

UW – SEIU1199 NW  
7/1/13 – 6/30/15

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. Five delegates.
  - (c) Health Care Specialist Bargaining Unit. Four delegates.
  - (d) Social Worker Bargaining Unit. Four delegates.
  - (e) Respiratory Therapist/Anesthesiology Technician /Electroneurodiagnostic Technologist Unit. Four delegates (two RT's, one AT, and one END).



- (f) Airlift Northwest Bargaining Unit. One union delegate from each Base. An additional delegate for any Base with more than thirty (30) nurses.

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 shall provide a copy of this Agreement for each employee in the bargaining units. The cost of printing labor contracts will be shared equally between the parties.
- 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 30<sup>th</sup> 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). In addition, the employer will distribute a recognized application for Union membership and a Union contract to each new employee covered by this contract.

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 144 hours of paid release time to participate in delegate training sponsored by the Union accordingly:

<u>Registered Nurses</u>	eight (8) hours each for six (6) RN
<u>Health Care Specialists</u>	eight (8) hours each for two (2) HCS
<u>Social Workers</u>	eight (8) hours each for two (2) members of the Social Worker Unit
<u>Imaging Technologist</u>	eight (8) hours each for two (2) Imaging Technologists
<u>Respiratory Therapists</u>	eight (8) hours each for two (2) RT
<u>Anesthesiology Technicians</u>	eight (8) hours for one (1) AT
<u>Electroneurodiagnostic Technologist</u>	eight (8) hours for one (1) END
<u>Airlift Northwest Nurses</u>	sixteen (16) hours

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

(c) Social Worker Bargaining Unit  
Pay Table BC

(8942) Social Worker Assistant 2  
(8943) Social Worker I  
(8944) Social Worker II

(d) Health Care Specialist Bargaining Unit  
Pay Table BQ

(8933) Health Care Specialist  
(8934) Health Care Specialist Lead  
(8935) Health Care Specialist – Inpatient  
(8936) Health Care Specialist Lead – Inpatient

(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 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.

- 6.5 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.

- 6.6 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.

Trial Service Period. An employee who voluntarily moves from one position in the bargaining unit to another (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.

- 6.7 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.

- 6.8 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.

## 6.9 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/Sonographers.

Imaging Technologists/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 XIV - 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.

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 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. 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.

- 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.

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 IV.
- 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 IV 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 IV 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 6.8 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 IV – 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 IV – 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 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.

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 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

- 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.

After three years, employees may request the removal of documents in their personnel file that were created under Article 21.3. If the request is denied, employees will be given a written reason for the denial.

- 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 XIV - 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 6.7 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 XIV - 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 recognizes that implementing a joint labor/management partnership for determining staffing produces a better work environment that ensures that patients receive quality care and that there is recruitment and retention of registered nurses.

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.

Management 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 that compliance. A Nurse Staffing Committee, composed of eight (8) staff nurse representatives chosen by the Union and up to eight (8) employer representatives, will be formed to implement the law. The Nurse Staffing Committee will be responsible for the development, oversight and evaluation of an annual nurse staffing plan covering each shift and patient care unit. The nurse staffing plan(s) will be posted in a public area on each patient care unit(s). The details of the Nurse Staffing Committee process the parties will use are contained in Appendix XIII.

- 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	Labor Day
Third Monday of January: (Martin Luther King Jr.'s Birthday)	Veteran's Day
Third Monday of February: (Presidents' Day)	Thanksgiving Day
Memorial Day	Day After Thanksgiving
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.

- (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.
- (2) An employee is entitled to 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
  - (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(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.
- (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) 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. The combination and use of paid and unpaid leave during a parental leave shall be per choice of the employee unless the leave is pursuant to FMLA. For parental 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 parental leave will not be considered under (a) above when requiring employees to use leave during FMLA-covered parental 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 parental leave.
- (5) The institution shall maintain health care coverage during parental 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.
  - (6) 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 (4) 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.

### 15.3 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.

## **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.

Professional/Technical Unit 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.

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

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 specific Performance Problem Step at which the Corrective Action/Dismissal Process begins will be determined by the nature and severity of the problem.

- 21.2 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.
- 21.3 Performance Problem Resolution Steps. The Employer will make clear in writing the Step of the process being conducted.

Step A - Informal, verbal counseling between employee and immediate supervisor. The employer will use the jointly developed general template when conducting a Step A meeting, which shall not be placed in the employee's file.

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

Step C - Decision-Making 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 or demotion (includes pre-determination hearing).

- 21.4 Grievability/Arbitrability. Step A of the Corrective Action/Dismissal Process above is not grievable. Steps B, C and D of the Process are subject to every step of the Grievance Procedure.
- 21.5 Dismissal -- Notice. The employee shall be provided written notice of the specified cause(s) and specific charges. The notice shall be furnished at least fifteen calendar days prior to the effective date of the action and shall be furnished directly to the employee during his/her scheduled working hours, or if this is not possible because of the absence of the employee during his/her regularly scheduled working hours, mailed by certified letter to the employee's last known address. If the notification is furnished directly to the employee, the

day it is furnished shall be counted as a day of notice. If the notification is mailed, the notice shall be considered received the same day as it is postmarked and the notice period shall be computed beginning on the date of the postmark.

- 21.6 Immediate Dismissal -- Cause For. If the Employer determines that a permanent employee is to be dismissed for cause and the circumstances are such that retention of the employee in an active duty status may result in damage to state property or may be injurious to the employee, fellow workers, or the client public, the employee may be dismissed immediately. The employee must be notified in writing, however, the fifteen (15) calendar days notice requirement does not apply. The notification must state the cause for the dismissal and in addition the necessity for the immediacy of the action.
- 21.7 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.
- 21.8 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.
- 21.9 Investigations. If the Employer places an employee on paid leave for investigatory purposes, the Employer will notify the employee prior to the onset of the leave of the subject of the investigation.
- 21.10 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.
- 21.11 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.



Employees subject to layoff shall have the right to: (a) displace the least senior employee in the affected job class within the unit or department or base; (b) displace the least senior employee in their clinical group (see Appendix XII); (c) fill any vacant position for which they are qualified; and (d) be laid off and have the right to be placed on the rehire list(s).

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 have the right to displace the least senior employee in the affected job classification within each successive layoff unit as defined in Article 22.6 above (Layoff Unit) within .2 FTE of the employee affected. The employee will also be given the opportunity to fill any vacant position within the layoff unit.

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 "Application for Staff Employment, Promotion or Transfer" form to the Nursing

Recruitment/Retention Coordinator. 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 "Application for Staff Employment, Promotion or Transfer" form to the Nursing Recruitment/Retention Coordinator 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 to Medical Center Human Resources during the official posting period. Promotional openings will be posted for a minimum of seven (7) days in the Department and Medical Center Human Resources. 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 "Application for Staff Employment, Promotion or Transfer" form to the supervisor. 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 "Application for Staff Employment, Promotion or Transfer" form to the supervisor 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 ALNW Bargaining Unit. Nurses will be made aware of open bargaining unit positions prior to making those positions known to external candidates. An applicant's length of service with ALNW shall be a consideration on a transfer to a vacant position within ALNW. 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, all initial moving cost incentive must be repaid in full, and 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.

#### **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.
- 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.

Grievances involving dismissal, demotion or Step C counseling shall be submitted to the level of supervision having authority to act or designee and shall be considered the second step of the grievance process.

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.

A list of eleven arbitrators shall be requested from the Federal Mediation and Conciliation Service. The parties shall thereupon alternate in striking a name

from the panel until one name remains. The person whose name remains shall be the arbitrator. The arbitrator's decision shall be final and binding on all parties. The arbitrator shall have no authority to add to, subtract from, or otherwise change or modify the provisions of this Agreement, but shall be authorized only to interpret existing provisions of this Agreement as they may apply to the specific facts of the issue in dispute. Each party shall bear one-half (1/2) of the fee of the arbitrator and any other expense jointly incurred incident to the arbitration hearing. All other expenses shall be borne by the party incurring them, and neither party shall be responsible for the expenses of witnesses called by the other party.

### **ARTICLE 28 - RETENTION OF BENEFITS**

Existing practices not contained in this contract which have a bearing upon the quality of working conditions shall not be modified or eliminated without first submitting the proposal to the Joint Labor/Management Committee, provided for in Article 17 of this contract, for review and recommendation.

If the recommendation is not acceptable to either of the parties, the matter shall be resolved by using the mechanics of the grievance procedure provided for in Article 27 of this contract, beginning at Step Three.

### **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 2012 and calendar year 2013, respectively. The projected health care premium is the weighted average across all plans, across all tiers. The Uniform Medical Plan (deductible, out-of pocket maximums and co-insurance) in effect for calendar year 2011 will be maintained for the 2011-2013 biennium.
  - 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 XIV– 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 on July 1, 2013 and shall remain in full force and effect until June 30, 2015. 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.

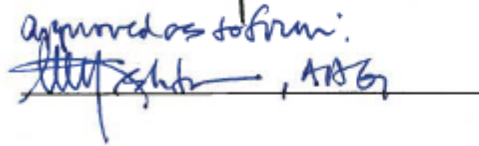
Executed this date November 22, 2013 for and on behalf of:

BOARD OF REGENTS OF THE UNIVERSITY  
OF WASHINGTON

SEIU, DISTRICT 1199NW HOSPITAL AND  
HEALTH CARE EMPLOYEES

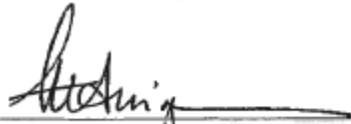


Diane Sosne, RN, President

Approved as to form:  
 , ASB



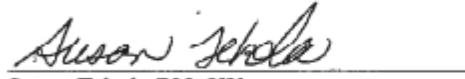
Adelina Gonzales, Lead Organizer

  
Melanie Arciaga, RN 5E

  
Jennie Toro, RN ASU

  
Carmen Robinson, RN 3E

  
Kathy Fletcher, RN 4MB Clinic

  
Susan Tekola RN, 3W

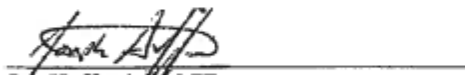
  
Kristie Dimak, RN Float Pool

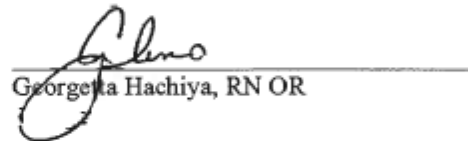
  
Cathy Callahan, RN 4E

  
Scott Canaday, MIT Angio

  
Vanessa Patricelli, RN 6E

  
Glenda Bowersox, MIT

  
Joe Hufford, RN 7E

  
Georgetta Hachiya, RN OR

  
Grace Yang, RN BPICU

  
Drury Hall, CRNP, Epilepsy

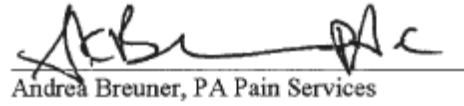
  
Patti Wickham, RN ALNW

  
Michelle Cardenas, PA Virology

  
Joel Ray, RT Respiratory Care

  
Scott Flynn, MIT, CT

  
Bianca Quesada, SW Social Work

  
Andrea Breuner, PA Pain Services

  
Chis Pearson, END Epilepsy

  
Angela Bartels, RN, Madison Clinic

  
Sabrina Snow, END OR

  
Irene Mitchell, RN 7MB



**APPENDIX I**  
**Effective Date January 1, 2014**

<b>JOB CODE</b>	<b>CLASSIFICATION</b>	<b>PAY TABLE</b>	<b>SALARY RANGE</b>
8903	REGISTERED NURSE 2	BR	02
8904	REGISTERED NURSE 3	BR	03
8908	REGISTERED NURSE 2 (ALNW)	BR	02
8909	REGISTERED NURSE 3 (ALNW)	BR	03
8912	NUCLEAR MEDICINE P.E.T. TECHNOLOGIST	BF	09
8913	DIAGNOSTIC MEDICAL SONOGRAPHER	BE	88
8914	DIAGNOSTIC MEDICAL SONOGRAPHER LEAD	BE	99
8915	DIAGNOSTIC MEDICAL SONOGRAPHER SPEC	BE	91
8916	NUCLEAR MED TECHNOLOGIST LEAD	BF	11
8917	NUCLEAR MED TECHNOLOGIST 1	BE	91
8918	NUCLEAR MED TECHNOLOGIST 2	BE	98
8919	IMAGING TECHNOLOGIST TRAINEE	BE	42
8921	IMAGING TECHNOLOGIST	BE	68
8922	IMAGING TECHNOLOGIST-COMP TOMO	BE	77
8923	IMAGING TECHNOLOGIST-ANGIOGRAPHY	BE	86
8924	IMAGING TECHNOLOGIST-MAG RES IMAGING	BE	89
8925	IMAGING TECHNOLOGIST-LEAD	BE	96
8926	IMAGING TECHNOLOGIST-MAMMO	BE	77
8933	HEALTH CARE SPECIALIST	BQ	02
8934	HEALTH CARE SPECIALIST LEAD	BQ	12
8935	HEALTH CARE SPECIALIST-INPAT-EMERG	BQ	07
8936	HEALTH CARE SPECIALIST LEAD-INPAT-EMERG	BQ	17
8942	SOCIAL WORK ASSISTANT 2	BC	51
8943	SOCIAL WORKER 1	BC	66
8944	SOCIAL WORKER 2	BC	74
8950	ELECTRONEURODIAGNOSTIC TECHNOLOGIST 1	BS	50
8951	ELECTRONEURODIAGNOSTIC TECHNOLOGIST 2	BS	60
8952	ELECTRONEURODIAGNOSTIC TECHNOLOGIST 3	BS	67
8956	RESPIRATORY CARE ASSOCIATE	BS	48
8957	RESPIRATORY CARE PRACTITIONER	BS	70
8958	RESPIRATORY CARE LEAD	BS	79
8959	ANESTHESIOLOGY TECHNICIAN LEAD	BS	53
8960	ANESTHESIOLOGY TECHNICIAN 2	BS	46

## 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 IV – SALARY SCHEDULES AND PREMIUMS**

### **Registered Nurse and ALNW Bargaining Units**

Effective July 1, 2013 the RN 2 salary scale in place on June 30, 2013 will be increased by two percent (2%)

Effective July 1, 2014 the RN 2 scale in place on June 30, 2014 will be increased by two percent (2%).

The RN 3 scale will be 8% more than the corresponding step on the RN 2 scale and will remain so throughout the life of the contract.

### **Professional/Technical Unit**

Effective July 1, 2013 the salary scales in place on June 30, 2013 for the following classifications will be increased by two percent (2%). Effective July 1, 2014 the salary scales in place on June 30, 2014 for the following classes will be increased by two percent (2%).

Diagnostic Medical Sonographer/Specialist  
Imaging Technologist

Effective July 1, 2013 the salary scales in place on June 30, 2013 for the following classifications will be increased by two percent (2%). Effective July 1, 2014 the salary scales in place on June 30, 2014 for the following classes will be increased by two percent (2%).

Nuclear Med Tech I and II  
Imaging Technologist – CT  
Imaging Technologist – Angio  
Imaging Technologist – MRI  
All Leads in the Professional/Technical Unit

### **RT/AT/END Bargaining Unit**

Effective July 1, 2013 the salary scales in place on June 30, 2013 for all Respiratory Care Practitioners covered by this contract will be increased by two percent (2%).

Effective July 1, 2014 the salary scales in place on June 30, 2014 for all Respiratory Care Practitioners covered by this contract will be increased by 2% two percent (2%).

Effective July 1, 2013 the salary scales in place on June 30, 2013 for all Anesthesia Technicians covered by this contract will be increased by two percent (2%).

Effective July 1, 2014 the salary scales in place on June 30, 2014 for all Anesthesia Technicians covered by this contract will be increased by two percent (2%).

Effective July 1, 2013 the salary scales in place on June 30, 2013 for all Electroneurodiagnostic Technologists covered by this contract will be increased by 2%.

Effective July 1, 2014 the salary scales in place on June 30, 2014 for all Electroneurodiagnostic Technologists covered by this contract will be increased by 2%.

**Social Worker/Health Care Specialist Bargaining Units**

Effective July 1, 2013 the salary scales for all members of the above bargaining units in place on June 30, 2013 will be increased by two percent (2%).

Effective July 1, 2014 the salary scales for all members of the above bargaining units in place on June 30, 2014 will be increased by two percent (2%).

**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

**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 V  
**University of Washington - Contract Classified**  
**1199NW & SEIU LIKE TITLES**  
**Payscale Table BC - Effective July 1, 2013**

Range	<---- Step ---->																			
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
<b>0</b>	\$2,153	\$2,221	\$2,286	\$2,357	\$2,428	\$2,499	\$2,580	\$2,654	\$2,654	\$2,654	\$2,737	\$2,737	\$2,819	\$2,819	\$2,819	\$2,906	\$2,992	\$3,082	\$3,177	\$3,271
<b>\$/yr</b>	25,836	26,652	27,432	28,284	29,136	29,988	30,960	31,848	31,848	31,848	32,844	32,844	33,828	33,828	33,828	34,872	35,904	36,984	38,124	39,252
<b>\$/hr</b>	12.42	12.81	13.19	13.60	14.01	14.42	14.88	15.31	15.31	15.31	15.79	15.79	16.26	16.26	16.26	16.77	17.26	17.78	18.33	18.87
<b>1</b>	\$2,177	\$2,243	\$2,310	\$2,380	\$2,451	\$2,528	\$2,602	\$2,684	\$2,684	\$2,684	\$2,762	\$2,762	\$2,849	\$2,849	\$2,849	\$2,933	\$3,022	\$3,114	\$3,207	\$3,306
<b>\$/yr</b>	26,124	26,916	27,720	28,560	29,412	30,336	31,224	32,208	32,208	32,208	33,144	33,144	34,188	34,188	34,188	35,196	36,264	37,368	38,484	39,672
<b>\$/hr</b>	12.56	12.94	13.33	13.73	14.14	14.58	15.01	15.48	15.48	15.48	15.93	15.93	16.44	16.44	16.44	16.92	17.43	17.97	18.50	19.07
<b>2</b>	\$2,197	\$2,264	\$2,332	\$2,402	\$2,479	\$2,550	\$2,630	\$2,709	\$2,709	\$2,709	\$2,793	\$2,793	\$2,875	\$2,875	\$2,875	\$2,963	\$3,053	\$3,144	\$3,241	\$3,337
<b>\$/yr</b>	26,364	27,168	27,984	28,824	29,748	30,600	31,560	32,508	32,508	32,508	33,516	33,516	34,500	34,500	34,500	35,556	36,636	37,728	38,892	40,044
<b>\$/hr</b>	12.68	13.06	13.45	13.86	14.30	14.71	15.17	15.63	15.63	15.63	16.11	16.11	16.59	16.59	16.59	17.09	17.61	18.14	18.70	19.25
<b>3</b>	\$2,221	\$2,286	\$2,357	\$2,428	\$2,499	\$2,580	\$2,654	\$2,737	\$2,737	\$2,737	\$2,819	\$2,819	\$2,906	\$2,906	\$2,906	\$2,992	\$3,082	\$3,177	\$3,271	\$3,372
<b>\$/yr</b>	26,652	27,432	28,284	29,136	29,988	30,960	31,848	32,844	32,844	32,844	33,828	33,828	34,872	34,872	34,872	35,904	36,984	38,124	39,252	40,464
<b>\$/hr</b>	12.81	13.19	13.60	14.01	14.42	14.88	15.31	15.79	15.79	15.79	16.26	16.26	16.77	16.77	16.77	17.26	17.78	18.33	18.87	19.45
<b>4</b>	\$2,243	\$2,310	\$2,380	\$2,451	\$2,528	\$2,602	\$2,684	\$2,762	\$2,762	\$2,762	\$2,849	\$2,849	\$2,933	\$2,933	\$2,933	\$3,022	\$3,114	\$3,207	\$3,306	\$3,405
<b>\$/yr</b>	26,916	27,720	28,560	29,412	30,336	31,224	32,208	33,144	33,144	33,144	34,188	34,188	35,196	35,196	35,196	36,264	37,368	38,484	39,672	40,860
<b>\$/hr</b>	12.94	13.33	13.73	14.14	14.58	15.01	15.48	15.93	15.93	15.93	16.44	16.44	16.92	16.92	16.92	17.43	17.97	18.50	19.07	19.64
<b>5</b>	\$2,264	\$2,332	\$2,402	\$2,479	\$2,550	\$2,630	\$2,709	\$2,793	\$2,793	\$2,793	\$2,875	\$2,875	\$2,963	\$2,963	\$2,963	\$3,053	\$3,144	\$3,241	\$3,337	\$3,438
<b>\$/yr</b>	27,168	27,984	28,824	29,748	30,600	31,560	32,508	33,516	33,516	33,516	34,500	34,500	35,556	35,556	35,556	36,636	37,728	38,892	40,044	41,256
<b>\$/hr</b>	13.06	13.45	13.86	14.30	14.71	15.17	15.63	16.11	16.11	16.11	16.59	16.59	17.09	17.09	17.09	17.61	18.14	18.70	19.25	19.83
<b>6</b>	\$2,286	\$2,357	\$2,428	\$2,499	\$2,580	\$2,654	\$2,737	\$2,819	\$2,819	\$2,819	\$2,906	\$2,906	\$2,992	\$2,992	\$2,992	\$3,082	\$3,177	\$3,271	\$3,372	\$3,474
<b>\$/yr</b>	27,432	28,284	29,136	29,988	30,960	31,848	32,844	33,828	33,828	33,828	34,872	34,872	35,904	35,904	35,904	36,984	38,124	39,252	40,464	41,688
<b>\$/hr</b>	13.19	13.60	14.01	14.42	14.88	15.31	15.79	16.26	16.26	16.26	16.77	16.77	17.26	17.26	17.26	17.78	18.33	18.87	19.45	20.04
<b>7</b>	\$2,310	\$2,380	\$2,451	\$2,528	\$2,602	\$2,684	\$2,762	\$2,849	\$2,849	\$2,849	\$2,933	\$2,933	\$3,022	\$3,022	\$3,022	\$3,114	\$3,207	\$3,306	\$3,405	\$3,507
<b>\$/yr</b>	27,720	28,560	29,412	30,336	31,224	32,208	33,144	34,188	34,188	34,188	35,196	35,196	36,264	36,264	36,264	37,368	38,484	39,672	40,860	42,084
<b>\$/hr</b>	13.33	13.73	14.14	14.58	15.01	15.48	15.93	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
<b>8</b>	\$2,332	\$2,402	\$2,479	\$2,550	\$2,630	\$2,709	\$2,793	\$2,875	\$2,875	\$2,875	\$2,963	\$2,963	\$3,053	\$3,053	\$3,053	\$3,144	\$3,241	\$3,337	\$3,438	\$3,542
<b>\$/yr</b>	27,984	28,824	29,748	30,600	31,560	32,508	33,516	34,500	34,500	34,500	35,556	35,556	36,636	36,636	36,636	37,728	38,892	40,044	41,256	42,504
<b>\$/hr</b>	13.45	13.86	14.30	14.71	15.17	15.63	16.11	16.59	16.59	16.59	17.09	17.09	17.61	17.61	17.61	18.14	18.70	19.25	19.83	20.43
<b>9</b>	\$2,357	\$2,428	\$2,499	\$2,580	\$2,654	\$2,737	\$2,819	\$2,906	\$2,906	\$2,906	\$2,992	\$2,992	\$3,082	\$3,082	\$3,082	\$3,177	\$3,271	\$3,372	\$3,474	\$3,578
<b>\$/yr</b>	28,284	29,136	29,988	30,960	31,848	32,844	33,828	34,872	34,872	34,872	35,904	35,904	36,984	36,984	36,984	38,124	39,252	40,464	41,688	42,936
<b>\$/hr</b>	13.60	14.01	14.42	14.88	15.31	15.79	16.26	16.77	16.77	16.77	17.26	17.26	17.78	17.78	17.78	18.33	18.87	19.45	20.04	20.64
<b>10</b>	\$2,380	\$2,451	\$2,528	\$2,602	\$2,684	\$2,762	\$2,849	\$2,933	\$2,933	\$2,933	\$3,022	\$3,022	\$3,114	\$3,114	\$3,114	\$3,207	\$3,306	\$3,405	\$3,507	\$3,613
<b>\$/yr</b>	28,560	29,412	30,336	31,224	32,208	33,144	34,188	35,196	35,196	35,196	36,264	36,264	37,368	37,368	37,368	38,484	39,672	40,860	42,084	43,356
<b>\$/hr</b>	13.73	14.14	14.58	15.01	15.48	15.93	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
<b>11</b>	\$2,402	\$2,479	\$2,550	\$2,630	\$2,709	\$2,793	\$2,875	\$2,963	\$2,963	\$2,963	\$3,053	\$3,053	\$3,144	\$3,144	\$3,144	\$3,241	\$3,337	\$3,438	\$3,542	\$3,650
<b>\$/yr</b>	28,824	29,748	30,600	31,560	32,508	33,516	34,500	35,556	35,556	35,556	36,636	36,636	37,728	37,728	37,728	38,892	40,044	41,256	42,504	43,800
<b>\$/hr</b>	13.86	14.30	14.71	15.17	15.63	16.11	16.59	17.09	17.09	17.09	17.61	17.61	18.14	18.14	18.14	18.70	19.25	19.83	20.43	21.06
<b>12</b>	\$2,428	\$2,499	\$2,580	\$2,654	\$2,737	\$2,819	\$2,906	\$2,992	\$2,992	\$2,992	\$3,082	\$3,082	\$3,177	\$3,177	\$3,177	\$3,271	\$3,372	\$3,474	\$3,578	\$3,685
<b>\$/yr</b>	29,136	29,988	30,960	31,848	32,844	33,828	34,872	35,904	35,904	35,904	36,984	36,984	38,124	38,124	38,124	39,252	40,464	41,688	42,936	44,220
<b>\$/hr</b>	14.01	14.42	14.88	15.31	15.79	16.26	16.77	17.26	17.26	17.26	17.78	17.78	18.33	18.33	18.33	18.87	19.45	20.04	20.64	21.26
<b>13</b>	\$2,451	\$2,528	\$2,602	\$2,684	\$2,762	\$2,849	\$2,933	\$3,022	\$3,022	\$3,022	\$3,114	\$3,114	\$3,207	\$3,207	\$3,207	\$3,306	\$3,405	\$3,507	\$3,613	\$3,723
<b>\$/yr</b>	29,412	30,336	31,224	32,208	33,144	34,188	35,196	36,264	36,264	36,264	37,368	37,368	38,484	38,484	38,484	39,672	40,860	42,084	43,356	44,676

Appendix V  
**University of Washington - Contract Classified**  
**1199NW & SEIU LIKE TITLES**  
**Payscale Table BC - Effective July 1, 2013**

Range	<---- Step ---->																			
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
<b>\$/hr</b>	14.14	14.58	15.01	15.48	15.93	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
<b>14</b>	\$2,479	\$2,550	\$2,630	\$2,709	\$2,793	\$2,875	\$2,963	\$3,053	\$3,053	\$3,053	\$3,144	\$3,144	\$3,241	\$3,241	\$3,241	\$3,337	\$3,438	\$3,542	\$3,650	\$3,760
<b>\$/yr</b>	29,748	30,600	31,560	32,508	33,516	34,500	35,556	36,636	36,636	36,636	37,728	37,728	38,892	38,892	38,892	40,044	41,256	42,504	43,800	45,120
<b>\$/hr</b>	14.30	14.71	15.17	15.63	16.11	16.59	17.09	17.61	17.61	17.61	18.14	18.14	18.70	18.70	18.70	19.25	19.83	20.43	21.06	21.69
<b>15</b>	\$2,499	\$2,580	\$2,654	\$2,737	\$2,819	\$2,906	\$2,992	\$3,082	\$3,082	\$3,082	\$3,177	\$3,177	\$3,271	\$3,271	\$3,271	\$3,372	\$3,474	\$3,578	\$3,685	\$3,797
<b>\$/yr</b>	29,988	30,960	31,848	32,844	33,828	34,872	35,904	36,984	36,984	36,984	38,124	38,124	39,252	39,252	39,252	40,464	41,688	42,936	44,220	45,564
<b>\$/hr</b>	14.42	14.88	15.31	15.79	16.26	16.77	17.26	17.78	17.78	17.78	18.33	18.33	18.87	18.87	18.87	19.45	20.04	20.64	21.26	21.91
<b>16</b>	\$2,528	\$2,602	\$2,684	\$2,762	\$2,849	\$2,933	\$3,022	\$3,114	\$3,114	\$3,114	\$3,207	\$3,207	\$3,306	\$3,306	\$3,306	\$3,405	\$3,507	\$3,613	\$3,723	\$3,837
<b>\$/yr</b>	30,336	31,224	32,208	33,144	34,188	35,196	36,264	37,368	37,368	37,368	38,484	38,484	39,672	39,672	39,672	40,860	42,084	43,356	44,676	46,044
<b>\$/hr</b>	14.58	15.01	15.48	15.93	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	22.14
<b>17</b>	\$2,550	\$2,630	\$2,709	\$2,793	\$2,875	\$2,963	\$3,053	\$3,144	\$3,144	\$3,144	\$3,241	\$3,241	\$3,337	\$3,337	\$3,337	\$3,438	\$3,542	\$3,650	\$3,760	\$3,874
<b>\$/yr</b>	30,600	31,560	32,508	33,516	34,500	35,556	36,636	37,728	37,728	37,728	38,892	38,892	40,044	40,044	40,044	41,256	42,504	43,800	45,120	46,488
<b>\$/hr</b>	14.71	15.17	15.63	16.11	16.59	17.09	17.61	18.14	18.14	18.14	18.70	18.70	19.25	19.25	19.25	19.83	20.43	21.06	21.69	22.35
<b>18</b>	\$2,580	\$2,654	\$2,737	\$2,819	\$2,906	\$2,992	\$3,082	\$3,177	\$3,177	\$3,177	\$3,271	\$3,271	\$3,372	\$3,372	\$3,372	\$3,474	\$3,578	\$3,685	\$3,797	\$3,912
<b>\$/yr</b>	30,960	31,848	32,844	33,828	34,872	35,904	36,984	38,124	38,124	38,124	39,252	39,252	40,464	40,464	40,464	41,688	42,936	44,220	45,564	46,944
<b>\$/hr</b>	14.88	15.31	15.79	16.26	16.77	17.26	17.78	18.33	18.33	18.33	18.87	18.87	19.45	19.45	19.45	20.04	20.64	21.26	21.91	22.57
<b>19</b>	\$2,602	\$2,684	\$2,762	\$2,849	\$2,933	\$3,022	\$3,114	\$3,207	\$3,207	\$3,207	\$3,306	\$3,306	\$3,405	\$3,405	\$3,405	\$3,507	\$3,613	\$3,723	\$3,837	\$3,954
<b>\$/yr</b>	31,224	32,208	33,144	34,188	35,196	36,264	37,368	38,484	38,484	38,484	39,672	39,672	40,860	40,860	40,860	42,084	43,356	44,676	46,044	47,448
<b>\$/hr</b>	15.01	15.48	15.93	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	22.14	22.81
<b>20</b>	\$2,630	\$2,709	\$2,793	\$2,875	\$2,963	\$3,053	\$3,144	\$3,241	\$3,241	\$3,241	\$3,337	\$3,337	\$3,438	\$3,438	\$3,438	\$3,542	\$3,650	\$3,760	\$3,874	\$3,991
<b>\$/yr</b>	31,560	32,508	33,516	34,500	35,556	36,636	37,728	38,892	38,892	38,892	40,044	40,044	41,256	41,256	41,256	42,504	43,800	45,120	46,488	47,892
<b>\$/hr</b>	15.17	15.63	16.11	16.59	17.09	17.61	18.14	18.70	18.70	18.70	19.25	19.25	19.83	19.83	19.83	20.43	21.06	21.69	22.35	23.03
<b>21</b>	\$2,654	\$2,737	\$2,819	\$2,906	\$2,992	\$3,082	\$3,177	\$3,271	\$3,271	\$3,271	\$3,372	\$3,372	\$3,474	\$3,474	\$3,474	\$3,578	\$3,685	\$3,797	\$3,912	\$4,034
<b>\$/yr</b>	31,848	32,844	33,828	34,872	35,904	36,984	38,124	39,252	39,252	39,252	40,464	40,464	41,688	41,688	41,688	42,936	44,220	45,564	46,944	48,408
<b>\$/hr</b>	15.31	15.79	16.26	16.77	17.26	17.78	18.33	18.87	18.87	18.87	19.45	19.45	20.04	20.04	20.04	20.64	21.26	21.91	22.57	23.27
<b>22</b>	\$2,684	\$2,762	\$2,849	\$2,933	\$3,022	\$3,114	\$3,207	\$3,306	\$3,306	\$3,306	\$3,405	\$3,405	\$3,507	\$3,507	\$3,507	\$3,613	\$3,723	\$3,837	\$3,954	\$4,073
<b>\$/yr</b>	32,208	33,144	34,188	35,196	36,264	37,368	38,484	39,672	39,672	39,672	40,860	40,860	42,084	42,084	42,084	43,356	44,676	46,044	47,448	48,876
<b>\$/hr</b>	15.48	15.93	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	22.14	22.81	23.50
<b>23</b>	\$2,709	\$2,793	\$2,875	\$2,963	\$3,053	\$3,144	\$3,241	\$3,337	\$3,337	\$3,337	\$3,438	\$3,438	\$3,542	\$3,542	\$3,542	\$3,650	\$3,760	\$3,874	\$3,991	\$4,115
<b>\$/yr</b>	32,508	33,516	34,500	35,556	36,636	37,728	38,892	40,044	40,044	40,044	41,256	41,256	42,504	42,504	42,504	43,800	45,120	46,488	47,892	49,380
<b>\$/hr</b>	15.63	16.11	16.59	17.09	17.61	18.14	18.70	19.25	19.25	19.25	19.83	19.83	20.43	20.43	20.43	21.06	21.69	22.35	23.03	23.74
<b>24</b>	\$2,737	\$2,819	\$2,906	\$2,992	\$3,082	\$3,177	\$3,271	\$3,372	\$3,372	\$3,372	\$3,474	\$3,474	\$3,578	\$3,578	\$3,578	\$3,685	\$3,797	\$3,912	\$4,034	\$4,155
<b>\$/yr</b>	32,844	33,828	34,872	35,904	36,984	38,124	39,252	40,464	40,464	40,464	41,688	41,688	42,936	42,936	42,936	44,220	45,564	46,944	48,408	49,860
<b>\$/hr</b>	15.79	16.26	16.77	17.26	17.78	18.33	18.87	19.45	19.45	19.45	20.04	20.04	20.64	20.64	20.64	21.26	21.91	22.57	23.27	23.97
<b>25</b>	\$2,762	\$2,849	\$2,933	\$3,022	\$3,114	\$3,207	\$3,306	\$3,405	\$3,405	\$3,405	\$3,507	\$3,507	\$3,613	\$3,613	\$3,613	\$3,723	\$3,837	\$3,954	\$4,073	\$4,198
<b>\$/yr</b>	33,144	34,188	35,196	36,264	37,368	38,484	39,672	40,860	40,860	40,860	42,084	42,084	43,356	43,356	43,356	44,676	46,044	47,448	48,876	50,376
<b>\$/hr</b>	15.93	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	22.14	22.81	23.50	24.22
<b>26</b>	\$2,793	\$2,875	\$2,963	\$3,053	\$3,144	\$3,241	\$3,337	\$3,438	\$3,438	\$3,438	\$3,542	\$3,542	\$3,650	\$3,650	\$3,650	\$3,760	\$3,874	\$3,991	\$4,115	\$4,238
<b>\$/yr</b>	33,516	34,500	35,556	36,636	37,728	38,892	40,044	41,256	41,256	41,256	42,504	42,504	43,800	43,800	43,800	45,120	46,488	47,892	49,380	50,856
<b>\$/hr</b>	16.11	16.59	17.09	17.61	18.14	18.70	19.25	19.83	19.83	19.83	20.43	20.43	21.06	21.06	21.06	21.69	22.35	23.03	23.74	24.45
<b>27</b>	\$2,819	\$2,906	\$2,992	\$3,082	\$3,177	\$3,271	\$3,372	\$3,474	\$3,474	\$3,474	\$3,578	\$3,578	\$3,685	\$3,685	\$3,685	\$3,797	\$3,912	\$4,034	\$4,155	\$4,282

Appendix V  
**University of Washington - Contract Classified**  
**1199NW & SEIU LIKE TITLES**  
**Payscale Table BC - Effective July 1, 2013**

Range	<---- Step ---->																			
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
<b>\$/yr</b>	33,828	34,872	35,904	36,984	38,124	39,252	40,464	41,688	41,688	41,688	42,936	42,936	44,220	44,220	44,220	45,564	46,944	48,408	49,860	51,384
<b>\$/hr</b>	16.26	16.77	17.26	17.78	18.33	18.87	19.45	20.04	20.04	20.04	20.64	20.64	21.26	21.26	21.26	21.91	22.57	23.27	23.97	24.70
<b>28</b>	\$2,849	\$2,933	\$3,022	\$3,114	\$3,207	\$3,306	\$3,405	\$3,507	\$3,507	\$3,507	\$3,613	\$3,613	\$3,723	\$3,723	\$3,723	\$3,837	\$3,954	\$4,073	\$4,198	\$4,325
<b>\$/yr</b>	34,188	35,196	36,264	37,368	38,484	39,672	40,860	42,084	42,084	42,084	43,356	43,356	44,676	44,676	44,676	46,044	47,448	48,876	50,376	51,900
<b>\$/hr</b>	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	22.14	22.81	23.50	24.22	24.95
<b>29</b>	\$2,875	\$2,963	\$3,053	\$3,144	\$3,241	\$3,337	\$3,438	\$3,542	\$3,542	\$3,542	\$3,650	\$3,650	\$3,760	\$3,760	\$3,760	\$3,874	\$3,991	\$4,115	\$4,238	\$4,368
<b>\$/yr</b>	34,500	35,556	36,636	37,728	38,892	40,044	41,256	42,504	42,504	42,504	43,800	43,800	45,120	45,120	45,120	46,488	47,892	49,380	50,856	52,416
<b>\$/hr</b>	16.59	17.09	17.61	18.14	18.70	19.25	19.83	20.43	20.43	20.43	21.06	21.06	21.69	21.69	21.69	22.35	23.03	23.74	24.45	25.20
<b>30</b>	\$2,906	\$2,992	\$3,082	\$3,177	\$3,271	\$3,372	\$3,474	\$3,578	\$3,578	\$3,578	\$3,685	\$3,685	\$3,797	\$3,797	\$3,797	\$3,912	\$4,034	\$4,155	\$4,282	\$4,413
<b>\$/yr</b>	34,872	35,904	36,984	38,124	39,252	40,464	41,688	42,936	42,936	42,936	44,220	44,220	45,564	45,564	45,564	46,944	48,408	49,860	51,384	52,956
<b>\$/hr</b>	16.77	17.26	17.78	18.33	18.87	19.45	20.04	20.64	20.64	20.64	21.26	21.26	21.91	21.91	21.91	22.57	23.27	23.97	24.70	25.46
<b>31</b>	\$2,933	\$3,022	\$3,114	\$3,207	\$3,306	\$3,405	\$3,507	\$3,613	\$3,613	\$3,613	\$3,723	\$3,723	\$3,837	\$3,837	\$3,837	\$3,954	\$4,073	\$4,198	\$4,325	\$4,455
<b>\$/yr</b>	35,196	36,264	37,368	38,484	39,672	40,860	42,084	43,356	43,356	43,356	44,676	44,676	46,044	46,044	46,044	47,448	48,876	50,376	51,900	53,460
<b>\$/hr</b>	16.92	17.43	17.97	18.50	19.07	19.64	20.23	20.84	20.84	20.84	21.48	21.48	22.14	22.14	22.14	22.81	23.50	24.22	24.95	25.70
<b>32</b>	\$2,963	\$3,053	\$3,144	\$3,241	\$3,337	\$3,438	\$3,542	\$3,650	\$3,650	\$3,650	\$3,760	\$3,760	\$3,874	\$3,874	\$3,874	\$3,991	\$4,115	\$4,238	\$4,368	\$4,502
<b>\$/yr</b>	35,556	36,636	37,728	38,892	40,044	41,256	42,504	43,800	43,800	43,800	45,120	45,120	46,488	46,488	46,488	47,892	49,380	50,856	52,416	54,024
<b>\$/hr</b>	17.09	17.61	18.14	18.70	19.25	19.83	20.43	21.06	21.06	21.06	21.69	21.69	22.35	22.35	22.35	23.03	23.74	24.45	25.20	25.97
<b>33</b>	\$2,992	\$3,082	\$3,177	\$3,271	\$3,372	\$3,474	\$3,578	\$3,685	\$3,685	\$3,685	\$3,797	\$3,797	\$3,912	\$3,912	\$3,912	\$4,034	\$4,155	\$4,282	\$4,413	\$4,545
<b>\$/yr</b>	35,904	36,984	38,124	39,252	40,464	41,688	42,936	44,220	44,220	44,220	45,564	45,564	46,944	46,944	46,944	48,408	49,860	51,384	52,956	54,540
<b>\$/hr</b>	17.26	17.78	18.33	18.87	19.45	20.04	20.64	21.26	21.26	21.26	21.91	21.91	22.57	22.57	22.57	23.27	23.97	24.70	25.46	26.22
<b>34</b>	\$3,022	\$3,114	\$3,207	\$3,306	\$3,405	\$3,507	\$3,613	\$3,723	\$3,723	\$3,723	\$3,837	\$3,837	\$3,954	\$3,954	\$3,954	\$4,073	\$4,198	\$4,325	\$4,455	\$4,591
<b>\$/yr</b>	36,264	37,368	38,484	39,672	40,860	42,084	43,356	44,676	44,676	44,676	46,044	46,044	47,448	47,448	47,448	48,876	50,376	51,900	53,460	55,092
<b>\$/hr</b>	17.43	17.97	18.50	19.07	19.64	20.23	20.84	21.48	21.48	21.48	22.14	22.14	22.81	22.81	22.81	23.50	24.22	24.95	25.70	26.49
<b>35</b>	\$3,053	\$3,144	\$3,241	\$3,337	\$3,438	\$3,542	\$3,650	\$3,760	\$3,760	\$3,760	\$3,874	\$3,874	\$3,991	\$3,991	\$3,991	\$4,115	\$4,238	\$4,368	\$4,502	\$4,636
<b>\$/yr</b>	36,636	37,728	38,892	40,044	41,256	42,504	43,800	45,120	45,120	45,120	46,488	46,488	47,892	47,892	47,892	49,380	50,856	52,416	54,024	55,632
<b>\$/hr</b>	17.61	18.14	18.70	19.25	19.83	20.43	21.06	21.69	21.69	21.69	22.35	22.35	23.03	23.03	23.03	23.74	24.45	25.20	25.97	26.75
<b>36</b>	\$3,082	\$3,177	\$3,271	\$3,372	\$3,474	\$3,578	\$3,685	\$3,797	\$3,797	\$3,797	\$3,912	\$3,912	\$4,034	\$4,034	\$4,034	\$4,155	\$4,282	\$4,413	\$4,545	\$4,683
<b>\$/yr</b>	36,984	38,124	39,252	40,464	41,688	42,936	44,220	45,564	45,564	45,564	46,944	46,944	48,408	48,408	48,408	49,860	51,384	52,956	54,540	56,196
<b>\$/hr</b>	17.78	18.33	18.87	19.45	20.04	20.64	21.26	21.91	21.91	21.91	22.57	22.57	23.27	23.27	23.27	23.97	24.70	25.46	26.22	27.02
<b>37</b>	\$3,114	\$3,207	\$3,306	\$3,405	\$3,507	\$3,613	\$3,723	\$3,837	\$3,837	\$3,837	\$3,954	\$3,954	\$4,073	\$4,073	\$4,073	\$4,198	\$4,325	\$4,455	\$4,591	\$4,731
<b>\$/yr</b>	37,368	38,484	39,672	40,860	42,084	43,356	44,676	46,044	46,044	46,044	47,448	47,448	48,876	48,876	48,876	50,376	51,900	53,460	55,092	56,772
<b>\$/hr</b>	17.97	18.50	19.07	19.64	20.23	20.84	21.48	22.14	22.14	22.14	22.81	22.81	23.50	23.50	23.50	24.22	24.95	25.70	26.49	27.29
<b>38</b>	\$3,144	\$3,241	\$3,337	\$3,438	\$3,542	\$3,650	\$3,760	\$3,874	\$3,874	\$3,874	\$3,991	\$3,991	\$4,115	\$4,115	\$4,115	\$4,238	\$4,368	\$4,502	\$4,636	\$4,778
<b>\$/yr</b>	37,728	38,892	40,044	41,256	42,504	43,800	45,120	46,488	46,488	46,488	47,892	47,892	49,380	49,380	49,380	50,856	52,416	54,024	55,632	57,336
<b>\$/hr</b>	18.14	18.70	19.25	19.83	20.43	21.06	21.69	22.35	22.35	22.35	23.03	23.03	23.74	23.74	23.74	24.45	25.20	25.97	26.75	27.57
<b>39</b>	\$3,177	\$3,271	\$3,372	\$3,474	\$3,578	\$3,685	\$3,797	\$3,912	\$3,912	\$3,912	\$4,034	\$4,034	\$4,155	\$4,155	\$4,155	\$4,282	\$4,413	\$4,545	\$4,683	\$4,825
<b>\$/yr</b>	38,124	39,252	40,464	41,688	42,936	44,220	45,564	46,944	46,944	46,944	48,408	48,408	49,860	49,860	49,860	51,384	52,956	54,540	56,196	57,900
<b>\$/hr</b>	18.33	18.87	19.45	20.04	20.64	21.26	21.91	22.57	22.57	22.57	23.27	23.27	23.97	23.97	23.97	24.70	25.46	26.22	27.02	27.84
<b>40</b>	\$3,207	\$3,306	\$3,405	\$3,507	\$3,613	\$3,723	\$3,837	\$3,954	\$3,954	\$3,954	\$4,073	\$4,073	\$4,198	\$4,198	\$4,198	\$4,325	\$4,455	\$4,591	\$4,731	\$4,874
<b>\$/yr</b>	38,484	39,672	40,860	42,084	43,356	44,676	46,044	47,448	47,448	47,448	48,876	48,876	50,376	50,376	50,376	51,900	53,460	55,092	56,772	58,488
<b>\$/hr</b>	18.50	19.07	19.64	20.23	20.84	21.48	22.14	22.81	22.81	22.81	23.50	23.50	24.22	24.22	24.22	24.95	25.70	26.49	27.29	28.12



