

Summary of WFSE-UW 2021-2023 Collective Bargaining Agreement

CONTRACT PROVISION	SUMMARY OF CHANGES
Preamble	No changes: The parties agreed to maintain existing contract language.
Article 1 - Union Recognition	No changes: The parties agreed to maintain existing contract language.
Article 2 - Nondiscrimination	<p>Updates: New language was added in line with recent law changes including immigration and citizenship status as protected classes and clarifying that discrimination based on race extends to traits associated with race (e.g. protective hairstyles).</p> <p>New language states that if a UCIRO investigation exceeds sixty (60) days, the Union may request a status update from Labor Relations.</p>
Article 3 - Reasonable Accommodation of Employees with Disabilities	No changes: The parties agreed to maintain existing contract language
Article 4 - Workplace Behavior	Updates: New language states that if an Employer investigation related to workplace behavior exceeds 60 days, the Union may request a status update.
Article 5 - Affirmative Action	No changes: The parties agreed to maintain existing contract language.
Article 6 - Grievance Procedure	No changes: The parties agreed to maintain existing contract language.
Article 7 - Employee Rights	No changes: The parties agreed to maintain existing contract language.
Article 8 - Employee Facilities	Housekeeping edits only
Article 9 - Hours of Work and Work Schedules	No changes: The parties agreed to maintain existing contract language.
Article 10 - Overtime	No changes: The parties agreed to maintain existing contract language.

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Article 11 - Training and Professional Development	No changes: The parties agreed to maintain existing contract language.
Article 12 – Licensure and Certification	No changes: The parties agreed to maintain existing contract language.
Article 13 - Tuition Exemption Program	No changes: The parties agreed to maintain existing contract language.
Article 14 - Hiring, Appointment, Promotions, and Transfers	Housekeeping edits only
Article 15 - Inter-System Movement	No changes: The parties agreed to maintain existing contract language.
Article 16 - Holidays	Updates: New language states that a personal holiday must be taken by the employee in one absence not to exceed the work shift on the day of the absence.
Article 17 - Vacation Leave	Updates: The article was updated to incorporate language from the 2019 – 2021 Vacation Time Off Calendar MOU, stating that if a department maintains a vacation time off calendar indicating days taken and/or available for vacation time off, the calendar will be made available electronically to employees or posted in a visible department space to facilitate the supplemental vacation time off process.
Article 18 - Sick Leave	No Changes: The parties agreed to maintain existing contract language.
Article 19 - Voluntary Employee Beneficiary Associations	No Changes: The parties agreed to maintain existing contract language.
Article 20 - Miscellaneous Leave	Housekeeping edits only

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Article 21 – Federal Family Medical Leave Act and Parental Leave	Updates: Language was eliminated so that 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 or a combination of leave payment and time loss compensation, without any restriction (e.g. no longer deducting time loss insurance payments).
Article 22 - Child/Dependent Care	No Changes: The parties agreed to maintain existing contract language.
Article 23 - Shared Leave	No Changes: The parties agreed to maintain existing contract language.
Article 24 - Unpaid Holidays for a Reason of Faith or Conscience	No Changes: The parties agreed to maintain existing contract language.
Article 25 - Leave Due to Family Care Emergencies	No Changes: The parties agreed to maintain existing contract language.
Article 26 - Civil/Jury Duty Leave and Bereavement Leave	Updates: New language further clarifies definition of family member.
Article 27 - Leave Related to Domestic Violence, Sexual Assault or Stalking	No Changes: The parties agreed to maintain existing contract language.
Article 28 - Inclement Weather and Suspended Operations	No Changes: The parties agreed to maintain existing contract language.
Article 29 - Military Leave	No Changes: The parties agreed to maintain existing contract language.

