

University of Washington – SEIU 925

07/01/23 – 06/30/25 Collective Bargaining Agreement Summary

This summary is provided by the Employer in accordance with RCW 43.88.583. Please note that this is a summary only, and is not intended to be a substitute for reviewing the complete contract. This summary was drafted upon ratification, so please consult the main PDF contract on the LR website for the most up to date contract version.

Information Requested	Responsive Information
The term of the agreement	July 1, 2023 – June 30, 2025
The bargaining units covered by the agreement by state agency	University-wide Nonsupervisory Bargaining Unit, University-wide Supervisory Bargaining Unit, Healthcare Professional/Laboratory Technical Bargaining Unit, Research Technologist Bargaining Unit, Research Technologist Supervisor Bargaining Unit, HMC Technical Bargaining Unit, UW Medicine Contact Center Bargaining Unit, and UW Medicine Contact Center Supervisor Bargaining Unit
Base compensation	<u>Appendix V – Pay Tables</u> <u>Side Letter A – City of Seattle Minimum Wage</u>
Provisions for and rate of overtime pay	<u>Article 10 - Overtime</u>
Provisions for and rate of compensatory time	<u>Article 10.1 - Overtime</u>
Provisions for and rate of any other compensation including, but not limited to, shift premium pay, on-call pay, stand-by pay, assignment pay, special pay, or employer-provided housing or meals	<u>Article 45 – Compensation, Wages and Other Pay Provisions</u> <u>Appendix II – Differentials</u>
Provisions for and rate of pay for each paid leave provision	<u>Article 3 – Reasonable Accommodation of Employees with Disabilities</u> <u>Article 11 – Employee Training and Development</u> <u>Article 16 – Holidays</u>

Information Requested	Responsive Information
	<p><u>Article 17 – Vacation Time Off</u></p> <p><u>Article 18 – Sick Time Off</u></p> <p><u>Article 19 – Washington Family Medical Leave Program</u></p> <p><u>Article 20 – Miscellaneous Leave</u></p> <p><u>Article 21 – Federal Family Medical Leave Act and Parental Leave</u></p> <p><u>Article 23 – Shared Leave</u></p> <p><u>Article 24 – Unpaid Holidays for a Reason of Faith or Conscience</u></p> <p><u>Article 25 – Absence Due to Family Care Emergencies</u></p> <p><u>Article 26 – Civil/Jury Duty Time Off and Bereavement Time Off</u></p> <p><u>Article 27 – Leave Related to Domestic Violence, Sexual Assault or Stalking</u></p> <p><u>Article 28 – Inclement Weather and Suspended Operations</u></p> <p><u>Article 29 – Military Duty Time Off & Leave</u></p> <p><u>Article 30 – Work Related Injury Leave</u></p>
Provisions for and rate of pay for any cash out provisions for compensatory time or paid leave	<p><u>Article 10.1(e) Compensatory Time Cash Out</u></p> <p><u>Article 16.2(B) Holiday Credit Cash Out</u></p> <p><u>Article 17.5 Vacation Time Off Cash Payment</u></p> <p><u>Article 18.2 Sick Time Off Cash Out</u></p>
Temporary layoff provision	N/A

Information Requested	Responsive Information
Any impasse procedure subject to bargaining	N/A
Health care benefits provisions expressed as a percentage of cost or as a dollar amount, or in the case of contributions to a third-party benefit fund, the hourly contribution rate to the fund	<u>Article 46 - Health Care Benefits Amounts</u>
Any retirement benefit subject to bargaining, or in the case of contributions to a third-party benefit fund, the hourly contribution rate to the fund	N/A
For compensation or fringe benefits with an anticipated cost of fifty thousand dollars or more, a brief description of each component and its cost that comprises the amount funded by the legislature to implement in accordance with RCW 41.80.010(3)	<p><u>Attachment A</u> includes costing information for incremental cost of the collective bargaining agreement. No new financial provisions were agreed to.</p> <p><u>MOU – Lump Sum Payment:</u> Employees with .6 FTE and above to receive \$1,000 and employees below .6 FTE to receive \$500.</p> <p><u>Side Letter I - U-PASS:</u> A fully subsidized U-PASS will be provided to all eligible bargaining unit employees.</p> <p><u>Flexible Spending Arrangement:</u> As agreed upon during the State Coalition Healthcare bargaining, in January 2024 and again in January 2025, the Employer will make available two hundred fifty (\$250) dollars in a medical flexible spending arrangement (FSA) account for each bargaining unit member with an annual full-time base salary of \$60,000 or less on November 1 of the year prior to the FSA funds disbursement.</p> <p><u>MOU – Scholarship Fund:</u> Annual pool total of \$150,000 (Maximum \$5,000 per employee) and split between HMC and UWMC equally at \$75,000 for each medical center.</p>

Information Requested	Responsive Information
Number of bargaining unit members covered by the agreement as of the date submitted to the office of financial management	Approximately 6,300
Content of any agency-specific supplemental agreements affecting (a) through (m) of this subsection	N/A
Any contract provisions that allow the contract to be reopened during the contract term	N/A

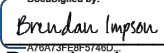
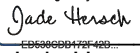
PREAMBLE AND PURPOSE

This Agreement is made by and between the Board of Regents of the University of Washington, hereinafter referred to as the Employer, and the Service Employees International Union, Local 925, hereinafter referred to as the Union.

The Employer is the Board of Regents of the University of Washington acting through its agents, administrators, and supervisors as determined by the Board of Regents.

Provisions of this Agreement apply to those regular monthly employees and Nonpermanent Fixed Duration employment who are employed at the University of Washington in classifications included in the University-wide Nonsupervisory bargaining unit, University-wide Supervisory bargaining unit, Contact Center bargaining unit, Contact Center Supervisory bargaining unit, Harborview Medical Center Technical bargaining unit, Healthcare Professional/Laboratory Technical bargaining unit, Research Technologist bargaining unit, and Research Technologist Supervisor bargaining unit (see Appendix I). Intermittent and Nonpermanent Hourly employees shall be covered per Article 59.

The purpose of this Agreement is to set forth certain terms and conditions of employment and to promote orderly and peaceful labor relations between the parties. The parties agree that it has been and will be their mutual aim to promote systematic and effective employee-management cooperation; fair and reasonable working conditions; effective methods for the prompt adjustment of differences, misunderstandings, and disputes; and dignified and fair treatment of employees in the implementation of all policies and procedures.

Tentatively Agreed To:	
<p>For the Union:</p> <p><small>DocuSigned by:</small>  <small>AT0173FE937400</small> Brendan Impson Date: 9/30/2022</p>	<p>For the Employer:</p> <p><small>DocuSigned by:</small>  <small>ED6A8EB0470F400</small> Jade Hersch Date: 9/30/2022</p>


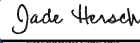
35

ARTICLE 1 – UNION RECOGNITION

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26

- 1.1 The Employer recognizes the Union as the sole and exclusive bargaining representative in all matters establishing and pertaining to wages and salaries, hours, and working conditions for all employees of the University of Washington in bargaining units certified by the Washington Personnel Resources Board, the Public Employment Relations Commission and/or the Department of Labor and Industries under the jurisdiction of RCW 28B.16 and 41.80. The composition of these units is as set forth in Appendix I of this Agreement – Bargaining Units Represented by the Service Employees International Union, Local 925, hereinafter referred to as the Union.
- 1.2 The Employer recognizes the exclusivity of the Union as bargaining representative for employees in the bargaining units. The Employer agrees not to enter into any agreement or contract with bargaining unit employees, individually or collectively, which conflicts with the terms of this Agreement unless the employee(s), Union and Employer specifically agree to such Agreement.

Tentatively Agreed To:

<p>For the Union:</p> <p><small>DocuSigned by:</small>  _____ Brendan Impson Date: 9/30/2022</p>	<p>For the Employer:</p> <p><small>DocuSigned by:</small>  _____ Jade Hersch Date: 9/30/2022</p>
---	---

ARTICLE 2 – NON-DISCRIMINATION

1
2
3 2.1 The parties individually agree that they will not engage in any act or practice or
4 pursue any policy which is discriminatory against any employee who may be a
5 qualified disabled individual, has status as a protected veteran, who is a
6 ~~victim~~ victim of domestic violence, sexual assault or stalking, nor because of their
7 military status, age, sex (except where sex or age is a bona fide occupational
8 qualification), sexual orientation, gender identity or expression, genetic
9 information, pregnancy, political affiliation, political belief, marital status, race,
10 national origin, color, creed, religion, immigration status, citizenship, or
11 membership or non-membership in a union. Unlawful harassment, ~~including~~
12 ~~sexual harassment~~, is included as a form of prohibited discrimination. ~~and will not~~
13 ~~be tolerated in the workplace in accordance with University of Washington~~
14 ~~Executive Order 31 on Nondiscrimination and Affirmative Action.~~

15
16 2.2 Sexual Harassment. No employee shall be subjected to discrimination in the form
17 of sexual harassment as defined in [University of Washington Executive Order 31](#)
18 [on Nondiscrimination and Affirmative Action](#).

19
20 2.3 Complaints:

21 Employees who feel they have been the subject of discrimination, harassment, or
22 retaliation are encouraged to discuss such issues with their supervisor,
23 administrator, or Human Resource Consultant for local resolution. ~~The employee~~
24 ~~may also choose to report the incident utilizing the bias reporting tool (Reporting~~
25 ~~Bias Incidents (washington.edu) or UW Medicine Bias Reporting Tool | Care~~
26 ~~Transformation (washington.edu)).~~ The goal of local resolution is to address and
27 resolve problems as quickly as possible and to stop any inappropriate behavior for
28 which ~~any~~ University employee is responsible.

29 A formal complaint may be filed with the University Complaint Investigation and
30 Resolution Office (UCIRO). Employees may also file discrimination, harassment
31 or retaliation complaints with appropriate federal or state agencies or through the
32 grievance process in accordance with Article 6 of this Agreement. In cases where
33 an employee files both a grievance and an internal complaint regarding the alleged
34 discrimination, harassment or retaliation the grievance will be suspended until the
35 internal complaint process has been completed.

36
37 In accordance with Executive Order 31, retaliation against any individual who
38 reports concerns regarding discrimination or harassment, or who cooperates with
39 or participates in any investigation of allegations of discrimination, harassment, or
40 retaliation is prohibited.

41
42 2.4 The parties also agree that they will not engage in any act or practice or pursue
43 any policy which is discriminatory against any employee based on political

1 affiliation, political belief or because of the participation or lack of participation in
2 union activities.

3
4 2.5 The University will provide training for faculty and staff with the purpose of
5 eliminating structural racism against all races and promoting DEI as required by
6 law. Once completed, a report containing a summary of the training results and
7 progress towards the University's goals will be provided to the Union upon request.
8

9 ~~2.65~~ Both parties agree that nothing in this Agreement will prevent the implementation
10 of an approved affirmative action plan.

11
12 ~~2.76~~ A grievance alleging a violation of this article must be submitted within 180 days
13 of an alleged occurrence.

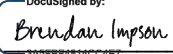
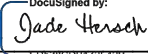
14
15 ~~2.87~~ When a grievance or complaint is filed, the University will implement interim
16 measures as appropriate.
17

18 Tentatively Agreed To:
19
20 For the Union: For the Employer:
21 DocuSigned by: DocuSigned by:
22 *Brendan Impson* *Jade Hersch*
23 _____
24 Brendan Impson Jade Hersch
Date: 9/30/2022 Date: 9/26/2022
25

1 A. The following pregnancy-related accommodations shall not require health care
 2 provider certification and are not subject to an employer's claim of undue hardship:
 3 1. Providing more frequent, longer, or flexible restroom breaks;
 4 2. Modifying a no food or drink policy;
 5 3. Providing seating or allowing the employee to sit more frequently if their job
 6 requires them to stand; and
 7 4. Restricting lifting to 17 lbs. or less.

8
 9 B. An employee's pregnancy or pregnancy-related health condition may also be
 10 accommodated as follows:
 11 1. Job restructuring, part-time or modified work schedules, reassignment to a
 12 vacant position, or acquiring or modifying equipment, devices, or an
 13 employee's work station;
 14 2. Providing for a temporary transfer to a less strenuous or less hazardous
 15 position;
 16 3. Providing assistance with manual labor and limits on lifting;
 17 4. Scheduling flexibility for prenatal visits; and
 18 5. Any further pregnancy accommodation an employee may request.

19
 20 With respect to these accommodations, the University may request an employee
 21 provide written certification from their treating health care provider regarding the
 22 need for reasonable accommodation and may deny an employee's request for
 23 reasons of significant difficulty or expense.

24
 25 Tentatively Agreed To:
 26
 27 For the Union: For the Employer:
 28 DocuSigned by: DocuSigned by:
 29  
 30 _____
 31 Brendan Impson Jade Hersch
 Date: 9/30/2022 Date: 9/2/2022

32

ARTICLE 4 – WORKPLACE BEHAVIOR

The Employer and the Union agree that all employees should work in an environment that fosters mutual respect and professionalism. The parties agree that inappropriate behavior in the workplace does not promote the University’s business, employee’s well-being, or productivity. All employees are responsible for contributing to such an environment and are expected to treat others with courtesy and respect.

Inappropriate workplace behavior by employees, supervisors and/or managers will not be tolerated. At no time will bullying be accepted as appropriate workplace behavior. Bullying is defined as language or conduct that is unwelcome and sufficiently severe, persistent, or pervasive such that it could reasonably be expected to create an intimidating, hostile, or offensive environment, or has the purpose or effect of unreasonably interfering with an employee's work performance, when viewed through both an objective and subjective standard. If an employee and/or the employee’s union representative believes the employee has been subjected to inappropriate workplace behavior, the employee and/or the employee’s representative is encouraged to report this behavior to the employee’s supervisor, a manager in the employee’s chain of command and/or the Human Resources Office. For incidents involving alleged bias, the employee may also choose to report the incident utilizing the bias reporting tool (Reporting Bias Incidents (washington.edu) or UW Medicine Bias Reporting Tool | Care Transformation (washington.edu)). ~~An employee or the employee’s representative should identify complaints as inappropriate workplace behavior.~~ The Employer will investigate the reported behavior and take appropriate action as necessary, which may include training for the individual(s) or the department involved in the incident. The employee and/or union representative will be notified upon conclusion of the investigation.

Retaliation against employees who make a workplace behavior complaint will not be tolerated and will be viewed as a separate violation.

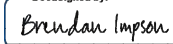
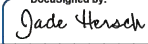
Grievances may be filed up to Step 3 Mediation.

Tentatively Agreed To:	
For the Union:	For the Employer:
DocuSigned by: <i>Brendan Impson</i>	DocuSigned by: <i>Jade Hersch</i>
3A5FBF4974CC0E1...	ED55000B172F42D...
Brendan Impson	Jade Hersch
Date: 9/30/2022	Date: 9/26/2022

ARTICLE 5 – AFFIRMATIVE ACTION

- 5.1 ~~Policies.~~ In conjunction with Federal and State laws, regulations, and Executive Orders, the Employer and the Union agree on the need for an affirmative action program approach to correct and review any inequities in the employment processes. The Employer shall ~~have and develop,~~ implement, monitor, and report on an affirmative action ~~plan program which~~ requiringes the Employer to make special good faith efforts to recruit, employ, retain, train, ~~and promote~~ underutilized groups, encourage career development, and transfer qualified members of underrepresented or groups formerly excluded, even if that exclusion cannot be traced to particular discriminatory actions on the part of ~~by~~ the Employer. The Employer shall also, and to develop or update, implement, ~~and monitor, and report on~~ affirmative action goals ~~and timetables~~ for hiring and/or promoting into job classes/categories where the Employer determines members of protected groups into job classes/categories where it has been determined that under-utilization representation exists. The Employer shall make no decisions regarding employment based on membership in any protected class.
- 5.2 Groups included in the affirmative action program are ~~those the protected classes~~ covered by the relevant federal and state regulations, ~~and are currently women, American Indians, Asian/Pacific Islanders, Blacks, Hispanics/Latinos, Vietnam era veterans, disabled veterans, persons with disabilities and persons 40 years of age and older.~~
- 5.3 ~~Goals and Timetables~~ Affirmative Action Reports. Upon request, the Employer will provide the Union with its current affirmative action reports listing placement goals which set forth the goals and timetables of the University for bargaining unit employees.
- 5.4 It is agreed by the parties that a bargaining unit member elected or selected by the Union shall be encouraged to take an active interest in affirmative action plans affecting each bargaining unit covered by this Agreement.

Tentatively Agreed To:

<p>For the Union:</p> <p><small>DocuSigned by:</small>  _____ Brendan Impson Date: 9/30/2022</p>	<p>For the Employer:</p> <p><small>DocuSigned by:</small>  _____ Jade Hersch Date: 9/26/2022</p>
---	---

ARTICLE 6 – GRIEVANCE PROCEDURE

The Union and the Employer agree that it is in their best interest to resolve disputes at the earliest opportunity and at the lowest level. Whenever possible, disputes should be resolved informally prior to filing a formal written grievance. To that end, all supervisors and employees are encouraged to engage in free and open discussions about disputes.

6.1 Definition. A grievance, within the meaning of this Agreement, shall be defined as any dispute between the University and the Union, an employee, or a group of employees as to alleged misapplication or misinterpretation of the terms of this Agreement or the Employer's written personnel rules, policies or practices.

6.2 Employee Grievance Rights. Any employee who believes they have been aggrieved may personally seek relief from that condition by filing a grievance, irrespective of any supervisor's opinion of the grievance's validity. In the presentation of grievances, the employees shall be safe from restraint, interference, discrimination, or reprisal.

6.3. Employee Representation. The Union as exclusive representative of bargaining unit employees is the responsible representative of said employees in grievance matters.

6.4 Time Limitations.
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 union to comply with the time limitations without a request of time extension shall constitute withdrawal of the grievance. Failure of the Employer to comply with the time limitations without a request for time extension shall move the grievance to the next step of the grievance procedure. For the purpose of calculating time requirements, the first day shall be the day following the day on which the employee was aware, or reasonably should have been aware, of the issue giving rise to the grievance. Saturdays, Sundays, and University holidays shall be included in the calculation of days except that the final day may not be on a Saturday, Sunday, or holiday but will end at the close of the first working day following the Saturday, Sunday, or holiday.

6.5 Contents. The written grievance shall include the following information:

- a. The date upon which the grievance occurred.
- b. The specific Article(s) and Section(s) of the Agreement violated.
- c. The past practice, rule, policy violated.
- d. Specific remedy requested.
- e. The grievant(s) name.
- f. Name and signature of Union representative (Staff or Steward).
- g. The nature of the grievance.

Failure to include the above information shall not be a reason for invalidating the

1 grievance.

2

3 6.6 Pay Status – Meetings. Meetings and discussions on the grievance held with the
4 Employer in connection with this grievance procedure shall normally be held during
5 the University's regular business hours, or as mutually agreeable, and no
6 deduction in pay status shall be made for the grievant or steward for reasonable
7 time spent in such meetings or discussions during the employee's scheduled duty
8 hours. The work schedule of the grievant will be seriously considered in the
9 scheduling of the grievance meetings. Time off for employees and stewards shall
10 be granted by supervision following a request, but in consideration of job
11 responsibilities. If the requested time off cannot be granted, the parties shall
12 arrange for time off at the earliest possible time thereafter.

13

14 6.7 Grievance Withdrawal. A grievance may be withdrawn by the Union in writing at
15 any time, and if withdrawn shall not be resubmitted.

16

17 6.8 Resolution

18 If the Employer provides the requested remedy or a mutually agreed-upon
19 alternative, the grievance will be considered resolved and may not be moved to
20 the next step.

21

22 6.9 Consolidation

23 Grievances arising out of the same set of facts may be consolidated by written
24 agreement.

25

26 6.10 Filing and Processing

27 a. Filing A grievance must be filed within thirty (30) days of the occurrence giving
28 rise to the grievance, or the date the grievant knew or could reasonably have
29 known of the occurrence. When possible the thirty (30) day periods above should
30 be used to attempt to informally resolve the dispute. The union steward or staff
31 representative will indicate when a discussion with the Employer is an attempt to
32 informally resolve a dispute.

33

34 b. Alternative Resolution Methods Any time during the grievance process, by
35 mutual consent, the parties may use alternative methods to resolve the dispute. If
36 the parties agree to use alternative methods, the time frames in this Article are
37 suspended. If the selected alternative method does not result in a resolution, the
38 Union may return to the grievance process and the time frames resume. Any
39 expenses and fees of alternative methods will be shared equally by the parties.

40

41 c. Processing The Union and the Employer agree that in-person meetings are
42 preferred at all steps of the grievance process and will make efforts to schedule in-
43 person meetings, if possible.

44

45 6.11 Steps of the Grievance Procedure. All grievances shall be processed in
46 accordance with the following procedure. Upon mutual agreement, Step One, Two

1 or Three may be skipped. Grievances over final counseling or dismissal will begin
2 at Step Two.
3

4 **Step One: Supervisor, Manager or Designee**

5 If the issue is not resolved informally, the Union may file a written grievance to the
6 supervisor or designee, and the Labor Relations office (laborrel@uw.edu). The Employer
7 will designate a supervisor, manager or designee who will meet in person or confer by
8 telephone with a union steward and/or staff representative and the grievant. The date of
9 the meeting will be mutually agreed upon within fifteen (15) calendar days of receipt of
10 the grievance and when possible the meeting will take place within the aforementioned
11 fifteen (15) calendar days. The format (face to face or by telephone) for the meeting will
12 be by mutual agreement. The employer will respond in writing to the Union within fifteen
13 (15) calendar days after the meeting. The Human Resources Consultant may also attend,
14 if desired by the University. If the grievance is directed against the employee's immediate
15 supervisor, the grievance may be presented to the next higher level of supervision. In the
16 event the employee's immediate supervisor does not have authority to resolve the
17 grievance, the grievance will be presented at the level having authority to act as
18 determined by the Employer.
19

20 **Step Two:** If a satisfactory settlement is not reached in Step One, said grievance may be
21 moved to the Step Two by filing the written grievance, including a copy of the Step One
22 decision to department head, designee, or to the next appropriate level of management
23 and the Office of Labor Relations within fifteen (15) calendar days after the decision from
24 Step One. The date of the meeting will be mutually agreed upon within fifteen (15)
25 calendar days after notice of the filing at Step Two and when possible the meeting will
26 take place within the aforementioned fifteen (15) calendar days. The grievant may be
27 represented by a steward and a Union staff representative. The University will be
28 represented by the appropriate management official(s) or designee(s), a representative
29 from the Office of Labor Relations, and a Human Resources Consultant, if desired by the
30 University. The University will respond in writing within thirty (30) calendar days after the
31 meeting.
32

33 **Step Three:** Grievance Mediation. If the grievance is not resolved at the Step Two, the
34 Union may file a request for mediation with the Public Employment Relations Commission
35 (PERC) in accordance with WAC 391-55-020, with a copy to the Labor Relations Office
36 within thirty (30) days of receipt of the Step Two decision. In addition to all other filing
37 requirements, the request must include a copy of the grievance and all previous
38 responses. The Employer will inform the Union, in writing, and PERC within thirty (30)
39 days of receipt of Mediation request if they are not in agreement. If those services are
40 unavailable on a timely basis, the parties may request a list of grievance mediators from
41 the Federal Mediation and Conciliation Service (FMCS) or other agreed upon mediation
42 provider. The cost of the mediation shall be borne equally by both parties.
43

44 **Step Four:** Arbitration. If a satisfactory settlement is not reached at the prior step, or the
45 step was skipped, either of the signatory parties to this Agreement may submit the
46 grievance to binding arbitration. Such submittal must be made within thirty (30) calendar

1 days following the written notice that the employer does not agree to Step Three (3)
2 Mediation or the conclusion of the prior step.

3
4 Panel of Arbitrators:

5 A. Within sixty (60) calendar days of the execution of the Agreement, the parties,
6 SEIU 925, WFSE 1488, and the Employer, agree to meet to establish a
7 permanent panel of six (6) arbitrators. If the parties do not meet or if there is no
8 agreement on the panel, the current panel will remain.