Appendix V  
**University of Washington - Contract Classified**  
**1199NW & SEIU LIKE TITLES**  
**Payscale Table BC - Effective July 1, 2013**

Range	<---- Step ---->																			
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
<b>41</b>	\$3,241	\$3,337	\$3,438	\$3,542	\$3,650	\$3,760	\$3,874	\$3,991	\$3,991	\$3,991	\$4,115	\$4,115	\$4,238	\$4,238	\$4,238	\$4,368	\$4,502	\$4,636	\$4,778	\$4,922
\$/yr	38,892	40,044	41,256	42,504	43,800	45,120	46,488	47,892	47,892	47,892	49,380	49,380	50,856	50,856	50,856	52,416	54,024	55,632	57,336	59,064
\$/hr	18.70	19.25	19.83	20.43	21.06	21.69	22.35	23.03	23.03	23.03	23.74	23.74	24.45	24.45	24.45	25.20	25.97	26.75	27.57	28.40
<b>42</b>	\$3,271	\$3,372	\$3,474	\$3,578	\$3,685	\$3,797	\$3,912	\$4,034	\$4,034	\$4,034	\$4,155	\$4,155	\$4,282	\$4,282	\$4,282	\$4,413	\$4,545	\$4,683	\$4,825	\$4,973
\$/yr	39,252	40,464	41,688	42,936	44,220	45,564	46,944	48,408	48,408	48,408	49,860	49,860	51,384	51,384	51,384	52,956	54,540	56,196	57,900	59,676
\$/hr	18.87	19.45	20.04	20.64	21.26	21.91	22.57	23.27	23.27	23.27	23.97	23.97	24.70	24.70	24.70	25.46	26.22	27.02	27.84	28.69
<b>43</b>	\$3,306	\$3,405	\$3,507	\$3,613	\$3,723	\$3,837	\$3,954	\$4,073	\$4,073	\$4,073	\$4,198	\$4,198	\$4,325	\$4,325	\$4,325	\$4,455	\$4,591	\$4,731	\$4,874	\$5,022
\$/yr	39,672	40,860	42,084	43,356	44,676	46,044	47,448	48,876	48,876	48,876	50,376	50,376	51,900	51,900	51,900	53,460	55,092	56,772	58,488	60,264
\$/hr	19.07	19.64	20.23	20.84	21.48	22.14	22.81	23.50	23.50	23.50	24.22	24.22	24.95	24.95	24.95	25.70	26.49	27.29	28.12	28.97
<b>44</b>	\$3,337	\$3,438	\$3,542	\$3,650	\$3,760	\$3,874	\$3,991	\$4,115	\$4,115	\$4,115	\$4,238	\$4,238	\$4,368	\$4,368	\$4,368	\$4,502	\$4,636	\$4,778	\$4,922	\$5,073
\$/yr	40,044	41,256	42,504	43,800	45,120	46,488	47,892	49,380	49,380	49,380	50,856	50,856	52,416	52,416	52,416	54,024	55,632	57,336	59,064	60,876
\$/hr	19.25	19.83	20.43	21.06	21.69	22.35	23.03	23.74	23.74	23.74	24.45	24.45	25.20	25.20	25.20	25.97	26.75	27.57	28.40	29.27
<b>45</b>	\$3,372	\$3,474	\$3,578	\$3,685	\$3,797	\$3,912	\$4,034	\$4,155	\$4,155	\$4,155	\$4,282	\$4,282	\$4,413	\$4,413	\$4,413	\$4,545	\$4,683	\$4,825	\$4,973	\$5,122
\$/yr	40,464	41,688	42,936	44,220	45,564	46,944	48,408	49,860	49,860	49,860	51,384	51,384	52,956	52,956	52,956	54,540	56,196	57,900	59,676	61,464
\$/hr	19.45	20.04	20.64	21.26	21.91	22.57	23.27	23.97	23.97	23.97	24.70	24.70	25.46	25.46	25.46	26.22	27.02	27.84	28.69	29.55
<b>46</b>	\$3,405	\$3,507	\$3,613	\$3,723	\$3,837	\$3,954	\$4,073	\$4,198	\$4,198	\$4,198	\$4,325	\$4,325	\$4,455	\$4,455	\$4,455	\$4,591	\$4,731	\$4,874	\$5,022	\$5,173
\$/yr	40,860	42,084	43,356	44,676	46,044	47,448	48,876	50,376	50,376	50,376	51,900	51,900	53,460	53,460	53,460	55,092	56,772	58,488	60,264	62,076
\$/hr	19.64	20.23	20.84	21.48	22.14	22.81	23.50	24.22	24.22	24.22	24.95	24.95	25.70	25.70	25.70	26.49	27.29	28.12	28.97	29.84
<b>47</b>	\$3,438	\$3,542	\$3,650	\$3,760	\$3,874	\$3,991	\$4,115	\$4,238	\$4,238	\$4,238	\$4,368	\$4,368	\$4,502	\$4,502	\$4,502	\$4,636	\$4,778	\$4,922	\$5,073	\$5,226
\$/yr	41,256	42,504	43,800	45,120	46,488	47,892	49,380	50,856	50,856	50,856	52,416	52,416	54,024	54,024	54,024	55,632	57,336	59,064	60,876	62,712
\$/hr	19.83	20.43	21.06	21.69	22.35	23.03	23.74	24.45	24.45	24.45	25.20	25.20	25.97	25.97	25.97	26.75	27.57	28.40	29.27	30.15
<b>48</b>	\$3,474	\$3,578	\$3,685	\$3,797	\$3,912	\$4,034	\$4,155	\$4,282	\$4,282	\$4,282	\$4,413	\$4,413	\$4,545	\$4,545	\$4,545	\$4,683	\$4,825	\$4,973	\$5,122	\$5,277
\$/yr	41,688	42,936	44,220	45,564	46,944	48,408	49,860	51,384	51,384	51,384	52,956	52,956	54,540	54,540	54,540	56,196	57,900	59,676	61,464	63,324
\$/hr	20.04	20.64	21.26	21.91	22.57	23.27	23.97	24.70	24.70	24.70	25.46	25.46	26.22	26.22	26.22	27.02	27.84	28.69	29.55	30.44
<b>49</b>	\$3,507	\$3,613	\$3,723	\$3,837	\$3,954	\$4,073	\$4,198	\$4,325	\$4,325	\$4,325	\$4,455	\$4,455	\$4,591	\$4,591	\$4,591	\$4,731	\$4,874	\$5,022	\$5,173	\$5,334
\$/yr	42,084	43,356	44,676	46,044	47,448	48,876	50,376	51,900	51,900	51,900	53,460	53,460	55,092	55,092	55,092	56,772	58,488	60,264	62,076	64,008
\$/hr	20.23	20.84	21.48	22.14	22.81	23.50	24.22	24.95	24.95	24.95	25.70	25.70	26.49	26.49	26.49	27.29	28.12	28.97	29.84	30.77
<b>50</b>	\$3,542	\$3,650	\$3,760	\$3,874	\$3,991	\$4,115	\$4,238	\$4,368	\$4,368	\$4,368	\$4,502	\$4,502	\$4,636	\$4,636	\$4,636	\$4,778	\$4,922	\$5,073	\$5,226	\$5,383
\$/yr	42,504	43,800	45,120	46,488	47,892	49,380	50,856	52,416	52,416	52,416	54,024	54,024	55,632	55,632	55,632	57,336	59,064	60,876	62,712	64,596
\$/hr	20.43	21.06	21.69	22.35	23.03	23.74	24.45	25.20	25.20	25.20	25.97	25.97	26.75	26.75	26.75	27.57	28.40	29.27	30.15	31.06
<b>51</b>	\$3,578	\$3,685	\$3,797	\$3,912	\$4,034	\$4,155	\$4,282	\$4,413	\$4,413	\$4,413	\$4,545	\$4,545	\$4,683	\$4,683	\$4,683	\$4,825	\$4,973	\$5,122	\$5,277	\$5,441
\$/yr	42,936	44,220	45,564	46,944	48,408	49,860	51,384	52,956	52,956	52,956	54,540	54,540	56,196	56,196	56,196	57,900	59,676	61,464	63,324	65,292
\$/hr	20.64	21.26	21.91	22.57	23.27	23.97	24.70	25.46	25.46	25.46	26.22	26.22	27.02	27.02	27.02	27.84	28.69	29.55	30.44	31.39
<b>52</b>	\$3,613	\$3,723	\$3,837	\$3,954	\$4,073	\$4,198	\$4,325	\$4,455	\$4,455	\$4,455	\$4,591	\$4,591	\$4,731	\$4,731	\$4,731	\$4,874	\$5,022	\$5,173	\$5,334	\$5,495
\$/yr	43,356	44,676	46,044	47,448	48,876	50,376	51,900	53,460	53,460	53,460	55,092	55,092	56,772	56,772	56,772	58,488	60,264	62,076	64,008	65,940
\$/hr	20.84	21.48	22.14	22.81	23.50	24.22	24.95	25.70	25.70	25.70	26.49	26.49	27.29	27.29	27.29	28.12	28.97	29.84	30.77	31.70
<b>53</b>	\$3,650	\$3,760	\$3,874	\$3,991	\$4,115	\$4,238	\$4,368	\$4,502	\$4,502	\$4,502	\$4,636	\$4,636	\$4,778	\$4,778	\$4,778	\$4,922	\$5,073	\$5,226	\$5,383	\$5,550
\$/yr	43,800	45,120	46,488	47,892	49,380	50,856	52,416	54,024	54,024	54,024	55,632	55,632	57,336	57,336	57,336	59,064	60,876	62,712	64,596	66,600
\$/hr	21.06	21.69	22.35	23.03	23.74	24.45	25.20	25.97	25.97	25.97	26.75	26.75	27.57	27.57	27.57	28.40	29.27	30.15	31.06	32.02
<b>54</b>	\$3,685	\$3,797	\$3,912	\$4,034	\$4,155	\$4,282	\$4,413	\$4,545	\$4,545	\$4,545	\$4,683	\$4,683	\$4,825	\$4,825	\$4,825	\$4,973	\$5,122	\$5,277	\$5,441	\$5,605
\$/yr	44,220	45,564	46,944	48,408	49,860	51,384	52,956	54,540	54,540	54,540	56,196	56,196	57,900	57,900	57,900	59,676	61,464	63,324	65,292	67,260

Appendix V  
**University of Washington - Contract Classified**  
**1199NW & SEIU LIKE TITLES**  
**Payscale Table BC - Effective July 1, 2013**

Range	<---- Step ---->																			
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
\$/hr	21.26	21.91	22.57	23.27	23.97	24.70	25.46	26.22	26.22	26.22	27.02	27.02	27.84	27.84	27.84	28.69	29.55	30.44	31.39	32.34
<b>55</b>	\$3,723	\$3,837	\$3,954	\$4,073	\$4,198	\$4,325	\$4,455	\$4,591	\$4,591	\$4,591	\$4,731	\$4,731	\$4,874	\$4,874	\$4,874	\$5,022	\$5,173	\$5,334	\$5,495	\$5,662
\$/yr	44,676	46,044	47,448	48,876	50,376	51,900	53,460	55,092	55,092	55,092	56,772	56,772	58,488	58,488	58,488	60,264	62,076	64,008	65,940	67,944
\$/hr	21.48	22.14	22.81	23.50	24.22	24.95	25.70	26.49	26.49	26.49	27.29	27.29	28.12	28.12	28.12	28.97	29.84	30.77	31.70	32.67
<b>56</b>	\$3,760	\$3,874	\$3,991	\$4,115	\$4,238	\$4,368	\$4,502	\$4,636	\$4,636	\$4,636	\$4,778	\$4,778	\$4,922	\$4,922	\$4,922	\$5,073	\$5,226	\$5,383	\$5,550	\$5,717
\$/yr	45,120	46,488	47,892	49,380	50,856	52,416	54,024	55,632	55,632	55,632	57,336	57,336	59,064	59,064	59,064	60,876	62,712	64,596	66,600	68,604
\$/hr	21.69	22.35	23.03	23.74	24.45	25.20	25.97	26.75	26.75	26.75	27.57	27.57	28.40	28.40	28.40	29.27	30.15	31.06	32.02	32.98
<b>57</b>	\$3,797	\$3,912	\$4,034	\$4,155	\$4,282	\$4,413	\$4,545	\$4,683	\$4,683	\$4,683	\$4,825	\$4,825	\$4,973	\$4,973	\$4,973	\$5,122	\$5,277	\$5,441	\$5,605	\$5,775
\$/yr	45,564	46,944	48,408	49,860	51,384	52,956	54,540	56,196	56,196	56,196	57,900	57,900	59,676	59,676	59,676	61,464	63,324	65,292	67,260	69,300
\$/hr	21.91	22.57	23.27	23.97	24.70	25.46	26.22	27.02	27.02	27.02	27.84	27.84	28.69	28.69	28.69	29.55	30.44	31.39	32.34	33.32
<b>58</b>	\$3,837	\$3,954	\$4,073	\$4,198	\$4,325	\$4,455	\$4,591	\$4,731	\$4,731	\$4,731	\$4,874	\$4,874	\$5,022	\$5,022	\$5,022	\$5,173	\$5,334	\$5,495	\$5,662	\$5,832
\$/yr	46,044	47,448	48,876	50,376	51,900	53,460	55,092	56,772	56,772	56,772	58,488	58,488	60,264	60,264	60,264	62,076	64,008	65,940	67,944	69,984
\$/hr	22.14	22.81	23.50	24.22	24.95	25.70	26.49	27.29	27.29	27.29	28.12	28.12	28.97	28.97	28.97	29.84	30.77	31.70	32.67	33.65
<b>59</b>	\$3,874	\$3,991	\$4,115	\$4,238	\$4,368	\$4,502	\$4,636	\$4,778	\$4,778	\$4,778	\$4,922	\$4,922	\$5,073	\$5,073	\$5,073	\$5,226	\$5,383	\$5,550	\$5,717	\$5,892
\$/yr	46,488	47,892	49,380	50,856	52,416	54,024	55,632	57,336	57,336	57,336	59,064	59,064	60,876	60,876	60,876	62,712	64,596	66,600	68,604	70,704
\$/hr	22.35	23.03	23.74	24.45	25.20	25.97	26.75	27.57	27.57	27.57	28.40	28.40	29.27	29.27	29.27	30.15	31.06	32.02	32.98	33.99
<b>60</b>	\$3,912	\$4,034	\$4,155	\$4,282	\$4,413	\$4,545	\$4,683	\$4,825	\$4,825	\$4,825	\$4,973	\$4,973	\$5,122	\$5,122	\$5,122	\$5,277	\$5,441	\$5,605	\$5,775	\$5,949
\$/yr	46,944	48,408	49,860	51,384	52,956	54,540	56,196	57,900	57,900	57,900	59,676	59,676	61,464	61,464	61,464	63,324	65,292	67,260	69,300	71,388
\$/hr	22.57	23.27	23.97	24.70	25.46	26.22	27.02	27.84	27.84	27.84	28.69	28.69	29.55	29.55	29.55	30.44	31.39	32.34	33.32	34.32
<b>61</b>	\$3,954	\$4,073	\$4,198	\$4,325	\$4,455	\$4,591	\$4,731	\$4,874	\$4,874	\$4,874	\$5,022	\$5,022	\$5,173	\$5,173	\$5,173	\$5,334	\$5,495	\$5,662	\$5,832	\$6,009
\$/yr	47,448	48,876	50,376	51,900	53,460	55,092	56,772	58,488	58,488	58,488	60,264	60,264	62,076	62,076	62,076	64,008	65,940	67,944	69,984	72,108
\$/hr	22.81	23.50	24.22	24.95	25.70	26.49	27.29	28.12	28.12	28.12	28.97	28.97	29.84	29.84	29.84	30.77	31.70	32.67	33.65	34.67
<b>62</b>	\$3,991	\$4,115	\$4,238	\$4,368	\$4,502	\$4,636	\$4,778	\$4,922	\$4,922	\$4,922	\$5,073	\$5,073	\$5,226	\$5,226	\$5,226	\$5,383	\$5,550	\$5,717	\$5,892	\$6,068
\$/yr	47,892	49,380	50,856	52,416	54,024	55,632	57,336	59,064	59,064	59,064	60,876	60,876	62,712	62,712	62,712	64,596	66,600	68,604	70,704	72,816
\$/hr	23.03	23.74	24.45	25.20	25.97	26.75	27.57	28.40	28.40	28.40	29.27	29.27	30.15	30.15	30.15	31.06	32.02	32.98	33.99	35.01
<b>63</b>	\$4,034	\$4,155	\$4,282	\$4,413	\$4,545	\$4,683	\$4,825	\$4,973	\$4,973	\$4,973	\$5,122	\$5,122	\$5,277	\$5,277	\$5,277	\$5,441	\$5,605	\$5,775	\$5,949	\$6,129
\$/yr	48,408	49,860	51,384	52,956	54,540	56,196	57,900	59,676	59,676	59,676	61,464	61,464	63,324	63,324	63,324	65,292	67,260	69,300	71,388	73,548
\$/hr	23.27	23.97	24.70	25.46	26.22	27.02	27.84	28.69	28.69	28.69	29.55	29.55	30.44	30.44	30.44	31.39	32.34	33.32	34.32	35.36
<b>64</b>	\$4,073	\$4,198	\$4,325	\$4,455	\$4,591	\$4,731	\$4,874	\$5,022	\$5,022	\$5,022	\$5,173	\$5,173	\$5,334	\$5,334	\$5,334	\$5,495	\$5,662	\$5,832	\$6,009	\$6,189
\$/yr	48,876	50,376	51,900	53,460	55,092	56,772	58,488	60,264	60,264	60,264	62,076	62,076	64,008	64,008	64,008	65,940	67,944	69,984	72,108	74,268
\$/hr	23.50	24.22	24.95	25.70	26.49	27.29	28.12	28.97	28.97	28.97	29.84	29.84	30.77	30.77	30.77	31.70	32.67	33.65	34.67	35.71
<b>65</b>	\$4,115	\$4,238	\$4,368	\$4,502	\$4,636	\$4,778	\$4,922	\$5,073	\$5,073	\$5,073	\$5,226	\$5,226	\$5,383	\$5,383	\$5,383	\$5,550	\$5,717	\$5,892	\$6,068	\$6,250
\$/yr	49,380	50,856	52,416	54,024	55,632	57,336	59,064	60,876	60,876	60,876	62,712	62,712	64,596	64,596	64,596	66,600	68,604	70,704	72,816	75,000
\$/hr	23.74	24.45	25.20	25.97	26.75	27.57	28.40	29.27	29.27	29.27	30.15	30.15	31.06	31.06	31.06	32.02	32.98	33.99	35.01	36.06
<b>66</b>	\$4,155	\$4,282	\$4,413	\$4,545	\$4,683	\$4,825	\$4,973	\$5,122	\$5,122	\$5,122	\$5,277	\$5,277	\$5,441	\$5,441	\$5,441	\$5,605	\$5,775	\$5,949	\$6,129	\$6,313
\$/yr	49,860	51,384	52,956	54,540	56,196	57,900	59,676	61,464	61,464	61,464	63,324	63,324	65,292	65,292	65,292	67,260	69,300	71,388	73,548	75,756
\$/hr	23.97	24.70	25.46	26.22	27.02	27.84	28.69	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
<b>67</b>	\$4,198	\$4,325	\$4,455	\$4,591	\$4,731	\$4,874	\$5,022	\$5,173	\$5,173	\$5,173	\$5,334	\$5,334	\$5,495	\$5,495	\$5,495	\$5,662	\$5,832	\$6,009	\$6,189	\$6,375
\$/yr	50,376	51,900	53,460	55,092	56,772	58,488	60,264	62,076	62,076	62,076	64,008	64,008	65,940	65,940	65,940	67,944	69,984	72,108	74,268	76,500
\$/hr	24.22	24.95	25.70	26.49	27.29	28.12	28.97	29.84	29.84	29.84	30.77	30.77	31.70	31.70	31.70	32.67	33.65	34.67	35.71	36.78
<b>68</b>	\$4,238	\$4,368	\$4,502	\$4,636	\$4,778	\$4,922	\$5,073	\$5,226	\$5,226	\$5,226	\$5,383	\$5,383	\$5,550	\$5,550	\$5,550	\$5,717	\$5,892	\$6,068	\$6,250	\$6,439

Appendix V  
**University of Washington - Contract Classified**  
**1199NW & SEIU LIKE TITLES**  
**Payscale Table BC - Effective July 1, 2013**

Range	<---- Step ---->																			
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
<b>\$/yr</b>	50,856	52,416	54,024	55,632	57,336	59,064	60,876	62,712	62,712	62,712	64,596	64,596	66,600	66,600	66,600	68,604	70,704	72,816	75,000	77,268
<b>\$/hr</b>	24.45	25.20	25.97	26.75	27.57	28.40	29.27	30.15	30.15	30.15	31.06	31.06	32.02	32.02	32.02	32.98	33.99	35.01	36.06	37.15
<b>69</b>	\$4,282	\$4,413	\$4,545	\$4,683	\$4,825	\$4,973	\$5,122	\$5,277	\$5,277	\$5,277	\$5,441	\$5,441	\$5,605	\$5,605	\$5,605	\$5,775	\$5,949	\$6,129	\$6,313	\$6,503
<b>\$/yr</b>	51,384	52,956	54,540	56,196	57,900	59,676	61,464	63,324	63,324	63,324	65,292	65,292	67,260	67,260	67,260	69,300	71,388	73,548	75,756	78,036
<b>\$/hr</b>	24.70	25.46	26.22	27.02	27.84	28.69	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
<b>70</b>	\$4,325	\$4,455	\$4,591	\$4,731	\$4,874	\$5,022	\$5,173	\$5,334	\$5,334	\$5,334	\$5,495	\$5,495	\$5,662	\$5,662	\$5,662	\$5,832	\$6,009	\$6,189	\$6,375	\$6,568
<b>\$/yr</b>	51,900	53,460	55,092	56,772	58,488	60,264	62,076	64,008	64,008	64,008	65,940	65,940	67,944	67,944	67,944	69,984	72,108	74,268	76,500	78,816
<b>\$/hr</b>	24.95	25.70	26.49	27.29	28.12	28.97	29.84	30.77	30.77	30.77	31.70	31.70	32.67	32.67	32.67	33.65	34.67	35.71	36.78	37.89
<b>71</b>	\$4,368	\$4,502	\$4,636	\$4,778	\$4,922	\$5,073	\$5,226	\$5,383	\$5,383	\$5,383	\$5,550	\$5,550	\$5,717	\$5,717	\$5,717	\$5,892	\$6,068	\$6,250	\$6,439	\$6,634
<b>\$/yr</b>	52,416	54,024	55,632	57,336	59,064	60,876	62,712	64,596	64,596	64,596	66,600	66,600	68,604	68,604	68,604	70,704	72,816	75,000	77,268	79,608
<b>\$/hr</b>	25.20	25.97	26.75	27.57	28.40	29.27	30.15	31.06	31.06	31.06	32.02	32.02	32.98	32.98	32.98	33.99	35.01	36.06	37.15	38.27
<b>72</b>	\$4,413	\$4,545	\$4,683	\$4,825	\$4,973	\$5,122	\$5,277	\$5,441	\$5,441	\$5,441	\$5,605	\$5,605	\$5,775	\$5,775	\$5,775	\$5,949	\$6,129	\$6,313	\$6,503	\$6,700
<b>\$/yr</b>	52,956	54,540	56,196	57,900	59,676	61,464	63,324	65,292	65,292	65,292	67,260	67,260	69,300	69,300	69,300	71,388	73,548	75,756	78,036	80,400
<b>\$/hr</b>	25.46	26.22	27.02	27.84	28.69	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
<b>73</b>	\$4,455	\$4,591	\$4,731	\$4,874	\$5,022	\$5,173	\$5,334	\$5,495	\$5,495	\$5,495	\$5,662	\$5,662	\$5,832	\$5,832	\$5,832	\$6,009	\$6,189	\$6,375	\$6,568	\$6,769
<b>\$/yr</b>	53,460	55,092	56,772	58,488	60,264	62,076	64,008	65,940	65,940	65,940	67,944	67,944	69,984	69,984	69,984	72,108	74,268	76,500	78,816	81,228
<b>\$/hr</b>	25.70	26.49	27.29	28.12	28.97	29.84	30.77	31.70	31.70	31.70	32.67	32.67	33.65	33.65	33.65	34.67	35.71	36.78	37.89	39.05
<b>74</b>	\$4,502	\$4,636	\$4,778	\$4,922	\$5,073	\$5,226	\$5,383	\$5,550	\$5,550	\$5,550	\$5,717	\$5,717	\$5,892	\$5,892	\$5,892	\$6,068	\$6,250	\$6,439	\$6,634	\$6,835
<b>\$/yr</b>	54,024	55,632	57,336	59,064	60,876	62,712	64,596	66,600	66,600	66,600	68,604	68,604	70,704	70,704	70,704	72,816	75,000	77,268	79,608	82,020
<b>\$/hr</b>	25.97	26.75	27.57	28.40	29.27	30.15	31.06	32.02	32.02	32.02	32.98	32.98	33.99	33.99	33.99	35.01	36.06	37.15	38.27	39.43
<b>75</b>	\$4,545	\$4,683	\$4,825	\$4,973	\$5,122	\$5,277	\$5,441	\$5,605	\$5,605	\$5,605	\$5,775	\$5,775	\$5,949	\$5,949	\$5,949	\$6,129	\$6,313	\$6,503	\$6,700	\$6,905
<b>\$/yr</b>	54,540	56,196	57,900	59,676	61,464	63,324	65,292	67,260	67,260	67,260	69,300	69,300	71,388	71,388	71,388	73,548	75,756	78,036	80,400	82,860
<b>\$/hr</b>	26.22	27.02	27.84	28.69	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	39.84
<b>76</b>	\$4,591	\$4,731	\$4,874	\$5,022	\$5,173	\$5,334	\$5,495	\$5,662	\$5,662	\$5,662	\$5,832	\$5,832	\$6,009	\$6,009	\$6,009	\$6,189	\$6,375	\$6,568	\$6,769	\$6,972
<b>\$/yr</b>	55,092	56,772	58,488	60,264	62,076	64,008	65,940	67,944	67,944	67,944	69,984	69,984	72,108	72,108	72,108	74,268	76,500	78,816	81,228	83,664
<b>\$/hr</b>	26.49	27.29	28.12	28.97	29.84	30.77	31.70	32.67	32.67	32.67	33.65	33.65	34.67	34.67	34.67	35.71	36.78	37.89	39.05	40.22
<b>77</b>	\$4,636	\$4,778	\$4,922	\$5,073	\$5,226	\$5,383	\$5,550	\$5,717	\$5,717	\$5,717	\$5,892	\$5,892	\$6,068	\$6,068	\$6,068	\$6,250	\$6,439	\$6,634	\$6,835	\$7,042
<b>\$/yr</b>	55,632	57,336	59,064	60,876	62,712	64,596	66,600	68,604	68,604	68,604	70,704	70,704	72,816	72,816	72,816	75,000	77,268	79,608	82,020	84,504
<b>\$/hr</b>	26.75	27.57	28.40	29.27	30.15	31.06	32.02	32.98	32.98	32.98	33.99	33.99	35.01	35.01	35.01	36.06	37.15	38.27	39.43	40.63
<b>78</b>	\$4,683	\$4,825	\$4,973	\$5,122	\$5,277	\$5,441	\$5,605	\$5,775	\$5,775	\$5,775	\$5,949	\$5,949	\$6,129	\$6,129	\$6,129	\$6,313	\$6,503	\$6,700	\$6,905	\$7,112
<b>\$/yr</b>	56,196	57,900	59,676	61,464	63,324	65,292	67,260	69,300	69,300	69,300	71,388	71,388	73,548	73,548	73,548	75,756	78,036	80,400	82,860	85,344
<b>\$/hr</b>	27.02	27.84	28.69	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	39.84	41.03
<b>79</b>	\$4,731	\$4,874	\$5,022	\$5,173	\$5,334	\$5,495	\$5,662	\$5,832	\$5,832	\$5,832	\$6,009	\$6,009	\$6,189	\$6,189	\$6,189	\$6,375	\$6,568	\$6,769	\$6,972	\$7,184
<b>\$/yr</b>	56,772	58,488	60,264	62,076	64,008	65,940	67,944	69,984	69,984	69,984	72,108	72,108	74,268	74,268	74,268	76,500	78,816	81,228	83,664	86,208
<b>\$/hr</b>	27.29	28.12	28.97	29.84	30.77	31.70	32.67	33.65	33.65	33.65	34.67	34.67	35.71	35.71	35.71	36.78	37.89	39.05	40.22	41.45
<b>80</b>	\$4,778	\$4,922	\$5,073	\$5,226	\$5,383	\$5,550	\$5,717	\$5,892	\$5,892	\$5,892	\$6,068	\$6,068	\$6,250	\$6,250	\$6,250	\$6,439	\$6,634	\$6,835	\$7,042	\$7,257
<b>\$/yr</b>	57,336	59,064	60,876	62,712	64,596	66,600	68,604	70,704	70,704	70,704	72,816	72,816	75,000	75,000	75,000	77,268	79,608	82,020	84,504	87,084
<b>\$/hr</b>	27.57	28.40	29.27	30.15	31.06	32.02	32.98	33.99	33.99	33.99	35.01	35.01	36.06	36.06	36.06	37.15	38.27	39.43	40.63	41.87
<b>81</b>	\$4,825	\$4,973	\$5,122	\$5,277	\$5,441	\$5,605	\$5,775	\$5,949	\$5,949	\$5,949	\$6,129	\$6,129	\$6,313	\$6,313	\$6,313	\$6,503	\$6,700	\$6,905	\$7,112	\$7,328
<b>\$/yr</b>	57,900	59,676	61,464	63,324	65,292	67,260	69,300	71,388	71,388	71,388	73,548	73,548	75,756	75,756	75,756	78,036	80,400	82,860	85,344	87,936
<b>\$/hr</b>	27.84	28.69	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	39.84	41.03	42.28

Appendix V  
**University of Washington - Contract Classified**  
**1199NW & SEIU LIKE TITLES**  
**Payscale Table BC - Effective July 1, 2013**

Range	<---- Step ---->																			
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
<b>82</b>	\$4,874	\$5,022	\$5,173	\$5,334	\$5,495	\$5,662	\$5,832	\$6,009	\$6,009	\$6,009	\$6,189	\$6,189	\$6,375	\$6,375	\$6,375	\$6,568	\$6,769	\$6,972	\$7,184	\$7,402
<b>\$/yr</b>	58,488	60,264	62,076	64,008	65,940	67,944	69,984	72,108	72,108	72,108	74,268	74,268	76,500	76,500	76,500	78,816	81,228	83,664	86,208	88,824
<b>\$/hr</b>	28.12	28.97	29.84	30.77	31.70	32.67	33.65	34.67	34.67	34.67	35.71	35.71	36.78	36.78	36.78	37.89	39.05	40.22	41.45	42.70
<b>83</b>	\$4,922	\$5,073	\$5,226	\$5,383	\$5,550	\$5,717	\$5,892	\$6,068	\$6,068	\$6,068	\$6,250	\$6,250	\$6,439	\$6,439	\$6,439	\$6,634	\$6,835	\$7,042	\$7,257	\$7,476
<b>\$/yr</b>	59,064	60,876	62,712	64,596	66,600	68,604	70,704	72,816	72,816	72,816	75,000	75,000	77,268	77,268	77,268	79,608	82,020	84,504	87,084	89,712
<b>\$/hr</b>	28.40	29.27	30.15	31.06	32.02	32.98	33.99	35.01	35.01	35.01	36.06	36.06	37.15	37.15	37.15	38.27	39.43	40.63	41.87	43.13
<b>84</b>	\$4,973	\$5,122	\$5,277	\$5,441	\$5,605	\$5,775	\$5,949	\$6,129	\$6,129	\$6,129	\$6,313	\$6,313	\$6,503	\$6,503	\$6,503	\$6,700	\$6,905	\$7,112	\$7,328	\$7,551
<b>\$/yr</b>	59,676	61,464	63,324	65,292	67,260	69,300	71,388	73,548	73,548	73,548	75,756	75,756	78,036	78,036	78,036	80,400	82,860	85,344	87,936	90,612
<b>\$/hr</b>	28.69	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	39.84	41.03	42.28	43.56
<b>85</b>	\$5,022	\$5,173	\$5,334	\$5,495	\$5,662	\$5,832	\$6,009	\$6,189	\$6,189	\$6,189	\$6,375	\$6,375	\$6,568	\$6,568	\$6,568	\$6,769	\$6,972	\$7,184	\$7,402	\$7,627
<b>\$/yr</b>	60,264	62,076	64,008	65,940	67,944	69,984	72,108	74,268	74,268	74,268	76,500	76,500	78,816	78,816	78,816	81,228	83,664	86,208	88,824	91,524
<b>\$/hr</b>	28.97	29.84	30.77	31.70	32.67	33.65	34.67	35.71	35.71	35.71	36.78	36.78	37.89	37.89	37.89	39.05	40.22	41.45	42.70	44.00
<b>86</b>	\$5,073	\$5,226	\$5,383	\$5,550	\$5,717	\$5,892	\$6,068	\$6,250	\$6,250	\$6,250	\$6,439	\$6,439	\$6,634	\$6,634	\$6,634	\$6,835	\$7,042	\$7,257	\$7,476	\$7,703
<b>\$/yr</b>	60,876	62,712	64,596	66,600	68,604	70,704	72,816	75,000	75,000	75,000	77,268	77,268	79,608	79,608	79,608	82,020	84,504	87,084	89,712	92,436
<b>\$/hr</b>	29.27	30.15	31.06	32.02	32.98	33.99	35.01	36.06	36.06	36.06	37.15	37.15	38.27	38.27	38.27	39.43	40.63	41.87	43.13	44.44
<b>87</b>	\$5,122	\$5,277	\$5,441	\$5,605	\$5,775	\$5,949	\$6,129	\$6,313	\$6,313	\$6,313	\$6,503	\$6,503	\$6,700	\$6,700	\$6,700	\$6,905	\$7,112	\$7,328	\$7,551	\$7,782
<b>\$/yr</b>	61,464	63,324	65,292	67,260	69,300	71,388	73,548	75,756	75,756	75,756	78,036	78,036	80,400	80,400	80,400	82,860	85,344	87,936	90,612	93,384
<b>\$/hr</b>	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	39.84	41.03	42.28	43.56	44.90
<b>88</b>	\$5,173	\$5,334	\$5,495	\$5,662	\$5,832	\$6,009	\$6,189	\$6,375	\$6,375	\$6,375	\$6,568	\$6,568	\$6,769	\$6,769	\$6,769	\$6,972	\$7,184	\$7,402	\$7,627	\$7,857
<b>\$/yr</b>	62,076	64,008	65,940	67,944	69,984	72,108	74,268	76,500	76,500	76,500	78,816	78,816	81,228	81,228	81,228	83,664	86,208	88,824	91,524	94,284
<b>\$/hr</b>	29.84	30.77	31.70	32.67	33.65	34.67	35.71	36.78	36.78	36.78	37.89	37.89	39.05	39.05	39.05	40.22	41.45	42.70	44.00	45.33
<b>89</b>	\$5,226	\$5,383	\$5,550	\$5,717	\$5,892	\$6,068	\$6,250	\$6,439	\$6,439	\$6,439	\$6,634	\$6,634	\$6,835	\$6,835	\$6,835	\$7,042	\$7,257	\$7,476	\$7,703	\$7,938
<b>\$/yr</b>	62,712	64,596	66,600	68,604	70,704	72,816	75,000	77,268	77,268	77,268	79,608	79,608	82,020	82,020	82,020	84,504	87,084	89,712	92,436	95,256
<b>\$/hr</b>	30.15	31.06	32.02	32.98	33.99	35.01	36.06	37.15	37.15	37.15	38.27	38.27	39.43	39.43	39.43	40.63	41.87	43.13	44.44	45.80
<b>90</b>	\$5,277	\$5,441	\$5,605	\$5,775	\$5,949	\$6,129	\$6,313	\$6,503	\$6,503	\$6,503	\$6,700	\$6,700	\$6,905	\$6,905	\$6,905	\$7,112	\$7,328	\$7,551	\$7,782	\$8,014
<b>\$/yr</b>	63,324	65,292	67,260	69,300	71,388	73,548	75,756	78,036	78,036	78,036	80,400	80,400	82,860	82,860	82,860	85,344	87,936	90,612	93,384	96,168
<b>\$/hr</b>	30.44	31.39	32.34	33.32	34.32	35.36	36.42	37.52	37.52	37.52	38.65	38.65	39.84	39.84	39.84	41.03	42.28	43.56	44.90	46.23
<b>91</b>	\$5,334	\$5,495	\$5,662	\$5,832	\$6,009	\$6,189	\$6,375	\$6,568	\$6,568	\$6,568	\$6,769	\$6,769	\$6,972	\$6,972	\$6,972	\$7,184	\$7,402	\$7,627	\$7,857	\$8,098
<b>\$/yr</b>	64,008	65,940	67,944	69,984	72,108	74,268	76,500	78,816	78,816	78,816	81,228	81,228	83,664	83,664	83,664	86,208	88,824	91,524	94,284	97,176
<b>\$/hr</b>	30.77	31.70	32.67	33.65	34.67	35.71	36.78	37.89	37.89	37.89	39.05	39.05	40.22	40.22	40.22	41.45	42.70	44.00	45.33	46.72
<b>92</b>	\$5,383	\$5,550	\$5,717	\$5,892	\$6,068	\$6,250	\$6,439	\$6,634	\$6,634	\$6,634	\$6,835	\$6,835	\$7,042	\$7,042	\$7,042	\$7,257	\$7,476	\$7,703	\$7,938	\$8,176
<b>\$/yr</b>	64,596	66,600	68,604	70,704	72,816	75,000	77,268	79,608	79,608	79,608	82,020	82,020	84,504	84,504	84,504	87,084	89,712	92,436	95,256	98,112
<b>\$/hr</b>	31.06	32.02	32.98	33.99	35.01	36.06	37.15	38.27	38.27	38.27	39.43	39.43	40.63	40.63	40.63	41.87	43.13	44.44	45.80	47.17
<b>93</b>	\$5,441	\$5,605	\$5,775	\$5,949	\$6,129	\$6,313	\$6,503	\$6,700	\$6,700	\$6,700	\$6,905	\$6,905	\$7,112	\$7,112	\$7,112	\$7,328	\$7,551	\$7,782	\$8,014	\$8,261
<b>\$/yr</b>	65,292	67,260	69,300	71,388	73,548	75,756	78,036	80,400	80,400	80,400	82,860	82,860	85,344	85,344	85,344	87,936	90,612	93,384	96,168	99,132
<b>\$/hr</b>	31.39	32.34	33.32	34.32	35.36	36.42	37.52	38.65	38.65	38.65	39.84	39.84	41.03	41.03	41.03	42.28	43.56	44.90	46.23	47.66
<b>94</b>	\$5,495	\$5,662	\$5,832	\$6,009	\$6,189	\$6,375	\$6,568	\$6,769	\$6,769	\$6,769	\$6,972	\$6,972	\$7,184	\$7,184	\$7,184	\$7,402	\$7,627	\$7,857	\$8,098	\$8,341
<b>\$/yr</b>	65,940	67,944	69,984	72,108	74,268	76,500	78,816	81,228	81,228	81,228	83,664	83,664	86,208	86,208	86,208	88,824	91,524	94,284	97,176	100,092
<b>\$/hr</b>	31.70	32.67	33.65	34.67	35.71	36.78	37.89	39.05	39.05	39.05	40.22	40.22	41.45	41.45	41.45	42.70	44.00	45.33	46.72	48.12
<b>95</b>	\$5,550	\$5,717	\$5,892	\$6,068	\$6,250	\$6,439	\$6,634	\$6,835	\$6,835	\$6,835	\$7,042	\$7,042	\$7,257	\$7,257	\$7,257	\$7,476	\$7,703	\$7,938	\$8,176	\$8,426
<b>\$/yr</b>	66,600	68,604	70,704	72,816	75,000	77,268	79,608	82,020	82,020	82,020	84,504	84,504	87,084	87,084	87,084	89,712	92,436	95,256	98,112	101,112

