$9,698	\$9,994	\$10,295	\$10,607	\$10,928	\$11,259	\$11,373	\$11,486	\$11,603	\$11,717	\$11,953	\$11,953	\$11,953	\$12,314	\$12,691	\$13,074	\$13,473
\$/yr	109,644	112,968	116,376	119,928	123,540	127,284	131,136	135,108	136,476	137,832	139,236	140,604	143,436	143,436	143,436	147,768	152,292	156,888	161,676
\$/hr	52.71	54.31	55.95	57.66	59.39	61.19	63.05	64.96	65.61	66.27	66.94	67.60	68.96	68.96	68.96	71.04	73.22	75.43	77.73
43	\$9,228	\$9,509	\$9,796	\$10,093	\$10,399	\$10,714	\$11,040	\$11,373	\$11,486	\$11,603	\$11,717	\$11,833	\$12,073	\$12,073	\$12,073	\$12,439	\$12,816	\$13,207	\$13,607
\$/yr	110,736	114,108	117,552	121,116	124,788	128,568	132,480	136,476	137,832	139,236	140,604	141,996	144,876	144,876	144,876	149,268	153,792	158,484	163,284
\$/hr	53.24	54.86	56.52	58.23	59.99	61.81	63.69	65.61	66.27	66.94	67.60	68.27	69.65	69.65	69.65	71.76	73.94	76.19	78.50
44	\$9,320	\$9,603	\$9,893	\$10,195	\$10,503	\$10,821	\$11,149	\$11,486	\$11,603	\$11,717	\$11,833	\$11,953	\$12,192	\$12,192	\$12,192	\$12,565	\$12,943	\$13,337	\$13,741
\$/yr	111,840	115,236	118,716	122,340	126,036	129,852	133,788	137,832	139,236	140,604	141,996	143,436	146,304	146,304	146,304	150,780	155,316	160,044	164,892
\$/hr	53.77	55.40	57.08	58.82	60.59	62.43	64.32	66.27	66.94	67.60	68.27	68.96	70.34	70.34	70.34	72.49	74.67	76.94	79.28

**For the most current information regarding this payscale table,
please refer to the UW Compensation Plan on the web at:
www.washington.edu/admin/hr/ocpsp/compensation**

APPENDIX VIII – Payscale Table BQ
University of Washington - Contract Classified
1199NW HEALTH CARE SPECIAL PAY
Effective February 1, 2016

Range	< ---- Step ---- >																			
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
0	\$6,358	\$6,552	\$6,748	\$6,951	\$7,161	\$7,379	\$7,602	\$7,833	\$7,833	\$7,833	\$8,072	\$8,072	\$8,315	\$8,315	\$8,315	\$8,569	\$8,827	\$9,096	\$9,371	\$9,655
\$/yr	76,296	78,624	80,976	83,412	85,932	88,548	91,224	93,996	93,996	93,996	96,864	96,864	99,780	99,780	99,780	102,828	105,924	109,152	112,452	115,860
\$/hr	36.68	37.80	38.93	40.10	41.31	42.57	43.86	45.19	45.19	45.19	46.57	46.57	47.97	47.97	47.97	49.44	50.93	52.48	54.06	55.70
1	\$6,424	\$6,616	\$6,816	\$7,020	\$7,233	\$7,454	\$7,677	\$7,913	\$7,913	\$7,913	\$8,150	\$8,150	\$8,401	\$8,401	\$8,401	\$8,651	\$8,917	\$9,186	\$9,465	\$9,753
\$/yr	77,088	79,392	81,792	84,240	86,796	89,448	92,124	94,956	94,956	94,956	97,800	97,800	100,812	100,812	100,812	103,812	107,004	110,232	113,580	117,036
\$/hr	37.06	38.17	39.32	40.50	41.73	43.00	44.29	45.65	45.65	45.65	47.02	47.02	48.47	48.47	48.47	49.91	51.44	53.00	54.61	56.27
2	\$6,485	\$6,683	\$6,882	\$7,091	\$7,307	\$7,528	\$7,757	\$7,990	\$7,990	\$7,990	\$8,234	\$8,234	\$8,482	\$8,482	\$8,482	\$8,741	\$9,004	\$9,278	\$9,558	\$9,848
\$/yr	77,820	80,196	82,584	85,092	87,684	90,336	93,084	95,880	95,880	95,880	98,808	98,808	101,784	101,784	101,784	104,892	108,048	111,336	114,696	118,176
\$/hr	37.41	38.56	39.70	40.91	42.16	43.43	44.75	46.10	46.10	46.10	47.50	47.50	48.93	48.93	48.93	50.43	51.95	53.53	55.14	56.82
3	\$6,552	\$6,748	\$6,951	\$7,161	\$7,379	\$7,602	\$7,833	\$8,072	\$8,072	\$8,072	\$8,315	\$8,315	\$8,569	\$8,569	\$8,569	\$8,827	\$9,096	\$9,371	\$9,655	\$9,948
\$/yr	78,624	80,976	83,412	85,932	88,548	91,224	93,996	96,864	96,864	96,864	99,780	99,780	102,828	102,828	102,828	105,924	109,152	112,452	115,860	119,376
\$/hr	37.80	38.93	40.10	41.31	42.57	43.86	45.19	46.57	46.57	46.57	47.97	47.97	49.44	49.44	49.44	50.93	52.48	54.06	55.70	57.39
4	\$6,616	\$6,816	\$7,020	\$7,233	\$7,454	\$7,677	\$7,913	\$8,150	\$8,150	\$8,150	\$8,401	\$8,401	\$8,651	\$8,651	\$8,651	\$8,917	\$9,186	\$9,465	\$9,753	\$10,048
\$/yr	79,392	81,792	84,240	86,796	89,448	92,124	94,956	97,800	97,800	97,800	100,812	100,812	103,812	103,812	103,812	107,004	110,232	113,580	117,036	120,576
\$/hr	38.17	39.32	40.50	41.73	43.00	44.29	45.65	47.02	47.02	47.02	48.47	48.47	49.91	49.91	49.91	51.44	53.00	54.61	56.27	57.97
5	\$6,683	\$6,882	\$7,091	\$7,307	\$7,528	\$7,757	\$7,990	\$8,234	\$8,234	\$8,234	\$8,482	\$8,482	\$8,741	\$8,741	\$8,741	\$9,004	\$9,278	\$9,558	\$9,848	\$10,148
\$/yr	80,196	82,584	85,092	87,684	90,336	93,084	95,880	98,808	98,808	98,808	101,784	101,784	104,892	104,892	104,892	108,048	111,336	114,696	118,176	121,776
\$/hr	38.56	39.70	40.91	42.16	43.43	44.75	46.10	47.50	47.50	47.50	48.93	48.93	50.43	50.43	50.43	51.95	53.53	55.14	56.82	58.55
6	\$6,748	\$6,951	\$7,161	\$7,379	\$7,602	\$7,833	\$8,072	\$8,315	\$8,315	\$8,315	\$8,569	\$8,569	\$8,827	\$8,827	\$8,827	\$9,096	\$9,371	\$9,655	\$9,948	\$10,250
\$/yr	80,976	83,412	85,932	88,548	91,224	93,996	96,864	99,780	99,780	99,780	102,828	102,828	105,924	105,924	105,924	109,152	112,452	115,860	119,376	123,000
\$/hr	38.93	40.10	41.31	42.57	43.86	45.19	46.57	47.97	47.97	47.97	49.44	49.44	50.93	50.93	50.93	52.48	54.06	55.70	57.39	59.13
7	\$6,816	\$7,020	\$7,233	\$7,454	\$7,677	\$7,913	\$8,150	\$8,401	\$8,401	\$8,401	\$8,651	\$8,651	\$8,917	\$8,917	\$8,917	\$9,186	\$9,465	\$9,753	\$10,048	\$10,353
\$/yr	81,792	84,240	86,796	89,448	92,124	94,956	97,800	100,812	100,812	100,812	103,812	103,812	107,004	107,004	107,004	110,232	113,580	117,036	120,576	124,236
\$/hr	39.32	40.50	41.73	43.00	44.29	45.65	47.02	48.47	48.47	48.47	49.91	49.91	51.44	51.44	51.44	53.00	54.61	56.27	57.97	59.73

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8	\$6,882	\$7,091	\$7,307	\$7,528	\$7,757	\$7,990	\$8,234	\$8,482	\$8,482	\$8,482	\$8,741	\$8,741	\$9,004	\$9,004	\$9,004	\$9,278	\$9,558	\$9,848	\$10,148	\$10,455
\$/yr	82,584	85,092	87,684	90,336	93,084	95,880	98,808	101,784	101,784	101,784	104,892	104,892	108,048	108,048	108,048	111,336	114,696	118,176	121,776	125,460
\$/hr	39.70	40.91	42.16	43.43	44.75	46.10	47.50	48.93	48.93	48.93	50.43	50.43	51.95	51.95	51.95	53.53	55.14	56.82	58.55	60.32
9	\$6,951	\$7,161	\$7,379	\$7,602	\$7,833	\$8,072	\$8,315	\$8,569	\$8,569	\$8,569	\$8,827	\$8,827	\$9,096	\$9,096	\$9,096	\$9,371	\$9,655	\$9,948	\$10,250	\$10,558
\$/yr	83,412	85,932	88,548	91,224	93,996	96,864	99,780	102,828	102,828	102,828	105,924	105,924	109,152	109,152	109,152	112,452	115,860	119,376	123,000	126,696
\$/hr	40.10	41.31	42.57	43.86	45.19	46.57	47.97	49.44	49.44	49.44	50.93	50.93	52.48	52.48	52.48	54.06	55.70	57.39	59.13	60.91
10	\$7,020	\$7,233	\$7,454	\$7,677	\$7,913	\$8,150	\$8,401	\$8,651	\$8,651	\$8,651	\$8,917	\$8,917	\$9,186	\$9,186	\$9,186	\$9,465	\$9,753	\$10,048	\$10,353	\$10,665
\$/yr	84,240	86,796	89,448	92,124	94,956	97,800	100,812	103,812	103,812	103,812	107,004	107,004	110,232	110,232	110,232	113,580	117,036	120,576	124,236	127,980
\$/hr	40.50	41.73	43.00	44.29	45.65	47.02	48.47	49.91	49.91	49.91	51.44	51.44	53.00	53.00	53.00	54.61	56.27	57.97	59.73	61.53
11	\$7,091	\$7,307	\$7,528	\$7,757	\$7,990	\$8,234	\$8,482	\$8,741	\$8,741	\$8,741	\$9,004	\$9,004	\$9,278	\$9,278	\$9,278	\$9,558	\$9,848	\$10,148	\$10,455	\$10,772
\$/yr	85,092	87,684	90,336	93,084	95,880	98,808	101,784	104,892	104,892	104,892	108,048	108,048	111,336	111,336	111,336	114,696	118,176	121,776	125,460	129,264
\$/hr	40.91	42.16	43.43	44.75	46.10	47.50	48.93	50.43	50.43	50.43	51.95	51.95	53.53	53.53	53.53	55.14	56.82	58.55	60.32	62.15
12	\$7,161	\$7,379	\$7,602	\$7,833	\$8,072	\$8,315	\$8,569	\$8,827	\$8,827	\$8,827	\$9,096	\$9,096	\$9,371	\$9,371	\$9,371	\$9,655	\$9,948	\$10,250	\$10,558	\$10,879
\$/yr	85,932	88,548	91,224	93,996	96,864	99,780	102,828	105,924	105,924	105,924	109,152	109,152	112,452	112,452	112,452	115,860	119,376	123,000	126,696	130,548
\$/hr	41.31	42.57	43.86	45.19	46.57	47.97	49.44	50.93	50.93	50.93	52.48	52.48	54.06	54.06	54.06	55.70	57.39	59.13	60.91	62.76
13	\$7,233	\$7,454	\$7,677	\$7,913	\$8,150	\$8,401	\$8,651	\$8,917	\$8,917	\$8,917	\$9,186	\$9,186	\$9,465	\$9,465	\$9,465	\$9,753	\$10,048	\$10,353	\$10,665	\$10,988
\$/yr	86,796	89,448	92,124	94,956	97,800	100,812	103,812	107,004	107,004	107,004	110,232	110,232	113,580	113,580	113,580	117,036	120,576	124,236	127,980	131,856
\$/hr	41.73	43.00	44.29	45.65	47.02	48.47	49.91	51.44	51.44	51.44	53.00	53.00	54.61	54.61	54.61	56.27	57.97	59.73	61.53	63.39
14	\$7,307	\$7,528	\$7,757	\$7,990	\$8,234	\$8,482	\$8,741	\$9,004	\$9,004	\$9,004	\$9,278	\$9,278	\$9,558	\$9,558	\$9,558	\$9,848	\$10,148	\$10,455	\$10,772	\$11,097
\$/yr	87,684	90,336	93,084	95,880	98,808	101,784	104,892	108,048	108,048	108,048	111,336	111,336	114,696	114,696	114,696	118,176	121,776	125,460	129,264	133,164
\$/hr	42.16	43.43	44.75	46.10	47.50	48.93	50.43	51.95	51.95	51.95	53.53	53.53	55.14	55.14	55.14	56.82	58.55	60.32	62.15	64.02
15	\$7,379	\$7,602	\$7,833	\$8,072	\$8,315	\$8,569	\$8,827	\$9,096	\$9,096	\$9,096	\$9,371	\$9,371	\$9,655	\$9,655	\$9,655	\$9,948	\$10,250	\$10,558	\$10,879	\$11,207
\$/yr	88,548	91,224	93,996	96,864	99,780	102,828	105,924	109,152	109,152	109,152	112,452	112,452	115,860	115,860	115,860	119,376	123,000	126,696	130,548	134,484
\$/hr	42.57	43.86	45.19	46.57	47.97	49.44	50.93	52.48	52.48	52.48	54.06	54.06	55.70	55.70	55.70	57.39	59.13	60.91	62.76	64.66
16	\$7,454	\$7,677	\$7,913	\$8,150	\$8,401	\$8,651	\$8,917	\$9,186	\$9,186	\$9,186	\$9,465	\$9,465	\$9,753	\$9,753	\$9,753	\$10,048	\$10,353	\$10,665	\$10,988	\$11,319
\$/yr	89,448	92,124	94,956	97,800	100,812	103,812	107,004	110,232	110,232	110,232	113,580	113,580	117,036	117,036	117,036	120,576	124,236	127,980	131,856	135,828
\$/hr	43.00	44.29	45.65	47.02	48.47	49.91	51.44	53.00	53.00	53.00	54.61	54.61	56.27	56.27	56.27	57.97	59.73	61.53	63.39	65.30
17	\$7,528	\$7,757	\$7,990	\$8,234	\$8,482	\$8,741	\$9,004	\$9,278	\$9,278	\$9,278	\$9,558	\$9,558	\$9,848	\$9,848	\$9,848	\$10,148	\$10,455	\$10,772	\$11,097	\$11,432
\$/yr	90,336	93,084	95,880	98,808	101,784	104,892	108,048	111,336	111,336	111,336	114,696	114,696	118,176	118,176	118,176	121,776	125,460	129,264	133,164	137,184
\$/hr	43.43	44.75	46.10	47.50	48.93	50.43	51.95	53.53	53.53	53.53	55.14	55.14	56.82	56.82	56.82	58.55	60.32	62.15	64.02	65.95
18	\$7,602	\$7,833	\$8,072	\$8,315	\$8,569	\$8,827	\$9,096	\$9,371	\$9,371	\$9,371	\$9,655	\$9,655	\$9,948	\$9,948	\$9,948	\$10,250	\$10,558	\$10,879	\$11,207	\$11,547

