

Summary of SEIU 1199NW Research-Hall Health-UW 2023-2025 Collective Bargaining Agreement

CONTRACT PROVISION	SUMMARY OF CHANGES
Preamble	No changes: The parties agreed to maintain existing contract language.
Article 1 - Purpose	No changes: The parties agreed to maintain existing contract language.
Article 2 - Nondiscrimination	No changes: The parties agreed to maintain existing contract language.
Article 3 - Affirmative Action	No changes: The parties agreed to maintain existing contract language.
Article 4 - Recognition/Employer	No changes: The parties agreed to maintain existing contract language.
Article 5 - Union Dues Deduction	No changes: The parties agreed to maintain existing contract language.
Article 6 - Bargaining Unit Classes/Definitions	<p>Updates: Language from an MOU between the parties to incorporate a group of employees known as the “SOM Department of Medicine’s Division of Allergy and Infectious Diseases PA-ARNPs” was placed into the CBA.</p> <p>The updated language adds “SOM Department of Medicine’s Division of Allergy and Infectious Diseases PA-ARNPs” to the list of employees not eligible for Certification pay.</p>

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Article 7 - Hours of Work and Overtime	<p>Updates: Language from an MOU between the parties to incorporate a group of employees known as the “SOM Department of Medicine’s Division of Allergy and Infectious Diseases PA-ARNPs” was placed into the CBA.</p> <p>Contract language was added clarifying that the “SOM Department of Medicine’s Division of Allergy and Infectious Diseases PA-ARNPs” accrue overtime for hours worked in excess of 80 hours in the 80 hour work period. The employee is not eligible for daily overtime or comp time at a 1.5 times 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.</p> <p>Contract language was added clarifying that the “SOM Department of Medicine’s Division of Allergy and Infectious Diseases PA-ARNPs” with the mutual consent of management and affected employees, schedules in the clinic may be flexible and vary in order to meet the flexible work and scheduling needs of a research clinic.</p> <p>Language was also added to clarify that the Research RNs have schedules that may vary based on patient and research needs.</p>
Article 8 - Educational and Professional Development	<p>Updates: Language from an MOU between the parties to incorporate a group of employees known as the “SOM Department of Medicine’s Division of Allergy and Infectious Diseases PA-ARNPs” was placed into the CBA.</p> <p>Contract language was added clarifying that for “SOM Department of Medicine’s Division of Allergy and Infectious Diseases PA-ARNPs” as a general guideline, continuing education costs are not allowable on grant funds. Due to the unique and limited nature of grant funding for this clinic, approval for continuing education leave and education funds will be considered on a case by case basis and determined by workload demands and the availability of funds.</p>
Article 9 - Wages and Other Pay Provisions	<p>Update: Effective July 1, 2023 all salary ranges will be increased 4%.</p> <p>Effective July 1, 2024 all salary ranges will be increased 3%.</p> <p>BSN premium was officially added for Research/Hall Health Nurses and is now paid at \$1.00.</p>
Article 10 - Tuition Exemption Program	<p>No changes: The parties agreed to maintain existing contract language.</p>

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Article 11 - Vacation Schedule	No changes: The parties agreed to maintain existing contract language.
Article 12 - Employment Practices	No changes: The parties agreed to maintain existing contract language.
Article 13 - Holiday	No changes: The parties agreed to maintain existing contract language.
Article 14 - Union Activities	<p>Updates: Language from an MOU between the parties to incorporate a group of employees known as the “SOM Department of Medicine’s Division of Allergy and Infectious Diseases PA-ARNPs” was placed into the CBA.</p> <p>The Union can now have six delegates, up from five, with one coming from “SOM Department of Medicine’s Division of Allergy and Infectious Diseases PA-ARNPs”.</p> <p>Contract language was added stating that the “SOM Department of Medicine’s Division of Allergy and Infectious Diseases PA-ARNPs” will normally process grievances specific to the “SOM Department of Medicine’s Division of Allergy and Infectious Diseases PA-ARNPs”.</p>
Article 15 - Sick Leave	No changes: The parties agreed to maintain existing contract language.
Article 16 - Committees	No changes: The parties agreed to maintain existing contract language.
Article 17 - Employee Facilities	No changes: The parties agreed to maintain existing contract language.
Article 18 - Classifications	No changes: The parties agreed to maintain existing contract language.
Article 19 - Reclassification	No changes: The parties agreed to maintain existing contract language.
Article 20 - Corrective Action/Dismissal Process and/or Resignation	No changes: The parties agreed to maintain existing contract language.
Article 21 - Seniority, Layoff, Rehire	No changes: The parties agreed to maintain existing contract language.
Article 22 - Job Posting & Transfer	Updates: Contract language was added stating that the Employer will make good faith efforts to post a recently vacated position within four weeks of the employer’s decision to refill the position.