Appendix V  
**University of Washington - Contract Classified**  
**1199NW & SEIU LIKE TITLES**  
**Payscale Table BC - Effective July 1, 2013**

Range	<---- Step ---->																			
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
<b>\$/hr</b>	32.02	32.98	33.99	35.01	36.06	37.15	38.27	39.43	39.43	39.43	40.63	40.63	41.87	41.87	41.87	43.13	44.44	45.80	47.17	48.61
<b>96</b>	\$5,605	\$5,775	\$5,949	\$6,129	\$6,313	\$6,503	\$6,700	\$6,905	\$6,905	\$6,905	\$7,112	\$7,112	\$7,328	\$7,328	\$7,328	\$7,551	\$7,782	\$8,014	\$8,261	\$8,509
<b>\$/yr</b>	67,260	69,300	71,388	73,548	75,756	78,036	80,400	82,860	82,860	82,860	85,344	85,344	87,936	87,936	87,936	90,612	93,384	96,168	99,132	102,108
<b>\$/hr</b>	32.34	33.32	34.32	35.36	36.42	37.52	38.65	39.84	39.84	39.84	41.03	41.03	42.28	42.28	42.28	43.56	44.90	46.23	47.66	49.09
<b>97</b>	\$5,662	\$5,832	\$6,009	\$6,189	\$6,375	\$6,568	\$6,769	\$6,972	\$6,972	\$6,972	\$7,184	\$7,184	\$7,402	\$7,402	\$7,402	\$7,627	\$7,857	\$8,098	\$8,341	\$8,596
<b>\$/yr</b>	67,944	69,984	72,108	74,268	76,500	78,816	81,228	83,664	83,664	83,664	86,208	86,208	88,824	88,824	88,824	91,524	94,284	97,176	100,092	103,152
<b>\$/hr</b>	32.67	33.65	34.67	35.71	36.78	37.89	39.05	40.22	40.22	40.22	41.45	41.45	42.70	42.70	42.70	44.00	45.33	46.72	48.12	49.59
<b>98</b>	\$5,717	\$5,892	\$6,068	\$6,250	\$6,439	\$6,634	\$6,835	\$7,042	\$7,042	\$7,042	\$7,257	\$7,257	\$7,476	\$7,476	\$7,476	\$7,703	\$7,938	\$8,176	\$8,426	\$8,680
<b>\$/yr</b>	68,604	70,704	72,816	75,000	77,268	79,608	82,020	84,504	84,504	84,504	87,084	87,084	89,712	89,712	89,712	92,436	95,256	98,112	101,112	104,160
<b>\$/hr</b>	32.98	33.99	35.01	36.06	37.15	38.27	39.43	40.63	40.63	40.63	41.87	41.87	43.13	43.13	43.13	44.44	45.80	47.17	48.61	50.08
<b>99</b>	\$5,775	\$5,949	\$6,129	\$6,313	\$6,503	\$6,700	\$6,905	\$7,112	\$7,112	\$7,112	\$7,328	\$7,328	\$7,551	\$7,551	\$7,551	\$7,782	\$8,014	\$8,261	\$8,509	\$8,768
<b>\$/yr</b>	69,300	71,388	73,548	75,756	78,036	80,400	82,860	85,344	85,344	85,344	87,936	87,936	90,612	90,612	90,612	93,384	96,168	99,132	102,108	105,216
<b>\$/hr</b>	33.32	34.32	35.36	36.42	37.52	38.65	39.84	41.03	41.03	41.03	42.28	42.28	43.56	43.56	43.56	44.90	46.23	47.66	49.09	50.58

**For the most current information regarding this pay scale table,  
please refer to the UW Compensation Plan on the web at:  
[www.washington.edu/admin/hr/ocpsp/compensation](http://www.washington.edu/admin/hr/ocpsp/compensation)**

Appendix VI  
**University of Washington - Contract Classified**  
**1199NW & SEIU LIKE TITLES**  
**PayScale Table BD - Effective July 1, 2013**

Range	< ---- Step ---- >																			
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
<b>0</b>	\$5,832	\$6,009	\$6,189	\$6,375	\$6,568	\$6,769	\$6,972	\$7,184	\$7,184	\$7,184	\$7,402	\$7,402	\$7,627	\$7,627	\$7,627	\$7,857	\$8,098	\$8,341	\$8,596	\$8,855
<b>\$/yr</b>	69,984	72,108	74,268	76,500	78,816	81,228	83,664	86,208	86,208	86,208	88,824	88,824	91,524	91,524	91,524	94,284	97,176	100,092	103,152	106,260
<b>\$/hr</b>	33.65	34.67	35.71	36.78	37.89	39.05	40.22	41.45	41.45	41.45	42.70	42.70	44.00	44.00	44.00	45.33	46.72	48.12	49.59	51.09
<b>1</b>	\$5,892	\$6,068	\$6,250	\$6,439	\$6,634	\$6,835	\$7,042	\$7,257	\$7,257	\$7,257	\$7,476	\$7,476	\$7,703	\$7,703	\$7,703	\$7,938	\$8,176	\$8,426	\$8,680	\$8,944
<b>\$/yr</b>	70,704	72,816	75,000	77,268	79,608	82,020	84,504	87,084	87,084	87,084	89,712	89,712	92,436	92,436	92,436	95,256	98,112	101,112	104,160	107,328
<b>\$/hr</b>	33.99	35.01	36.06	37.15	38.27	39.43	40.63	41.87	41.87	41.87	43.13	43.13	44.44	44.44	44.44	45.80	47.17	48.61	50.08	51.60
<b>2</b>	\$5,949	\$6,129	\$6,313	\$6,503	\$6,700	\$6,905	\$7,112	\$7,328	\$7,328	\$7,328	\$7,551	\$7,551	\$7,782	\$7,782	\$7,782	\$8,014	\$8,261	\$8,509	\$8,768	\$9,033
<b>\$/yr</b>	71,388	73,548	75,756	78,036	80,400	82,860	85,344	87,936	87,936	87,936	90,612	90,612	93,384	93,384	93,384	96,168	99,132	102,108	105,216	108,396
<b>\$/hr</b>	34.32	35.36	36.42	37.52	38.65	39.84	41.03	42.28	42.28	42.28	43.56	43.56	44.90	44.90	44.90	46.23	47.66	49.09	50.58	52.11
<b>3</b>	\$6,009	\$6,189	\$6,375	\$6,568	\$6,769	\$6,972	\$7,184	\$7,402	\$7,402	\$7,402	\$7,627	\$7,627	\$7,857	\$7,857	\$7,857	\$8,098	\$8,341	\$8,596	\$8,855	\$9,123
<b>\$/yr</b>	72,108	74,268	76,500	78,816	81,228	83,664	86,208	88,824	88,824	88,824	91,524	91,524	94,284	94,284	94,284	97,176	100,092	103,152	106,260	109,476
<b>\$/hr</b>	34.67	35.71	36.78	37.89	39.05	40.22	41.45	42.70	42.70	42.70	44.00	44.00	45.33	45.33	45.33	46.72	48.12	49.59	51.09	52.63
<b>4</b>	\$6,068	\$6,250	\$6,439	\$6,634	\$6,835	\$7,042	\$7,257	\$7,476	\$7,476	\$7,476	\$7,703	\$7,703	\$7,938	\$7,938	\$7,938	\$8,176	\$8,426	\$8,680	\$8,944	\$9,215
<b>\$/yr</b>	72,816	75,000	77,268	79,608	82,020	84,504	87,084	89,712	89,712	89,712	92,436	92,436	95,256	95,256	95,256	98,112	101,112	104,160	107,328	110,580
<b>\$/hr</b>	35.01	36.06	37.15	38.27	39.43	40.63	41.87	43.13	43.13	43.13	44.44	44.44	45.80	45.80	45.80	47.17	48.61	50.08	51.60	53.16
<b>5</b>	\$6,129	\$6,313	\$6,503	\$6,700	\$6,905	\$7,112	\$7,328	\$7,551	\$7,551	\$7,551	\$7,782	\$7,782	\$8,014	\$8,014	\$8,014	\$8,261	\$8,509	\$8,768	\$9,033	\$9,306
<b>\$/yr</b>	73,548	75,756	78,036	80,400	82,860	85,344	87,936	90,612	90,612	90,612	93,384	93,384	96,168	96,168	96,168	99,132	102,108	105,216	108,396	111,672
<b>\$/hr</b>	35.36	36.42	37.52	38.65	39.84	41.03	42.28	43.56	43.56	43.56	44.90	44.90	46.23	46.23	46.23	47.66	49.09	50.58	52.11	53.69
<b>6</b>	\$6,189	\$6,375	\$6,568	\$6,769	\$6,972	\$7,184	\$7,402	\$7,627	\$7,627	\$7,627	\$7,857	\$7,857	\$8,098	\$8,098	\$8,098	\$8,341	\$8,596	\$8,855	\$9,123	\$9,400
<b>\$/yr</b>	74,268	76,500	78,816	81,228	83,664	86,208	88,824	91,524	91,524	91,524	94,284	94,284	97,176	97,176	97,176	100,092	103,152	106,260	109,476	112,800
<b>\$/hr</b>	35.71	36.78	37.89	39.05	40.22	41.45	42.70	44.00	44.00	44.00	45.33	45.33	46.72	46.72	46.72	48.12	49.59	51.09	52.63	54.23
<b>7</b>	\$6,250	\$6,439	\$6,634	\$6,835	\$7,042	\$7,257	\$7,476	\$7,703	\$7,703	\$7,703	\$7,938	\$7,938	\$8,176	\$8,176	\$8,176	\$8,426	\$8,680	\$8,944	\$9,215	\$9,494
<b>\$/yr</b>	75,000	77,268	79,608	82,020	84,504	87,084	89,712	92,436	92,436	92,436	95,256	95,256	98,112	98,112	98,112	101,112	104,160	107,328	110,580	113,928
<b>\$/hr</b>	36.06	37.15	38.27	39.43	40.63	41.87	43.13	44.44	44.44	44.44	45.80	45.80	47.17	47.17	47.17	48.61	50.08	51.60	53.16	54.77
<b>8</b>	\$6,313	\$6,503	\$6,700	\$6,905	\$7,112	\$7,328	\$7,551	\$7,782	\$7,782	\$7,782	\$8,014	\$8,014	\$8,261	\$8,261	\$8,261	\$8,509	\$8,768	\$9,033	\$9,306	\$9,588
<b>\$/yr</b>	75,756	78,036	80,400	82,860	85,344	87,936	90,612	93,384	93,384	93,384	96,168	96,168	99,132	99,132	99,132	102,108	105,216	108,396	111,672	115,056
<b>\$/hr</b>	36.42	37.52	38.65	39.84	41.03	42.28	43.56	44.90	44.90	44.90	46.23	46.23	47.66	47.66	47.66	49.09	50.58	52.11	53.69	55.32

Appendix VI  
**University of Washington - Contract Classified**  
**1199NW & SEIU LIKE TITLES**  
**PayScale Table BD - Effective July 1, 2013**

Range	< ---- Step ---- >																			
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
<b>9</b>	\$6,375	\$6,568	\$6,769	\$6,972	\$7,184	\$7,402	\$7,627	\$7,857	\$7,857	\$7,857	\$8,098	\$8,098	\$8,341	\$8,341	\$8,341	\$8,596	\$8,855	\$9,123	\$9,400	\$9,684
<b>\$/yr</b>	76,500	78,816	81,228	83,664	86,208	88,824	91,524	94,284	94,284	94,284	97,176	97,176	100,092	100,092	100,092	103,152	106,260	109,476	112,800	116,208
<b>\$/hr</b>	36.78	37.89	39.05	40.22	41.45	42.70	44.00	45.33	45.33	45.33	46.72	46.72	48.12	48.12	48.12	49.59	51.09	52.63	54.23	55.87
<b>10</b>	\$6,439	\$6,634	\$6,835	\$7,042	\$7,257	\$7,476	\$7,703	\$7,938	\$7,938	\$7,938	\$8,176	\$8,176	\$8,426	\$8,426	\$8,426	\$8,680	\$8,944	\$9,215	\$9,494	\$9,781
<b>\$/yr</b>	77,268	79,608	82,020	84,504	87,084	89,712	92,436	95,256	95,256	95,256	98,112	98,112	101,112	101,112	101,112	104,160	107,328	110,580	113,928	117,372
<b>\$/hr</b>	37.15	38.27	39.43	40.63	41.87	43.13	44.44	45.80	45.80	45.80	47.17	47.17	48.61	48.61	48.61	50.08	51.60	53.16	54.77	56.43
<b>11</b>	\$6,503	\$6,700	\$6,905	\$7,112	\$7,328	\$7,551	\$7,782	\$8,014	\$8,014	\$8,014	\$8,261	\$8,261	\$8,509	\$8,509	\$8,509	\$8,768	\$9,033	\$9,306	\$9,588	\$9,879
<b>\$/yr</b>	78,036	80,400	82,860	85,344	87,936	90,612	93,384	96,168	96,168	96,168	99,132	99,132	102,108	102,108	102,108	105,216	108,396	111,672	115,056	118,548
<b>\$/hr</b>	37.52	38.65	39.84	41.03	42.28	43.56	44.90	46.23	46.23	46.23	47.66	47.66	49.09	49.09	49.09	50.58	52.11	53.69	55.32	56.99
<b>12</b>	\$6,568	\$6,769	\$6,972	\$7,184	\$7,402	\$7,627	\$7,857	\$8,098	\$8,098	\$8,098	\$8,341	\$8,341	\$8,596	\$8,596	\$8,596	\$8,855	\$9,123	\$9,400	\$9,684	\$9,978
<b>\$/yr</b>	78,816	81,228	83,664	86,208	88,824	91,524	94,284	97,176	97,176	97,176	100,092	100,092	103,152	103,152	103,152	106,260	109,476	112,800	116,208	119,736
<b>\$/hr</b>	37.89	39.05	40.22	41.45	42.70	44.00	45.33	46.72	46.72	46.72	48.12	48.12	49.59	49.59	49.59	51.09	52.63	54.23	55.87	57.57
<b>13</b>	\$6,634	\$6,835	\$7,042	\$7,257	\$7,476	\$7,703	\$7,938	\$8,176	\$8,176	\$8,176	\$8,426	\$8,426	\$8,680	\$8,680	\$8,680	\$8,944	\$9,215	\$9,494	\$9,781	\$10,079
<b>\$/yr</b>	79,608	82,020	84,504	87,084	89,712	92,436	95,256	98,112	98,112	98,112	101,112	101,112	104,160	104,160	104,160	107,328	110,580	113,928	117,372	120,948
<b>\$/hr</b>	38.27	39.43	40.63	41.87	43.13	44.44	45.80	47.17	47.17	47.17	48.61	48.61	50.08	50.08	50.08	51.60	53.16	54.77	56.43	58.15
<b>14</b>	\$6,700	\$6,905	\$7,112	\$7,328	\$7,551	\$7,782	\$8,014	\$8,261	\$8,261	\$8,261	\$8,509	\$8,509	\$8,768	\$8,768	\$8,768	\$9,033	\$9,306	\$9,588	\$9,879	\$10,179
<b>\$/yr</b>	80,400	82,860	85,344	87,936	90,612	93,384	96,168	99,132	99,132	99,132	102,108	102,108	105,216	105,216	105,216	108,396	111,672	115,056	118,548	122,148
<b>\$/hr</b>	38.65	39.84	41.03	42.28	43.56	44.90	46.23	47.66	47.66	47.66	49.09	49.09	50.58	50.58	50.58	52.11	53.69	55.32	56.99	58.73
<b>15</b>	\$6,769	\$6,972	\$7,184	\$7,402	\$7,627	\$7,857	\$8,098	\$8,341	\$8,341	\$8,341	\$8,596	\$8,596	\$8,855	\$8,855	\$8,855	\$9,123	\$9,400	\$9,684	\$9,978	\$10,281
<b>\$/yr</b>	81,228	83,664	86,208	88,824	91,524	94,284	97,176	100,092	100,092	100,092	103,152	103,152	106,260	106,260	106,260	109,476	112,800	116,208	119,736	123,372
<b>\$/hr</b>	39.05	40.22	41.45	42.70	44.00	45.33	46.72	48.12	48.12	48.12	49.59	49.59	51.09	51.09	51.09	52.63	54.23	55.87	57.57	59.31
<b>16</b>	\$6,835	\$7,042	\$7,257	\$7,476	\$7,703	\$7,938	\$8,176	\$8,426	\$8,426	\$8,426	\$8,680	\$8,680	\$8,944	\$8,944	\$8,944	\$9,215	\$9,494	\$9,781	\$10,079	\$10,383
<b>\$/yr</b>	82,020	84,504	87,084	89,712	92,436	95,256	98,112	101,112	101,112	101,112	104,160	104,160	107,328	107,328	107,328	110,580	113,928	117,372	120,948	124,596
<b>\$/hr</b>	39.43	40.63	41.87	43.13	44.44	45.80	47.17	48.61	48.61	48.61	50.08	50.08	51.60	51.60	51.60	53.16	54.77	56.43	58.15	59.90
<b>17</b>	\$6,905	\$7,112	\$7,328	\$7,551	\$7,782	\$8,014	\$8,261	\$8,509	\$8,509	\$8,509	\$8,768	\$8,768	\$9,033	\$9,033	\$9,033	\$9,306	\$9,588	\$9,879	\$10,179	\$10,487
<b>\$/yr</b>	82,860	85,344	87,936	90,612	93,384	96,168	99,132	102,108	102,108	102,108	105,216	105,216	108,396	108,396	108,396	111,672	115,056	118,548	122,148	125,844
<b>\$/hr</b>	39.84	41.03	42.28	43.56	44.90	46.23	47.66	49.09	49.09	49.09	50.58	50.58	52.11	52.11	52.11	53.69	55.32	56.99	58.73	60.50
<b>18</b>	\$6,972	\$7,184	\$7,402	\$7,627	\$7,857	\$8,098	\$8,341	\$8,596	\$8,596	\$8,596	\$8,855	\$8,855	\$9,123	\$9,123	\$9,123	\$9,400	\$9,684	\$9,978	\$10,281	\$10,592
<b>\$/yr</b>	83,664	86,208	88,824	91,524	94,284	97,176	100,092	103,152	103,152	103,152	106,260	106,260	109,476	109,476	109,476	112,800	116,208	119,736	123,372	127,104
<b>\$/hr</b>	40.22	41.45	42.70	44.00	45.33	46.72	48.12	49.59	49.59	49.59	51.09	51.09	52.63	52.63	52.63	54.23	55.87	57.57	59.31	61.11
<b>19</b>	\$7,042	\$7,257	\$7,476	\$7,703	\$7,938	\$8,176	\$8,426	\$8,680	\$8,680	\$8,680	\$8,944	\$8,944	\$9,215	\$9,215	\$9,215	\$9,494	\$9,781	\$10,079	\$10,383	\$10,698
<b>\$/yr</b>	84,504	87,084	89,712	92,436	95,256	98,112	101,112	104,160	104,160	104,160	107,328	107,328	110,580	110,580	110,580	113,928	117,372	120,948	124,596	128,376
<b>\$/hr</b>	40.63	41.87	43.13	44.44	45.80	47.17	48.61	50.08	50.08	50.08	51.60	51.60	53.16	53.16	53.16	54.77	56.43	58.15	59.90	61.72
<b>20</b>	\$7,112	\$7,328	\$7,551	\$7,782	\$8,014	\$8,261	\$8,509	\$8,768	\$8,768	\$8,768	\$9,033	\$9,033	\$9,306	\$9,306	\$9,306	\$9,588	\$9,879	\$10,179	\$10,487	\$10,805
<b>\$/yr</b>	85,344	87,936	90,612	93,384	96,168	99,132	102,108	105,216	105,216	105,216	108,396	108,396	111,672	111,672	111,672	115,056	118,548	122,148	125,844	129,660
<b>\$/hr</b>	41.03	42.28	43.56	44.90	46.23	47.66	49.09	50.58	50.58	50.58	52.11	52.11	53.69	53.69	53.69	55.32	56.99	58.73	60.50	62.34
<b>21</b>	\$7,184	\$7,402	\$7,627	\$7,857	\$8,098	\$8,341	\$8,596	\$8,855	\$8,855	\$8,855	\$9,123	\$9,123	\$9,400	\$9,400	\$9,400	\$9,684	\$9,978	\$10,281	\$10,592	\$10,913
<b>\$/yr</b>	86,208	88,824	91,524	94,284	97,176	100,092	103,152	106,260	106,260	106,260	109,476	109,476	112,800	112,800	112,800	116,208	119,736	123,372	127,104	130,956
<b>\$/hr</b>	41.45	42.70	44.00	45.33	46.72	48.12	49.59	51.09	51.09	51.09	52.63	52.63	54.23	54.23	54.23	55.87	57.57	59.31	61.11	62.96
<b>22</b>	\$7,257	\$7,476	\$7,703	\$7,938	\$8,176	\$8,426	\$8,680	\$8,944	\$8,944	\$8,944	\$9,215	\$9,215	\$9,494	\$9,494	\$9,494	\$9,781	\$10,079	\$10,383	\$10,698	\$11,022

Appendix VI  
**University of Washington - Contract Classified**  
**1199NW & SEIU LIKE TITLES**  
**PayScale Table BD - Effective July 1, 2013**

Range	< ---- Step ---- >																			
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
<b>\$/yr</b>	87,084	89,712	92,436	95,256	98,112	101,112	104,160	107,328	107,328	107,328	110,580	110,580	113,928	113,928	113,928	117,372	120,948	124,596	128,376	132,264
<b>\$/hr</b>	41.87	43.13	44.44	45.80	47.17	48.61	50.08	51.60	51.60	51.60	53.16	53.16	54.77	54.77	54.77	56.43	58.15	59.90	61.72	63.59
<b>23</b>	\$7,328	\$7,551	\$7,782	\$8,014	\$8,261	\$8,509	\$8,768	\$9,033	\$9,033	\$9,033	\$9,306	\$9,306	\$9,588	\$9,588	\$9,588	\$9,879	\$10,179	\$10,487	\$10,805	\$11,132
<b>\$/yr</b>	87,936	90,612	93,384	96,168	99,132	102,108	105,216	108,396	108,396	108,396	111,672	111,672	115,056	115,056	115,056	118,548	122,148	125,844	129,660	133,584
<b>\$/hr</b>	42.28	43.56	44.90	46.23	47.66	49.09	50.58	52.11	52.11	52.11	53.69	53.69	55.32	55.32	55.32	56.99	58.73	60.50	62.34	64.22
<b>24</b>	\$7,402	\$7,627	\$7,857	\$8,098	\$8,341	\$8,596	\$8,855	\$9,123	\$9,123	\$9,123	\$9,400	\$9,400	\$9,684	\$9,684	\$9,684	\$9,978	\$10,281	\$10,592	\$10,913	\$11,243
<b>\$/yr</b>	88,824	91,524	94,284	97,176	100,092	103,152	106,260	109,476	109,476	109,476	112,800	112,800	116,208	116,208	116,208	119,736	123,372	127,104	130,956	134,916
<b>\$/hr</b>	42.70	44.00	45.33	46.72	48.12	49.59	51.09	52.63	52.63	52.63	54.23	54.23	55.87	55.87	55.87	57.57	59.31	61.11	62.96	64.86
<b>25</b>	\$7,476	\$7,703	\$7,938	\$8,176	\$8,426	\$8,680	\$8,944	\$9,215	\$9,215	\$9,215	\$9,494	\$9,494	\$9,781	\$9,781	\$9,781	\$10,079	\$10,383	\$10,698	\$11,022	\$11,356
<b>\$/yr</b>	89,712	92,436	95,256	98,112	101,112	104,160	107,328	110,580	110,580	110,580	113,928	113,928	117,372	117,372	117,372	120,948	124,596	128,376	132,264	136,272
<b>\$/hr</b>	43.13	44.44	45.80	47.17	48.61	50.08	51.60	53.16	53.16	53.16	54.77	54.77	56.43	56.43	56.43	58.15	59.90	61.72	63.59	65.52
<b>26</b>	\$7,551	\$7,782	\$8,014	\$8,261	\$8,509	\$8,768	\$9,033	\$9,306	\$9,306	\$9,306	\$9,588	\$9,588	\$9,879	\$9,879	\$9,879	\$10,179	\$10,487	\$10,805	\$11,132	\$11,469
<b>\$/yr</b>	90,612	93,384	96,168	99,132	102,108	105,216	108,396	111,672	111,672	111,672	115,056	115,056	118,548	118,548	118,548	122,148	125,844	129,660	133,584	137,628
<b>\$/hr</b>	43.56	44.90	46.23	47.66	49.09	50.58	52.11	53.69	53.69	53.69	55.32	55.32	56.99	56.99	56.99	58.73	60.50	62.34	64.22	66.17
<b>27</b>	\$7,627	\$7,857	\$8,098	\$8,341	\$8,596	\$8,855	\$9,123	\$9,400	\$9,400	\$9,400	\$9,684	\$9,684	\$9,978	\$9,978	\$9,978	\$10,281	\$10,592	\$10,913	\$11,243	\$11,584
<b>\$/yr</b>	91,524	94,284	97,176	100,092	103,152	106,260	109,476	112,800	112,800	112,800	116,208	116,208	119,736	119,736	119,736	123,372	127,104	130,956	134,916	139,008
<b>\$/hr</b>	44.00	45.33	46.72	48.12	49.59	51.09	52.63	54.23	54.23	54.23	55.87	55.87	57.57	57.57	57.57	59.31	61.11	62.96	64.86	66.83
<b>28</b>	\$7,703	\$7,938	\$8,176	\$8,426	\$8,680	\$8,944	\$9,215	\$9,494	\$9,494	\$9,494	\$9,781	\$9,781	\$10,079	\$10,079	\$10,079	\$10,383	\$10,698	\$11,022	\$11,356	\$11,700
<b>\$/yr</b>	92,436	95,256	98,112	101,112	104,160	107,328	110,580	113,928	113,928	113,928	117,372	117,372	120,948	120,948	120,948	124,596	128,376	132,264	136,272	140,400
<b>\$/hr</b>	44.44	45.80	47.17	48.61	50.08	51.60	53.16	54.77	54.77	54.77	56.43	56.43	58.15	58.15	58.15	59.90	61.72	63.59	65.52	67.50
<b>29</b>	\$7,782	\$8,014	\$8,261	\$8,509	\$8,768	\$9,033	\$9,306	\$9,588	\$9,588	\$9,588	\$9,879	\$9,879	\$10,179	\$10,179	\$10,179	\$10,487	\$10,805	\$11,132	\$11,469	\$11,817
<b>\$/yr</b>	93,384	96,168	99,132	102,108	105,216	108,396	111,672	115,056	115,056	115,056	118,548	118,548	122,148	122,148	122,148	125,844	129,660	133,584	137,628	141,804
<b>\$/hr</b>	44.90	46.23	47.66	49.09	50.58	52.11	53.69	55.32	55.32	55.32	56.99	56.99	58.73	58.73	58.73	60.50	62.34	64.22	66.17	68.18
<b>30</b>	\$7,857	\$8,098	\$8,341	\$8,596	\$8,855	\$9,123	\$9,400	\$9,684	\$9,684	\$9,684	\$9,978	\$9,978	\$10,281	\$10,281	\$10,281	\$10,592	\$10,913	\$11,243	\$11,584	\$11,935
<b>\$/yr</b>	94,284	97,176	100,092	103,152	106,260	109,476	112,800	116,208	116,208	116,208	119,736	119,736	123,372	123,372	123,372	127,104	130,956	134,916	139,008	143,220
<b>\$/hr</b>	45.33	46.72	48.12	49.59	51.09	52.63	54.23	55.87	55.87	55.87	57.57	57.57	59.31	59.31	59.31	61.11	62.96	64.86	66.83	68.86
<b>31</b>	\$7,938	\$8,176	\$8,426	\$8,680	\$8,944	\$9,215	\$9,494	\$9,781	\$9,781	\$9,781	\$10,079	\$10,079	\$10,383	\$10,383	\$10,383	\$10,698	\$11,022	\$11,356	\$11,700	\$12,054
<b>\$/yr</b>	95,256	98,112	101,112	104,160	107,328	110,580	113,928	117,372	117,372	117,372	120,948	120,948	124,596	124,596	124,596	128,376	132,264	136,272	140,400	144,648
<b>\$/hr</b>	45.80	47.17	48.61	50.08	51.60	53.16	54.77	56.43	56.43	56.43	58.15	58.15	59.90	59.90	59.90	61.72	63.59	65.52	67.50	69.54
<b>32</b>	\$8,014	\$8,261	\$8,509	\$8,768	\$9,033	\$9,306	\$9,588	\$9,879	\$9,879	\$9,879	\$10,179	\$10,179	\$10,487	\$10,487	\$10,487	\$10,805	\$11,132	\$11,469	\$11,817	\$12,175
<b>\$/yr</b>	96,168	99,132	102,108	105,216	108,396	111,672	115,056	118,548	118,548	118,548	122,148	122,148	125,844	125,844	125,844	129,660	133,584	137,628	141,804	146,100
<b>\$/hr</b>	46.23	47.66	49.09	50.58	52.11	53.69	55.32	56.99	56.99	56.99	58.73	58.73	60.50	60.50	60.50	62.34	64.22	66.17	68.18	70.24
<b>33</b>	\$8,098	\$8,341	\$8,596	\$8,855	\$9,123	\$9,400	\$9,684	\$9,978	\$9,978	\$9,978	\$10,281	\$10,281	\$10,592	\$10,592	\$10,592	\$10,913	\$11,243	\$11,584	\$11,935	\$12,296
<b>\$/yr</b>	97,176	100,092	103,152	106,260	109,476	112,800	116,208	119,736	119,736	119,736	123,372	123,372	127,104	127,104	127,104	130,956	134,916	139,008	143,220	147,552
<b>\$/hr</b>	46.72	48.12	49.59	51.09	52.63	54.23	55.87	57.57	57.57	57.57	59.31	59.31	61.11	61.11	61.11	62.96	64.86	66.83	68.86	70.94
<b>34</b>	\$8,176	\$8,426	\$8,680	\$8,944	\$9,215	\$9,494	\$9,781	\$10,079	\$10,079	\$10,079	\$10,383	\$10,383	\$10,698	\$10,698	\$10,698	\$11,022	\$11,356	\$11,700	\$12,054	\$12,420
<b>\$/yr</b>	98,112	101,112	104,160	107,328	110,580	113,928	117,372	120,948	120,948	120,948	124,596	124,596	128,376	128,376	128,376	132,264	136,272	140,400	144,648	149,040
<b>\$/hr</b>	47.17	48.61	50.08	51.60	53.16	54.77	56.43	58.15	58.15	58.15	59.90	59.90	61.72	61.72	61.72	63.59	65.52	67.50	69.54	71.65
<b>35</b>	\$8,261	\$8,509	\$8,768	\$9,033	\$9,306	\$9,588	\$9,879	\$10,179	\$10,179	\$10,179	\$10,487	\$10,487	\$10,805	\$10,805	\$10,805	\$11,132	\$11,469	\$11,817	\$12,175	\$12,543
<b>\$/yr</b>	99,132	102,108	105,216	108,396	111,672	115,056	118,548	122,148	122,148	122,148	125,844	125,844	129,660	129,660	129,660	133,584	137,628	141,804	146,100	150,516
<b>\$/hr</b>	47.66	49.09	50.58	52.11	53.69	55.32	56.99	58.73	58.73	58.73	60.50	60.50	62.34	62.34	62.34	64.22	66.17	68.18	70.24	72.36
<b>36</b>	\$8,341	\$8,596	\$8,855	\$9,123	\$9,400	\$9,684	\$9,978	\$10,281	\$10,281	\$10,281	\$10,592	\$10,592	\$10,913	\$10,913	\$10,913	\$11,243	\$11,584	\$11,935	\$12,296	\$12,668
<b>\$/yr</b>	100,092	103,152	106,260	109,476	112,800	116,208	119,736	123,372	123,372	123,372	127,104	127,104	130,956	130,956	130,956	134,916	139,008	143,220	147,552	152,016
<b>\$/hr</b>	48.12	49.59	51.09	52.63	54.23	55.87	57.57	59.31	59.31	59.31	61.11	61.11	62.96	62.96	62.96	64.86	66.83	68.86	70.94	73.08
<b>37</b>	\$8,426	\$8,680	\$8,944	\$9,215	\$9,494	\$9,781	\$10,079	\$10,383	\$10,383	\$10,383	\$10,698	\$10,698	\$11,022	\$11,022	\$11,022	\$11,356	\$11,700	\$12,054	\$12,420	\$12,794



Appendix VI  
**University of Washington - Contract Classified**  
**1199NW & SEIU LIKE TITLES**  
**PayScale Table BD - Effective July 1, 2013**

Range	< ---- Step ---- >																			
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
<b>\$/yr</b>	101,112	104,160	107,328	110,580	113,928	117,372	120,948	124,596	124,596	124,596	128,376	128,376	132,264	132,264	132,264	136,272	140,400	144,648	149,040	153,528
<b>\$/hr</b>	48.61	50.08	51.60	53.16	54.77	56.43	58.15	59.90	59.90	59.90	61.72	61.72	63.59	63.59	63.59	65.52	67.50	69.54	71.65	73.81
<b>38</b>	\$8,509	\$8,768	\$9,033	\$9,306	\$9,588	\$9,879	\$10,179	\$10,487	\$10,487	\$10,487	\$10,805	\$10,805	\$11,132	\$11,132	\$11,132	\$11,469	\$11,817	\$12,175	\$12,543	\$12,923
<b>\$/yr</b>	102,108	105,216	108,396	111,672	115,056	118,548	122,148	125,844	125,844	125,844	129,660	129,660	133,584	133,584	133,584	137,628	141,804	146,100	150,516	155,076
<b>\$/hr</b>	49.09	50.58	52.11	53.69	55.32	56.99	58.73	60.50	60.50	60.50	62.34	62.34	64.22	64.22	64.22	66.17	68.18	70.24	72.36	74.56
<b>39</b>	\$8,596	\$8,855	\$9,123	\$9,400	\$9,684	\$9,978	\$10,281	\$10,592	\$10,592	\$10,592	\$10,913	\$10,913	\$11,243	\$11,243	\$11,243	\$11,584	\$11,935	\$12,296	\$12,668	\$13,052
<b>\$/yr</b>	103,152	106,260	109,476	112,800	116,208	119,736	123,372	127,104	127,104	127,104	130,956	130,956	134,916	134,916	134,916	139,008	143,220	147,552	152,016	156,624
<b>\$/hr</b>	49.59	51.09	52.63	54.23	55.87	57.57	59.31	61.11	61.11	61.11	62.96	62.96	64.86	64.86	64.86	66.83	68.86	70.94	73.08	75.30
<b>40</b>	\$8,680	\$8,944	\$9,215	\$9,494	\$9,781	\$10,079	\$10,383	\$10,698	\$10,698	\$10,698	\$11,022	\$11,022	\$11,356	\$11,356	\$11,356	\$11,700	\$12,054	\$12,420	\$12,794	\$13,182
<b>\$/yr</b>	104,160	107,328	110,580	113,928	117,372	120,948	124,596	128,376	128,376	128,376	132,264	132,264	136,272	136,272	136,272	140,400	144,648	149,040	153,528	158,184
<b>\$/hr</b>	50.08	51.60	53.16	54.77	56.43	58.15	59.90	61.72	61.72	61.72	63.59	63.59	65.52	65.52	65.52	67.50	69.54	71.65	73.81	76.05
<b>41</b>	\$8,768	\$9,033	\$9,306	\$9,588	\$9,879	\$10,179	\$10,487	\$10,805	\$10,805	\$10,805	\$11,132	\$11,132	\$11,469	\$11,469	\$11,469	\$11,817	\$12,175	\$12,543	\$12,923	\$13,315
<b>\$/yr</b>	105,216	108,396	111,672	115,056	118,548	122,148	125,844	129,660	129,660	129,660	133,584	133,584	137,628	137,628	137,628	141,804	146,100	150,516	155,076	159,780
<b>\$/hr</b>	50.58	52.11	53.69	55.32	56.99	58.73	60.50	62.34	62.34	62.34	64.22	64.22	66.17	66.17	66.17	68.18	70.24	72.36	74.56	76.82
<b>42</b>	\$8,855	\$9,123	\$9,400	\$9,684	\$9,978	\$10,281	\$10,592	\$10,913	\$10,913	\$10,913	\$11,243	\$11,243	\$11,584	\$11,584	\$11,584	\$11,935	\$12,296	\$12,668	\$13,052	\$13,448
<b>\$/yr</b>	106,260	109,476	112,800	116,208	119,736	123,372	127,104	130,956	130,956	130,956	134,916	134,916	139,008	139,008	139,008	143,220	147,552	152,016	156,624	161,376
<b>\$/hr</b>	51.09	52.63	54.23	55.87	57.57	59.31	61.11	62.96	62.96	62.96	64.86	64.86	66.83	66.83	66.83	68.86	70.94	73.08	75.30	77.58
<b>43</b>	\$8,944	\$9,215	\$9,494	\$9,781	\$10,079	\$10,383	\$10,698	\$11,022	\$11,022	\$11,022	\$11,356	\$11,356	\$11,700	\$11,700	\$11,700	\$12,054	\$12,420	\$12,794	\$13,182	\$13,582
<b>\$/yr</b>	107,328	110,580	113,928	117,372	120,948	124,596	128,376	132,264	132,264	132,264	136,272	136,272	140,400	140,400	140,400	144,648	149,040	153,528	158,184	162,984
<b>\$/hr</b>	51.60	53.16	54.77	56.43	58.15	59.90	61.72	63.59	63.59	63.59	65.52	65.52	67.50	67.50	67.50	69.54	71.65	73.81	76.05	78.36
<b>44</b>	\$9,033	\$9,306	\$9,588	\$9,879	\$10,179	\$10,487	\$10,805	\$11,132	\$11,132	\$11,132	\$11,469	\$11,469	\$11,817	\$11,817	\$11,817	\$12,175	\$12,543	\$12,923	\$13,315	\$13,718
<b>\$/yr</b>	108,396	111,672	115,056	118,548	122,148	125,844	129,660	133,584	133,584	133,584	137,628	137,628	141,804	141,804	141,804	146,100	150,516	155,076	159,780	164,616
<b>\$/hr</b>	52.11	53.69	55.32	56.99	58.73	60.50	62.34	64.22	64.22	64.22	66.17	66.17	68.18	68.18	68.18	70.24	72.36	74.56	76.82	79.14

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](http://www.washington.edu/admin/hr/ocpsp/compensation)

Appendix VII  
**University of Washington - Contract Classified**  
**1199NW & SEIU Like Titles**  
**Payscale Table BE - Effective July 1, 2013**