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\$/yr	91,224	93,996	96,864	99,780	102,828	105,924	109,152	112,452	112,452	112,452	115,860	115,860	119,376	119,376	119,376	123,000	126,696	130,548	134,484	138,564
\$/hr	43.86	45.19	46.57	47.97	49.44	50.93	52.48	54.06	54.06	54.06	55.70	55.70	57.39	57.39	57.39	59.13	60.91	62.76	64.66	66.62
19	\$7,677	\$7,913	\$8,150	\$8,401	\$8,651	\$8,917	\$9,186	\$9,465	\$9,465	\$9,465	\$9,753	\$9,753	\$10,048	\$10,048	\$10,048	\$10,353	\$10,665	\$10,988	\$11,319	\$11,662
\$/yr	92,124	94,956	97,800	100,812	103,812	107,004	110,232	113,580	113,580	113,580	117,036	117,036	120,576	120,576	120,576	124,236	127,980	131,856	135,828	139,944
\$/hr	44.29	45.65	47.02	48.47	49.91	51.44	53.00	54.61	54.61	54.61	56.27	56.27	57.97	57.97	57.97	59.73	61.53	63.39	65.30	67.28
20	\$7,757	\$7,990	\$8,234	\$8,482	\$8,741	\$9,004	\$9,278	\$9,558	\$9,558	\$9,558	\$9,848	\$9,848	\$10,148	\$10,148	\$10,148	\$10,455	\$10,772	\$11,097	\$11,432	\$11,779
\$/yr	93,084	95,880	98,808	101,784	104,892	108,048	111,336	114,696	114,696	114,696	118,176	118,176	121,776	121,776	121,776	125,460	129,264	133,164	137,184	141,348
\$/hr	44.75	46.10	47.50	48.93	50.43	51.95	53.53	55.14	55.14	55.14	56.82	56.82	58.55	58.55	58.55	60.32	62.15	64.02	65.95	67.96
21	\$7,833	\$8,072	\$8,315	\$8,569	\$8,827	\$9,096	\$9,371	\$9,655	\$9,655	\$9,655	\$9,948	\$9,948	\$10,250	\$10,250	\$10,250	\$10,558	\$10,879	\$11,207	\$11,547	\$11,897
\$/yr	93,996	96,864	99,780	102,828	105,924	109,152	112,452	115,860	115,860	115,860	119,376	119,376	123,000	123,000	123,000	126,696	130,548	134,484	138,564	142,764
\$/hr	45.19	46.57	47.97	49.44	50.93	52.48	54.06	55.70	55.70	55.70	57.39	57.39	59.13	59.13	59.13	60.91	62.76	64.66	66.62	68.64
22	\$7,913	\$8,150	\$8,401	\$8,651	\$8,917	\$9,186	\$9,465	\$9,753	\$9,753	\$9,753	\$10,048	\$10,048	\$10,353	\$10,353	\$10,353	\$10,665	\$10,988	\$11,319	\$11,662	\$12,016
\$/yr	94,956	97,800	100,812	103,812	107,004	110,232	113,580	117,036	117,036	117,036	120,576	120,576	124,236	124,236	124,236	127,980	131,856	135,828	139,944	144,192
\$/hr	45.65	47.02	48.47	49.91	51.44	53.00	54.61	56.27	56.27	56.27	57.97	57.97	59.73	59.73	59.73	61.53	63.39	65.30	67.28	69.32
23	\$7,990	\$8,234	\$8,482	\$8,741	\$9,004	\$9,278	\$9,558	\$9,848	\$9,848	\$9,848	\$10,148	\$10,148	\$10,455	\$10,455	\$10,455	\$10,772	\$11,097	\$11,432	\$11,779	\$12,136
\$/yr	95,880	98,808	101,784	104,892	108,048	111,336	114,696	118,176	118,176	118,176	121,776	121,776	125,460	125,460	125,460	129,264	133,164	137,184	141,348	145,632
\$/hr	46.10	47.50	48.93	50.43	51.95	53.53	55.14	56.82	56.82	56.82	58.55	58.55	60.32	60.32	60.32	62.15	64.02	65.95	67.96	70.02
24	\$8,072	\$8,315	\$8,569	\$8,827	\$9,096	\$9,371	\$9,655	\$9,948	\$9,948	\$9,948	\$10,250	\$10,250	\$10,558	\$10,558	\$10,558	\$10,879	\$11,207	\$11,547	\$11,897	\$12,258
\$/yr	96,864	99,780	102,828	105,924	109,152	112,452	115,860	119,376	119,376	119,376	123,000	123,000	126,696	126,696	126,696	130,548	134,484	138,564	142,764	147,096
\$/hr	46.57	47.97	49.44	50.93	52.48	54.06	55.70	57.39	57.39	57.39	59.13	59.13	60.91	60.91	60.91	62.76	64.66	66.62	68.64	70.72
25	\$8,150	\$8,401	\$8,651	\$8,917	\$9,186	\$9,465	\$9,753	\$10,048	\$10,048	\$10,048	\$10,353	\$10,353	\$10,665	\$10,665	\$10,665	\$10,988	\$11,319	\$11,662	\$12,016	\$12,381
\$/yr	97,800	100,812	103,812	107,004	110,232	113,580	117,036	120,576	120,576	120,576	124,236	124,236	127,980	127,980	127,980	131,856	135,828	139,944	144,192	148,572
\$/hr	47.02	48.47	49.91	51.44	53.00	54.61	56.27	57.97	57.97	57.97	59.73	59.73	61.53	61.53	61.53	63.39	65.30	67.28	69.32	71.43
26	\$8,234	\$8,482	\$8,741	\$9,004	\$9,278	\$9,558	\$9,848	\$10,148	\$10,148	\$10,148	\$10,455	\$10,455	\$10,772	\$10,772	\$10,772	\$11,097	\$11,432	\$11,779	\$12,136	\$12,504
\$/yr	98,808	101,784	104,892	108,048	111,336	114,696	118,176	121,776	121,776	121,776	125,460	125,460	129,264	129,264	129,264	133,164	137,184	141,348	145,632	150,048
\$/hr	47.50	48.93	50.43	51.95	53.53	55.14	56.82	58.55	58.55	58.55	60.32	60.32	62.15	62.15	62.15	64.02	65.95	67.96	70.02	72.14
27	\$8,315	\$8,569	\$8,827	\$9,096	\$9,371	\$9,655	\$9,948	\$10,250	\$10,250	\$10,250	\$10,558	\$10,558	\$10,879	\$10,879	\$10,879	\$11,207	\$11,547	\$11,897	\$12,258	\$12,631
\$/yr	99,780	102,828	105,924	109,152	112,452	115,860	119,376	123,000	123,000	123,000	126,696	126,696	130,548	130,548	130,548	134,484	138,564	142,764	147,096	151,572
\$/hr	47.97	49.44	50.93	52.48	54.06	55.70	57.39	59.13	59.13	59.13	60.91	60.91	62.76	62.76	62.76	64.66	66.62	68.64	70.72	72.87
28	\$8,401	\$8,651	\$8,917	\$9,186	\$9,465	\$9,753	\$10,048	\$10,353	\$10,353	\$10,353	\$10,665	\$10,665	\$10,988	\$10,988	\$10,988	\$11,319	\$11,662	\$12,016	\$12,381	\$12,757
\$/yr	100,812	103,812	107,004	110,232	113,580	117,036	120,576	124,236	124,236	124,236	127,980	127,980	131,856	131,856	131,856	135,828	139,944	144,192	148,572	153,084

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\$/hr	48.47	49.91	51.44	53.00	54.61	56.27	57.97	59.73	59.73	59.73	61.53	61.53	63.39	63.39	63.39	65.30	67.28	69.32	71.43	73.60
29	\$8,482	\$8,741	\$9,004	\$9,278	\$9,558	\$9,848	\$10,148	\$10,455	\$10,455	\$10,455	\$10,772	\$10,772	\$11,097	\$11,097	\$11,097	\$11,432	\$11,779	\$12,136	\$12,504	\$12,886
\$/yr	101,784	104,892	108,048	111,336	114,696	118,176	121,776	125,460	125,460	125,460	129,264	129,264	133,164	133,164	133,164	137,184	141,348	145,632	150,048	154,632
\$/hr	48.93	50.43	51.95	53.53	55.14	56.82	58.55	60.32	60.32	60.32	62.15	62.15	64.02	64.02	64.02	65.95	67.96	70.02	72.14	74.34
30	\$8,569	\$8,827	\$9,096	\$9,371	\$9,655	\$9,948	\$10,250	\$10,558	\$10,558	\$10,558	\$10,879	\$10,879	\$11,207	\$11,207	\$11,207	\$11,547	\$11,897	\$12,258	\$12,631	\$13,013
\$/yr	102,828	105,924	109,152	112,452	115,860	119,376	123,000	126,696	126,696	126,696	130,548	130,548	134,484	134,484	134,484	138,564	142,764	147,096	151,572	156,156
\$/hr	49.44	50.93	52.48	54.06	55.70	57.39	59.13	60.91	60.91	60.91	62.76	62.76	64.66	64.66	64.66	66.62	68.64	70.72	72.87	75.08
31	\$8,651	\$8,917	\$9,186	\$9,465	\$9,753	\$10,048	\$10,353	\$10,665	\$10,665	\$10,665	\$10,988	\$10,988	\$11,319	\$11,319	\$11,319	\$11,662	\$12,016	\$12,381	\$12,757	\$13,144
\$/yr	103,812	107,004	110,232	113,580	117,036	120,576	124,236	127,980	127,980	127,980	131,856	131,856	135,828	135,828	135,828	139,944	144,192	148,572	153,084	157,728
\$/hr	49.91	51.44	53.00	54.61	56.27	57.97	59.73	61.53	61.53	61.53	63.39	63.39	65.30	65.30	65.30	67.28	69.32	71.43	73.60	75.83
32	\$8,741	\$9,004	\$9,278	\$9,558	\$9,848	\$10,148	\$10,455	\$10,772	\$10,772	\$10,772	\$11,097	\$11,097	\$11,432	\$11,432	\$11,432	\$11,779	\$12,136	\$12,504	\$12,886	\$13,275
\$/yr	104,892	108,048	111,336	114,696	118,176	121,776	125,460	129,264	129,264	129,264	133,164	133,164	137,184	137,184	137,184	141,348	145,632	150,048	154,632	159,300
\$/hr	50.43	51.95	53.53	55.14	56.82	58.55	60.32	62.15	62.15	62.15	64.02	64.02	65.95	65.95	65.95	67.96	70.02	72.14	74.34	76.59
33	\$8,827	\$9,096	\$9,371	\$9,655	\$9,948	\$10,250	\$10,558	\$10,879	\$10,879	\$10,879	\$11,207	\$11,207	\$11,547	\$11,547	\$11,547	\$11,897	\$12,258	\$12,631	\$13,013	\$13,408
\$/yr	105,924	109,152	112,452	115,860	119,376	123,000	126,696	130,548	130,548	130,548	134,484	134,484	138,564	138,564	138,564	142,764	147,096	151,572	156,156	160,896
\$/hr	50.93	52.48	54.06	55.70	57.39	59.13	60.91	62.76	62.76	62.76	64.66	64.66	66.62	66.62	66.62	68.64	70.72	72.87	75.08	77.35
34	\$8,917	\$9,186	\$9,465	\$9,753	\$10,048	\$10,353	\$10,665	\$10,988	\$10,988	\$10,988	\$11,319	\$11,319	\$11,662	\$11,662	\$11,662	\$12,016	\$12,381	\$12,757	\$13,144	\$13,541
\$/yr	107,004	110,232	113,580	117,036	120,576	124,236	127,980	131,856	131,856	131,856	135,828	135,828	139,944	139,944	139,944	144,192	148,572	153,084	157,728	162,492
\$/hr	51.44	53.00	54.61	56.27	57.97	59.73	61.53	63.39	63.39	63.39	65.30	65.30	67.28	67.28	67.28	69.32	71.43	73.60	75.83	78.12
35	\$9,004	\$9,278	\$9,558	\$9,848	\$10,148	\$10,455	\$10,772	\$11,097	\$11,097	\$11,097	\$11,432	\$11,432	\$11,779	\$11,779	\$11,779	\$12,136	\$12,504	\$12,886	\$13,275	\$13,676
\$/yr	108,048	111,336	114,696	118,176	121,776	125,460	129,264	133,164	133,164	133,164	137,184	137,184	141,348	141,348	141,348	145,632	150,048	154,632	159,300	164,112
\$/hr	51.95	53.53	55.14	56.82	58.55	60.32	62.15	64.02	64.02	64.02	65.95	65.95	67.96	67.96	67.96	70.02	72.14	74.34	76.59	78.90
36	\$9,096	\$9,371	\$9,655	\$9,948	\$10,250	\$10,558	\$10,879	\$11,207	\$11,207	\$11,207	\$11,547	\$11,547	\$11,897	\$11,897	\$11,897	\$12,258	\$12,631	\$13,013	\$13,408	\$13,814
\$/yr	109,152	112,452	115,860	119,376	123,000	126,696	130,548	134,484	134,484	134,484	138,564	138,564	142,764	142,764	142,764	147,096	151,572	156,156	160,896	165,768
\$/hr	52.48	54.06	55.70	57.39	59.13	60.91	62.76	64.66	64.66	64.66	66.62	66.62	68.64	68.64	68.64	70.72	72.87	75.08	77.35	79.70
37	\$9,186	\$9,465	\$9,753	\$10,048	\$10,353	\$10,665	\$10,988	\$11,319	\$11,319	\$11,319	\$11,662	\$11,662	\$12,016	\$12,016	\$12,016	\$12,381	\$12,757	\$13,144	\$13,541	\$13,950
\$/yr	110,232	113,580	117,036	120,576	124,236	127,980	131,856	135,828	135,828	135,828	139,944	139,944	144,192	144,192	144,192	148,572	153,084	157,728	162,492	167,400
\$/hr	53.00	54.61	56.27	57.97	59.73	61.53	63.39	65.30	65.30	65.30	67.28	67.28	69.32	69.32	69.32	71.43	73.60	75.83	78.12	80.48
38	\$9,278	\$9,558	\$9,848	\$10,148	\$10,455	\$10,772	\$11,097	\$11,432	\$11,432	\$11,432	\$11,779	\$11,779	\$12,136	\$12,136	\$12,136	\$12,504	\$12,886	\$13,275	\$13,676	\$14,091
\$/yr	111,336	114,696	118,176	121,776	125,460	129,264	133,164	137,184	137,184	137,184	141,348	141,348	145,632	145,632	145,632	150,048	154,632	159,300	164,112	169,092
\$/hr	53.53	55.14	56.82	58.55	60.32	62.15	64.02	65.95	65.95	65.95	67.96	67.96	70.02	70.02	70.02	72.14	74.34	76.59	78.90	81.29

UW – SEIU1199NW Master Contract
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39	\$9,371	\$9,655	\$9,948	\$10,250	\$10,558	\$10,879	\$11,207	\$11,547	\$11,547	\$11,547	\$11,897	\$11,897	\$12,258	\$12,258	\$12,258	\$12,631	\$13,013	\$13,408	\$13,814	\$14,233
\$/yr	112,452	115,860	119,376	123,000	126,696	130,548	134,484	138,564	138,564	138,564	142,764	142,764	147,096	147,096	147,096	151,572	156,156	160,896	165,768	170,796
\$/hr	54.06	55.70	57.39	59.13	60.91	62.76	64.66	66.62	66.62	66.62	68.64	68.64	70.72	70.72	70.72	72.87	75.08	77.35	79.70	82.11
40	\$9,465	\$9,753	\$10,048	\$10,353	\$10,665	\$10,988	\$11,319	\$11,662	\$11,662	\$11,662	\$12,016	\$12,016	\$12,381	\$12,381	\$12,381	\$12,757	\$13,144	\$13,541	\$13,950	\$14,375
\$/yr	113,580	117,036	120,576	124,236	127,980	131,856	135,828	139,944	139,944	139,944	144,192	144,192	148,572	148,572	148,572	153,084	157,728	162,492	167,400	172,500
\$/hr	54.61	56.27	57.97	59.73	61.53	63.39	65.30	67.28	67.28	67.28	69.32	69.32	71.43	71.43	71.43	73.60	75.83	78.12	80.48	82.93
41	\$9,558	\$9,848	\$10,148	\$10,455	\$10,772	\$11,097	\$11,432	\$11,779	\$11,779	\$11,779	\$12,136	\$12,136	\$12,504	\$12,504	\$12,504	\$12,886	\$13,275	\$13,676	\$14,091	\$14,519
\$/yr	114,696	118,176	121,776	125,460	129,264	133,164	137,184	141,348	141,348	141,348	145,632	145,632	150,048	150,048	150,048	154,632	159,300	164,112	169,092	174,228
\$/hr	55.14	56.82	58.55	60.32	62.15	64.02	65.95	67.96	67.96	67.96	70.02	70.02	72.14	72.14	72.14	74.34	76.59	78.90	81.29	83.76
42	\$9,655	\$9,948	\$10,250	\$10,558	\$10,879	\$11,207	\$11,547	\$11,897	\$11,897	\$11,897	\$12,258	\$12,258	\$12,631	\$12,631	\$12,631	\$13,013	\$13,408	\$13,814	\$14,233	\$14,664
\$/yr	115,860	119,376	123,000	126,696	130,548	134,484	138,564	142,764	142,764	142,764	147,096	147,096	151,572	151,572	151,572	156,156	160,896	165,768	170,796	175,968
\$/hr	55.70	57.39	59.13	60.91	62.76	64.66	66.62	68.64	68.64	68.64	70.72	70.72	72.87	72.87	72.87	75.08	77.35	79.70	82.11	84.60
43	\$9,753	\$10,048	\$10,353	\$10,665	\$10,988	\$11,319	\$11,662	\$12,016	\$12,016	\$12,016	\$12,381	\$12,381	\$12,757	\$12,757	\$12,757	\$13,144	\$13,541	\$13,950	\$14,375	\$14,810
\$/yr	117,036	120,576	124,236	127,980	131,856	135,828	139,944	144,192	144,192	144,192	148,572	148,572	153,084	153,084	153,084	157,728	162,492	167,400	172,500	177,720
\$/hr	56.27	57.97	59.73	61.53	63.39	65.30	67.28	69.32	69.32	69.32	71.43	71.43	73.60	73.60	73.60	75.83	78.12	80.48	82.93	85.44
44	\$9,848	\$10,148	\$10,455	\$10,772	\$11,097	\$11,432	\$11,779	\$12,136	\$12,136	\$12,136	\$12,504	\$12,504	\$12,886	\$12,886	\$12,886	\$13,275	\$13,676	\$14,091	\$14,519	\$14,960
\$/yr	118,176	121,776	125,460	129,264	133,164	137,184	141,348	145,632	145,632	145,632	150,048	150,048	154,632	154,632	154,632	159,300	164,112	169,092	174,228	179,520
\$/hr	56.82	58.55	60.32	62.15	64.02	65.95	67.96	70.02	70.02	70.02	72.14	72.14	74.34	74.34	74.34	76.59	78.90	81.29	83.76	86.31

**For the most current information regarding this payscale table,
please refer to the UW Compensation Plan on the web at:
www.washington.edu/admin/hr/ocpsp/compensation**

APPENDIX IX – PAYSACLE TABLE BR
University of Washington - Contract Classified
1199NW & AIRLIFT NORTHWEST REGISTERED NURSES
Effective February 1, 2016

