

Summary of WFSE-UW 2021-2023 CBA Reopener

CONTRACT PROVISION	SUMMARY OF CHANGES
Article 45 – Compensation, Wages, and Other Pay Provisions	Updates: The parties agreed to increase wages across-the-board rate increase by 3% on 7/1/2022.
Appendix II - Differentials	Updates: The parties agreed to increases in Differentials within 60 days of ratification. The increases align differentials for these classifications across the three hospitals.
New MOU – Facilitated Mediation RE: Multi-Campus Floating	New: The parties agreed to request facilitated mediation from PERC within 90 days of ratification for the parties to commit to meeting at least monthly with the facilitator/mediator up to 12 months. Participants would be provided paid release time, if applicable and up to 4 bargaining unit members from Harborview may attend each session. All impacted would participate in the mediation and the goal is to work together to develop a way operationalize floating staff to different hospitals based on staffing and patient census.
New MOU – Lump Sum Payment	New: The parties agreed to a lump sum payment for employees at or above a .6 FTE off \$850 and a \$500 lump sum for employees below a .6 FTE. Eligible employees must be in an active permanent appointment in pay status on July 1, 2022.
New MOU – Multi-Campus Voluntary Standby Pool	New: The parties agreed that allows the Employer may create a multi-campus voluntary standby (call) pool by classification to include members from different bargaining unions and the Employer will develop a process for employees to sign up. The standby (call) pool will be used to fill standby shifts at Harborview, UW Medical Center – Montlake, or UW Medical Center – Northwest Compensation will be based on the terms and conditions in their home collective bargaining agreement.
New MOU – UW Medicine Pre-scheduled Voluntary Double-time Shift Incentive for Critical Staffing Needs	New: The parties agreed that the Employer may offer pre-scheduled voluntary double-time shifts for any classification after the initial scheduled bid is incorporated and posted and the Employer has sent notice. The shift will be compensated at two times the regular rate of pay for all hours worked and pre-scheduled double-time shifts will be considered Extra Shifts without a guarantee and temporary employees will not be eligible until they have scheduled up to 40 hours in the pre-scheduled double-time shift week regardless of their FTE. Temporary Employees must also have worked all scheduled hours in the week in order to be compensated at the double-time for the shifts.
New MOU – Anesthesiology Technician 1 Recruitment and Retention	New: The parties agreed to provide increases of five pay ranges for Anesthesiology Technician 1, effective 45 days after ratification. Employees will moved to their current step on the new range.

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New MOU – Clinical Laboratory Technician Series Recruitment and Retention	New: The parties agreed to provide increases of five pay ranges for the Clinical Laboratory Technician series, Clinical Laboratory Technician 1, Clinical Laboratory Technician 2, and Clinical Laboratory Technician Lead. Employees will be moved to their current step on the new range effective 45 days after ratification.
New MOU – Environmental Services Recruitment and Retention	New: The parties agreed to a new Recruitment and Retention MOU for select Environmental Services classifications to include a two range increase effective July 1, 2022 for Carpet Cleaner, Custodian, Custodian Lead, Custodian Supervisor 1, Custodian Supervisor 2, Maintenance Custodian 1, Window Washer 1, Window Washer 2, Window Washer Lead, and Window Washer Supervisor. Employees will be placed on the new pay range at their current step which is approximately a 5% increase.
New MOU – Food & Nutrition Services Recruitment and Retention	New: The parties agreed to a new Recruitment and Retention MOU for select Food and Nutrition Services series to include a two range increase effective July 1, 2022 for, Food Service Supervisor 1 – HMC, Food Service Supervisor 1 – UWMC, Food Service Supervisor 2 – HMC, Food Service Supervisor 2 – UWMC, Food Service Worker 1, Food Service Worker 2, Food Service Worker 3, Cook, and Cook Lead. Employees will be placed on the new pay range at their current step which is approximately a 5% increase.
New MOU – Hospital Assistant Recruitment and Retention	New: The parties agreed to provide increases of five pay ranges for the Hospital Assistant series, Hospital Assistant and Hospital Assistant Lead. Employees will be moved to their current step on the new range effective 45 days after ratification.
New MOU – Hospital Central Services Tech Recruitment and Retention	New: The parties agreed to provide increases of twenty-one pay ranges for the Hospital Central Services Tech series, which includes Hospital Central Services Tech Trainee, Hospital Central Services Tech 1, Hospital Central Services Tech 2, and Hospital Central Services Tech Lead. Clinical Laboratory Technician 1, Clinical Laboratory Technician 2, and Clinical Laboratory Technician Lead. The retention would provide at least a 5% increase, moved to their current step on the new range effective 45 days after ratification.
New MOU – Medical Assistant Recruitment and Retention	New: The parties agreed to a new Recruitment and Retention MOU for Medical Assistant on Pay Table BI at Pay Range 43 to Pay Table B0 at Pay Range 42, and Medical Assistant Apprentice on pay Table BI at Pay Range 30 to the same table at Pay Range 32. In addition, the Medical Assistant classification will receive a one-step increase not to exceed the top step. The retention would provide at least a 5% increase, where Employees will be on a new pay range effective October 1, 2021.

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New MOU – Patient Care Technician Recruitment and Retention	New: The parties agreed to provide increases of sixteen pay ranges for the Patient Care Technician, which is at least a 5% increase, effective 45 days after ratification.
New MOU – Respiratory Care Assistant Recruitment and Retention	New: The parties agreed to provide increases of five pay ranges for the Respiratory Care Assistant. Employees will be moved to their current step on the new range effective 45 days after ratification.
New MOU – Surgical Technology Recruitment and Retention	New: The parties agreed to provide increases of five pay ranges for Surgical Technologist, effective 45 days after ratification. Employees will moved to their current step on the new range.