Range	< ---- Step ---- >																		
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S
0	\$2,180	\$2,246	\$2,312	\$2,385	\$2,456	\$2,531	\$2,608	\$2,686	\$2,714	\$2,741	\$2,766	\$2,796	\$2,853	\$2,853	\$2,853	\$2,938	\$3,025	\$3,118	\$3,212
\$/yr	26,160	26,952	27,744	28,620	29,472	30,372	31,296	32,232	32,568	32,892	33,192	33,552	34,236	34,236	34,236	35,256	36,300	37,416	38,544
\$/hr	12.58	12.96	13.34	13.76	14.17	14.60	15.05	15.50	15.66	15.81	15.96	16.13	16.46	16.46	16.46	16.95	17.45	17.99	18.53
1	\$2,202	\$2,268	\$2,337	\$2,407	\$2,481	\$2,553	\$2,633	\$2,714	\$2,741	\$2,766	\$2,796	\$2,823	\$2,880	\$2,880	\$2,880	\$2,968	\$3,057	\$3,151	\$3,245
\$/yr	26,424	27,216	28,044	28,884	29,772	30,636	31,596	32,568	32,892	33,192	33,552	33,876	34,560	34,560	34,560	35,616	36,684	37,812	38,940
\$/hr	12.70	13.08	13.48	13.89	14.31	14.73	15.19	15.66	15.81	15.96	16.13	16.29	16.62	16.62	16.62	17.12	17.64	18.18	18.72
2	\$2,223	\$2,291	\$2,359	\$2,431	\$2,506	\$2,582	\$2,658	\$2,741	\$2,766	\$2,796	\$2,823	\$2,853	\$2,909	\$2,909	\$2,909	\$2,998	\$3,088	\$3,182	\$3,278
\$/yr	26,676	27,492	28,308	29,172	30,072	30,984	31,896	32,892	33,192	33,552	33,876	34,236	34,908	34,908	34,908	35,976	37,056	38,184	39,336
\$/hr	12.83	13.22	13.61	14.03	14.46	14.90	15.33	15.81	15.96	16.13	16.29	16.46	16.78	16.78	16.78	17.30	17.82	18.36	18.91
3	\$2,246	\$2,312	\$2,385	\$2,456	\$2,531	\$2,608	\$2,686	\$2,766	\$2,796	\$2,823	\$2,853	\$2,880	\$2,938	\$2,938	\$2,938	\$3,025	\$3,118	\$3,212	\$3,311
\$/yr	26,952	27,744	28,620	29,472	30,372	31,296	32,232	33,192	33,552	33,876	34,236	34,560	35,256	35,256	35,256	36,300	37,416	38,544	39,732
\$/hr	12.96	13.34	13.76	14.17	14.60	15.05	15.50	15.96	16.13	16.29	16.46	16.62	16.95	16.95	16.95	17.45	17.99	18.53	19.10
4	\$2,268	\$2,337	\$2,407	\$2,481	\$2,553	\$2,633	\$2,714	\$2,796	\$2,823	\$2,853	\$2,880	\$2,909	\$2,968	\$2,968	\$2,968	\$3,057	\$3,151	\$3,245	\$3,343
\$/yr	27,216	28,044	28,884	29,772	30,636	31,596	32,568	33,552	33,876	34,236	34,560	34,908	35,616	35,616	35,616	36,684	37,812	38,940	40,116
\$/hr	13.08	13.48	13.89	14.31	14.73	15.19	15.66	16.13	16.29	16.46	16.62	16.78	17.12	17.12	17.12	17.64	18.18	18.72	19.29
5	\$2,291	\$2,359	\$2,431	\$2,506	\$2,582	\$2,658	\$2,741	\$2,823	\$2,853	\$2,880	\$2,909	\$2,938	\$2,998	\$2,998	\$2,998	\$3,088	\$3,182	\$3,278	\$3,377
\$/yr	27,492	28,308	29,172	30,072	30,984	31,896	32,892	33,876	34,236	34,560	34,908	35,256	35,976	35,976	35,976	37,056	38,184	39,336	40,524
\$/hr	13.22	13.61	14.03	14.46	14.90	15.33	15.81	16.29	16.46	16.62	16.78	16.95	17.30	17.30	17.30	17.82	18.36	18.91	19.48
6	\$2,312	\$2,385	\$2,456	\$2,531	\$2,608	\$2,686	\$2,766	\$2,853	\$2,880	\$2,909	\$2,938	\$2,968	\$3,025	\$3,025	\$3,025	\$3,118	\$3,212	\$3,311	\$3,412
\$/yr	27,744	28,620	29,472	30,372	31,296	32,232	33,192	34,236	34,560	34,908	35,256	35,616	36,300	36,300	36,300	37,416	38,544	39,732	40,944
\$/hr	13.34	13.76	14.17	14.60	15.05	15.50	15.96	16.46	16.62	16.78	16.95	17.12	17.45	17.45	17.45	17.99	18.53	19.10	19.68
7	\$2,337	\$2,407	\$2,481	\$2,553	\$2,633	\$2,714	\$2,796	\$2,880	\$2,909	\$2,938	\$2,968	\$2,998	\$3,057	\$3,057	\$3,057	\$3,151	\$3,245	\$3,343	\$3,445
\$/yr	28,044	28,884	29,772	30,636	31,596	32,568	33,552	34,560	34,908	35,256	35,616	35,976	36,684	36,684	36,684	37,812	38,940	40,116	41,340
\$/hr	13.48	13.89	14.31	14.73	15.19	15.66	16.13	16.62	16.78	16.95	17.12	17.30	17.64	17.64	17.64	18.18	18.72	19.29	19.88
8	\$2,359	\$2,431	\$2,506	\$2,582	\$2,658	\$2,741	\$2,823	\$2,909	\$2,938	\$2,968	\$2,998	\$3,025	\$3,088	\$3,088	\$3,088	\$3,182	\$3,278	\$3,377	\$3,481
\$/yr	28,308	29,172	30,072	30,984	31,896	32,892	33,876	34,908	35,256	35,616	35,976	36,300	37,056	37,056	37,056	38,184	39,336	40,524	41,772
\$/hr	13.61	14.03	14.46	14.90	15.33	15.81	16.29	16.78	16.95	17.12	17.30	17.45	17.82	17.82	17.82	18.36	18.91	19.48	20.08

Appendix VII  
**University of Washington - Contract Classified**  
**1199NW & SEIU Like Titles**  
**Payscale Table BE - Effective July 1, 2013**

Range	< ---- Step ---- >																		
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S
9	\$2,385	\$2,456	\$2,531	\$2,608	\$2,686	\$2,766	\$2,853	\$2,938	\$2,968	\$2,998	\$3,025	\$3,057	\$3,118	\$3,118	\$3,118	\$3,212	\$3,311	\$3,412	\$3,514
\$/yr	28,620	29,472	30,372	31,296	32,232	33,192	34,236	35,256	35,616	35,976	36,300	36,684	37,416	37,416	37,416	38,544	39,732	40,944	42,168
\$/hr	13.76	14.17	14.60	15.05	15.50	15.96	16.46	16.95	17.12	17.30	17.45	17.64	17.99	17.99	17.99	18.53	19.10	19.68	20.27
10	\$2,407	\$2,481	\$2,553	\$2,633	\$2,714	\$2,796	\$2,880	\$2,968	\$2,998	\$3,025	\$3,057	\$3,088	\$3,151	\$3,151	\$3,151	\$3,245	\$3,343	\$3,445	\$3,548
\$/yr	28,884	29,772	30,636	31,596	32,568	33,552	34,560	35,616	35,976	36,300	36,684	37,056	37,812	37,812	37,812	38,940	40,116	41,340	42,576
\$/hr	13.89	14.31	14.73	15.19	15.66	16.13	16.62	17.12	17.30	17.45	17.64	17.82	18.18	18.18	18.18	18.72	19.29	19.88	20.47
11	\$2,431	\$2,506	\$2,582	\$2,658	\$2,741	\$2,823	\$2,909	\$2,998	\$3,025	\$3,057	\$3,088	\$3,118	\$3,182	\$3,182	\$3,182	\$3,278	\$3,377	\$3,481	\$3,585
\$/yr	29,172	30,072	30,984	31,896	32,892	33,876	34,908	35,976	36,300	36,684	37,056	37,416	38,184	38,184	38,184	39,336	40,524	41,772	43,020
\$/hr	14.03	14.46	14.90	15.33	15.81	16.29	16.78	17.30	17.45	17.64	17.82	17.99	18.36	18.36	18.36	18.91	19.48	20.08	20.68
12	\$2,456	\$2,531	\$2,608	\$2,686	\$2,766	\$2,853	\$2,938	\$3,025	\$3,057	\$3,088	\$3,118	\$3,151	\$3,212	\$3,212	\$3,212	\$3,311	\$3,412	\$3,514	\$3,621
\$/yr	29,472	30,372	31,296	32,232	33,192	34,236	35,256	36,300	36,684	37,056	37,416	37,812	38,544	38,544	38,544	39,732	40,944	42,168	43,452
\$/hr	14.17	14.60	15.05	15.50	15.96	16.46	16.95	17.45	17.64	17.82	17.99	18.18	18.53	18.53	18.53	19.10	19.68	20.27	20.89
13	\$2,481	\$2,553	\$2,633	\$2,714	\$2,796	\$2,880	\$2,968	\$3,057	\$3,088	\$3,118	\$3,151	\$3,182	\$3,245	\$3,245	\$3,245	\$3,343	\$3,445	\$3,548	\$3,658
\$/yr	29,772	30,636	31,596	32,568	33,552	34,560	35,616	36,684	37,056	37,416	37,812	38,184	38,940	38,940	38,940	40,116	41,340	42,576	43,896
\$/hr	14.31	14.73	15.19	15.66	16.13	16.62	17.12	17.64	17.82	17.99	18.18	18.36	18.72	18.72	18.72	19.29	19.88	20.47	21.10
14	\$2,506	\$2,582	\$2,658	\$2,741	\$2,823	\$2,909	\$2,998	\$3,088	\$3,118	\$3,151	\$3,182	\$3,212	\$3,278	\$3,278	\$3,278	\$3,377	\$3,481	\$3,585	\$3,692
\$/yr	30,072	30,984	31,896	32,892	33,876	34,908	35,976	37,056	37,416	37,812	38,184	38,544	39,336	39,336	39,336	40,524	41,772	43,020	44,304
\$/hr	14.46	14.90	15.33	15.81	16.29	16.78	17.30	17.82	17.99	18.18	18.36	18.53	18.91	18.91	18.91	19.48	20.08	20.68	21.30
15	\$2,531	\$2,608	\$2,686	\$2,766	\$2,853	\$2,938	\$3,025	\$3,118	\$3,151	\$3,182	\$3,212	\$3,245	\$3,311	\$3,311	\$3,311	\$3,412	\$3,514	\$3,621	\$3,729
\$/yr	30,372	31,296	32,232	33,192	34,236	35,256	36,300	37,416	37,812	38,184	38,544	38,940	39,732	39,732	39,732	40,944	42,168	43,452	44,748
\$/hr	14.60	15.05	15.50	15.96	16.46	16.95	17.45	17.99	18.18	18.36	18.53	18.72	19.10	19.10	19.10	19.68	20.27	20.89	21.51
16	\$2,553	\$2,633	\$2,714	\$2,796	\$2,880	\$2,968	\$3,057	\$3,151	\$3,182	\$3,212	\$3,245	\$3,278	\$3,343	\$3,343	\$3,343	\$3,445	\$3,548	\$3,658	\$3,766
\$/yr	30,636	31,596	32,568	33,552	34,560	35,616	36,684	37,812	38,184	38,544	38,940	39,336	40,116	40,116	40,116	41,340	42,576	43,896	45,192
\$/hr	14.73	15.19	15.66	16.13	16.62	17.12	17.64	18.18	18.36	18.53	18.72	18.91	19.29	19.29	19.29	19.88	20.47	21.10	21.73
17	\$2,582	\$2,658	\$2,741	\$2,823	\$2,909	\$2,998	\$3,088	\$3,182	\$3,212	\$3,245	\$3,278	\$3,311	\$3,377	\$3,377	\$3,377	\$3,481	\$3,585	\$3,692	\$3,804
\$/yr	30,984	31,896	32,892	33,876	34,908	35,976	37,056	38,184	38,544	38,940	39,336	39,732	40,524	40,524	40,524	41,772	43,020	44,304	45,648
\$/hr	14.90	15.33	15.81	16.29	16.78	17.30	17.82	18.36	18.53	18.72	18.91	19.10	19.48	19.48	19.48	20.08	20.68	21.30	21.95

Appendix VII  
**University of Washington - Contract Classified**  
**1199NW & SEIU Like Titles**  
**Payscale Table BE - Effective July 1, 2013**

Range	<---- Step ---->																		
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S
18	\$2,608	\$2,686	\$2,766	\$2,853	\$2,938	\$3,025	\$3,118	\$3,212	\$3,245	\$3,278	\$3,311	\$3,343	\$3,412	\$3,412	\$3,412	\$3,514	\$3,621	\$3,729	\$3,843
\$/yr	31,296	32,232	33,192	34,236	35,256	36,300	37,416	38,544	38,940	39,336	39,732	40,116	40,944	40,944	40,944	42,168	43,452	44,748	46,116
\$/hr	15.05	15.50	15.96	16.46	16.95	17.45	17.99	18.53	18.72	18.91	19.10	19.29	19.68	19.68	19.68	20.27	20.89	21.51	22.17
19	\$2,633	\$2,714	\$2,796	\$2,880	\$2,968	\$3,057	\$3,151	\$3,245	\$3,278	\$3,311	\$3,343	\$3,377	\$3,445	\$3,445	\$3,445	\$3,548	\$3,658	\$3,766	\$3,882
\$/yr	31,596	32,568	33,552	34,560	35,616	36,684	37,812	38,940	39,336	39,732	40,116	40,524	41,340	41,340	41,340	42,576	43,896	45,192	46,584
\$/hr	15.19	15.66	16.13	16.62	17.12	17.64	18.18	18.72	18.91	19.10	19.29	19.48	19.88	19.88	19.88	20.47	21.10	21.73	22.40
20	\$2,658	\$2,741	\$2,823	\$2,909	\$2,998	\$3,088	\$3,182	\$3,278	\$3,311	\$3,343	\$3,377	\$3,412	\$3,481	\$3,481	\$3,481	\$3,585	\$3,692	\$3,804	\$3,921
\$/yr	31,896	32,892	33,876	34,908	35,976	37,056	38,184	39,336	39,732	40,116	40,524	40,944	41,772	41,772	41,772	43,020	44,304	45,648	47,052
\$/hr	15.33	15.81	16.29	16.78	17.30	17.82	18.36	18.91	19.10	19.29	19.48	19.68	20.08	20.08	20.08	20.68	21.30	21.95	22.62
21	\$2,686	\$2,766	\$2,853	\$2,938	\$3,025	\$3,118	\$3,212	\$3,311	\$3,343	\$3,377	\$3,412	\$3,445	\$3,514	\$3,514	\$3,514	\$3,621	\$3,729	\$3,843	\$3,960
\$/yr	32,232	33,192	34,236	35,256	36,300	37,416	38,544	39,732	40,116	40,524	40,944	41,340	42,168	42,168	42,168	43,452	44,748	46,116	47,520
\$/hr	15.50	15.96	16.46	16.95	17.45	17.99	18.53	19.10	19.29	19.48	19.68	19.88	20.27	20.27	20.27	20.89	21.51	22.17	22.85
22	\$2,714	\$2,796	\$2,880	\$2,968	\$3,057	\$3,151	\$3,245	\$3,343	\$3,377	\$3,412	\$3,445	\$3,481	\$3,548	\$3,548	\$3,548	\$3,658	\$3,766	\$3,882	\$3,998
\$/yr	32,568	33,552	34,560	35,616	36,684	37,812	38,940	40,116	40,524	40,944	41,340	41,772	42,576	42,576	42,576	43,896	45,192	46,584	47,976
\$/hr	15.66	16.13	16.62	17.12	17.64	18.18	18.72	19.29	19.48	19.68	19.88	20.08	20.47	20.47	20.47	21.10	21.73	22.40	23.07
23	\$2,741	\$2,823	\$2,909	\$2,998	\$3,088	\$3,182	\$3,278	\$3,377	\$3,412	\$3,445	\$3,481	\$3,514	\$3,585	\$3,585	\$3,585	\$3,692	\$3,804	\$3,921	\$4,039
\$/yr	32,892	33,876	34,908	35,976	37,056	38,184	39,336	40,524	40,944	41,340	41,772	42,168	43,020	43,020	43,020	44,304	45,648	47,052	48,468
\$/hr	15.81	16.29	16.78	17.30	17.82	18.36	18.91	19.48	19.68	19.88	20.08	20.27	20.68	20.68	20.68	21.30	21.95	22.62	23.30
24	\$2,766	\$2,853	\$2,938	\$3,025	\$3,118	\$3,212	\$3,311	\$3,412	\$3,445	\$3,481	\$3,514	\$3,548	\$3,621	\$3,621	\$3,621	\$3,729	\$3,843	\$3,960	\$4,079
\$/yr	33,192	34,236	35,256	36,300	37,416	38,544	39,732	40,944	41,340	41,772	42,168	42,576	43,452	43,452	43,452	44,748	46,116	47,520	48,948
\$/hr	15.96	16.46	16.95	17.45	17.99	18.53	19.10	19.68	19.88	20.08	20.27	20.47	20.89	20.89	20.89	21.51	22.17	22.85	23.53
25	\$2,796	\$2,880	\$2,968	\$3,057	\$3,151	\$3,245	\$3,343	\$3,445	\$3,481	\$3,514	\$3,548	\$3,585	\$3,658	\$3,658	\$3,658	\$3,766	\$3,882	\$3,998	\$4,120
\$/yr	33,552	34,560	35,616	36,684	37,812	38,940	40,116	41,340	41,772	42,168	42,576	43,020	43,896	43,896	43,896	45,192	46,584	47,976	49,440
\$/hr	16.13	16.62	17.12	17.64	18.18	18.72	19.29	19.88	20.08	20.27	20.47	20.68	21.10	21.10	21.10	21.73	22.40	23.07	23.77
26	\$2,823	\$2,909	\$2,998	\$3,088	\$3,182	\$3,278	\$3,377	\$3,481	\$3,514	\$3,548	\$3,585	\$3,621	\$3,692	\$3,692	\$3,692	\$3,804	\$3,921	\$4,039	\$4,163
\$/yr	33,876	34,908	35,976	37,056	38,184	39,336	40,524	41,772	42,168	42,576	43,020	43,452	44,304	44,304	44,304	45,648	47,052	48,468	49,956
\$/hr	16.29	16.78	17.30	17.82	18.36	18.91	19.48	20.08	20.27	20.47	20.68	20.89	21.30	21.30	21.30	21.95	22.62	23.30	24.02
27	\$2,853	\$2,938	\$3,025	\$3,118	\$3,212	\$3,311	\$3,412	\$3,514	\$3,548	\$3,585	\$3,621	\$3,658	\$3,729	\$3,729	\$3,729	\$3,843	\$3,960	\$4,079	\$4,204
\$/yr	34,236	35,256	36,300	37,416	38,544	39,732	40,944	42,168	42,576	43,020	43,452	43,896	44,748	44,748	44,748	46,116	47,520	48,948	50,448
\$/hr	16.46	16.95	17.45	17.99	18.53	19.10	19.68	20.27	20.47	20.68	20.89	21.10	21.51	21.51	21.51	22.17	22.85	23.53	24.25

Appendix VII  
**University of Washington - Contract Classified**  
**1199NW & SEIU Like Titles**  
**Payscale Table BE - Effective July 1, 2013**

Range	<---- Step ---->																		
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S
28	\$2,880	\$2,968	\$3,057	\$3,151	\$3,245	\$3,343	\$3,445	\$3,548	\$3,585	\$3,621	\$3,658	\$3,692	\$3,766	\$3,766	\$3,766	\$3,882	\$3,998	\$4,120	\$4,246
\$/yr	34,560	35,616	36,684	37,812	38,940	40,116	41,340	42,576	43,020	43,452	43,896	44,304	45,192	45,192	45,192	46,584	47,976	49,440	50,952
\$/hr	16.62	17.12	17.64	18.18	18.72	19.29	19.88	20.47	20.68	20.89	21.10	21.30	21.73	21.73	21.73	22.40	23.07	23.77	24.50
29	\$2,909	\$2,998	\$3,088	\$3,182	\$3,278	\$3,377	\$3,481	\$3,585	\$3,621	\$3,658	\$3,692	\$3,729	\$3,804	\$3,804	\$3,804	\$3,921	\$4,039	\$4,163	\$4,289
\$/yr	34,908	35,976	37,056	38,184	39,336	40,524	41,772	43,020	43,452	43,896	44,304	44,748	45,648	45,648	45,648	47,052	48,468	49,956	51,468
\$/hr	16.78	17.30	17.82	18.36	18.91	19.48	20.08	20.68	20.89	21.10	21.30	21.51	21.95	21.95	21.95	22.62	23.30	24.02	24.74
30	\$2,938	\$3,025	\$3,118	\$3,212	\$3,311	\$3,412	\$3,514	\$3,621	\$3,658	\$3,692	\$3,729	\$3,766	\$3,843	\$3,843	\$3,843	\$3,960	\$4,079	\$4,204	\$4,331
\$/yr	35,256	36,300	37,416	38,544	39,732	40,944	42,168	43,452	43,896	44,304	44,748	45,192	46,116	46,116	46,116	47,520	48,948	50,448	51,972
\$/hr	16.95	17.45	17.99	18.53	19.10	19.68	20.27	20.89	21.10	21.30	21.51	21.73	22.17	22.17	22.17	22.85	23.53	24.25	24.99
31	\$2,968	\$3,057	\$3,151	\$3,245	\$3,343	\$3,445	\$3,548	\$3,658	\$3,692	\$3,729	\$3,766	\$3,804	\$3,882	\$3,882	\$3,882	\$3,998	\$4,120	\$4,246	\$4,376
\$/yr	35,616	36,684	37,812	38,940	40,116	41,340	42,576	43,896	44,304	44,748	45,192	45,648	46,584	46,584	46,584	47,976	49,440	50,952	52,512
\$/hr	17.12	17.64	18.18	18.72	19.29	19.88	20.47	21.10	21.30	21.51	21.73	21.95	22.40	22.40	22.40	23.07	23.77	24.50	25.25
32	\$2,998	\$3,088	\$3,182	\$3,278	\$3,377	\$3,481	\$3,585	\$3,692	\$3,729	\$3,766	\$3,804	\$3,843	\$3,921	\$3,921	\$3,921	\$4,039	\$4,163	\$4,289	\$4,419
\$/yr	35,976	37,056	38,184	39,336	40,524	41,772	43,020	44,304	44,748	45,192	45,648	46,116	47,052	47,052	47,052	48,468	49,956	51,468	53,028
\$/hr	17.30	17.82	18.36	18.91	19.48	20.08	20.68	21.30	21.51	21.73	21.95	22.17	22.62	22.62	22.62	23.30	24.02	24.74	25.49
33	\$3,025	\$3,118	\$3,212	\$3,311	\$3,412	\$3,514	\$3,621	\$3,729	\$3,766	\$3,804	\$3,843	\$3,882	\$3,960	\$3,960	\$3,960	\$4,079	\$4,204	\$4,331	\$4,464
\$/yr	36,300	37,416	38,544	39,732	40,944	42,168	43,452	44,748	45,192	45,648	46,116	46,584	47,520	47,520	47,520	48,948	50,448	51,972	53,568
\$/hr	17.45	17.99	18.53	19.10	19.68	20.27	20.89	21.51	21.73	21.95	22.17	22.40	22.85	22.85	22.85	23.53	24.25	24.99	25.75
34	\$3,057	\$3,151	\$3,245	\$3,343	\$3,445	\$3,548	\$3,658	\$3,766	\$3,804	\$3,843	\$3,882	\$3,921	\$3,998	\$3,998	\$3,998	\$4,120	\$4,246	\$4,376	\$4,507
\$/yr	36,684	37,812	38,940	40,116	41,340	42,576	43,896	45,192	45,648	46,116	46,584	47,052	47,976	47,976	47,976	49,440	50,952	52,512	54,084
\$/hr	17.64	18.18	18.72	19.29	19.88	20.47	21.10	21.73	21.95	22.17	22.40	22.62	23.07	23.07	23.07	23.77	24.50	25.25	26.00
35	\$3,088	\$3,182	\$3,278	\$3,377	\$3,481	\$3,585	\$3,692	\$3,804	\$3,843	\$3,882	\$3,921	\$3,960	\$4,039	\$4,039	\$4,039	\$4,163	\$4,289	\$4,419	\$4,553
\$/yr	37,056	38,184	39,336	40,524	41,772	43,020	44,304	45,648	46,116	46,584	47,052	47,520	48,468	48,468	48,468	49,956	51,468	53,028	54,636
\$/hr	17.82	18.36	18.91	19.48	20.08	20.68	21.30	21.95	22.17	22.40	22.62	22.85	23.30	23.30	23.30	24.02	24.74	25.49	26.27
36	\$3,118	\$3,212	\$3,311	\$3,412	\$3,514	\$3,621	\$3,729	\$3,843	\$3,882	\$3,921	\$3,960	\$3,998	\$4,079	\$4,079	\$4,079	\$4,204	\$4,331	\$4,464	\$4,599
\$/yr	37,416	38,544	39,732	40,944	42,168	43,452	44,748	46,116	46,584	47,052	47,520	47,976	48,948	48,948	48,948	50,448	51,972	53,568	55,188
\$/hr	17.99	18.53	19.10	19.68	20.27	20.89	21.51	22.17	22.40	22.62	22.85	23.07	23.53	23.53	23.53	24.25	24.99	25.75	26.53
37	\$3,151	\$3,245	\$3,343	\$3,445	\$3,548	\$3,658	\$3,766	\$3,882	\$3,921	\$3,960	\$3,998	\$4,039	\$4,120	\$4,120	\$4,120	\$4,246	\$4,376	\$4,507	\$4,643
\$/yr	37,812	38,940	40,116	41,340	42,576	43,896	45,192	46,584	47,052	47,520	47,976	48,468	49,440	49,440	49,440	50,952	52,512	54,084	55,716
\$/hr	18.18	18.72	19.29	19.88	20.47	21.10	21.73	22.40	22.62	22.85	23.07	23.30	23.77	23.77	23.77	24.50	25.25	26.00	26.79

Appendix VII  
**University of Washington - Contract Classified**  
**1199NW & SEIU Like Titles**  
**Payscale Table BE - Effective July 1, 2013**

Range	<---- Step ---->																		
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S
38	\$3,182	\$3,278	\$3,377	\$3,481	\$3,585	\$3,692	\$3,804	\$3,921	\$3,960	\$3,998	\$4,039	\$4,079	\$4,163	\$4,163	\$4,163	\$4,289	\$4,419	\$4,553	\$4,690
\$/yr	38,184	39,336	40,524	41,772	43,020	44,304	45,648	47,052	47,520	47,976	48,468	48,948	49,956	49,956	49,956	51,468	53,028	54,636	56,280
39	\$3,212	\$3,311	\$3,412	\$3,514	\$3,621	\$3,729	\$3,843	\$3,960	\$3,998	\$4,039	\$4,079	\$4,120	\$4,204	\$4,204	\$4,204	\$4,331	\$4,464	\$4,599	\$4,736
\$/yr	38,544	39,732	40,944	42,168	43,452	44,748	46,116	47,520	47,976	48,468	48,948	49,440	50,448	50,448	50,448	51,972	53,568	55,188	56,832
40	\$3,245	\$3,343	\$3,445	\$3,548	\$3,658	\$3,766	\$3,882	\$3,998	\$4,039	\$4,079	\$4,120	\$4,163	\$4,246	\$4,246	\$4,246	\$4,376	\$4,507	\$4,643	\$4,785
\$/yr	38,940	40,116	41,340	42,576	43,896	45,192	46,584	47,976	48,468	48,948	49,440	49,956	50,952	50,952	50,952	52,512	54,084	55,716	57,420
41	\$3,278	\$3,377	\$3,481	\$3,585	\$3,692	\$3,804	\$3,921	\$4,039	\$4,079	\$4,120	\$4,163	\$4,204	\$4,289	\$4,289	\$4,289	\$4,419	\$4,553	\$4,690	\$4,834
\$/yr	39,336	40,524	41,772	43,020	44,304	45,648	47,052	48,468	48,948	49,440	49,956	50,448	51,468	51,468	51,468	53,028	54,636	56,280	58,008
42	\$3,311	\$3,412	\$3,514	\$3,621	\$3,729	\$3,843	\$3,960	\$4,079	\$4,120	\$4,163	\$4,204	\$4,246	\$4,331	\$4,331	\$4,331	\$4,464	\$4,599	\$4,736	\$4,881
\$/yr	39,732	40,944	42,168	43,452	44,748	46,116	47,520	48,948	49,440	49,956	50,448	50,952	51,972	51,972	51,972	53,568	55,188	56,832	58,572
43	\$3,343	\$3,445	\$3,548	\$3,658	\$3,766	\$3,882	\$3,998	\$4,120	\$4,163	\$4,204	\$4,246	\$4,289	\$4,376	\$4,376	\$4,376	\$4,507	\$4,643	\$4,785	\$4,933
\$/yr	40,116	41,340	42,576	43,896	45,192	46,584	47,976	49,440	49,956	50,448	50,952	51,468	52,512	52,512	52,512	54,084	55,716	57,420	59,196
44	\$3,377	\$3,481	\$3,585	\$3,692	\$3,804	\$3,921	\$4,039	\$4,163	\$4,204	\$4,246	\$4,289	\$4,331	\$4,419	\$4,419	\$4,419	\$4,553	\$4,690	\$4,834	\$4,979
\$/yr	40,524	41,772	43,020	44,304	45,648	47,052	48,468	49,956	50,448	50,952	51,468	51,972	53,028	53,028	53,028	54,636	56,280	58,008	59,748
45	\$3,412	\$3,514	\$3,621	\$3,729	\$3,843	\$3,960	\$4,079	\$4,204	\$4,246	\$4,289	\$4,331	\$4,376	\$4,464	\$4,464	\$4,464	\$4,599	\$4,736	\$4,881	\$5,030
\$/yr	40,944	42,168	43,452	44,748	46,116	47,520	48,948	50,448	50,952	51,468	51,972	52,512	53,568	53,568	53,568	55,188	56,832	58,572	60,360
46	\$3,445	\$3,548	\$3,658	\$3,766	\$3,882	\$3,998	\$4,120	\$4,246	\$4,289	\$4,331	\$4,376	\$4,419	\$4,507	\$4,507	\$4,507	\$4,643	\$4,785	\$4,933	\$5,081
\$/yr	41,340	42,576	43,896	45,192	46,584	47,976	49,440	50,952	51,468	51,972	52,512	53,028	54,084	54,084	54,084	55,716	57,420	59,196	60,972
47	\$3,481	\$3,585	\$3,692	\$3,804	\$3,921	\$4,039	\$4,163	\$4,289	\$4,331	\$4,376	\$4,419	\$4,464	\$4,553	\$4,553	\$4,553	\$4,690	\$4,834	\$4,979	\$5,130
\$/yr	41,772	43,020	44,304	45,648	47,052	48,468	49,956	51,468	51,972	52,512	53,028	53,568	54,636	54,636	54,636	56,280	58,008	59,748	61,560

Appendix VII  
**University of Washington - Contract Classified**  
**1199NW & SEIU Like Titles**  
**Payscale Table BE - Effective July 1, 2013**

Range	<---- Step ---->																		
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S
48	\$3,514	\$3,621	\$3,729	\$3,843	\$3,960	\$4,079	\$4,204	\$4,331	\$4,376	\$4,419	\$4,464	\$4,507	\$4,599	\$4,599	\$4,599	\$4,736	\$4,881	\$5,030	\$5,184
\$/yr	42,168	43,452	44,748	46,116	47,520	48,948	50,448	51,972	52,512	53,028	53,568	54,084	55,188	55,188	55,188	56,832	58,572	60,360	62,208
\$/hr	20.27	20.89	21.51	22.17	22.85	23.53	24.25	24.99	25.25	25.49	25.75	26.00	26.53	26.53	26.53	27.32	28.16	29.02	29.91
49	\$3,548	\$3,658	\$3,766	\$3,882	\$3,998	\$4,120	\$4,246	\$4,376	\$4,419	\$4,464	\$4,507	\$4,553	\$4,643	\$4,643	\$4,643	\$4,785	\$4,933	\$5,081	\$5,236
\$/yr	42,576	43,896	45,192	46,584	47,976	49,440	50,952	52,512	53,028	53,568	54,084	54,636	55,716	55,716	55,716	57,420	59,196	60,972	62,832
\$/hr	20.47	21.10	21.73	22.40	23.07	23.77	24.50	25.25	25.49	25.75	26.00	26.27	26.79	26.79	26.79	27.61	28.46	29.31	30.21
50	\$3,585	\$3,692	\$3,804	\$3,921	\$4,039	\$4,163	\$4,289	\$4,419	\$4,464	\$4,507	\$4,553	\$4,599	\$4,690	\$4,690	\$4,690	\$4,834	\$4,979	\$5,130	\$5,288
\$/yr	43,020	44,304	45,648	47,052	48,468	49,956	51,468	53,028	53,568	54,084	54,636	55,188	56,280	56,280	56,280	58,008	59,748	61,560	63,456
\$/hr	20.68	21.30	21.95	22.62	23.30	24.02	24.74	25.49	25.75	26.00	26.27	26.53	27.06	27.06	27.06	27.89	28.73	29.60	30.51
51	\$3,621	\$3,729	\$3,843	\$3,960	\$4,079	\$4,204	\$4,331	\$4,464	\$4,507	\$4,553	\$4,599	\$4,643	\$4,736	\$4,736	\$4,736	\$4,881	\$5,030	\$5,184	\$5,340
\$/yr	43,452	44,748	46,116	47,520	48,948	50,448	51,972	53,568	54,084	54,636	55,188	55,716	56,832	56,832	56,832	58,572	60,360	62,208	64,080
\$/hr	20.89	21.51	22.17	22.85	23.53	24.25	24.99	25.75	26.00	26.27	26.53	26.79	27.32	27.32	27.32	28.16	29.02	29.91	30.81
52	\$3,658	\$3,766	\$3,882	\$3,998	\$4,120	\$4,246	\$4,376	\$4,507	\$4,553	\$4,599	\$4,643	\$4,690	\$4,785	\$4,785	\$4,785	\$4,933	\$5,081	\$5,236	\$5,395
\$/yr	43,896	45,192	46,584	47,976	49,440	50,952	52,512	54,084	54,636	55,188	55,716	56,280	57,420	57,420	57,420	59,196	60,972	62,832	64,740
\$/hr	21.10	21.73	22.40	23.07	23.77	24.50	25.25	26.00	26.27	26.53	26.79	27.06	27.61	27.61	27.61	28.46	29.31	30.21	31.13
53	\$3,692	\$3,804	\$3,921	\$4,039	\$4,163	\$4,289	\$4,419	\$4,553	\$4,599	\$4,643	\$4,690	\$4,736	\$4,834	\$4,834	\$4,834	\$4,979	\$5,130	\$5,288	\$5,447
\$/yr	44,304	45,648	47,052	48,468	49,956	51,468	53,028	54,636	55,188	55,716	56,280	56,832	58,008	58,008	58,008	59,748	61,560	63,456	65,364
\$/hr	21.30	21.95	22.62	23.30	24.02	24.74	25.49	26.27	26.53	26.79	27.06	27.32	27.89	27.89	27.89	28.73	29.60	30.51	31.43
54	\$3,729	\$3,843	\$3,960	\$4,079	\$4,204	\$4,331	\$4,464	\$4,599	\$4,643	\$4,690	\$4,736	\$4,785	\$4,881	\$4,881	\$4,881	\$5,030	\$5,184	\$5,340	\$5,502
\$/yr	44,748	46,116	47,520	48,948	50,448	51,972	53,568	55,188	55,716	56,280	56,832	57,420	58,572	58,572	58,572	60,360	62,208	64,080	66,024
\$/hr	21.51	22.17	22.85	23.53	24.25	24.99	25.75	26.53	26.79	27.06	27.32	27.61	28.16	28.16	28.16	29.02	29.91	30.81	31.74
55	\$3,766	\$3,882	\$3,998	\$4,120	\$4,246	\$4,376	\$4,507	\$4,643	\$4,690	\$4,736	\$4,785	\$4,834	\$4,933	\$4,933	\$4,933	\$5,081	\$5,236	\$5,395	\$5,557
\$/yr	45,192	46,584	47,976	49,440	50,952	52,512	54,084	55,716	56,280	56,832	57,420	58,008	59,196	59,196	59,196	60,972	62,832	64,740	66,684
\$/hr	21.73	22.40	23.07	23.77	24.50	25.25	26.00	26.79	27.06	27.32	27.61	27.89	28.46	28.46	28.46	29.31	30.21	31.13	32.06
56	\$3,804	\$3,921	\$4,039	\$4,163	\$4,289	\$4,419	\$4,553	\$4,690	\$4,736	\$4,785	\$4,834	\$4,881	\$4,979	\$4,979	\$4,979	\$5,130	\$5,288	\$5,447	\$5,611
\$/yr	45,648	47,052	48,468	49,956	51,468	53,028	54,636	56,280	56,832	57,420	58,008	58,572	59,748	59,748	59,748	61,560	63,456	65,364	67,332
\$/hr	21.95	22.62	23.30	24.02	24.74	25.49	26.27	27.06	27.32	27.61	27.89	28.16	28.73	28.73	28.73	29.60	30.51	31.43	32.37
57	\$3,843	\$3,960	\$4,079	\$4,204	\$4,331	\$4,464	\$4,599	\$4,736	\$4,785	\$4,834	\$4,881	\$4,933	\$5,030	\$5,030	\$5,030	\$5,184	\$5,340	\$5,502	\$5,668
\$/yr	46,116	47,520	48,948	50,448	51,972	53,568	55,188	56,832	57,420	58,008	58,572	59,196	60,360	60,360	60,360	62,208	64,080	66,024	68,016
\$/hr	22.17	22.85	23.53	24.25	24.99	25.75	26.53	27.32	27.61	27.89	28.16	28.46	29.02	29.02	29.02	29.91	30.81	31.74	32.70

Appendix VII  
**University of Washington - Contract Classified**  
**1199NW & SEIU Like Titles**  
**Payscale Table BE - Effective July 1, 2013**

Range	<---- Step ---->																		
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S
58	\$3,882	\$3,998	\$4,120	\$4,246	\$4,376	\$4,507	\$4,643	\$4,785	\$4,834	\$4,881	\$4,933	\$4,979	\$5,081	\$5,081	\$5,081	\$5,236	\$5,395	\$5,557	\$5,726
\$/yr	46,584	47,976	49,440	50,952	52,512	54,084	55,716	57,420	58,008	58,572	59,196	59,748	60,972	60,972	60,972	62,832	64,740	66,684	68,712
\$/hr	22.40	23.07	23.77	24.50	25.25	26.00	26.79	27.61	27.89	28.16	28.46	28.73	29.31	29.31	29.31	30.21	31.13	32.06	33.03
59	\$3,921	\$4,039	\$4,163	\$4,289	\$4,419	\$4,553	\$4,690	\$4,834	\$4,881	\$4,933	\$4,979	\$5,030	\$5,130	\$5,130	\$5,130	\$5,288	\$5,447	\$5,611	\$5,781
\$/yr	47,052	48,468	49,956	51,468	53,028	54,636	56,280	58,008	58,572	59,196	59,748	60,360	61,560	61,560	61,560	63,456	65,364	67,332	69,372
\$/hr	22.62	23.30	24.02	24.74	25.49	26.27	27.06	27.89	28.16	28.46	28.73	29.02	29.60	29.60	29.60	30.51	31.43	32.37	33.35
60	\$3,960	\$4,079	\$4,204	\$4,331	\$4,464	\$4,599	\$4,736	\$4,881	\$4,933	\$4,979	\$5,030	\$5,081	\$5,184	\$5,184	\$5,184	\$5,340	\$5,502	\$5,668	\$5,841
\$/yr	47,520	48,948	50,448	51,972	53,568	55,188	56,832	58,572	59,196	59,748	60,360	60,972	62,208	62,208	62,208	64,080	66,024	68,016	70,092
\$/hr	22.85	23.53	24.25	24.99	25.75	26.53	27.32	28.16	28.46	28.73	29.02	29.31	29.91	29.91	29.91	30.81	31.74	32.70	33.70
61	\$3,998	\$4,120	\$4,246	\$4,376	\$4,507	\$4,643	\$4,785	\$4,933	\$4,979	\$5,030	\$5,081	\$5,130	\$5,236	\$5,236	\$5,236	\$5,395	\$5,557	\$5,726	\$5,898
\$/yr	47,976	49,440	50,952	52,512	54,084	55,716	57,420	59,196	59,748	60,360	60,972	61,560	62,832	62,832	62,832	64,740	66,684	68,712	70,776
\$/hr	23.07	23.77	24.50	25.25	26.00	26.79	27.61	28.46	28.73	29.02	29.31	29.60	30.21	30.21	30.21	31.13	32.06	33.03	34.03
62	\$4,039	\$4,163	\$4,289	\$4,419	\$4,553	\$4,690	\$4,834	\$4,979	\$5,030	\$5,081	\$5,130	\$5,184	\$5,288	\$5,288	\$5,288	\$5,447	\$5,611	\$5,781	\$5,960
\$/yr	48,468	49,956	51,468	53,028	54,636	56,280	58,008	59,748	60,360	60,972	61,560	62,208	63,456	63,456	63,456	65,364	67,332	69,372	71,520
\$/hr	23.30	24.02	24.74	25.49	26.27	27.06	27.89	28.73	29.02	29.31	29.60	29.91	30.51	30.51	30.51	31.43	32.37	33.35	34.38
63	\$4,079	\$4,204	\$4,331	\$4,464	\$4,599	\$4,736	\$4,881	\$5,030	\$5,081	\$5,130	\$5,184	\$5,236	\$5,340	\$5,340	\$5,340	\$5,502	\$5,668	\$5,841	\$6,019
\$/yr	48,948	50,448	51,972	53,568	55,188	56,832	58,572	60,360	60,972	61,560	62,208	62,832	64,080	64,080	64,080	66,024	68,016	70,092	72,228
\$/hr	23.53	24.25	24.99	25.75	26.53	27.32	28.16	29.02	29.31	29.60	29.91	30.21	30.81	30.81	30.81	31.74	32.70	33.70	34.73
64	\$4,120	\$4,246	\$4,376	\$4,507	\$4,643	\$4,785	\$4,933	\$5,081	\$5,130	\$5,184	\$5,236	\$5,288	\$5,395	\$5,395	\$5,395	\$5,557	\$5,726	\$5,898	\$6,076
\$/yr	49,440	50,952	52,512	54,084	55,716	57,420	59,196	60,972	61,560	62,208	62,832	63,456	64,740	64,740	64,740	66,684	68,712	70,776	72,912
\$/hr	23.77	24.50	25.25	26.00	26.79	27.61	28.46	29.31	29.60	29.91	30.21	30.51	31.13	31.13	31.13	32.06	33.03	34.03	35.05
65	\$4,163	\$4,289	\$4,419	\$4,553	\$4,690	\$4,834	\$4,979	\$5,130	\$5,184	\$5,236	\$5,288	\$5,340	\$5,447	\$5,447	\$5,447	\$5,611	\$5,781	\$5,960	\$6,138
\$/yr	49,956	51,468	53,028	54,636	56,280	58,008	59,748	61,560	62,208	62,832	63,456	64,080	65,364	65,364	65,364	67,332	69,372	71,520	73,656
\$/hr	24.02	24.74	25.49	26.27	27.06	27.89	28.73	29.60	29.91	30.21	30.51	30.81	31.43	31.43	31.43	32.37	33.35	34.38	35.41
66	\$4,204	\$4,331	\$4,464	\$4,599	\$4,736	\$4,881	\$5,030	\$5,184	\$5,236	\$5,288	\$5,340	\$5,395	\$5,502	\$5,502	\$5,502	\$5,668	\$5,841	\$6,019	\$6,200
\$/yr	50,448	51,972	53,568	55,188	56,832	58,572	60,360	62,208	62,832	63,456	64,080	64,740	66,024	66,024	66,024	68,016	70,092	72,228	74,400
\$/hr	24.25	24.99	25.75	26.53	27.32	28.16	29.02	29.91	30.21	30.51	30.81	31.13	31.74	31.74	31.74	32.70	33.70	34.73	35.77
67	\$4,246	\$4,376	\$4,507	\$4,643	\$4,785	\$4,933	\$5,081	\$5,236	\$5,288	\$5,340	\$5,395	\$5,447	\$5,557	\$5,557	\$5,557	\$5,726	\$5,898	\$6,076	\$6,261
\$/yr	50,952	52,512	54,084	55,716	57,420	59,196	60,972	62,832	63,456	64,080	64,740	65,364	66,684	66,684	66,684	68,712	70,776	72,912	75,132
\$/hr	24.50	25.25	26.00	26.79	27.61	28.46	29.31	30.21	30.51	30.81	31.13	31.43	32.06	32.06	32.06	33.03	34.03	35.05	36.12