Range 2				Range 3			
Step	Monthly Rate	Annual Rate	Hourly Rate	Step	Monthly Rate	Annual Rate	Hourly Rate
A	\$4,928	\$59,136	\$28.43	A	\$5,322	\$63,864	\$30.70
B	\$5,145	\$61,740	\$29.68	B	\$5,557	\$66,684	\$32.06
C	\$5,363	\$64,356	\$30.94	C	\$5,792	\$69,504	\$33.42
D	\$5,583	\$66,996	\$32.21	D	\$6,030	\$72,360	\$34.79
E	\$5,805	\$69,660	\$33.49	E	\$6,269	\$75,228	\$36.17
F	\$6,020	\$72,240	\$34.73	F	\$6,502	\$78,024	\$37.51
G	\$6,244	\$74,928	\$36.02	G	\$6,744	\$80,928	\$38.91
H	\$6,463	\$77,556	\$37.29	H	\$6,980	\$83,760	\$40.27
I	\$6,681	\$80,172	\$38.54	I	\$7,215	\$86,580	\$41.63
J	\$6,896	\$82,752	\$39.78	J	\$7,448	\$89,376	\$42.97
K	\$7,119	\$85,428	\$41.07	K	\$7,689	\$92,268	\$44.36
L	\$7,220	\$86,640	\$41.65	L	\$7,798	\$93,576	\$44.99
M	\$7,337	\$88,044	\$42.33	M	\$7,924	\$95,088	\$45.72
N	\$7,374	\$88,488	\$42.54	N	\$7,964	\$95,568	\$45.95
O	\$7,410	\$88,920	\$42.75	O	\$8,003	\$96,036	\$46.17
P	\$7,770	\$93,240	\$44.83	P	\$8,392	\$100,704	\$48.42
Q	\$7,847	\$94,164	\$45.27	Q	\$8,475	\$101,700	\$48.89
R	\$7,915	\$94,980	\$45.66	R	\$8,548	\$102,576	\$49.32
S	\$8,002	\$96,024	\$46.17	S	\$8,642	\$103,704	\$49.86
T	\$8,002	\$96,024	\$46.17	T	\$8,642	\$103,704	\$49.86
U	\$8,231	\$98,772	\$47.49	U	\$8,889	\$106,668	\$51.28
V	\$8,231	\$98,772	\$47.49	V	\$8,889	\$106,668	\$51.28
W	\$8,354	\$100,248	\$48.20	W	\$9,022	\$108,264	\$52.05
X	\$8,354	\$100,248	\$48.20	X	\$9,022	\$108,264	\$52.05
Y	\$8,521	\$102,252	\$49.16	Y	\$9,203	\$110,436	\$53.09
Z	\$8,521	\$102,252	\$49.16	Z	\$9,203	\$110,436	\$53.09
AA	\$8,691	\$104,292	\$50.14	AA	\$9,386	\$112,632	\$54.15
AB	\$8,691	\$104,292	\$50.14	AB	\$9,386	\$112,632	\$54.15
AC	\$8,865	\$106,380	\$51.14	AC	\$9,574	\$114,888	\$55.23

For the most current information regarding this payscale table,
please refer to the UW Compensation Plan on the web at:
www.washington.edu/admin/hr/ocpsp/compensation

APPENDIX X – PAYSACLE TABLE BS
University of Washington - Contract Classified
1199NW & SEIU Like Titles
Effective July 1, 2014

Range	< ---- Step ---- >																		
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S
0	\$2,202	\$2,270	\$2,336	\$2,408	\$2,482	\$2,555	\$2,636	\$2,712	\$2,743	\$2,767	\$2,796	\$2,822	\$2,880	\$2,880	\$2,880	\$2,968	\$3,056	\$3,150	\$3,245
\$/yr	26,424	27,240	28,032	28,896	29,784	30,660	31,632	32,544	32,916	33,204	33,552	33,864	34,560	34,560	34,560	35,616	36,672	37,800	38,940
\$/hr	12.70	13.10	13.48	13.89	14.32	14.74	15.21	15.65	15.83	15.96	16.13	16.28	16.62	16.62	16.62	17.12	17.63	18.17	18.72
1	\$2,225	\$2,291	\$2,361	\$2,433	\$2,504	\$2,581	\$2,658	\$2,743	\$2,767	\$2,796	\$2,822	\$2,853	\$2,910	\$2,910	\$2,910	\$2,997	\$3,087	\$3,182	\$3,278
\$/yr	26,700	27,492	28,332	29,196	30,048	30,972	31,896	32,916	33,204	33,552	33,864	34,236	34,920	34,920	34,920	35,964	37,044	38,184	39,336
\$/hr	12.84	13.22	13.62	14.04	14.45	14.89	15.33	15.83	15.96	16.13	16.28	16.46	16.79	16.79	16.79	17.29	17.81	18.36	18.91
2	\$2,244	\$2,315	\$2,384	\$2,453	\$2,533	\$2,606	\$2,687	\$2,767	\$2,796	\$2,822	\$2,853	\$2,880	\$2,937	\$2,937	\$2,937	\$3,027	\$3,120	\$3,214	\$3,311
\$/yr	26,928	27,780	28,608	29,436	30,396	31,272	32,244	33,204	33,552	33,864	34,236	34,560	35,244	35,244	35,244	36,324	37,440	38,568	39,732
\$/hr	12.95	13.36	13.75	14.15	14.61	15.03	15.50	15.96	16.13	16.28	16.46	16.62	16.94	16.94	16.94	17.46	18.00	18.54	19.10
3	\$2,270	\$2,336	\$2,408	\$2,482	\$2,555	\$2,636	\$2,712	\$2,796	\$2,822	\$2,853	\$2,880	\$2,910	\$2,968	\$2,968	\$2,968	\$3,056	\$3,150	\$3,245	\$3,344
\$/yr	27,240	28,032	28,896	29,784	30,660	31,632	32,544	33,552	33,864	34,236	34,560	34,920	35,616	35,616	35,616	36,672	37,800	38,940	40,128
\$/hr	13.10	13.48	13.89	14.32	14.74	15.21	15.65	16.13	16.28	16.46	16.62	16.79	17.12	17.12	17.12	17.63	18.17	18.72	19.29
4	\$2,291	\$2,361	\$2,433	\$2,504	\$2,581	\$2,658	\$2,743	\$2,822	\$2,853	\$2,880	\$2,910	\$2,937	\$2,997	\$2,997	\$2,997	\$3,087	\$3,182	\$3,278	\$3,377
\$/yr	27,492	28,332	29,196	30,048	30,972	31,896	32,916	33,864	34,236	34,560	34,920	35,244	35,964	35,964	35,964	37,044	38,184	39,336	40,524
\$/hr	13.22	13.62	14.04	14.45	14.89	15.33	15.83	16.28	16.46	16.62	16.79	16.94	17.29	17.29	17.29	17.81	18.36	18.91	19.48
5	\$2,315	\$2,384	\$2,453	\$2,533	\$2,606	\$2,687	\$2,767	\$2,853	\$2,880	\$2,910	\$2,937	\$2,968	\$3,027	\$3,027	\$3,027	\$3,120	\$3,214	\$3,311	\$3,412
\$/yr	27,780	28,608	29,436	30,396	31,272	32,244	33,204	34,236	34,560	34,920	35,244	35,616	36,324	36,324	36,324	37,440	38,568	39,732	40,944
\$/hr	13.36	13.75	14.15	14.61	15.03	15.50	15.96	16.46	16.62	16.79	16.94	17.12	17.46	17.46	17.46	18.00	18.54	19.10	19.68
6	\$2,336	\$2,408	\$2,482	\$2,555	\$2,636	\$2,712	\$2,796	\$2,880	\$2,910	\$2,937	\$2,968	\$2,997	\$3,056	\$3,056	\$3,056	\$3,150	\$3,245	\$3,344	\$3,446
\$/yr	28,032	28,896	29,784	30,660	31,632	32,544	33,552	34,560	34,920	35,244	35,616	35,964	36,672	36,672	36,672	37,800	38,940	40,128	41,352
\$/hr	13.48	13.89	14.32	14.74	15.21	15.65	16.13	16.62	16.79	16.94	17.12	17.29	17.63	17.63	17.63	18.17	18.72	19.29	19.88
7	\$2,361	\$2,433	\$2,504	\$2,581	\$2,658	\$2,743	\$2,822	\$2,910	\$2,937	\$2,968	\$2,997	\$3,027	\$3,087	\$3,087	\$3,087	\$3,182	\$3,278	\$3,377	\$3,479
\$/yr	28,332	29,196	30,048	30,972	31,896	32,916	33,864	34,920	35,244	35,616	35,964	36,324	37,044	37,044	37,044	38,184	39,336	40,524	41,748
\$/hr	13.62	14.04	14.45	14.89	15.33	15.83	16.28	16.79	16.94	17.12	17.29	17.46	17.81	17.81	17.81	18.36	18.91	19.48	20.07
8	\$2,384	\$2,453	\$2,533	\$2,606	\$2,687	\$2,767	\$2,853	\$2,937	\$2,968	\$2,997	\$3,027	\$3,056	\$3,120	\$3,120	\$3,120	\$3,214	\$3,311	\$3,412	\$3,516

UW – SEIU1199NW Master Contract
2015-2017 Biennium

\$/yr	28,608	29,436	30,396	31,272	32,244	33,204	34,236	35,244	35,616	35,964	36,324	36,672	37,440	37,440	37,440	38,568	39,732	40,944	42,192
\$/hr	13.75	14.15	14.61	15.03	15.50	15.96	16.46	16.94	17.12	17.29	17.46	17.63	18.00	18.00	18.00	18.54	19.10	19.68	20.28
9	\$2,408	\$2,482	\$2,555	\$2,636	\$2,712	\$2,796	\$2,880	\$2,968	\$2,997	\$3,027	\$3,056	\$3,087	\$3,150	\$3,150	\$3,150	\$3,245	\$3,344	\$3,446	\$3,550
\$/yr	28,896	29,784	30,660	31,632	32,544	33,552	34,560	35,616	35,964	36,324	36,672	37,044	37,800	37,800	37,800	38,940	40,128	41,352	42,600
\$/hr	13.89	14.32	14.74	15.21	15.65	16.13	16.62	17.12	17.29	17.46	17.63	17.81	18.17	18.17	18.17	18.72	19.29	19.88	20.48
10	\$2,433	\$2,504	\$2,581	\$2,658	\$2,743	\$2,822	\$2,910	\$2,997	\$3,027	\$3,056	\$3,087	\$3,120	\$3,182	\$3,182	\$3,182	\$3,278	\$3,377	\$3,479	\$3,584
\$/yr	29,196	30,048	30,972	31,896	32,916	33,864	34,920	35,964	36,324	36,672	37,044	37,440	38,184	38,184	38,184	39,336	40,524	41,748	43,008
\$/hr	14.04	14.45	14.89	15.33	15.83	16.28	16.79	17.29	17.46	17.63	17.81	18.00	18.36	18.36	18.36	18.91	19.48	20.07	20.68
11	\$2,453	\$2,533	\$2,606	\$2,687	\$2,767	\$2,853	\$2,937	\$3,027	\$3,056	\$3,087	\$3,120	\$3,150	\$3,214	\$3,214	\$3,214	\$3,311	\$3,412	\$3,516	\$3,622
\$/yr	29,436	30,396	31,272	32,244	33,204	34,236	35,244	36,324	36,672	37,044	37,440	37,800	38,568	38,568	38,568	39,732	40,944	42,192	43,464
\$/hr	14.15	14.61	15.03	15.50	15.96	16.46	16.94	17.46	17.63	17.81	18.00	18.17	18.54	18.54	18.54	19.10	19.68	20.28	20.90
12	\$2,482	\$2,555	\$2,636	\$2,712	\$2,796	\$2,880	\$2,968	\$3,056	\$3,087	\$3,120	\$3,150	\$3,182	\$3,245	\$3,245	\$3,245	\$3,344	\$3,446	\$3,550	\$3,657
\$/yr	29,784	30,660	31,632	32,544	33,552	34,560	35,616	36,672	37,044	37,440	37,800	38,184	38,940	38,940	38,940	40,128	41,352	42,600	43,884
\$/hr	14.32	14.74	15.21	15.65	16.13	16.62	17.12	17.63	17.81	18.00	18.17	18.36	18.72	18.72	18.72	19.29	19.88	20.48	21.10
13	\$2,504	\$2,581	\$2,658	\$2,743	\$2,822	\$2,910	\$2,997	\$3,087	\$3,120	\$3,150	\$3,182	\$3,214	\$3,278	\$3,278	\$3,278	\$3,377	\$3,479	\$3,584	\$3,694
\$/yr	30,048	30,972	31,896	32,916	33,864	34,920	35,964	37,044	37,440	37,800	38,184	38,568	39,336	39,336	39,336	40,524	41,748	43,008	44,328
\$/hr	14.45	14.89	15.33	15.83	16.28	16.79	17.29	17.81	18.00	18.17	18.36	18.54	18.91	18.91	18.91	19.48	20.07	20.68	21.31
14	\$2,533	\$2,606	\$2,687	\$2,767	\$2,853	\$2,937	\$3,027	\$3,120	\$3,150	\$3,182	\$3,214	\$3,245	\$3,311	\$3,311	\$3,311	\$3,412	\$3,516	\$3,622	\$3,730
\$/yr	30,396	31,272	32,244	33,204	34,236	35,244	36,324	37,440	37,800	38,184	38,568	38,940	39,732	39,732	39,732	40,944	42,192	43,464	44,760
\$/hr	14.61	15.03	15.50	15.96	16.46	16.94	17.46	18.00	18.17	18.36	18.54	18.72	19.10	19.10	19.10	19.68	20.28	20.90	21.52
15	\$2,555	\$2,636	\$2,712	\$2,796	\$2,880	\$2,968	\$3,056	\$3,150	\$3,182	\$3,214	\$3,245	\$3,278	\$3,344	\$3,344	\$3,344	\$3,446	\$3,550	\$3,657	\$3,767
\$/yr	30,660	31,632	32,544	33,552	34,560	35,616	36,672	37,800	38,184	38,568	38,940	39,336	40,128	40,128	40,128	41,352	42,600	43,884	45,204
\$/hr	14.74	15.21	15.65	16.13	16.62	17.12	17.63	18.17	18.36	18.54	18.72	18.91	19.29	19.29	19.29	19.88	20.48	21.10	21.73
16	\$2,581	\$2,658	\$2,743	\$2,822	\$2,910	\$2,997	\$3,087	\$3,182	\$3,214	\$3,245	\$3,278	\$3,311	\$3,377	\$3,377	\$3,377	\$3,479	\$3,584	\$3,694	\$3,805
\$/yr	30,972	31,896	32,916	33,864	34,920	35,964	37,044	38,184	38,568	38,940	39,336	39,732	40,524	40,524	40,524	41,748	43,008	44,328	45,660
\$/hr	14.89	15.33	15.83	16.28	16.79	17.29	17.81	18.36	18.54	18.72	18.91	19.10	19.48	19.48	19.48	20.07	20.68	21.31	21.95
17	\$2,606	\$2,687	\$2,767	\$2,853	\$2,937	\$3,027	\$3,120	\$3,214	\$3,245	\$3,278	\$3,311	\$3,344	\$3,412	\$3,412	\$3,412	\$3,516	\$3,622	\$3,730	\$3,842
\$/yr	31,272	32,244	33,204	34,236	35,244	36,324	37,440	38,568	38,940	39,336	39,732	40,128	40,944	40,944	40,944	42,192	43,464	44,760	46,104
\$/hr	15.03	15.50	15.96	16.46	16.94	17.46	18.00	18.54	18.72	18.91	19.10	19.29	19.68	19.68	19.68	20.28	20.90	21.52	22.17
18	\$2,636	\$2,712	\$2,796	\$2,880	\$2,968	\$3,056	\$3,150	\$3,245	\$3,278	\$3,311	\$3,344	\$3,377	\$3,446	\$3,446	\$3,446	\$3,550	\$3,657	\$3,767	\$3,882
\$/yr	31,632	32,544	33,552	34,560	35,616	36,672	37,800	38,940	39,336	39,732	40,128	40,524	41,352	41,352	41,352	42,600	43,884	45,204	46,584
\$/hr	15.21	15.65	16.13	16.62	17.12	17.63	18.17	18.72	18.91	19.10	19.29	19.48	19.88	19.88	19.88	20.48	21.10	21.73	22.40
19	\$2,658	\$2,743	\$2,822	\$2,910	\$2,997	\$3,087	\$3,182	\$3,278	\$3,311	\$3,344	\$3,377	\$3,412	\$3,479	\$3,479	\$3,479	\$3,584	\$3,694	\$3,805	\$3,920