9
10 B. These arbitrators shall be assigned cases by the parties on a rotating basis. If
11 the arbitrator is not available to hear the case within sixty (60) calendar days of
12 being contacted to request available arbitration dates either party may elect to
13 go to the next arbitrator in the rotation. If no arbitrator can hear the case within
14 sixty (60) calendar days of being contacted, the case will be assigned to the
15 arbitrator who can hear the case on the earliest date.

16
17 C. The appointment to the panel will be for the life of the Agreement. If an arbitrator
18 decides to remove their name from the panel the parties will meet to decide
19 whether to substitute an additional name(s).

20
21 No later than seven (7) working days prior to the scheduled arbitration meeting, the parties
22 will submit questions of arbitration eligibility to the arbitrator for preliminary determination,
23 share the name of each witness intending to testify at the hearing, and attempt to agree
24 upon the issue statement. A copy of written materials submitted to the arbitrator will be
25 provided to the opposing party.

26
27 If either party raises an issue of procedural arbitrability, i.e. that any step of the grievance
28 process or movement to arbitration was not pursued within the time limits proscribed in
29 this article, the arbitrator shall make a determination on the arbitrability issue prior to
30 proceeding to a hearing on the merits of the grievance. If the arbitrator determines the
31 grievance is not arbitrable, then no hearing on the merits of the grievance will be held.

32
33 Authority of the Arbitrator

34 The parties agree that the arbitrator shall have no power to render a decision that adds
35 to, subtracts from, alters or modifies in any way the terms and conditions of the
36 Agreement. The parties further agree that the decision of the arbitrator will be final and
37 binding upon all parties.

38
39 The Union or the Employer will have the right to request the arbitrator to require the
40 presence of witnesses and/or documents. The arbitrator's decision shall be made in
41 writing and the arbitrator shall be encouraged to render the decision within thirty (30)
42 calendar days of the close of the arbitration.

43
44 In cases where a grievance is moved to arbitration and the Employer did not agree to
45 Step Three: Grievance Mediation, either party may request a pre-arbitration settlement
46 conference. These conferences shall not delay the arbitration process, and may be held

1 with or without the presence of the arbitrator, at the option of the moving party. In the
2 event that an arbitrator is present, the cost of the arbitrator’s participation shall be borne
3 equally by the parties.
4

5 **6.12 Arbitration Costs**

6 1. The fees and costs of the arbitrator, and the cost (if any) of the hearing room,
7 will be shared equally by the parties.
8

9 2. If the arbitration hearing is postponed or canceled because of one party, that
10 party will bear the cost of the postponement or cancellation. The costs of any
11 mutually agreed upon postponements or cancellations will be shared equally by
12 the parties.

13 3. If either party desires a record of the arbitration, a court reporter may be used.
14 If that party purchases a transcript, a copy will be provided to the arbitrator free of
15 charge. If the other party desires a copy of the transcript, it will pay for half of the
16 costs of the fee for the court reporter, the original transcript and a copy.
17

18 4. Each party is responsible for all fees and costs of its staff representatives,
19 attorneys, experts, witnesses –and all other costs related to the development and
20 presentation of their case. Every effort will be made to avoid the presentation of
21 repetitive witnesses.
22

23 **6.13 Files.** Grievance documents shall be maintained separately from employee
24 personnel files. Employee personnel files will accurately reflect the final outcome
25 of a grievance.
26

27 Tentatively Agreed To:

28
29 For the Union:

30 DocuSigned by:

31 *Brendan Impson*

32 _____
33 Brendan Impson

Date: 9/30/2022

For the Employer:

DocuSigned by:

Jade Hersch

Jade Hersch
Date: 9/30/2022

ARTICLE 7 – EMPLOYEE RIGHTS

7.1 Representation

Upon request, an employee will have the right to representation at an investigatory meeting, requested by management in which the employee reasonably believes could lead to corrective action. Upon request, an employee will have the right to an interpreter at an investigatory meeting. The employer will provide reasonable time to allow an employee to secure a representative. The exercise of this right will not unreasonably delay or postpone a meeting. Except as otherwise specified in this Agreement, representation will not apply to discussions with an employee in the normal course of duty, such as giving instructions, assigning work, informal discussions, delivery of paperwork, staff or work unit meetings or other routine communications with an employee.

7.2 Paid Release Time

Employees will be provided a reasonable amount of time during their normal working hours to meet with the union steward and/or staff representative to process a grievance. In addition, employees will be released during their normal working hours to attend meetings or hearings scheduled by management for the following:

- a. Informal grievance resolution meetings, grievance meetings, alternative dispute resolution meetings, mediation sessions and arbitration hearings, in accordance with Article 6, Grievance Procedure, and held during the employee's work time;
- b. Management scheduled investigatory interviews and/or pre-disciplinary meetings, in accordance with Article 36, Corrective Action, and;
- c. Negotiations in accordance with Article 40, Mandatory Subjects.
- d. Joint Labor Management meetings in accordance with Article 43.

7.3 When an employee is subpoenaed as a witness on behalf of the Union in an arbitration case, with the employer, the employee may appear without loss of pay if the employee appears during scheduled work time, providing the testimony given is related to their own job function or involves matters they have witnessed, and is relevant to the arbitration case. Every effort will be made to avoid the presentation of repetitive witnesses.

7.4 Notification

An employee will obtain prior approval from their supervisor before attending any meeting or hearing. All requests must include the approximate amount of time the employee expects the activity to take. Employees will suffer no loss in pay for attending management scheduled meetings and hearings that are scheduled during the employee's work time. Attendance at meetings or hearings during the employee's non-work hours will not be considered as time worked. An employee

1 cannot use a state vehicle to travel to and from a worksite in order to attend a
2 meeting or hearing unless authorized by the Employer.

3
4 7.5 Indemnification
5 The University will indemnify employees for activities arising out of their
6 employment in accordance with University policy.

7
8 7.6 Off the Job Activities
9 The private and personal “off the job” lifestyle and activities of any employee shall
10 not be legitimate grounds for corrective action initiated by Management except
11 where such life style or activities, constitute a conflict of interest as set forth in
12 RCW 42.18 or are detrimental to the employee’s work performance.

13
14 7.7 Off Duty Employment
15 Employees may engage in off duty employment that is consistent with University
16 policy and state law to include Administrative Policy Statement on Outside
17 Consulting Activities and Part-Time Employment by Professional or Classified
18 Staff Employees (APS 47.3).

19
20 Tentatively Agreed To:
21
22 For the Union: For the Employer:
23 DocuSigned by: DocuSigned by:
24 Brendan Impson Jade Hersch
25 3A5FBF4874CC4E7... ED538CDB172F42B...
26 Brendan Impson Jade Hersch
Date: 9/30/2022 Date: 9/2/2022
27

ARTICLE 8 – EMPLOYEE FACILITIES

8.1 Employee Facilities.

Adequate lunchroom, washroom and toilet facilities shall be provided and available for the use of the employees. Suitable dressing rooms and/or lockers shall be provided to employees in those occupations where a change of clothing is required by the Employer.

(a) Employees are encouraged to report to supervision any condition in employee facilities which appear to be below minimum standards.

(b) The adequacy of employee facilities, including sanitary supply dispensers employees, wellness rooms, lactation stations, all gender bathrooms, or any change in employee facilities, shall be a proper subject for discussion by the Joint Union-Management Committee.

(c) Regarding the use of Gender Segregated Facilities:

(1) Facility use. The Employer shall allow individuals the use of gender-segregated facilities, such as restrooms, locker rooms, and dressing rooms that are consistent with that individual's gender expression or gender identity.

In such facilities where undressing in the presence of others occurs, The Employer shall allow access to and use of a facility consistent with that individual's gender expression or gender identity.

(2) The Employer shall not request or require an individual to use a gender-segregated facility that is inconsistent with that individual's gender expression or gender identity, or request or require an individual to use a separate or gender-neutral facility.

If another person expresses concern or discomfort about a person who uses a facility that is consistent with the person's gender expression or gender identity, the person expressing discomfort should be directed to a separate or gender-neutral facility, if available.

Any action taken against a person who is using a restroom or other gender-segregated facility, such as removing a person, should be taken due to that person's actions or behavior while in the facility, and must be unrelated to gender expression or gender identity. The same standards of conduct and behavior must be consistently applied to all facility users, regardless of gender expression or gender identity.

1 (3) Provision of options encouraged. Whenever feasible, the Employer will
2 provide options for privacy, such as single-use gender-neutral
3 bathrooms or private changing areas that are available to any individual
4 desiring privacy.
5
6

7 Tentatively Agreed To:

8
9 For the Union:

10 DocuSigned by:
11 *Brendan Impson*
12 3A5F8F4844CC4E7

13 Brendan Impson

Date: 9/30/2022

For the Employer:

10 DocuSigned by:
11 *Jade Hersch*
12 F0538C0B172F42B

13 Jade Hersch

Date: 9/21/2022

14

ARTICLE 9 – HOURS OF WORK**9.1 General**

(a) Hours of work for regular ~~monthly~~ employees in the bargaining units listed in Appendix I shall be established by the employing official.

(b) Overtime may be assigned outside of normally scheduled shifts and compensated in accordance with Article 10.

9.2 Definitions

(a) Full-time Employee. A regular ~~monthly~~ staff employee scheduled to work forty (40) hours per week in a seven (7) day period; or for designated hospital personnel scheduled to work eighty (80) hours in a fourteen (14) day period.

(b) Part-time Employee. A regular ~~monthly~~ staff employee scheduled to work less than forty (40) per week in a seven (7) day period; or for designated hospital personnel scheduled to work less than eighty (80) hours in a fourteen (14) day period. Part-time employees shall receive all benefits of employment on a pro-rata basis, except health benefits coverage which is determined by the state.

9.3 Work Day/Meal Period

(a) Meal breaks shall be a minimum of thirty (30) minutes, unpaid and on the employee's own time, provided the employee is off-duty for that meal period. It is the Employer's intention to provide uninterrupted meal breaks.

(b) Specific to the University-wide Nonsupervisory, Supervisory, and Health Care Professional/Laboratory Technical bargaining units:

The normal work day for full-time employees typically shall be eight (8) hours to be completed within a nine (9) hour period.

The meal period shall commence not earlier than the second hour of the shift nor later than the fifth hour of the shift. If the employee is required to work beyond the fifth hour without a break, the employee will be allowed to eat ~~his/her~~ their meal at the duty station on the Employer's time.

9.4 Rest Breaks

Employees shall receive a fifteen (15) minute break during each four (4) hours worked. It is the Employer's intention to provide uninterrupted rest breaks.

9.5 Work Period Designations/Scheduled Work Periods (Applicable only to the University-wide Nonsupervisory, Supervisory, and Health Care Professional/Laboratory Technical bargaining units)

Each position will be assigned by the personnel officer to one of the work period designations identified below. Employees will be informed of their eligibility for overtime compensation.

- 1
- 2 (a) Scheduled work periods, within which there are two (2) work schedules:
- 3 (1) Regular work schedule. The regular work schedule for full-time regular
- 4 ~~monthly~~ employees shall consist of five (5) consecutive and uniformly
- 5 scheduled eight (8) hour days in a seven (7) day period. Uniformly
- 6 scheduled means a daily repetition of the same working hours and a weekly
- 7 repetition of the same working days.
- 8
- 9 (2) Alternative work schedule. Operational necessity or employee convenience
- 10 may require positions that are normally designated regular work schedule
- 11 to work an alternate forty (40) hour work schedule (other than five (5)
- 12 uniform and consecutive eight (8) hour days in a seven (7) day period), or
- 13 as provided by the Washington State Minimum Wage Requirements and
- 14 Labor Standards in conjunction with the federal law which provides for an
- 15 eighty (80) hour work week in a fourteen (14) day period for hospital
- 16 personnel.
- 17
- 18 (b) Nonscheduled Work Period. The nonscheduled work period designation
- 19 applies to those positions for which the hours cannot be scheduled but which
- 20 are assigned an FTE, work a forty (40) hour week, and do not meet any of the
- 21 other work period designations.
- 22
- 23 (c) Part-time Schedule. This is any deviation from any full-time schedule which
- 24 includes less than forty (40) hours per week in seven (7) consecutive days; or
- 25 for designated hospital personnel less than eighty (80) hours in a fourteen (14)
- 26 day period.
- 27
- 28 (d) Split Shifts. Employees will not be assigned to split shifts unless there is prior
- 29 agreement.
- 30

31 **9.6 Change in Work Schedule/Shift Assignment Notification**

32 The Employer agrees to provide a minimum of fourteen (14) calendar days' notice

33 to an employee in the event of an Employer-directed permanent change in the

34 employee's shift assignment or work schedule. For temporary changes in work

35 assignment occurring within the employee's assigned work week, the Employer

36 will provide two (2) calendar days' notice with the day of notification constituting

37 the first day of notice. For emergency reasons, lack of work, an existing safety

38 hazard to the employee or others, or mutual agreement between the Employer and

39 employee under Article 10.2(e), the Employer may temporarily change an

40 employee's schedule with fewer than two (2) calendar days' notice. Temporary is

41 defined as no longer than ~~ninetytwoone (9021) days~~ one (1) week.

42

43 Specific to the University-wide Nonsupervisory, Supervisory, and Health Care

44 Professional/Laboratory Technical bargaining units: Temporary shift changes not

45 mutually agreed to shall not be employed to avoid the accrual of overtime.

46

1 The assignment of employees in various shifts within each work group or
2 department shall be determined by the employing official, provided that when
3 qualifications are substantially equal in the judgment of the employing department,
4 seniority shall be a factor in determining shift assignment. This criteria does not
5 apply to positions deemed by the employer to require a rotational shift.
6

7 **9.7 Excepted Work Period Positions**

8 Employees assigned to excepted work period positions normally do not qualify for
9 overtime pay. However, when an employing official determines that the employee
10 has been directed to work an excessive amount of hours for an extended period
11 of time, overtime in the form of compensatory time or cash not to exceed a "time
12 and one half (1-1/2)" basis may be approved by the Assistant Vice President of
13 Human Resources Operations.
14

15 When the University creates or modifies a classification such that it is excepted
16 from overtime in accordance with the law, the Union shall be notified in advance
17 of implementation. This language does not preclude the Union or any individual
18 employee from challenging the University's overtime determination in appropriate
19 forums.
20

21 ~~9.8 Rest Between Shifts (Applicable to the Health Care Professional/Laboratory~~
22 ~~Technical bargaining unit)~~
23 ~~In scheduling work assignments, the Employer will make a good faith effort to~~
24 ~~provide each employee with at least eleven (11) hours off duty between shifts. In~~
25 ~~the event an employee is required to work with less than eleven (11) hours off duty~~
26 ~~between shifts, all time worked within this eleven (11) hour period shall be at time~~
27 ~~and one-half (1 1/2).~~
28
29

30 Tentatively Agreed To:
31
32 For the Union: For the Employer:
33 DocuSigned by: DocuSigned by:
34 *Brendan Impson* *Jade Hersch*
35 3A5FBF4814CC4E7 ED536CDB172F42B
36 Brendan Impson Jade Hersch
Date: 9/30/2022 Date: 9/26/2022

37

ARTICLE 10 – OVERTIME

10.1 Overtime

(a) Any one of the following constitutes overtime:

(1) Work in excess of the daily work shift for full-time employees assigned to scheduled work period positions;

(2) Work in excess of forty (40) hours in one (1) work week performed by overtime-eligible part time employees assigned to scheduled or nonscheduled work period positions; or

(3) For hospital personnel assigned to a fourteen (14) day schedule, work in excess of eight (8) hours in a twenty four (24) hour period or eighty (80) hours in a fourteen (14) day period.

(b) Overtime worked by the eligible employees assigned to scheduled or nonscheduled work positions shall be compensated at a rate of one and one-half (1-1/2) times the employee's straight time hourly rate including shift differential for all overtime worked as provided in subsection (a) of this section.

(c) Overtime-eligible employees assigned to scheduled or nonscheduled work period positions shall receive monetary payment as compensation for overtime worked; however, at the employee's request, compensatory time off at one and one-half (1-1/2) times the overtime hours worked may be granted in lieu of monetary payment.

(d) Compensation paid to an employee for accrued compensatory time shall be paid at the regular hourly rate earned by the employee at the time the employee receives such payment. Upon termination of employment, an employee will be paid for any unused compensatory time in accordance with the Fair Labor Standards Act.

(e) Use of accrued compensatory time shall be approved by the employing official with consideration being given to the work requirements of the department and the wishes of the employee. Compensatory time off may be scheduled by the employing official during the final sixty (60) days of a biennium (for the University-wide Nonsupervisory, University-wide Supervisory, Contact Center, Contact Center Supervisory, and Healthcare Professional/Laboratory Technical bargaining units), or fiscal year (for the Research Technologist and Research Technologist Supervisor bargaining units).

Compensatory time must be used or paid for by June 30th of each fiscal year. The employee's unused compensatory time balance will be cashed out every June 30th or when the employee leaves University employment for any reason.

1 The employee's compensatory time balance may also be cashed out when the
2 employee:

- 3 1. Transfers within their department to a position with different funding
4 sources, or
- 5 2. Transfers to a position in another department.

6
7 (f) For purposes of computing overtime compensation, holidays or leave with pay
8 during the employee's regular work schedule shall be considered as time
9 worked. ~~All paid holiday hours including the use of holiday credit during the~~
10 ~~employee's regular work schedule is considered time worked for the calculation~~
11 ~~of overtime. All other time paid for but not worked shall not count towards the~~
12 ~~calculation of overtime.~~

13 14 10.2 Overtime Policies

15 (a) Whenever overtime work is required, the employing official shall determine the
16 employees needed to work overtime on the basis of their relevant experience.
17 Overtime shall be distributed as equitably as possible among qualified
18 employees.

19
20 ~~(a) For Public Safety Officers: The employer will ask for volunteers from the~~
21 ~~officers currently on shift or scheduled to come in for the next shift before~~
22 ~~mandatory overtime is assigned.~~

23
24 (b) It is intended that overtime wages for which salary payment is to be made shall
25 be paid to the employee no later than on the paydate following the pay period
26 in which the overtime was earned. In no event shall such overtime payments
27 be made later than thirty (30) calendar days from the end of the pay period in
28 which the overtime was earned providing the payroll office has received
29 confirmation authorizing such payment within the time limits set by the
30 Integrated Service Center Payroll Office.

31
32 (c) ~~Specific to the University-wide Nonsupervisory, Supervisory, and Health Care~~
33 ~~Professional/Laboratory Technical bargaining units:~~ The federal Fair Labor
34 Standards Act and the Washington State Minimum Wage Act govern which
35 positions are ~~FLSA as a matter of law exempt or non-exempt, overtime-eligible,~~
36 ~~and required to track time. Appendix I details which positions are overtime~~
37 ~~eligible.~~ Appendix III details job classifications that are ~~FLSA exempt from~~
38 ~~overtime~~; however, certain positions in these classifications may be determined
39 to be ~~FLSA non-exempt overtime-eligible~~ if the employee's combination of FTE
40 and salary falls below the federal or state ~~salary threshold, to be overtime~~
41 ~~exempt.~~ This does not preclude the Union or any individual employee from
42 challenging the University's overtime determination in appropriate forums.

43
44 (d) Temporary Modified Weekly Schedule. By mutual agreement, individual
45 employees and their supervisors may agree to a temporary modified weekly
46 schedule. This schedule allows employees to alter their regular daily working

1 hours within a work week without generating the payment of overtime (unless
2 the employee works beyond forty (40) hours in the employee's regular work
3 week). Such scheduling will not be considered a regularly recurring alternative
4 schedule.

5
6 Specific to the University-wide Nonsupervisory, Supervisory, Contact Center,
7 Contact Center Supervisory, and Health Care Professional/Laboratory
8 Technical bargaining units: Temporary modified weekly scheduling
9 adjustments must be completed within the employee's regular work week.

10
11 10.3 Article 10 Overtime does not apply to the Dietitian job classifications. Dietitians are
12 FLSA exempt. If approved to work an extra shift, the extra shift shall be paid at
13 straight time. Article 9.7 still applies if applicable.

14
15
16
17 Tentatively Agreed To:
18
19 For the Union: For the Employer:
20 DocuSigned by: DocuSigned by:
21 *Brendan Impson* *Jade Hersch*
22 3A5F8F4814CC4E7 ED38CDB172F42B
23 Brendan Impson Jade Hersch
Date: 9/30/2022 Date: 9/30/2022

24

ARTICLE 11 – EMPLOYEE TRAINING AND DEVELOPMENT

11.1 Policy

The Employer reaffirms its commitment to an on-going system of staff development and training. The Employer shall maintain an employee training and development plan. The objective of this plan shall be to provide opportunity for the development of the potential occupational and professional ability of each employee in order to (1) meet institutional needs, (2) to make the most effective and economic use of employee resources in accomplishing institutional goals, and (3) to enhance employee's career advancement opportunities.

11.2 The University shall annually provide a list of job classifications reflecting the number of regular monthly positions and the number of those filled in the past calendar year. This information shall be on file in UW Human Resources.

11.3 Training and Development ~~Task Teams and Committees~~

The Union shall be invited to designate an employee representative to participate in ~~each any~~ University ~~Training and Development task team and~~ committee convened to address topics relevant to the bargaining unit's training and development. Such topics may include career advancement, career paths, potential training needs and courses, and program crediting in the employment process. ~~Task teams and committees shall be chaired by the Training and Development Manager or designee.~~ Employee representatives shall be granted release time to attend ~~task team and~~ committee meetings which are conducted during regular business hours.

11.4 Information

The Employer shall, upon written request, provide the Union with copies of the institution's or department's training and development plans and the annual report of the achievement of training objectives.

11.5 Training and Development Programs

~~It is intended that s~~Supervisors will encourage employees to participate in the various training and development programs as provided for by Executive Order 52 in order to maximize their job performance and to increase their promotional opportunities.

When the Employing Official requires an employee to acquire new skills the supervisor will identify appropriate sources of training and provide training in accordance with 11.8.

~~Whenever possible, trainings relating to software programs that are required as part of the employees' position will be made available to employees during departmental onboarding.~~

11.6 Release Time

1 Release time for training for employees accepted for training and development
2 programs ~~shall be in accordance with~~ covered under Executive Order 52 ~~shall be~~
3 ~~up to a maximum of 24 hours per quarter plus the travel time to and from class.~~
4 ~~Regular p~~Part-time employees are eligible to participate in staff training and
5 development classes with release time prorated according to their work schedules
6 (e.g., an employee working a 50% schedule is eligible for a maximum of 12 hours
7 release time per quarter). Employees who are not scheduled to work during the
8 time a course is offered may participate in the course; however, no compensatory
9 time off or ~~additional~~ compensation will be allowed. Management-directed training
10 is not included in this limitation on release time.-

11 12 11.7 BIPOC Staff Development Program

13 ~~In concert with the University's diversity and inclusion goals and initiatives, the~~
14 ~~University may offer a BIPOC Staff Development Program free to all BIPOC staff~~
15 ~~enrolled in the program, which includes self-paced online programming,~~
16 ~~competency-based workshops, and specialized content supporting an inclusive~~
17 ~~workplace culture.~~

18 19 11.7.11.8 Completion of Training Programs

20 Completion of training programs will be considered in evaluating the employee's
21 application for transfer or promotion when certification of completion has been
22 indicated by the employee. The Employer will review courses offered through
23 Professional & ~~Organizational~~Organizational Development, UW Information
24 Technology, and the UW Women's Center in order to identify courses which satisfy
25 requirements for regular monthly staff positions. The Employer will determine the
26 amount of credit appropriate to the training course(s). ~~Employees may be~~
27 ~~encouraged to record completed training programs when applying for CEGP but~~
28 ~~completion of training alone does not guarantee CEGP approval.~~

29
30 Crediting of completed training programs towards minimum qualifications shall be
31 determined by the Employer. ~~Currently, s~~Successful completion of the ~~Fiscal~~
32 ~~Management Certificate Series or the Fiscal Management track of the~~
33 ~~Administrative Excellence Certificate~~ or the Human Resources Administration
34 ~~Certificate~~ ~~are~~ is equivalent to six (6) months of ~~budget/fiscal~~relevant work
35 experience and successful completion of the Supervisory Skills Certificate Series
36 is equivalent to six (6) months of supervisory experience, ~~provided the employee~~
37 ~~provides notice of completion.~~

38 39 11.9 Employees shall be appropriately trained and/or certified prior to being assigned 40 to perform work requiring such training or certification, e.g., work with asbestos, 41 lead, blood borne pathogens, and all other appropriate training required for safety 42 and efficiency in the unit.