Appendix VII  
**University of Washington - Contract Classified**  
**1199NW & SEIU Like Titles**  
**Payscale Table BE - Effective July 1, 2013**

Range	<---- Step ---->																		
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S
68	\$4,289	\$4,419	\$4,553	\$4,690	\$4,834	\$4,979	\$5,130	\$5,288	\$5,340	\$5,395	\$5,447	\$5,502	\$5,611	\$5,611	\$5,611	\$5,781	\$5,960	\$6,138	\$6,322
\$/yr	51,468	53,028	54,636	56,280	58,008	59,748	61,560	63,456	64,080	64,740	65,364	66,024	67,332	67,332	67,332	69,372	71,520	73,656	75,864
\$/hr	24.74	25.49	26.27	27.06	27.89	28.73	29.60	30.51	30.81	31.13	31.43	31.74	32.37	32.37	32.37	33.35	34.38	35.41	36.47
69	\$4,331	\$4,464	\$4,599	\$4,736	\$4,881	\$5,030	\$5,184	\$5,340	\$5,395	\$5,447	\$5,502	\$5,557	\$5,668	\$5,668	\$5,668	\$5,841	\$6,019	\$6,200	\$6,386
\$/yr	51,972	53,568	55,188	56,832	58,572	60,360	62,208	64,080	64,740	65,364	66,024	66,684	68,016	68,016	68,016	70,092	72,228	74,400	76,632
\$/hr	24.99	25.75	26.53	27.32	28.16	29.02	29.91	30.81	31.13	31.43	31.74	32.06	32.70	32.70	32.70	33.70	34.73	35.77	36.84
70	\$4,376	\$4,507	\$4,643	\$4,785	\$4,933	\$5,081	\$5,236	\$5,395	\$5,447	\$5,502	\$5,557	\$5,611	\$5,726	\$5,726	\$5,726	\$5,898	\$6,076	\$6,261	\$6,450
\$/yr	52,512	54,084	55,716	57,420	59,196	60,972	62,832	64,740	65,364	66,024	66,684	67,332	68,712	68,712	68,712	70,776	72,912	75,132	77,400
\$/hr	25.25	26.00	26.79	27.61	28.46	29.31	30.21	31.13	31.43	31.74	32.06	32.37	33.03	33.03	33.03	34.03	35.05	36.12	37.21
71	\$4,419	\$4,553	\$4,690	\$4,834	\$4,979	\$5,130	\$5,288	\$5,447	\$5,502	\$5,557	\$5,611	\$5,668	\$5,781	\$5,781	\$5,781	\$5,960	\$6,138	\$6,322	\$6,515
\$/yr	53,028	54,636	56,280	58,008	59,748	61,560	63,456	65,364	66,024	66,684	67,332	68,016	69,372	69,372	69,372	71,520	73,656	75,864	78,180
\$/hr	25.49	26.27	27.06	27.89	28.73	29.60	30.51	31.43	31.74	32.06	32.37	32.70	33.35	33.35	33.35	34.38	35.41	36.47	37.59
72	\$4,464	\$4,599	\$4,736	\$4,881	\$5,030	\$5,184	\$5,340	\$5,502	\$5,557	\$5,611	\$5,668	\$5,726	\$5,841	\$5,841	\$5,841	\$6,019	\$6,200	\$6,386	\$6,578
\$/yr	53,568	55,188	56,832	58,572	60,360	62,208	64,080	66,024	66,684	67,332	68,016	68,712	70,092	70,092	70,092	72,228	74,400	76,632	78,936
\$/hr	25.75	26.53	27.32	28.16	29.02	29.91	30.81	31.74	32.06	32.37	32.70	33.03	33.70	33.70	33.70	34.73	35.77	36.84	37.95
73	\$4,507	\$4,643	\$4,785	\$4,933	\$5,081	\$5,236	\$5,395	\$5,557	\$5,611	\$5,668	\$5,726	\$5,781	\$5,898	\$5,898	\$5,898	\$6,076	\$6,261	\$6,450	\$6,644
\$/yr	54,084	55,716	57,420	59,196	60,972	62,832	64,740	66,684	67,332	68,016	68,712	69,372	70,776	70,776	70,776	72,912	75,132	77,400	79,728
\$/hr	26.00	26.79	27.61	28.46	29.31	30.21	31.13	32.06	32.37	32.70	33.03	33.35	34.03	34.03	34.03	35.05	36.12	37.21	38.33
74	\$4,553	\$4,690	\$4,834	\$4,979	\$5,130	\$5,288	\$5,447	\$5,611	\$5,668	\$5,726	\$5,781	\$5,841	\$5,960	\$5,960	\$5,960	\$6,138	\$6,322	\$6,515	\$6,712
\$/yr	54,636	56,280	58,008	59,748	61,560	63,456	65,364	67,332	68,016	68,712	69,372	70,092	71,520	71,520	71,520	73,656	75,864	78,180	80,544
\$/hr	26.27	27.06	27.89	28.73	29.60	30.51	31.43	32.37	32.70	33.03	33.35	33.70	34.38	34.38	34.38	35.41	36.47	37.59	38.72
75	\$4,599	\$4,736	\$4,881	\$5,030	\$5,184	\$5,340	\$5,502	\$5,668	\$5,726	\$5,781	\$5,841	\$5,898	\$6,019	\$6,019	\$6,019	\$6,200	\$6,386	\$6,578	\$6,778
\$/yr	55,188	56,832	58,572	60,360	62,208	64,080	66,024	68,016	68,712	69,372	70,092	70,776	72,228	72,228	72,228	74,400	76,632	78,936	81,336
\$/hr	26.53	27.32	28.16	29.02	29.91	30.81	31.74	32.70	33.03	33.35	33.70	34.03	34.73	34.73	34.73	35.77	36.84	37.95	39.10
76	\$4,643	\$4,785	\$4,933	\$5,081	\$5,236	\$5,395	\$5,557	\$5,726	\$5,781	\$5,841	\$5,898	\$5,960	\$6,076	\$6,076	\$6,076	\$6,261	\$6,450	\$6,644	\$6,849
\$/yr	55,716	57,420	59,196	60,972	62,832	64,740	66,684	68,712	69,372	70,092	70,776	71,520	72,912	72,912	72,912	75,132	77,400	79,728	82,188
\$/hr	26.79	27.61	28.46	29.31	30.21	31.13	32.06	33.03	33.35	33.70	34.03	34.38	35.05	35.05	35.05	36.12	37.21	38.33	39.51
77	\$4,690	\$4,834	\$4,979	\$5,130	\$5,288	\$5,447	\$5,611	\$5,781	\$5,841	\$5,898	\$5,960	\$6,019	\$6,138	\$6,138	\$6,138	\$6,322	\$6,515	\$6,712	\$6,916
\$/yr	56,280	58,008	59,748	61,560	63,456	65,364	67,332	69,372	70,092	70,776	71,520	72,228	73,656	73,656	73,656	75,864	78,180	80,544	82,992
\$/hr	27.06	27.89	28.73	29.60	30.51	31.43	32.37	33.35	33.70	34.03	34.38	34.73	35.41	35.41	35.41	36.47	37.59	38.72	39.90

Appendix VII  
**University of Washington - Contract Classified**  
**1199NW & SEIU Like Titles**  
**Payscale Table BE - Effective July 1, 2013**

Range	<---- Step ---->																		
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S
78	\$4,736	\$4,881	\$5,030	\$5,184	\$5,340	\$5,502	\$5,668	\$5,841	\$5,898	\$5,960	\$6,019	\$6,076	\$6,200	\$6,200	\$6,200	\$6,386	\$6,578	\$6,778	\$6,985
\$/yr	56,832	58,572	60,360	62,208	64,080	66,024	68,016	70,092	70,776	71,520	72,228	72,912	74,400	74,400	74,400	76,632	78,936	81,336	83,820
\$/hr	27.32	28.16	29.02	29.91	30.81	31.74	32.70	33.70	34.03	34.38	34.73	35.05	35.77	35.77	35.77	36.84	37.95	39.10	40.30
79	\$4,785	\$4,933	\$5,081	\$5,236	\$5,395	\$5,557	\$5,726	\$5,898	\$5,960	\$6,019	\$6,076	\$6,138	\$6,261	\$6,261	\$6,261	\$6,450	\$6,644	\$6,849	\$7,053
\$/yr	57,420	59,196	60,972	62,832	64,740	66,684	68,712	70,776	71,520	72,228	72,912	73,656	75,132	75,132	75,132	77,400	79,728	82,188	84,636
\$/hr	27.61	28.46	29.31	30.21	31.13	32.06	33.03	34.03	34.38	34.73	35.05	35.41	36.12	36.12	36.12	37.21	38.33	39.51	40.69
80	\$4,834	\$4,979	\$5,130	\$5,288	\$5,447	\$5,611	\$5,781	\$5,960	\$6,019	\$6,076	\$6,138	\$6,200	\$6,322	\$6,322	\$6,322	\$6,515	\$6,712	\$6,916	\$7,126
\$/yr	58,008	59,748	61,560	63,456	65,364	67,332	69,372	71,520	72,228	72,912	73,656	74,400	75,864	75,864	75,864	78,180	80,544	82,992	85,512
\$/hr	27.89	28.73	29.60	30.51	31.43	32.37	33.35	34.38	34.73	35.05	35.41	35.77	36.47	36.47	36.47	37.59	38.72	39.90	41.11
81	\$4,881	\$5,030	\$5,184	\$5,340	\$5,502	\$5,668	\$5,841	\$6,019	\$6,076	\$6,138	\$6,200	\$6,261	\$6,386	\$6,386	\$6,386	\$6,578	\$6,778	\$6,985	\$7,196
\$/yr	58,572	60,360	62,208	64,080	66,024	68,016	70,092	72,228	72,912	73,656	74,400	75,132	76,632	76,632	76,632	78,936	81,336	83,820	86,352
\$/hr	28.16	29.02	29.91	30.81	31.74	32.70	33.70	34.73	35.05	35.41	35.77	36.12	36.84	36.84	36.84	37.95	39.10	40.30	41.52
82	\$4,933	\$5,081	\$5,236	\$5,395	\$5,557	\$5,726	\$5,898	\$6,076	\$6,138	\$6,200	\$6,261	\$6,322	\$6,450	\$6,450	\$6,450	\$6,644	\$6,849	\$7,053	\$7,268
\$/yr	59,196	60,972	62,832	64,740	66,684	68,712	70,776	72,912	73,656	74,400	75,132	75,864	77,400	77,400	77,400	79,728	82,188	84,636	87,216
\$/hr	28.46	29.31	30.21	31.13	32.06	33.03	34.03	35.05	35.41	35.77	36.12	36.47	37.21	37.21	37.21	38.33	39.51	40.69	41.93
83	\$4,979	\$5,130	\$5,288	\$5,447	\$5,611	\$5,781	\$5,960	\$6,138	\$6,200	\$6,261	\$6,322	\$6,386	\$6,515	\$6,515	\$6,515	\$6,712	\$6,916	\$7,126	\$7,340
\$/yr	59,748	61,560	63,456	65,364	67,332	69,372	71,520	73,656	74,400	75,132	75,864	76,632	78,180	78,180	78,180	80,544	82,992	85,512	88,080
\$/hr	28.73	29.60	30.51	31.43	32.37	33.35	34.38	35.41	35.77	36.12	36.47	36.84	37.59	37.59	37.59	38.72	39.90	41.11	42.35
84	\$5,030	\$5,184	\$5,340	\$5,502	\$5,668	\$5,841	\$6,019	\$6,200	\$6,261	\$6,322	\$6,386	\$6,450	\$6,578	\$6,578	\$6,578	\$6,778	\$6,985	\$7,196	\$7,415
\$/yr	60,360	62,208	64,080	66,024	68,016	70,092	72,228	74,400	75,132	75,864	76,632	77,400	78,936	78,936	78,936	81,336	83,820	86,352	88,980
\$/hr	29.02	29.91	30.81	31.74	32.70	33.70	34.73	35.77	36.12	36.47	36.84	37.21	37.95	37.95	37.95	39.10	40.30	41.52	42.78
85	\$5,081	\$5,236	\$5,395	\$5,557	\$5,726	\$5,898	\$6,076	\$6,261	\$6,322	\$6,386	\$6,450	\$6,515	\$6,644	\$6,644	\$6,644	\$6,849	\$7,053	\$7,268	\$7,489
\$/yr	60,972	62,832	64,740	66,684	68,712	70,776	72,912	75,132	75,864	76,632	77,400	78,180	79,728	79,728	79,728	82,188	84,636	87,216	89,868
\$/hr	29.31	30.21	31.13	32.06	33.03	34.03	35.05	36.12	36.47	36.84	37.21	37.59	38.33	38.33	38.33	39.51	40.69	41.93	43.21
86	\$5,130	\$5,288	\$5,447	\$5,611	\$5,781	\$5,960	\$6,138	\$6,322	\$6,386	\$6,450	\$6,515	\$6,578	\$6,712	\$6,712	\$6,712	\$6,916	\$7,126	\$7,340	\$7,562
\$/yr	61,560	63,456	65,364	67,332	69,372	71,520	73,656	75,864	76,632	77,400	78,180	78,936	80,544	80,544	80,544	82,992	85,512	88,080	90,744
\$/hr	29.60	30.51	31.43	32.37	33.35	34.38	35.41	36.47	36.84	37.21	37.59	37.95	38.72	38.72	38.72	39.90	41.11	42.35	43.63
87	\$5,184	\$5,340	\$5,502	\$5,668	\$5,841	\$6,019	\$6,200	\$6,386	\$6,450	\$6,515	\$6,578	\$6,644	\$6,778	\$6,778	\$6,778	\$6,985	\$7,196	\$7,415	\$7,640
\$/yr	62,208	64,080	66,024	68,016	70,092	72,228	74,400	76,632	77,400	78,180	78,936	79,728	81,336	81,336	81,336	83,820	86,352	88,980	91,680
\$/hr	29.91	30.81	31.74	32.70	33.70	34.73	35.77	36.84	37.21	37.59	37.95	38.33	39.10	39.10	39.10	40.30	41.52	42.78	44.08

Appendix VII  
**University of Washington - Contract Classified**  
**1199NW & SEIU Like Titles**  
**Payscale Table BE - Effective July 1, 2013**

Range	<---- Step ---->																		
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S
88	\$5,236	\$5,395	\$5,557	\$5,726	\$5,898	\$6,076	\$6,261	\$6,450	\$6,515	\$6,578	\$6,644	\$6,712	\$6,849	\$6,849	\$6,849	\$7,053	\$7,268	\$7,489	\$7,715
\$/yr	62,832	64,740	66,684	68,712	70,776	72,912	75,132	77,400	78,180	78,936	79,728	80,544	82,188	82,188	82,188	84,636	87,216	89,868	92,580
\$/hr	30.21	31.13	32.06	33.03	34.03	35.05	36.12	37.21	37.59	37.95	38.33	38.72	39.51	39.51	39.51	40.69	41.93	43.21	44.51
89	\$5,288	\$5,447	\$5,611	\$5,781	\$5,960	\$6,138	\$6,322	\$6,515	\$6,578	\$6,644	\$6,712	\$6,778	\$6,916	\$6,916	\$6,916	\$7,126	\$7,340	\$7,562	\$7,794
\$/yr	63,456	65,364	67,332	69,372	71,520	73,656	75,864	78,180	78,936	79,728	80,544	81,336	82,992	82,992	82,992	85,512	88,080	90,744	93,528
\$/hr	30.51	31.43	32.37	33.35	34.38	35.41	36.47	37.59	37.95	38.33	38.72	39.10	39.90	39.90	39.90	41.11	42.35	43.63	44.97
90	\$5,340	\$5,502	\$5,668	\$5,841	\$6,019	\$6,200	\$6,386	\$6,578	\$6,644	\$6,712	\$6,778	\$6,849	\$6,985	\$6,985	\$6,985	\$7,196	\$7,415	\$7,640	\$7,872
\$/yr	64,080	66,024	68,016	70,092	72,228	74,400	76,632	78,936	79,728	80,544	81,336	82,188	83,820	83,820	83,820	86,352	88,980	91,680	94,464
\$/hr	30.81	31.74	32.70	33.70	34.73	35.77	36.84	37.95	38.33	38.72	39.10	39.51	40.30	40.30	40.30	41.52	42.78	44.08	45.42
91	\$5,395	\$5,557	\$5,726	\$5,898	\$6,076	\$6,261	\$6,450	\$6,644	\$6,712	\$6,778	\$6,849	\$6,916	\$7,053	\$7,053	\$7,053	\$7,268	\$7,489	\$7,715	\$7,950
\$/yr	64,740	66,684	68,712	70,776	72,912	75,132	77,400	79,728	80,544	81,336	82,188	82,992	84,636	84,636	84,636	87,216	89,868	92,580	95,400
\$/hr	31.13	32.06	33.03	34.03	35.05	36.12	37.21	38.33	38.72	39.10	39.51	39.90	40.69	40.69	40.69	41.93	43.21	44.51	45.87
92	\$5,447	\$5,611	\$5,781	\$5,960	\$6,138	\$6,322	\$6,515	\$6,712	\$6,778	\$6,849	\$6,916	\$6,985	\$7,126	\$7,126	\$7,126	\$7,340	\$7,562	\$7,794	\$8,029
\$/yr	65,364	67,332	69,372	71,520	73,656	75,864	78,180	80,544	81,336	82,188	82,992	83,820	85,512	85,512	85,512	88,080	90,744	93,528	96,348
\$/hr	31.43	32.37	33.35	34.38	35.41	36.47	37.59	38.72	39.10	39.51	39.90	40.30	41.11	41.11	41.11	42.35	43.63	44.97	46.32
93	\$5,502	\$5,668	\$5,841	\$6,019	\$6,200	\$6,386	\$6,578	\$6,778	\$6,849	\$6,916	\$6,985	\$7,053	\$7,196	\$7,196	\$7,196	\$7,415	\$7,640	\$7,872	\$8,109
\$/yr	66,024	68,016	70,092	72,228	74,400	76,632	78,936	81,336	82,188	82,992	83,820	84,636	86,352	86,352	86,352	88,980	91,680	94,464	97,308
\$/hr	31.74	32.70	33.70	34.73	35.77	36.84	37.95	39.10	39.51	39.90	40.30	40.69	41.52	41.52	41.52	42.78	44.08	45.42	46.78
94	\$5,557	\$5,726	\$5,898	\$6,076	\$6,261	\$6,450	\$6,644	\$6,849	\$6,916	\$6,985	\$7,053	\$7,126	\$7,268	\$7,268	\$7,268	\$7,489	\$7,715	\$7,950	\$8,190
\$/yr	66,684	68,712	70,776	72,912	75,132	77,400	79,728	82,188	82,992	83,820	84,636	85,512	87,216	87,216	87,216	89,868	92,580	95,400	98,280
\$/hr	32.06	33.03	34.03	35.05	36.12	37.21	38.33	39.51	39.90	40.30	40.69	41.11	41.93	41.93	41.93	43.21	44.51	45.87	47.25
95	\$5,611	\$5,781	\$5,960	\$6,138	\$6,322	\$6,515	\$6,712	\$6,916	\$6,985	\$7,053	\$7,126	\$7,196	\$7,340	\$7,340	\$7,340	\$7,562	\$7,794	\$8,029	\$8,273
\$/yr	67,332	69,372	71,520	73,656	75,864	78,180	80,544	82,992	83,820	84,636	85,512	86,352	88,080	88,080	88,080	90,744	93,528	96,348	99,276
\$/hr	32.37	33.35	34.38	35.41	36.47	37.59	38.72	39.90	40.30	40.69	41.11	41.52	42.35	42.35	42.35	43.63	44.97	46.32	47.73
96	\$5,668	\$5,841	\$6,019	\$6,200	\$6,386	\$6,578	\$6,778	\$6,985	\$7,053	\$7,126	\$7,196	\$7,268	\$7,415	\$7,415	\$7,415	\$7,640	\$7,872	\$8,109	\$8,356
\$/yr	68,016	70,092	72,228	74,400	76,632	78,936	81,336	83,820	84,636	85,512	86,352	87,216	88,980	88,980	88,980	91,680	94,464	97,308	100,272
\$/hr	32.70	33.70	34.73	35.77	36.84	37.95	39.10	40.30	40.69	41.11	41.52	41.93	42.78	42.78	42.78	44.08	45.42	46.78	48.21
97	\$5,726	\$5,898	\$6,076	\$6,261	\$6,450	\$6,644	\$6,849	\$7,053	\$7,126	\$7,196	\$7,268	\$7,340	\$7,489	\$7,489	\$7,489	\$7,715	\$7,950	\$8,190	\$8,437
\$/yr	68,712	70,776	72,912	75,132	77,400	79,728	82,188	84,636	85,512	86,352	87,216	88,080	89,868	89,868	89,868	92,580	95,400	98,280	101,244
\$/hr	33.03	34.03	35.05	36.12	37.21	38.33	39.51	40.69	41.11	41.52	41.93	42.35	43.21	43.21	43.21	44.51	45.87	47.25	48.68

Appendix VII  
**University of Washington - Contract Classified**  
**1199NW & SEIU Like Titles**  
**Payscale Table BE - Effective July 1, 2013**

Range	< ---- Step ---- >																		
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S
98	\$5,781	\$5,960	\$6,138	\$6,322	\$6,515	\$6,712	\$6,916	\$7,126	\$7,196	\$7,268	\$7,340	\$7,415	\$7,562	\$7,562	\$7,562	\$7,794	\$8,029	\$8,273	\$8,523
\$/yr	69,372	71,520	73,656	75,864	78,180	80,544	82,992	85,512	86,352	87,216	88,080	88,980	90,744	90,744	90,744	93,528	96,348	99,276	102,276
\$/hr	33.35	34.38	35.41	36.47	37.59	38.72	39.90	41.11	41.52	41.93	42.35	42.78	43.63	43.63	43.63	44.97	46.32	47.73	49.17
99	\$5,841	\$6,019	\$6,200	\$6,386	\$6,578	\$6,778	\$6,985	\$7,196	\$7,268	\$7,340	\$7,415	\$7,489	\$7,640	\$7,640	\$7,640	\$7,872	\$8,109	\$8,356	\$8,610
\$/yr	70,092	72,228	74,400	76,632	78,936	81,336	83,820	86,352	87,216	88,080	88,980	89,868	91,680	91,680	91,680	94,464	97,308	100,272	103,320
\$/hr	33.70	34.73	35.77	36.84	37.95	39.10	40.30	41.52	41.93	42.35	42.78	43.21	44.08	44.08	44.08	45.42	46.78	48.21	49.67

**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](http://www.washington.edu/admin/hr/ocpsp/compensation)**

Appendix VIII  
**University of Washington - Contract Classified**  
**1199NW & SEIU Like Titles**  
**Payscale Table BF - Effective July 1, 2013**

Range	<---- Step ---->																		
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S
0	\$5,898	\$6,076	\$6,261	\$6,450	\$6,644	\$6,849	\$7,053	\$7,268	\$7,340	\$7,415	\$7,489	\$7,562	\$7,715	\$7,715	\$7,715	\$7,950	\$8,190	\$8,437	\$8,694
\$/yr	70,776	72,912	75,132	77,400	79,728	82,188	84,636	87,216	88,080	88,980	89,868	90,744	92,580	92,580	92,580	95,400	98,280	101,244	104,328
\$/hr	34.03	35.05	36.12	37.21	38.33	39.51	40.69	41.93	42.35	42.78	43.21	43.63	44.51	44.51	44.51	45.87	47.25	48.68	50.16
1	\$5,960	\$6,138	\$6,322	\$6,515	\$6,712	\$6,916	\$7,126	\$7,340	\$7,415	\$7,489	\$7,562	\$7,640	\$7,794	\$7,794	\$7,794	\$8,029	\$8,273	\$8,523	\$8,783
\$/yr	71,520	73,656	75,864	78,180	80,544	82,992	85,512	88,080	88,980	89,868	90,744	91,680	93,528	93,528	93,528	96,348	99,276	102,276	105,396
\$/hr	34.38	35.41	36.47	37.59	38.72	39.90	41.11	42.35	42.78	43.21	43.63	44.08	44.97	44.97	44.97	46.32	47.73	49.17	50.67
2	\$6,019	\$6,200	\$6,386	\$6,578	\$6,778	\$6,985	\$7,196	\$7,415	\$7,489	\$7,562	\$7,640	\$7,715	\$7,872	\$7,872	\$7,872	\$8,109	\$8,356	\$8,610	\$8,870
\$/yr	72,228	74,400	76,632	78,936	81,336	83,820	86,352	88,980	89,868	90,744	91,680	92,580	94,464	94,464	94,464	97,308	100,272	103,320	106,440
\$/hr	34.73	35.77	36.84	37.95	39.10	40.30	41.52	42.78	43.21	43.63	44.08	44.51	45.42	45.42	45.42	46.78	48.21	49.67	51.17
3	\$6,076	\$6,261	\$6,450	\$6,644	\$6,849	\$7,053	\$7,268	\$7,489	\$7,562	\$7,640	\$7,715	\$7,794	\$7,950	\$7,950	\$7,950	\$8,190	\$8,437	\$8,694	\$8,958
\$/yr	72,912	75,132	77,400	79,728	82,188	84,636	87,216	89,868	90,744	91,680	92,580	93,528	95,400	95,400	95,400	98,280	101,244	104,328	107,496
\$/hr	35.05	36.12	37.21	38.33	39.51	40.69	41.93	43.21	43.63	44.08	44.51	44.97	45.87	45.87	45.87	47.25	48.68	50.16	51.68
4	\$6,138	\$6,322	\$6,515	\$6,712	\$6,916	\$7,126	\$7,340	\$7,562	\$7,640	\$7,715	\$7,794	\$7,872	\$8,029	\$8,029	\$8,029	\$8,273	\$8,523	\$8,783	\$9,047
\$/yr	73,656	75,864	78,180	80,544	82,992	85,512	88,080	90,744	91,680	92,580	93,528	94,464	96,348	96,348	96,348	99,276	102,276	105,396	108,564
\$/hr	35.41	36.47	37.59	38.72	39.90	41.11	42.35	43.63	44.08	44.51	44.97	45.42	46.32	46.32	46.32	47.73	49.17	50.67	52.19
5	\$6,200	\$6,386	\$6,578	\$6,778	\$6,985	\$7,196	\$7,415	\$7,640	\$7,715	\$7,794	\$7,872	\$7,950	\$8,109	\$8,109	\$8,109	\$8,356	\$8,610	\$8,870	\$9,137
\$/yr	74,400	76,632	78,936	81,336	83,820	86,352	88,980	91,680	92,580	93,528	94,464	95,400	97,308	97,308	97,308	100,272	103,320	106,440	109,644
\$/hr	35.77	36.84	37.95	39.10	40.30	41.52	42.78	44.08	44.51	44.97	45.42	45.87	46.78	46.78	46.78	48.21	49.67	51.17	52.71
6	\$6,261	\$6,450	\$6,644	\$6,849	\$7,053	\$7,268	\$7,489	\$7,715	\$7,794	\$7,872	\$7,950	\$8,029	\$8,190	\$8,190	\$8,190	\$8,437	\$8,694	\$8,958	\$9,229
\$/yr	75,132	77,400	79,728	82,188	84,636	87,216	89,868	92,580	93,528	94,464	95,400	96,348	98,280	98,280	98,280	101,244	104,328	107,496	110,748
\$/hr	36.12	37.21	38.33	39.51	40.69	41.93	43.21	44.51	44.97	45.42	45.87	46.32	47.25	47.25	47.25	48.68	50.16	51.68	53.24
7	\$6,322	\$6,515	\$6,712	\$6,916	\$7,126	\$7,340	\$7,562	\$7,794	\$7,872	\$7,950	\$8,029	\$8,109	\$8,273	\$8,273	\$8,273	\$8,523	\$8,783	\$9,047	\$9,323
\$/yr	75,864	78,180	80,544	82,992	85,512	88,080	90,744	93,528	94,464	95,400	96,348	97,308	99,276	99,276	99,276	102,276	105,396	108,564	111,876
\$/hr	36.47	37.59	38.72	39.90	41.11	42.35	43.63	44.97	45.42	45.87	46.32	46.78	47.73	47.73	47.73	49.17	50.67	52.19	53.79
8	\$6,386	\$6,578	\$6,778	\$6,985	\$7,196	\$7,415	\$7,640	\$7,872	\$7,950	\$8,029	\$8,109	\$8,190	\$8,356	\$8,356	\$8,356	\$8,610	\$8,870	\$9,137	\$9,415
\$/yr	76,632	78,936	81,336	83,820	86,352	88,980	91,680	94,464	95,400	96,348	97,308	98,280	100,272	100,272	100,272	103,320	106,440	109,644	112,980
\$/hr	36.84	37.95	39.10	40.30	41.52	42.78	44.08	45.42	45.87	46.32	46.78	47.25	48.21	48.21	48.21	49.67	51.17	52.71	54.32

Appendix VIII  
**University of Washington - Contract Classified**  
**1199NW & SEIU Like Titles**  
**Payscale Table BF - Effective July 1, 2013**

Range	<---- Step ---->																		
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S
9	\$6,450	\$6,644	\$6,849	\$7,053	\$7,268	\$7,489	\$7,715	\$7,950	\$8,029	\$8,109	\$8,190	\$8,273	\$8,437	\$8,437	\$8,437	\$8,694	\$8,958	\$9,229	\$9,508
\$/yr	77,400	79,728	82,188	84,636	87,216	89,868	92,580	95,400	96,348	97,308	98,280	99,276	101,244	101,244	101,244	104,328	107,496	110,748	114,096
\$/hr	37.21	38.33	39.51	40.69	41.93	43.21	44.51	45.87	46.32	46.78	47.25	47.73	48.68	48.68	48.68	50.16	51.68	53.24	54.85
10	\$6,515	\$6,712	\$6,916	\$7,126	\$7,340	\$7,562	\$7,794	\$8,029	\$8,109	\$8,190	\$8,273	\$8,356	\$8,523	\$8,523	\$8,523	\$8,783	\$9,047	\$9,323	\$9,604
\$/yr	78,180	80,544	82,992	85,512	88,080	90,744	93,528	96,348	97,308	98,280	99,276	100,272	102,276	102,276	102,276	105,396	108,564	111,876	115,248
\$/hr	37.59	38.72	39.90	41.11	42.35	43.63	44.97	46.32	46.78	47.25	47.73	48.21	49.17	49.17	49.17	50.67	52.19	53.79	55.41
11	\$6,578	\$6,778	\$6,985	\$7,196	\$7,415	\$7,640	\$7,872	\$8,109	\$8,190	\$8,273	\$8,356	\$8,437	\$8,610	\$8,610	\$8,610	\$8,870	\$9,137	\$9,415	\$9,699
\$/yr	78,936	81,336	83,820	86,352	88,980	91,680	94,464	97,308	98,280	99,276	100,272	101,244	103,320	103,320	103,320	106,440	109,644	112,980	116,388
\$/hr	37.95	39.10	40.30	41.52	42.78	44.08	45.42	46.78	47.25	47.73	48.21	48.68	49.67	49.67	49.67	51.17	52.71	54.32	55.96
12	\$6,644	\$6,849	\$7,053	\$7,268	\$7,489	\$7,715	\$7,950	\$8,190	\$8,273	\$8,356	\$8,437	\$8,523	\$8,694	\$8,694	\$8,694	\$8,958	\$9,229	\$9,508	\$9,798
\$/yr	79,728	82,188	84,636	87,216	89,868	92,580	95,400	98,280	99,276	100,272	101,244	102,276	104,328	104,328	104,328	107,496	110,748	114,096	117,576
\$/hr	38.33	39.51	40.69	41.93	43.21	44.51	45.87	47.25	47.73	48.21	48.68	49.17	50.16	50.16	50.16	51.68	53.24	54.85	56.53
13	\$6,712	\$6,916	\$7,126	\$7,340	\$7,562	\$7,794	\$8,029	\$8,273	\$8,356	\$8,437	\$8,523	\$8,610	\$8,783	\$8,783	\$8,783	\$9,047	\$9,323	\$9,604	\$9,895
\$/yr	80,544	82,992	85,512	88,080	90,744	93,528	96,348	99,276	100,272	101,244	102,276	103,320	105,396	105,396	105,396	108,564	111,876	115,248	118,740
\$/hr	38.72	39.90	41.11	42.35	43.63	44.97	46.32	47.73	48.21	48.68	49.17	49.67	50.67	50.67	50.67	52.19	53.79	55.41	57.09
14	\$6,778	\$6,985	\$7,196	\$7,415	\$7,640	\$7,872	\$8,109	\$8,356	\$8,437	\$8,523	\$8,610	\$8,694	\$8,870	\$8,870	\$8,870	\$9,137	\$9,415	\$9,699	\$9,995
\$/yr	81,336	83,820	86,352	88,980	91,680	94,464	97,308	100,272	101,244	102,276	103,320	104,328	106,440	106,440	106,440	109,644	112,980	116,388	119,940
\$/hr	39.10	40.30	41.52	42.78	44.08	45.42	46.78	48.21	48.68	49.17	49.67	50.16	51.17	51.17	51.17	52.71	54.32	55.96	57.66
15	\$6,849	\$7,053	\$7,268	\$7,489	\$7,715	\$7,950	\$8,190	\$8,437	\$8,523	\$8,610	\$8,694	\$8,783	\$8,958	\$8,958	\$8,958	\$9,229	\$9,508	\$9,798	\$10,093
\$/yr	82,188	84,636	87,216	89,868	92,580	95,400	98,280	101,244	102,276	103,320	104,328	105,396	107,496	107,496	107,496	110,748	114,096	117,576	121,116
\$/hr	39.51	40.69	41.93	43.21	44.51	45.87	47.25	48.68	49.17	49.67	50.16	50.67	51.68	51.68	51.68	53.24	54.85	56.53	58.23
16	\$6,916	\$7,126	\$7,340	\$7,562	\$7,794	\$8,029	\$8,273	\$8,523	\$8,610	\$8,694	\$8,783	\$8,870	\$9,047	\$9,047	\$9,047	\$9,323	\$9,604	\$9,895	\$10,195
\$/yr	82,992	85,512	88,080	90,744	93,528	96,348	99,276	102,276	103,320	104,328	105,396	106,440	108,564	108,564	108,564	111,876	115,248	118,740	122,340
\$/hr	39.90	41.11	42.35	43.63	44.97	46.32	47.73	49.17	49.67	50.16	50.67	51.17	52.19	52.19	52.19	53.79	55.41	57.09	58.82
17	\$6,985	\$7,196	\$7,415	\$7,640	\$7,872	\$8,109	\$8,356	\$8,610	\$8,694	\$8,783	\$8,870	\$8,958	\$9,137	\$9,137	\$9,137	\$9,415	\$9,699	\$9,995	\$10,297
\$/yr	83,820	86,352	88,980	91,680	94,464	97,308	100,272	103,320	104,328	105,396	106,440	107,496	109,644	109,644	109,644	112,980	116,388	119,940	123,564
\$/hr	40.30	41.52	42.78	44.08	45.42	46.78	48.21	49.67	50.16	50.67	51.17	51.68	52.71	52.71	52.71	54.32	55.96	57.66	59.41

Appendix VIII  
**University of Washington - Contract Classified**  
**1199NW & SEIU Like Titles**  
**Payscale Table BF - Effective July 1, 2013**

Range	<---- Step ---->																		
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S
18	\$7,053	\$7,268	\$7,489	\$7,715	\$7,950	\$8,190	\$8,437	\$8,694	\$8,783	\$8,870	\$8,958	\$9,047	\$9,229	\$9,229	\$9,229	\$9,508	\$9,798	\$10,093	\$10,399
\$/yr	84,636	87,216	89,868	92,580	95,400	98,280	101,244	104,328	105,396	106,440	107,496	108,564	110,748	110,748	110,748	114,096	117,576	121,116	124,788
\$/hr	40.69	41.93	43.21	44.51	45.87	47.25	48.68	50.16	50.67	51.17	51.68	52.19	53.24	53.24	53.24	54.85	56.53	58.23	59.99
19	\$7,126	\$7,340	\$7,562	\$7,794	\$8,029	\$8,273	\$8,523	\$8,783	\$8,870	\$8,958	\$9,047	\$9,137	\$9,323	\$9,323	\$9,323	\$9,604	\$9,895	\$10,195	\$10,504
\$/yr	85,512	88,080	90,744	93,528	96,348	99,276	102,276	105,396	106,440	107,496	108,564	109,644	111,876	111,876	111,876	115,248	118,740	122,340	126,048
\$/hr	41.11	42.35	43.63	44.97	46.32	47.73	49.17	50.67	51.17	51.68	52.19	52.71	53.79	53.79	53.79	55.41	57.09	58.82	60.60
20	\$7,196	\$7,415	\$7,640	\$7,872	\$8,109	\$8,356	\$8,610	\$8,870	\$8,958	\$9,047	\$9,137	\$9,229	\$9,415	\$9,415	\$9,415	\$9,699	\$9,995	\$10,297	\$10,609
\$/yr	86,352	88,980	91,680	94,464	97,308	100,272	103,320	106,440	107,496	108,564	109,644	110,748	112,980	112,980	112,980	116,388	119,940	123,564	127,308
\$/hr	41.52	42.78	44.08	45.42	46.78	48.21	49.67	51.17	51.68	52.19	52.71	53.24	54.32	54.32	54.32	55.96	57.66	59.41	61.21
21	\$7,268	\$7,489	\$7,715	\$7,950	\$8,190	\$8,437	\$8,694	\$8,958	\$9,047	\$9,137	\$9,229	\$9,323	\$9,508	\$9,508	\$9,508	\$9,798	\$10,093	\$10,399	\$10,714
\$/yr	87,216	89,868	92,580	95,400	98,280	101,244	104,328	107,496	108,564	109,644	110,748	111,876	114,096	114,096	114,096	117,576	121,116	124,788	128,568
\$/hr	41.93	43.21	44.51	45.87	47.25	48.68	50.16	51.68	52.19	52.71	53.24	53.79	54.85	54.85	54.85	56.53	58.23	59.99	61.81
22	\$7,340	\$7,562	\$7,794	\$8,029	\$8,273	\$8,523	\$8,783	\$9,047	\$9,137	\$9,229	\$9,323	\$9,415	\$9,604	\$9,604	\$9,604	\$9,895	\$10,195	\$10,504	\$10,824
\$/yr	88,080	90,744	93,528	96,348	99,276	102,276	105,396	108,564	109,644	110,748	111,876	112,980	115,248	115,248	115,248	118,740	122,340	126,048	129,888
\$/hr	42.35	43.63	44.97	46.32	47.73	49.17	50.67	52.19	52.71	53.24	53.79	54.32	55.41	55.41	55.41	57.09	58.82	60.60	62.45
23	\$7,415	\$7,640	\$7,872	\$8,109	\$8,356	\$8,610	\$8,870	\$9,137	\$9,229	\$9,323	\$9,415	\$9,508	\$9,699	\$9,699	\$9,699	\$9,995	\$10,297	\$10,609	\$10,930
\$/yr	88,980	91,680	94,464	97,308	100,272	103,320	106,440	109,644	110,748	111,876	112,980	114,096	116,388	116,388	116,388	119,940	123,564	127,308	131,160
\$/hr	42.78	44.08	45.42	46.78	48.21	49.67	51.17	52.71	53.24	53.79	54.32	54.85	55.96	55.96	55.96	57.66	59.41	61.21	63.06
24	\$7,489	\$7,715	\$7,950	\$8,190	\$8,437	\$8,694	\$8,958	\$9,229	\$9,323	\$9,415	\$9,508	\$9,604	\$9,798	\$9,798	\$9,798	\$10,093	\$10,399	\$10,714	\$11,038
\$/yr	89,868	92,580	95,400	98,280	101,244	104,328	107,496	110,748	111,876	112,980	114,096	115,248	117,576	117,576	117,576	121,116	124,788	128,568	132,456
\$/hr	43.21	44.51	45.87	47.25	48.68	50.16	51.68	53.24	53.79	54.32	54.85	55.41	56.53	56.53	56.53	58.23	59.99	61.81	63.68
25	\$7,562	\$7,794	\$8,029	\$8,273	\$8,523	\$8,783	\$9,047	\$9,323	\$9,415	\$9,508	\$9,604	\$9,699	\$9,895	\$9,895	\$9,895	\$10,195	\$10,504	\$10,824	\$11,150
\$/yr	90,744	93,528	96,348	99,276	102,276	105,396	108,564	111,876	112,980	114,096	115,248	116,388	118,740	118,740	118,740	122,340	126,048	129,888	133,800
\$/hr	43.63	44.97	46.32	47.73	49.17	50.67	52.19	53.79	54.32	54.85	55.41	55.96	57.09	57.09	57.09	58.82	60.60	62.45	64.33
26	\$7,640	\$7,872	\$8,109	\$8,356	\$8,610	\$8,870	\$9,137	\$9,415	\$9,508	\$9,604	\$9,699	\$9,798	\$9,995	\$9,995	\$9,995	\$10,297	\$10,609	\$10,930	\$11,261
\$/yr	91,680	94,464	97,308	100,272	103,320	106,440	109,644	112,980	114,096	115,248	116,388	117,576	119,940	119,940	119,940	123,564	127,308	131,160	135,132
\$/hr	44.08	45.42	46.78	48.21	49.67	51.17	52.71	54.32	54.85	55.41	55.96	56.53	57.66	57.66	57.66	59.41	61.21	63.06	64.97
27	\$7,715	\$7,950	\$8,190	\$8,437	\$8,694	\$8,958	\$9,229	\$9,508	\$9,604	\$9,699	\$9,798	\$9,895	\$10,093	\$10,093	\$10,093	\$10,399	\$10,714	\$11,038	\$11,375
\$/yr	92,580	95,400	98,280	101,244	104,328	107,496	110,748	114,096	115,248	116,388	117,576	118,740	121,116	121,116	121,116	124,788	128,568	132,456	136,500
\$/hr	44.51	45.87	47.25	48.68	50.16	51.68	53.24	54.85	55.41	55.96	56.53	57.09	58.23	58.23	58.23	59.99	61.81	63.68	65.63