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\$/yr	31,896	32,916	33,864	34,920	35,964	37,044	38,184	39,336	39,732	40,128	40,524	40,944	41,748	41,748	41,748	43,008	44,328	45,660	47,040
\$/hr	15.33	15.83	16.28	16.79	17.29	17.81	18.36	18.91	19.10	19.29	19.48	19.68	20.07	20.07	20.07	20.68	21.31	21.95	22.62
20	\$2,687	\$2,767	\$2,853	\$2,937	\$3,027	\$3,120	\$3,214	\$3,311	\$3,344	\$3,377	\$3,412	\$3,446	\$3,516	\$3,516	\$3,516	\$3,622	\$3,730	\$3,842	\$3,961
\$/yr	32,244	33,204	34,236	35,244	36,324	37,440	38,568	39,732	40,128	40,524	40,944	41,352	42,192	42,192	42,192	43,464	44,760	46,104	47,532
\$/hr	15.50	15.96	16.46	16.94	17.46	18.00	18.54	19.10	19.29	19.48	19.68	19.88	20.28	20.28	20.28	20.90	21.52	22.17	22.85
21	\$2,712	\$2,796	\$2,880	\$2,968	\$3,056	\$3,150	\$3,245	\$3,344	\$3,377	\$3,412	\$3,446	\$3,479	\$3,550	\$3,550	\$3,550	\$3,657	\$3,767	\$3,882	\$3,998
\$/yr	32,544	33,552	34,560	35,616	36,672	37,800	38,940	40,128	40,524	40,944	41,352	41,748	42,600	42,600	42,600	43,884	45,204	46,584	47,976
\$/hr	15.65	16.13	16.62	17.12	17.63	18.17	18.72	19.29	19.48	19.68	19.88	20.07	20.48	20.48	20.48	21.10	21.73	22.40	23.07
22	\$2,743	\$2,822	\$2,910	\$2,997	\$3,087	\$3,182	\$3,278	\$3,377	\$3,412	\$3,446	\$3,479	\$3,516	\$3,584	\$3,584	\$3,584	\$3,694	\$3,805	\$3,920	\$4,039
\$/yr	32,916	33,864	34,920	35,964	37,044	38,184	39,336	40,524	40,944	41,352	41,748	42,192	43,008	43,008	43,008	44,328	45,660	47,040	48,468
\$/hr	15.83	16.28	16.79	17.29	17.81	18.36	18.91	19.48	19.68	19.88	20.07	20.28	20.68	20.68	20.68	21.31	21.95	22.62	23.30
23	\$2,767	\$2,853	\$2,937	\$3,027	\$3,120	\$3,214	\$3,311	\$3,412	\$3,446	\$3,479	\$3,516	\$3,550	\$3,622	\$3,622	\$3,622	\$3,730	\$3,842	\$3,961	\$4,079
\$/yr	33,204	34,236	35,244	36,324	37,440	38,568	39,732	40,944	41,352	41,748	42,192	42,600	43,464	43,464	43,464	44,760	46,104	47,532	48,948
\$/hr	15.96	16.46	16.94	17.46	18.00	18.54	19.10	19.68	19.88	20.07	20.28	20.48	20.90	20.90	20.90	21.52	22.17	22.85	23.53
24	\$2,796	\$2,880	\$2,968	\$3,056	\$3,150	\$3,245	\$3,344	\$3,446	\$3,479	\$3,516	\$3,550	\$3,584	\$3,657	\$3,657	\$3,657	\$3,767	\$3,882	\$3,998	\$4,121
\$/yr	33,552	34,560	35,616	36,672	37,800	38,940	40,128	41,352	41,748	42,192	42,600	43,008	43,884	43,884	43,884	45,204	46,584	47,976	49,452
\$/hr	16.13	16.62	17.12	17.63	18.17	18.72	19.29	19.88	20.07	20.28	20.48	20.68	21.10	21.10	21.10	21.73	22.40	23.07	23.78
25	\$2,822	\$2,910	\$2,997	\$3,087	\$3,182	\$3,278	\$3,377	\$3,479	\$3,516	\$3,550	\$3,584	\$3,622	\$3,694	\$3,694	\$3,694	\$3,805	\$3,920	\$4,039	\$4,161
\$/yr	33,864	34,920	35,964	37,044	38,184	39,336	40,524	41,748	42,192	42,600	43,008	43,464	44,328	44,328	44,328	45,660	47,040	48,468	49,932
\$/hr	16.28	16.79	17.29	17.81	18.36	18.91	19.48	20.07	20.28	20.48	20.68	20.90	21.31	21.31	21.31	21.95	22.62	23.30	24.01
26	\$2,853	\$2,937	\$3,027	\$3,120	\$3,214	\$3,311	\$3,412	\$3,516	\$3,550	\$3,584	\$3,622	\$3,657	\$3,730	\$3,730	\$3,730	\$3,842	\$3,961	\$4,079	\$4,204
\$/yr	34,236	35,244	36,324	37,440	38,568	39,732	40,944	42,192	42,600	43,008	43,464	43,884	44,760	44,760	44,760	46,104	47,532	48,948	50,448
\$/hr	16.46	16.94	17.46	18.00	18.54	19.10	19.68	20.28	20.48	20.68	20.90	21.10	21.52	21.52	21.52	22.17	22.85	23.53	24.25
27	\$2,880	\$2,968	\$3,056	\$3,150	\$3,245	\$3,344	\$3,446	\$3,550	\$3,584	\$3,622	\$3,657	\$3,694	\$3,767	\$3,767	\$3,767	\$3,882	\$3,998	\$4,121	\$4,246
\$/yr	34,560	35,616	36,672	37,800	38,940	40,128	41,352	42,600	43,008	43,464	43,884	44,328	45,204	45,204	45,204	46,584	47,976	49,452	50,952
\$/hr	16.62	17.12	17.63	18.17	18.72	19.29	19.88	20.48	20.68	20.90	21.10	21.31	21.73	21.73	21.73	22.40	23.07	23.78	24.50
28	\$2,910	\$2,997	\$3,087	\$3,182	\$3,278	\$3,377	\$3,479	\$3,584	\$3,622	\$3,657	\$3,694	\$3,730	\$3,805	\$3,805	\$3,805	\$3,920	\$4,039	\$4,161	\$4,288
\$/yr	34,920	35,964	37,044	38,184	39,336	40,524	41,748	43,008	43,464	43,884	44,328	44,760	45,660	45,660	45,660	47,040	48,468	49,932	51,456
\$/hr	16.79	17.29	17.81	18.36	18.91	19.48	20.07	20.68	20.90	21.10	21.31	21.52	21.95	21.95	21.95	22.62	23.30	24.01	24.74
29	\$2,937	\$3,027	\$3,120	\$3,214	\$3,311	\$3,412	\$3,516	\$3,622	\$3,657	\$3,694	\$3,730	\$3,767	\$3,842	\$3,842	\$3,842	\$3,961	\$4,079	\$4,204	\$4,332
\$/yr	35,244	36,324	37,440	38,568	39,732	40,944	42,192	43,464	43,884	44,328	44,760	45,204	46,104	46,104	46,104	47,532	48,948	50,448	51,984
\$/hr	16.94	17.46	18.00	18.54	19.10	19.68	20.28	20.90	21.10	21.31	21.52	21.73	22.17	22.17	22.17	22.85	23.53	24.25	24.99
30	\$2,968	\$3,056	\$3,150	\$3,245	\$3,344	\$3,446	\$3,550	\$3,657	\$3,694	\$3,730	\$3,767	\$3,805	\$3,882	\$3,882	\$3,882	\$3,998	\$4,121	\$4,246	\$4,374

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\$/yr	35,616	36,672	37,800	38,940	40,128	41,352	42,600	43,884	44,328	44,760	45,204	45,660	46,584	46,584	46,584	47,976	49,452	50,952	52,488
\$/hr	17.12	17.63	18.17	18.72	19.29	19.88	20.48	21.10	21.31	21.52	21.73	21.95	22.40	22.40	22.40	23.07	23.78	24.50	25.23
31	\$2,997	\$3,087	\$3,182	\$3,278	\$3,377	\$3,479	\$3,584	\$3,694	\$3,730	\$3,767	\$3,805	\$3,842	\$3,920	\$3,920	\$3,920	\$4,039	\$4,161	\$4,288	\$4,420
\$/yr	35,964	37,044	38,184	39,336	40,524	41,748	43,008	44,328	44,760	45,204	45,660	46,104	47,040	47,040	47,040	48,468	49,932	51,456	53,040
\$/hr	17.29	17.81	18.36	18.91	19.48	20.07	20.68	21.31	21.52	21.73	21.95	22.17	22.62	22.62	22.62	23.30	24.01	24.74	25.50
32	\$3,027	\$3,120	\$3,214	\$3,311	\$3,412	\$3,516	\$3,622	\$3,730	\$3,767	\$3,805	\$3,842	\$3,882	\$3,961	\$3,961	\$3,961	\$4,079	\$4,204	\$4,332	\$4,463
\$/yr	36,324	37,440	38,568	39,732	40,944	42,192	43,464	44,760	45,204	45,660	46,104	46,584	47,532	47,532	47,532	48,948	50,448	51,984	53,556
\$/hr	17.46	18.00	18.54	19.10	19.68	20.28	20.90	21.52	21.73	21.95	22.17	22.40	22.85	22.85	22.85	23.53	24.25	24.99	25.75
33	\$3,056	\$3,150	\$3,245	\$3,344	\$3,446	\$3,550	\$3,657	\$3,767	\$3,805	\$3,842	\$3,882	\$3,920	\$3,998	\$3,998	\$3,998	\$4,121	\$4,246	\$4,374	\$4,508
\$/yr	36,672	37,800	38,940	40,128	41,352	42,600	43,884	45,204	45,660	46,104	46,584	47,040	47,976	47,976	47,976	49,452	50,952	52,488	54,096
\$/hr	17.63	18.17	18.72	19.29	19.88	20.48	21.10	21.73	21.95	22.17	22.40	22.62	23.07	23.07	23.07	23.78	24.50	25.23	26.01
34	\$3,087	\$3,182	\$3,278	\$3,377	\$3,479	\$3,584	\$3,694	\$3,805	\$3,842	\$3,882	\$3,920	\$3,961	\$4,039	\$4,039	\$4,039	\$4,161	\$4,288	\$4,420	\$4,552
\$/yr	37,044	38,184	39,336	40,524	41,748	43,008	44,328	45,660	46,104	46,584	47,040	47,532	48,468	48,468	48,468	49,932	51,456	53,040	54,624
\$/hr	17.81	18.36	18.91	19.48	20.07	20.68	21.31	21.95	22.17	22.40	22.62	22.85	23.30	23.30	23.30	24.01	24.74	25.50	26.26
35	\$3,120	\$3,214	\$3,311	\$3,412	\$3,516	\$3,622	\$3,730	\$3,842	\$3,882	\$3,920	\$3,961	\$3,998	\$4,079	\$4,079	\$4,079	\$4,204	\$4,332	\$4,463	\$4,598
\$/yr	37,440	38,568	39,732	40,944	42,192	43,464	44,760	46,104	46,584	47,040	47,532	47,976	48,948	48,948	48,948	50,448	51,984	53,556	55,176
\$/hr	18.00	18.54	19.10	19.68	20.28	20.90	21.52	22.17	22.40	22.62	22.85	23.07	23.53	23.53	23.53	24.25	24.99	25.75	26.53
36	\$3,150	\$3,245	\$3,344	\$3,446	\$3,550	\$3,657	\$3,767	\$3,882	\$3,920	\$3,961	\$3,998	\$4,039	\$4,121	\$4,121	\$4,121	\$4,246	\$4,374	\$4,508	\$4,646
\$/yr	37,800	38,940	40,128	41,352	42,600	43,884	45,204	46,584	47,040	47,532	47,976	48,468	49,452	49,452	49,452	50,952	52,488	54,096	55,752
\$/hr	18.17	18.72	19.29	19.88	20.48	21.10	21.73	22.40	22.62	22.85	23.07	23.30	23.78	23.78	23.78	24.50	25.23	26.01	26.80
37	\$3,182	\$3,278	\$3,377	\$3,479	\$3,584	\$3,694	\$3,805	\$3,920	\$3,961	\$3,998	\$4,039	\$4,079	\$4,161	\$4,161	\$4,161	\$4,288	\$4,420	\$4,552	\$4,690
\$/yr	38,184	39,336	40,524	41,748	43,008	44,328	45,660	47,040	47,532	47,976	48,468	48,948	49,932	49,932	49,932	51,456	53,040	54,624	56,280
\$/hr	18.36	18.91	19.48	20.07	20.68	21.31	21.95	22.62	22.85	23.07	23.30	23.53	24.01	24.01	24.01	24.74	25.50	26.26	27.06
38	\$3,214	\$3,311	\$3,412	\$3,516	\$3,622	\$3,730	\$3,842	\$3,961	\$3,998	\$4,039	\$4,079	\$4,121	\$4,204	\$4,204	\$4,204	\$4,332	\$4,463	\$4,598	\$4,738
\$/yr	38,568	39,732	40,944	42,192	43,464	44,760	46,104	47,532	47,976	48,468	48,948	49,452	50,448	50,448	50,448	51,984	53,556	55,176	56,856
\$/hr	18.54	19.10	19.68	20.28	20.90	21.52	22.17	22.85	23.07	23.30	23.53	23.78	24.25	24.25	24.25	24.99	25.75	26.53	27.33
39	\$3,245	\$3,344	\$3,446	\$3,550	\$3,657	\$3,767	\$3,882	\$3,998	\$4,039	\$4,079	\$4,121	\$4,161	\$4,246	\$4,246	\$4,246	\$4,374	\$4,508	\$4,646	\$4,784
\$/yr	38,940	40,128	41,352	42,600	43,884	45,204	46,584	47,976	48,468	48,948	49,452	49,932	50,952	50,952	50,952	52,488	54,096	55,752	57,408
\$/hr	18.72	19.29	19.88	20.48	21.10	21.73	22.40	23.07	23.30	23.53	23.78	24.01	24.50	24.50	24.50	25.23	26.01	26.80	27.60
40	\$3,278	\$3,377	\$3,479	\$3,584	\$3,694	\$3,805	\$3,920	\$4,039	\$4,079	\$4,121	\$4,161	\$4,204	\$4,288	\$4,288	\$4,288	\$4,420	\$4,552	\$4,690	\$4,834
\$/yr	39,336	40,524	41,748	43,008	44,328	45,660	47,040	48,468	48,948	49,452	49,932	50,448	51,456	51,456	51,456	53,040	54,624	56,280	58,008
\$/hr	18.91	19.48	20.07	20.68	21.31	21.95	22.62	23.30	23.53	23.78	24.01	24.25	24.74	24.74	24.74	25.50	26.26	27.06	27.89
41	\$3,311	\$3,412	\$3,516	\$3,622	\$3,730	\$3,842	\$3,961	\$4,079	\$4,121	\$4,161	\$4,204	\$4,246	\$4,332	\$4,332	\$4,332	\$4,463	\$4,598	\$4,738	\$4,882

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\$/yr	39,732	40,944	42,192	43,464	44,760	46,104	47,532	48,948	49,452	49,932	50,448	50,952	51,984	51,984	51,984	53,556	55,176	56,856	58,584
\$/hr	19.10	19.68	20.28	20.90	21.52	22.17	22.85	23.53	23.78	24.01	24.25	24.50	24.99	24.99	24.99	25.75	26.53	27.33	28.17
42	\$3,344	\$3,446	\$3,550	\$3,657	\$3,767	\$3,882	\$3,998	\$4,121	\$4,161	\$4,204	\$4,246	\$4,288	\$4,374	\$4,374	\$4,374	\$4,508	\$4,646	\$4,784	\$4,930
\$/yr	40,128	41,352	42,600	43,884	45,204	46,584	47,976	49,452	49,932	50,448	50,952	51,456	52,488	52,488	52,488	54,096	55,752	57,408	59,160
\$/hr	19.29	19.88	20.48	21.10	21.73	22.40	23.07	23.78	24.01	24.25	24.50	24.74	25.23	25.23	25.23	26.01	26.80	27.60	28.44
43	\$3,377	\$3,479	\$3,584	\$3,694	\$3,805	\$3,920	\$4,039	\$4,161	\$4,204	\$4,246	\$4,288	\$4,332	\$4,420	\$4,420	\$4,420	\$4,552	\$4,690	\$4,834	\$4,982
\$/yr	40,524	41,748	43,008	44,328	45,660	47,040	48,468	49,932	50,448	50,952	51,456	51,984	53,040	53,040	53,040	54,624	56,280	58,008	59,784
\$/hr	19.48	20.07	20.68	21.31	21.95	22.62	23.30	24.01	24.25	24.50	24.74	24.99	25.50	25.50	25.50	26.26	27.06	27.89	28.74
44	\$3,412	\$3,516	\$3,622	\$3,730	\$3,842	\$3,961	\$4,079	\$4,204	\$4,246	\$4,288	\$4,332	\$4,374	\$4,463	\$4,463	\$4,463	\$4,598	\$4,738	\$4,882	\$5,029
\$/yr	40,944	42,192	43,464	44,760	46,104	47,532	48,948	50,448	50,952	51,456	51,984	52,488	53,556	53,556	53,556	55,176	56,856	58,584	60,348
\$/hr	19.68	20.28	20.90	21.52	22.17	22.85	23.53	24.25	24.50	24.74	24.99	25.23	25.75	25.75	25.75	26.53	27.33	28.17	29.01
45	\$3,446	\$3,550	\$3,657	\$3,767	\$3,882	\$3,998	\$4,121	\$4,246	\$4,288	\$4,332	\$4,374	\$4,420	\$4,508	\$4,508	\$4,508	\$4,646	\$4,784	\$4,930	\$5,081
\$/yr	41,352	42,600	43,884	45,204	46,584	47,976	49,452	50,952	51,456	51,984	52,488	53,040	54,096	54,096	54,096	55,752	57,408	59,160	60,972
\$/hr	19.88	20.48	21.10	21.73	22.40	23.07	23.78	24.50	24.74	24.99	25.23	25.50	26.01	26.01	26.01	26.80	27.60	28.44	29.31
46	\$3,479	\$3,584	\$3,694	\$3,805	\$3,920	\$4,039	\$4,161	\$4,288	\$4,332	\$4,374	\$4,420	\$4,463	\$4,552	\$4,552	\$4,552	\$4,690	\$4,834	\$4,982	\$5,133
\$/yr	41,748	43,008	44,328	45,660	47,040	48,468	49,932	51,456	51,984	52,488	53,040	53,556	54,624	54,624	54,624	56,280	58,008	59,784	61,596
\$/hr	20.07	20.68	21.31	21.95	22.62	23.30	24.01	24.74	24.99	25.23	25.50	25.75	26.26	26.26	26.26	27.06	27.89	28.74	29.61
47	\$3,516	\$3,622	\$3,730	\$3,842	\$3,961	\$4,079	\$4,204	\$4,332	\$4,374	\$4,420	\$4,463	\$4,508	\$4,598	\$4,598	\$4,598	\$4,738	\$4,882	\$5,029	\$5,183
\$/yr	42,192	43,464	44,760	46,104	47,532	48,948	50,448	51,984	52,488	53,040	53,556	54,096	55,176	55,176	55,176	56,856	58,584	60,348	62,196
\$/hr	20.28	20.90	21.52	22.17	22.85	23.53	24.25	24.99	25.23	25.50	25.75	26.01	26.53	26.53	26.53	27.33	28.17	29.01	29.90
48	\$3,550	\$3,657	\$3,767	\$3,882	\$3,998	\$4,121	\$4,246	\$4,374	\$4,420	\$4,463	\$4,508	\$4,552	\$4,646	\$4,646	\$4,646	\$4,784	\$4,930	\$5,081	\$5,236
\$/yr	42,600	43,884	45,204	46,584	47,976	49,452	50,952	52,488	53,040	53,556	54,096	54,624	55,752	55,752	55,752	57,408	59,160	60,972	62,832
\$/hr	20.48	21.10	21.73	22.40	23.07	23.78	24.50	25.23	25.50	25.75	26.01	26.26	26.80	26.80	26.80	27.60	28.44	29.31	30.21
49	\$3,584	\$3,694	\$3,805	\$3,920	\$4,039	\$4,161	\$4,288	\$4,420	\$4,463	\$4,508	\$4,552	\$4,598	\$4,690	\$4,690	\$4,690	\$4,834	\$4,982	\$5,133	\$5,289
\$/yr	43,008	44,328	45,660	47,040	48,468	49,932	51,456	53,040	53,556	54,096	54,624	55,176	56,280	56,280	56,280	58,008	59,784	61,596	63,468
\$/hr	20.68	21.31	21.95	22.62	23.30	24.01	24.74	25.50	25.75	26.01	26.26	26.53	27.06	27.06	27.06	27.89	28.74	29.61	30.51
50	\$3,622	\$3,730	\$3,842	\$3,961	\$4,079	\$4,204	\$4,332	\$4,463	\$4,508	\$4,552	\$4,598	\$4,646	\$4,738	\$4,738	\$4,738	\$4,882	\$5,029	\$5,183	\$5,342
\$/yr	43,464	44,760	46,104	47,532	48,948	50,448	51,984	53,556	54,096	54,624	55,176	55,752	56,856	56,856	56,856	58,584	60,348	62,196	64,104
\$/hr	20.90	21.52	22.17	22.85	23.53	24.25	24.99	25.75	26.01	26.26	26.53	26.80	27.33	27.33	27.33	28.17	29.01	29.90	30.82
51	\$3,657	\$3,767	\$3,882	\$3,998	\$4,121	\$4,246	\$4,374	\$4,508	\$4,552	\$4,598	\$4,646	\$4,690	\$4,784	\$4,784	\$4,784	\$4,930	\$5,081	\$5,236	\$5,395
\$/yr	43,884	45,204	46,584	47,976	49,452	50,952	52,488	54,096	54,624	55,176	55,752	56,280	57,408	57,408	57,408	59,160	60,972	62,832	64,740
\$/hr	21.10	21.73	22.40	23.07	23.78	24.50	25.23	26.01	26.26	26.53	26.80	27.06	27.60	27.60	27.60	28.44	29.31	30.21	31.13
52	\$3,694	\$3,805	\$3,920	\$4,039	\$4,161	\$4,288	\$4,420	\$4,552	\$4,598	\$4,646	\$4,690	\$4,738	\$4,834	\$4,834	\$4,834	\$4,982	\$5,133	\$5,289	\$5,451