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Article 30 - Work Related Injury Leave	Updates: The article was updated to state that 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 or a combination of leave payment and time loss compensation, without any restriction (e.g. no longer deducting time loss insurance payments).
Article 31 - Health & Safety	Updates: New language reflects the law requiring all employers to assess their workplace for hazards that might require the use of personal protective equipment (PPE). New language further states that if PPE has to be used, the supervisor must require its use, and that bargaining unit employees will not be disciplined for refusing to work in the event that Employer-required PPE is not provided by the Employer.
Article 32 - Uniforms and Special Clothing	No Changes: The parties agreed to maintain existing contract language.
Article 33 - Transportation and Commute Reduction	No Changes: The parties agreed to maintain existing contract language.
Article 34 - Performance Evaluation	No Changes: The parties agreed to maintain existing contract language.
Article 35 - Personnel Files	No Changes: The parties agreed to maintain existing contract language.
Article 36 - Corrective Action/Dismissal	<p>Updates: The article was updated to specify the employer will provide seventy-two (72) hours to allow an employee to secure a union representative for an investigative interview.</p> <p>The article was further updated to remove the ability to use a paid decision-making period to consider the action plans presented in Final Counseling.</p> <p>New language was added in line with recent law changes and states that written records dealing with sexual misconduct are excluded from the provision stating that Formal or Final Counselings will be removed after 3 years.</p>
Article 37 - Employee Assistance Program	No Changes: The parties agreed to maintain existing contract language.

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Article 38 - Seniority, Layoff, Rehire	Updates: The article was updated to state that time spent on leave of absence without pay will no longer be excluded when computing seniority for layoff. Additionally, time spent on leave of absence, the layoff rehire list, or on cyclic year leave shall not be considered a break in service.
Article 39 - Resignation and Abandonment	No Changes: The parties agreed to maintain existing contract language.
Article 40 - Mandatory Subject	No Changes: The parties agreed to maintain existing contract language.
Article 41 - New Employees	No Changes: The parties agreed to maintain existing contract language.
Article 42 - Union Activities, Rights, and Stewards	No Changes: The parties agreed to maintain existing contract language.
Article 43 - Joint Union/management Committees	No Changes: The parties agreed to maintain existing contract language.
Article 44 - Classifications and Reclassification	Housekeeping edits only
Article 45 - Compensation, Wages and Other Pay Provisions	Updates: The parties agreed to no across-the-board wage increases in the 2021-23 CBA.
Article 46 - Health Care Benefits Amounts	<p>Updates: The parties incorporated the agreement reached at the state level healthcare Coalition bargaining. New language states that if changes to the long-term disability benefit structure occur during the life of the agreement, the Employer recognizes its obligation to bargain with the Coalition over impacts of those changes within the scope of bargaining.</p> <p>New language states that eligible employees will be provided information regarding the benefit and use of the FSA funds at new employee orientation, during open enrollment periods, and at the beginning of each plan year.</p>
Article 47 - Contracting	No Changes: The parties agreed to maintain existing contract language.

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Article 48 - Staffing Concerns	No Changes: The parties agreed to maintain existing contract language.
Article 49 - Privacy	No Changes: The parties agreed to maintain existing contract language.
Article 50 - No Strike/Lockout	No Changes: The parties agreed to maintain existing contract language.
Article 51 - Board of Regents	No Changes: The parties agreed to maintain existing contract language.
Article 52 - Trades Apprenticeship Program	No Changes: The parties agreed to maintain existing contract language.
Article 53 - Washington Family Medical Leave Program	No Changes: The parties agreed to maintain existing contract language.
Article 54 - Subordination of Agreement and Saving Clause	No Changes: The parties agreed to maintain existing contract language.
Article 55 - Contract Publication	No Changes: The parties agreed to maintain existing contract language.
Article 56 - Union Membership, Fair Share and Dues Deduction	Updates: The article was updated to state that the employee lists of authorizations for deductions of dues the union submits to the Employer will be transmitted via a web based electronic reporting system.
Article 57 - Management Rights and Responsibilities	No Changes: The parties agreed to maintain existing contract language.
Article 58 - Duration	Updates: The contract cycle will be in effect from July 1, 2021 through June 30, 2023.
Article 59 - Drug Testing	No Changes: The parties agreed to maintain existing contract language.
Article 60 - Represented Regular Temporary Employees	No Changes: The parties agreed to maintain existing contract language.