Appendix VIII  
**University of Washington - Contract Classified**  
**1199NW & SEIU Like Titles**  
**Payscale Table BF - Effective July 1, 2013**

Range	<---- Step ---->																		
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S
28	\$7,794	\$8,029	\$8,273	\$8,523	\$8,783	\$9,047	\$9,323	\$9,604	\$9,699	\$9,798	\$9,895	\$9,995	\$10,195	\$10,195	\$10,195	\$10,504	\$10,824	\$11,150	\$11,487
\$/yr	93,528	96,348	99,276	102,276	105,396	108,564	111,876	115,248	116,388	117,576	118,740	119,940	122,340	122,340	122,340	126,048	129,888	133,800	137,844
\$/hr	44.97	46.32	47.73	49.17	50.67	52.19	53.79	55.41	55.96	56.53	57.09	57.66	58.82	58.82	58.82	60.60	62.45	64.33	66.27
29	\$7,872	\$8,109	\$8,356	\$8,610	\$8,870	\$9,137	\$9,415	\$9,699	\$9,798	\$9,895	\$9,995	\$10,093	\$10,297	\$10,297	\$10,297	\$10,609	\$10,930	\$11,261	\$11,601
\$/yr	94,464	97,308	100,272	103,320	106,440	109,644	112,980	116,388	117,576	118,740	119,940	121,116	123,564	123,564	123,564	127,308	131,160	135,132	139,212
\$/hr	45.42	46.78	48.21	49.67	51.17	52.71	54.32	55.96	56.53	57.09	57.66	58.23	59.41	59.41	59.41	61.21	63.06	64.97	66.93
30	\$7,950	\$8,190	\$8,437	\$8,694	\$8,958	\$9,229	\$9,508	\$9,798	\$9,895	\$9,995	\$10,093	\$10,195	\$10,399	\$10,399	\$10,399	\$10,714	\$11,038	\$11,375	\$11,719
\$/yr	95,400	98,280	101,244	104,328	107,496	110,748	114,096	117,576	118,740	119,940	121,116	122,340	124,788	124,788	124,788	128,568	132,456	136,500	140,628
\$/hr	45.87	47.25	48.68	50.16	51.68	53.24	54.85	56.53	57.09	57.66	58.23	58.82	59.99	59.99	59.99	61.81	63.68	65.63	67.61
31	\$8,029	\$8,273	\$8,523	\$8,783	\$9,047	\$9,323	\$9,604	\$9,895	\$9,995	\$10,093	\$10,195	\$10,297	\$10,504	\$10,504	\$10,504	\$10,824	\$11,150	\$11,487	\$11,836
\$/yr	96,348	99,276	102,276	105,396	108,564	111,876	115,248	118,740	119,940	121,116	122,340	123,564	126,048	126,048	126,048	129,888	133,800	137,844	142,032
\$/hr	46.32	47.73	49.17	50.67	52.19	53.79	55.41	57.09	57.66	58.23	58.82	59.41	60.60	60.60	60.60	62.45	64.33	66.27	68.28
32	\$8,109	\$8,356	\$8,610	\$8,870	\$9,137	\$9,415	\$9,699	\$9,995	\$10,093	\$10,195	\$10,297	\$10,399	\$10,609	\$10,609	\$10,609	\$10,930	\$11,261	\$11,601	\$11,953
\$/yr	97,308	100,272	103,320	106,440	109,644	112,980	116,388	119,940	121,116	122,340	123,564	124,788	127,308	127,308	127,308	131,160	135,132	139,212	143,436
\$/hr	46.78	48.21	49.67	51.17	52.71	54.32	55.96	57.66	58.23	58.82	59.41	59.99	61.21	61.21	61.21	63.06	64.97	66.93	68.96
33	\$8,190	\$8,437	\$8,694	\$8,958	\$9,229	\$9,508	\$9,798	\$10,093	\$10,195	\$10,297	\$10,399	\$10,504	\$10,714	\$10,714	\$10,714	\$11,038	\$11,375	\$11,719	\$12,073
\$/yr	98,280	101,244	104,328	107,496	110,748	114,096	117,576	121,116	122,340	123,564	124,788	126,048	128,568	128,568	128,568	132,456	136,500	140,628	144,876
\$/hr	47.25	48.68	50.16	51.68	53.24	54.85	56.53	58.23	58.82	59.41	59.99	60.60	61.81	61.81	61.81	63.68	65.63	67.61	69.65
34	\$8,273	\$8,523	\$8,783	\$9,047	\$9,323	\$9,604	\$9,895	\$10,195	\$10,297	\$10,399	\$10,504	\$10,609	\$10,824	\$10,824	\$10,824	\$11,150	\$11,487	\$11,836	\$12,195
\$/yr	99,276	102,276	105,396	108,564	111,876	115,248	118,740	122,340	123,564	124,788	126,048	127,308	129,888	129,888	129,888	133,800	137,844	142,032	146,340
\$/hr	47.73	49.17	50.67	52.19	53.79	55.41	57.09	58.82	59.41	59.99	60.60	61.21	62.45	62.45	62.45	64.33	66.27	68.28	70.36
35	\$8,356	\$8,610	\$8,870	\$9,137	\$9,415	\$9,699	\$9,995	\$10,297	\$10,399	\$10,504	\$10,609	\$10,714	\$10,930	\$10,930	\$10,930	\$11,261	\$11,601	\$11,953	\$12,319
\$/yr	100,272	103,320	106,440	109,644	112,980	116,388	119,940	123,564	124,788	126,048	127,308	128,568	131,160	131,160	131,160	135,132	139,212	143,436	147,828
\$/hr	48.21	49.67	51.17	52.71	54.32	55.96	57.66	59.41	59.99	60.60	61.21	61.81	63.06	63.06	63.06	64.97	66.93	68.96	71.07
36	\$8,437	\$8,694	\$8,958	\$9,229	\$9,508	\$9,798	\$10,093	\$10,399	\$10,504	\$10,609	\$10,714	\$10,824	\$11,038	\$11,038	\$11,038	\$11,375	\$11,719	\$12,073	\$12,442
\$/yr	101,244	104,328	107,496	110,748	114,096	117,576	121,116	124,788	126,048	127,308	128,568	129,888	132,456	132,456	132,456	136,500	140,628	144,876	149,304
\$/hr	48.68	50.16	51.68	53.24	54.85	56.53	58.23	59.99	60.60	61.21	61.81	62.45	63.68	63.68	63.68	65.63	67.61	69.65	71.78
37	\$8,523	\$8,783	\$9,047	\$9,323	\$9,604	\$9,895	\$10,195	\$10,504	\$10,609	\$10,714	\$10,824	\$10,930	\$11,150	\$11,150	\$11,150	\$11,487	\$11,836	\$12,195	\$12,565
\$/yr	102,276	105,396	108,564	111,876	115,248	118,740	122,340	126,048	127,308	128,568	129,888	131,160	133,800	133,800	133,800	137,844	142,032	146,340	150,780
\$/hr	49.17	50.67	52.19	53.79	55.41	57.09	58.82	60.60	61.21	61.81	62.45	63.06	64.33	64.33	64.33	66.27	68.28	70.36	72.49
38	\$8,610	\$8,870	\$9,137	\$9,415	\$9,699	\$9,995	\$10,297	\$10,609	\$10,714	\$10,824	\$10,930	\$11,038	\$11,261	\$11,261	\$11,261	\$11,601	\$11,953	\$12,319	\$12,689
\$/yr	103,320	106,440	109,644	112,980	116,388	119,940	123,564	127,308	128,568	129,888	131,160	132,456	135,132	135,132	135,132	139,212	143,436	147,828	152,268
\$/hr	49.67	51.17	52.71	54.32	55.96	57.66	59.41	61.21	61.81	62.45	63.06	63.68	64.97	64.97	64.97	66.93	68.96	71.07	73.21
39	\$8,694	\$8,958	\$9,229	\$9,508	\$9,798	\$10,093	\$10,399	\$10,714	\$10,824	\$10,930	\$11,038	\$11,150	\$11,375	\$11,375	\$11,375	\$11,719	\$12,073	\$12,442	\$12,818
\$/yr	104,328	107,496	110,748	114,096	117,576	121,116	124,788	128,568	129,888	131,160	132,456	133,800	136,500	136,500	136,500	140,628	144,876	149,304	153,816
\$/hr	50.16	51.68	53.24	54.85	56.53	58.23	59.99	61.81	62.45	63.06	63.68	64.33	65.63	65.63	65.63	67.61	69.65	71.78	73.95
40	\$8,783	\$9,047	\$9,323	\$9,604	\$9,895	\$10,195	\$10,504	\$10,824	\$10,930	\$11,038	\$11,150	\$11,261	\$11,487	\$11,487	\$11,487	\$11,836	\$12,195	\$12,565	\$12,948
\$/yr	105,396	108,564	111,876	115,248	118,740	122,340	126,048	129,888	131,160	132,456	133,800	135,132	137,844	137,844	137,844	142,032	146,340	150,780	155,376
\$/hr	50.67	52.19	53.79	55.41	57.09	58.82	60.60	62.45	63.06	63.68	64.33	64.97	66.27	66.27	66.27	68.28	70.36	72.49	74.70
41	\$8,870	\$9,137	\$9,415	\$9,699	\$9,995	\$10,297	\$10,609	\$10,930	\$11,038	\$11,150	\$11,261	\$11,375	\$11,601	\$11,601	\$11,601	\$11,953	\$12,319	\$12,689	\$13,075
\$/yr	106,440	109,644	112,980	116,388	119,940	123,564	127,308	131,160	132,456	133,800	135,132	136,500	139,212	139,212	139,212	143,436	147,828	152,268	156,900
\$/hr	51.17	52.71	54.32	55.96	57.66	59.41	61.21	63.06	63.68	64.33	64.97	65.63	66.93	66.93	66.93	68.96	71.07	73.21	75.43
42	\$8,958	\$9,229	\$9,508	\$9,798	\$10,093	\$10,399	\$10,714	\$11,038	\$11,150	\$11,261	\$11,375	\$11,487	\$11,719	\$11,719	\$11,719	\$12,073	\$12,442	\$12,818	\$13,209
\$/yr	107,496	110,748	114,096	117,576	121,116	124,788	128,568	132,456	133,800	135,132	136,500	137,844	140,628	140,628	140,628	144,876	149,304	153,816	158,508
\$/hr	51.68	53.24	54.85	56.53	58.23	59.99	61.81	63.68	64.33	64.97	65.63	66.27	67.61	67.61	67.61	69.65	71.78	73.95	76.21



Appendix VIII  
**University of Washington - Contract Classified**  
**1199NW & SEIU Like Titles**  
**Payscale Table BF - Effective July 1, 2013**

Range	<---- Step ---->																		
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S
43	\$9,047	\$9,323	\$9,604	\$9,895	\$10,195	\$10,504	\$10,824	\$11,150	\$11,261	\$11,375	\$11,487	\$11,601	\$11,836	\$11,836	\$11,836	\$12,195	\$12,565	\$12,948	\$13,340
\$/yr	108,564	111,876	115,248	118,740	122,340	126,048	129,888	133,800	135,132	136,500	137,844	139,212	142,032	142,032	142,032	146,340	150,780	155,376	160,080
44	\$9,137	\$9,415	\$9,699	\$9,995	\$10,297	\$10,609	\$10,930	\$11,261	\$11,375	\$11,487	\$11,601	\$11,719	\$11,953	\$11,953	\$11,953	\$12,319	\$12,689	\$13,075	\$13,472
\$/yr	109,644	112,980	116,388	119,940	123,564	127,308	131,160	135,132	136,500	137,844	139,212	140,628	143,436	143,436	143,436	147,828	152,268	156,900	161,664
\$/hr	52.71	54.32	55.96	57.66	59.41	61.21	63.06	64.97	65.63	66.27	66.93	67.61	68.96	68.96	68.96	71.07	73.21	75.43	77.72

**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](http://www.washington.edu/admin/hr/ocpsp/compensation)**

**University of Washington - Contract Classified  
1199NW & AIRLIFT NORTHWEST REGISTERED NURSES  
Payscale Table BR - Effective July 1, 2013**

Range 2			
Step	Monthly Rate	Annual Rate	Hourly Rate
A	\$4,690	\$56,280	\$27.06
B	\$4,897	\$58,764	\$28.25
C	\$5,105	\$61,260	\$29.45
D	\$5,314	\$63,768	\$30.66
E	\$5,525	\$66,300	\$31.88
F	\$5,730	\$68,760	\$33.06
G	\$5,943	\$71,316	\$34.29
H	\$6,152	\$73,824	\$35.49
I	\$6,359	\$76,308	\$36.69
J	\$6,564	\$78,768	\$37.87
K	\$6,776	\$81,312	\$39.09
L	\$6,873	\$82,476	\$39.65
M	\$6,983	\$83,796	\$40.29
N	\$7,019	\$84,228	\$40.49
O	\$7,053	\$84,636	\$40.69
P	\$7,396	\$88,752	\$42.67
Q	\$7,469	\$89,628	\$43.09
R	\$7,533	\$90,396	\$43.46
S	\$7,617	\$91,404	\$43.94
T	\$7,617	\$91,404	\$43.94
U	\$7,834	\$94,008	\$45.20
V	\$7,834	\$94,008	\$45.20
W	\$7,952	\$95,424	\$45.88
X	\$7,952	\$95,424	\$45.88
Y	\$8,111	\$97,332	\$46.79
Z	\$8,111	\$97,332	\$46.79
AA	\$8,273	\$99,276	\$47.73
AB	\$8,273	\$99,276	\$47.73
AC	\$8,438	\$101,256	\$48.68

Range 3			
Step	Monthly Rate	Annual Rate	Hourly Rate
A	\$5,065	\$60,780	\$29.22
B	\$5,289	\$63,468	\$30.51
C	\$5,513	\$66,156	\$31.81
D	\$5,739	\$68,868	\$33.11
E	\$5,967	\$71,604	\$34.43
F	\$6,188	\$74,256	\$35.70
G	\$6,418	\$77,016	\$37.03
H	\$6,644	\$79,728	\$38.33
I	\$6,868	\$82,416	\$39.62
J	\$7,089	\$85,068	\$40.90
K	\$7,318	\$87,816	\$42.22
L	\$7,423	\$89,076	\$42.83
M	\$7,542	\$90,504	\$43.51
N	\$7,581	\$90,972	\$43.74
O	\$7,617	\$91,404	\$43.94
P	\$7,988	\$95,856	\$46.08
Q	\$8,067	\$96,804	\$46.54
R	\$8,136	\$97,632	\$46.94
S	\$8,226	\$98,712	\$47.46
T	\$8,226	\$98,712	\$47.46
U	\$8,461	\$101,532	\$48.81
V	\$8,461	\$101,532	\$48.81
W	\$8,588	\$103,056	\$49.55
X	\$8,588	\$103,056	\$49.55
Y	\$8,760	\$105,120	\$50.54
Z	\$8,760	\$105,120	\$50.54
AA	\$8,935	\$107,220	\$51.55
AB	\$8,935	\$107,220	\$51.55
AC	\$9,113	\$109,356	\$52.58

**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](http://www.washington.edu/admin/hr/ocpsp/compensation)**

Appendix X  
**University of Washington - Contract Classified**  
**1199NW HEALTH CARE SPECIAL PAY**  
**PayScale Table BQ - Effective October 1, 2013**

Range	<---- Step ---->																			
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
<b>0</b>	\$6,052	\$6,236	\$6,423	\$6,617	\$6,816	\$7,024	\$7,236	\$7,456	\$7,456	\$7,456	\$7,683	\$7,683	\$7,915	\$7,915	\$7,915	\$8,156	\$8,402	\$8,658	\$8,920	\$9,190
<b>\$/yr</b>	72,624	74,832	77,076	79,404	81,792	84,288	86,832	89,472	89,472	89,472	92,196	92,196	94,980	94,980	94,980	97,872	100,824	103,896	107,040	110,280
<b>\$/hr</b>	34.92	35.98	37.06	38.18	39.32	40.52	41.75	43.02	43.02	43.02	44.33	44.33	45.66	45.66	45.66	47.05	48.47	49.95	51.46	53.02
<b>1</b>	\$6,115	\$6,297	\$6,487	\$6,682	\$6,884	\$7,095	\$7,307	\$7,532	\$7,532	\$7,532	\$7,758	\$7,758	\$7,996	\$7,996	\$7,996	\$8,234	\$8,487	\$8,743	\$9,009	\$9,283
<b>\$/yr</b>	73,380	75,564	77,844	80,184	82,608	85,140	87,684	90,384	90,384	90,384	93,096	93,096	95,952	95,952	95,952	98,808	101,844	104,916	108,108	111,396
<b>\$/hr</b>	35.28	36.33	37.43	38.55	39.72	40.93	42.16	43.45	43.45	43.45	44.76	44.76	46.13	46.13	46.13	47.50	48.96	50.44	51.98	53.56
<b>2</b>	\$6,173	\$6,361	\$6,551	\$6,749	\$6,955	\$7,166	\$7,383	\$7,605	\$7,605	\$7,605	\$7,837	\$7,837	\$8,074	\$8,074	\$8,074	\$8,320	\$8,571	\$8,831	\$9,098	\$9,374
<b>\$/yr</b>	74,076	76,332	78,612	80,988	83,460	85,992	88,596	91,260	91,260	91,260	94,044	94,044	96,888	96,888	96,888	99,840	102,852	105,972	109,176	112,488
<b>\$/hr</b>	35.61	36.70	37.79	38.94	40.13	41.34	42.59	43.88	43.88	43.88	45.21	45.21	46.58	46.58	46.58	48.00	49.45	50.95	52.49	54.08
<b>3</b>	\$6,236	\$6,423	\$6,617	\$6,816	\$7,024	\$7,236	\$7,456	\$7,683	\$7,683	\$7,683	\$7,915	\$7,915	\$8,156	\$8,156	\$8,156	\$8,402	\$8,658	\$8,920	\$9,190	\$9,469
<b>\$/yr</b>	74,832	77,076	79,404	81,792	84,288	86,832	89,472	92,196	92,196	92,196	94,980	94,980	97,872	97,872	97,872	100,824	103,896	107,040	110,280	113,628
<b>\$/hr</b>	35.98	37.06	38.18	39.32	40.52	41.75	43.02	44.33	44.33	44.33	45.66	45.66	47.05	47.05	47.05	48.47	49.95	51.46	53.02	54.63
<b>4</b>	\$6,297	\$6,487	\$6,682	\$6,884	\$7,095	\$7,307	\$7,532	\$7,758	\$7,758	\$7,758	\$7,996	\$7,996	\$8,234	\$8,234	\$8,234	\$8,487	\$8,743	\$9,009	\$9,283	\$9,564
<b>\$/yr</b>	75,564	77,844	80,184	82,608	85,140	87,684	90,384	93,096	93,096	93,096	95,952	95,952	98,808	98,808	98,808	101,844	104,916	108,108	111,396	114,768
<b>\$/hr</b>	36.33	37.43	38.55	39.72	40.93	42.16	43.45	44.76	44.76	44.76	46.13	46.13	47.50	47.50	47.50	48.96	50.44	51.98	53.56	55.18
<b>5</b>	\$6,361	\$6,551	\$6,749	\$6,955	\$7,166	\$7,383	\$7,605	\$7,837	\$7,837	\$7,837	\$8,074	\$8,074	\$8,320	\$8,320	\$8,320	\$8,571	\$8,831	\$9,098	\$9,374	\$9,659
<b>\$/yr</b>	76,332	78,612	80,988	83,460	85,992	88,596	91,260	94,044	94,044	94,044	96,888	96,888	99,840	99,840	99,840	102,852	105,972	109,176	112,488	115,908
<b>\$/hr</b>	36.70	37.79	38.94	40.13	41.34	42.59	43.88	45.21	45.21	45.21	46.58	46.58	48.00	48.00	48.00	49.45	50.95	52.49	54.08	55.73
<b>6</b>	\$6,423	\$6,617	\$6,816	\$7,024	\$7,236	\$7,456	\$7,683	\$7,915	\$7,915	\$7,915	\$8,156	\$8,156	\$8,402	\$8,402	\$8,402	\$8,658	\$8,920	\$9,190	\$9,469	\$9,756
<b>\$/yr</b>	77,076	79,404	81,792	84,288	86,832	89,472	92,196	94,980	94,980	94,980	97,872	97,872	100,824	100,824	100,824	103,896	107,040	110,280	113,628	117,072
<b>\$/hr</b>	37.06	38.18	39.32	40.52	41.75	43.02	44.33	45.66	45.66	45.66	47.05	47.05	48.47	48.47	48.47	49.95	51.46	53.02	54.63	56.28
<b>7</b>	\$6,487	\$6,682	\$6,884	\$7,095	\$7,307	\$7,532	\$7,758	\$7,996	\$7,996	\$7,996	\$8,234	\$8,234	\$8,487	\$8,487	\$8,487	\$8,743	\$9,009	\$9,283	\$9,564	\$9,854
<b>\$/yr</b>	77,844	80,184	82,608	85,140	87,684	90,384	93,096	95,952	95,952	95,952	98,808	98,808	101,844	101,844	101,844	104,916	108,108	111,396	114,768	118,248
<b>\$/hr</b>	37.43	38.55	39.72	40.93	42.16	43.45	44.76	46.13	46.13	46.13	47.50	47.50	48.96	48.96	48.96	50.44	51.98	53.56	55.18	56.85
<b>8</b>	\$6,551	\$6,749	\$6,955	\$7,166	\$7,383	\$7,605	\$7,837	\$8,074	\$8,074	\$8,074	\$8,320	\$8,320	\$8,571	\$8,571	\$8,571	\$8,831	\$9,098	\$9,374	\$9,659	\$9,951
<b>\$/yr</b>	78,612	80,988	83,460	85,992	88,596	91,260	94,044	96,888	96,888	96,888	99,840	99,840	102,852	102,852	102,852	105,972	109,176	112,488	115,908	119,412
<b>\$/hr</b>	37.79	38.94	40.13	41.34	42.59	43.88	45.21	46.58	46.58	46.58	48.00	48.00	49.45	49.45	49.45	50.95	52.49	54.08	55.73	57.41
<b>9</b>	\$6,617	\$6,816	\$7,024	\$7,236	\$7,456	\$7,683	\$7,915	\$8,156	\$8,156	\$8,156	\$8,402	\$8,402	\$8,658	\$8,658	\$8,658	\$8,920	\$9,190	\$9,469	\$9,756	\$10,049
<b>\$/yr</b>	79,404	81,792	84,288	86,832	89,472	92,196	94,980	97,872	97,872	97,872	100,824	100,824	103,896	103,896	103,896	107,040	110,280	113,628	117,072	120,588
<b>\$/hr</b>	38.18	39.32	40.52	41.75	43.02	44.33	45.66	47.05	47.05	47.05	48.47	48.47	49.95	49.95	49.95	51.46	53.02	54.63	56.28	57.98
<b>10</b>	\$6,682	\$6,884	\$7,095	\$7,307	\$7,532	\$7,758	\$7,996	\$8,234	\$8,234	\$8,234	\$8,487	\$8,487	\$8,743	\$8,743	\$8,743	\$9,009	\$9,283	\$9,564	\$9,854	\$10,151
<b>\$/yr</b>	80,184	82,608	85,140	87,684	90,384	93,096	95,952	98,808	98,808	98,808	101,844	101,844	104,916	104,916	104,916	108,108	111,396	114,768	118,248	121,812
<b>\$/hr</b>	38.55	39.72	40.93	42.16	43.45	44.76	46.13	47.50	47.50	47.50	48.96	48.96	50.44	50.44	50.44	51.98	53.56	55.18	56.85	58.56
<b>11</b>	\$6,749	\$6,955	\$7,166	\$7,383	\$7,605	\$7,837	\$8,074	\$8,320	\$8,320	\$8,320	\$8,571	\$8,571	\$8,831	\$8,831	\$8,831	\$9,098	\$9,374	\$9,659	\$9,951	\$10,253
<b>\$/yr</b>	80,988	83,460	85,992	88,596	91,260	94,044	96,888	99,840	99,840	99,840	102,852	102,852	105,972	105,972	105,972	109,176	112,488	115,908	119,412	123,036
<b>\$/hr</b>	38.94	40.13	41.34	42.59	43.88	45.21	46.58	48.00	48.00	48.00	49.45	49.45	50.95	50.95	50.95	52.49	54.08	55.73	57.41	59.15
<b>12</b>	\$6,816	\$7,024	\$7,236	\$7,456	\$7,683	\$7,915	\$8,156	\$8,402	\$8,402	\$8,402	\$8,658	\$8,658	\$8,920	\$8,920	\$8,920	\$9,190	\$9,469	\$9,756	\$10,049	\$10,355
<b>\$/yr</b>	81,792	84,288	86,832	89,472	92,196	94,980	97,872	100,824	100,824	100,824	103,896	103,896	107,040	107,040	107,040	110,280	113,628	117,072	120,588	124,260
<b>\$/hr</b>	39.32	40.52	41.75	43.02	44.33	45.66	47.05	48.47	48.47	48.47	49.95	49.95	51.46	51.46	51.46	53.02	54.63	56.28	57.98	59.74
<b>13</b>	\$6,884	\$7,095	\$7,307	\$7,532	\$7,758	\$7,996	\$8,234	\$8,487	\$8,487	\$8,487	\$8,743	\$8,743	\$9,009	\$9,009	\$9,009	\$9,283	\$9,564	\$9,854	\$10,151	\$10,459
<b>\$/yr</b>	82,608	85,140	87,684	90,384	93,096	95,952	98,808	101,844	101,844	101,844	104,916	104,916	108,108	108,108	108,108	111,396	114,768	118,248	121,812	125,508
<b>\$/hr</b>	39.72	40.93	42.16	43.45	44.76	46.13	47.50	48.96	48.96	48.96	50.44	50.44	51.98	51.98	51.98	53.56	55.18	56.85	58.56	60.34

Appendix X  
**University of Washington - Contract Classified**  
**1199NW HEALTH CARE SPECIAL PAY**  
**PayScale Table BQ - Effective October 1, 2013**

Range	<---- Step ---->																			
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
<b>14</b>	\$6,955	\$7,166	\$7,383	\$7,605	\$7,837	\$8,074	\$8,320	\$8,571	\$8,571	\$8,571	\$8,831	\$8,831	\$9,098	\$9,098	\$9,098	\$9,374	\$9,659	\$9,951	\$10,253	\$10,563
<b>\$/yr</b>	83,460	85,992	88,596	91,260	94,044	96,888	99,840	102,852	102,852	102,852	105,972	105,972	109,176	109,176	109,176	112,488	115,908	119,412	123,036	126,756
<b>\$/hr</b>	40.13	41.34	42.59	43.88	45.21	46.58	48.00	49.45	49.45	49.45	50.95	50.95	52.49	52.49	52.49	54.08	55.73	57.41	59.15	60.94
<b>15</b>	\$7,024	\$7,236	\$7,456	\$7,683	\$7,915	\$8,156	\$8,402	\$8,658	\$8,658	\$8,658	\$8,920	\$8,920	\$9,190	\$9,190	\$9,190	\$9,469	\$9,756	\$10,049	\$10,355	\$10,668
<b>\$/yr</b>	84,288	86,832	89,472	92,196	94,980	97,872	100,824	103,896	103,896	103,896	107,040	107,040	110,280	110,280	110,280	113,628	117,072	120,588	124,260	128,016
<b>\$/hr</b>	40.52	41.75	43.02	44.33	45.66	47.05	48.47	49.95	49.95	49.95	51.46	51.46	53.02	53.02	53.02	54.63	56.28	57.98	59.74	61.55
<b>16</b>	\$7,095	\$7,307	\$7,532	\$7,758	\$7,996	\$8,234	\$8,487	\$8,743	\$8,743	\$8,743	\$9,009	\$9,009	\$9,283	\$9,283	\$9,283	\$9,564	\$9,854	\$10,151	\$10,459	\$10,774
<b>\$/yr</b>	85,140	87,684	90,384	93,096	95,952	98,808	101,844	104,916	104,916	104,916	108,108	108,108	111,396	111,396	111,396	114,768	118,248	121,812	125,508	129,288
<b>\$/hr</b>	40.93	42.16	43.45	44.76	46.13	47.50	48.96	50.44	50.44	50.44	51.98	51.98	53.56	53.56	53.56	55.18	56.85	58.56	60.34	62.16
<b>17</b>	\$7,166	\$7,383	\$7,605	\$7,837	\$8,074	\$8,320	\$8,571	\$8,831	\$8,831	\$8,831	\$9,098	\$9,098	\$9,374	\$9,374	\$9,374	\$9,659	\$9,951	\$10,253	\$10,563	\$10,881
<b>\$/yr</b>	85,992	88,596	91,260	94,044	96,888	99,840	102,852	105,972	105,972	105,972	109,176	109,176	112,488	112,488	112,488	115,908	119,412	123,036	126,756	130,572
<b>\$/hr</b>	41.34	42.59	43.88	45.21	46.58	48.00	49.45	50.95	50.95	50.95	52.49	52.49	54.08	54.08	54.08	55.73	57.41	59.15	60.94	62.78
<b>18</b>	\$7,236	\$7,456	\$7,683	\$7,915	\$8,156	\$8,402	\$8,658	\$8,920	\$8,920	\$8,920	\$9,190	\$9,190	\$9,469	\$9,469	\$9,469	\$9,756	\$10,049	\$10,355	\$10,668	\$10,991
<b>\$/yr</b>	86,832	89,472	92,196	94,980	97,872	100,824	103,896	107,040	107,040	107,040	110,280	110,280	113,628	113,628	113,628	117,072	120,588	124,260	128,016	131,892
<b>\$/hr</b>	41.75	43.02	44.33	45.66	47.05	48.47	49.95	51.46	51.46	51.46	53.02	53.02	54.63	54.63	54.63	56.28	57.98	59.74	61.55	63.41
<b>19</b>	\$7,307	\$7,532	\$7,758	\$7,996	\$8,234	\$8,487	\$8,743	\$9,009	\$9,009	\$9,009	\$9,283	\$9,283	\$9,564	\$9,564	\$9,564	\$9,854	\$10,151	\$10,459	\$10,774	\$11,100
<b>\$/yr</b>	87,684	90,384	93,096	95,952	98,808	101,844	104,916	108,108	108,108	108,108	111,396	111,396	114,768	114,768	114,768	118,248	121,812	125,508	129,288	133,200
<b>\$/hr</b>	42.16	43.45	44.76	46.13	47.50	48.96	50.44	51.98	51.98	51.98	53.56	53.56	55.18	55.18	55.18	56.85	58.56	60.34	62.16	64.04
<b>20</b>	\$7,383	\$7,605	\$7,837	\$8,074	\$8,320	\$8,571	\$8,831	\$9,098	\$9,098	\$9,098	\$9,374	\$9,374	\$9,659	\$9,659	\$9,659	\$9,951	\$10,253	\$10,563	\$10,881	\$11,212
<b>\$/yr</b>	88,596	91,260	94,044	96,888	99,840	102,852	105,972	109,176	109,176	109,176	112,488	112,488	115,908	115,908	115,908	119,412	123,036	126,756	130,572	134,544
<b>\$/hr</b>	42.59	43.88	45.21	46.58	48.00	49.45	50.95	52.49	52.49	52.49	54.08	54.08	55.73	55.73	55.73	57.41	59.15	60.94	62.78	64.68
<b>21</b>	\$7,456	\$7,683	\$7,915	\$8,156	\$8,402	\$8,658	\$8,920	\$9,190	\$9,190	\$9,190	\$9,469	\$9,469	\$9,756	\$9,756	\$9,756	\$10,049	\$10,355	\$10,668	\$10,991	\$11,324
<b>\$/yr</b>	89,472	92,196	94,980	97,872	100,824	103,896	107,040	110,280	110,280	110,280	113,628	113,628	117,072	117,072	117,072	120,588	124,260	128,016	131,892	135,888
<b>\$/hr</b>	43.02	44.33	45.66	47.05	48.47	49.95	51.46	53.02	53.02	53.02	54.63	54.63	56.28	56.28	56.28	57.98	59.74	61.55	63.41	65.33
<b>22</b>	\$7,532	\$7,758	\$7,996	\$8,234	\$8,487	\$8,743	\$9,009	\$9,283	\$9,283	\$9,283	\$9,564	\$9,564	\$9,854	\$9,854	\$9,854	\$10,151	\$10,459	\$10,774	\$11,100	\$11,437
<b>\$/yr</b>	90,384	93,096	95,952	98,808	101,844	104,916	108,108	111,396	111,396	111,396	114,768	114,768	118,248	118,248	118,248	121,812	125,508	129,288	133,200	137,244
<b>\$/hr</b>	43.45	44.76	46.13	47.50	48.96	50.44	51.98	53.56	53.56	53.56	55.18	55.18	56.85	56.85	56.85	58.56	60.34	62.16	64.04	65.98
<b>23</b>	\$7,605	\$7,837	\$8,074	\$8,320	\$8,571	\$8,831	\$9,098	\$9,374	\$9,374	\$9,374	\$9,659	\$9,659	\$9,951	\$9,951	\$9,951	\$10,253	\$10,563	\$10,881	\$11,212	\$11,552
<b>\$/yr</b>	91,260	94,044	96,888	99,840	102,852	105,972	109,176	112,488	112,488	112,488	115,908	115,908	119,412	119,412	119,412	123,036	126,756	130,572	134,544	138,624
<b>\$/hr</b>	43.88	45.21	46.58	48.00	49.45	50.95	52.49	54.08	54.08	54.08	55.73	55.73	57.41	57.41	57.41	59.15	60.94	62.78	64.68	66.65
<b>24</b>	\$7,683	\$7,915	\$8,156	\$8,402	\$8,658	\$8,920	\$9,190	\$9,469	\$9,469	\$9,469	\$9,756	\$9,756	\$10,049	\$10,049	\$10,049	\$10,355	\$10,668	\$10,991	\$11,324	\$11,668
<b>\$/yr</b>	92,196	94,980	97,872	100,824	103,896	107,040	110,280	113,628	113,628	113,628	117,072	117,072	120,588	120,588	120,588	124,260	128,016	131,892	135,888	140,016
<b>\$/hr</b>	44.33	45.66	47.05	48.47	49.95	51.46	53.02	54.63	54.63	54.63	56.28	56.28	57.98	57.98	57.98	59.74	61.55	63.41	65.33	67.32
<b>25</b>	\$7,758	\$7,996	\$8,234	\$8,487	\$8,743	\$9,009	\$9,283	\$9,564	\$9,564	\$9,564	\$9,854	\$9,854	\$10,151	\$10,151	\$10,151	\$10,459	\$10,774	\$11,100	\$11,437	\$11,784
<b>\$/yr</b>	93,096	95,952	98,808	101,844	104,916	108,108	111,396	114,768	114,768	114,768	118,248	118,248	121,812	121,812	121,812	125,508	129,288	133,200	137,244	141,408
<b>\$/hr</b>	44.76	46.13	47.50	48.96	50.44	51.98	53.56	55.18	55.18	55.18	56.85	56.85	58.56	58.56	58.56	60.34	62.16	64.04	65.98	67.98
<b>26</b>	\$7,837	\$8,074	\$8,320	\$8,571	\$8,831	\$9,098	\$9,374	\$9,659	\$9,659	\$9,659	\$9,951	\$9,951	\$10,253	\$10,253	\$10,253	\$10,563	\$10,881	\$11,212	\$11,552	\$11,902
<b>\$/yr</b>	94,044	96,888	99,840	102,852	105,972	109,176	112,488	115,908	115,908	115,908	119,412	119,412	123,036	123,036	123,036	126,756	130,572	134,544	138,624	142,824
<b>\$/hr</b>	45.21	46.58	48.00	49.45	50.95	52.49	54.08	55.73	55.73	55.73	57.41	57.41	59.15	59.15	59.15	60.94	62.78	64.68	66.65	68.67
<b>27</b>	\$7,915	\$8,156	\$8,402	\$8,658	\$8,920	\$9,190	\$9,469	\$9,756	\$9,756	\$9,756	\$10,049	\$10,049	\$10,355	\$10,355	\$10,355	\$10,668	\$10,991	\$11,324	\$11,668	\$12,023
<b>\$/yr</b>	94,980	97,872	100,824	103,896	107,040	110,280	113,628	117,072	117,072	117,072	120,588	120,588	124,260	124,260	124,260	128,016	131,892	135,888	140,016	144,276
<b>\$/hr</b>	45.66	47.05	48.47	49.95	51.46	53.02	54.63	56.28	56.28	56.28	57.98	57.98	59.74	59.74	59.74	61.55	63.41	65.33	67.32	69.36
<b>28</b>	\$7,996	\$8,234	\$8,487	\$8,743	\$9,009	\$9,283	\$9,564	\$9,854	\$9,854	\$9,854	\$10,151	\$10,151	\$10,459	\$10,459	\$10,459	\$10,774	\$11,100	\$11,437	\$11,784	\$12,142
<b>\$/yr</b>	95,952	98,808	101,844	104,916	108,108	111,396	114,768	118,248	118,248	118,248	121,812	121,812	125,508	125,508	125,508	129,288	133,200	137,244	141,408	145,704
<b>\$/hr</b>	46.13	47.50	48.96	50.44	51.98	53.56	55.18	56.85	56.85	56.85	58.56	58.56	60.34	60.34	60.34	62.16	64.04	65.98	67.98	70.05
<b>29</b>	\$8,074	\$8,320	\$8,571	\$8,831	\$9,098	\$9,374	\$9,659	\$9,951	\$9,951	\$9,951	\$10,253	\$10,253	\$10,563	\$10,563	\$10,563	\$10,881	\$11,212	\$11,552	\$11,902	\$12,266
<b>\$/yr</b>	96,888	99,840	102,852	105,972	109,176	112,488	115,908	119,412	119,412	119,412	123,036	123,036	126,756	126,756	126,756	130,572	134,544	138,624	142,824	147,192
<b>\$/hr</b>	46.58	48.00	49.45	50.95	52.49	54.08	55.73	57.41	57.41	57.41	59.15	59.15	60.94	60.94	60.94	62.78	64.68	66.65	68.67	70.77
<b>30</b>	\$8,156	\$8,402	\$8,658	\$8,920	\$9,190	\$9,469	\$9,756	\$10,049	\$10,049	\$10,049	\$10,355	\$10,355	\$10,668	\$10,668	\$10,668	\$10,991	\$11,324	\$11,668	\$12,023	\$12,386
<b>\$/yr</b>	97,872	100,824	103,896	107,040	110,280	113,628	117,072	120,588	120,588	120,588	124,260	124,260	128,016	128,016	128,016	131,892	135,888	140,016	144,276	148,632
<b>\$/hr</b>	47.05	48.47	49.95	51.46	53.02	54.63	56.28	57.98	57.98	57.98	59.74	59.74	61.55	61.55	61.55	63.41	65.33	67.32	69.36	71.46
<b>31</b>	\$8,234	\$8,487	\$8,743	\$9,009	\$9,283	\$9,564	\$9,854	\$10,151	\$10,151	\$10,151	\$10,459	\$10,459	\$10,774	\$10,774	\$10,774	\$11,100	\$11,437	\$11,7		

Appendix X  
**University of Washington - Contract Classified**  
**1199NW HEALTH CARE SPECIAL PAY**  
**PayScale Table BQ - Effective October 1, 2013**