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\$/yr	44,328	45,660	47,040	48,468	49,932	51,456	53,040	54,624	55,176	55,752	56,280	56,856	58,008	58,008	58,008	59,784	61,596	63,468	65,412
\$/hr	21.31	21.95	22.62	23.30	24.01	24.74	25.50	26.26	26.53	26.80	27.06	27.33	27.89	27.89	27.89	28.74	29.61	30.51	31.45
53	\$3,730	\$3,842	\$3,961	\$4,079	\$4,204	\$4,332	\$4,463	\$4,598	\$4,646	\$4,690	\$4,738	\$4,784	\$4,882	\$4,882	\$4,882	\$5,029	\$5,183	\$5,342	\$5,502
\$/yr	44,760	46,104	47,532	48,948	50,448	51,984	53,556	55,176	55,752	56,280	56,856	57,408	58,584	58,584	58,584	60,348	62,196	64,104	66,024
\$/hr	21.52	22.17	22.85	23.53	24.25	24.99	25.75	26.53	26.80	27.06	27.33	27.60	28.17	28.17	28.17	29.01	29.90	30.82	31.74
54	\$3,767	\$3,882	\$3,998	\$4,121	\$4,246	\$4,374	\$4,508	\$4,646	\$4,690	\$4,738	\$4,784	\$4,834	\$4,930	\$4,930	\$4,930	\$5,081	\$5,236	\$5,395	\$5,558
\$/yr	45,204	46,584	47,976	49,452	50,952	52,488	54,096	55,752	56,280	56,856	57,408	58,008	59,160	59,160	59,160	60,972	62,832	64,740	66,696
\$/hr	21.73	22.40	23.07	23.78	24.50	25.23	26.01	26.80	27.06	27.33	27.60	27.89	28.44	28.44	28.44	29.31	30.21	31.13	32.07
55	\$3,805	\$3,920	\$4,039	\$4,161	\$4,288	\$4,420	\$4,552	\$4,690	\$4,738	\$4,784	\$4,834	\$4,882	\$4,982	\$4,982	\$4,982	\$5,133	\$5,289	\$5,451	\$5,614
\$/yr	45,660	47,040	48,468	49,932	51,456	53,040	54,624	56,280	56,856	57,408	58,008	58,584	59,784	59,784	59,784	61,596	63,468	65,412	67,368
\$/hr	21.95	22.62	23.30	24.01	24.74	25.50	26.26	27.06	27.33	27.60	27.89	28.17	28.74	28.74	28.74	29.61	30.51	31.45	32.39
56	\$3,842	\$3,961	\$4,079	\$4,204	\$4,332	\$4,463	\$4,598	\$4,738	\$4,784	\$4,834	\$4,882	\$4,930	\$5,029	\$5,029	\$5,029	\$5,183	\$5,342	\$5,502	\$5,668
\$/yr	46,104	47,532	48,948	50,448	51,984	53,556	55,176	56,856	57,408	58,008	58,584	59,160	60,348	60,348	60,348	62,196	64,104	66,024	68,016
\$/hr	22.17	22.85	23.53	24.25	24.99	25.75	26.53	27.33	27.60	27.89	28.17	28.44	29.01	29.01	29.01	29.90	30.82	31.74	32.70
57	\$3,882	\$3,998	\$4,121	\$4,246	\$4,374	\$4,508	\$4,646	\$4,784	\$4,834	\$4,882	\$4,930	\$4,982	\$5,081	\$5,081	\$5,081	\$5,236	\$5,395	\$5,558	\$5,725
\$/yr	46,584	47,976	49,452	50,952	52,488	54,096	55,752	57,408	58,008	58,584	59,160	59,784	60,972	60,972	60,972	62,832	64,740	66,696	68,700
\$/hr	22.40	23.07	23.78	24.50	25.23	26.01	26.80	27.60	27.89	28.17	28.44	28.74	29.31	29.31	29.31	30.21	31.13	32.07	33.03
58	\$3,920	\$4,039	\$4,161	\$4,288	\$4,420	\$4,552	\$4,690	\$4,834	\$4,882	\$4,930	\$4,982	\$5,029	\$5,133	\$5,133	\$5,133	\$5,289	\$5,451	\$5,614	\$5,784
\$/yr	47,040	48,468	49,932	51,456	53,040	54,624	56,280	58,008	58,584	59,160	59,784	60,348	61,596	61,596	61,596	63,468	65,412	67,368	69,408
\$/hr	22.62	23.30	24.01	24.74	25.50	26.26	27.06	27.89	28.17	28.44	28.74	29.01	29.61	29.61	29.61	30.51	31.45	32.39	33.37
59	\$3,961	\$4,079	\$4,204	\$4,332	\$4,463	\$4,598	\$4,738	\$4,882	\$4,930	\$4,982	\$5,029	\$5,081	\$5,183	\$5,183	\$5,183	\$5,342	\$5,502	\$5,668	\$5,840
\$/yr	47,532	48,948	50,448	51,984	53,556	55,176	56,856	58,584	59,160	59,784	60,348	60,972	62,196	62,196	62,196	64,104	66,024	68,016	70,080
\$/hr	22.85	23.53	24.25	24.99	25.75	26.53	27.33	28.17	28.44	28.74	29.01	29.31	29.90	29.90	29.90	30.82	31.74	32.70	33.69
60	\$3,998	\$4,121	\$4,246	\$4,374	\$4,508	\$4,646	\$4,784	\$4,930	\$4,982	\$5,029	\$5,081	\$5,133	\$5,236	\$5,236	\$5,236	\$5,395	\$5,558	\$5,725	\$5,899
\$/yr	47,976	49,452	50,952	52,488	54,096	55,752	57,408	59,160	59,784	60,348	60,972	61,596	62,832	62,832	62,832	64,740	66,696	68,700	70,788
\$/hr	23.07	23.78	24.50	25.23	26.01	26.80	27.60	28.44	28.74	29.01	29.31	29.61	30.21	30.21	30.21	31.13	32.07	33.03	34.03
61	\$4,039	\$4,161	\$4,288	\$4,420	\$4,552	\$4,690	\$4,834	\$4,982	\$5,029	\$5,081	\$5,133	\$5,183	\$5,289	\$5,289	\$5,289	\$5,451	\$5,614	\$5,784	\$5,958
\$/yr	48,468	49,932	51,456	53,040	54,624	56,280	58,008	59,784	60,348	60,972	61,596	62,196	63,468	63,468	63,468	65,412	67,368	69,408	71,496
\$/hr	23.30	24.01	24.74	25.50	26.26	27.06	27.89	28.74	29.01	29.31	29.61	29.90	30.51	30.51	30.51	31.45	32.39	33.37	34.37
62	\$4,079	\$4,204	\$4,332	\$4,463	\$4,598	\$4,738	\$4,882	\$5,029	\$5,081	\$5,133	\$5,183	\$5,236	\$5,342	\$5,342	\$5,342	\$5,502	\$5,668	\$5,840	\$6,019
\$/yr	48,948	50,448	51,984	53,556	55,176	56,856	58,584	60,348	60,972	61,596	62,196	62,832	64,104	64,104	64,104	66,024	68,016	70,080	72,228
\$/hr	23.53	24.25	24.99	25.75	26.53	27.33	28.17	29.01	29.31	29.61	29.90	30.21	30.82	30.82	30.82	31.74	32.70	33.69	34.73
63	\$4,121	\$4,246	\$4,374	\$4,508	\$4,646	\$4,784	\$4,930	\$5,081	\$5,133	\$5,183	\$5,236	\$5,289	\$5,395	\$5,395	\$5,395	\$5,558	\$5,725	\$5,899	\$6,079

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\$/yr	49,452	50,952	52,488	54,096	55,752	57,408	59,160	60,972	61,596	62,196	62,832	63,468	64,740	64,740	64,740	66,696	68,700	70,788	72,948
\$/hr	23.78	24.50	25.23	26.01	26.80	27.60	28.44	29.31	29.61	29.90	30.21	30.51	31.13	31.13	31.13	32.07	33.03	34.03	35.07
64	\$4,161	\$4,288	\$4,420	\$4,552	\$4,690	\$4,834	\$4,982	\$5,133	\$5,183	\$5,236	\$5,289	\$5,342	\$5,451	\$5,451	\$5,451	\$5,614	\$5,784	\$5,958	\$6,137
\$/yr	49,932	51,456	53,040	54,624	56,280	58,008	59,784	61,596	62,196	62,832	63,468	64,104	65,412	65,412	65,412	67,368	69,408	71,496	73,644
\$/hr	24.01	24.74	25.50	26.26	27.06	27.89	28.74	29.61	29.90	30.21	30.51	30.82	31.45	31.45	31.45	32.39	33.37	34.37	35.41
65	\$4,204	\$4,332	\$4,463	\$4,598	\$4,738	\$4,882	\$5,029	\$5,183	\$5,236	\$5,289	\$5,342	\$5,395	\$5,502	\$5,502	\$5,502	\$5,668	\$5,840	\$6,019	\$6,201
\$/yr	50,448	51,984	53,556	55,176	56,856	58,584	60,348	62,196	62,832	63,468	64,104	64,740	66,024	66,024	66,024	68,016	70,080	72,228	74,412
\$/hr	24.25	24.99	25.75	26.53	27.33	28.17	29.01	29.90	30.21	30.51	30.82	31.13	31.74	31.74	31.74	32.70	33.69	34.73	35.78
66	\$4,246	\$4,374	\$4,508	\$4,646	\$4,784	\$4,930	\$5,081	\$5,236	\$5,289	\$5,342	\$5,395	\$5,451	\$5,558	\$5,558	\$5,558	\$5,725	\$5,899	\$6,079	\$6,262
\$/yr	50,952	52,488	54,096	55,752	57,408	59,160	60,972	62,832	63,468	64,104	64,740	65,412	66,696	66,696	66,696	68,700	70,788	72,948	75,144
\$/hr	24.50	25.23	26.01	26.80	27.60	28.44	29.31	30.21	30.51	30.82	31.13	31.45	32.07	32.07	32.07	33.03	34.03	35.07	36.13
67	\$4,288	\$4,420	\$4,552	\$4,690	\$4,834	\$4,982	\$5,133	\$5,289	\$5,342	\$5,395	\$5,451	\$5,502	\$5,614	\$5,614	\$5,614	\$5,784	\$5,958	\$6,137	\$6,325
\$/yr	51,456	53,040	54,624	56,280	58,008	59,784	61,596	63,468	64,104	64,740	65,412	66,024	67,368	67,368	67,368	69,408	71,496	73,644	75,900
\$/hr	24.74	25.50	26.26	27.06	27.89	28.74	29.61	30.51	30.82	31.13	31.45	31.74	32.39	32.39	32.39	33.37	34.37	35.41	36.49
68	\$4,332	\$4,463	\$4,598	\$4,738	\$4,882	\$5,029	\$5,183	\$5,342	\$5,395	\$5,451	\$5,502	\$5,558	\$5,668	\$5,668	\$5,668	\$5,840	\$6,019	\$6,201	\$6,385
\$/yr	51,984	53,556	55,176	56,856	58,584	60,348	62,196	64,104	64,740	65,412	66,024	66,696	68,016	68,016	68,016	70,080	72,228	74,412	76,620
\$/hr	24.99	25.75	26.53	27.33	28.17	29.01	29.90	30.82	31.13	31.45	31.74	32.07	32.70	32.70	32.70	33.69	34.73	35.78	36.84
69	\$4,374	\$4,508	\$4,646	\$4,784	\$4,930	\$5,081	\$5,236	\$5,395	\$5,451	\$5,502	\$5,558	\$5,614	\$5,725	\$5,725	\$5,725	\$5,899	\$6,079	\$6,262	\$6,450
\$/yr	52,488	54,096	55,752	57,408	59,160	60,972	62,832	64,740	65,412	66,024	66,696	67,368	68,700	68,700	68,700	70,788	72,948	75,144	77,400
\$/hr	25.23	26.01	26.80	27.60	28.44	29.31	30.21	31.13	31.45	31.74	32.07	32.39	33.03	33.03	33.03	34.03	35.07	36.13	37.21
70	\$4,420	\$4,552	\$4,690	\$4,834	\$4,982	\$5,133	\$5,289	\$5,451	\$5,502	\$5,558	\$5,614	\$5,668	\$5,784	\$5,784	\$5,784	\$5,958	\$6,137	\$6,325	\$6,515
\$/yr	53,040	54,624	56,280	58,008	59,784	61,596	63,468	65,412	66,024	66,696	67,368	68,016	69,408	69,408	69,408	71,496	73,644	75,900	78,180
\$/hr	25.50	26.26	27.06	27.89	28.74	29.61	30.51	31.45	31.74	32.07	32.39	32.70	33.37	33.37	33.37	34.37	35.41	36.49	37.59
71	\$4,463	\$4,598	\$4,738	\$4,882	\$5,029	\$5,183	\$5,342	\$5,502	\$5,558	\$5,614	\$5,668	\$5,725	\$5,840	\$5,840	\$5,840	\$6,019	\$6,201	\$6,385	\$6,581
\$/yr	53,556	55,176	56,856	58,584	60,348	62,196	64,104	66,024	66,696	67,368	68,016	68,700	70,080	70,080	70,080	72,228	74,412	76,620	78,972
\$/hr	25.75	26.53	27.33	28.17	29.01	29.90	30.82	31.74	32.07	32.39	32.70	33.03	33.69	33.69	33.69	34.73	35.78	36.84	37.97
72	\$4,508	\$4,646	\$4,784	\$4,930	\$5,081	\$5,236	\$5,395	\$5,558	\$5,614	\$5,668	\$5,725	\$5,784	\$5,899	\$5,899	\$5,899	\$6,079	\$6,262	\$6,450	\$6,645
\$/yr	54,096	55,752	57,408	59,160	60,972	62,832	64,740	66,696	67,368	68,016	68,700	69,408	70,788	70,788	70,788	72,948	75,144	77,400	79,740
\$/hr	26.01	26.80	27.60	28.44	29.31	30.21	31.13	32.07	32.39	32.70	33.03	33.37	34.03	34.03	34.03	35.07	36.13	37.21	38.34
73	\$4,552	\$4,690	\$4,834	\$4,982	\$5,133	\$5,289	\$5,451	\$5,614	\$5,668	\$5,725	\$5,784	\$5,840	\$5,958	\$5,958	\$5,958	\$6,137	\$6,325	\$6,515	\$6,711
\$/yr	54,624	56,280	58,008	59,784	61,596	63,468	65,412	67,368	68,016	68,700	69,408	70,080	71,496	71,496	71,496	73,644	75,900	78,180	80,532
\$/hr	26.26	27.06	27.89	28.74	29.61	30.51	31.45	32.39	32.70	33.03	33.37	33.69	34.37	34.37	34.37	35.41	36.49	37.59	38.72
74	\$4,598	\$4,738	\$4,882	\$5,029	\$5,183	\$5,342	\$5,502	\$5,668	\$5,725	\$5,784	\$5,840	\$5,899	\$6,019	\$6,019	\$6,019	\$6,201	\$6,385	\$6,581	\$6,779