43 44 11.811.10 Tuition Payment and Travel Cost Reimbursement

45 If a supervisor requires an employee to receive training all fees and related costs
46 will be paid by the employing department. If attendance in such courses requires

1 use of the employee's personal vehicle, the employee will be reimbursed at the
2 University's travel rates applying at the time. If other transportation must be taken,
3 the employee will be reimbursed for all transportation costs. Required attendance
4 in courses which are outside of regular working hours and which are work related
5 or meet an identified institutional need is considered "paid time training" and
6 constitutes time worked.

7
8 ~~11.9~~11.11 Training - Layoff

9 Employees on layoff status shall be eligible to participate on a space available
10 basis in regularly scheduled Professional & Organizational Development
11 programs.

12
13 11.120 Education and Professional Development (~~Applicable only to the Research~~
14 ~~Technologist and Research Technologist Supervisor bargaining units)~~

15 The University encourages all departments/grants with individuals employed in this
16 bargaining unit to provide as much support for Continuing Education as budgets
17 will permit. The University recognizes the crucial contribution made by all
18 bargaining unit members, and that Continuing Education assists staff in increasing
19 the level of skill and knowledge they bring to their chosen fields.

20
21 11.13 Educational/Professional Leave- Surgical Technologists

22 For Surgical Technologists who have completed their probationary period, up to
23 three (3) days, pro-rated for part-time, of paid release time shall be granted
24 annually for each employee for educational/professional leave.

25
26 11.14 Education Support Funds- Surgical Technologists

27 For Surgical Technologists \$2400.00 per FTE, pro-rated for part-time, per fiscal
28 year shall be made available to fund continuing education.

29
30 11.15 Medical Interpreters

31 ~~For Medical Interpreters, the Employer will provide \$250.00 per employee,~~
32 ~~prorated by FTE, per fiscal year for education and training.~~

33
34 ~~11.15~~11.16 Physical Therapists and Physical Therapy Assistants

35 Physical Therapists and Physical Therapy Assistants will receive paid time off for
36 educational purposes, as follows:

- 37
- 38 • All Physical Therapists and Physical Therapy Assistants will be able to use
three (3) days of paid education time off per fiscal year, prorated for FTE.
 - 39 • ~~From the effective date of this agreement until the fiscal year ending 6/30/19,~~
40 ~~Patient Care Services (Hospital) Physical Therapists and Physical Therapy~~
41 ~~Assistants will have up to \$500 per fiscal year available to reimburse costs for~~
42 ~~approved educational or training programs, prorated for FTE.~~ Physical
43 Therapists and Physical Therapy Assistants hired in the Ambulatory Care
44 Division prior to July 19, 2016 ~~the effective date of this agreement (7/19/2016)~~
45 (Stadium Clinic, Roosevelt Clinic, East Side Clinic) will have up to \$1500

1 available to reimburse costs for approved educational or training programs,
2 prorated for FTE. PTs and PTAs hired in Ambulatory Care Division after July
3 19, 2016 the effective date of this agreement (7/19/2016) will receive \$500 per
4 fiscal year. PTs and PTAs working outside of the Ambulatory Care Division
5 shall also receive \$500 per fiscal year, regardless of hiring date.

- 6 • Physical Therapists and Physical Therapy Assistants who attend approved
7 educational opportunities on a day they are not scheduled to work will receive
8 the equivalent of a day of pay or a day of accrued time off. This practice will
9 result in pay at straight time and will not trigger overtime pay for the affected
10 pay period. This compensatory day will count toward the three days of annual
11 education time off.

12 13 ~~11.16~~ 11.17 Occupational Therapists

14 Occupational Therapists will receive paid time off for educational purposes, as
15 follows:

- 16 • All Occupational Therapists hired in the Exercise Training Center and Eastside
17 Specialty Center prior to the effective date of this agreement (9/17/2020) will
18 have five (5) days of paid educational leave per fiscal year, pro-rated for FTE.
19 Occupational Therapists hired after the effective date of this agreement will
20 have three (3) days of paid educational leave per fiscal year, pro-rated for FTE.
- 21 • From the effective date of this agreement (9/17/2020) Patient Care Services
22 (Hospital) Occupational Therapists will have up to \$550 per fiscal year available
23 to reimburse costs for approved educational or training programs, prorated for
24 FTE. Hand Therapists hired in the Exercise Training Center and Eastside
25 Specialty Center prior to the effective date of this agreement (9/17/2020) will
26 have up to \$1500 available to reimburse costs for approved educational or
27 training programs, prorated for FTE. Hand Therapists hired in Ambulatory Care
28 Division after the effective date of this agreement will receive \$550 per fiscal
29 year.
- 30 • Occupational Therapists who attend approved educational opportunities on a
31 day they are not scheduled to work will receive the equivalent of a day of pay
32 or a day of accrued time off. This practice will result in pay at straight time and
33 will not trigger overtime pay for the affected pay period. This compensatory day
34 will count toward the three days of annual education time off.

35 36 11.18 Dietitians will receive paid time off for educational purposes, as follows:

- 37 • All Dietitians will be able to use forty (40) hours of paid education time off per
38 fiscal year, prorated for FTE.
- 39 • From the effective date of this agreement (2/1/2022) Dietitians will have up to
40 \$500 per fiscal year available to reimburse costs for approved educational or
41 training programs, prorated for FTE.
- 42 • Dietitians who attend approved educational opportunities on a day they are
43 not scheduled to work will receive the equivalent of a day of pay or a day of
44 accrued time off. This practice will result in pay at straight time and will not

1 trigger overtime pay for the affected pay period. This compensatory day will
2 count toward the forty (40) hours of annual education time off.

- 3 • Upon request, and excluding some travel and accommodations expenses,
4 departments will pay for continuing education expenses in lieu of requiring the
5 employee to seek reimbursement. Requests for such payment must be made
6 to the Clinical Nutrition Manager at least 6 weeks in advance. Servicing or
7 processing fees for trainings offered by the Employer will not be counted
8 towards an employee's total education support funds.

9
10 Tentatively Agreed To:

11 For the Union:

12 DocuSigned by:
13 *Brendan Impson*

14 _____
15 Brendan Impson
16 Date: 9/30/2022

For the Employer:

DocuSigned by:
Jade Hersch

_____ EDUSIGUB/2FA28
Jade Hersch
Date: 9/26/2022

17

ARTICLE 12 – ADVANCE CERTIFICATION/REGISTRATION PAY

1
2
3 Applicable only to HealthCare Professional/Laboratory Technical and Supervisory
4 bargaining units

5
6 Certain hospital technical employees certified in a specialty area by a national
7 organization and working in that area of certification shall be paid an hourly premium of
8 one dollar and twenty five cents (\$1.25) provided the particular certification has been
9 approved by management, and further provided that the employee continues to meet
10 all educational and other requirements to keep the certification current and in good
11 standing. A certified employee is eligible for only one certification premium regardless
12 of other certifications the employee may have. Certified employees will notify their
13 respective supervisor/manager in writing at the time certification is received, providing
14 a copy of the original certification document. Certification pay will be effective the first
15 full pay period after the date documentation is received by the supervisor/manager.

16
17 **AFFECTED TITLES:**

Class Code	Job Title	Hourly Class Code	Hourly Job Title
18312	Anesthesiology Technician 2 (NE S SEIU 925 HCP/LT)	20688	Anesthesiology Technician 2 (NE H SEIU 925 HCP/LT)
18345	Diagnostic Medical Sonographer (NE S SEIU 925 HCP/LT)	20701	Diagnostic Medical Sonographer (NE H SEIU 925 HCP/LT)
18346	Diagnostic Medical Sonographer Lead (NE S SEIU 925 HCP/LT)	20702	Diagnostic Medical Sonographer Lead (NE H SEIU 925 HCP/LT)
18348	Diagnostic Medical Sonographer Specialist (NE S SEIU 925 HCP/LT)	20704	Diagnostic Medical Sonographer Spec (NE H SEIU 925 HCP/LT)
18347	Diagnostic Medical Sonographer Supervisor (E S SEIU 925 Supv)	20703	Diagnostic Medical Sonographer Supv (NE H SEIU 925 Supv)
18349	Diagnostic Medical Sonographer Supv (NE S SEIU 925 Supv)		
18412	Nuclear Medicine Technologist Lead (NE S SEIU 925 HCP/LT)	20727	Nuclear Medicine Technologist Lead (NE H SEIU 925 HCP/LT)
18415	Nuclear Medicine Technologist 1 (NE S SEIU 925 HCP/LT)	20729	Nuclear Medicine Technologist 1 (NE H SEIU 925 HCP/LT)
18416	Nuclear Medicine Technologist 2 (NE S SEIU 925 HCP/LT)	20730	Nuclear Medicine Technologist 2 (NE H SEIU 925 HCP/LT)
18405	Nuclear Medicine PET/CT Technologist (NE S SEIU 925 HCP/LT)	20726	Nuclear Medicine PET/CT Technologist (NE H SEIU 925 HCP/LT)

Class Code	Job Title	Hourly Class Code	Hourly Job Title
18414	Nuclear Medicine Technologist Supervisor (E S SEIU 925 Supv)	20728	Nuclear Medicine Technologist Supervisor (NE H SEIU 925 Supv)
18413	Nuclear Medicine Technologist Supervisor (NE S SEIU 925 Supv)		
18272	Imaging Technologist (NE S SEIU 925 HCP/LT)	20674	Imaging Technologist (NE H SEIU 925 HCP/LT)
18273	Imaging Technologist-Comp Tomo (NE S SEIU 925 HCP/LT)	20675	Imaging Technologist-Comp Tomo (NE H SEIU 925 HCP/LT)
18274	Imaging Technologist Angiography (NE S SEIU 925 HCP/LT)	20676	Imaging Technologist-Angiography (NE H SEIU 925 HCP/LT)
18275	Imaging Technologist Mag Res Imaging (NE S SEIU 925 HCP/LT)	20677	Imaging Technologist Mag Res Imaging (NE H SEIU 925 HCP/LT)
18276	Imaging Technologist Lead (NE S SEIU 925 HCP/LT)	20678	Imaging Technologist-Lead (NE H SEIU 925 HCP/LT)
18279	Imaging Technologist-Supervisor (E S SEIU 925 Supv)	20681	Imaging Technologist-Supervisor (NE H SEIU 925 Supv)
18280	Imaging Technologist-Supervisor (NE S SEIU 925 Supv)		
18277	Imaging Technologist Mammo (NE S SEIU 925 HCP/LT)	20679	Imaging Technologist-Mammo (NE H SEIU 925 HCP/LT)
18151	Respiratory Care Specialist (NE S SEIU 925 HCP/LT)	20657	Respiratory Care Specialist (NE H SEIU 925 HCP/LT)
18155	Respiratory Care Practitioner (NE S SEIU 925 HCP/LT)	20659	Respiratory Care Practitioner (NE H SEIU 925 HCP/LT)
18156	Respiratory Care Lead (NE S SEIU 925 HCP/LT)	20660	Respiratory Care Lead (NE H SEIU 925 HCP/LT)
18128	Physical Therapy Assistant 1 (NE S SEIU 925 HCP/LT)	20648	Physical Therapy Assistant 1 (NE H SEIU 925 HCP/LT)
18129	Physical Therapy Assistant 2 (NE S SEIU 925 HCP/LT)	20649	Physical Therapy Assistant 2 (NE H SEIU 925 HCP/LT)
18130	Physical Therapist 1 (NE S SEIU 925 HCP/LT)	21241	Physical Therapist 1 (NE H SEIU 925 HCP/LT)
18131	Physical Therapist 2 (E S SEIU 925 HCP/LT)	21164	Physical Therapist 2 (NE H SEIU 925 HCP/LT)
18132	Physical Therapist 3 (E S SEIU 925 HCP/LT)	21165	Physical Therapist 3 (NE H SEIU 925 HCP/LT)

Class Code	Job Title	Hourly Class Code	Hourly Job Title
18133	Physical Therapist Specialist (E S SEIU 925 HCP/LT)	21166	Physical Therapist Specialist (NE H SEIU 925 HCP/LT)
18430	Surgical Technologist (NE S SEIU 925 HCP/LT)	20739	Surgical Technologist (NE H SEIU 925 HCP/LT)

1

Job Code	Job Profile Name
22557	Anesthesiology Technician 2 (NE H NI SEIU 925 HCP/LT)
20688	Anesthesiology Technician 2 (NE H Temp SEIU 925 HCP/LT)
18312	Anesthesiology Technician 2 (NE S SEIU 925 HCP/LT)
22570	Diagnostic Medical Sonographer (NE H NI SEIU 925 HCP/LT)
20701	Diagnostic Medical Sonographer (NE H Temp SEIU 925 HCP/LT)
18345	Diagnostic Medical Sonographer (NE S SEIU 925 HCP/LT)
22571	Diagnostic Medical Sonographer Lead (NE H NI SEIU 925 HCP/LT)
20702	Diagnostic Medical Sonographer Lead (NE H Temp SEIU 925 HCP/LT)
18346	Diagnostic Medical Sonographer Lead (NE S SEIU 925 HCP/LT)
22573	Diagnostic Medical Sonographer Spec (NE H NI SEIU 925 HCP/LT)
20704	Diagnostic Medical Sonographer Spec (NE H Temp SEIU 925 HCP/LT)
18348	Diagnostic Medical Sonographer Spec (NE S SEIU 925 HCP/LT)
18347	Diagnostic Medical Sonographer Supv (E S SEIU 925 Supv)
22572	Diagnostic Medical Sonographer Supv (NE H NI SEIU 925 Supv)
20703	Diagnostic Medical Sonographer Supv (NE H Temp SEIU 925 Supv)
18349	Diagnostic Medical Sonographer Supv (NE S SEIU 925 Supv)
22582	Electroneurodiagnostic Technologist 1 (NE H NI SEIU 925 HCP/LT)
20713	Electroneurodiagnostic Technologist 1 (NE H Temp SEIU 925 HCP/LT)
18370	Electroneurodiagnostic Technologist 1 (NE S SEIU 925 HCP/LT)
22583	Electroneurodiagnostic Technologist 2 (NE H NI SEIU 925 HCP/LT)
20714	Electroneurodiagnostic Technologist 2 (NE H Temp SEIU 925 HCP/LT)
18371	Electroneurodiagnostic Technologist 2 (NE S SEIU 925 HCP/LT)
22584	Electroneurodiagnostic Technologist 3 (NE H NI SEIU 925 HCP/LT)
20715	Electroneurodiagnostic Technologist 3 (NE H Temp SEIU 925 HCP/LT)
18373	Electroneurodiagnostic Technologist 3 (NE S SEIU 925 HCP/LT)
22543	Imaging Technologist (NE H NI SEIU 925 HCP/LT)
20674	Imaging Technologist (NE H Temp SEIU 925 HCP/LT)
18272	Imaging Technologist (NE S SEIU 925 HCP/LT)
22545	Imaging Technologist-Angiography (NE H NI SEIU 925 HCP/LT)
20676	Imaging Technologist-Angiography (NE H Temp SEIU 925 HCP/LT)
18274	Imaging Technologist-Angiography (NE S SEIU 925 HCP/LT)

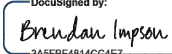
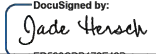
22544	Imaging Technologist-Comp Tomo (NE H NI SEIU 925 HCP/LT)
20675	Imaging Technologist-Comp Tomo (NE H Temp SEIU 925 HCP/LT)
18273	Imaging Technologist-Comp Tomo (NE S SEIU 925 HCP/LT)
22549	Imaging Technologist-Educ/Quality Assur (NE H NI SEIU 925 HCP/LT)
20680	Imaging Technologist-Educ/Quality Assur (NE H Temp SEIU 925 HCP/LT)
18278	Imaging Technologist-Educ/Quality Assur (NE S SEIU 925 HCP/LT)
22547	Imaging Technologist-Lead (NE H NI SEIU 925 HCP/LT)
20678	Imaging Technologist-Lead (NE H Temp SEIU 925 HCP/LT)
18276	Imaging Technologist-Lead (NE S SEIU 925 HCP/LT)
22546	Imaging Technologist-Mag Res Imaging (NE H NI SEIU 925 HCP/LT)
20677	Imaging Technologist-Mag Res Imaging (NE H Temp SEIU 925 HCP/LT)
18275	Imaging Technologist-Mag Res Imaging (NE S SEIU 925 HCP/LT)
22548	Imaging Technologist-Mammo (NE H NI SEIU 925 HCP/LT)
20679	Imaging Technologist-Mammo (NE H Temp SEIU 925 HCP/LT)
18277	Imaging Technologist-Mammo (NE S SEIU 925 HCP/LT)
18279	Imaging Technologist-Supervisor (E S SEIU 925 Supv)
22550	Imaging Technologist-Supervisor (NE H NI SEIU 925 Supv)
20681	Imaging Technologist-Supervisor (NE H Temp SEIU 925 Supv)
18280	Imaging Technologist-Supervisor (NE S SEIU 925 Supv)
22595	Nuclear Medicine PET/CT Technologist (NE H NI SEIU 925 HCP/LT)
20726	Nuclear Medicine PET/CT Technologist (NE H Temp SEIU 925 HCP/LT)
18405	Nuclear Medicine PET/CT Technologist (NE S SEIU 925 HCP/LT)
22598	Nuclear Medicine Technologist 1 (NE H NI SEIU 925 HCP/LT)
20729	Nuclear Medicine Technologist 1 (NE H Temp SEIU 925 HCP/LT)
18415	Nuclear Medicine Technologist 1 (NE S SEIU 925 HCP/LT)
22599	Nuclear Medicine Technologist 2 (NE H NI SEIU 925 HCP/LT)
20730	Nuclear Medicine Technologist 2 (NE H Temp SEIU 925 HCP/LT)
18416	Nuclear Medicine Technologist 2 (NE S SEIU 925 HCP/LT)
22596	Nuclear Medicine Technologist Lead (NE H NI SEIU 925 HCP/LT)
20727	Nuclear Medicine Technologist Lead (NE H Temp SEIU 925 HCP/LT)
18412	Nuclear Medicine Technologist Lead (NE S SEIU 925 HCP/LT)
18414	Nuclear Medicine Technologist Supervisor (E S SEIU 925 Supv)
22597	Nuclear Medicine Technologist Supervisor (NE H NI SEIU 925 Supv)
20728	Nuclear Medicine Technologist Supervisor (NE H Temp SEIU 925 Supv)
18413	Nuclear Medicine Technologist Supervisor (NE S SEIU 925 Supv)
18140	Occupational Therapist 1 (E S SEIU 925 HCP/LT)
23091	Occupational Therapist 1 (NE H NI SEIU 925 HCP/LT)

21743	Occupational Therapist 1 (NE H Temp SEIU 925 HCP/LT)
21860	Occupational Therapist 1 (NE S SEIU 925 HCP/LT)
18141	Occupational Therapist 2 (E S SEIU 925 HCP/LT)
23092	Occupational Therapist 2 (NE H NI SEIU 925 HCP/LT)
21744	Occupational Therapist 2 (NE H Temp SEIU 925 HCP/LT)
21861	Occupational Therapist 2 (NE S SEIU 925 HCP/LT)
18142	Occupational Therapist 3 (E S SEIU 925 HCP/LT)
23093	Occupational Therapist 3 (NE H NI SEIU 925 HCP/LT)
21745	Occupational Therapist 3 (NE H Temp SEIU 925 HCP/LT)
21862	Occupational Therapist 3 (NE S SEIU 925 HCP/LT)
18130	Physical Therapist 1 (E S SEIU 925 HCP/LT)
22937	Physical Therapist 1 (NE H NI SEIU 925 HCP/LT)
21241	Physical Therapist 1 (NE H Temp SEIU 925 HCP/LT)
21784	Physical Therapist 1 (NE S SEIU 925 HCP/LT)
18131	Physical Therapist 2 (E S SEIU 925 HCP/LT)
22886	Physical Therapist 2 (NE H NI SEIU 925 HCP/LT)
21164	Physical Therapist 2 (NE H Temp SEIU 925 HCP/LT)
21786	Physical Therapist 2 (NE S SEIU 925 HCP/LT)
18132	Physical Therapist 3 (E S SEIU 925 HCP/LT)
22887	Physical Therapist 3 (NE H NI SEIU 925 HCP/LT)
21165	Physical Therapist 3 (NE H Temp SEIU 925 HCP/LT)
21787	Physical Therapist 3 (NE S SEIU 925 HCP/LT)
18133	Physical Therapist Specialist (E S SEIU 925 HCP/LT)
22888	Physical Therapist Specialist (NE H NI SEIU 925 HCP/LT)
21166	Physical Therapist Specialist (NE H Temp SEIU 925 HCP/LT)
21789	Physical Therapist Specialist (NE S SEIU 925 HCP/LT)
22517	Physical Therapy Assistant 1 (NE H NI SEIU 925 HCP/LT)
20648	Physical Therapy Assistant 1 (NE H Temp SEIU 925 HCP/LT)
18128	Physical Therapy Assistant 1 (NE S SEIU 925 HCP/LT)
22518	Physical Therapy Assistant 2 (NE H NI SEIU 925 HCP/LT)
20649	Physical Therapy Assistant 2 (NE H Temp SEIU 925 HCP/LT)
18129	Physical Therapy Assistant 2 (NE S SEIU 925 HCP/LT)
18126	Registered Dietitian (E S SEIU 925 HCP/LT)
23110	Registered Dietitian (NE H NI SEIU 925 HCP/LT)
21922	Registered Dietitian (NE H Temp SEIU 925 HCP/LT)
18127	Registered Dietitian (NE S SEIU 925 HCP/LT)
22529	Respiratory Care Lead (NE H NI SEIU 925 HCP/LT)
20660	Respiratory Care Lead (NE H Temp SEIU 925 HCP/LT)
18156	Respiratory Care Lead (NE S SEIU 925 HCP/LT)

22528	Respiratory Care Practitioner (NE H NI SEIU 925 HCP/LT)
20659	Respiratory Care Practitioner (NE H Temp SEIU 925 HCP/LT)
18155	Respiratory Care Practitioner (NE S SEIU 925 HCP/LT)
22526	Respiratory Care Specialist (NE H NI SEIU 925 HCP/LT)
20657	Respiratory Care Specialist (NE H Temp SEIU 925 HCP/LT)
18151	Respiratory Care Specialist (NE S SEIU 925 HCP/LT)
22607	Surgical Technologist (NE H NI SEIU 925 HCP/LT)
20739	Surgical Technologist (NE H Temp SEIU 925 HCP/LT)
18430	Surgical Technologist (NE S SEIU 925 HCP/LT)
23107	Surgical Technologist Lead (NE H NI SEIU 925 HCP/LT)
21918	Surgical Technologist Lead (NE H Temp SEIU 925 HCP/LT)
21917	Surgical Technologist Lead (NE S SEIU 925 HCP/LT)

1
2
3
4
5
6
7
8
9

Tentatively Agreed To:

<p>For the Union:</p> <p><small>DocuSigned by:</small>  <small>3A6F8F4844CC4E7...</small> Brendan Impson Date: 9/30/2022</p>	<p>For the Employer:</p> <p><small>DocuSigned by:</small>  <small>ED538CDB772F42B...</small> Jade Hersch Date: 9/26/2022</p>
---	---

ARTICLE 13 – TUITION EXEMPTION PROGRAM

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26

13.1 In addition to those noncredit programs offered by Professional & Organizational Development, eligible employees may participate in the University's tuition exemption program as authorized by applicable state law and University policy set forth in the Administrative Policy Statement 22.1. Subject to operational needs and management discretion, supervisors will make a good faith effort to allow the use of flex time for employees who wish to take a class during their scheduled shift.