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	<p>Contract language was added stating that in regards to an employee’s request for an FTE increase or decrease, employees will submit requests for FTE increases or decreases in writing. The Employer will respond in writing within sixty days of request. The employer will make a good faith effort to accommodate requests to increase or decrease FTE as operational needs allows. If a request is denied, the employee may request a meeting with the Employer to discuss the decision to deny and potential alternatives. Hall Health HR or managers will track requests, approvals, and denials of FTE increase and decrease requests. The Union can request a JLM to review requests, denials, and approvals on a quarterly basis.</p>
Article 23 - Worker's Compensation Leave	No changes: The parties agreed to maintain existing contract language.
Article 24 - Management Rights and Responsibilities	No changes: The parties agreed to maintain existing contract language.
Article 25 - Performance of Duty	No changes: The parties agreed to maintain existing contract language.
Article 26 - Grievance Procedure	No changes: The parties agreed to maintain existing contract language.
Article 27 - Mandatory Subject	No changes: The parties agreed to maintain existing contract language.
Article 28 - Health Insurance and Pension	<p>Update: The parties incorporated the agreement reached at the state level healthcare Coalition bargaining. The agreement added language stating that in no instance will the employee contribution be less than 2% of the Employer Medical Contribution per month. It also increased the base salary an employee may make to be eligible for the Employer FSE funds from \$54,000 to \$60,000.</p>
Article 29 - New Employee Orientation	<p>Update: Contract language was added stating the Employer will offer a regularly scheduled, new employee orientation which will include a benefits orientation. The orientation will be offered by the office of Professional and Organizational Development in coordination with the Benefits Office.</p> <p>All new employees who attend the new employee orientation will be paid for their time at orientation. The Employer will advise and encourage new employees to attend the paid union new employee orientation as part of the Employer’s new employee orientation program and schedule the union orientation at a time within or immediately adjacent to the Employer’s orientation program and if in person, in the same location.</p>

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	<p>The Union portion of NEO will be shown on the New Employee Orientation agenda given to all new employees.</p> <p>A Union representative shall be allowed up to thirty minutes with employees during the new employee orientation. Such release time will be subject to the operational needs of the department and does not count as time worked for the purpose of calculating overtime. When in-person, the Employer will provide clear signage and direction of the location of the SEIU 1199NW Union portion of NEO.</p> <p>Employer representatives shall not be present during the Union presentation. If the University conducts orientation on-line (self-paced), the Union may meet with employees virtually for new employee orientation. In this case, the Union will provide a link for the orientation which the Employer will then make available to new employees.</p> <p>By the end of the week prior to each new employee orientation, the Employer shall provide the Union with a list of all employees scheduled to attend NEO. This list shall include the date of the orientation and the name, FTE, job profile, start date, supervisory org, and primary work email for each new employee attending the orientation.</p> <p>For employees hired into the bargaining unit who do not attend the orientation, within ninety days of the employee's start date, the Employer will provide the Union access to the employee during the employee's regular work hours to present information about the Union. This access will be provided at the employee's regular worksite, online or at a location mutually agreed to by the Employer and the Union and will be up to thirty minutes.</p>
Article 30 - Health and Safety	No changes: The parties agreed to maintain existing contract language.
Article 31 - Subordination of Agreement and Saving Clause	No changes: The parties agreed to maintain existing contract language.
Article 32 – Washington Family Medical Leave Program	No changes: The parties agreed to maintain existing contract language.
Article 33 - Duration of Agreement	<p>Updates: Housekeeping edits were made to reflect the new contract duration.</p> <p>The duration of the CBA is July 1, 2023 to June 30, 2025.</p>