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\$/yr	55,176	56,856	58,584	60,348	62,196	64,104	66,024	68,016	68,700	69,408	70,080	70,788	72,228	72,228	72,228	74,412	76,620	78,972	81,348
\$/hr	26.53	27.33	28.17	29.01	29.90	30.82	31.74	32.70	33.03	33.37	33.69	34.03	34.73	34.73	34.73	35.78	36.84	37.97	39.11
75	\$4,646	\$4,784	\$4,930	\$5,081	\$5,236	\$5,395	\$5,558	\$5,725	\$5,784	\$5,840	\$5,899	\$5,958	\$6,079	\$6,079	\$6,079	\$6,262	\$6,450	\$6,645	\$6,847
\$/yr	55,752	57,408	59,160	60,972	62,832	64,740	66,696	68,700	69,408	70,080	70,788	71,496	72,948	72,948	72,948	75,144	77,400	79,740	82,164
\$/hr	26.80	27.60	28.44	29.31	30.21	31.13	32.07	33.03	33.37	33.69	34.03	34.37	35.07	35.07	35.07	36.13	37.21	38.34	39.50
76	\$4,690	\$4,834	\$4,982	\$5,133	\$5,289	\$5,451	\$5,614	\$5,784	\$5,840	\$5,899	\$5,958	\$6,019	\$6,137	\$6,137	\$6,137	\$6,325	\$6,515	\$6,711	\$6,917
\$/yr	56,280	58,008	59,784	61,596	63,468	65,412	67,368	69,408	70,080	70,788	71,496	72,228	73,644	73,644	73,644	75,900	78,180	80,532	83,004
\$/hr	27.06	27.89	28.74	29.61	30.51	31.45	32.39	33.37	33.69	34.03	34.37	34.73	35.41	35.41	35.41	36.49	37.59	38.72	39.91
77	\$4,738	\$4,882	\$5,029	\$5,183	\$5,342	\$5,502	\$5,668	\$5,840	\$5,899	\$5,958	\$6,019	\$6,079	\$6,201	\$6,201	\$6,201	\$6,385	\$6,581	\$6,779	\$6,986
\$/yr	56,856	58,584	60,348	62,196	64,104	66,024	68,016	70,080	70,788	71,496	72,228	72,948	74,412	74,412	74,412	76,620	78,972	81,348	83,832
\$/hr	27.33	28.17	29.01	29.90	30.82	31.74	32.70	33.69	34.03	34.37	34.73	35.07	35.78	35.78	35.78	36.84	37.97	39.11	40.30
78	\$4,784	\$4,930	\$5,081	\$5,236	\$5,395	\$5,558	\$5,725	\$5,899	\$5,958	\$6,019	\$6,079	\$6,137	\$6,262	\$6,262	\$6,262	\$6,450	\$6,645	\$6,847	\$7,055
\$/yr	57,408	59,160	60,972	62,832	64,740	66,696	68,700	70,788	71,496	72,228	72,948	73,644	75,144	75,144	75,144	77,400	79,740	82,164	84,660
\$/hr	27.60	28.44	29.31	30.21	31.13	32.07	33.03	34.03	34.37	34.73	35.07	35.41	36.13	36.13	36.13	37.21	38.34	39.50	40.70
79	\$4,834	\$4,982	\$5,133	\$5,289	\$5,451	\$5,614	\$5,784	\$5,958	\$6,019	\$6,079	\$6,137	\$6,201	\$6,325	\$6,325	\$6,325	\$6,515	\$6,711	\$6,917	\$7,125
\$/yr	58,008	59,784	61,596	63,468	65,412	67,368	69,408	71,496	72,228	72,948	73,644	74,412	75,900	75,900	75,900	78,180	80,532	83,004	85,500
\$/hr	27.89	28.74	29.61	30.51	31.45	32.39	33.37	34.37	34.73	35.07	35.41	35.78	36.49	36.49	36.49	37.59	38.72	39.91	41.11
80	\$4,882	\$5,029	\$5,183	\$5,342	\$5,502	\$5,668	\$5,840	\$6,019	\$6,079	\$6,137	\$6,201	\$6,262	\$6,385	\$6,385	\$6,385	\$6,581	\$6,779	\$6,986	\$7,197
\$/yr	58,584	60,348	62,196	64,104	66,024	68,016	70,080	72,228	72,948	73,644	74,412	75,144	76,620	76,620	76,620	78,972	81,348	83,832	86,364
\$/hr	28.17	29.01	29.90	30.82	31.74	32.70	33.69	34.73	35.07	35.41	35.78	36.13	36.84	36.84	36.84	37.97	39.11	40.30	41.52
81	\$4,930	\$5,081	\$5,236	\$5,395	\$5,558	\$5,725	\$5,899	\$6,079	\$6,137	\$6,201	\$6,262	\$6,325	\$6,450	\$6,450	\$6,450	\$6,645	\$6,847	\$7,055	\$7,269
\$/yr	59,160	60,972	62,832	64,740	66,696	68,700	70,788	72,948	73,644	74,412	75,144	75,900	77,400	77,400	77,400	79,740	82,164	84,660	87,228
\$/hr	28.44	29.31	30.21	31.13	32.07	33.03	34.03	35.07	35.41	35.78	36.13	36.49	37.21	37.21	37.21	38.34	39.50	40.70	41.94
82	\$4,982	\$5,133	\$5,289	\$5,451	\$5,614	\$5,784	\$5,958	\$6,137	\$6,201	\$6,262	\$6,325	\$6,385	\$6,515	\$6,515	\$6,515	\$6,711	\$6,917	\$7,125	\$7,341
\$/yr	59,784	61,596	63,468	65,412	67,368	69,408	71,496	73,644	74,412	75,144	75,900	76,620	78,180	78,180	78,180	80,532	83,004	85,500	88,092
\$/hr	28.74	29.61	30.51	31.45	32.39	33.37	34.37	35.41	35.78	36.13	36.49	36.84	37.59	37.59	37.59	38.72	39.91	41.11	42.35
83	\$5,029	\$5,183	\$5,342	\$5,502	\$5,668	\$5,840	\$6,019	\$6,201	\$6,262	\$6,325	\$6,385	\$6,450	\$6,581	\$6,581	\$6,581	\$6,779	\$6,986	\$7,197	\$7,414
\$/yr	60,348	62,196	64,104	66,024	68,016	70,080	72,228	74,412	75,144	75,900	76,620	77,400	78,972	78,972	78,972	81,348	83,832	86,364	88,968
\$/hr	29.01	29.90	30.82	31.74	32.70	33.69	34.73	35.78	36.13	36.49	36.84	37.21	37.97	37.97	37.97	39.11	40.30	41.52	42.77
84	\$5,081	\$5,236	\$5,395	\$5,558	\$5,725	\$5,899	\$6,079	\$6,262	\$6,325	\$6,385	\$6,450	\$6,515	\$6,645	\$6,645	\$6,645	\$6,847	\$7,055	\$7,269	\$7,489
\$/yr	60,972	62,832	64,740	66,696	68,700	70,788	72,948	75,144	75,900	76,620	77,400	78,180	79,740	79,740	79,740	82,164	84,660	87,228	89,868
\$/hr	29.31	30.21	31.13	32.07	33.03	34.03	35.07	36.13	36.49	36.84	37.21	37.59	38.34	38.34	38.34	39.50	40.70	41.94	43.21
85	\$5,133	\$5,289	\$5,451	\$5,614	\$5,784	\$5,958	\$6,137	\$6,325	\$6,385	\$6,450	\$6,515	\$6,581	\$6,711	\$6,711	\$6,711	\$6,917	\$7,125	\$7,341	\$7,564

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\$/yr	61,596	63,468	65,412	67,368	69,408	71,496	73,644	75,900	76,620	77,400	78,180	78,972	80,532	80,532	80,532	83,004	85,500	88,092	90,768
\$/hr	29.61	30.51	31.45	32.39	33.37	34.37	35.41	36.49	36.84	37.21	37.59	37.97	38.72	38.72	38.72	39.91	41.11	42.35	43.64
86	\$5,183	\$5,342	\$5,502	\$5,668	\$5,840	\$6,019	\$6,201	\$6,385	\$6,450	\$6,515	\$6,581	\$6,645	\$6,779	\$6,779	\$6,779	\$6,986	\$7,197	\$7,414	\$7,639
\$/yr	62,196	64,104	66,024	68,016	70,080	72,228	74,412	76,620	77,400	78,180	78,972	79,740	81,348	81,348	81,348	83,832	86,364	88,968	91,668
\$/hr	29.90	30.82	31.74	32.70	33.69	34.73	35.78	36.84	37.21	37.59	37.97	38.34	39.11	39.11	39.11	40.30	41.52	42.77	44.07
87	\$5,236	\$5,395	\$5,558	\$5,725	\$5,899	\$6,079	\$6,262	\$6,450	\$6,515	\$6,581	\$6,645	\$6,711	\$6,847	\$6,847	\$6,847	\$7,055	\$7,269	\$7,489	\$7,716
\$/yr	62,832	64,740	66,696	68,700	70,788	72,948	75,144	77,400	78,180	78,972	79,740	80,532	82,164	82,164	82,164	84,660	87,228	89,868	92,592
\$/hr	30.21	31.13	32.07	33.03	34.03	35.07	36.13	37.21	37.59	37.97	38.34	38.72	39.50	39.50	39.50	40.70	41.94	43.21	44.52
88	\$5,289	\$5,451	\$5,614	\$5,784	\$5,958	\$6,137	\$6,325	\$6,515	\$6,581	\$6,645	\$6,711	\$6,779	\$6,917	\$6,917	\$6,917	\$7,125	\$7,341	\$7,564	\$7,794
\$/yr	63,468	65,412	67,368	69,408	71,496	73,644	75,900	78,180	78,972	79,740	80,532	81,348	83,004	83,004	83,004	85,500	88,092	90,768	93,528
\$/hr	30.51	31.45	32.39	33.37	34.37	35.41	36.49	37.59	37.97	38.34	38.72	39.11	39.91	39.91	39.91	41.11	42.35	43.64	44.97
89	\$5,342	\$5,502	\$5,668	\$5,840	\$6,019	\$6,201	\$6,385	\$6,581	\$6,645	\$6,711	\$6,779	\$6,847	\$6,986	\$6,986	\$6,986	\$7,197	\$7,414	\$7,639	\$7,871
\$/yr	64,104	66,024	68,016	70,080	72,228	74,412	76,620	78,972	79,740	80,532	81,348	82,164	83,832	83,832	83,832	86,364	88,968	91,668	94,452
\$/hr	30.82	31.74	32.70	33.69	34.73	35.78	36.84	37.97	38.34	38.72	39.11	39.50	40.30	40.30	40.30	41.52	42.77	44.07	45.41
90	\$5,395	\$5,558	\$5,725	\$5,899	\$6,079	\$6,262	\$6,450	\$6,645	\$6,711	\$6,779	\$6,847	\$6,917	\$7,055	\$7,055	\$7,055	\$7,269	\$7,489	\$7,716	\$7,952
\$/yr	64,740	66,696	68,700	70,788	72,948	75,144	77,400	79,740	80,532	81,348	82,164	83,004	84,660	84,660	84,660	87,228	89,868	92,592	95,424
\$/hr	31.13	32.07	33.03	34.03	35.07	36.13	37.21	38.34	38.72	39.11	39.50	39.91	40.70	40.70	40.70	41.94	43.21	44.52	45.88
91	\$5,451	\$5,614	\$5,784	\$5,958	\$6,137	\$6,325	\$6,515	\$6,711	\$6,779	\$6,847	\$6,917	\$6,986	\$7,125	\$7,125	\$7,125	\$7,341	\$7,564	\$7,794	\$8,028
\$/yr	65,412	67,368	69,408	71,496	73,644	75,900	78,180	80,532	81,348	82,164	83,004	83,832	85,500	85,500	85,500	88,092	90,768	93,528	96,336
\$/hr	31.45	32.39	33.37	34.37	35.41	36.49	37.59	38.72	39.11	39.50	39.91	40.30	41.11	41.11	41.11	42.35	43.64	44.97	46.32
92	\$5,502	\$5,668	\$5,840	\$6,019	\$6,201	\$6,385	\$6,581	\$6,779	\$6,847	\$6,917	\$6,986	\$7,055	\$7,197	\$7,197	\$7,197	\$7,414	\$7,639	\$7,871	\$8,111
\$/yr	66,024	68,016	70,080	72,228	74,412	76,620	78,972	81,348	82,164	83,004	83,832	84,660	86,364	86,364	86,364	88,968	91,668	94,452	97,332
\$/hr	31.74	32.70	33.69	34.73	35.78	36.84	37.97	39.11	39.50	39.91	40.30	40.70	41.52	41.52	41.52	42.77	44.07	45.41	46.79
93	\$5,558	\$5,725	\$5,899	\$6,079	\$6,262	\$6,450	\$6,645	\$6,847	\$6,917	\$6,986	\$7,055	\$7,125	\$7,269	\$7,269	\$7,269	\$7,489	\$7,716	\$7,952	\$8,190
\$/yr	66,696	68,700	70,788	72,948	75,144	77,400	79,740	82,164	83,004	83,832	84,660	85,500	87,228	87,228	87,228	89,868	92,592	95,424	98,280
\$/hr	32.07	33.03	34.03	35.07	36.13	37.21	38.34	39.50	39.91	40.30	40.70	41.11	41.94	41.94	41.94	43.21	44.52	45.88	47.25
94	\$5,614	\$5,784	\$5,958	\$6,137	\$6,325	\$6,515	\$6,711	\$6,917	\$6,986	\$7,055	\$7,125	\$7,197	\$7,341	\$7,341	\$7,341	\$7,564	\$7,794	\$8,028	\$8,273
\$/yr	67,368	69,408	71,496	73,644	75,900	78,180	80,532	83,004	83,832	84,660	85,500	86,364	88,092	88,092	88,092	90,768	93,528	96,336	99,276
\$/hr	32.39	33.37	34.37	35.41	36.49	37.59	38.72	39.91	40.30	40.70	41.11	41.52	42.35	42.35	42.35	43.64	44.97	46.32	47.73
95	\$5,668	\$5,840	\$6,019	\$6,201	\$6,385	\$6,581	\$6,779	\$6,986	\$7,055	\$7,125	\$7,197	\$7,269	\$7,414	\$7,414	\$7,414	\$7,639	\$7,871	\$8,111	\$8,356
\$/yr	68,016	70,080	72,228	74,412	76,620	78,972	81,348	83,832	84,660	85,500	86,364	87,228	88,968	88,968	88,968	91,668	94,452	97,332	100,272
\$/hr	32.70	33.69	34.73	35.78	36.84	37.97	39.11	40.30	40.70	41.11	41.52	41.94	42.77	42.77	42.77	44.07	45.41	46.79	48.21
96	\$5,725	\$5,899	\$6,079	\$6,262	\$6,450	\$6,645	\$6,847	\$7,055	\$7,125	\$7,197	\$7,269	\$7,341	\$7,489	\$7,489	\$7,489	\$7,716	\$7,952	\$8,190	\$8,439

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\$/yr	68,700	70,788	72,948	75,144	77,400	79,740	82,164	84,660	85,500	86,364	87,228	88,092	89,868	89,868	89,868	92,592	95,424	98,280	101,268
\$/hr	33.03	34.03	35.07	36.13	37.21	38.34	39.50	40.70	41.11	41.52	41.94	42.35	43.21	43.21	43.21	44.52	45.88	47.25	48.69
97	\$5,784	\$5,958	\$6,137	\$6,325	\$6,515	\$6,711	\$6,917	\$7,125	\$7,197	\$7,269	\$7,341	\$7,414	\$7,564	\$7,564	\$7,564	\$7,794	\$8,028	\$8,273	\$8,522
\$/yr	69,408	71,496	73,644	75,900	78,180	80,532	83,004	85,500	86,364	87,228	88,092	88,968	90,768	90,768	90,768	93,528	96,336	99,276	102,264
\$/hr	33.37	34.37	35.41	36.49	37.59	38.72	39.91	41.11	41.52	41.94	42.35	42.77	43.64	43.64	43.64	44.97	46.32	47.73	49.17
98	\$5,840	\$6,019	\$6,201	\$6,385	\$6,581	\$6,779	\$6,986	\$7,197	\$7,269	\$7,341	\$7,414	\$7,489	\$7,639	\$7,639	\$7,639	\$7,871	\$8,111	\$8,356	\$8,608
\$/yr	70,080	72,228	74,412	76,620	78,972	81,348	83,832	86,364	87,228	88,092	88,968	89,868	91,668	91,668	91,668	94,452	97,332	100,272	103,296
\$/hr	33.69	34.73	35.78	36.84	37.97	39.11	40.30	41.52	41.94	42.35	42.77	43.21	44.07	44.07	44.07	45.41	46.79	48.21	49.66
99	\$5,899	\$6,079	\$6,262	\$6,450	\$6,645	\$6,847	\$7,055	\$7,269	\$7,341	\$7,414	\$7,489	\$7,564	\$7,716	\$7,716	\$7,716	\$7,952	\$8,190	\$8,439	\$8,697
\$/yr	70,788	72,948	75,144	77,400	79,740	82,164	84,660	87,228	88,092	88,968	89,868	90,768	92,592	92,592	92,592	95,424	98,280	101,268	104,364
\$/hr	34.03	35.07	36.13	37.21	38.34	39.50	40.70	41.94	42.35	42.77	43.21	43.64	44.52	44.52	44.52	45.88	47.25	48.69	50.18

**For the most current information regarding this payscale table,
please refer to the UW Compensation Plan on the web at:
www.washington.edu/admin/hr/ocpsp/compensation**

APPENDIX XI – LAYOFF UNITS

Professional/Technical Unit

1. Cardiac Sonographer
2. Diagnostic Medical Sonographer
3. Imaging Technologist (IT)
4. Imaging Technologist - CT (may bump IT if have essential skills)
5. Imaging Technologist - Angio (may bump IT if have essential skills)
6. Imaging Technologist - MRI (may bump IT if have essential skills)
7. Imaging Technologist Lead (may bump into IT unit where they have essential skills)
8. Employees with the essential skills in multiple modalities will be in the layoff units that contain the modalities in which the employee possesses the essential skills
9. Nuclear Med Technologist
10. Vascular Sonographer
11. Vascular Sonographer – TCD Lab

Leads may bump into non-lead positions in their respective layoff unit.