Range	<---- Step ---->																			
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
<b>34</b>	\$8,487	\$8,743	\$9,009	\$9,283	\$9,564	\$9,854	\$10,151	\$10,459	\$10,459	\$10,459	\$10,774	\$10,774	\$11,100	\$11,100	\$11,100	\$11,437	\$11,784	\$12,142	\$12,511	\$12,889
\$/yr	101,844	104,916	108,108	111,396	114,768	118,248	121,812	125,508	125,508	125,508	129,288	129,288	133,200	133,200	133,200	137,244	141,408	145,704	150,132	154,668
\$/hr	48.96	50.44	51.98	53.56	55.18	56.85	58.56	60.34	60.34	60.34	62.16	62.16	64.04	64.04	64.04	65.98	67.98	70.05	72.18	74.36
<b>35</b>	\$8,571	\$8,831	\$9,098	\$9,374	\$9,659	\$9,951	\$10,253	\$10,563	\$10,563	\$10,563	\$10,881	\$10,881	\$11,212	\$11,212	\$11,212	\$11,552	\$11,902	\$12,266	\$12,635	\$13,018
\$/yr	102,852	105,972	109,176	112,488	115,908	119,412	123,036	126,756	126,756	126,756	130,572	130,572	134,544	134,544	134,544	138,624	142,824	147,192	151,620	156,216
\$/hr	49.45	50.95	52.49	54.08	55.73	57.41	59.15	60.94	60.94	60.94	62.78	62.78	64.68	64.68	64.68	66.65	68.67	70.77	72.89	75.10
<b>36</b>	\$8,658	\$8,920	\$9,190	\$9,469	\$9,756	\$10,049	\$10,355	\$10,668	\$10,668	\$10,668	\$10,991	\$10,991	\$11,324	\$11,324	\$11,324	\$11,668	\$12,023	\$12,386	\$12,762	\$13,149
\$/yr	103,896	107,040	110,280	113,628	117,072	120,588	124,260	128,016	128,016	128,016	131,892	131,892	135,888	135,888	135,888	140,016	144,276	148,632	153,144	157,788
\$/hr	49.95	51.46	53.02	54.63	56.28	57.98	59.74	61.55	61.55	61.55	63.41	63.41	65.33	65.33	65.33	67.32	69.36	71.46	73.63	75.86
<b>37</b>	\$8,743	\$9,009	\$9,283	\$9,564	\$9,854	\$10,151	\$10,459	\$10,774	\$10,774	\$10,774	\$11,100	\$11,100	\$11,437	\$11,437	\$11,437	\$11,784	\$12,142	\$12,511	\$12,889	\$13,278
\$/yr	104,916	108,108	111,396	114,768	118,248	121,812	125,508	129,288	129,288	129,288	133,200	133,200	137,244	137,244	137,244	141,408	145,704	150,132	154,668	159,336
\$/hr	50.44	51.98	53.56	55.18	56.85	58.56	60.34	62.16	62.16	62.16	64.04	64.04	65.98	65.98	65.98	67.98	70.05	72.18	74.36	76.60
<b>38</b>	\$8,831	\$9,098	\$9,374	\$9,659	\$9,951	\$10,253	\$10,563	\$10,881	\$10,881	\$10,881	\$11,212	\$11,212	\$11,552	\$11,552	\$11,552	\$11,902	\$12,266	\$12,635	\$13,018	\$13,413
\$/yr	105,972	109,176	112,488	115,908	119,412	123,036	126,756	130,572	130,572	130,572	134,544	134,544	138,624	138,624	138,624	142,824	147,192	151,620	156,216	160,956
\$/hr	50.95	52.49	54.08	55.73	57.41	59.15	60.94	62.78	62.78	62.78	64.68	64.68	66.65	66.65	66.65	68.67	70.77	72.89	75.10	77.38
<b>39</b>	\$8,920	\$9,190	\$9,469	\$9,756	\$10,049	\$10,355	\$10,668	\$10,991	\$10,991	\$10,991	\$11,324	\$11,324	\$11,668	\$11,668	\$11,668	\$12,023	\$12,386	\$12,762	\$13,149	\$13,547
\$/yr	107,040	110,280	113,628	117,072	120,588	124,260	128,016	131,892	131,892	131,892	135,888	135,888	140,016	140,016	140,016	144,276	148,632	153,144	157,788	162,564
\$/hr	51.46	53.02	54.63	56.28	57.98	59.74	61.55	63.41	63.41	63.41	65.33	65.33	67.32	67.32	67.32	69.36	71.46	73.63	75.86	78.16
<b>40</b>	\$9,009	\$9,283	\$9,564	\$9,854	\$10,151	\$10,459	\$10,774	\$11,100	\$11,100	\$11,100	\$11,437	\$11,437	\$11,784	\$11,784	\$11,784	\$12,142	\$12,511	\$12,889	\$13,278	\$13,682
\$/yr	108,108	111,396	114,768	118,248	121,812	125,508	129,288	133,200	133,200	133,200	137,244	137,244	141,408	141,408	141,408	145,704	150,132	154,668	159,336	164,184
\$/hr	51.98	53.56	55.18	56.85	58.56	60.34	62.16	64.04	64.04	64.04	65.98	65.98	67.98	67.98	67.98	70.05	72.18	74.36	76.60	78.93
<b>41</b>	\$9,098	\$9,374	\$9,659	\$9,951	\$10,253	\$10,563	\$10,881	\$11,212	\$11,212	\$11,212	\$11,552	\$11,552	\$11,902	\$11,902	\$11,902	\$12,266	\$12,635	\$13,018	\$13,413	\$13,820
\$/yr	109,176	112,488	115,908	119,412	123,036	126,756	130,572	134,544	134,544	134,544	138,624	138,624	142,824	142,824	142,824	147,192	151,620	156,216	160,956	165,840
\$/hr	52.49	54.08	55.73	57.41	59.15	60.94	62.78	64.68	64.68	64.68	66.65	66.65	68.67	68.67	68.67	70.77	72.89	75.10	77.38	79.73
<b>42</b>	\$9,190	\$9,469	\$9,756	\$10,049	\$10,355	\$10,668	\$10,991	\$11,324	\$11,324	\$11,324	\$11,668	\$11,668	\$12,023	\$12,023	\$12,023	\$12,386	\$12,762	\$13,149	\$13,547	\$13,958
\$/yr	110,280	113,628	117,072	120,588	124,260	128,016	131,892	135,888	135,888	135,888	140,016	140,016	144,276	144,276	144,276	148,632	153,144	157,788	162,564	167,496
\$/hr	53.02	54.63	56.28	57.98	59.74	61.55	63.41	65.33	65.33	65.33	67.32	67.32	69.36	69.36	69.36	71.46	73.63	75.86	78.16	80.53
<b>43</b>	\$9,283	\$9,564	\$9,854	\$10,151	\$10,459	\$10,774	\$11,100	\$11,437	\$11,437	\$11,437	\$11,784	\$11,784	\$12,142	\$12,142	\$12,142	\$12,511	\$12,889	\$13,278	\$13,682	\$14,097
\$/yr	111,396	114,768	118,248	121,812	125,508	129,288	133,200	137,244	137,244	137,244	141,408	141,408	145,704	145,704	145,704	150,132	154,668	159,336	164,184	169,164
\$/hr	53.56	55.18	56.85	58.56	60.34	62.16	64.04	65.98	65.98	65.98	67.98	67.98	70.05	70.05	70.05	72.18	74.36	76.60	78.93	81.33
<b>44</b>	\$9,374	\$9,659	\$9,951	\$10,253	\$10,563	\$10,881	\$11,212	\$11,552	\$11,552	\$11,552	\$11,902	\$11,902	\$12,266	\$12,266	\$12,266	\$12,635	\$13,018	\$13,413	\$13,820	\$14,239
\$/yr	112,488	115,908	119,412	123,036	126,756	130,572	134,544	138,624	138,624	138,624	142,824	142,824	147,192	147,192	147,192	151,620	156,216	160,956	165,840	170,868
\$/hr	54.08	55.73	57.41	59.15	60.94	62.78	64.68	66.65	66.65	66.65	68.67	68.67	70.77	70.77	70.77	72.89	75.10	77.38	79.73	82.15

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](http://www.washington.edu/admin/hr/ocpsp/compensation)

Appendix XI  
**University of Washington - Contract Classified**  
**1199NW & SEIU Like Titles**  
**Payscale Table BS - Effective July 1, 2013**

Range	< ---- Step ---- >																		
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S
0	\$2,159	\$2,225	\$2,290	\$2,361	\$2,433	\$2,505	\$2,584	\$2,659	\$2,689	\$2,713	\$2,741	\$2,767	\$2,824	\$2,824	\$2,824	\$2,910	\$2,996	\$3,088	\$3,181
\$/yr	25,908	26,700	27,480	28,332	29,196	30,060	31,008	31,908	32,268	32,556	32,892	33,204	33,888	33,888	33,888	34,920	35,952	37,056	38,172
\$/hr	12.46	12.84	13.21	13.62	14.04	14.45	14.91	15.34	15.51	15.65	15.81	15.96	16.29	16.29	16.29	16.79	17.28	17.82	18.35
1	\$2,181	\$2,246	\$2,315	\$2,385	\$2,455	\$2,530	\$2,606	\$2,689	\$2,713	\$2,741	\$2,767	\$2,797	\$2,853	\$2,853	\$2,853	\$2,938	\$3,026	\$3,120	\$3,214
\$/yr	26,172	26,952	27,780	28,620	29,460	30,360	31,272	32,268	32,556	32,892	33,204	33,564	34,236	34,236	34,236	35,256	36,312	37,440	38,568
\$/hr	12.58	12.96	13.36	13.76	14.16	14.60	15.03	15.51	15.65	15.81	15.96	16.14	16.46	16.46	16.46	16.95	17.46	18.00	18.54
2	\$2,200	\$2,270	\$2,337	\$2,405	\$2,483	\$2,555	\$2,634	\$2,713	\$2,741	\$2,767	\$2,797	\$2,824	\$2,879	\$2,879	\$2,879	\$2,968	\$3,059	\$3,151	\$3,246
\$/yr	26,400	27,240	28,044	28,860	29,796	30,660	31,608	32,556	32,892	33,204	33,564	33,888	34,548	34,548	34,548	35,616	36,708	37,812	38,952
\$/hr	12.69	13.10	13.48	13.88	14.33	14.74	15.20	15.65	15.81	15.96	16.14	16.29	16.61	16.61	16.61	17.12	17.65	18.18	18.73
3	\$2,225	\$2,290	\$2,361	\$2,433	\$2,505	\$2,584	\$2,659	\$2,741	\$2,767	\$2,797	\$2,824	\$2,853	\$2,910	\$2,910	\$2,910	\$2,996	\$3,088	\$3,181	\$3,278
\$/yr	26,700	27,480	28,332	29,196	30,060	31,008	31,908	32,892	33,204	33,564	33,888	34,236	34,920	34,920	34,920	35,952	37,056	38,172	39,336
\$/hr	12.84	13.21	13.62	14.04	14.45	14.91	15.34	15.81	15.96	16.14	16.29	16.46	16.79	16.79	16.79	17.28	17.82	18.35	18.91
4	\$2,246	\$2,315	\$2,385	\$2,455	\$2,530	\$2,606	\$2,689	\$2,767	\$2,797	\$2,824	\$2,853	\$2,879	\$2,938	\$2,938	\$2,938	\$3,026	\$3,120	\$3,214	\$3,311
\$/yr	26,952	27,780	28,620	29,460	30,360	31,272	32,268	33,204	33,564	33,888	34,236	34,548	35,256	35,256	35,256	36,312	37,440	38,568	39,732
\$/hr	12.96	13.36	13.76	14.16	14.60	15.03	15.51	15.96	16.14	16.29	16.46	16.61	16.95	16.95	16.95	17.46	18.00	18.54	19.10
5	\$2,270	\$2,337	\$2,405	\$2,483	\$2,555	\$2,634	\$2,713	\$2,797	\$2,824	\$2,853	\$2,879	\$2,910	\$2,968	\$2,968	\$2,968	\$3,059	\$3,151	\$3,246	\$3,345
\$/yr	27,240	28,044	28,860	29,796	30,660	31,608	32,556	33,564	33,888	34,236	34,548	34,920	35,616	35,616	35,616	36,708	37,812	38,952	40,140
\$/hr	13.10	13.48	13.88	14.33	14.74	15.20	15.65	16.14	16.29	16.46	16.61	16.79	17.12	17.12	17.12	17.65	18.18	18.73	19.30
6	\$2,290	\$2,361	\$2,433	\$2,505	\$2,584	\$2,659	\$2,741	\$2,824	\$2,853	\$2,879	\$2,910	\$2,938	\$2,996	\$2,996	\$2,996	\$3,088	\$3,181	\$3,278	\$3,378
\$/yr	27,480	28,332	29,196	30,060	31,008	31,908	32,892	33,888	34,236	34,548	34,920	35,256	35,952	35,952	35,952	37,056	38,172	39,336	40,536
\$/hr	13.21	13.62	14.04	14.45	14.91	15.34	15.81	16.29	16.46	16.61	16.79	16.95	17.28	17.28	17.28	17.82	18.35	18.91	19.49
7	\$2,315	\$2,385	\$2,455	\$2,530	\$2,606	\$2,689	\$2,767	\$2,853	\$2,879	\$2,910	\$2,938	\$2,968	\$3,026	\$3,026	\$3,026	\$3,120	\$3,214	\$3,311	\$3,411
\$/yr	27,780	28,620	29,460	30,360	31,272	32,268	33,204	34,236	34,548	34,920	35,256	35,616	36,312	36,312	36,312	37,440	38,568	39,732	40,932
\$/hr	13.36	13.76	14.16	14.60	15.03	15.51	15.96	16.46	16.61	16.79	16.95	17.12	17.46	17.46	17.46	18.00	18.54	19.10	19.68
8	\$2,337	\$2,405	\$2,483	\$2,555	\$2,634	\$2,713	\$2,797	\$2,879	\$2,910	\$2,938	\$2,968	\$2,996	\$3,059	\$3,059	\$3,059	\$3,151	\$3,246	\$3,345	\$3,447
\$/yr	28,044	28,860	29,796	30,660	31,608	32,556	33,564	34,548	34,920	35,256	35,616	35,952	36,708	36,708	36,708	37,812	38,952	40,140	41,364
\$/hr	13.48	13.88	14.33	14.74	15.20	15.65	16.14	16.61	16.79	16.95	17.12	17.28	17.65	17.65	17.65	18.18	18.73	19.30	19.89

Appendix XI  
**University of Washington - Contract Classified**  
**1199NW & SEIU Like Titles**  
**Payscale Table BS - Effective July 1, 2013**

Range	< ---- Step ---- >																		
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S
9	\$2,361	\$2,433	\$2,505	\$2,584	\$2,659	\$2,741	\$2,824	\$2,910	\$2,938	\$2,968	\$2,996	\$3,026	\$3,088	\$3,088	\$3,088	\$3,181	\$3,278	\$3,378	\$3,480
\$/yr	28,332	29,196	30,060	31,008	31,908	32,892	33,888	34,920	35,256	35,616	35,952	36,312	37,056	37,056	37,056	38,172	39,336	40,536	41,760
\$/hr	13.62	14.04	14.45	14.91	15.34	15.81	16.29	16.79	16.95	17.12	17.28	17.46	17.82	17.82	17.82	18.35	18.91	19.49	20.08
10	\$2,385	\$2,455	\$2,530	\$2,606	\$2,689	\$2,767	\$2,853	\$2,938	\$2,968	\$2,996	\$3,026	\$3,059	\$3,120	\$3,120	\$3,120	\$3,214	\$3,311	\$3,411	\$3,514
\$/yr	28,620	29,460	30,360	31,272	32,268	33,204	34,236	35,256	35,616	35,952	36,312	36,708	37,440	37,440	37,440	38,568	39,732	40,932	42,168
\$/hr	13.76	14.16	14.60	15.03	15.51	15.96	16.46	16.95	17.12	17.28	17.46	17.65	18.00	18.00	18.00	18.54	19.10	19.68	20.27
11	\$2,405	\$2,483	\$2,555	\$2,634	\$2,713	\$2,797	\$2,879	\$2,968	\$2,996	\$3,026	\$3,059	\$3,088	\$3,151	\$3,151	\$3,151	\$3,246	\$3,345	\$3,447	\$3,551
\$/yr	28,860	29,796	30,660	31,608	32,556	33,564	34,548	35,616	35,952	36,312	36,708	37,056	37,812	37,812	37,812	38,952	40,140	41,364	42,612
\$/hr	13.88	14.33	14.74	15.20	15.65	16.14	16.61	17.12	17.28	17.46	17.65	17.82	18.18	18.18	18.18	18.73	19.30	19.89	20.49
12	\$2,433	\$2,505	\$2,584	\$2,659	\$2,741	\$2,824	\$2,910	\$2,996	\$3,026	\$3,059	\$3,088	\$3,120	\$3,181	\$3,181	\$3,181	\$3,278	\$3,378	\$3,480	\$3,585
\$/yr	29,196	30,060	31,008	31,908	32,892	33,888	34,920	35,952	36,312	36,708	37,056	37,440	38,172	38,172	38,172	39,336	40,536	41,760	43,020
\$/hr	14.04	14.45	14.91	15.34	15.81	16.29	16.79	17.28	17.46	17.65	17.82	18.00	18.35	18.35	18.35	18.91	19.49	20.08	20.68
13	\$2,455	\$2,530	\$2,606	\$2,689	\$2,767	\$2,853	\$2,938	\$3,026	\$3,059	\$3,088	\$3,120	\$3,151	\$3,214	\$3,214	\$3,214	\$3,311	\$3,411	\$3,514	\$3,622
\$/yr	29,460	30,360	31,272	32,268	33,204	34,236	35,256	36,312	36,708	37,056	37,440	37,812	38,568	38,568	38,568	39,732	40,932	42,168	43,464
\$/hr	14.16	14.60	15.03	15.51	15.96	16.46	16.95	17.46	17.65	17.82	18.00	18.18	18.54	18.54	18.54	19.10	19.68	20.27	20.90
14	\$2,483	\$2,555	\$2,634	\$2,713	\$2,797	\$2,879	\$2,968	\$3,059	\$3,088	\$3,120	\$3,151	\$3,181	\$3,246	\$3,246	\$3,246	\$3,345	\$3,447	\$3,551	\$3,657
\$/yr	29,796	30,660	31,608	32,556	33,564	34,548	35,616	36,708	37,056	37,440	37,812	38,172	38,952	38,952	38,952	40,140	41,364	42,612	43,884
\$/hr	14.33	14.74	15.20	15.65	16.14	16.61	17.12	17.65	17.82	18.00	18.18	18.35	18.73	18.73	18.73	19.30	19.89	20.49	21.10
15	\$2,505	\$2,584	\$2,659	\$2,741	\$2,824	\$2,910	\$2,996	\$3,088	\$3,120	\$3,151	\$3,181	\$3,214	\$3,278	\$3,278	\$3,278	\$3,378	\$3,480	\$3,585	\$3,693
\$/yr	30,060	31,008	31,908	32,892	33,888	34,920	35,952	37,056	37,440	37,812	38,172	38,568	39,336	39,336	39,336	40,536	41,760	43,020	44,316
\$/hr	14.45	14.91	15.34	15.81	16.29	16.79	17.28	17.82	18.00	18.18	18.35	18.54	18.91	18.91	18.91	19.49	20.08	20.68	21.31
16	\$2,530	\$2,606	\$2,689	\$2,767	\$2,853	\$2,938	\$3,026	\$3,120	\$3,151	\$3,181	\$3,214	\$3,246	\$3,311	\$3,311	\$3,311	\$3,411	\$3,514	\$3,622	\$3,730
\$/yr	30,360	31,272	32,268	33,204	34,236	35,256	36,312	37,440	37,812	38,172	38,568	38,952	39,732	39,732	39,732	40,932	42,168	43,464	44,760
\$/hr	14.60	15.03	15.51	15.96	16.46	16.95	17.46	18.00	18.18	18.35	18.54	18.73	19.10	19.10	19.10	19.68	20.27	20.90	21.52
17	\$2,555	\$2,634	\$2,713	\$2,797	\$2,879	\$2,968	\$3,059	\$3,151	\$3,181	\$3,214	\$3,246	\$3,278	\$3,345	\$3,345	\$3,345	\$3,447	\$3,551	\$3,657	\$3,767
\$/yr	30,660	31,608	32,556	33,564	34,548	35,616	36,708	37,812	38,172	38,568	38,952	39,336	40,140	40,140	40,140	41,364	42,612	43,884	45,204
\$/hr	14.74	15.20	15.65	16.14	16.61	17.12	17.65	18.18	18.35	18.54	18.73	18.91	19.30	19.30	19.30	19.89	20.49	21.10	21.73

Appendix XI  
**University of Washington - Contract Classified**  
**1199NW & SEIU Like Titles**  
**Payscale Table BS - Effective July 1, 2013**

Range	< ---- Step ---- >																		
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S
18	\$2,584	\$2,659	\$2,741	\$2,824	\$2,910	\$2,996	\$3,088	\$3,181	\$3,214	\$3,246	\$3,278	\$3,311	\$3,378	\$3,378	\$3,378	\$3,480	\$3,585	\$3,693	\$3,806
\$/yr	31,008	31,908	32,892	33,888	34,920	35,952	37,056	38,172	38,568	38,952	39,336	39,732	40,536	40,536	40,536	41,760	43,020	44,316	45,672
\$/hr	14.91	15.34	15.81	16.29	16.79	17.28	17.82	18.35	18.54	18.73	18.91	19.10	19.49	19.49	19.49	20.08	20.68	21.31	21.96
19	\$2,606	\$2,689	\$2,767	\$2,853	\$2,938	\$3,026	\$3,120	\$3,214	\$3,246	\$3,278	\$3,311	\$3,345	\$3,411	\$3,411	\$3,411	\$3,514	\$3,622	\$3,730	\$3,843
\$/yr	31,272	32,268	33,204	34,236	35,256	36,312	37,440	38,568	38,952	39,336	39,732	40,140	40,932	40,932	40,932	42,168	43,464	44,760	46,116
\$/hr	15.03	15.51	15.96	16.46	16.95	17.46	18.00	18.54	18.73	18.91	19.10	19.30	19.68	19.68	19.68	20.27	20.90	21.52	22.17
20	\$2,634	\$2,713	\$2,797	\$2,879	\$2,968	\$3,059	\$3,151	\$3,246	\$3,278	\$3,311	\$3,345	\$3,378	\$3,447	\$3,447	\$3,447	\$3,551	\$3,657	\$3,767	\$3,883
\$/yr	31,608	32,556	33,564	34,548	35,616	36,708	37,812	38,952	39,336	39,732	40,140	40,536	41,364	41,364	41,364	42,612	43,884	45,204	46,596
\$/hr	15.20	15.65	16.14	16.61	17.12	17.65	18.18	18.73	18.91	19.10	19.30	19.49	19.89	19.89	19.89	20.49	21.10	21.73	22.40
21	\$2,659	\$2,741	\$2,824	\$2,910	\$2,996	\$3,088	\$3,181	\$3,278	\$3,311	\$3,345	\$3,378	\$3,411	\$3,480	\$3,480	\$3,480	\$3,585	\$3,693	\$3,806	\$3,920
\$/yr	31,908	32,892	33,888	34,920	35,952	37,056	38,172	39,336	39,732	40,140	40,536	40,932	41,760	41,760	41,760	43,020	44,316	45,672	47,040
\$/hr	15.34	15.81	16.29	16.79	17.28	17.82	18.35	18.91	19.10	19.30	19.49	19.68	20.08	20.08	20.08	20.68	21.31	21.96	22.62
22	\$2,689	\$2,767	\$2,853	\$2,938	\$3,026	\$3,120	\$3,214	\$3,311	\$3,345	\$3,378	\$3,411	\$3,447	\$3,514	\$3,514	\$3,514	\$3,622	\$3,730	\$3,843	\$3,960
\$/yr	32,268	33,204	34,236	35,256	36,312	37,440	38,568	39,732	40,140	40,536	40,932	41,364	42,168	42,168	42,168	43,464	44,760	46,116	47,520
\$/hr	15.51	15.96	16.46	16.95	17.46	18.00	18.54	19.10	19.30	19.49	19.68	19.89	20.27	20.27	20.27	20.90	21.52	22.17	22.85
23	\$2,713	\$2,797	\$2,879	\$2,968	\$3,059	\$3,151	\$3,246	\$3,345	\$3,378	\$3,411	\$3,447	\$3,480	\$3,551	\$3,551	\$3,551	\$3,657	\$3,767	\$3,883	\$3,999
\$/yr	32,556	33,564	34,548	35,616	36,708	37,812	38,952	40,140	40,536	40,932	41,364	41,760	42,612	42,612	42,612	43,884	45,204	46,596	47,988
\$/hr	15.65	16.14	16.61	17.12	17.65	18.18	18.73	19.30	19.49	19.68	19.89	20.08	20.49	20.49	20.49	21.10	21.73	22.40	23.07
24	\$2,741	\$2,824	\$2,910	\$2,996	\$3,088	\$3,181	\$3,278	\$3,378	\$3,411	\$3,447	\$3,480	\$3,514	\$3,585	\$3,585	\$3,585	\$3,693	\$3,806	\$3,920	\$4,040
\$/yr	32,892	33,888	34,920	35,952	37,056	38,172	39,336	40,536	40,932	41,364	41,760	42,168	43,020	43,020	43,020	44,316	45,672	47,040	48,480
\$/hr	15.81	16.29	16.79	17.28	17.82	18.35	18.91	19.49	19.68	19.89	20.08	20.27	20.68	20.68	20.68	21.31	21.96	22.62	23.31
25	\$2,767	\$2,853	\$2,938	\$3,026	\$3,120	\$3,214	\$3,311	\$3,411	\$3,447	\$3,480	\$3,514	\$3,551	\$3,622	\$3,622	\$3,622	\$3,730	\$3,843	\$3,960	\$4,079
\$/yr	33,204	34,236	35,256	36,312	37,440	38,568	39,732	40,932	41,364	41,760	42,168	42,612	43,464	43,464	43,464	44,760	46,116	47,520	48,948
\$/hr	15.96	16.46	16.95	17.46	18.00	18.54	19.10	19.68	19.89	20.08	20.27	20.49	20.90	20.90	20.90	21.52	22.17	22.85	23.53
26	\$2,797	\$2,879	\$2,968	\$3,059	\$3,151	\$3,246	\$3,345	\$3,447	\$3,480	\$3,514	\$3,551	\$3,585	\$3,657	\$3,657	\$3,657	\$3,767	\$3,883	\$3,999	\$4,122
\$/yr	33,564	34,548	35,616	36,708	37,812	38,952	40,140	41,364	41,760	42,168	42,612	43,020	43,884	43,884	43,884	45,204	46,596	47,988	49,464
\$/hr	16.14	16.61	17.12	17.65	18.18	18.73	19.30	19.89	20.08	20.27	20.49	20.68	21.10	21.10	21.10	21.73	22.40	23.07	23.78



Appendix XI  
**University of Washington - Contract Classified**  
**1199NW & SEIU Like Titles**  
**Payscale Table BS - Effective July 1, 2013**

Range	< ---- Step ---- >																		
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S
27	\$2,824	\$2,910	\$2,996	\$3,088	\$3,181	\$3,278	\$3,378	\$3,480	\$3,514	\$3,551	\$3,585	\$3,622	\$3,693	\$3,693	\$3,693	\$3,806	\$3,920	\$4,040	\$4,163
\$/yr	33,888	34,920	35,952	37,056	38,172	39,336	40,536	41,760	42,168	42,612	43,020	43,464	44,316	44,316	44,316	45,672	47,040	48,480	49,956
\$/hr	16.29	16.79	17.28	17.82	18.35	18.91	19.49	20.08	20.27	20.49	20.68	20.90	21.31	21.31	21.31	21.96	22.62	23.31	24.02
28	\$2,853	\$2,938	\$3,026	\$3,120	\$3,214	\$3,311	\$3,411	\$3,514	\$3,551	\$3,585	\$3,622	\$3,657	\$3,730	\$3,730	\$3,730	\$3,843	\$3,960	\$4,079	\$4,204
\$/yr	34,236	35,256	36,312	37,440	38,568	39,732	40,932	42,168	42,612	43,020	43,464	43,884	44,760	44,760	44,760	46,116	47,520	48,948	50,448
\$/hr	16.46	16.95	17.46	18.00	18.54	19.10	19.68	20.27	20.49	20.68	20.90	21.10	21.52	21.52	21.52	22.17	22.85	23.53	24.25
29	\$2,879	\$2,968	\$3,059	\$3,151	\$3,246	\$3,345	\$3,447	\$3,551	\$3,585	\$3,622	\$3,657	\$3,693	\$3,767	\$3,767	\$3,767	\$3,883	\$3,999	\$4,122	\$4,247
\$/yr	34,548	35,616	36,708	37,812	38,952	40,140	41,364	42,612	43,020	43,464	43,884	44,316	45,204	45,204	45,204	46,596	47,988	49,464	50,964
\$/hr	16.61	17.12	17.65	18.18	18.73	19.30	19.89	20.49	20.68	20.90	21.10	21.31	21.73	21.73	21.73	22.40	23.07	23.78	24.50
30	\$2,910	\$2,996	\$3,088	\$3,181	\$3,278	\$3,378	\$3,480	\$3,585	\$3,622	\$3,657	\$3,693	\$3,730	\$3,806	\$3,806	\$3,806	\$3,920	\$4,040	\$4,163	\$4,288
\$/yr	34,920	35,952	37,056	38,172	39,336	40,536	41,760	43,020	43,464	43,884	44,316	44,760	45,672	45,672	45,672	47,040	48,480	49,956	51,456
\$/hr	16.79	17.28	17.82	18.35	18.91	19.49	20.08	20.68	20.90	21.10	21.31	21.52	21.96	21.96	21.96	22.62	23.31	24.02	24.74
31	\$2,938	\$3,026	\$3,120	\$3,214	\$3,311	\$3,411	\$3,514	\$3,622	\$3,657	\$3,693	\$3,730	\$3,767	\$3,843	\$3,843	\$3,843	\$3,960	\$4,079	\$4,204	\$4,333
\$/yr	35,256	36,312	37,440	38,568	39,732	40,932	42,168	43,464	43,884	44,316	44,760	45,204	46,116	46,116	46,116	47,520	48,948	50,448	51,996
\$/hr	16.95	17.46	18.00	18.54	19.10	19.68	20.27	20.90	21.10	21.31	21.52	21.73	22.17	22.17	22.17	22.85	23.53	24.25	25.00
32	\$2,968	\$3,059	\$3,151	\$3,246	\$3,345	\$3,447	\$3,551	\$3,657	\$3,693	\$3,730	\$3,767	\$3,806	\$3,883	\$3,883	\$3,883	\$3,999	\$4,122	\$4,247	\$4,375
\$/yr	35,616	36,708	37,812	38,952	40,140	41,364	42,612	43,884	44,316	44,760	45,204	45,672	46,596	46,596	46,596	47,988	49,464	50,964	52,500
\$/hr	17.12	17.65	18.18	18.73	19.30	19.89	20.49	21.10	21.31	21.52	21.73	21.96	22.40	22.40	22.40	23.07	23.78	24.50	25.24
33	\$2,996	\$3,088	\$3,181	\$3,278	\$3,378	\$3,480	\$3,585	\$3,693	\$3,730	\$3,767	\$3,806	\$3,843	\$3,920	\$3,920	\$3,920	\$4,040	\$4,163	\$4,288	\$4,420
\$/yr	35,952	37,056	38,172	39,336	40,536	41,760	43,020	44,316	44,760	45,204	45,672	46,116	47,040	47,040	47,040	48,480	49,956	51,456	53,040
\$/hr	17.28	17.82	18.35	18.91	19.49	20.08	20.68	21.31	21.52	21.73	21.96	22.17	22.62	22.62	22.62	23.31	24.02	24.74	25.50
34	\$3,026	\$3,120	\$3,214	\$3,311	\$3,411	\$3,514	\$3,622	\$3,730	\$3,767	\$3,806	\$3,843	\$3,883	\$3,960	\$3,960	\$3,960	\$4,079	\$4,204	\$4,333	\$4,463
\$/yr	36,312	37,440	38,568	39,732	40,932	42,168	43,464	44,760	45,204	45,672	46,116	46,596	47,520	47,520	47,520	48,948	50,448	51,996	53,556
\$/hr	17.46	18.00	18.54	19.10	19.68	20.27	20.90	21.52	21.73	21.96	22.17	22.40	22.85	22.85	22.85	23.53	24.25	25.00	25.75
35	\$3,059	\$3,151	\$3,246	\$3,345	\$3,447	\$3,551	\$3,657	\$3,767	\$3,806	\$3,843	\$3,883	\$3,920	\$3,999	\$3,999	\$3,999	\$4,122	\$4,247	\$4,375	\$4,508
\$/yr	36,708	37,812	38,952	40,140	41,364	42,612	43,884	45,204	45,672	46,116	46,596	47,040	47,988	47,988	47,988	49,464	50,964	52,500	54,096
\$/hr	17.65	18.18	18.73	19.30	19.89	20.49	21.10	21.73	21.96	22.17	22.40	22.62	23.07	23.07	23.07	23.78	24.50	25.24	26.01

Appendix XI  
**University of Washington - Contract Classified**  
**1199NW & SEIU Like Titles**  
**Payscale Table BS - Effective July 1, 2013**

Range	< ---- Step ---- >																		
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S
36	\$3,088	\$3,181	\$3,278	\$3,378	\$3,480	\$3,585	\$3,693	\$3,806	\$3,843	\$3,883	\$3,920	\$3,960	\$4,040	\$4,040	\$4,040	\$4,163	\$4,288	\$4,420	\$4,555
\$/yr	37,056	38,172	39,336	40,536	41,760	43,020	44,316	45,672	46,116	46,596	47,040	47,520	48,480	48,480	48,480	49,956	51,456	53,040	54,660
\$/hr	17.82	18.35	18.91	19.49	20.08	20.68	21.31	21.96	22.17	22.40	22.62	22.85	23.31	23.31	23.31	24.02	24.74	25.50	26.28
37	\$3,120	\$3,214	\$3,311	\$3,411	\$3,514	\$3,622	\$3,730	\$3,843	\$3,883	\$3,920	\$3,960	\$3,999	\$4,079	\$4,079	\$4,079	\$4,204	\$4,333	\$4,463	\$4,598
\$/yr	37,440	38,568	39,732	40,932	42,168	43,464	44,760	46,116	46,596	47,040	47,520	47,988	48,948	48,948	48,948	50,448	51,996	53,556	55,176
\$/hr	18.00	18.54	19.10	19.68	20.27	20.90	21.52	22.17	22.40	22.62	22.85	23.07	23.53	23.53	23.53	24.25	25.00	25.75	26.53
38	\$3,151	\$3,246	\$3,345	\$3,447	\$3,551	\$3,657	\$3,767	\$3,883	\$3,920	\$3,960	\$3,999	\$4,040	\$4,122	\$4,122	\$4,122	\$4,247	\$4,375	\$4,508	\$4,645
\$/yr	37,812	38,952	40,140	41,364	42,612	43,884	45,204	46,596	47,040	47,520	47,988	48,480	49,464	49,464	49,464	50,964	52,500	54,096	55,740
\$/hr	18.18	18.73	19.30	19.89	20.49	21.10	21.73	22.40	22.62	22.85	23.07	23.31	23.78	23.78	23.78	24.50	25.24	26.01	26.80
39	\$3,181	\$3,278	\$3,378	\$3,480	\$3,585	\$3,693	\$3,806	\$3,920	\$3,960	\$3,999	\$4,040	\$4,079	\$4,163	\$4,163	\$4,163	\$4,288	\$4,420	\$4,555	\$4,690
\$/yr	38,172	39,336	40,536	41,760	43,020	44,316	45,672	47,040	47,520	47,988	48,480	48,948	49,956	49,956	49,956	51,456	53,040	54,660	56,280
\$/hr	18.35	18.91	19.49	20.08	20.68	21.31	21.96	22.62	22.85	23.07	23.31	23.53	24.02	24.02	24.02	24.74	25.50	26.28	27.06
40	\$3,214	\$3,311	\$3,411	\$3,514	\$3,622	\$3,730	\$3,843	\$3,960	\$3,999	\$4,040	\$4,079	\$4,122	\$4,204	\$4,204	\$4,204	\$4,333	\$4,463	\$4,598	\$4,739
\$/yr	38,568	39,732	40,932	42,168	43,464	44,760	46,116	47,520	47,988	48,480	48,948	49,464	50,448	50,448	50,448	51,996	53,556	55,176	56,868
\$/hr	18.54	19.10	19.68	20.27	20.90	21.52	22.17	22.85	23.07	23.31	23.53	23.78	24.25	24.25	24.25	25.00	25.75	26.53	27.34
41	\$3,246	\$3,345	\$3,447	\$3,551	\$3,657	\$3,767	\$3,883	\$3,999	\$4,040	\$4,079	\$4,122	\$4,163	\$4,247	\$4,247	\$4,247	\$4,375	\$4,508	\$4,645	\$4,786
\$/yr	38,952	40,140	41,364	42,612	43,884	45,204	46,596	47,988	48,480	48,948	49,464	49,956	50,964	50,964	50,964	52,500	54,096	55,740	57,432
\$/hr	18.73	19.30	19.89	20.49	21.10	21.73	22.40	23.07	23.31	23.53	23.78	24.02	24.50	24.50	24.50	25.24	26.01	26.80	27.61
42	\$3,278	\$3,378	\$3,480	\$3,585	\$3,693	\$3,806	\$3,920	\$4,040	\$4,079	\$4,122	\$4,163	\$4,204	\$4,288	\$4,288	\$4,288	\$4,420	\$4,555	\$4,690	\$4,833
\$/yr	39,336	40,536	41,760	43,020	44,316	45,672	47,040	48,480	48,948	49,464	49,956	50,448	51,456	51,456	51,456	53,040	54,660	56,280	57,996
\$/hr	18.91	19.49	20.08	20.68	21.31	21.96	22.62	23.31	23.53	23.78	24.02	24.25	24.74	24.74	24.74	25.50	26.28	27.06	27.88
43	\$3,311	\$3,411	\$3,514	\$3,622	\$3,730	\$3,843	\$3,960	\$4,079	\$4,122	\$4,163	\$4,204	\$4,247	\$4,333	\$4,333	\$4,333	\$4,463	\$4,598	\$4,739	\$4,884
\$/yr	39,732	40,932	42,168	43,464	44,760	46,116	47,520	48,948	49,464	49,956	50,448	50,964	51,996	51,996	51,996	53,556	55,176	56,868	58,608
\$/hr	19.10	19.68	20.27	20.90	21.52	22.17	22.85	23.53	23.78	24.02	24.25	24.50	25.00	25.00	25.00	25.75	26.53	27.34	28.18
44	\$3,345	\$3,447	\$3,551	\$3,657	\$3,767	\$3,883	\$3,999	\$4,122	\$4,163	\$4,204	\$4,247	\$4,288	\$4,375	\$4,375	\$4,375	\$4,508	\$4,645	\$4,786	\$4,930
\$/yr	40,140	41,364	42,612	43,884	45,204	46,596	47,988	49,464	49,956	50,448	50,964	51,456	52,500	52,500	52,500	54,096	55,740	57,432	59,160
\$/hr	19.30	19.89	20.49	21.10	21.73	22.40	23.07	23.78	24.02	24.25	24.50	24.74	25.24	25.24	25.24	26.01	26.80	27.61	28.44

Appendix XI  
**University of Washington - Contract Classified**  
**1199NW & SEIU Like Titles**  
**Payscale Table BS - Effective July 1, 2013**

Range	< ---- Step ---- >																		
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S
45	\$3,378	\$3,480	\$3,585	\$3,693	\$3,806	\$3,920	\$4,040	\$4,163	\$4,204	\$4,247	\$4,288	\$4,333	\$4,420	\$4,420	\$4,420	\$4,555	\$4,690	\$4,833	\$4,981
\$/yr	40,536	41,760	43,020	44,316	45,672	47,040	48,480	49,956	50,448	50,964	51,456	51,996	53,040	53,040	53,040	54,660	56,280	57,996	59,772
\$/hr	19.49	20.08	20.68	21.31	21.96	22.62	23.31	24.02	24.25	24.50	24.74	25.00	25.50	25.50	25.50	26.28	27.06	27.88	28.74
46	\$3,411	\$3,514	\$3,622	\$3,730	\$3,843	\$3,960	\$4,079	\$4,204	\$4,247	\$4,288	\$4,333	\$4,375	\$4,463	\$4,463	\$4,463	\$4,598	\$4,739	\$4,884	\$5,032
\$/yr	40,932	42,168	43,464	44,760	46,116	47,520	48,948	50,448	50,964	51,456	51,996	52,500	53,556	53,556	53,556	55,176	56,868	58,608	60,384
\$/hr	19.68	20.27	20.90	21.52	22.17	22.85	23.53	24.25	24.50	24.74	25.00	25.24	25.75	25.75	25.75	26.53	27.34	28.18	29.03
47	\$3,447	\$3,551	\$3,657	\$3,767	\$3,883	\$3,999	\$4,122	\$4,247	\$4,288	\$4,333	\$4,375	\$4,420	\$4,508	\$4,508	\$4,508	\$4,645	\$4,786	\$4,930	\$5,081
\$/yr	41,364	42,612	43,884	45,204	46,596	47,988	49,464	50,964	51,456	51,996	52,500	53,040	54,096	54,096	54,096	55,740	57,432	59,160	60,972
\$/hr	19.89	20.49	21.10	21.73	22.40	23.07	23.78	24.50	24.74	25.00	25.24	25.50	26.01	26.01	26.01	26.80	27.61	28.44	29.31
48	\$3,480	\$3,585	\$3,693	\$3,806	\$3,920	\$4,040	\$4,163	\$4,288	\$4,333	\$4,375	\$4,420	\$4,463	\$4,555	\$4,555	\$4,555	\$4,690	\$4,833	\$4,981	\$5,133
\$/yr	41,760	43,020	44,316	45,672	47,040	48,480	49,956	51,456	51,996	52,500	53,040	53,556	54,660	54,660	54,660	56,280	57,996	59,772	61,596
\$/hr	20.08	20.68	21.31	21.96	22.62	23.31	24.02	24.74	25.00	25.24	25.50	25.75	26.28	26.28	26.28	27.06	27.88	28.74	29.61
49	\$3,514	\$3,622	\$3,730	\$3,843	\$3,960	\$4,079	\$4,204	\$4,333	\$4,375	\$4,420	\$4,463	\$4,508	\$4,598	\$4,598	\$4,598	\$4,739	\$4,884	\$5,032	\$5,185
\$/yr	42,168	43,464	44,760	46,116	47,520	48,948	50,448	51,996	52,500	53,040	53,556	54,096	55,176	55,176	55,176	56,868	58,608	60,384	62,220
\$/hr	20.27	20.90	21.52	22.17	22.85	23.53	24.25	25.00	25.24	25.50	25.75	26.01	26.53	26.53	26.53	27.34	28.18	29.03	29.91
50	\$3,551	\$3,657	\$3,767	\$3,883	\$3,999	\$4,122	\$4,247	\$4,375	\$4,420	\$4,463	\$4,508	\$4,555	\$4,645	\$4,645	\$4,645	\$4,786	\$4,930	\$5,081	\$5,237
\$/yr	42,612	43,884	45,204	46,596	47,988	49,464	50,964	52,500	53,040	53,556	54,096	54,660	55,740	55,740	55,740	57,432	59,160	60,972	62,844
\$/hr	20.49	21.10	21.73	22.40	23.07	23.78	24.50	25.24	25.50	25.75	26.01	26.28	26.80	26.80	26.80	27.61	28.44	29.31	30.21
51	\$3,585	\$3,693	\$3,806	\$3,920	\$4,040	\$4,163	\$4,288	\$4,420	\$4,463	\$4,508	\$4,555	\$4,598	\$4,690	\$4,690	\$4,690	\$4,833	\$4,981	\$5,133	\$5,289
\$/yr	43,020	44,316	45,672	47,040	48,480	49,956	51,456	53,040	53,556	54,096	54,660	55,176	56,280	56,280	56,280	57,996	59,772	61,596	63,468
\$/hr	20.68	21.31	21.96	22.62	23.31	24.02	24.74	25.50	25.75	26.01	26.28	26.53	27.06	27.06	27.06	27.88	28.74	29.61	30.51
52	\$3,622	\$3,730	\$3,843	\$3,960	\$4,079	\$4,204	\$4,333	\$4,463	\$4,508	\$4,555	\$4,598	\$4,645	\$4,739	\$4,739	\$4,739	\$4,884	\$5,032	\$5,185	\$5,344
\$/yr	43,464	44,760	46,116	47,520	48,948	50,448	51,996	53,556	54,096	54,660	55,176	55,740	56,868	56,868	56,868	58,608	60,384	62,220	64,128
\$/hr	20.90	21.52	22.17	22.85	23.53	24.25	25.00	25.75	26.01	26.28	26.53	26.80	27.34	27.34	27.34	28.18	29.03	29.91	30.83
53	\$3,657	\$3,767	\$3,883	\$3,999	\$4,122	\$4,247	\$4,375	\$4,508	\$4,555	\$4,598	\$4,645	\$4,690	\$4,786	\$4,786	\$4,786	\$4,930	\$5,081	\$5,237	\$5,394
\$/yr	43,884	45,204	46,596	47,988	49,464	50,964	52,500	54,096	54,660	55,176	55,740	56,280	57,432	57,432	57,432	59,160	60,972	62,844	64,728
\$/hr	21.10	21.73	22.40	23.07	23.78	24.50	25.24	26.01	26.28	26.53	26.80	27.06	27.61	27.61	27.61	28.44	29.31	30.21	31.12