13.2 Release Time and Fees
When an employee is required to take a tuition exempt class by the Employer, associated expenses and release time will be provided per Article 11.8.

13.3 Registration
Employees will be allowed to register for class on the same timeline as Access students.

Tentatively Agreed To:

<p>For the Union:</p> <p><small>DocuSigned by:</small> <i>Brendan Impson</i></p> <hr/> <p>Brendan Impson Date: 9/30/2022</p>	<p>For the Employer:</p> <p><small>DocuSigned by:</small> <i>Jade Hersch</i></p> <hr/> <p>Jade Hersch Date: 9/30/2022</p>
--	---

ARTICLE 14 – HIRING, APPOINTMENTS, PROMOTIONS AND TRANSFERS

14.1 Probation

An employee appointed to a regular position will attain permanent status in a job classification upon their successful completion of a probationary, trial service or transition review period.

- A. Every part-time and full-time employee, following their initial appointment to a permanent position, will serve a probationary period of six (6) consecutive months. The Employer may extend the probationary period for an individual employee as long as the extension does not cause the total period to exceed twelve (12) months. Employees will be provided with a written explanation for the extension. If the extension is based on performance issues, the employee will receive a performance improvement plan. Extension of probationary periods shall not be a normal practice.
- B. Permanent employees at the University of Washington shall not be required to complete another probationary period.
- C. The Employer will extend an employee's probationary period, on a day-for-a-day basis, for any day(s) that the employee takes paid time off, ~~leave without pay~~unpaid time off, or shared leave, except for ~~leave-absences~~ taken for military service or for purposes of faith, or conscience under Article 24(c). For the purpose of calculating the completion date, an employee's probationary period shall not end on the employee's regularly scheduled weekend off or a scheduled holiday off. In those instances the completion date will be the next scheduled work day.
- D. By mutual agreement, the probationary period for additional classifications in their entirety selected classes may be established for a period in excess of six (6) months but not to exceed twelve (12) months.
- E. Employees in probationary status will earn seniority from their initial date of hire but may not exercise seniority rights until completion of the probationary period. Probationary employees are not eligible for layoff or rehire rights.
- F. An employee who is appointed to a different position in a different classification prior to completing their initial probationary period will serve a new probationary period. The length of the new probationary period will be in accordance with Subsection 14.1 (A), unless adjusted by the Appointing Authority for time already served in probationary status. In no case, however, will the total probationary period be less than six (6) consecutive months.
- G. Probationary Period Rejection.

An appointing authority may reject an employee who has not completed a probationary period. Upon request by the employee and within 10 business days of notice, a meeting to explain such action shall be held with a representative of the Employer. At the employee's request a representative of the Union shall attend such meetings. Such rejection is not subject to the grievance procedure, except in cases involving discrimination, under Article 2.

14.2

A. Filling Positions. The University will determine when a position will be filled, the appropriate type of appointment to be used when filling the position, and the skills and abilities necessary to perform the duties of the specific position within a job classification. The University can fill a position on a full-time or part-time basis. Employees who are appointed as part-time or cyclic in classifications included in the bargaining units will also be included in the bargaining unit in accordance with the provisions of this Agreement. They will be eligible to receive medical benefits and retirement in accordance with state law and University policy.

B. Volunteers. Volunteers will not fill vacant bargaining unit positions.

C. It is the intent of the Employer to fill vacancies as soon as possible within budgetary limitations and where replacements are needed.

~~C.D.~~ Departments are encouraged to be transparent and share information about the hiring process and the status of vacant positions.

14.3 Core Duties and Other Assignments.

Except as otherwise provided in this Agreement, duties assigned an employee shall be consistent with the overall class concept of the employee's job classification.

14.4 Types of Appointments.

A. Regular Appointments for positions scheduled to work twelve (12) months per year.

B. Cyclic Appointments for positions scheduled to work less than twelve (12) full months each year due to known, recurring periods in the annual cycle when the position is not needed or due to known budgetary restraints.

(1) At least fifteen (15) calendar days before the start of each annual cycle, incumbents of cyclic positions will be informed in writing of their scheduled periods of leave without pay in the ensuing annual cycle. Such leave without pay will not:

1 (a) Constitute a break in service and will not be deducted from the
2 employee’s length of service in granting periodic increments.

3
4 (b) Be considered when computing the employee’s vacation leave accrual
5 rate.

6
7 (2) When additional work is required of a cyclic position during a period of which
8 the position was scheduled for leave without pay, the **temporary**
9 **nonpermanent** work will first be offered to the incumbent. The incumbent
10 will be allowed at least three (3) working days in which to accept or decline
11 the offer.

12
13 (3) When additional pre-scheduled work is available during the leave without
14 pay period that is declined or cannot be completed by the incumbents, the
15 work will be offered to Cyclic Appointment employees prior to internal
16 employees, students, or external candidates. The work will be offered in
17 the following order, based on seniority:

18
19 (a) Cyclic Appointments in the same job classification.

20
21 (b) Cyclic Appointment in different job classifications with the essential skills
22 to perform the work.

23
24 (4) Employees who elect to accept work in a different job classification will be
25 compensated at the rate of pay of the position they have accepted.
26 However, if an employee accepts work in a lower classification and their
27 current rate of compensation falls within the pay range for that classification,
28 they will maintain their current rate of pay within the lower classification.

29
30 (5) Both the Employer and the Union are encouraged to utilize the Joint Union
31 Management Committee process in accordance with Article 43 to resolve
32 problems/concerns related to the cyclic leave without pay assignments.

33
34 **C. Temporary Appointments**

35 ~~—Temporary appointments may be made only to (a) perform work in the absence~~
36 ~~of an employee on leave for more than six (6) consecutive months or (b)~~
37 ~~perform work which does not exceed one thousand fifty (1050) hours in any~~
38 ~~twelve (12) consecutive month period. At the conclusion of a temporary~~
39 ~~appointment a permanent employee shall have the right to revert to their former~~
40 ~~position or to an equivalent position. No temporary appointment shall take the~~
41 ~~place of employees laid off due to lack of work or lack of funds.~~

42
43 **D. Temporary Appointment to a Higher Position.**

44 The employing official may temporarily assign a regular monthly employee the
45 duties and responsibilities of a higher-level class for up to one (1) year. Such
46 appointments shall be made in increments of no more than six (6) months.

1
2 The employee shall be paid a temporary salary increase (TSI) of at least five
3 percent (5%) increase over the present salary but not to exceed the maximum
4 of the range for the higher ~~classification~~classification. Such increase shall be
5 effective the first day of the assignment when approved.
6

7 E. Nonpermanent Fixed Duration Appointments.

8 Employees in Nonpermanent Fixed Duration positions are considered regularly
9 scheduled and assigned a schedule with a fixed number of working hours in a
10 workweek. Appointments for a fixed duration may be made for assignments
11 initially intended to be for more than one thousand fifty (1050) hours, but for no
12 more than twelve (12) consecutive months. Consecutive appointments that
13 total more than twelve (12) consecutive months will not be made for the same
14 assignment. The filling of nonpermanent fixed duration appointments will be
15 determined by the University. Individuals hired under this section will receive
16 written notification of the maximum length of the appointment and the eligibility
17 for benefits. Conclusion of the appointment, with a minimum of one work day
18 notice, will be at the discretion of the University, including termination of
19 appointment prior to its originally intended expiration date, and will not be
20 subject to Articles 6 (Grievance Procedure) and 38 (Seniority, Layoff, Rehire)
21 and Article 59 Intermittent and Nonpermanent Employees of the contract.
22

23 Fixed-Nonpermanent fixed duration appointments position can only be created
24 when any of the following conditions are met:

- 25 (A) The UW is recruiting to fill a vacant position with a permanent position;
26 (B) The UW needs to address a short-term immediate workload peak or
27 other short-term needs;
28 (C) The UW is not filling a position with a permanent position due to the
29 impending or
30 (D) The UW is filling positions when a worker is on a leave-of-absence; or
31 (E) Temporary project.

32 ~~will not be made to replace current bargaining unit employees or to do the work of~~
33 ~~any bargaining unit employee who has been laid off. Fixed duration~~
34 ~~appointments may only be used to fill leave-of-absences and/or temporary~~
35 ~~projects; they may not be used to fill permanent positions.~~
36

37 Nonpermanent fixed duration positions cannot be created to do the work of an
38 employee who has been laid off or is being laid off except as described in
39 Section C above.
40

41 The initial duration of a Nonpermanent Fixed Duration appointment cannot
42 exceed twelve (12) months from the hire date but may be extended to no more
43 than eighteen (18) months if the conditions in A-E (above) still exist. Individuals
44 may receive consecutive Nonpermanent Fixed Duration appointments as long
45 as any subsequent appointment is to a different position.

1
2 Annually, the Employer will provide a report to the Union of Nonpermanent Fixed
3 Duration employees who have had their position end date extended beyond
4 twelve (12) months.

5 A. If at any time during a Nonpermanent appointment, the need becomes ongoing
6 and permanent in nature, the Employer must take action to fill the position on a
7 permanent basis.

8 Time worked in a nonpermanent fixed duration appointment will count towards
9 seniority for employees who are appointed to a regular monthly position
10 represented by SEIU, Local 925 without a break in service. Employees on a
11 nonpermanent fixed duration appointment will be considered non-bargaining
12 unit internal applicants when applying for regular monthly bargaining unit
13 positions and will be marked as internal applicants
14

- 15 1. An individual appointed to a Nonpermanent Fixed Duration Appointment
16 who is hired into the, same job, or in the same classification in the same
17 unit through open recruitment will have their Fixed Duration Appointment
18 months of service apply toward their probationary period for that position.
19
- 20 2. Employees recruited into positions under section (a) who have worked in
21 the Nonpermanent Fixed Duration Appointment six (6) months or longer,
22 extending on a day-for-a-day basis for paid or unpaid absences, will be
23 considered to have completed their probationary period and all months of
24 service under that Fixed Duration Appointment (including extensions) shall
25 count toward their seniority.
26

27 The Employer may convert a non-permanent fixed duration appointment into a
28 permanent appointment if the Employer used a competitive process to fill the non-
29 permanent appointment or if the non-permanent appointment was filled using a
30 veteran placement program. In such circumstances the employee will serve a
31 probationary or trial service period whichever is applicable.

32 The rate of pay for employees in nonpermanent fixed duration appointments
33 must be placed on a salary step within the range for classified title.

34 The progression start date shall be established as follows:

- 35 1. The first of the current month for actions occurring between the first
36 and the fifteenth of the month; or,
- 37 2. The first of the following month for actions occurring between the
38 sixteenth and the end of the month.

39 B. Annual Salary Adjustment. Annual salary adjustments up to the top
40 automatic step will be administered the same as regular positions in the
41 same classification.

42 C. TRAINING

1 Employees shall be appropriately trained and or certified prior to being
2 assigned to perform work requiring such training or certification, e.g., work
3 with asbestos, lead, blood borne pathogens, and all other appropriate
4 training required for safety and efficiency in the unit.

5 Employees that are required to schedule and participate in mandatory
6 education by their department and will be compensated at the appropriate
7 rate of pay. Tuition for required education will be provided by the Employer.

8 9 14.5 Vacancies

10 Upon request, department heads will share with designated Union representatives
11 information about classified positions within the bargaining unit which are purportedly
12 being abolished or held unfilled.

- 13
14 (a) Cyclic year employees who have indicated a desire for a twelve--month
15 position will be considered for twelve (12) month positions available within
16 their work unit so long as they comply with the requirements of the application
17 process.
18
19 (b) Notice that applications are being accepted for vacant bargaining unit
20 positions will be published by the Employer and will be made available in
21 places intended to reach bargaining unit employees for a minimum of seven
22 (7) calendar days prior to the closing of the application period. The University
23 may limit the scope of the posting area if applications only from within the
24 posting area are accepted.
25
26 (c) It is the intent of the Employer to fill vacancies as soon as possible within
27 budgetary limitations and where replacements are needed.
28

29 14.6 Promotions/Transfers

30 31 A. Policy.

32 It is the policy of the University to encourage job advancement and promote from
33 within. It is the responsibility of each employee seeking promotion or transfer to
34 provide the Employer with complete information regarding the employee's skills
35 and qualifications relative to the position sought. The Employer will make the
36 application process, necessary submittals and the essential skills of the vacant
37 position clear to prospective applicants. All employees will be informed of the
38 processes and steps necessary for advancement. This may be done as part of the
39 annual performance evaluation.
40

41 B. Definitions.

42
43 For the purpose of this Article the following definitions apply:

44
45 Promotion - Movement to a position in a job class with a higher salary range
46 maximum.

1
2 Transfer - Movement to a position within another department in the same
3 classification.

4
5 Lateral – Movement of employee to a position in a different class which has the
6 same salary range maximum as the employee’s current class.

7
8 Voluntary Demotion - Movement to a position with a lower salary maximum,
9 where the position is attained through the employment process. This section
10 does not apply to employees who demote as the result of corrective action.

11
12 C. Notice that applications are being accepted for vacant bargaining unit positions
13 will be published by the Employer and will be made available in places intended to
14 reach bargaining unit employees for a minimum of seven (7) days prior to the
15 closing of the application period. The University may limit the scope of the posting
16 area if applications only from within the posting area are accepted.

17
18 D. The Employer will determine if applicants possess the essential skills required
19 of the position. Essential skills are the minimum qualifications listed in the job
20 description for the classification and any specific position requirements. The
21 Employer will refer all current bargaining unit applicants possessing the essential
22 skills prior to referring any non-bargaining unit applicants. Where the skills, abilities
23 and experience of the vacant position applicants are considered equal, the
24 Employer will offer the position to a bargaining unit applicant. Should the senior
25 qualified applicant not accept the position, the Employer shall offer the position in
26 seniority order to the other qualified applicants before hiring outside. In accordance
27 with applicable law, affirmative action goals will be considered when filling
28 vacancies.

29
30 E. At least one (1) bargaining unit applicant per job requisition, who is a
31 regular monthly employee and who possesses the essential skills, shall be
32 among those granted an interview for bargaining unit positions. Which
33 bargaining unit applicant(s) the Employer chooses to interview shall not be
34 grievable.

35
36 F. Applicants from within the bargaining unit determined not to possess the
37 essential skills for the vacant position may seek a non-grievable review of the
38 assessment through the Human Resources Office. Applicants from the bargaining
39 unit who possess the essential skills but are not offered the position may request
40 an explanation, written or oral, as to why the position was not offered.

41
42 14.7 Movement Between Positions within the University: Employees who transfer,
43 promote, move laterally, or voluntarily demote shall serve a trial service period. Paid
44 or unpaid leave time off taken during the ~~six (6) week~~ trial service period shall extend
45 the length of the trial service period on a day-for-a-day basis for any day(s) that the
46 employee takes paid time off, ~~leave without pay~~unpaid time off, or shared leave,

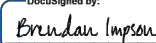
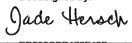
1 except for ~~leave-absences~~ taken for military service. Either the Employer or the
2 employee may end the appointment by providing notice, ~~and the employee shall~~
3 ~~have the option to revert to their former position if it is still vacant, be considered for~~
4 ~~reassignment in the same classification in the same department as their former~~
5 ~~position, or be placed on the rehire list.~~ Both the trial service requirement and
6 reversion rights (Employer and employee) apply to employees accepting positions
7 represented by a different Union.
8

9 14.8 Promotion or Lateral Movement: Promotional ~~or lateral movement~~ appointees will
10 serve a six (6) month trial service period. During the first two (2) months of the trial
11 service period, ~~promoted or lateral movement~~ employees have preemptive rights
12 to their former position. After the first two (2) months but during remainder of trial
13 service, employees who are not staying in the new position shall have the option to
14 revert to their former position if it is still vacant, be considered for reassignment in the
15 same class as their former class in the same department as their former position, or
16 be placed on the rehire list. ~~Paid or unpaid leave taken during the six (6) month trial~~
17 ~~service period shall extend the length of the trial service period on a day for day basis~~
18 ~~for any day(s) that the employee takes paid time off, leave without pay, or shared~~
19 ~~leave, except for leave taken for military service.~~
20

21 14.9 Transfer or Lateral: Transfer or lateral appointees will serve a six (6) week trial
22 service. At any time during the six (6) weeks the employee has preemptive rights to
23 their former position, be considered for reassignment in the same classification in the
24 same department as their former position, or be placed on the rehire list.
25

26 14.814.10 Voluntary Demotion: Any employee who demotes to a classification in which
27 they have previously held permanent status will serve a six (6) week trial service. At
28 any time during the six (6) weeks the employee has preemptive rights to their former
29 position ~~if the position is vacant, be considered for reassignment in the same~~
30 ~~classification in the same department as their former position, or be placed on the~~
31 ~~rehire list.~~ This section does not apply to corrective action related demotions.
32

33 14.914.11 Employees shall receive reasonable paid release time for job interviews
34 (which may include sitting for an examination) at the University. Such time must be
35 approved in advance by the supervisor subject to unit staffing needs.
36
37

38 Tentatively Agreed To:
39
40 For the Union: For the Employer:
41 DocuSigned by: DocuSigned by:
42  
43 A7BA73FBF5748D ED33C0B17F7475
44 Brendan Impson Jade Hersch
Date: 9/30/2022 Date: 9/30/2022

ARTICLE 15 – INTER-SYSTEM MOVEMENT

1
2
3 ~~Permanent state e~~Employees who change employment without a break in service
4 between Higher Education institutions, state agencies, state board, or other state
5 funded entities will have their unused sick and vacation leave time off, months of
6 service, retirement, and other state benefits transferred to their new place of
7 employment to the extent allowed by state law and this Agreement.


8 ~~Such employees will be allowed to use vacation leave during their probationary~~
9 ~~period or first six (6) months of employment at the University. Vacation leave will~~
10 ~~be approved or denied in accordance with Article 17 Vacation Leave.~~

11 ~~Seniority~~ Months of service toward a higher vacation accrual rate for leave accrual
12 ~~purposes~~ shall include all time spent in classified service credited to the employee
13 up to the date of entering into the bargaining unit including prior state service credit
14 as applicable.

15 Unused sick and vacation leave time off balances of ~~permanent status~~ employees
16 changing employment between bargaining unit and non-bargaining unit positions
17 shall move with the employee.

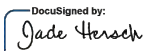
18 Tentatively Agreed To:

19
20 For the Union:

21 DocuSigned by:
22 
23

Brendan Impson
24 Date: 9/30/2022

For the Employer:

21 DocuSigned by:
22 
23

Jade Hersch
24 Date: 8/30/2022

25

ARTICLE 16 – HOLIDAYS

16.1 Holidays

The present holiday schedule includes the following ~~ten~~ eleven (11~~0~~) days with pay.

- | | |
|---|------------------------------|
| New Year’s Day | Independence Day |
| Martin Luther King Jr.
(Third Monday of January) | Labor Day |
| President’s Day
(Third Monday of February) | Veteran’s Day |
| Memorial Day | Thanksgiving Day |
| Juneteenth (June 19) | Native American Heritage Day |
| | Christmas Day |

Holidays are prorated for part-time employees.

To be paid for a holiday not worked Employees must be in pay status for at least four (4) hours on the last scheduled work shift preceding the holiday.

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

16.2 Holiday Pay Rules

The following applies to the holidays listed in this Article

Full Time Employee:

- A. When the holiday falls on the full time employee’s regularly scheduled work day and is worked, the employee will be paid holiday premium pay (one and one half) for all hours worked. The employee will also receive eight (8) hours of holiday credit.
- B. When the holiday falls on the full time employee’s regularly scheduled work day and is not worked, the employee will be paid eight (8) hours at the employee’s regular rate of pay. If the employees shift is more than eight (8) hours, the employee will be allowed to use compensatory time, holiday credit, vacation ~~leavetime off~~, or ~~leave without pay~~unpaid time off to complete the regularly scheduled work hours for the day, or by a mutually agreed upon temporary modified weekly schedule.
- C. When the holiday falls on the employee’s regularly scheduled day off, the employee will receive eight (8) hours of holiday credit.

Part Time Employee:

- D. When the holiday falls on the part time employee’s regularly scheduled work day and is worked, the employee will be paid holiday premium pay (one and one half) for all hours worked. The employee will also receive the prorated to full time number of hours of holiday credit.

1 E. When the holiday falls on the part time employee's regularly scheduled work
2 day and is not worked, the employee will be paid the prorated to full time
3 number of hours at the employee's regular rate of pay.

4 F. When the holiday falls on the employee's regularly scheduled day off, the
5 employee will receive the prorated to full time number of hours of holiday credit.

6 7 Night Shift Employees

8 The holiday for night shift employees whose work schedule begins on one calendar
9 day and ends on the next will be the shift in which half or more of the hours fall on
10 the calendar holiday. That shift will be treated as the holiday and paid in
11 accordance with the above holiday pay rules.

12 13 Holiday Credit

14 A. Holiday credit will be used and scheduled by the employee in the same
15 manner as vacation leave-time off in Article 17. Holiday credit must be used
16 before vacation leave-time off unless doing so would cause the employee to
17 exceed the two hundred forty (240) hour vacation leave-time off accrual limit.

18 19 B. Holiday Credit Cash Out:

20 All holiday credit must be used by June 30th of each year. The employee's holiday
21 credit balance will be cashed out every June 30th or when the employee leaves
22 University employment for any reason. The employee's holiday credit balance
23 may be cashed out when the employee:

- 24 1. Transfers to a position in their department with different funding sources or,
- 25 2. Transfers to a position in another department.

26 27 16.3 Personal Holiday

28
29 A. Each employee may select one personal holiday each calendar year in
30 accordance with the following:

- 31 1) The employee has been continuously employed by the University for more
32 than four (4) months;
- 33 2) The employee has requested and been approved to take the personal
34 holiday in accordance with Article 17 Vacation LeaveTime Off,

35 B. It is the employee's responsibility to schedule the Personal Holiday before
36 December 31st. If not requested it is forfeited.

37 C. Entitlement to the holiday will not lapse when it is cancelled by the Employer and
38 cannot be rescheduled before December 31st.

39 D. Full-time employees shall receive eight (8) hours of regular pay for the personal
40 holiday. Any differences between the scheduled shift for the day and eight (8)
41 hours may be adjusted by use of use of compensatory time, holiday credit, use of
42 vacation leavetime off, or leave-without payunpaid time off.

43
44 Part-time employees shall be entitled to a pro-rated number of paid hours on a Personal
45 Holiday based on their FTE.

1
2
3
4
5
6
7
8

Tentatively Agreed To:

<p>For the Union:</p> <p><small>DocuSigned by:</small> <i>Brendan Impson</i> <small>3A5F8F4844664E7...</small></p> <hr/> <p>Brendan Impson Date: 9/30/2022</p>	<p>For the Employer:</p> <p><small>DocuSigned by:</small> <i>Jade Hersch</i> <small>ED538C0B172F128...</small></p> <hr/> <p>Jade Hersch Date: 9/26/2022</p>
--	---

ARTICLE 17 – VACATION ~~LEAVE~~TIME OFF

17.1 Policy

To the degree possible vacation ~~leave~~time off shall be scheduled in accordance with the preference of the employee.

17.2 Accrual

Employees will accrue and may use vacation ~~leave~~time off during their ~~new hire~~ probationary period. The current accrual schedule for full-time employees (prorated for part-time), to be credited monthly, is as follows:

During	Paid Vacation Days Per Year
1 st year	12
2 nd year	13
3 rd year	14
4 th year	15
5 th year	16
6 th year	17
7 th year	18
8 th year	19
9 th year	20
10 th year	21
11 th year	22
12 th – 19 th year	23
20 th – 24 th year	24
25 th year or more	25

17.3 Scheduling

(a) The annual vacation schedule for use of vacation ~~leave~~time off in each department shall be established in the existing departmental manner if adequate or in the following manner:

(1) Twice each year, on or about April 1 and October 1, a vacation request sheet shall be circulated by the department to the bargaining unit employees. Each employee shall indicate their preferences of a vacation time period. In the event that two (2) or more employees request the same vacation period and supervision must limit the number of persons who may take vacation leave at one (1) time due to work requirements, preference shall be determined by departmental seniority. If departmental seniority is equal, the determination will be decided by lot.