Social Work

1. Harborview Center for Sexual Assault and Traumatic Stress (HCSATS)
2. Madison Clinic; Ambulatory Care; Inpatient Med/Surg; Emergency Department; Inpatient Psych
3. Harborview Mental Health Services (HMHS); Behavioral Health Integration Program (BHIP)
4. Social Work Assistant 2's

Social Worker 2's may bump Social Worker 1's in their respective layoff unit.

Respiratory Therapy

1. All RT's
2. Leads may bump into non-lead RT

Anesthesiology Technicians

1. All AT's
2. Leads may bump into non-lead AT

Electroneurodiagnostic Technologists

Health Care Specialists

1. All Health Care Specialist positions subject to essential skills, department specific credentialing and medical staff approval of the HCS identified for layoff and any HCS position occupied by a junior HCS
2. Leads may bump into non-lead HCS position subject to conditions above

Registered Nurses

1. Critical Care, critical care float pool, PACU, STAT, Endoscopy, Ambulatory (APA) and Diagnostic Procedural Areas (Radiology)
2. Acute care, acute care float pool, ambulatory surgery, rehab, Continuity of Care Nurses, Vascular Access Nurses
3. ED services
4. OR
5. Psych, Psychiatric Emergency Services (PES), Behavioral Health
6. Clinic nurses, clinic float pool, Community CareLine
7. Utilization Review, Clinical Decision Specialists and Quality Assurance, Trauma Registry Nurses
8. Float pool – among themselves and within layoff units 1, 2 or 6 above depending upon float pool in which the nurse works
9. All nurses – will be in layoff unit in which nurse held a permanent position within the last two years prior to being identified for layoff

ALNW Bargaining Unit – Airlift Northwest-wide.

APPENDIX XII – AIRLIFT NORTHWEST BARGAINING UNIT ADDENDUM

COLLECTIVE BARGAINING AGREEMENT ADDENDUM

By and Between the

UNIVERSITY OF WASHINGTON
FOR HARBORVIEW MEDICAL CENTER

AND

SEIU DISTRICT 1199 NORTHWEST
HOSPITAL AND HEALTH CARE EMPLOYEES UNION

FOR THE

AIRLIFT NORTHWEST BARGAINING UNIT

The following apply exclusively to the Airlift Northwest Bargaining Unit.

1. Service Commitment.

Newly hired nurses and currently employed nurses who voluntarily choose to relocate and receive a relocation allowance may be required to serve for a minimum of two years at their base before they will be considered for transfer to another base. This commitment will not apply when the employer and nurse mutually agree to waive it and when relocation occurs as a result of layoff/rehire.

2. Equipment.

The following equipment will be provided by Airlift Northwest:

Nomex flight suits – 3 flight suits for nurses who are .9FTE or greater; 2 flight suits for nurses who are between .5 and .9FTE. Flight suits will be replaced as needed.

Boots – boots with a protective toe shield will be provided to a value of \$125.00

Personal Flotation Device (PFD) – Airlift Northwest will either provide a PFD or reimburse nurses up to \$150.00 if it chooses to have nurses purchase their own PFD.

Helmet – Airlift Northwest will provide a helmet with a single or dual visor. NVG mounts will be installed within twelve months following the effective date of the contract addendum.

Additional allowance – Airlift Northwest will provide up to \$300.00 for current and new employees for the purchase of nomex coats, vests, hearing dampening devices or boots and PFD's that exceed the value of the amounts above. Receipts must be provided for reimbursement and Airlift Northwest reserves the right to require that items portray a professional image. Additional annual allowances of up to \$300.00 will be provided and may be used for reimbursement of initial purchases that exceeded \$300.00. Unspent portions of the allowance will not carry over from year to year.

Employees will be responsible for the normal upkeep of the equipment issued by the Employer. The replacement of unserviceable or lost items will be made upon surrender of the items or proof of loss in accordance with terms of the list of equipment above.

Safety equipment will be replaced when the manufacturer's timeline indicates expiration.

The ALNW Safety Committee may recommend the issuance of additional equipment/clothing for all ALNW nurses, or for a specifically unique station or region.

3. Mileage

When a nurse agrees to report to work at a station other than their official duty station all mileage to and from the reporting duty station will be paid at the official University rate. This includes any travel required for clinical or education not provided at one's official duty station. The employee's domicile will be the official duty station when travel commences from that location if the travel distance is less than from the official duty station.

4. ALNW Safety Committee

The Airlift Northwest Safety Committee will strive to create the safest work environment possible. The Airlift Northwest Safety Committee will review and make recommendations regarding all aspects of safety that may impact employees and patients including, but not limited to, safety-related policies and equipment. The Airlift Northwest Safety Committee may also oversee the impact of any modifications to safety-related policies and/or equipment. The Safety Committee shall include a time frame for response from Airlift Northwest management when issuing recommendations regarding safety-related policies or equipment. Normally, responses will be made at a future Safety Committee meeting.

Committee Make-Up

The Airlift Northwest Safety Committee will have two (2) co-chairs. The union may appoint up to three members to the Airlift Northwest Safety Committee, one of whom will act as co-chair. The Safety Committee will appoint the other co-chair, who may be one of the other union appointed members. If the members of the Safety Committee determine that its membership is not adequately diverse to address all potential safety issues appropriately, it may authorize the appointment of an additional member from the bargaining unit. The union will make a good faith effort to appoint members with diverse skill and geographic knowledge.

The Airlift Northwest Administrator most responsible for safety matters and at least one (1) AAOC will attend Airlift Northwest Safety Committee meetings.

Committee paid time

Safety Committee meetings are open to all employees. For nurses appointed to the Airlift Northwest Safety Committee attendance at committee meetings and performing work assigned to them by the committee (e.g. policy review; equipment review) will be considered work time and paid appropriately. Employees who attend Safety Committee meetings who are not members of the committee will be considered in pay status only if the meeting overlaps with their regular schedule and if attendance does not impede their ability to perform their normal duties.

EE Education/Awareness

At the time of the new employee orientation all new employees will be given information regarding the Safety Committee, including but not limited to, the committee's mission, meeting time and location, members and location of agendas and minutes.

Accountability

The employer will make a good faith effort to accommodate off-site employees by video or teleconferencing.

Any employee may submit safety suggestions to the Safety Committee for review and recommendation. Submissions may also be brought directly to the committee by committee members. A Safety Concern Form shall be created by the Committee for use by all employees. The Safety Committee will maintain an on-going tracking and charting system for all safety concerns which shall include a summary of each safety concern brought to the committee, any action plan developed to address the concern and any resolution, if any, that is reached.

The date, time, location and agenda of each Safety Committee meeting will be posted to all employees at least two weeks ahead of each meeting.

Communication

All Safety Committee minutes will be posted electronically and emailed to all employees.

The Safety Committee is charged with maintaining an on-going tracking and charting system for all safety concerns. This chart will include, but is not limited to:

- 1) An outline of each concern brought to the Safety Committee or being addressed by the Safety Committee.
- 2) The action plan to address the concern or issue.
- 3) The evidence of resolution as it is reached

This chart will be posted electronically and e-mailed to all employees after every Safety Committee meeting.

5. Aircraft out of Service

Employer, at its discretion, may assign the nurse to work at another Airlift Northwest facility or assign other work as determined.

If the nurse has already reported to work and the Employer assigns the nurse to work at another Airlift Northwest facility, travel time will be considered duty time.

ALNW will make a best faith effort to allow staff enough drive time to be included such that they could be back at their original Base by their scheduled time off (currently no guarantee under any shift) and will pay the appropriate rate of pay (over-time or double-time) if on flight-related duty. ALNW will pay 1 hour of drive time from Boeing Field for Arlington and Olympia and 1.5 hours for Bellingham at straight time if the employee does not get off at their originally scheduled shift's end from Boeing Field.

If there is no other work to do, the nurse may choose to use leave without pay or annual leave, if available, to cover the nurse's scheduled work time.

6. Duty Rest Out of Town and Stuck Out of Town

When employees take duty rest out of town they will receive either four (4) or eight (8) hours of pay in accordance with current practice.

When employees are stuck out of town they will be paid eight (8) hours at time and one half in accordance with current practice.

7. Official Duty Station

ALNW has six (6) current designated bases (Arlington, Bellingham, Juneau, Olympia, Seattle, and Yakima). Employees will be scheduled into the base at which they are hired. ALNW will continue to evaluate community needs and may open or change bases depending on community needs and will bring any changes in working conditions and base changes to JLM for discussion.

The following conditions will apply to nurses scheduled at bases other than Boeing Field International (BFI).

1. The Joint Labor Management Committee may review how the schedule is working.
2. Training more than one hundred (100) miles from base will be allowed lodging and food per diem, unless trainings are on consecutive days, in which case nurses more than eighty (80) miles will receive lodging and food per diem. Juneau nurses will in addition receive airfare and car rental.

8. Juneau Base Staffing

Management will work toward maximizing the number of 24-hour shifts at the Juneau Base.

Shift start times will be set based on the needs of the community and timing of highest flight volume. If management must change a start time, affected RNs will be notified of the change at least four weeks prior to its implementation.

When the schedule requires consecutive 12-hour shifts with on-call responsibility, and crews go on duty rest during regularly scheduled hours, then six hours of duty rest time can be considered hours worked. The additional six hours required to meet a nurse's full-time equivalent must be spent in house at the base or comp time/AL may be used if no additional flights occur during the scheduled shift as is currently practiced.

9. Nurse Replacement

Nurses who work an extra shift to replace nurses who do not report to work (primarily coverage for sick leave replacement) will be paid time and one half (1 ½ X) for all hours worked based on the length of the shift of the nurse being replaced. For example, if a nurse replaces a nurse scheduled for twelve (12) hours, the nurse will receive twelve (12) hours at time and one half (1 ½ X); if a nurse replaces a nurse scheduled for twenty-four (24) hours, the nurse will receive twenty-four (24) hours at time and one half (1 ½ X). For hours worked beyond the twelve (12) or twenty-four (24) hours the nurse will receive double time (2X).

10. Article 7. Hours of Work and Overtime

7.1 Work Day

The length of the workday varies depending on the base and/or aircraft. The scheduled length of a workday at a given base and/or aircraft shall not be changed without JLM discussion with the Union. The Employer will not change the length of an employee's workday after a schedule is posted except by mutual agreement.

Except in emergent medical situations, the employer will make a good faith effort to end duty shifts on time in an effort to minimize mandatory overtime.

7.2 Work Period

A standard work period for full-time classified employees shall consist of two hundred and forty (240) hours of work within a six (6) week period.

A standard work period for part-time classified employees shall consist of a minimum of one hundred and twenty (120) hours but less than two hundred and forty (240) hours of work within a six (6) week period.

7.3 Overtime

Both the Employer and the Union concur that overtime shall be minimized. Overtime at time and one half (1 ½) shall be paid for hours worked beyond an employee's regularly scheduled shift in one day, or for hours worked beyond the full-time work schedule in accordance with the definition of the work period for a full-time classified employee in Article 7.1. Overtime at the rate of double time (2x) will be paid for continuous hours worked beyond twelve (12) for a twelve (12) hour scheduled shift and for continuous hours worked beyond twenty four (24) for a twenty four (24) hour scheduled shift. Sick leave paid for will not count toward the calculation of overtime.

The straight time hourly rate of pay used for the calculation of overtime shall include all differentials and premiums that are considered part of the employee's regular rate of pay.

Overtime shall be considered in effect if fifteen (15) minutes or more are worked after the end of the scheduled shift and shall be calculated to the nearest thirty (30) minutes.

As an option to wage payment above, an employee may request to accrue compensatory time on the basis of one and one-half the amount of overtime worked, or double time for registered nurses as appropriate. The Employer will allow the accrual of up to forty (40) hours of compensatory time calculated on a rolling basis. The Employer will consider special circumstances when deciding whether or not to grant the accrual of compensatory time in excess of forty (40) hours (e.g. advanced knowledge that an employee will be taking a long-term leave in the near future and the accrued time would be used to cover for all or part of that leave). This is not intended to upset any formal department policies regarding the accrual and use of compensatory time that exceed this unless there is agreement to do so. Accrued compensatory time will be scheduled off in a manner similar to the scheduling of vacation days requested off.

Upon implementation of the KRONOS system (see Side Letter A), the above paragraphs will be replaced with a provision for a grace period around which overtime will be triggered and compensated to the nearest minute. The grace period will be discussed by the KRONOS Committee prior to implementation. Unless otherwise agreed, the grace period shall be seven (7) minutes before/after the scheduled shift.

7.4 Work Schedule

The Employer shall plan and post the work schedule. The work schedule will be posted at least two weeks prior to the beginning of the schedule. Schedule requests should be submitted at least four weeks before the schedule is posted. Prior to the schedule being posted, factors such as staff requests, unexpected leaves of absence or terminations may affect the approval of schedule requests. After the schedule is posted an individual employee's schedule may be changed only by mutual agreement between the supervisor and employee concerned.

Should the Employer propose changing either the length of the schedule or work day, the Employer will comply with the requirements of, "Change in Working Conditions," contained in this Appendix.

Current schedule practices for all bases will be maintained, and any changes will go through the JLM.

7.5 Weekends

Weekend scheduling will be done in accordance with current practice. Weekend premium will be based on a majority of hours worked over the weekend period (e.g. – a nurse who works a twenty-four (24) hour shift beginning at 7:00am on Friday will receive no weekend premium. A nurse who works a twenty-four (24) hour shift beginning at 7:00am on Saturday or Sunday morning will receive weekend premium for twenty-four (24) hours).

7.6 Shift Rotation

The Employer will make a good faith effort to minimize required scheduled shift changes and to provide ample rest when scheduled shift changes are required.

7.7 Double Shifts

In the event double shifting is necessary, it will occur through mutual agreement between the employee and supervision.

7.8 Work in Advance of Shift – When an employee at the request of the Employer reports for work in advance of the assigned shift and continues working through the scheduled shift all hours worked prior to the scheduled shift shall be paid at the appropriate overtime rate.

11. Change in Working Conditions

The impact of any change in working conditions including, but limited to, crew skill mix, team configuration, or mode of transportation will be negotiated with the union.

12. Daily Per Diem

The University's travel rules, regulations and procedures are based on state travel law, as provided in Chapter 43.03 RCW. These set travel reimbursement amounts will be paid when an employee is away from their official duty station or when on a flight over fourteen (14) hours and not at their duty station.

13. Sick Leave Usage for Travel

Nurses may use sick leave to account for travel time for medical appointments/procedures that require the nurse to leave the nurse's home area. To use sick leave the travel time must overlap

with the nurse's regularly scheduled work. Nurses will make a good faith effort not to schedule medical appointments/procedures after the work schedule has been posted.

All Articles in the Collective Bargaining Agreement by and between the University of Washington for Harborview Medical Center and SEIU District 1199 Northwest Hospital and Health Care Employees Union are applicable to the Airlift Northwest Registered Nurses Bargaining Unit unless otherwise noted.

PROVISIONS MOVED FROM SEIU 1199 MASTER CONTRACT DURING NEGOTIATIONS FOR THE 2015-17 AGREEMENT:

ARTICLE 5 - UNION REPRESENTATIVE, DUES DEDUCTION, ACTIVITIES

5.3 Union Delegates. Union delegates are Airlift Northwest employees who are members of the bargaining units. The Employer recognizes the right of the Union to designate one union delegate from each Base. An additional delegate for the Seattle Base.

A Union delegate who is a bargaining unit employee and is processing a grievance in accordance with the Grievance Procedure shall be permitted reasonable time to assist in the resolution of recognized employee grievances on the Employer's property without loss of pay or recorded work time. Time off for processing grievances which have been filed shall be granted to a Union delegate 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 or the Employer and Union representative may provide for a Union delegate outside the area of jurisdiction to assist in the Grievance Process.

The Union shall prevail upon all employees in the bargaining units and especially Union delegates 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 delegates and other Union representatives in the speedy resolution of any grievances that may arise.

Delegates will normally process grievances only in their own units.

The Union shall annually submit an up-to-date list to the Office of Labor Relations indicating the names of all Union delegates, their work locations and jurisdiction. The Office of Labor Relations shall be notified of changes as they occur. Union delegates shall not be recognized until the Office of Labor Relations is informed of their appointment.

5.10 Delegate Training. During each year of this Agreement, the Union may use up to eight (8) hours each for two (2) Airlift Northwest RNs of paid release time to participate in delegate training sponsored by the Union.

The Union shall submit to the Office of Labor Relations and affected departments at least four (4) weeks in advance, the names of those delegates who will be eligible for each training course.

Time off for these purposes shall be approved in advance by the employee's supervisor and will be contingent upon the supervisor's ability to provide proper work coverage during the requested time off.

ARTICLE 16 - SICK LEAVE

16.4 Bereavement Leave.

For Airlift Northwest members, paid leave in addition to any other form of paid leave shall be granted for bereavement as follows: two (2) shifts totaling up to forty-eight (48) hours within a seven day period starting from first day of bereavement shall be granted for each death of a family member.

ARTICLE 23 - JOB POSTING & TRANSFER

23.4 ALNW Bargaining Unit. Nurses will be made aware of open bargaining unit positions prior to making those positions known to external candidates. Nurses will be made aware of the location of the base, as well as the FTE needed for that base. Seniority in the department shall be the determining factor on a transfer to a different shift or section providing skill, competence, ability, experience are considered equivalent. Such a transfer may be delayed until the vacancy created by the transfer is replenished, if a nurse's vacancy of their position will unduly impact the operations of the base they are leaving. All ALNW nurse job openings will be emailed internally two weeks prior to being posted externally. If the internal transfer is requested by a Juneau based nurse prior to completion of their commitment, initial moving cost incentive will be paid back at a prorated amount based on the amount of the commitment that was completed as long as the nurse has completed at least eighteen (18) months of the commitment. ALNW will not incur moving expenses for transfer to any Washington base. ALNW will make every best faith effort to make the internal transfer within six months, but such internal transfer may take up to nine months to occur.