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Appendix I - Job Classifications	No Changes: The parties agreed to maintain existing contract language.
Appendix II - Differentials	No Changes: The parties agreed to maintain existing contract language.
Appendix III - Overtime Exempt Job Classifications	No Changes: The parties agreed to maintain existing contract language.
Appendix IV - Layoff Seniority Units	No Changes: The parties agreed to maintain existing contract language.
Appendix V - Pay Tables	Housekeeping updates: The parties will update pay tables per the contract terms.
Appendix VI – Contracting Out Form	No changes: The parties agreed to maintain existing contract language.
MOU – HMC and UWMC EVS Custodians Weekend Premium	<p>Updates: The article was updated to state that current language would remain into effect until June 30, 2022.</p> <p>New language states that effective June 30, 2022, all hours worked on weekends by custodians at Harborview Medical Center and the UW Medical Center-Montlake Campus shall include a weekend pay premium of one dollar and fifty cents (\$1.50). The parties will meet at least three (3) times to discuss scheduling options for adequate weekend coverage.</p>
MOU - Hospital Central Services Technicians	No changes: The parties agreed to extend the MOU for the 2021-23 contract term.
MOU - Leave of Absence WFSE President	No changes: The parties agreed to extend the MOU for the 2021-23 contract term.

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MOU – Mental Health Practitioner Lead and Mental Health Practitioner Clinical Specialist Standby Premium	No changes: The parties agreed to extend the MOU for the 2021-23 contract term.
MOU - Public Record Requests and Privacy	No changes: The parties agreed to extend the MOU for the 2021-23 contract term.
MOU – Salary Overpayment Recovery	No changes: The parties agreed to extend the MOU for the 2021-23 contract term.
MOU – Scholarship Fund For Medical Center Employees	No changes: The parties agreed to extend the MOU for the 2021-23 contract term.
MOU - Surgical Technologists	No changes: The parties agreed to extend the MOU for the 2021-23 contract term.
Side Letter A – City of Seattle Minimum Wage	No changes: The parties agreed to extend the side letter for the 2021-23 contract term.
Side Letter C – HMC EVS Uniforms	No changes: The parties agreed to extend the side letter for the 2021-23 contract term.
Side Letter D – Public Transportation Delays	No changes: The parties agreed to extend the side letter for the 2021-23 contract term.
Side Letter E – Seattle Campus Custodian Parking	No changes: The parties agreed to extend the side letter for the 2021-23 contract term.
Side Letter F – Tracking Discrimination and Bias	No changes: The parties agreed to extend the side letter for the 2021-23 contract term.
Side Letter G – UPASS	Updates: The parties agreed to extend the side letter for the 2021-23 contract term, stating no employees in the bargaining unit will be charged a fee for the U-PASS.
Side Letter H – UW Seattle Campus Building Services Alternative Work Schedules	No changes: The parties agreed to extend the side letter for the 2021-23 contract term.

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New Article – Diversity and Inclusion	New provision: The parties agreed to incorporate the 2019-21 Diversity and Inclusion side letter into the body of the contract. Additionally, the parties memorialized details regarding the current staff-focused Equity, Diversity and Inclusion (EDI) Council Workgroup at Harborview Medical Center.
New MOU – Economic Discussion	New provision: The parties agreed that upon mutual agreement, they will meet and discuss economic items for the fiscal year beginning July 1, 2022, by September 15, 2021, for submission to the Office of Financial Management by the October 1, 2021 deadline for inclusion in the Governor’s supplemental mid-biennium budget. The employer may elect to bring economic proposals, which may include concessions, to the discussion.
New Side Letter – UWHR Diversity Recruiter	New provision: The parties agreed that within fifty (50) days after ratification, the Employer will schedule two (2) meetings with the WFSE bargaining team and the UWHR Diversity Recruiter.
New Side Letter – Patient Care Techs at UWMC-Montlake	New provision: The parties agreed that within the first six (6) months of the effective date of the CBA, the Employer will schedule a one (1)-hour meeting with the Union and up to three (3) Patient Care Techs at UWMC-Montlake to discuss employee access to showers.