(2) Supervision shall post the vacation schedule by May 1 and November 1, which shall remain in effect for each succeeding six (6) months; that is, June 1 through November 30 and December 1 through May 31, respectively. Individual vacation periods may be changed at any time by mutual agreement between the employee(s) concerned and supervision.

1 However, in no case shall an employee's scheduled vacation interfere with
2 the necessary work of the organization, the determination of which shall
3 rest with supervision.
4

5 Either the Union or employees may suggest new departmental procedures
6 and/or changes to existing departmental procedures. These may also be
7 appropriate agenda items for Joint Labor Management meetings. The
8 Employer will not create a new departmental procedure nor change an
9 existing departmental procedure (include the schedule listed above)
10 without following Article 40 Mandatory Subjects.
11

- 12 (b) Employees may make supplemental vacation requests (requests made
13 outside the provisions of 17.3(a)) at any time. However, such supplemental
14 requests shall not take precedence over requests scheduled in accordance
15 with 17.3(a). Individual vacation periods may be changed at any time by
16 mutual agreement between the employee(s) concerned and supervision;
17 however, in no case shall an employee's scheduled vacation interfere with the
18 necessary work of the organization, the determination of which shall rest with
19 supervision.
20

21 An employee who makes a supplemental vacation request will be notified
22 whether the request is approved or denied within a reasonable period of time,
23 but in no case more than fourteen (14) calendar days after the supplemental
24 vacation request is submitted.
25

- 26 (c) Any bargaining unit employee who may transfer into a department shall alter
27 their preferred vacation period for that year if in conflict with a previously
28 established vacation schedule for that department and the affected employees
29 and department are unable to mutually resolve the conflict.
30

- 31 (d) Vacation Denial. When an employee's vacation cannot be approved, the
32 supervisor shall schedule the employee's vacation at the next earliest date
33 requested by the employee and deemed possible by the supervisor. If an
34 employee's request for vacation leave is denied, the Employer, upon request,
35 must provide the reason for denying vacation leave electronically or in writing.
36

37 The Employer may implement reoccurring blackout periods only when there is
38 a demonstrable business or operational need.
39

- 40 (e) Vacation Cancellation: In the event that the University cancels an employee's
41 scheduled vacation, leaving no time to reschedule such vacation before the
42 employee's maximum balance will be reached, the employee's vacation
43 balance will be permitted to exceed the allowable maximum and the employee
44 will continue to accrue vacation for a period of up to six (6) months in order to
45 allow rescheduling of the employee's vacation.
46

1 (f) Holiday Rotation. Vacation requests filed in accordance with 17.3(a) for the
2 week including Thanksgiving and the weeks including Christmas Day and New
3 Year’s Day shall be granted on a rotating basis. The rotation will begin with
4 the most senior person and shall proceed in that order until all staff wishing to
5 take vacation leave during those holiday periods have done so. No employee
6 shall be granted more than one (1) of the aforementioned weeks in a single
7 year, unless there are no other interested employees and the department is
8 able to grant the request based on operational needs.
9

10 17.4 Vacation Leave-Time Off Maximum

11 Employees may accumulate maximum vacation balances not to exceed the
12 statutory limits in accordance with RCW 43.01.040 (currently two hundred forty
13 (240) hours). However, there are two (2) exceptions that allow vacation leave-time
14 off to accumulate above the maximum:

15 A. If an employee’s request for vacation leave-time off is denied by the Appointing
16 Authority or designee, and the employee has not exceeded the vacation leave
17 time off maximum (currently two hundred forty (240) hours), the Employer shall
18 grant an extension for each month that the Employer defers the employee’s
19 request for vacation leavetime off.

20 B. An employee may also accumulate vacation leave-time offdays in excess of the
21 statutory limit (currently two hundred forty (240) hours) as long as the employee
22 uses the excess balance prior to their anniversary date. Any leave in excess of
23 the maximum that is not deferred in advance of its accrual as described above,
24 will be lost on the employee’s anniversary date (time off service date).
25

26 17.5 Vacation Leave-Time Off Cash Payment. Any employee who has been employed
27 for at least six continuous months, who either resigns or retires, is laid-off or is
28 terminated by the University shall be entitled to accrued vacation pay.
29

30 Tentatively Agreed To:
31
32 For the Union: For the Employer:
33 DocuSigned by: DocuSigned by:
34 *Brendan Impson* *Jade Hersch*
35 3A55BF481CC4E1 E058RCDB172F428
36 Brendan Impson Jade Hersch
Date: 9/30/2022 Date: 8/30/2022
37

ARTICLE 18 – SICK LEAVETIME OFF18.1 Sick LeaveTime Offa. Accrual.

Full-time employees ~~(prorated for part-time)~~ shall accrue eight (8) hours of sick leave time off for each month of completed regular monthly service. Paid sick time off may not be used in advance of accrual and accrual must not exceed 8 hours in a month. Employees working less than a full time schedule shall accrue sick time off on the same prorated basis that their employment schedule bears to a full time schedule. Sick leave accrues at a rate of one (1) hour for every forty (40) hours worked when leave without pay exceeds eighty (80) hours (prorated for part-time) in any calendar month. Employees on unpaid time off exceeding 80 hours in a month (prorated for part-time) will earn a monthly accrual proportionate to the number of hours in pay status in the month to that required for full-time employment.

b. Sick Time Off Leave – Use. Sick leave time off shall be allowed ~~an employee~~ under the following conditions.

- (1) Because of and during illness, disability or injury which has incapacitated the employee from performing required duties.
- (2) 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.
- (3) 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.

Family members includes biological, adoptive, de facto, or foster parent, stepparent, or legal guardian of an employee or the employee's spouse or domestic partner, or a person who stood in loco parentis when the employee was a minor child; sibling, spouse, domestic partner, grandparent, grandchild, or child, regardless of age or dependency status, including a biological, adopted or foster child, stepchild, or a child to whom the employee stands in loco parentis, is a legal guardian, or is a de facto parent. Family members include those persons in a "step" relationship.

- (4) ~~Sick leave may also be used t~~o provide emergency child care (as in Article 25) or because of condolence or bereavement (as in Article 26)

1 (5) For personal medical, dental, or optical appointments or for family members'
2 appointments when the presence of the employee is required, if arranged
3 in advance with the Employer.

4
5 (6) When an employee is required to be absent from work to care for members
6 of the employee's household or family members because of emergencies
7 not covered above.

8
9 (7) When requested as a supplemental benefit while receiving a partial wage
10 replacement for paid family and/or medical leave under Title 50A RCW. This
11 time off may be subject to verification that the employee has been approved
12 to receive benefits for paid family and/or medical leave under Title 50A
13 RCW.

14
15 (8) If the employee or the employee's family member is a victim of domestic
16 violence, sexual assault, or stalking as defined in RCW 49.76.020. The
17 Employer may require the request for leave for this purpose be supported
18 by verification per Administrative Policy Statement 46.8.

19
20 (9) For an employee to be with a spouse or registered domestic partner who is
21 a member of the armed forces of the United States, National Guard, or
22 reserves after the military spouse or registered domestic partner has been
23 notified of an impending call or order to active duty, before deployment, or
24 when the military spouse or registered domestic partner is on leave from
25 deployment.

26
27 10)When an employee requests to use sick time off for the purposes of parental
28 leave to bond with a newborn, adoptive, or foster child for a period of up to
29 eighteen (18) weeks. Sick time off for this purpose must be taken during the
30 first year following the child's birth or placement.

31
32 c. Use of Vacation ~~Leave-Time Off~~ or Compensatory Time Off for Sick Leave
33 Purposes. An employee who has used all accrued sick ~~leave-time off~~ may be
34 allowed to use accrued vacation ~~leave-time off~~ and/or compensatory time off
35 for sick ~~leave-time off~~ purposes when approved in advance or authorized by
36 the employee's departmental supervisor. All available compensatory time must
37 be used prior to accrued vacation leave, unless this will result in the loss of
38 vacation time.

39
40 d. Restoration of Vacation ~~LeaveTime Off~~. In the event of an incapacitating illness
41 or injury during vacation ~~leavetime off~~, the employee's supervisor may
42 authorize the use of sick ~~leave-time off~~ and the equivalent restoration of any
43 vacation ~~leave-time off~~ otherwise charged. Such requests shall be in writing,
44 and a medical certificate may be requested.

45

- 1 e. No Abuse of Sick Leave/Time Off. Both parties agree that neither the abuse
2 nor the arbitrary denial of sick leave will be condoned. The Employer and the
3 Union agree to work cooperatively toward the resolution of mutually identified
4 problems regarding the use of sick leavetime off.
5
- 6 f. Sick Leave-Time Off Verification: The Employer will not require verification for
7 absences of three (3-) consecutive work days or fewer. Such verification or
8 proof may be given to the supervisor/manager or Human Resources according
9 to departmental policy. The Employer will not make unreasonable requests for
10 sick leave-time off verification.
11

12 18.2 Sick Attendance Incentive Program (Sick Time Off/Leave Cash Out). Eligible
13 employees may elect to receive monetary compensation for accrued sick leave
14 time off as follows:
15

16 In January of each year an employee whose sick leave-time off balance at the end
17 of the previous year exceeds four hundred eighty (480) hours may elect to convert
18 the sick leave-time off hours earned in the previous calendar year, minus those
19 hours used during the year, to monetary compensation. No sick leave-time off
20 hours may be converted which would reduce the calendar year end balance below
21 four hundred eighty (480) hours. Monetary compensation shall be paid at the rate
22 of twenty-five percent and shall be based on the employee's current salary. All
23 converted hours will be deducted from the sick leave-time off balance.
24

25 Employees who separate from University service due to retirement or death shall
26 be compensated for the unused sick leave-time off accumulation from the date of
27 most recent hire in a leave-time off accruing eligible position with the State of
28 Washington at the rate of 25%. Compensation shall be based upon the
29 employee's wage at the time of separation. For the purpose of this section,
30 retirement shall not include vested out of service employees who leave funds on
31 deposit with the retirement system.
32

33 In accordance with state law, former eligible employees who are re-employed
34 within 5 years of separation shall be granted all unused sick leave-time credits, if
35 any, to which they are entitled at time of separation.
36

37 18.3 Family Care Leave.

38 In accordance with RCW 49.12 and WAC 296-130, employees shall be allowed to
39 use any or all of their choice of sick leave or other paid time off to care for a family
40 member (as defined above) who has a serious health condition or an emergency
41 condition. Employees shall not be disciplined or otherwise discriminated against
42 because of their exercise of these rights.
43
44
45
46

1
2
3
4
5
6
7
8

Tentatively Agreed To:

<p>For the Union:</p> <p><small>DocuSigned by:</small> <i>Brendan Impson</i></p> <hr/> <p><small>3A5FBF7814CC4E7</small> Brendan Impson Date: 9/29/2022</p>	<p>For the Employer:</p> <p><small>DocuSigned by:</small> <i>Jade Hersch</i></p> <hr/> <p><small>ED588CD8172F42B</small> Jade Hersch Date: 9/16/2022</p>
---	--

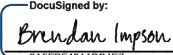
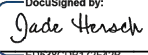
ARTICLE 19 – WASHINGTON FAMILY MEDICAL LEAVE PROGRAM*

19.1 Washington Family Medical Leave Program (PFML) effective January 1, 2020

The parties recognize that the Washington State Family and Medical Leave Program (RCW ~~50A.04~~) is in effect beginning January 1, 2020 and eligibility for and approval of leave for purposes as described under that Program shall be in accordance with RCW ~~50A.04~~. In the event that the legislature amends all or part of RCW ~~50A.04~~, those amendments are considered by the parties to be incorporated herein. In the event that the legislature repeals all or part of RCW ~~50A.04~~, those provisions that are repealed are considered by the parties to be expired and no longer in effect upon the effective date of their repeal.

Under RCW 50A, employer provided healthcare benefits must be maintained during a PFML leave, so interspersing time off is not required provided the employee qualifies for a reason under the federal FMLA. Under RCW 50A.15.060(2), the University has elected to offer supplemental benefits in the form of bereavement time off when the employee is qualified for PFML family leave per RCW 50A.05.010.10(d), sick time off, vacation time off, personal holiday, holiday credit, holiday taken, or compensatory time off.

Employees requesting PFML benefits through the Employment Security Department must provide notice to the ~~Univeristy~~University as outlined under RCW 50A.~~1504~~.030.

Tentatively Agreed To:	
<p>For the Union:</p> <p><small>DocuSigned by:</small>  _____ Brendan Impson Date: 9/30/2022</p>	<p>For the Employer:</p> <p><small>DocuSigned by:</small>  _____ Jade Hersch Date: 9/2/2022</p>

ARTICLE 20 – MISCELLANEOUS LEAVE

1
2
3 20.1 Leave of Absence Without Pay. In addition to the circumstances specified
4 elsewhere in this Agreement, the Employer, in its discretion may approve a leave
5 without pay for the following reasons specified below. Leaves without pay must
6 be approved or denied by the Employer in writing within fourteen (14) calendar
7 days of the request when practicable and if denied will include the reason for
8 denial. Approval will set a date for the employee's return to work. Modification of
9 the return date must also be approved in writing by the Employer.

10
11 20.2 ~~Leave without pay~~Unpaid time off may be granted for the following reasons:

- 12
13 a. Child or elder care emergencies
14 b. Governmental service
15 c. Citizen volunteer or community service
16 d. Conditions applicable for leave with pay
17 e. Education
18 f. Formal collective bargaining
19 g. Leave taken voluntarily to reduce the effect of a layoff
20 h. Union project activities
21 i. To accommodate annual work schedules of employees occupying cyclic year
22 positions
23 j. As otherwise provided for in this Agreement

24
25 20.3 Leave of absence without pay for the following reasons is not covered by this
26 Article:

- 27
28 a. Compensable work-related injury or illness, (Article 30)
29 b. Military service (Article 29)
30 c. Leave for serious health condition taken under the provisions of the Family and
31 Medical Leave article (Article 21)
32 d. Leave authorized by the Employer as part of a plan to reasonably
33 accommodate a person of disability (Article 3)
34 e. Disability due to pregnancy or childbirth (Article 21)
35 f. Parental leave (Article 21)
36 g. Union activities (Articles 42)

37
38 20.4 Conditions Applicable to Leave of Absence without Pay:

39 Employees must submit any request for a leave of absence without pay in writing
40 when feasible prior to the leave being used. Except as required by law, a request
41 for leave without pay must meet the following conditions:

- 42
43 a. The employee must be a permanent employee
44
45 b. The employee must have a bona fide intention of returning to work following
46 the leave

1
2 c. The leave of absence without pay must not, in the discretion of the University,
3 interfere with operational needs.
4

5 20.5 Cancellation of Leave of Absence Without Pay. The Employer may cancel a leave
6 without pay upon finding that the employee is using the leave for purposes other
7 than those specified at the time of approval, or where there are extreme
8 circumstances requiring the employee's return to work. The Employer will provide
9 written notice to the employee that a leave of absence without pay has been
10 cancelled. The notice will set a date for the employee's return to work. Unless
11 mutually agreed, the employee's failure to return to work on the date prescribed
12 will be considered job abandonment.
13

14 20.6 Benefits During Leave. Employees are encouraged to contact the Employer's
15 Benefits Office (phone # 206-543-~~44442800~~, benefitstotalben@uw.edu) prior to
16 any leave without pay to understand impact on benefits and learn about other
17 points to consider.
18

19 20.7 Returning Employee Rights. Employees returning to work following an approved
20 leave of absence without pay will be returned to the position they held prior to the
21 leave without pay or to another position in the same classification in the same
22 geographical area unit and organizational unit. In the event the employee's
23 position is substantially impacted during the time the employee is on leave, the
24 employee will be notified in writing and provided a time in which to exercise any
25 rights available pursuant to this Agreement.
26

27 20.8 Educational Leave. After applicable accrued ~~leave-time off~~ has been exhausted,
28 ~~Leave without pay unpaid time off~~ may be granted for the duration of actual
29 attendance in an educational program.
30

31 20.9 Government Service Leave. After applicable accrued ~~leave-time off~~ has been
32 exhausted, ~~Leave without pay unpaid time off~~ may be granted for government
33 service in the public interest, including but not limited to the U.S. Public Health
34 Service or Peace Corps.
35

36 20.10 Volunteer or Community Service Leave. After applicable accrued ~~leave-time off~~
37 has been exhausted, ~~Leave without pay unpaid time off~~ may be granted for
38 community volunteerism or service.
39

40 20.11 Formal Collective Bargaining Leave. ~~Leave without pay Unpaid time off~~ may be
41 granted to participate in formal collective bargaining sessions authorized by RCW
42 41.80 as mutually agreed by the parties.
43
44
45
46

1
2
3
4
5
6
7
8

Tentatively Agreed To:

<p>For the Union:</p> <p><small>DocuSigned by:</small> <i>Brendan Impson</i></p> <hr/> <p><small>3A5FBF7814CC4E7</small> Brendan Impson Date: 9/29/2022</p>	<p>For the Employer:</p> <p><small>DocuSigned by:</small> <i>Jade Hersch</i></p> <hr/> <p><small>ED638C0B72F42E...</small> Jade Hersch Date: 9/16/2022</p>
---	--

ARTICLE 21 – FEDERAL FAMILY MEDICAL LEAVE ACT AND PARENTAL LEAVE*

21.1 Federal Family and Medical Leave Act (FMLA). Consistent with the federal Family and Medical Leave Act of 1993, an employee who has worked for the state for at least twelve (12) months and for at least one thousand two hundred and fifty (1250) hours during the twelve (12) months prior to the requested leave is entitled to up to twelve (12) work weeks of leave per year for any combination of the following:

- a. parental leave to care for a newborn or newly placed adopted or foster child; or
- b. personal medical leave due to the employee's own serious medical condition that requires the employee's absence from work; or
- c. family medical leave to care for a family member who suffers from a serious medical condition that requires care or supervision by the employee.
Family Member is defined as: the employee's spouse or same or opposite sex domestic partner, child, parent, grandparent, grandchild, sister, or brother. It 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.

21.2 The amount of family medical leave available to an employee is determined by using a rolling twelve (12) month period. The rolling twelve (12) month period measures FMLA leave availability by "looking backward" from the date an employee begins FMLA leave, adding up any FMLA leave used in the previous twelve (12) months, and subtracting that amount from the employee's twelve (12) workweek FMLA leave entitlement. The remaining amount is available to the employee.

- a. While on leave covered by FMLA, the employee must use accrued time off ~~leave~~ before ~~leave without pay~~ unpaid time off for the absence unless it runs concurrently with Washington Family and Medical Leave (PFML).
- b. The Employer will not require the use of paid ~~leave-time off~~ such that it would result in the employee having fewer than eighty (80) hours of accrued vacation ~~leave-time off~~ or eighty (80) hours of accrued sick ~~leave-time off~~, counted separately, upon return to work. Vacation and sick ~~leave-time off~~ that has been requested and approved prior to the request for the use of FMLA will not be considered ~~when requiring employees to use leave during FMLA-covered leave~~. This does not apply during an absence covered by the Washington Family and Medical leave Program (PFML).

21.3 The University will continue the employee's existing employer-paid health insurance benefits during the period of leave covered by FMLA. If necessary, due

1 to continued approved personal medical or parental leave approved beyond the
2 FMLA period, or if the employee is not eligible for FMLA, the employee may elect
3 to use eight (8) hours of accrued applicable paid leave for continuation of employer
4 paid health insurance benefits for the duration of the approved leave of absence.
5 The interspersed paid leave will be applied to the first working day of the month.
6

7 21.4 FMLA leave may be taken intermittently or as part of a reduced work schedule
8 when medically necessary.
9

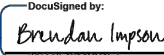
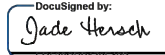
10 21.5 Parental Leave. Parental leave is defined as: up to ~~four~~ six months of leave taken
11 after the birth of a child to the employee, spouse or domestic partner, or because
12 of the placement of a child with the employee or domestic partner through adoption
13 or foster care, ~~Parental leave may extend up to six (6) months,~~ including time
14 covered by the FMLA, during the first year after the child's birth or placement.
15 Leave beyond the period covered by FMLA may only be denied by the Employer
16 due to operational necessity. Extensions beyond six (6) months may be approved
17 by the Employer. For birth parents, temporary disability leave for pregnancy is in
18 addition to parental leave.
19

20 To be paid during Parental leave the employee must use accrued vacation
21 leavetime off, sick ~~leave~~ uptime off to eighteen (18) weeks (720 hours), personal
22 holiday, holiday credit, or compensatory time, the combination of which may be
23 determined by the employee. Employees must use all applicable accrued ~~leave~~
24 time off prior to going on leave without pay using unpaid time off.
25

26 Tentatively Agreed To:
27
28 For the Union: For the Employer:
29 DocuSigned by: DocuSigned by:
30 *Brendan Impson* *Jade Hersch*
31 3A5FBF4814CC4E7... ED538CDB172F42B...
32 Brendan Impson Jade Hersch
33 Date: 9/30/2022 Date: 9/2/2022

ARTICLE 22 – CHILD CARE/DEPENDENT CARE

As a major employer, the University of Washington recognizes that the family life of its employees has a significant impact upon their work lives. The Employer currently sponsors daycare within the community, subsidizes care for mildly ill children (as defined in 26.2), and funds a position for coordinating child care services. The Employer will notify the Union so that the Union may have an opportunity to provide input prior to any University action being taken to modify child care programs which are currently being sponsored by the University. Information regarding availability of resources to facilitate employee child care is available in the Reference Stations and/or the Work/Life Services office.

Tentatively Agreed To:	
<p>For the Union:</p> <p><small>DocuSigned by:</small>  <hr/> Brendan Impson Date: 9/30/2022</p>	<p>For the Employer:</p> <p><small>DocuSigned by:</small>  <hr/> Jade Hersch Date: 9/30/2022</p>

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20

ARTICLE 23 – SHARED LEAVE

23.1 The purpose of this article is to inform employees of the basic provision of the leave-sharing program established by RCW 41.04.650- 41.04-670, as now or hereafter amended. In the event that there is any question as to leave sharing eligibility, entitlement or definition of terms, the language of the Revised Code of Washington is definitive.

The leave sharing program permits eligible state employees to donate a portion of their paid ~~leave time off~~ to financially aid other state employees who will need to take a leave of absence without pay or separate from employment because ~~of the~~ employee:

- ~~Having-Has~~ a severe or extraordinary illness; or
- ~~Having-Has~~ caregiver responsibilities for a relative or household member with a severe or extraordinary illness; or,
- ~~The employee is~~ serving as an approved emergency worker; or,
- ~~When-Is~~ voluntarily or involuntarily serving in one of the uniformed services; of the United States; or,
- ~~Being-Is~~ a victim of domestic violence, sexual assault or stalking, or assisting a family member who is a victim of domestic violence, sexual assault or stalking; or,
- ~~Sickness or temporary disability-Is sick or temporarily disabled~~ due to a pregnancy-related medical condition or miscarriage; or
- ~~Taking-Is taking~~ parental leave to bond with and care for their newborn, adoptive or foster child, for a period of up to sixteen (16) weeks after birth or placement.

23.2 Shared Leave Program. The shared leave program is administered consistent with state law and University policy. Employees seeking to request shared leave or to donate shared leave to another employee will follow the request procedures that the Human Resources Department publishes for that purpose.