SIDE LETTER A

December 15, 2015

Ms. Diane Sosne, President
District 1199NW, SEIU
15. S. Grady Way, Suite 200
Renton, WA 98055

Dear Ms Sosne:

In addition to the terms and conditions of the contract, the parties confirmed that parking and release time for the next round of negotiations would be handled accordingly during the life of the contract.

PARKING/U-PASS

The union agrees that during the life of this agreement the University may apply changes in transportation policy, including adjusting parking and U-Pass fees and criteria for assigning parking spots, to the bargaining unit without the obligation to bargain with the union. The union will continue to be able to appoint a member to Harborview Medical Center's Parking Committee in accordance with Article 17.6.

NON-NURSING WORK

This is to affirm that it is the intent of Harborview Medical Center to minimize the use of Registered Nurses to do non-nursing work.

ARTICLES 5.2 AND 5.8

SEIU 1199NW and Harborview Medical Center agree to abide by the current language in Article 5.2 and Article 5.8. The Union agrees that delegates and organizers will be given copies of this language.

Nursing Administration in Article 5.2 is defined as the Director of Professional and Support Services.

UNSCHEDULED WEEKEND WORK

SEIU 1199NW and Harborview Medical Center agree that it would be in their mutual interest for Harborview Medical Center management to minimize the number of occasions on which unscheduled weekend shifts are assigned.

CALL-BACK – ARTICLE 12.4

SEIU 1199NW and Harborview Medical Center agree on the need to clarify the utilization of call-back pay as per Section 12.4 of the Agreement. Both parties agree there is a need to give as much notice as possible to assist in keeping staffing at optimal levels.

Both parties further agree that the use of call-back pay should be minimized. Management will post any available shift more than eight hours prior to the start of the shift and will actively seek

volunteers from the bargaining unit to work the shift. The volunteer who agrees to work the shift will not be entitled to receive call-back pay pursuant to Section 12.4 if the Agreement is reached eight hours prior to the start of the shift.

MARKET ADJUSTMENTS

The parties will meet at least quarterly, if requested by either party, to address and bargain wage issues based on market adjustments, recruitment and retention issues, and other wage issues. Upon request, the Medical Center will meet to negotiate all aspects of the proposed adjustment(s) and the Union will be provided any data utilized to support the adjustments(s). At any time the Union may recommend that the Employer consider market adjustments.

LACTATION STATION

A fully functional lactation station will be available for employees in both the Main hospital building and the Maleng building.

Sincerely,

Darcy Jaffe, Chief Nursing Officer

MEMORANDA OF UNDERSTANDING

MOU: BREAK RELIEF

During negotiations for the 2015 – 2017 successor agreement, the parties reached agreement on the following regarding Meal and Rest Breaks for Registered Nurses (RNs) at Harborview Medical Center (HMC) for the 2015-2017 collective bargaining agreement only effective upon ratification:

Break Relief/Resource Nurses

Harborview Medical Center (HMC) fully subscribes to the importance of RNs receiving meal/rest breaks as an important element in the overall patient experience and RN satisfaction. HMC will commit to providing Break Relief/Resource nurses to acute care units on day shift as described below. The RNs who are assigned to the break relief position will not generally have a permanent patient assignment except in emergent situations. The Break Relief RN will relieve the RNs with permanent patient assignments for rest and meal breaks.

HMC commits to maintaining the current Break Relief/Resource RNs on 6EH and 7EH. Due to fiscal considerations, HMC and the union have agreed on the following phase-in schedule: the next three acute care units will receive Day Shift Break Relief RNs in place one year from ratification of the contract, and all acute care units will have Day Shift Break Relief RNs in place by June 30, 2017.

A break relief nurse plan will be implemented by the Staffing Committee and approved by the Joint Labor Management Committee (JLMs). The Employer will provide regular updates on the progress of evaluation and implementation at JLM meetings. All plans for Day Shift break relief will be implemented on all acute care units by June 1, 2017. Individual units may use alternative models for break relief after review by staffing committee and approval by JLM. All break relief models will be evaluated for RN satisfaction one year after implementation.

The Employer will provide training on the importance of taking breaks, how to record missed meal and rest breaks, and non-retaliation.

Nothing in this agreement constitutes a waiver of Management Rights and Responsibilities. This agreement expires on June 30, 2017.

MOU: CHARGE NURSE JLM

During negotiations for the 2015-2017 successor agreement, the parties reached agreement on the following regarding Charge Nurses and Staffing Concerns:

Effective upon ratification:

At a RN JLM, within 6 months of contract ratification, the Parties will develop a process for charge nurses to escalate staffing concerns and will include:

1. Review of current process for utilizing Short Staffing forms.
2. Clarifying the role and authority of the Charge Nurse as it relates to adjusting daily staffing resources.

3. Creating guidelines to direct the Charge Nurse/Nursing Supervisor on how to use a “staffing alert” escalation when the Charge Nurse is unable to obtain needed resources.

Process for adjusting resources

The charge nurse, in assessing the daily patient/unit needs, will adjust resources as necessary in conjunction with the unit manager/designee and/or nursing supervisor. Adjusting resources may include but is not limited to the following: the solicitation of volunteers for overtime shifts, calling in per diems, agency and travelers, and utilization of float nurses. Managers may be utilized as charge nurses so that charge nurses may take patient loads.

Trends that continue for at least six (6) months such as census, acuity, and unit activity may be assessed and discussed at Nurse Staffing Committee.

MOU: COMMITMENT TO STAFF CONSISTENT WITH APPROVED PLANS

Harborview Medical Center and SEIU Healthcare 1199NW recognize that adequate staffing is a necessary component to providing safe, quality care. In recognition of our common interest in safe patient staffing, HMC confirms its commitment to staffing consistent with such nurse staffing plans (matrices) as approved by the staffing committee process, provided however, that in the event of a prolonged or ongoing and significant increase or decrease in patient census, adjustment to staffing may be required.

MOU: CONTRACT PRINTING AND FORMAT

During negotiations for the 2015-2017 successor agreement, the parties reached agreement on the following regarding Contract Printing and Format:

Effective upon ratification:

Contract Printing and Distribution

- I. The Employer and the Union will print nine hundred (900) copies of the Collective Bargaining Agreement (CBA).
- II. The Employer and the Union will share the cost of printing equally.
- III. The Union will distribute copies of the CBA.
- IV. The above provisions will expire on June 30, 2017.

Format:

- V. The parties agree to create an Addendum or Appendix to the CBA which will contain all of the contract language that applies to the Research/Hall Health Registered Nurse Bargaining Unit.

MOU: END TECHNOLOGIST JOB DESCRIPTIONS

During negotiations for the 2015-2017 successor agreement, the union raised concerns about the Electroneurodiagnostic Technologist series job descriptions. Both parties reached

agreement on the following regarding Electroneurodiagnostic Technologist's effective upon ratification:

- I. The union's proposal for a review of the Electroneurodiagnostic Technologist job classification specification will be reviewed by the Compensation Office of Human Resources, per Article 19.2 (d).
- II. The Compensation Office of Human Resources will respond to the union within sixty (60) days of the ratification of this contract.
- III. In accordance with Article 19.2(d), the review is not grievable.
- IV. The Electroneurodiagnostic Technologist job classification specification will receive no less than a two percent (2%) increase upon completion of the review by the Compensation Office of Human Resources. Increase will be applied on the next available pay period.
- V. By agreeing to this memorandum, the union waves the right to a Classification Review Hearing as specified in Article 19.2 (c).

MOU: HARBORVIEW NURSING SCHOLARSHIPS

During negotiations for the 2015-2017 successor agreement, the parties reached agreement on the following regarding Registered Nurses at Harborview Medical Center for academic year 2016 and 2017 only to be implemented upon ratification:

In recognition of the commitment of HMC/University of Washington to the delivery of excellent patient care as well as the enhancement of employees' professional skills, the Employer will provide educational assistance to Nurses pursuing a Bachelor of Science in Nursing Degree through the University of Washington Bothell (UW Bothell). Harborview Medical Center will grant scholarships for up to eleven (11) HMC classified Nurses accepted into the UW Bothell RN-to-BSN degree program offered on-site at HMC. Scholarships granted will be up to fourteen thousand dollars (\$14,000) per Nurse for tuition.

In addition to the UW Bothell program, the Employer will provide annually a pool of up to a total of \$100,000 (maximum \$6,000 per employee) for the following:

- HMC classified Nurses to attend a program to complete their BSN, MSN, or other advanced nursing practice degrees.
- Non-nurses bargaining unit members to attend a program to complete their BSN.

In accordance with Article 10 - Scholarship Fund – Registered Nurses, HMC's Nursing Scholarship Fund Committee will be in charge of administering scholarships. The employee must have a minimum of one (1) year at HMC prior to submission of scholarship application. After completion of the program, there is an expected three (3) year commitment to Harborview Medical Center. If the employee voluntarily terminates employment prior to the end of the three (3) year commitment, the pro-rated amount of the scholarship must be repaid to Harborview Medical Center and may be deducted from the employee's pay.

All registered nurses that complete their Master in Nursing during the life of this agreement shall receive an additional salary step increase upon completion.

MOU: HEALTHCARE SPECIALIST CERTIFICATION PAY

During negotiations for the 2015-2017 successor agreement, the parties reached agreement on the following regarding Healthcare Specialists:

Effective upon ratification:

Upon request by the union, at no fewer than two (2) JLMs the parties will meet and discuss the application of Certification Pay for Healthcare Specialists with the intention to come to a mutually acceptable agreement on this topic.

MOU: HEALTHCARE SPECIALIST JOB CLASSIFICATIONS

During negotiations for the 2015-2017 successor agreement, the parties reached agreement on the following regarding Healthcare Specialist Job Classifications effective February 1, 2016:

- I. The Employer will consolidate the Healthcare Specialist (Job Code 8933- Pay Table BQ, Pay Range 4) with Healthcare Specialist-Inpatient (Job Code 8935 Pay Table BQ, Pay Range 9).
- II. The Employer will consolidate the Healthcare Specialist Lead (Job Code 8934- Pay Table BQ, Pay Range 14) with Healthcare Specialist Lead-Inpatient (Job Code 8936- Pay Table BQ, Pay Range 19).
- III. All Healthcare Specialists (Job Code 8933) will be placed on the Pay table BQ at Pay Range 9.
- IV. All Healthcare Specialist Leads (Job Code 8934) will be placed on the Pay table BQ at Pay Range 19.
- V. All the above Employees will be moved to the new Pay Range and placed on the same Salary Step, effective February 1, 2016.
- VI. Union withdraws Unfair Labor Practice charge related to HealthCare Specialist bargaining (PERC # 127625-U-15).

MOU: LUMP SUM PAYMENT

During negotiations for the 2015-2017 successor agreement, the parties reached agreement on the following lump sum upon ratification:

- A. Employees with an active permanent appointment during the pay period in which the contract is ratified and still employed at the time of payout shall receive a single one-time lump sum payment of six hundred dollars (\$600) to each employee with above a .6 FTE.
- B. Employees with an active permanent appointment during the pay period in which the contract is ratified and still employed at the time of payout shall receive a single one-time lump sum payment of three hundred dollars (\$300) to each employee with a .6 FTE and below.
- C. The lump sum payments described above will be paid in March 2016.

MOU: MEAL BREAKS, REST BREAKS, AND MISSED BREAK REPORTING

During negotiations for the 2015–2017 successor agreement, the parties reached agreement on the following regarding Meal Breaks, Rest Breaks, and Missed Break Reporting for University employees:

The University and the union agree that employees should be able to take uninterrupted meal and rest breaks. It is recognized that there is a mutual and shared commitment to uninterrupted breaks. The employer is responsible for creating a work environment and processes under which employees are able and encouraged to take uninterrupted breaks. Employees are responsible for taking such breaks. Employees shall make a good faith effort to notify their supervisor/designee if the employee anticipates not being able to take a meal or rest break. The supervisor/designee will make a good faith effort to provide the employee with the break.

Employees shall be allowed a paid uninterrupted rest period of fifteen (15) minutes for each four hours of working time. Rest periods may be taken at any point during each four-hour work period.

Employees who have been instructed and/or required to carry a pager or answer a phone during their meal period will be compensated at the appropriate rate of pay.

Tracking Meal and Rest Breaks

Employees are required to report missed breaks. The Employer will collect data, via KRONOS confirmation, on meal and rest breaks that are not taken in each department/unit and shift. Biannually, this data will be provided to the union at the Joint Labor Management Meeting. Either party may place the issue on the Joint Labor Management Committee agenda.

Non-retaliation

The employer will not engage in any kind of employee intimidation or retaliation against employees who report missed breaks.

MOU: MEDICAL ERRORS

Harborview Medical Center and SEIU Healthcare 1199NW recognize that addressing medical errors is necessary to providing safe, quality patient care.

To create a safe environment of reporting errors, events need to be reviewed to determine mitigating factors with the goal of preventing another similar occurrence.

The review must be completed before a disciplinary or corrective action occurs.

MOU: NEGOTIATIONS FOR THE 2017-2019 AGREEMENT

During negotiations for the 2015-2017 successor agreement, the parties reached agreement on the following regarding negotiations for the 2017-2019 successor agreement only:

- A. The Employer will provide paid release time for up to thirteen (13) Union designated bargaining team members for up to eight (8) hours per session.
- B. The Union will provide the names and hours of the designated negotiating team members on paid release time to the employer prior to the end of each bargaining session.

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

MOU: PRE-SCHEDULING OVERTIME SHIFTS FOR PERMANENT NURSES

During negotiations for the 2015-2017 successor agreement, the parties reached agreement on the following regarding Pre-Scheduling Overtime Shifts for Permanent Nurses:

Effective upon ratification:

- A. After the initial schedule bid is incorporated and posted, and the employer has sent out notice for staff, including Per Diems, interested in taking additional shifts at straight time (up to 1.0 FTE), the Employer may offer pre-scheduled overtime to be paid at the appropriate rate of pay. Pre-scheduled overtime shifts will be considered "Extra Shifts" and will be subject to the Nursing Policies on *Staffing-Daily Allocation for Nursing Services*, which states "Overtime, partial shifts, and extra shifts are not guaranteed, but once scheduled are expected to be worked unless it is determined that they are not needed. If illness or unexpected emergency occurs, employees are expected to follow the timeline established for sick calls."
- B. All staff, once scheduled, are expected to honor the commitment, with the exception of illness or serious emergency. Notification of absence is required at least two (2) hours before the beginning of all shifts.

- C. Failure by the Employer to notify or attempt to notify staff of cancellation at least two (2) hours in advance of the shift will result in the employee being assigned to a unit for two (2) hours.

MOU: REPORTING HOURS WORKED FOR PER DIEM NURSES

During negotiations for the 2015-2017 successor agreement, the parties reached agreement on the following regarding hours worked reporting for Represented Per Diem Registered Nurses:

- I. At a Registered Nurse Joint Labor Management (JLM) Committee, the Employer will provide to the union a report of all hours worked at the regular rate of pay by Represented Per Diem Registered Nurses in the prior calendar year.
- II. The report will be provided at the first JLM committee meeting in the new calendar year.
- III. The parties mutually agree that HR/Payroll Modernization may impact the employer's ability to provide this information.

MOU: RESPIRATORY THERAPISTS SKILLS DAY

During negotiations for the 2015-2017 successor agreement, the parties reached agreement on the following regarding Respiratory Therapists Skills Day for calendar year 2016 and 2017 only:

In recognition of the commitment of HMC/University of Washington to the delivery of excellent patient care as well as the enhancement of employees' professional skills, the Employer will provide internal education based on operational need. Skills day will primarily focus on job specific competency training identified by the Employer. Attendance at Skills Day will be mandatory and Employees will be paid as described in article 8.2 of the collective bargaining contract.

MOU: SALARY STEPS FOR ALL JOB CLASSIFICATIONS

During negotiations for the 2015-2017 successor agreement, the parties reached agreement on the following regarding Salary Steps for All Job Classifications effective January 1, 2017:

- I. The Employer will add one (1) additional three percent (3%) Salary Step to all bargaining unit pay tables (BC, BD, BE, BF, BQ, BS, BW) effective January 1, 2017.
- II. The Employer will add one (1) additional two percent (2%) Salary Step to the bargaining unit pay table BR effective January 1, 2017.

On January 1, 2017 all employees who have been at the current top salary step for at least one (1) year will advance to the new top salary step.

MOU: SOCIAL WORKER JOB CLASSIFICATIONS

During negotiations for the 2015-2017 successor agreement, the parties reached agreement on the following regarding the consolidation of the Social Worker Job classification and license pay effective February 1, 2016:

- I. The Employer will consolidate the Social Worker 1 and Social Worker 2 job classifications by revising the Social Worker 2 job classification to include all of the Social Worker 1 duties, and the classification will be retitled as Social Worker.
- II. Social Worker 2s will remain on their current pay table (BC) at their current pay range (76).
- III. Social Worker 1s will be moved to the same range as the Social Worker 2s and placed on range 76 in pay table BC at their current step assignment effective February 1, 2016. This will be an increase of approximately six percent (6%), depending upon the employee's current step assignment.
- IV. In addition to the approximately 6% increase related to the job class change, the Social Worker 1s will in addition be eligible for any across-the-board increases agreed upon between the Union and the University.
- V. Social Worker 1's who do not meet the minimum qualifications will remain on the current pay table at their current pay range until they meet the minimum qualifications or separate from service. Once there are no longer any employees in the Social Worker 1 job classification it will be abolished.
- VI. The Employer will provide the Union a copy of the updated Social Worker job classification specification within thirty (30) days of ratification.
- VII. After the Social Worker job classification has been consolidated, the Employer will conduct a market based salary study and provide the results to the Union within ninety (90) days.
- VIII. License Pay:
 - a. Effective February 1, 2016, License Pay in the amount of one dollar and fifty cents (\$1.50) per hour will be made available to all Social Workers who are licensed by the State of Washington as Advanced Social Worker or Independent Clinical Social Worker.
- IX. Union withdraws Unfair Labor Practice charge related to Social Worker bargaining (PERC # 127626-U-15).