Appendix XI  
**University of Washington - Contract Classified**  
**1199NW & SEIU Like Titles**  
**Payscale Table BS - Effective July 1, 2013**

Range	< ---- Step ---- >																		
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S
54	\$3,693	\$3,806	\$3,920	\$4,040	\$4,163	\$4,288	\$4,420	\$4,555	\$4,598	\$4,645	\$4,690	\$4,739	\$4,833	\$4,833	\$4,833	\$4,981	\$5,133	\$5,289	\$5,449
\$/yr	44,316	45,672	47,040	48,480	49,956	51,456	53,040	54,660	55,176	55,740	56,280	56,868	57,996	57,996	57,996	59,772	61,596	63,468	65,388
\$/hr	21.31	21.96	22.62	23.31	24.02	24.74	25.50	26.28	26.53	26.80	27.06	27.34	27.88	27.88	27.88	28.74	29.61	30.51	31.44
55	\$3,730	\$3,843	\$3,960	\$4,079	\$4,204	\$4,333	\$4,463	\$4,598	\$4,645	\$4,690	\$4,739	\$4,786	\$4,884	\$4,884	\$4,884	\$5,032	\$5,185	\$5,344	\$5,504
\$/yr	44,760	46,116	47,520	48,948	50,448	51,996	53,556	55,176	55,740	56,280	56,868	57,432	58,608	58,608	58,608	60,384	62,220	64,128	66,048
\$/hr	21.52	22.17	22.85	23.53	24.25	25.00	25.75	26.53	26.80	27.06	27.34	27.61	28.18	28.18	28.18	29.03	29.91	30.83	31.75
56	\$3,767	\$3,883	\$3,999	\$4,122	\$4,247	\$4,375	\$4,508	\$4,645	\$4,690	\$4,739	\$4,786	\$4,833	\$4,930	\$4,930	\$4,930	\$5,081	\$5,237	\$5,394	\$5,557
\$/yr	45,204	46,596	47,988	49,464	50,964	52,500	54,096	55,740	56,280	56,868	57,432	57,996	59,160	59,160	59,160	60,972	62,844	64,728	66,684
\$/hr	21.73	22.40	23.07	23.78	24.50	25.24	26.01	26.80	27.06	27.34	27.61	27.88	28.44	28.44	28.44	29.31	30.21	31.12	32.06
57	\$3,806	\$3,920	\$4,040	\$4,163	\$4,288	\$4,420	\$4,555	\$4,690	\$4,739	\$4,786	\$4,833	\$4,884	\$4,981	\$4,981	\$4,981	\$5,133	\$5,289	\$5,449	\$5,613
\$/yr	45,672	47,040	48,480	49,956	51,456	53,040	54,660	56,280	56,868	57,432	57,996	58,608	59,772	59,772	59,772	61,596	63,468	65,388	67,356
\$/hr	21.96	22.62	23.31	24.02	24.74	25.50	26.28	27.06	27.34	27.61	27.88	28.18	28.74	28.74	28.74	29.61	30.51	31.44	32.38
58	\$3,843	\$3,960	\$4,079	\$4,204	\$4,333	\$4,463	\$4,598	\$4,739	\$4,786	\$4,833	\$4,884	\$4,930	\$5,032	\$5,032	\$5,032	\$5,185	\$5,344	\$5,504	\$5,671
\$/yr	46,116	47,520	48,948	50,448	51,996	53,556	55,176	56,868	57,432	57,996	58,608	59,160	60,384	60,384	60,384	62,220	64,128	66,048	68,052
\$/hr	22.17	22.85	23.53	24.25	25.00	25.75	26.53	27.34	27.61	27.88	28.18	28.44	29.03	29.03	29.03	29.91	30.83	31.75	32.72
59	\$3,883	\$3,999	\$4,122	\$4,247	\$4,375	\$4,508	\$4,645	\$4,786	\$4,833	\$4,884	\$4,930	\$4,981	\$5,081	\$5,081	\$5,081	\$5,237	\$5,394	\$5,557	\$5,725
\$/yr	46,596	47,988	49,464	50,964	52,500	54,096	55,740	57,432	57,996	58,608	59,160	59,772	60,972	60,972	60,972	62,844	64,728	66,684	68,700
\$/hr	22.40	23.07	23.78	24.50	25.24	26.01	26.80	27.61	27.88	28.18	28.44	28.74	29.31	29.31	29.31	30.21	31.12	32.06	33.03
60	\$3,920	\$4,040	\$4,163	\$4,288	\$4,420	\$4,555	\$4,690	\$4,833	\$4,884	\$4,930	\$4,981	\$5,032	\$5,133	\$5,133	\$5,133	\$5,289	\$5,449	\$5,613	\$5,783
\$/yr	47,040	48,480	49,956	51,456	53,040	54,660	56,280	57,996	58,608	59,160	59,772	60,384	61,596	61,596	61,596	63,468	65,388	67,356	69,396
\$/hr	22.62	23.31	24.02	24.74	25.50	26.28	27.06	27.88	28.18	28.44	28.74	29.03	29.61	29.61	29.61	30.51	31.44	32.38	33.36
61	\$3,960	\$4,079	\$4,204	\$4,333	\$4,463	\$4,598	\$4,739	\$4,884	\$4,930	\$4,981	\$5,032	\$5,081	\$5,185	\$5,185	\$5,185	\$5,344	\$5,504	\$5,671	\$5,841
\$/yr	47,520	48,948	50,448	51,996	53,556	55,176	56,868	58,608	59,160	59,772	60,384	60,972	62,220	62,220	62,220	64,128	66,048	68,052	70,092
\$/hr	22.85	23.53	24.25	25.00	25.75	26.53	27.34	28.18	28.44	28.74	29.03	29.31	29.91	29.91	29.91	30.83	31.75	32.72	33.70
62	\$3,999	\$4,122	\$4,247	\$4,375	\$4,508	\$4,645	\$4,786	\$4,930	\$4,981	\$5,032	\$5,081	\$5,133	\$5,237	\$5,237	\$5,237	\$5,394	\$5,557	\$5,725	\$5,901
\$/yr	47,988	49,464	50,964	52,500	54,096	55,740	57,432	59,160	59,772	60,384	60,972	61,596	62,844	62,844	62,844	64,728	66,684	68,700	70,812
\$/hr	23.07	23.78	24.50	25.24	26.01	26.80	27.61	28.44	28.74	29.03	29.31	29.61	30.21	30.21	30.21	31.12	32.06	33.03	34.04

Appendix XI  
**University of Washington - Contract Classified**  
**1199NW & SEIU Like Titles**  
**Payscale Table BS - Effective July 1, 2013**

Range	< ---- Step ---- >																		
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S
63	\$4,040	\$4,163	\$4,288	\$4,420	\$4,555	\$4,690	\$4,833	\$4,981	\$5,032	\$5,081	\$5,133	\$5,185	\$5,289	\$5,289	\$5,289	\$5,449	\$5,613	\$5,783	\$5,960
\$/yr	48,480	49,956	51,456	53,040	54,660	56,280	57,996	59,772	60,384	60,972	61,596	62,220	63,468	63,468	63,468	65,388	67,356	69,396	71,520
\$/hr	23.31	24.02	24.74	25.50	26.28	27.06	27.88	28.74	29.03	29.31	29.61	29.91	30.51	30.51	30.51	31.44	32.38	33.36	34.38
64	\$4,079	\$4,204	\$4,333	\$4,463	\$4,598	\$4,739	\$4,884	\$5,032	\$5,081	\$5,133	\$5,185	\$5,237	\$5,344	\$5,344	\$5,344	\$5,504	\$5,671	\$5,841	\$6,017
\$/yr	48,948	50,448	51,996	53,556	55,176	56,868	58,608	60,384	60,972	61,596	62,220	62,844	64,128	64,128	64,128	66,048	68,052	70,092	72,204
\$/hr	23.53	24.25	25.00	25.75	26.53	27.34	28.18	29.03	29.31	29.61	29.91	30.21	30.83	30.83	30.83	31.75	32.72	33.70	34.71
65	\$4,122	\$4,247	\$4,375	\$4,508	\$4,645	\$4,786	\$4,930	\$5,081	\$5,133	\$5,185	\$5,237	\$5,289	\$5,394	\$5,394	\$5,394	\$5,557	\$5,725	\$5,901	\$6,079
\$/yr	49,464	50,964	52,500	54,096	55,740	57,432	59,160	60,972	61,596	62,220	62,844	63,468	64,728	64,728	64,728	66,684	68,700	70,812	72,948
\$/hr	23.78	24.50	25.24	26.01	26.80	27.61	28.44	29.31	29.61	29.91	30.21	30.51	31.12	31.12	31.12	32.06	33.03	34.04	35.07
66	\$4,163	\$4,288	\$4,420	\$4,555	\$4,690	\$4,833	\$4,981	\$5,133	\$5,185	\$5,237	\$5,289	\$5,344	\$5,449	\$5,449	\$5,449	\$5,613	\$5,783	\$5,960	\$6,139
\$/yr	49,956	51,456	53,040	54,660	56,280	57,996	59,772	61,596	62,220	62,844	63,468	64,128	65,388	65,388	65,388	67,356	69,396	71,520	73,668
\$/hr	24.02	24.74	25.50	26.28	27.06	27.88	28.74	29.61	29.91	30.21	30.51	30.83	31.44	31.44	31.44	32.38	33.36	34.38	35.42
67	\$4,204	\$4,333	\$4,463	\$4,598	\$4,739	\$4,884	\$5,032	\$5,185	\$5,237	\$5,289	\$5,344	\$5,394	\$5,504	\$5,504	\$5,504	\$5,671	\$5,841	\$6,017	\$6,201
\$/yr	50,448	51,996	53,556	55,176	56,868	58,608	60,384	62,220	62,844	63,468	64,128	64,728	66,048	66,048	66,048	68,052	70,092	72,204	74,412
\$/hr	24.25	25.00	25.75	26.53	27.34	28.18	29.03	29.91	30.21	30.51	30.83	31.12	31.75	31.75	31.75	32.72	33.70	34.71	35.78
68	\$4,247	\$4,375	\$4,508	\$4,645	\$4,786	\$4,930	\$5,081	\$5,237	\$5,289	\$5,344	\$5,394	\$5,449	\$5,557	\$5,557	\$5,557	\$5,725	\$5,901	\$6,079	\$6,260
\$/yr	50,964	52,500	54,096	55,740	57,432	59,160	60,972	62,844	63,468	64,128	64,728	65,388	66,684	66,684	66,684	68,700	70,812	72,948	75,120
\$/hr	24.50	25.24	26.01	26.80	27.61	28.44	29.31	30.21	30.51	30.83	31.12	31.44	32.06	32.06	32.06	33.03	34.04	35.07	36.12
69	\$4,288	\$4,420	\$4,555	\$4,690	\$4,833	\$4,981	\$5,133	\$5,289	\$5,344	\$5,394	\$5,449	\$5,504	\$5,613	\$5,613	\$5,613	\$5,783	\$5,960	\$6,139	\$6,324
\$/yr	51,456	53,040	54,660	56,280	57,996	59,772	61,596	63,468	64,128	64,728	65,388	66,048	67,356	67,356	67,356	69,396	71,520	73,668	75,888
\$/hr	24.74	25.50	26.28	27.06	27.88	28.74	29.61	30.51	30.83	31.12	31.44	31.75	32.38	32.38	32.38	33.36	34.38	35.42	36.48
70	\$4,333	\$4,463	\$4,598	\$4,739	\$4,884	\$5,032	\$5,185	\$5,344	\$5,394	\$5,449	\$5,504	\$5,557	\$5,671	\$5,671	\$5,671	\$5,841	\$6,017	\$6,201	\$6,387
\$/yr	51,996	53,556	55,176	56,868	58,608	60,384	62,220	64,128	64,728	65,388	66,048	66,684	68,052	68,052	68,052	70,092	72,204	74,412	76,644
\$/hr	25.00	25.75	26.53	27.34	28.18	29.03	29.91	30.83	31.12	31.44	31.75	32.06	32.72	32.72	32.72	33.70	34.71	35.78	36.85
71	\$4,375	\$4,508	\$4,645	\$4,786	\$4,930	\$5,081	\$5,237	\$5,394	\$5,449	\$5,504	\$5,557	\$5,613	\$5,725	\$5,725	\$5,725	\$5,901	\$6,079	\$6,260	\$6,452
\$/yr	52,500	54,096	55,740	57,432	59,160	60,972	62,844	64,728	65,388	66,048	66,684	67,356	68,700	68,700	68,700	70,812	72,948	75,120	77,424
\$/hr	25.24	26.01	26.80	27.61	28.44	29.31	30.21	31.12	31.44	31.75	32.06	32.38	33.03	33.03	33.03	34.04	35.07	36.12	37.22

Appendix XI  
**University of Washington - Contract Classified**  
**1199NW & SEIU Like Titles**  
**Payscale Table BS - Effective July 1, 2013**

Range	< ---- Step ---- >																		
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S
72	\$4,420	\$4,555	\$4,690	\$4,833	\$4,981	\$5,133	\$5,289	\$5,449	\$5,504	\$5,557	\$5,613	\$5,671	\$5,783	\$5,783	\$5,783	\$5,960	\$6,139	\$6,324	\$6,515
\$/yr	53,040	54,660	56,280	57,996	59,772	61,596	63,468	65,388	66,048	66,684	67,356	68,052	69,396	69,396	69,396	71,520	73,668	75,888	78,180
\$/hr	25.50	26.28	27.06	27.88	28.74	29.61	30.51	31.44	31.75	32.06	32.38	32.72	33.36	33.36	33.36	34.38	35.42	36.48	37.59
73	\$4,463	\$4,598	\$4,739	\$4,884	\$5,032	\$5,185	\$5,344	\$5,504	\$5,557	\$5,613	\$5,671	\$5,725	\$5,841	\$5,841	\$5,841	\$6,017	\$6,201	\$6,387	\$6,579
\$/yr	53,556	55,176	56,868	58,608	60,384	62,220	64,128	66,048	66,684	67,356	68,052	68,700	70,092	70,092	70,092	72,204	74,412	76,644	78,948
\$/hr	25.75	26.53	27.34	28.18	29.03	29.91	30.83	31.75	32.06	32.38	32.72	33.03	33.70	33.70	33.70	34.71	35.78	36.85	37.96
74	\$4,508	\$4,645	\$4,786	\$4,930	\$5,081	\$5,237	\$5,394	\$5,557	\$5,613	\$5,671	\$5,725	\$5,783	\$5,901	\$5,901	\$5,901	\$6,079	\$6,260	\$6,452	\$6,646
\$/yr	54,096	55,740	57,432	59,160	60,972	62,844	64,728	66,684	67,356	68,052	68,700	69,396	70,812	70,812	70,812	72,948	75,120	77,424	79,752
\$/hr	26.01	26.80	27.61	28.44	29.31	30.21	31.12	32.06	32.38	32.72	33.03	33.36	34.04	34.04	34.04	35.07	36.12	37.22	38.34
75	\$4,555	\$4,690	\$4,833	\$4,981	\$5,133	\$5,289	\$5,449	\$5,613	\$5,671	\$5,725	\$5,783	\$5,841	\$5,960	\$5,960	\$5,960	\$6,139	\$6,324	\$6,515	\$6,713
\$/yr	54,660	56,280	57,996	59,772	61,596	63,468	65,388	67,356	68,052	68,700	69,396	70,092	71,520	71,520	71,520	73,668	75,888	78,180	80,556
\$/hr	26.28	27.06	27.88	28.74	29.61	30.51	31.44	32.38	32.72	33.03	33.36	33.70	34.38	34.38	34.38	35.42	36.48	37.59	38.73
76	\$4,598	\$4,739	\$4,884	\$5,032	\$5,185	\$5,344	\$5,504	\$5,671	\$5,725	\$5,783	\$5,841	\$5,901	\$6,017	\$6,017	\$6,017	\$6,201	\$6,387	\$6,579	\$6,781
\$/yr	55,176	56,868	58,608	60,384	62,220	64,128	66,048	68,052	68,700	69,396	70,092	70,812	72,204	72,204	72,204	74,412	76,644	78,948	81,372
\$/hr	26.53	27.34	28.18	29.03	29.91	30.83	31.75	32.72	33.03	33.36	33.70	34.04	34.71	34.71	34.71	35.78	36.85	37.96	39.12
77	\$4,645	\$4,786	\$4,930	\$5,081	\$5,237	\$5,394	\$5,557	\$5,725	\$5,783	\$5,841	\$5,901	\$5,960	\$6,079	\$6,079	\$6,079	\$6,260	\$6,452	\$6,646	\$6,849
\$/yr	55,740	57,432	59,160	60,972	62,844	64,728	66,684	68,700	69,396	70,092	70,812	71,520	72,948	72,948	72,948	75,120	77,424	79,752	82,188
\$/hr	26.80	27.61	28.44	29.31	30.21	31.12	32.06	33.03	33.36	33.70	34.04	34.38	35.07	35.07	35.07	36.12	37.22	38.34	39.51
78	\$4,690	\$4,833	\$4,981	\$5,133	\$5,289	\$5,449	\$5,613	\$5,783	\$5,841	\$5,901	\$5,960	\$6,017	\$6,139	\$6,139	\$6,139	\$6,324	\$6,515	\$6,713	\$6,917
\$/yr	56,280	57,996	59,772	61,596	63,468	65,388	67,356	69,396	70,092	70,812	71,520	72,204	73,668	73,668	73,668	75,888	78,180	80,556	83,004
\$/hr	27.06	27.88	28.74	29.61	30.51	31.44	32.38	33.36	33.70	34.04	34.38	34.71	35.42	35.42	35.42	36.48	37.59	38.73	39.91
79	\$4,739	\$4,884	\$5,032	\$5,185	\$5,344	\$5,504	\$5,671	\$5,841	\$5,901	\$5,960	\$6,017	\$6,079	\$6,201	\$6,201	\$6,201	\$6,387	\$6,579	\$6,781	\$6,985
\$/yr	56,868	58,608	60,384	62,220	64,128	66,048	68,052	70,092	70,812	71,520	72,204	72,948	74,412	74,412	74,412	76,644	78,948	81,372	83,820
\$/hr	27.34	28.18	29.03	29.91	30.83	31.75	32.72	33.70	34.04	34.38	34.71	35.07	35.78	35.78	35.78	36.85	37.96	39.12	40.30
80	\$4,786	\$4,930	\$5,081	\$5,237	\$5,394	\$5,557	\$5,725	\$5,901	\$5,960	\$6,017	\$6,079	\$6,139	\$6,260	\$6,260	\$6,260	\$6,452	\$6,646	\$6,849	\$7,056
\$/yr	57,432	59,160	60,972	62,844	64,728	66,684	68,700	70,812	71,520	72,204	72,948	73,668	75,120	75,120	75,120	77,424	79,752	82,188	84,672
\$/hr	27.61	28.44	29.31	30.21	31.12	32.06	33.03	34.04	34.38	34.71	35.07	35.42	36.12	36.12	36.12	37.22	38.34	39.51	40.71

Appendix XI  
**University of Washington - Contract Classified**  
**1199NW & SEIU Like Titles**  
**Payscale Table BS - Effective July 1, 2013**

Range	< ---- Step ---- >																		
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S
81	\$4,833	\$4,981	\$5,133	\$5,289	\$5,449	\$5,613	\$5,783	\$5,960	\$6,017	\$6,079	\$6,139	\$6,201	\$6,324	\$6,324	\$6,324	\$6,515	\$6,713	\$6,917	\$7,126
\$/yr	57,996	59,772	61,596	63,468	65,388	67,356	69,396	71,520	72,204	72,948	73,668	74,412	75,888	75,888	75,888	78,180	80,556	83,004	85,512
\$/hr	27.88	28.74	29.61	30.51	31.44	32.38	33.36	34.38	34.71	35.07	35.42	35.78	36.48	36.48	36.48	37.59	38.73	39.91	41.11
82	\$4,884	\$5,032	\$5,185	\$5,344	\$5,504	\$5,671	\$5,841	\$6,017	\$6,079	\$6,139	\$6,201	\$6,260	\$6,387	\$6,387	\$6,387	\$6,579	\$6,781	\$6,985	\$7,197
\$/yr	58,608	60,384	62,220	64,128	66,048	68,052	70,092	72,204	72,948	73,668	74,412	75,120	76,644	76,644	76,644	78,948	81,372	83,820	86,364
\$/hr	28.18	29.03	29.91	30.83	31.75	32.72	33.70	34.71	35.07	35.42	35.78	36.12	36.85	36.85	36.85	37.96	39.12	40.30	41.52
83	\$4,930	\$5,081	\$5,237	\$5,394	\$5,557	\$5,725	\$5,901	\$6,079	\$6,139	\$6,201	\$6,260	\$6,324	\$6,452	\$6,452	\$6,452	\$6,646	\$6,849	\$7,056	\$7,269
\$/yr	59,160	60,972	62,844	64,728	66,684	68,700	70,812	72,948	73,668	74,412	75,120	75,888	77,424	77,424	77,424	79,752	82,188	84,672	87,228
\$/hr	28.44	29.31	30.21	31.12	32.06	33.03	34.04	35.07	35.42	35.78	36.12	36.48	37.22	37.22	37.22	38.34	39.51	40.71	41.94
84	\$4,981	\$5,133	\$5,289	\$5,449	\$5,613	\$5,783	\$5,960	\$6,139	\$6,201	\$6,260	\$6,324	\$6,387	\$6,515	\$6,515	\$6,515	\$6,713	\$6,917	\$7,126	\$7,342
\$/yr	59,772	61,596	63,468	65,388	67,356	69,396	71,520	73,668	74,412	75,120	75,888	76,644	78,180	78,180	78,180	80,556	83,004	85,512	88,104
\$/hr	28.74	29.61	30.51	31.44	32.38	33.36	34.38	35.42	35.78	36.12	36.48	36.85	37.59	37.59	37.59	38.73	39.91	41.11	42.36
85	\$5,032	\$5,185	\$5,344	\$5,504	\$5,671	\$5,841	\$6,017	\$6,201	\$6,260	\$6,324	\$6,387	\$6,452	\$6,579	\$6,579	\$6,579	\$6,781	\$6,985	\$7,197	\$7,416
\$/yr	60,384	62,220	64,128	66,048	68,052	70,092	72,204	74,412	75,120	75,888	76,644	77,424	78,948	78,948	78,948	81,372	83,820	86,364	88,992
\$/hr	29.03	29.91	30.83	31.75	32.72	33.70	34.71	35.78	36.12	36.48	36.85	37.22	37.96	37.96	37.96	39.12	40.30	41.52	42.78
86	\$5,081	\$5,237	\$5,394	\$5,557	\$5,725	\$5,901	\$6,079	\$6,260	\$6,324	\$6,387	\$6,452	\$6,515	\$6,646	\$6,646	\$6,646	\$6,849	\$7,056	\$7,269	\$7,489
\$/yr	60,972	62,844	64,728	66,684	68,700	70,812	72,948	75,120	75,888	76,644	77,424	78,180	79,752	79,752	79,752	82,188	84,672	87,228	89,868
\$/hr	29.31	30.21	31.12	32.06	33.03	34.04	35.07	36.12	36.48	36.85	37.22	37.59	38.34	38.34	38.34	39.51	40.71	41.94	43.21
87	\$5,133	\$5,289	\$5,449	\$5,613	\$5,783	\$5,960	\$6,139	\$6,324	\$6,387	\$6,452	\$6,515	\$6,579	\$6,713	\$6,713	\$6,713	\$6,917	\$7,126	\$7,342	\$7,565
\$/yr	61,596	63,468	65,388	67,356	69,396	71,520	73,668	75,888	76,644	77,424	78,180	78,948	80,556	80,556	80,556	83,004	85,512	88,104	90,780
\$/hr	29.61	30.51	31.44	32.38	33.36	34.38	35.42	36.48	36.85	37.22	37.59	37.96	38.73	38.73	38.73	39.91	41.11	42.36	43.64
88	\$5,185	\$5,344	\$5,504	\$5,671	\$5,841	\$6,017	\$6,201	\$6,387	\$6,452	\$6,515	\$6,579	\$6,646	\$6,781	\$6,781	\$6,781	\$6,985	\$7,197	\$7,416	\$7,641
\$/yr	62,220	64,128	66,048	68,052	70,092	72,204	74,412	76,644	77,424	78,180	78,948	79,752	81,372	81,372	81,372	83,820	86,364	88,992	91,692
\$/hr	29.91	30.83	31.75	32.72	33.70	34.71	35.78	36.85	37.22	37.59	37.96	38.34	39.12	39.12	39.12	40.30	41.52	42.78	44.08
89	\$5,237	\$5,394	\$5,557	\$5,725	\$5,901	\$6,079	\$6,260	\$6,452	\$6,515	\$6,579	\$6,646	\$6,713	\$6,849	\$6,849	\$6,849	\$7,056	\$7,269	\$7,489	\$7,717
\$/yr	62,844	64,728	66,684	68,700	70,812	72,948	75,120	77,424	78,180	78,948	79,752	80,556	82,188	82,188	82,188	84,672	87,228	89,868	92,604
\$/hr	30.21	31.12	32.06	33.03	34.04	35.07	36.12	37.22	37.59	37.96	38.34	38.73	39.51	39.51	39.51	40.71	41.94	43.21	44.52

Appendix XI  
**University of Washington - Contract Classified**  
**1199NW & SEIU Like Titles**  
**Payscale Table BS - Effective July 1, 2013**

Range	<---- Step ---->																		
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S
90	\$5,289	\$5,449	\$5,613	\$5,783	\$5,960	\$6,139	\$6,324	\$6,515	\$6,579	\$6,646	\$6,713	\$6,781	\$6,917	\$6,917	\$6,917	\$7,126	\$7,342	\$7,565	\$7,796
\$/yr	63,468	65,388	67,356	69,396	71,520	73,668	75,888	78,180	78,948	79,752	80,556	81,372	83,004	83,004	83,004	85,512	88,104	90,780	93,552
\$/hr	30.51	31.44	32.38	33.36	34.38	35.42	36.48	37.59	37.96	38.34	38.73	39.12	39.91	39.91	39.91	41.11	42.36	43.64	44.98
91	\$5,344	\$5,504	\$5,671	\$5,841	\$6,017	\$6,201	\$6,387	\$6,579	\$6,646	\$6,713	\$6,781	\$6,849	\$6,985	\$6,985	\$6,985	\$7,197	\$7,416	\$7,641	\$7,871
\$/yr	64,128	66,048	68,052	70,092	72,204	74,412	76,644	78,948	79,752	80,556	81,372	82,188	83,820	83,820	83,820	86,364	88,992	91,692	94,452
\$/hr	30.83	31.75	32.72	33.70	34.71	35.78	36.85	37.96	38.34	38.73	39.12	39.51	40.30	40.30	40.30	41.52	42.78	44.08	45.41
92	\$5,394	\$5,557	\$5,725	\$5,901	\$6,079	\$6,260	\$6,452	\$6,646	\$6,713	\$6,781	\$6,849	\$6,917	\$7,056	\$7,056	\$7,056	\$7,269	\$7,489	\$7,717	\$7,952
\$/yr	64,728	66,684	68,700	70,812	72,948	75,120	77,424	79,752	80,556	81,372	82,188	83,004	84,672	84,672	84,672	87,228	89,868	92,604	95,424
\$/hr	31.12	32.06	33.03	34.04	35.07	36.12	37.22	38.34	38.73	39.12	39.51	39.91	40.71	40.71	40.71	41.94	43.21	44.52	45.88
93	\$5,449	\$5,613	\$5,783	\$5,960	\$6,139	\$6,324	\$6,515	\$6,713	\$6,781	\$6,849	\$6,917	\$6,985	\$7,126	\$7,126	\$7,126	\$7,342	\$7,565	\$7,796	\$8,029
\$/yr	65,388	67,356	69,396	71,520	73,668	75,888	78,180	80,556	81,372	82,188	83,004	83,820	85,512	85,512	85,512	88,104	90,780	93,552	96,348
\$/hr	31.44	32.38	33.36	34.38	35.42	36.48	37.59	38.73	39.12	39.51	39.91	40.30	41.11	41.11	41.11	42.36	43.64	44.98	46.32
94	\$5,504	\$5,671	\$5,841	\$6,017	\$6,201	\$6,387	\$6,579	\$6,781	\$6,849	\$6,917	\$6,985	\$7,056	\$7,197	\$7,197	\$7,197	\$7,416	\$7,641	\$7,871	\$8,111
\$/yr	66,048	68,052	70,092	72,204	74,412	76,644	78,948	81,372	82,188	83,004	83,820	84,672	86,364	86,364	86,364	88,992	91,692	94,452	97,332
\$/hr	31.75	32.72	33.70	34.71	35.78	36.85	37.96	39.12	39.51	39.91	40.30	40.71	41.52	41.52	41.52	42.78	44.08	45.41	46.79
95	\$5,557	\$5,725	\$5,901	\$6,079	\$6,260	\$6,452	\$6,646	\$6,849	\$6,917	\$6,985	\$7,056	\$7,126	\$7,269	\$7,269	\$7,269	\$7,489	\$7,717	\$7,952	\$8,192
\$/yr	66,684	68,700	70,812	72,948	75,120	77,424	79,752	82,188	83,004	83,820	84,672	85,512	87,228	87,228	87,228	89,868	92,604	95,424	98,304
\$/hr	32.06	33.03	34.04	35.07	36.12	37.22	38.34	39.51	39.91	40.30	40.71	41.11	41.94	41.94	41.94	43.21	44.52	45.88	47.26
96	\$5,613	\$5,783	\$5,960	\$6,139	\$6,324	\$6,515	\$6,713	\$6,917	\$6,985	\$7,056	\$7,126	\$7,197	\$7,342	\$7,342	\$7,342	\$7,565	\$7,796	\$8,029	\$8,274
\$/yr	67,356	69,396	71,520	73,668	75,888	78,180	80,556	83,004	83,820	84,672	85,512	86,364	88,104	88,104	88,104	90,780	93,552	96,348	99,288
\$/hr	32.38	33.36	34.38	35.42	36.48	37.59	38.73	39.91	40.30	40.71	41.11	41.52	42.36	42.36	42.36	43.64	44.98	46.32	47.73
97	\$5,671	\$5,841	\$6,017	\$6,201	\$6,387	\$6,579	\$6,781	\$6,985	\$7,056	\$7,126	\$7,197	\$7,269	\$7,416	\$7,416	\$7,416	\$7,641	\$7,871	\$8,111	\$8,355
\$/yr	68,052	70,092	72,204	74,412	76,644	78,948	81,372	83,820	84,672	85,512	86,364	87,228	88,992	88,992	88,992	91,692	94,452	97,332	100,260
\$/hr	32.72	33.70	34.71	35.78	36.85	37.96	39.12	40.30	40.71	41.11	41.52	41.94	42.78	42.78	42.78	44.08	45.41	46.79	48.20
98	\$5,725	\$5,901	\$6,079	\$6,260	\$6,452	\$6,646	\$6,849	\$7,056	\$7,126	\$7,197	\$7,269	\$7,342	\$7,489	\$7,489	\$7,489	\$7,717	\$7,952	\$8,192	\$8,439
\$/yr	68,700	70,812	72,948	75,120	77,424	79,752	82,188	84,672	85,512	86,364	87,228	88,104	89,868	89,868	89,868	92,604	95,424	98,304	101,268
\$/hr	33.03	34.04	35.07	36.12	37.22	38.34	39.51	40.71	41.11	41.52	41.94	42.36	43.21	43.21	43.21	44.52	45.88	47.26	48.69
99	\$5,783	\$5,960	\$6,139	\$6,324	\$6,515	\$6,713	\$6,917	\$7,126	\$7,197	\$7,269	\$7,342	\$7,416	\$7,565	\$7,565	\$7,565	\$7,796	\$8,029	\$8,274	\$8,526
\$/yr	69,396	71,520	73,668	75,888	78,180	80,556	83,004	85,512	86,364	87,228	88,104	88,992	90,780	90,780	90,780	93,552	96,348	99,288	102,312
\$/hr	33.36	34.38	35.42	36.48	37.59	38.73	39.91	41.11	41.52	41.94	42.36	42.78	43.64	43.64	43.64	44.98	46.32	47.73	49.19

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](http://www.washington.edu/admin/hr/ocpsp/compensation)



## **APPENDIX XII – LAYOFF UNITS**

### Professional/Technical Unit – Imagers

1. Imaging Technologist (IT)
2. Imaging Technologist - CT (may bump IT if have essential skills)
3. Imaging Technologist - Angio (may bump IT if have essential skills)
4. Imaging Technologist - MRI (may bump IT if have essential skills)
5. Nuclear Med Tech
6. Ultrasound
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

### Social Work

1. Harborview Center for Sexual Assault and Traumatic Stress (HCSATS); Children's Response Center (CRC)
2. Madison; Ambulatory; Inpatient; Emergency Department (ED); Psychiatric Emergency Services (PES); Psych
3. Harborview Mental Health Services (HMHS); Mental Health Integration Program (MHIP)
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

### Anesthesia Techs

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

### 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, radiology nurses, STAT
2. Acute care, acute care float pool, ambulatory surgery, rehab, LSU
3. ED services, urgent care, fast track, ED ops, community care line
4. OR
5. Psych, Psychiatric Emergency Services (PES), mental health

6. Clinic nurses
7. Float pool – among themselves and within layoff units 1 and 2 above depending upon float pool in which the nurse works
8. 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 XIII - COMPLIANCE WITH RCW 70.41.410-420** Washington State Nurse Staffing Committee Law

The parties have agreed to use the following process to achieve compliance with RCW 70.41.410-420. Washington State Nurse Staffing Committee Law

1. A Nurse Staffing Committee composed of eight staff nurses and up to eight nursing administrators will be established. The staff nurses will be selected by the union. Should the Union be unable to fill a position the vacancy may be filled by a management appointed staff nurse. One staff nurse should come from each of the clinical groups, referred to as Layoff Units 1-7 in Appendix XIII: Acute Care, Critical Care, Emergency Department, OR (Procedural), Psychiatry, Clinics, Float Pool. The eighth staff nurse will be a second representative from Acute Care.
2. The Staffing Committee will update the Nurse Practice Committee at the Nurse Practice Committee's quarterly meetings. The Nurse Practice Committee may be used to disseminate Staffing Committee information to the units.
3. 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).
4. 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).
5. The Committee will determine its chair and the quorum needed to have meetings.
6. The Committee will initially meet once a month and will determine if more or fewer meetings are necessary.
7. The daily matrix and actual staffing postings will be collected and delivered to the Committee for review.
8. HMC administration will make a good faith effort to develop and 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.
9. 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 HMC in the budget development process.
10. The Committee's work will include overseeing the posting of the staffing plans in accordance with the law.
11. The Committee may decide to use additional resources to help complete its work, which may include the University of Washington's Ruckelshaus Center.

## **Appendix XIV – Airlift Northwest Bargaining Unit Addendum**

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 is scheduled or agrees to report to work at a base (Arlington, Bellingham, or Olympia) other than their designated home base all mileage from Boeing Field to the nurse's reporting base will be paid at the official University rate. For purposes of this calculation, Boeing Field and Olympia will be considered sixty-two (62) miles apart,

Bellingham and Boeing Field will be considered ninety-five (95) miles apart, and Arlington and Boeing Field will be considered fifty-one (51) miles apart.

#### 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 tele-conferencing.

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**

Employees hired into the Boeing Field International base (BFI) will be expected to cover the BFI and the Arlington base and/or the Olympia base. The employer will make a good faith effort to schedule employees at their preferred secondary base.

Employees hired into the Juneau base will be scheduled at the Juneau base.

The following conditions will apply to Bellingham-based nurses relative to the scheduling of shifts at BFI:

1. All Bellingham nurses will be scheduled for one (1) shift at BFI per six (6) week schedule. Nurses may trade shifts as long as no extra expense is incurred by Airlift Northwest.
2. To the extent possible, BFI scheduled shifts will be linked with trips taken for required training. When necessary, Airlift Northwest may pay for lodging.
3. The Joint Labor Management Committee may review how the scheduled is working.

Current Bellingham based nurses will be grandfathered into their current Bellingham base.

## **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 shall be 12 or 24 hours 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 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.

### **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 Bellingham and Juneau 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.

## **SIDE LETTER A**

July 1, 2013

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.

### **NEGOTIATIONS FOR A SUCCESSOR CONTRACT**

The Employer will allow a designated bargaining team of up to thirteen (13) bargaining unit members to be released during negotiations for a successor contract, all of whom will be on paid release time.

The Union will provide the names of the designated negotiating team members to the Office of Labor Relations at least three weeks prior to the beginning of negotiations. The Union will provide the names of the designated 13 negotiating team members to the employer at the beginning of each bargaining session. Thereafter, it is the individual employee's responsibility to request leave time from the unit to participate in negotiations. Such release time is restricted to the actual hours of negotiations or mediation, including meals, pre-meeting and post-meeting time. Paid release time will not exceed eight (8) hours. Harborview Medical Center will make a good faith effort to provide release time to the designated 13 members of the negotiating team during negotiations and mediation sessions. The employer will notify managers of the names of the members to be released for bargaining.

Release time 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.

Other employees wishing to participate in bargaining may request time off in accordance with normal leave policies. Employees have the option of returning to work to complete their shift.

### **SOCIAL WORKERS**

Special projects, in and of themselves, will not have an impact on whether or not a Social Worker I is qualified to be reclassified to a Social Worker II. To become a Social

Worker II an employee must meet all state legal requirements and other minimum qualifications contained in the Social Worker II class specification.

#### **PERFORMANCE PROBLEM RESOLUTION STEP A**

The Employer will use the jointly developed general template when a Step A counseling is being administered.

#### **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.

#### **KRONOS COMMITTEE**

It is agreed and understood that the KRONOS system has been implemented at Harborview Medical Center. The Union and Employer agree to work together on the KRONOS system to ensure a minimum of disruption and the accuracy of the system.

HMC and the Union will convene a labor-management committee to discuss and monitor the KRONOS implementation within the Medical Center. The Union may designate one individual from each of its bargaining units to serve on the committee. The Union may designate two registered nurses (one from Inpatient, one from Outpatient) to serve on

the committee. The Employer representatives will be those individuals responsible for implementing and maintaining the system. Once convened, the committee will determine the frequency of meetings. Time spent on the committee shall be paid release time.

The committee will monitor the effectiveness and accuracy of the system as well as make recommendations for improvements, including for the training and orientation for users.

HMC commits to work with the KRONOS multi bargaining unit JLM Committee to address difficulties including viewing and documenting OT or Comp Time and accessing KRONOS badge readers or URL site.

### **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 employee us in both the Main hospital building and the Maleng building.

### **ALNW BARGAINING UNIT**

The ALNW Joint Labor Management Committee may directly, or through a sub-committee review shift start and quit times as well as accompanying standby assignments for BFI shifts. Initially, a 12:00pm-12:00am shift will be used with accompanying standby assignment of 12:00am-7:00am. By mutual agreement a different shift/standby assignment may be trialed.

A good faith effort will be made to limit the number of times nurses travel to the Bellingham base while nurses for whom Bellingham is the official duty station travel to other bases.

Sincerely,

Darcy Jaffe, Chief Nursing Officer

## **MEMORANDA OF UNDERSTANDING**

### **MOU: MEAL AND REST BREAKS**

Harborview Medical Center and SEIU Healthcare 1199NW agree that employees should be able to take uninterrupted meal and rest breaks to minimize fatigue and its effects on patient safety and quality of care. It is recognized that there is a mutual and shared commitment to uninterrupted breaks: the medical center is responsible for creating a work environment in which employees are able and encouraged to take uninterrupted breaks and, in the context of such a work environment, employees are responsible for taking such breaks. Employees shall notify their supervisor or designee if the employee was not able to take their break.

#### **Tracking Meal and Rest Breaks**

The medical center will collect data on meal and rest breaks, via KRONOS confirmation, that are not taken in each department/unit and shift and report to the Joint Labor Management Committee.

When problems or concerns are identified, the Joint Labor Management Committee will collect additional information from employees, management, and other relevant sources to identify possible solutions.

### **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: HEALTH CARE SPECIALIST JOINT LABOR-MANAGEMENT MEETINGS**

HMC commits to meet with HCS JLM members on a monthly basis if requested by either party. Topics for discussion would include CEU, annual performance evaluations, credentialing, workload and staffing, and developing a better recognition of the role of HCS as providers at HMC. An additional goal is to discuss and participate in the development of an appropriate HCS advocate and administrative liaison with HMC.

### **MOU: CLINIC SOCIAL WORK STAFFING**

Clinic social work staffing will be discussed at joint labor-management meetings.

## **MOU: MISSED BREAK TRIAL**

Harborview Medical Center (HMC) fully subscribes to the importance of nurses receiving their breaks as an important element in the overall patient experience and commits to a plan to achieve rest and meal breaks of RNs. HMC proposes to conduct a six month trial project related to meals and rest breaks on two acute care units by assigning six RNs to dedicated break relief. The RNs who are assigned to the break relief position will not have a permanent patient assignment. The RN will relieve the RNs with permanent patient assignments for rest and meal breaks.

The HMC Nurse Staffing Committee will design, conduct and evaluate the pilot using a process improvement model with the support of the Nurse Scientist in-residence to answer the question: “is the assignment of a dedicated break RN the most effective method for RNs to have rest and meal breaks?” The Committee will meet within 30 days of contract ratification to begin planning the pilot. The Committee will select the two acute care units that will participate in the pilot.

## **MOU: WAGE STUDY**

The University of Washington agrees to pursue the classification study process for the following job classifications:

- Electroneurodiagnostic Technologist
- Health Care Specialist
- Social Worker

This study will be undertaken irrespective of the outcome of the master collective bargaining agreement. Targeted completion date: October 1, 2013. Health Care Specialists will receive no less than a two percent (2%) adjustment at this time.

This MOU will remain in effect for the duration of the 2013-2015 CBA (07/01/2013-06/30/2015).

## **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.