23.3 WA State Shared Leave Pool Programs: In accordance with state law and University Policy, eligible state employees may donate leave to the following shared leave pool programs:

- Uniformed Services Shared Leave Pool Program
- Foster Parent Shared Leave Pool Program
- Veterans' In-State Service Shared Leave Pool Program

1
2
3
4
5
6
7
8

Tentatively Agreed To:

<p>For the Union:</p> <p><small>DocuSigned by:</small> <i>Brendan Impson</i></p> <hr/> <p>Brendan Impson Date: 9/29/2022</p>	<p>For the Employer:</p> <p><small>DocuSigned by:</small> <i>Jade Hersch</i></p> <hr/> <p>Jade Hersch Date: 9/16/2022</p>
--	---

ARTICLE 24 – UNPAID HOLIDAYS FOR A REASON OF FAITH OR CONSCIENCE

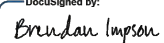
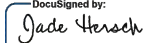
~~Leave without pay~~Unpaid time off will be granted for a reason of faith or conscience for up to two (2) workdays per calendar year as provided below.

a) ~~Leave without pay~~Unpaid time off will be granted for up to two (2) workdays per calendar year for a reason of faith or conscience or an organized activity conducted under the auspices of a religious denomination, church or religious organization. ~~Leave without pay~~Unpaid time off may only be denied if the employee’s absence would impose an undue hardship on the Employer as defined by Chapter 82-56 WAC or the employee is necessary to maintain public safety.

b) The Employer will allow an employee to use compensatory time, personal holiday or vacation ~~leave~~ time off in lieu of leave without pay. All requests to use compensatory time, personal holiday or vacation ~~time off~~ leave requests must indicate the ~~time off~~ leave is being used in lieu of ~~leave~~ unpaid without pay time off for a reason of faith or conscience. An employee’s personal holiday must be used in full workday increments.

c) An employee’s seniority date, probationary period or trial service period will not be affected by unpaid time off ~~leave without pay~~ taken for a reason of faith or conscience.

d) Employees will only be required to identify that the request for ~~leave~~ unpaid time off is for a reason of faith or conscience or an organized activity conducted under the auspices of a religious denomination, church, or religious organization.

Tentatively Agreed To:	
For the Union:	For the Employer:
<small>DocuSigned by:</small>  <hr/> Brendan Impson Date: 9/30/2022	<small>DocuSigned by:</small>  <hr/> Jade Hersch Date: 8/30/2022

1 **ARTICLE 25 – LEAVE ABSENCE DUE TO FAMILY CARE EMERGENCIES**

2
3 A. There are two types of family care emergencies:

4 a. A child-care emergency is defined as a situation causing an employee's
5 inability to report for or continue scheduled work because of emergency
6 child-care requirements such as unexpected absence of regular care
7 provider, unexpected closure of the child's school, or unexpected need
8 to pick up child at school earlier than normal.

9 b. An elder care ~~emergency~~emergency is defined as a situation causing
10 an employee's inability to report for or continue scheduled work
11 because of emergency elder care requirements.

12 B. An employee who is unable to report for or remain at work due to a family care
13 emergency may use vacation time off~~leave~~, sick time off~~leave~~, compensatory
14 time, holiday credit, or ~~leave without pay~~unpaid time off up to a maximum of
15 three (3) days of each type of leave per calendar year, and their personal
16 holiday. Use of any of the above ~~time off types~~leave categories is dependent
17 upon the employee's eligibility to use such time off~~leave~~. The employee upon
18 returning from such ~~leave an absence~~ shall designate to which time off
19 type~~leave category~~ the absence will be charged.

20
21 C. In accordance with RCW 49.46.210, sick ~~time off~~ leave may be used when an
22 employee's child's school or place of care has been closed by order of a public
23 official for any health-related reason. Health-related reason means a serious
24 public health concern that could result in bodily injury or exposure to an
25 infectious agent, biological toxin, or hazardous material.
26
27

28 Tentatively Agreed To:
29
30 For the Union: For the Employer:
31 DocuSigned by: DocuSigned by:
32 Brendan Impson Jade Hersch
33 3A5FBF4814CC2E7 ED538CDB172F42B...
34 Brendan Impson Jade Hersch
Date: 9/30/2022 Date: 8/31/2022

ARTICLE 26 – CIVIL/JURY DUTY ~~TIME OFF LEAVE~~ AND BEREAVEMENT ~~TIME OFFLEAVE~~

For the purposes of this Article, paid leave will be the salary wage the employee receives in their appointed position plus any additional monies compensation (including, but not limited to shift differential and assignment pay) and benefits.

26.1 Civil Duty. ~~Leave with pay~~Paid time off will be granted for jury duty, to serve as trial witnesses, or to exercise other subpoenaed civil duties such as testifying at depositions. Employees are not entitled to civil ~~leave-duty time off~~ for civil legal actions that they initiate or when named as a defendant in a private legal action that is unrelated to their University employment. The employee will notify the Employer as soon as they become aware of the need for a civil duty time off leave.

Employees assigned to work evening shift, who are scheduled to work the evening of civil duty shall be considered to be scheduled for the day shift for that day.

Employees assigned to work the night shift who are scheduled to work the day before and the day of civil duty leave will be allowed to have their civil duty time off leave the day before or the day of civil duty service.

26.2 Bereavement Time Off Leave. An employee shall be granted up to three (3) continuous or non-continuous days of bereavement leave, as requested by the employee, for each death of a family member including the stillbirth or miscarriage of a child. Bereavement ~~time off leave~~ beyond three (3) days may be approved based on individual circumstances, such as relationship of the employee to the deceased family member, employee responsibility for making funeral arrangements, religious reasons and/or distance of travel out of the area. Upon the Employer's approval, the employee may choose to use the following types of ~~time off leave~~ for beyond the three (3) days: sick, vacation, holiday credit, compensatory time, personal holiday, or ~~leave without pay~~unpaid time off.

Family members includes biological, adoptive, de facto, or foster parent, stepparent, or legal guardian of an employee, or a person who stood in loco parentis when the employee was a minor child; sibling, spouse, domestic partner, grandparent, grandchild, or child, regardless of age or dependency status, including a biological, adopted or foster child, stepchild, or a child to whom the employee stands in loco parentis, is a legal guardian, or is a de facto parent. Family members include those persons in a "step" relationship. Family member also includes individuals in the following relationships with the employee's spouse or domestic partner: child, parent (as defined above), or grandparent.

1
2
3
4
5
6
7
8

Tentatively Agreed To:	
For the Union:	For the Employer:
<small>DocuSigned by:</small> <i>Brendan Impson</i>	<small>DocuSigned by:</small> <i>Jade Hersch</i>
_____ Brendan Impson	_____ Jade Hersch
Date: 9/30/2022	Date: 9/15/2022

ARTICLE 27 – LEAVE RELATED TO DOMESTIC VIOLENCE, SEXUAL ASSAULT OR STALKING

As required by state law, and in accordance with University policy (Administrative Policy Statement 46.8), the University will ~~grant~~provide time off ~~and/or reasonable safety accommodations~~ to an employee who is a victim of domestic violence, sexual assault, or stalking.

~~The University will not refuse to make a reasonable safety accommodation requested by an employee who is a victim of domestic violence, sexual assault, or stalking unless the University can demonstrate the accommodation would impose an undue hardship. An employee who is a victim of domestic violence, sexual assault, or stalking may request a reasonable safety accommodation, which may include but is not limited to, transfer, reassignment, modified schedule, changed work telephone number, changed work email address, changed workstation, installed lock, implemented safety procedure, or any other adjustment to a job structure, workplace facility, or work requirement. The University will not refuse to make a reasonable safety accommodation requested by an employee who is a victim of domestic violence, sexual assault, or stalking unless the University can demonstrate the accommodation would impose an undue hardship.~~

Time off may also be granted to an employee who has to assist a family member who is a victim of domestic violence, sexual assault or stalking. The parties will continue to work to promote knowledge of this employee right.

Tentatively Agreed To:

For the Union:	For the Employer:
<small>DocuSigned by:</small> <i>Brendan Impson</i>	<small>DocuSigned by:</small> <i>Jade Hersch</i>
_____ Brendan Impson	_____ Jade Hersch
Date: 9/29/2022	Date: 9/15/2022

ARTICLE 28 – INCLEMENT WEATHER AND SUSPENDED OPERATIONS

28.1 Inclement Weather. When the University is in operation but an employee requests time off to deal with unanticipated problems related to natural disasters or severe weather conditions, the employee may charge the absence to accrued compensatory time, holiday credit, personal holiday, vacation time off, or leave without pay. Employees designated as essential must make all reasonable efforts to report to work as scheduled.

28.2 Suspended Operations. If the University determines it is advisable due to emergency conditions to suspend the operation of all or any portion of the institution, requiring only employees in essential positions that are not conducive to telework to report to work the following will govern: When prior notification of suspended operations has not been given, non-essential employees released until further notice after reporting to work shall receive a minimum of four (4) hours pay for the first day. Non-essential employees who do not work for the balance of the closure during suspended operations have the following options to account for hours not worked:

a. Using vacation time off.

b. Accrued compensatory time and/or holiday credit.

c. Using personal holiday. An employee must use personal holiday time as a full day or shift.

d. Using ~~leave without pay~~ unpaid time off.

e. If ~~leave without pay~~ unpaid time off is used, up to sixty (60) calendar days after operations resume to make up work time lost provided the following:

(1) Employees must request makeup time within five (5) working days after operations resume, and

(2) Reasonable work must exist and the supervisor must approve the request to work.

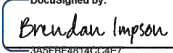
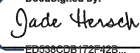
(3) Make up time worked by overtime-eligible full-time employees is calculated at time and one-half (1-1/2).

UW parking in unrestricted spaces shall be provided at each campus for which suspended operations have been declared for any staff member designated by their supervisor as essential. Restricted spaces include but are not limited to: disability stalls, time limited stalls, load/unload stalls, pay by space stalls (restricted to pay station parking), university vehicle stalls, metered stalls (restricted to pay meter parking) carpool stalls, UCAR Only stalls, electric vehicle charging stalls,

1 motorcycle stalls, and department reserved stalls. Employees qualified to use a
2 restricted space (for example disabled stalls) shall be able to use the appropriate
3 space.

4 28.3 Public Health Suspended Operations. Accrued sick leave may also be used for the
5 suspension of operations when the employee’s workplace has been closed by a
6 public ~~health~~-official for any health-related reason.

7
8 28.4 Onsite Work. In the case of inclement weather, campus closure, or suspended
9 operations, telework arrangements are encouraged for positions which are
10 conducive to telework.

Tentatively Agreed To:	
<p>For the Union:</p> <p><small>DocuSigned by:</small>  <hr/> Brendan Impson Date: 9/30/2022</p>	<p>For the Employer:</p> <p><small>DocuSigned by:</small>  <hr/> Jade Hersch Date: 9/19/2022</p>

20

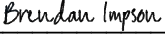
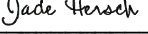
ARTICLE 29 – MILITARY DUTY TIME OFF & LEAVE

- 1
2
3 29.1 Military Leave-Duty Time Off will be approved in accordance with University of
4 Washington Administrative Policy Statement 45.4, which is subordinate to the
5 Uniformed Services Employment and Reemployment Rights Act, RCW 38.40, and
6 RCW 49.77. Employees who are called to active duty in any of the uniformed
7 services or their reserves shall receive 21 work days of paid military leave-duty
8 time off annually from October 1 through September 30. Such paid military leave
9 duty time off shall be in addition to any compensatory time, holiday credit, vacation
10 or sick leave to which the employee might be otherwise entitled, and shall not
11 involve the reduction of any benefits, performance rating, privileges or base pay.
12 During the period of paid military leave-duty time off, the employee shall receive
13 their normal pay. If the employee is scheduled to work a shift that begins on one
14 calendar day and ends on the next calendar day, the employee is charged military
15 leave-duty time off only for the first calendar day.
- 16 29.2 Employees required to appear during working hours for a physical examination to
17 determine physical fitness for military service shall receive full pay for the time
18 required to complete the examination.
- 19 29.3 Employees who are called to active duty in one of the uniformed services of the
20 United States or the State of Washington shall be granted a military leave of
21 absence without pay for absence from work for up to 5 years in addition to any
22 time covered by the provisions of Section 29.1. During an unpaid military leave of
23 absence, an employee is entitled to receive:
- 24 a. retirement benefits and service credit in accord with the provisions of the
25 applicable retirement system;
 - 26 b. paid medical and dental insurance if in pay status at least 8 hours per month.
27 Other health plan coverage at the employee's request and expense for a limited
28 period of time as determined by the Health Care Authority;
 - 29 c. other length-of-service credits related to employment that would have been
30 granted had the employee not been absent; provided that the employee returns
31 to University service at the conclusion of the leave in accord with applicable
32 Federal and State laws related to military leave; and
 - 33 d. any additional benefit required by then-applicable state or federal law.
- 34 29.4 The employee should follow the military leave of absence request process. Unless
35 prohibited by military necessity, the University shall be provided with a copy of an
36 employee's orders at the time the employee requests military leave. Such request
37 shall be made as soon as reasonably practical after the employee learns of the
38 need for such leave.

1 29.5 Following release from military service, an employee shall have the right to return
2 to their employment as provided by then-applicable state and federal law. The
3 employee will provide a copy of employee's discharge papers and any other
4 documentation permitted or required by military-leave laws to their supervisor and
5 to Human Resources.

6 29.6 Employees who are spouses of members of the armed forces will be released for
7 the provisions of the Military Family Leave Act RCW 49.77 when the service
8 member has been notified of an impending call or order to active duty or when on
9 leave from deployment.

10
11
12
13
14
15
16
17
18

Tentatively Agreed To:	
<p>For the Union:</p> <p><small>DocuSigned by:</small>  <hr/> Brendan Impson <small>3A5FBF4814CCAE7</small> Date: 9/29/2022</p>	<p>For the Employer:</p> <p><small>DocuSigned by:</small>  <hr/> Jade Hersch <small>ED538CD8172F42B</small> Date: 9/16/2022</p>

ARTICLE 30 – WORK RELATED INJURY LEAVE

30.1 An employee who sustains a work-related illness or injury shall be granted a disability leave of absence in accordance with federal and state law. It is the intention of the University to comply with state and federal laws regarding such absences through its policies and procedures.

30.2 Employees who are in leave without pay status ~~for up to six (6) months~~ due to a work-related injury, ~~upon written request and proof of continuing disability~~, shall maintain their seniority and progression start date. ~~Leave without pay exceeding six (6) months without loss of seniority or change in progression start date may be granted at the option of the employing official.~~

30.3 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.

30.4 The University’s policies on family and medical leave, sick ~~time off leave~~ and disability accommodations apply to employees with work related injuries or illnesses.

Tentatively Agreed To:	
<p>For the Union:</p> <p>DocuSigned by: <i>Brendan Impson</i></p> <p><small>3A5E8F8A614CC4B7</small></p> <p>Brendan Impson</p> <p>Date: 9/30/2022</p>	<p>For the Employer:</p> <p>DocuSigned by: <i>Jade Hersch</i></p> <p><small>ED538CD9129F42B</small></p> <p>Jade Hersch</p> <p>Date: 8/31/2022</p>

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26
27
28
29
30

ARTICLE 31 – HEALTH AND SAFETY

1
2
3 31.1 Health and Safety. It is the policy of the University of Washington to create and
4 maintain a safe and healthful workplace free from recognized hazards that may
5 cause harm to employees, consistent with and in compliance with applicable state
6 and federal laws. Employees will play an active role in creating a safe and healthy
7 workplace and will comply with all applicable health and safety rules. The Union
8 and the Employer are jointly committed to the goal of implementing an effective
9 health and safety program and accident prevention program that meets or exceeds
10 WISHA requirements.

11
12 31.2 Safety. All work shall be performed in conformity with applicable health and safety
13 standards. Employees are encouraged to immediately report any unsafe working
14 conditions to their supervisor. If the matter is not resolved satisfactorily between
15 the supervisor and employee, either may involve the Union Steward and request
16 a decision from a medical center’s Safety Officer, and/or the University’s
17 Department of Environmental Health & Safety or the Department of Labor &
18 Industries. No other employee may do the work believed to present an imminent
19 risk to life and safety until a risk assessment has been done by the Safety Officer
20 and/or the University’s Department of Environmental Health & Safety, or the
21 Department of Labor & Industries, and it is confirmed that there is no imminent
22 hazard. Once a risk assessment is completed and it is confirmed that there is no
23 imminent hazard and conditions meet WISHA standards, the employee will be
24 expected to perform the work.

25
26 Employees are encouraged to attempt to resolve the matter first with the
27 supervisor, then the Safety Officer and/or the University’s Department of
28 Environmental Health & Safety prior to going outside the University.

29
30 No employee shall be disciplined or retaliated against for reporting any such
31 condition.

32
33 31.3 Reporting. Employees in the bargaining units are encouraged to report
34 immediately to their supervisor and/or designated safety official any apparent
35 unsafe working condition. Employees shall use required safety devices and
36 perform work according to required safety procedures.

37
38 If a supervisor, the Employer-designated safety official, Labor and Industries or
39 Environmental Health and Safety (telephone 206-543-7262) declare a work site to
40 be hazardous and unfit for work, affected employees may be assigned to
41 alternative work sites until the hazardous condition is rectified. If assignment to an
42 alternative work site is not possible and the supervisor decides to send the
43 employee(s) home, those employees sent home will receive their regular pay for
44 all time the employee(s) is scheduled to work on the day of the incident. For all
45 subsequent days the employee(s) may use accrued leave as appropriate or
46 request make up time as follows:

- 1
- 2 a. Employees must request make up time within three (3) working days after
- 3 operations resume.
- 4
- 5 b. Reasonable work must exist and the supervisor must approve the request to
- 6 work. The time must be made up within ninety (90) calendar days after
- 7 operations resume.
- 8

9 31.4 Health Examinations. The Employer shall provide at no cost to the employee, such

10 medical tests, health examinations and surveillance/monitoring as may be required

11 as a condition of employment and/or as a result of regulated hazards encountered

12 after-during employment.

13

14 31.5 Safety Committees. Joint employee-elected and Employer appointed safety

15 committees shall be formed in accord with WISHA requirements and following

16 University of Washington policy. The Union is entitled to representation on the

17 University-wide or specific organizational or divisional committees where

18 bargaining unit employees are working. Any department or unit committee also

19 dealing with health and safety issues in work areas shall appropriately involve

20 bargaining unit employees. Participation in safety and health committees, including

21 meeting time, health and safety research, work on committee assignments,

22 seminars, and classes will be considered time worked for all employees in

23 accordance with University policy. Release time must be arranged with

24 supervisors in advance.

25

26 When the committee makes a recommendation that requires action or approval

27 beyond its scope of authority, the Employer will communicate its disposition of the

28 formal written recommendation within thirty (30) days.

29

30 31.6 Ergonomics. The supervisor/manager will provide training and equipment for staff

31 to safely perform job functions and avoid injury. Employees should contact their

32 supervisor if job procedures, equipment or workstations lead to risk of injury or

33 work-related musculoskeletal disorders. Further ergonomic guidelines shall be

34 referenced on the Environmental Health and Safety website

35 www.ehs.washington.edu.

36

37 31.7 Workplace Review. Supervisors will periodically inspect the worksite for the

38 identification of recognized hazards, including ergonomic conditions, and put in

39 place appropriate and feasible mitigations for any identified conditions that may be

40 hazardous to health and safety. Such mitigations may include the use of

41 engineering controls, administrative controls, the use of personal protective

42 equipment, and/or increased training. The organizational unit will determine the

43 appropriate frequency of the inspections and such frequency shall be an

44 appropriate topic for Union Management meetings.

45

1 In response to a DOSHA* (Department of Occupational Safety & Health
2 Administration – Labor & Industries) inspection initiated by a bargaining unit
3 employee complaint, the Employer will contact the designated Union
4 representative to participate in the worksite inspection. Employees may also
5 request a workplace review by the employing department and employees shall be
6 given the results of the review.
7

8 31.8 WISHA Inspections: Each time there is a WISHA inspection of the Employer's
9 property in an area where ~~WFSE-SEIU 925~~ employees perform their duties, the
10 Employer shall contact the Union Office to find out whom the Union designates as
11 the employee representative. If the Union's representative is not present for the
12 inspection, the Employer shall request that the WISHA inspector delay the
13 inspection until the Union's representative can arrive.
14

15 31.9 Wellness. The Employer and the Union will encourage and support employee
16 participation in appropriate programs including the UW Care Link Services through
17 which employees may seek confidential assistance in the resolution of chemical
18 dependency or other problems that may affect job performance. UW Care Link
19 Services may presently be reached at 1-866-598-3978 (business hours) or 1-800-
20 833-3031 (24 hour line). No employee's job security will be placed in jeopardy as
21 a result of seeking and following through with corrective treatment, counseling or
22 advice providing that the employee's job performance meets supervisory
23 expectations.
24

25 31.10 Tools and Equipment. The Employer will furnish and maintain in safe working
26 condition all tools, ~~and~~ equipment, and durable personal protective equipment
27 (PPE) required to carry out the duties of each position, and will provide, during
28 working hours, training on the safe operation and use of tools/equipment/supplies
29 required to perform the employee's duties. The Employer agrees to provide
30 transport for necessary equipment and supplies which cannot safely be
31 transported by hand. The employees will properly use and maintain all required
32 tools/equipment/supplies and immediately report any defects or malfunctions to
33 the supervisor. It is understood that tools, equipment, and durable PPE are
34 considered property of the employer, and employees may be required to return all
35 items upon separation from employment.
36

37 ~~32.11 First Aid/Evacuation Kits. The Employer will make every effort to ensure that first~~
38 ~~aid and evacuation kits are up to date. First aid supplies and evacuation kits must~~
39 ~~be readily available, easily accessible, and clearly marked. Units should document~~
40 ~~the location of their first aid kits and assign responsibility for stocking and checking~~
41 ~~expiration dates. The location of these kits shall be regularly communicated to all~~
42 ~~employees. If an employee determines that a first aid or evacuation kit contains~~
43 ~~expended or expired supplies, the employee can submit a request to their~~
44 ~~supervisor that the item be replaced.~~
45

31.1~~24~~²¹ Joint

Union/Management Committee. It shall be appropriate for either the Union or the University to request that a Joint Union/Management committee be convened, with Environmental Health and Safety as a participating member, to discuss health and safety concerns and to explore options for addressing those concerns through appropriate training or other approaches.

31.1~~32~~³² Training. Training

that is relevant to the business operations and hazards involved in the work activities will be provided in the workplace by qualified trained individuals to employees and will be provided per the recommended guidelines.

Training needs will be an appropriate topic at Joint Union/Management committee meetings. Assistance with interpretation may be requested by staff.

~~Organizational units are required to develop, publish, and distribute a written Fire Safety and Evacuation Plan for each campus building they occupy pursuant to University policy. Contact information for Evacuation Directors and Floor Wardens shall be updated in the plan as necessary. Building floor plans and evacuation routes shall be posted throughout the building.~~

~~Building emergency procedures and resources, including aActive shooter training resources, can be found on the University website at the following links: <https://www.ehs.washington.edu/fire-life/building-emergency-procedures-and-resources>; <http://police.uw.edu/community-engagement/activeshooter/>.~~

31.1~~43~~⁴³ Safety and Health

Grievances. Grievances arising out of violations of this Article will start at Step 2 of the grievance procedure.

*WISHA was renamed DOSHA (**Department of Occupational Safety & Health Administration – Labor & Industries**) in 2006. The term WISHA was left in because the parties felt that the WISHA name would be more recognizable by its members.

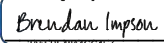
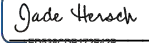
Tentatively Agreed To:	
For the Union:	For the Employer:
DocuSigned by: <i>Brendan Impson</i>	DocuSigned by: <i>Jade Hersch</i>
<u>Brendan Impson</u>	<u>Jade Hersch</u>
Date: 9/30/2022	Date: 9/26/2022

ARTICLE 32 – UNIFORMS REQUIREMENT

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23

32.1 Uniforms Requirement.

Uniforms required to be worn by the employee shall be provided and replaced by the Employer at the Employer's expense. The maintenance of uniforms shall be the responsibility of the employee, ~~and employees will be held accountable for uniforms and PPE assigned to them.~~ Prior to any decision by a department head to purchase uniforms, employees in their respective departments shall be given an opportunity to consult with their department head regarding the color and style of uniform to be worn. The department head will give serious consideration to the wishes of the employees in making a decision. It is understood that uniforms, tools, PPE, and other assigned items are considered property of the employer, and employees may be required to return all serviceable uniform items upon separation from employment.