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Article 34 - Salary	<p>Updates: The salary range for the Physician Assistant-Advanced Registered Nurse Practitioners was changed from pay table B9-12 to B9-14. Removal of language regarding premiums.</p> <p>The salary range for the Physician Assistant-Advanced Registered Nurse Practitioners-Lead was changed from pay table B9-22 to B9-24. The language referencing premiums was removed from this article since it is already located in Article 9.</p>
Article 35 - Parking and Transportation	<p>No changes: The parties agreed to maintain existing contract language.</p>
Article 36 - Reasonable Accommodation of Employees with Disabilities	<p>No changes: The parties agreed to maintain existing contract language.</p>
Article 37 - Miscellaneous Leave	<p>Updates: Housekeeping edits were made to change all instances of the phrase leave without pay and leave of absence to unpaid time off.</p> <p>The contact information for the Employer’s Benefits Office was updated to 206-543-4444 and totalben@uw.edu.</p>
Article 38 - Family Medical Leave Act and Parental Leave	<p>Updates: Housekeeping edits were made to change all instances of the word leave to time off.</p>
Article 39 - Unpaid Holidays for a Reason of Faith or Conscience	<p>Updates: Housekeeping edits were made to change all instances of the phrase leave without pay to unpaid time off.</p>
Article 40 - Leave Due to Family Care Emergencies	<p>Updates: Housekeeping edits were made to change all instances of the word leave to time off.</p> <p>Clarification was added stating that in accordance with RCW 49.46.210, accrued sick time off may be used when the employee’s child’s school or day care has been closed by a public health official for any health related reason. Health-related reason means a serious public health concern that could result in bodily injury or exposure to an infectious agent, biological toxin, or hazardous material.</p>
Article 41 - Civil/Jury Duty Leave and Bereavement Leave	<p>Updates: Housekeeping edits were made to change all instances of the word leave to time off.</p>

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Article 42 - Leave Related to Domestic Violence, Sexual Assault or Stalking	Updates: Housekeeping edits were made to change all instances of the word leave to time off.
Article 43 - Military Leave	Updates: Housekeeping edits were made to change all instances of the word leave to time off.
MOU – Article 11 Vacation Schedule	Updates: The parties agreed to strike this side letter as it has already been implemented.
MOU – Economic Discussion	Updates: The parties agreed to strike this side letter as it has already been implemented.
MOU – Lump Sum Payment	Updates: The parties agreed to strike this side letter as it has already been implemented.
MOU- Salary Overpayment Recovery	Updates: Housekeeping edits were made to update dates in the article.
MOU – Temp Hourly RNs	Updates: The parties agreed to strike this side letter as it has already been implemented.
MOU-Tracking Discrimination and Bias	Updates: Housekeeping edits were made to update dates in the article.
MOU – Transition of Employees	Updates: The parties agreed to strike this side letter as it has already been implemented.
MOU – Unit Clarification	Updates: The parties agreed to strike this side letter as it has already been implemented.
New MOU – Recruitment and Retention Wage Increases	<p>New MOU: Effective January 1, 2023, all job profiles assigned to pay tables B2 and BW will receive a four percent increase.</p> <p>Effective January 1, 2023 the salary range for the Physician Assistant-Advanced Registered Nurse Practitioners will change from pay table B9-12 to B9-14.</p> <p>Effective January 1, 2023 the salary range for the Physician Assistant-Advanced Registered Nurse Practitioners-Lead will change from pay table B9-22 to B9-24.</p> <p>Effective January 1, 2023, all job profiles assigned to pay table B9 will receive a 2 percent increase. Effective January 1, 2025, all job profiles assigned to pay table B2 will receive a five percent increase.</p>

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New MOU – SOM HCS-ARNP’s	New MOU: Effective October 1, 2022, Physician Asst-Advanced Registered Nurse Practitioners working in School of Medicine Department of Medicine’s Division of Allergy and Infectious Diseases, Virology Research Clinic, and AIDS Clinical Trials Unit in the current job code 18935 shall be correctly placed into the Physician Assistant-Advanced Registered Nurse Practitioner job profile job code 21203 in the Hall Health/Research RN bargaining unit Pay Table B9 Range 12. Employees will be placed on the new range at the step closest to but not less than their current rate of pay. Employees above the top step will remain at their current rate of pay (Y-rate). Progression start dates will not change with this movement.
New MOU – Vacation Scheduling at Hall Health	New MOU: Hall Health will convene a working group within 90 days of ratification to review and/or recommend changes to the existing Hall Health departmental vacation procedures. One of the working group members will be appointed by the Union. The departmental vacation procedure will include a timeline on a response to vacation requests by employees. The Union will be given notice of the final procedure and given an opportunity to bargain the impacts.
Side Letter A – Diversity and Inclusion	No changes: The parties agreed to maintain existing contract language.
Side Letter B – Hall Health Preceptor Program	Updates: The parties agreed to strike this side letter as it has already been implemented.
Side Letter C- U-PASS	Updates: Housekeeping edits were made to update dates in the article.
Side Letter E – PFML Communication	Updates: The parties agreed to strike this side letter as it has expired.