Tentatively Agreed To:	
<p>For the Union:</p> <p><small>DocuSigned by:</small>  <hr/> Brendan Impson Date: 9/30/2022</p>	<p>For the Employer:</p> <p><small>DocuSigned by:</small>  <hr/> Jade Hersch Date: 9/20/2022</p>

ARTICLE 33 – TRANSPORTATION AND COMMUTE REDUCTION**33.1 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 may raise issues and concerns about the University's parking program at Joint Labor/Management Committee meetings or at ad hoc Labor Management Committee meetings. The Union shall have a standing seat on the University's committee(s) that work on transportation and parking issues.

33.2 Flexible schedules to assist in commute trip reduction. Departments having continuous and/or public responsibility may establish independent work schedules in order to meet their special needs. Departments are encouraged to give serious consideration to employee requests for flexible schedules for commute trip reduction purposes. Individual requests for flexible scheduling may be approved by the employing official, provided that such scheduling does not interfere with the effective operation of the department and shall be dependent upon operating, business, and customer needs.

33.3 The University will provide parking for employees when they are required to work at football games.

33.4 Telework

The University encourages and allows the use of telework arrangements and flexible scheduling within the bounds of good public practice, business operations, and resource limitations. Telework should be incorporated into the continuity of operations plans for each organizational unit.

University policy permits employees in telework eligible positions to telework when the employee's supervisor (or other designated official) evaluates the telework request and approves it. When evaluating the request, the supervisor must determine that the employee can effectively perform the job duties of the position while teleworking. If an eligible employee's teleworking request is denied, the Employer will provide the reason for denial in writing. The denial of a telework request is not subject to Article 6 Grievance Procedure.

Requests to telework as a disability accommodation are handled through a separate process.

A. Telecommuting/Teleworking is a workplace option that allows work to be done at an alternate work site, such as the home, for one or more full or partial days a

1 week. ~~Telecommuting-Teleworking~~ can be considered a means to meet business
2 needs, use office space more efficiently, reduce vehicle and transit trips and costs,
3 and improve employee productivity, morale and retention. ~~Telecommuting~~
4 ~~Teleworking~~ can also serve as a way to keep inclement weather from interrupting
5 operations.
6

7 B. Employees' work status, job duties, and job description will remain consistent with
8 the on-site Employees of the same job classification, except that Employee may
9 be required to make periodic trips to an Employer site for meetings and equipment
10 repair. Employees remain obligated to comply with all of Employer's rules, policies,
11 practices and procedures except as designated in this article. ~~Requests to~~
12 ~~telework as a disability accommodation are handled through a separate process.~~
13

14 C. ~~Once every six months, e~~Employees may propose new or revised individual
15 ~~teleworking agreements when they believe new efficiencies, technologies, or work~~
16 ~~processes would enable the remote completion of work previously performed~~
17 ~~onsite.~~
18

19 D. ~~The Employer will provide necessary equipment for telework per University policy.~~
20 ~~If the employee is required to pick up or drop off any provided equipment this shall~~
21 ~~occur during paid time.: [https://hr.uw.edu/policies/telework/telework-remote-work-](https://hr.uw.edu/policies/telework/telework-remote-work-and-out-of-state-work/)~~
22 ~~and-out-of-state-work/~~
23

24 ~~C.E.~~..... Departmental
25 policies around teleworking will be considered appropriate subjects for Joint Labor
26 Management Meetings.
27

28 ~~D.F.~~..... Termination of
29 teleworking arrangements shall require no less than five (5) business days written
30 notice, or longer as included in the teleworking agreement. ~~This provision does not~~
31 ~~apply to telework arrangements made through the disability accommodation~~
32 ~~process.~~
33

34 Tentatively Agreed To:
35
36 For the Union: For the Employer:
37 DocuSigned by: DocuSigned by:
38 *Brendan Impson* *Jade Hersch*
39 SASFBP4914CC4E7... ED528CDB12F42B...
40 Brendan Impson Jade Hersch
Date: 9/30/2022 Date: 9/26/2022
41

ARTICLE 34 – PERFORMANCE EVALUATION

34.1 Performance evaluations shall be performed at least annually. Evaluations shall be based on job related performance factors. Performance evaluations shall not be used to initiate personnel actions such as transfer, promotions or corrective disciplinary action, however evaluations may serve as supporting documentation for personnel actions. Employee participation in the development of evaluation materials and rating factors is encouraged.

34.2 Evaluation Forms

(a) Performance evaluation forms will at a minimum include the following:

- (1) A description of the job related factors upon which the evaluation is based. These will include:
 - i. quality of work (e.g. competence, accuracy, neatness, thoroughness),
 - ii. quantity of work (e.g. use of time, volume of work accomplished, ability to meet schedules, productivity levels),
 - iii. job knowledge (e.g. degree of technical knowledge, understanding of job procedures and methods),
 - iv. working relationships (e.g. cooperation and ability to work with supervisor, co-workers, students, and clients served), and
 - v. Specific to the University-wide Supervisory and Research Technologist Supervisor bargaining units: supervisory skills (e.g. training and directing subordinates, delegation, evaluating subordinates, planning and organizing work, problem solving, decision making ability, ability to communicate).
- (2) Provision for identifying specific achievements of the employee, performance goals for the next evaluation period, training and development plans and other comments (applicable only to the University-wide Nonsupervisory, Supervisory, and Health Care Professional/Laboratory Technical bargaining units).
- (3) Provision for employee comments.
- (4) Provision for employee signature accompanied by a statement that "Employee signature means that the employee has seen and is aware of the content of the evaluation, but does not necessarily mean that the employee agrees with the evaluation content."
- (5) Provision for the evaluator and reviewer signatures, and reviewer comments.

(b) The performance evaluation form may be supplemented with other forms and/or information used to support the employee's evaluation. Upon request, an employee may review any written materials used by supervision to prepare the evaluation.

- 1
2 (c) Implementation of alternative performance evaluation models is an appropriate
3 topic for Joint Labor Management Meetings.
4

5 34.3 Employee Evaluation Information
6

- 7 ~~(1) Upon appointment to a position the employee's supervisor will provide the~~
8 ~~employee with a copy of the position's job duties. The employee will have~~
9 ~~and, upon request, a link to electronically access to a copy of the class~~
10 ~~specifications for the position. Employees may access a copy of the class~~
11 ~~specification by clicking on the five digit "Reg job code" at~~
12 ~~<https://hr.uw.edu/comp/classified-staff/job-profile-list/>~~
13 ~~(2) the class specification for the position;~~
14 ~~(3) the position's job duties.~~
15

- 16 (a) Written performance expectations shall be provided to the employee in
17 sufficient time to allow the employee to meet the work expectations (normally
18 within sixty (60) calendar days after appointment to the position). The Employer
19 will provide at least sixty (60) calendar days' notice to employees prior to the
20 evaluation when modifications that substantively alter performance
21 expectations are made. Minor modifications that do not substantively alter
22 performance expectations require no notice.
23

24 34.4 Evaluation Process
25

- 26 (a) The supervisor will communicate with the employee about performance
27 problems as they occur.
28 (b) The purpose of the evaluation meeting is to review, discuss, and if appropriate,
29 modify the evaluation. The employee shall have an opportunity to discuss the
30 proposed evaluation with the evaluator and to provide a written response.
31 (c) The final evaluation, with employee comments attached, will be signed by the
32 evaluator and the employee. The employee will be provided a copy at ~~his/her~~
33 ~~their~~ request. Medical Centers and those completing their performance
34 evaluations will not sign a copy of the evaluation, but will complete the
35 "acknowledgment" step in Workday to demonstrate their review of the
36 completed evaluation. Medical Centers can access and print their performance
37 evaluations from their Workday profile.
38 (d) Performance evaluations shall be retained in the departmental file for no more
39 than three (3) years.
40 (e) Upper level supervisors at the Medical Centers have access and review
41 privileges for employee performance evaluations in Workday. If modification
42 and/or comments are made at this level a copy will be provided to the
43 employee. Medical Centers employees are alerted in Workday to any additional
44 modifications and/or comments made. Medical Centers can access and print
45 their performance evaluations from their Workday profile.
46

1 34.5 Evaluator Training.
2 The Employer shall make available training opportunities for evaluators regarding
3 the Employer's performance evaluation program and shall, upon request, share
4 and discuss the contents of such training programs with the Union.
5

6 34.6 Grievability.
7 **Applicable to the University-wide Nonsupervisory, Supervisory, Health Care**
8 **Professional/Laboratory Technical, HMC Technical, and UW Medicine**
9 **Contact Center bargaining units:** Employee performance evaluations are
10 grievable only through Step Two of the Grievance Procedure.
11

12 **Applicable to the Research Technologist and Research Technologist**
13 **Supervisor bargaining units:**

14
15 The procedural aspects of the employee performance evaluation process are
16 grievable only through Step Two of the Grievance Procedure. Procedural aspects
17 include alleged violations of this contract or University policy. Disagreement over
18 the supervisory marks assigned to a specific employee shall not be grievable and
19 will be addressed via the actions described in Subsection 34.4.
20
21

22 Tentatively Agreed To:

23
24 For the Union:

25 DocuSigned by:

26 *Brendan Impson*

27 345FBF4814CC4E7...
Brendan Impson

28 Date: 9/30/2022

23
24 For the Employer:

25 DocuSigned by:

26 *Jade Hersch*

27 ED558C26172F426...
Jade Hersch

28 Date: 9/26/2022
29

ARTICLE 35 – PERSONNEL FILES

1
2
3 35.1 Files Relating to Employment. The Employer shall maintain files relating to
4 employment in accordance with the applicable University policy and/or state or
5 federal law. The personnel file for each employee will be maintained by the
6 appropriate Human Resources Operations department and will accompany the
7 employee throughout their service career at the University of Washington. The
8 departmental file will be maintained by the department.

9
10 Individual supervisors may create and retain documents in a supervisor file.
11 Documents in the supervisor file will not be placed in the department or personnel
12 file unless they are incorporated as part of an official action (such as a performance
13 evaluation or a corrective action).

14
15 35.2 Employee Access to Files. Each employee has the right to review their personnel
16 file, supervisory file, attendance file, payroll file and medical file. The Employer will
17 determine the location of all employee files. Upon written request by an employee
18 to their Human Resources Consultant (for personnel file) or department manager
19 (for departmental file), the employee and/or representative may examine the
20 employee's personnel file or departmental file. Review of employee files will be in
21 the presence of an Employer representative during business hours. The employee
22 and/or representative may request copies, which may be provided at no cost if the
23 size of the request is reasonable. A copy of the written authorization will be
24 retained in the employee's file.

25
26 35.3 Employee Response. A copy of any correspondence, adverse material, or letters
27 issued and intended to be included in an employee's official personnel file shall be
28 mailed or given to the employee prior to becoming a permanent part of the file. An
29 employee may insert a reasonable amount of job-related materials in their
30 personnel file that reflects favorably on their job performance. An employee may
31 provide a written rebuttal to any information in the files that they considers
32 objectionable. The Employer will attach the rebuttal to the related document.
33 Information shall be retained as long as it has a reasonable bearing on the
34 employee's job performance or upon the efficient and effective management of the
35 institution.

36
37 35.4 Confidentiality. Unauthorized parties shall not have access to any employee's
38 personnel or departmental file. A record will be retained in the HR personnel file
39 of the names of individuals outside of HR who have reviewed the personnel file
40 who do not have written authorization from the employee, except requests for
41 records in accordance with the Public Records request process.

42
43 35.5 Medical Files. Medical information related to employment will be kept separate
44 from all other employment files and confidential in accordance with state and
45 federal law.
46

1 35.6 Adverse material or information related to alleged misconduct that is determined
2 to be false, and all such information in situations where the employee has been
3 fully exonerated of wrongdoing, and/or any documents removed pursuant to Article
4 36 Corrective Action, will be promptly removed from the employee's files. The
5 Employer may retain this information in a legal defense file in accordance with the
6 prevailing Washington State law. The Employer may retain information relating to
7 employee misconduct or alleged misconduct if the employee requests that the
8 information be retained.
9

10 Tentatively Agreed To:

11 For the Union:

12 DocuSigned by:

13 *Brendan Impson*

14 3A5F8F4B14CC417
Brendan Impson

15 Date: 9/30/2022

11 For the Employer:

12 DocuSigned by:

13 *Jade Hersch*

14 E0586C0B129F428
Jade Hersch

15 Date: 9/30/2022

17
18

ARTICLE 36 – CORRECTIVE ACTION/DISMISSAL

1
2
3 36.1 The parties will follow the “Corrective Action/Dismissal Process” outlined below.
4 No employee shall be subject to the process except for just cause. The corrective
5 action process will be considered to incorporate the concept of progressive action
6 while providing a positive method for improvement rather than punitive action. The
7 University will determine the specific step at which the process begins based on
8 the nature and severity of the problem.
9

10 36.2 Representation

11
12 (a) Employees shall be notified orally or in writing that upon request they shall be
13 entitled to have a representative present when formal counseling, final
14 counseling or dismissal is occurring. Employees have a right to a meeting with
15 management whenever corrective action is issued. Attendance of a
16 representative shall not delay the disciplinary process unduly as determined
17 by the Employer. All parties shall make every effort possible to allow for Union
18 representation without unduly delaying the process.
19

20 (b) Upon request, an employee has the right to a union representative at an
21 investigatory interview called by the Employer, if the employee reasonably
22 believes corrective action could result. The employer will provide reasonable
23 time to allow an employee to secure a representative.
24

25 The role of the union representative in regard to an Employer-initiated
26 investigation is to provide assistance and counsel to the employee and not
27 interfere with the Employer’s right to conduct the investigation. Every effort
28 will be made to cooperate in the investigation.
29

30 (c) An employee placed on an alternative assignment during an investigation will
31 not be prohibited from contacting their union steward unless there is a conflict
32 of interest, in which case the employee may contact another union steward.
33 This does not preclude the Employer from restricting an employee’s access
34 to the Employer’s premises.
35

36 (d) An interpreter can be requested by either party and will be provided.
37

38 36.3 Coaching. Informal discussion or instruction between employee and their
39 immediate supervisor. Supervisor may follow up in writing which may include a
40 simple action plan. This is not a form of corrective action.
41

42 36.4 Corrective Action/Dismissal Process. The Employer will make clear when formal
43 or final counseling is being conducted and will inform the employee about their
44 right to representation under the CBA. When counseling or dismissing an
45 employee, the Employer will make every effort to protect the privacy of the
46 employee. Translators may be requested by any party.

1
2 36.5 Formal Counseling. Formal counseling (may involve administrative personnel
3 other than the employee's immediate supervisor) including the development of a
4 written action plan. The action plan will identify specific problem areas,
5 performance objectives, suggestions for remedying, and a timeframe for
6 improvement. Prior to issuance of formal counseling, a meeting may be scheduled
7 by the employer or requested by the employee to give the employee an opportunity
8 to make their case before the final decision is made. Employee requests for such
9 a meeting will be granted. An employee is entitled to representation at this meeting.

10
11 36.6 Final Counseling. Final counseling (may involve administrative personnel other
12 than the employee's immediate supervisor) including action plan discussion and
13 revision, where appropriate. Upon issuing a final counseling, the Employer may
14 elect to provide the employee with paid time off for the remainder of the workday.
15 ~~A decision-making period of one (1) day of paid time away from the work site for~~
16 ~~the employee to consider the consequences of failure to follow the action plan may~~
17 ~~be used at this step. If the Employer decides to provide a decision making day,~~
18 ~~the employee will be given a list of expectations and problem statements prior to~~
19 ~~the day taking place.~~

20
21 36.7 Dismissal. Prior to dismissal, a pre-determination meeting will be scheduled to
22 give an employee an opportunity to make their case before the final decision is
23 made. The employee has the right to have a union representative present at the
24 pre-determination meeting. At least five (5) days prior to the meeting, the
25 employee will be informed in writing of the reasons for the contemplated dismissal
26 and given referenced documentation. The employee will be furnished with written
27 notification of the outcome of the pre-determination hearing.

28
29 36.8 Demotion. Demotion of Leads and/or Supervisors may be initiated by the
30 Employer at any step of the Corrective Action process.

31
32 36.9 Removal of Records

33
34 Upon written request by the employee, any formal or final counseling, excluding
35 those for workplace violence or University policies against harassment,
36 discrimination, or retaliation, will be removed from an employee's personnel file
37 after three (3) years if the following criteria have been met:

- 38
39 1. Circumstances set forth in writing, and as determined by the University do not
40 warrant a longer retention period; and
41 2. There has been no subsequent corrective action.

42
43 Nothing in this Article prevents the Employer from agreeing to an earlier removal
44 date.
45

1 Once a corrective action has been removed from the employee’s file as outlined
2 above, the information removed will not be used in subsequent corrective action,
3 unless mutually agreed otherwise.
4

5 36.10 Grievability/Arbitrability.

6 Formal counseling may be grieved beginning at Step One or Step Two of the
7 grievance procedure and up to Step Three Mediation only.
8 Final counseling, demotion, and dismissal may be grieved through every step of
9 the grievance procedure beginning at Step Two.

10
11 Tentatively Agreed To:

12
13 For the Union:

14 DocuSigned by:

15 *Brendan Impson*

16 3A5FBF4814CC4E7
17 Brendan Impson
Date: 9/30/2022

12
13 For the Employer:

14 DocuSigned by:

15 *Jade Hersch*

16 ED538C28172F428
17 Jade Hersch
Date: 9/26/2022

18

ARTICLE 37 – EMPLOYEE ASSISTANCE PROGRAM

The Employer will continue to offer an Employer supported Employee Assistance Program for all employees covered by this Agreement. Employees can request, and Employer will consider, adjustments in schedule to allow access to the services of the Employee Assistance Program.

The Employee Assistance Program will protect the confidentiality of those employees using their services.

Tentatively Agreed To:

For the Union:

DocuSigned by:

Brendan Impson

Brendan Impson
Date: 9/30/2022

For the Employer:

DocuSigned by:

Jade Hersch

Jade Hersch
Date: 9/30/2022

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18

ARTICLE 38 – SENIORITY, LAYOFF, REHIRE**38.1 a. Seniority.**

Layoff seniority is defined as the continuous length of service in calendar days with the Employer from the most recent date of hire. Service of less than full time shall be considered full time. Time spent on paid or unpaid ~~leave-time off~~ will not impact layoff seniority. Time spent on the layoff rehire list shall not be included in computing layoff seniority.

Permanent employees who are veterans or their unmarried widows/widowers shall have added to their seniority the veteran's active military service to a maximum of five (5) years credit. Time spent on military duty ~~leave-time off~~, paid or unpaid, or time spent on ~~leave-without-payunpaid time off~~ to work for the union in accordance with Article 29 is included in seniority calculation. Probationary employees are not vested with seniority credits until successfully completing the probationary period.

Seniority shall be lost following a break in service including resignation, termination for cause, failure to return from a leave of absence, expiration of rehire rights. Neither time spent on leave of absence, ~~nor~~ the layoff rehire list, or on cyclic year leave shall be considered a break in service.

Employees who enter into the bargaining unit from other positions at the University of Washington shall be credited with layoff seniority for all seniority earned in the State classified service while employed at the University. Employees who enter into the bargaining unit from other state agencies and institutions of higher education shall earn layoff seniority from the first day of coverage under this Agreement.

b. Department Seniority.

Department seniority is defined as continuous length of service in calendar days within the employee's department and where applicable, shall be used for internal department processes, such as vacation and schedule bids.

c. Layoff Seniority Tiebreaker.

For the purposes of layoff only, when it is necessary to determine the order of seniority among bargaining unit members whose contract seniority is identical, a random chance method will be employed to select the names of those employees one at a time. The University shall inform the Union every time this method is necessary and will provide proof of the seniority tie.

When selecting among employees whose seniority is identical, the Union may be represented by any individuals it chooses, and will draw the names. The University will be represented by a manager/administrator from the Department involved and a representative from Human Resources.

1 The first employee selected will be considered the most senior; the last employee
2 selected will be considered the least senior.

3
4 38.2 a. Layoff.

5 (1) Whenever it becomes necessary for the Employer to reduce its workforce
6 due to lack of work, lack of funds, or good faith reorganization for efficiency
7 purposes, the Employer shall use the following procedure. The Employer will
8 notify the Union of impending layoffs thirty (30) calendar days in advance of
9 implementation so that reasonable alternative proposals can be considered.
10 Whenever possible the Employer will provide more than minimum notice.

11
12 (2) The Employer shall not lay off bargaining unit employees in lieu of
13 disciplinary action.

14
15 (3) Employees will be laid off in accordance with seniority, as defined in Article
16 38.1(a).

17
18 b. Employment Option.

19 The employee affected by the reduction in force shall be offered the following
20 employment options in descending order, provided they meets the essential
21 skills (defined as the minimum qualifications listed in the job description for the
22 classification and any specific position requirements or credentialing) of the
23 offered position:

24
25 1. A funded vacant position within the same job classification and layoff
26 unit ~~within .2 FTE of the employee affected by the reduction in force~~
27 ~~(unless the employee elects to be placed in a vacant position with a~~
28 ~~lower FTE).~~

29
30 2. The opportunity to replace the most junior employee ~~within the~~
31 ~~layoff/seniority unit (set forth in Appendix IV) in the same classification~~
32 ~~and in an FTE status within .2 FTE status of the employee affected by~~
33 ~~the reduction in force. (For example, if a .8 FTE position is being~~
34 ~~abolished, the employee affected is eligible to replace the most junior~~
35 ~~individual in a .6 to 1.0 FTE position);~~ within the layoff/seniority unit.

36
37 ~~—The opportunity to replace the most junior employee in the same~~
38 ~~classification with a lower FTE status than their own within the~~
39 ~~layoff/seniority unit.~~

40
41 ~~—The opportunity to replace the most junior employee within the same~~
42 ~~department who is:~~

43
44 ~~—In a lower classification in the same series as the employee~~
45 ~~affected by the reduction in force; and~~

46 ~~a. Within .2 FTE of the employee affected by the reduction in force.~~

1
2 ~~2.3.~~ A funded vacant position in a lower classification within the same
3 series within the layoff unit.

4
5 ~~3.4.~~ The opportunity to replace the most junior employee in a lower
6 classification within the same series within the department.

7
8 c. Notice.

9 The Employer shall identify the positions to be abolished and the employee(s)
10 to be affected and shall notify employees in these positions, with notice to the
11 union, not less than thirty (30) calendar days prior to the abolishment of the
12 positions, pay the employee in lieu of notice, or combine pay and notice.
13 Whenever possible the Employer will provide more than minimum notice. The
14 notice shall include:

15
16 (1) The effective date of the layoff and a reference to the employee's rights
17 under this Article, and

18
19 (2) Identification of the employment option being offered, if applicable.
20

21 In accordance with 38.2.b. above, if the incumbent in a position to be abolished
22 has an opportunity to replace the most junior employee within the
23 layoff/seniority unit, the incumbent will be given up to three (3) ~~calendar~~
24 ~~business~~ days to determine if ~~he/she/they~~ wants to replace the junior employee
25 or be placed on the rehire list. Vacant positions or those held by probationary
26 employees within the layoff/seniority unit will be considered a more junior
27 position.
28

29 d. FTE Increase or Reduction.

30 An employee in a position that is not abolished but is increased or reduced in
31 FTE status and who will remain benefit eligible after the reduction or increase
32 will have the choice of staying in the reduced or increased position and going
33 on the rehire list for the position and FTE status held by the employee
34 immediately prior to the increase or reduction or exercising available layoff
35 rights under 38.2. The employee must exercise this choice within three (3)
36 working days of the increase or reduction notice.
37

38 e. Voluntary Layoff:

39 Appointing authorities will allow an employee in the same job classification and
40 department where layoffs will occur to volunteer to be laid off provided that the
41 employee is in a position requiring the same skills and abilities, as a position
42 subject to layoff. Any volunteer for layoff shall have no formal layoff option. If
43 the appointing authority accepts the employee's voluntary request for layoff,
44 the employee will submit a non-revocable letter stating they are accepting a
45 voluntary layoff from the University. The employee will be placed on all
46 applicable rehire lists.

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26
27
28
29
30
31
32
33
34
35
36
37
38
39
40
41
42
43
44
45

f. Rehire.

The Employer shall make a concerted effort to re-employ bargaining unit members on the rehire list. Bargaining unit members on the rehire list are eligible to take all Professional & Organizational Development (POD) courses on a space available basis upon payment of designated fees. Employees without employment options will be placed on the rehire list(s) designated by the employee for twenty-four (24) months. In addition to the rehire list for the classification and FTE status from which the employee was laid off, employees identified for layoff may request placement on the following rehire lists:

(1) For positions of a lower FTE status in the classification from which the employee was laid off (or equivalent if prior classification has been abolished); and

(2) For positions in other classifications in which the employee previously held permanent status; and

(3) Lower classes in the series from which the employee was laid off.

The Employer will refer an employee from the designated rehire list(s) for any open positions in the bargaining unit for which the laid off employee possesses the essential skills. For classifications which have separate job codes in the Campuswide and Harborview Bargaining Units, Rehire lists will include both job codes. Employees referred from the rehire list(s) who possess the essential skills needed for a vacant position will be offered the position prior to the Employer posting for competitive recruitment. From among these employees, offers will be made in seniority order, most senior person first. Job requests for positions for which there are employees on rehire list(s) may not be withdrawn solely to avoid hiring laid off employees.

(4) The Employer will provide a copy of the Rehire List to the Union upon request.

(5) When the job classification the employee was laid off from is represented by both SEIU 925 and WFSE 1488 the employee will be placed on the rehire list for the specific job classification for both unions.

g. Rehire Trial Period.

Employees placed into vacant positions from the rehire list will serve a three (3) 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 three (3) month rehire trial period will be adjusted to reflect any paid or unpaid leave taken during the period.

h. Corrective Action.

1 Final Counseling that occurs within the six (6) months prior to the layoff will be
2 considered in effect should the employee be rehired. The employee will
3 continue to be subject to any consequences of not following the directives
4 and/or action plan(s) specified in the current corrective action.

5
6 i. Removal from List.

7 Removal from the rehire list(s) will occur for any of the following circumstances:
8

9 (1) If placement does not occur within twenty-four (24) months,
10

11 (2) If the employee refuses two (2) offers of placement for a position having the
12 same pay, FTE status and shift as the position from which the employee was
13 laid off. In such case, the employee will be removed from all other rehire lists
14 and will have exhausted their rehire rights.

15
16 (3) If the employee was placed into two (2) vacant positions for which the
17 employee has failed to complete the rehire trial period.

18
19 (4) If the employee accepts any offer of placement from any rehire list and
20 completes the rehire trial service period for a position with the same FTE status
21 and pay as the position from which the employee was laid off.

22
23 (5) Employees who reject two (2) offers of placement from a list for a position
24 of a lower FTE status than that which the employee held immediately prior to
25 layoff will be removed from that list.

26
27 (6) Employees who reject one (1) offer of placement from a list for a position in
28 a classification other than that from which the employee was laid off will be
29 removed from that list.

30
31 j. Rehire List Crossover. Employees within an SEIU Local 925 represented
32 bargaining unit may, in accordance with this Article, be placed on the rehire list
33 for positions in another SEIU Local 925 represented bargaining unit.
34

35 38.3 Rehire Wages and Increment Date.

36 When employees are rehired from layoff status the progression start date and
37 annual leave accrual date will be reestablished and extended by an amount of time
38 in calendar days equal to the period of time spent on the rehire list prior to rehire.
39 Employees placed from the rehire list into positions with the same salary range
40 held at the time of layoff shall be placed at the same step in the range held at the
41 time of layoff, regardless of whether or not the department intends to fill the position
42 at a lower step in the pay range. Employees placed from the rehire list into
43 positions with a lower salary range than held at the time of layoff shall be placed
44 in a salary step, not to exceed top automatic step, nearest to, but not in excess of,
45 the salary held at time of layoff.
46

1 38.4 Affirmative action goals may be considered at any point during the layoff or rehire
2 process.
3

4 38.5 Benefits and Temporary Services.

5 Employees on the rehire list who follow the rules prescribed by Temporary
6 Services may be referred to temporary positions and can receive employer paid
7 health benefit coverage if they meet the eligibility requirements as determined by
8 the State.
9

10 Tentatively Agreed To:

11 For the Union:

12 DocuSigned by:

13 *Brendan Impson*

14 _____
15 Brendan Impson

16 Date: 9/30/2022

For the Employer:

DocuSigned by:

Jade Hersch

Jade Hersch
Date: 9/26/2022

17

ARTICLE 39 – RESIGNATION AND ABANDONMENT

39.1 Resignation. Employees are encouraged to provide at least two weeks’ notice of resignation. A written or oral resignation may be withdrawn within twenty-four (24) hours excluding the employee’s scheduled days off and holidays off, after submitting the resignation. The employee may only withdraw one resignation per position held. The Employer may permit withdrawal of resignation at any time.

39.2 Presumption of Resignation/Abandonment.

a. An employee who fails to appear for work and report absence to the supervisor, in accordance with departmental policy, on three (3) consecutive scheduled workdays, shall be deemed to have resigned. Notice of separation will be sent to the employee’s last known address on record with the UW Payroll Office via certified mail after the third (3rd) consecutive day of absence. Prior to sending the notice, the Employer will attempt to contact the employee through current home telephone and emergency contact numbers on record in Employee Self-Service and departmental records.

b. Within fourteen (14) calendar days of mailing the separation notice and upon proof that the failure to report absent could not reasonably have been avoided, an employee may submit to the supervisor a written petition for reinstatement. The Employer’s decision to not reinstate may be grieved according to the grievance procedure in Article 6

39.3 Separated employees have the right to compensation for accrued vacation leave and compensation time according to University policy.

Tentatively Agreed To:

For the Union:	For the Employer:
<small>DocuSigned by:</small> <i>Brendan Impson</i>	<small>DocuSigned by:</small> <i>Jade Hersch</i>
_____ Brendan Impson	_____ Jade Hersch
Date: 9/30/2022	Date: 9/30/2022

ARTICLE 40 – MANDATORY SUBJECT

The Employer shall satisfy its collective bargaining obligation before changing a matter that is a mandatory subject. The Employer will notify the union staff representative in writing, with a copy to the Executive Director of the Union, of these changes. The Union may request discussions about and/or negotiations on the impact of these changes on employee's working conditions. The Union will notify the Vice President of Labor Relations of any demands to bargain. In the event the Union does not request discussions and/or negotiations within thirty (30) calendar days, the Employer may implement the changes without further discussions and/or negotiations. There may be emergency or mandated conditions that are outside of the Employer's control requiring immediate implementation, in which case the Employer shall notify the Union as soon as possible.

Prior to making any change in written agency policy that is a mandatory subject of bargaining; the Employer shall notify the Union and satisfy its collective bargaining obligations per Article 40.

Unless agreed otherwise, the parties agree to begin bargaining within thirty (30) calendar days of receipt of the request to bargain. A valid request to bargain must include at least three (3) available dates and times to meet. If the union makes a request for information at the same time as the request to bargain, the thirty (30) calendar days will not begin until the information request has been fulfilled. Information requests made after the request to bargain will not delay the scheduling of discussion and/or negotiations. The parties shall agree to the location and time for the discussions and/or negotiations. Each party is responsible for choosing its own representatives for these activities. The Union will provide the Employer with the names of its employee representatives at least seven (7) calendar days in advance of the meeting date unless the meeting is scheduled sooner, in which case the Union will notify the Employer as soon as possible.

Release Time

- a. The Employer shall approve paid release time for up to four (4) employee representatives who are scheduled to work during the time meetings or negotiations are being conducted, provided the absence of the employee will not interfere with the operating needs of the Employer. The Employer may approve leave without pay for additional employee representatives provided the absence of the employee will not interfere with the operating needs of the Employer. If the additional employee absence is approved, the employee(s) may use personal holiday, vacation time off, holiday credit, or compensatory leave instead of leave without pay.
- b. No overtime will be incurred as a result of bargaining and/or preparation for bargaining.
- c. The Union is responsible for paying any travel or per diem of employee representatives. Employee representatives may not use a state vehicle to

1
2
3
4
5
6
7
8
9
10
11

travel to and from a bargaining session, unless authorized by the Employer
for Business Purposes.


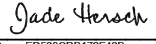
Tentatively Agreed To:	
For the Union:	For the Employer:
<small>DocuSigned by:</small> <i>Brendan Impson</i>	<small>DocuSigned by:</small> <i>Jade Hersch</i>
_____ Brendan Impson	_____ Jade Hersch
Date: 9/30/2022	Date: 9/30/2022

ARTICLE 41 – NEW EMPLOYEES

41.1 New Employees.

- A. The Employer will offer a regularly scheduled, in-person, all day 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 and the Employer will require new employees from the Seattle Main Campus to attend.
- B. A Union representative shall be allowed up to thirty (30) 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 purposes of calculating overtime.
- C. If the University conducts orientation on-line, the Union will be permitted to display a reasonable amount of information as part of the program.
- D. For employees hired into the bargaining unit who do not attend the orientation described in A and B above, within ninety (90) 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, or at a location mutually agreed to by the Employer and the Union and will be for no less than thirty (30) minutes.

Tentatively Agreed To:

<p>For the Union:</p> <p><small>DocuSigned by:</small>  <hr/> Brendan Impson Date: 9/30/2022</p>	<p>For the Employer:</p> <p><small>DocuSigned by:</small>  <hr/> Jade Hersch Date: 9/26/2022</p>
--	--

ARTICLE 42 – UNION ACTIVITIES, RIGHTS, AND STEWARDS**42.1 Staff Representatives**

a. Within thirty (30) calendar days from the effective date of this Agreement, the Union shall provide the Office of Labor Relations a list of staff representatives. The Union shall provide written notice to the Employer of any changes within thirty (30) calendar days of the change.

b. Staff representatives may access University premises to carry out representational activities. The representative shall notify local management prior to their arrival and shall not interrupt the normal operations of the institution. The staff representative may meet with bargaining unit employees in non-work areas during non-work times.

It is understood that any such visits which require a meeting with an employee will be restricted to the non-working time of the employee unless otherwise authorized by management or provided for elsewhere in this Agreement, and that there will be no interference with an employee's work assignment.

While inspecting the workplace, the Union may engage in de minimis conversations with employees, so long as an employee does not object and such conversation does not interfere or disturb the operation of the facility or compromise the security of patient health information

42.2 Steward Release Time.

A steward who is processing a grievance in accordance with the grievance procedure of any SEIU Local 925 Agreement between the Employer and the Union shall be permitted reasonable time to assist in the resolution of legitimate employee grievances on the Employer's property without loss of pay or recorded work time. Time off for processing grievances shall be granted to a steward by supervision following a request, but in consideration of job responsibilities. If permission for time off cannot be immediately granted, the supervisor shall arrange for time off at the earliest possible time thereafter.

A record of a steward's work time spent on grievances or other authorized activity on behalf of the Union shall be maintained on a basis mutually agreeable between the Union and the department involved.

In the event the Employer determines that the amount of work time used by any steward on grievances or other authorized Union activities is unreasonable, it may become a topic for mutual discussion between the parties.

a. The Union shall prevail upon all employees in the bargaining unit and especially Union stewards, to make a diligent and serious attempt to resolve complaints

1 at the lowest possible level. The Employer, likewise, shall prevail upon its
2 supervisory personnel to cooperate fully with the Union stewards and other
3 Union representatives in the speedy resolution of any grievance that may arise.
4

5 b. Union stewards shall primarily conduct representational duties only within their
6 designated area of jurisdiction. Stewards may represent members in another
7 jurisdiction if the steward designated for that other jurisdiction is unavailable
8 (e.g. away on approved leave), has a conflict, or if there is no steward in that
9 area. In the event that a steward is unavailable, the steward of the next
10 geographically closest designated jurisdiction will be contacted to represent the
11 employee. The number of stewards in a particular area and the jurisdiction
12 they serve shall be an appropriate subject of discussion between the Union and
13 the Employer.
14

15 c. The Union agrees to submit an up-to-date list to the Office of Labor Relations
16 once per month indicating the name of all Union stewards, their work locations,
17 department, jurisdiction and designation as a Lead, Chief, or Officer. In any
18 event, said list shall be submitted at least annually with changes noted as they
19 occur. Union stewards shall be recognized when the Office of Labor Relations
20 is informed of their appointment. Examples of jurisdiction are as follows:
21 UWMC, South Campus HSB, HMC, Health Sciences, South Lake Union,
22 Downtown, Airlift Northwest, UW Tower, Bothell Campus, Tacoma Campus,
23 Seattle Campus, and Sandpoint. Stewards shall be assigned by the union.
24 Lead Stewards, Chief Stewards, and Local/Chapter officers shall be
25 recognized to have broader jurisdictions.
26

27 d. Whereas it benefits the University to have Union stewards who understand the
28 contract and are trained in administration of the contract, each of the Union's
29 stewards shall be allowed a total of eight (8) working hours annually without
30 loss of pay to participate in the Union's steward training program. Said time off
31 shall be approved in advance by the employee's supervisor and shall be
32 contingent upon the ability to provide coverage during the time off.
33

34 The Union shall submit to the Office of Labor Relations at least fifteen (15) days
35 in advance the names of the employees (with their respective supervisors) that
36 are scheduled to participate in the training. The Union will confirm the
37 employee's participation in the training upon completion.
38

39 e. New Steward Training: Where the Union requests in advance of an
40 investigatory meeting or grievance hearing that a second steward be present
41 to be trained or to provide steward . This release will be approved without loss
42 of pay or recorded work time subject to the operational needs of the second
43 steward's department. No overtime or compensatory time will be earned for
44 participation and no steward shall attend as a second steward more than once.
45

46 42.3 Union Business Activities

- 1 a. Employees who intend to absent themselves from work for the purpose of
2 attending and participating in Union business functions or programs, such as
3 meetings, conventions, seminars, or other authorized meetings or to work for
4 the Union on a temporary basis at the Union's request, may do so with
5 supervisory approval. The Employee may use paid or unpaid time consistent
6 with University policy, including compensatory time, holiday credit, personal
7 holiday, accrued vacation time, or unpaid time off.
8
- 9 b. The Union and/or the employee shall request leave from the Employee's
10 immediate supervisor at least two (2) weeks prior to the planned absence.
11

12 42.4 Use of State Facilities, Resources, and Equipment

- 13
- 14 a. Meeting Space and Facilities. The Employer's campuses and facilities may be
15 used by the Union to hold meetings subject to the University's policy and
16 availability of the space. The Employer may provide private space for stewards
17 and/or Union representatives to meet in confidence with those they represent
18 on a space available basis. Staff representatives may reserve and utilize
19 meeting rooms in accordance with University policy and procedure. Such
20 requests will be subject to availability and all applicable fees.
21
- 22 b. E-mail, Fax Machines, the Internet, and Intranets
23 Union delegates, and members may utilize state owned/operated equipment
24 to communicate with the Union and/or the Employer only for the exclusive
25 purpose of administration of this Agreement. Such use will:
26
- 27 1. Result in little or no cost to the Employer;
 - 28 2. Be brief in duration and frequency;
 - 29 3. Not interfere with the performance of their official duties;
 - 30 4. Not distract from the conduct of state business;
 - 31 5. Not disrupt other state employees and will not obligate other employees
32 to make a personal use of state resources; and
 - 33 6. Not compromise the security or integrity of state information or software.
34

- 35 The Union and its union delegates will not use the above referenced state
36 equipment in a manner that is prohibited by the Executive Ethics Board.
37 Communication that occurs when using state-owned equipment is the
38 property of the Employer
- 39 c. Bulletin Boards and Distribution of Union Material. Upon request, space will be
40 made available to the Union on bulletin boards in those areas where bargaining
41 unit employees work or frequent, for the posting of notices and information
42 pertaining to official business of the Union. Materials posted on Union bulletin
43 boards without the signature of a recognized Union officer or representative
44 may be removed.
45

1 Employees shall have the right to distribute official Union information materials
2 during hours off work. Such distribution of official material shall not interfere
3 with the work assignments of employees who are on duty. Further, such
4 distribution activities must be held in locations which cause no interference with
5 the various departments normal operations or with any employees who may
6 not be involved or interested.
7

8 **42.5 Temporary Employment with the Union**

9 With thirty (30) calendar days notice, unless agreed otherwise, employees may be
10 granted leave without pay if the employee is elected or appointed to serve as an
11 officer or staff member of a specified duration, not to exceed six (6) months,
12 provided the employee's time off will not interfere with the operating needs of the
13 Employer as determined by management. Upon request, the department may
14 agree to an extension of leave without pay up to an additional six (6) months. The
15 returning employee will be employed in a position in the same job classification, in
16 the same layoff unit, and in the same geographical area, as determined by the
17 Employer.
18

19 **42.6 Information Requests**

- 20 A. Upon written request of the staff representative or steward to the
- 21 Office of Labor Relations (laborrel@uw.edu), the Employer will
- 22 provide relevant information necessary for conducting
- 23 representational duties.
- 24
- 25 B. The Employer will acknowledge receipt of the information request
- 26 and will provide the union with a date by which the information is
- 27 anticipated to be provided.
- 28
- 29 C. When the Union submits a request for information that the Employer
- 30 believes is unclear or unreasonable, the Employer will contact the
- 31 Union staff representative and the parties will discuss the relevance
- 32 and necessity of the request. The costs associated with the request
- 33 and the amount the Union may pay for receipt of the information may
- 34 also be discussed.
- 35

Tentatively Agreed To:	
For the Union:	For the Employer:
DocuSigned by: <i>Brendan Impson</i>	DocuSigned by: <i>Jade Hersch</i>
3A5FBF4814CC457 Brendan Impson	EDC38CDB112F42B... Jade Hersch
Date: 9/30/2022	Date: 9/30/2022

ARTICLE 43 – JOINT UNION-MANAGEMENT COMMITTEE

43.1 Committee Purpose and Membership.

A Joint Union-Management Committee is established to provide a forum for communications between the two (2) parties and to deal with matters of general Union/Employer concern. The committee's function will be limited to an advisory capacity and shall not include any decision-making or collective bargaining authority.

Committee membership for employees in the University-wide Nonsupervisory, University-wide Supervisory, and Health Care Professional/Laboratory Technical bargaining units shall consist of three (3) bargaining unit employees and a Union staff representative and four (4) Employer representatives to include the Assistant Vice President of Labor Relations or designee.

Committee membership for employees in the Research Technologist and Research Technologist Supervisor bargaining units shall consist of two (2) bargaining unit employees and a Union staff representative and three (3) Employer representatives to include the Assistant Vice President of Labor Relations or designee.

The Employer will discuss with representatives of the Union significant changes affecting institutional conditions of employment generally affecting bargaining unit employees sufficiently in advance of the targeted implementation date of said changes so that reasonable alternative proposals can be adequately considered by the Joint Union-Management Committee. Diversity, child care and tuition exemption shall be considered appropriate subjects for the Joint Union-Management Committee.

SEIU 925 and Labor Relations will use the joint labor-management process to explore possible in-training opportunities for SEIU 925 members.

Market adjustments may be discussed at quarterly joint labor-management meetings.

43.2 Meetings. Committee meetings may be requested by an authorized representative of either party. Requests for a quarterly meeting shall be honored; however, once convened, the committee may meet more or less frequently as mutually agreed between the parties.

At least one (1) weeks' notice shall be given to members of any agreed upon meeting and the agenda. Committee meetings shall normally be held during University business hours and at a mutually agreeable time and date. Employee members shall experience no loss in salary for meeting participation; however, meeting times are not construed as work time and no overtime shall be claimed or paid for meetings attended outside the employee members' regular working hours.

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26
27
28
29
30
31
32
33

43.3 Limitations.

Committee meeting topics shall be limited to subjects of group rather than individual concern, and the committee shall not discuss grievances properly processed under Article 6 of the Agreement. Further, it is not intended that this Article obligate in any way either party to negotiate on personnel matters covered in this Agreement or to alter, limit, restrict, or reduce prerogatives of either party otherwise provided in this Agreement.

Departmental Labor Management. In an effort to resolve workplace problems collaboratively and at the lowest level, staff are strongly encouraged to bring concerns about staffing and other working conditions to the attention of their department(s). SEIU Local 925 can request that the Office of Labor Relations set up a Joint Labor Management meeting for the particular department. The Union can also place on the agenda of any Labor Management meeting issues of staffing and/or other working conditions in particular departments/units.

Where numerous Joint Labor Management staffing meetings are being scheduled to address hiring difficulties across departments for similar positions, the Employer or Union may propose to combine JLMs. Where appropriate as determined by the Employer, a representative from HR Compensation will attend.

Release time for the employees requesting to be at the meeting will be subject to the operational needs of the department.

Tentatively Agreed To:	
<p>For the Union:</p> <p><small>DocuSigned by:</small> <i>Brendan Impson</i></p> <hr/> <p>Brendan Impson Date: 9/30/2022</p>	<p>For the Employer:</p> <p><small>DocuSigned by:</small> <i>Jade Hersch</i></p> <hr/> <p>Jade Hersch Date: 9/26/2022</p>

ARTICLE 44 – CLASSIFICATIONS AND RECLASSIFICATION

1
2
3 44.1 The Employer will allocate positions on a “best fit” basis to the most appropriate
4 classification at the University of Washington. Allocations shall be based on a
5 position’s duties, responsibilities, or qualifications.
6

7 44.2 Reallocations shall be based on a permanent and substantive change in the duties,
8 responsibilities, or qualifications of a position or application of the professional
9 exemption criteria set forth in RCW 41.06.070(2).
10

11 44.3 (a) Should the University decide to create, eliminate or modify class specifications
12 which does not involve a major restructure to the overall classification system, it
13 will notify the Union in advance of implementing the action. Notification will include
14 the bargaining unit status of the classification and, for a newly created or modified
15 classification considered to be in the bargaining unit, a proposed salary.
16 Notification will occur at least forty-five (45) days in advance of any proposed
17 implementation date. At the Union's request the University will meet and confer
18 with the Union over its proposed action.
19

20 (b) An employee occupying a position reallocated to a class with a lower salary
21 range maximum due to a class being created, abolished or modified will retain the
22 salary of their former position until reaching the top of the range of the former
23 position, and then will be frozen until the new class pay range catches up.
24

25 An employee(s) occupying a position reallocated to a class with a higher salary
26 range due to a class being created, abolished or modified will receive the same
27 step in the new range as the employee(s) held in the previous range. The periodic
28 increment date of the employee will remain unchanged.
29

30 (c) Within thirty (30) calendar days following implementation of the University's
31 decision to create or combine classifications per Article 44, or modify class
32 specifications for bargaining unit positions, the Union may file an appeal with the
33 Classification Review Hearing Officer selected under Article 44.6 of this contract,
34 to determine if the salary assigned to the classification is appropriate.
35

36 44.4 The Union may, at any time, propose a new classification or edits to an existing
37 classification with appropriate justification. These proposals will be reviewed by the
38 Compensation Office of Human Resources which will accept, reject, or modify any
39 proposal. The Union and the Compensation office will meet and discuss the
40 proposal within sixty (60) days. This review is not grievable.
41

42 44.5 The University agrees to notify the Union of any proposed reclassifications of
43 occupied bargaining unit positions into non-bargaining unit positions at least thirty
44 (30) days prior to implementation.
45

46 44.6 Professional Staff Exemptions:

- 1 1. The University will make reallocations based on application of the
2 professional staff exemption criteria set forth in RCW 41.06.070 (including
3 any permanent and substantive change in the duties, responsibilities, or
4 qualifications of the position).
5
- 6 2. The Union and the University agree to a procedure that includes the
7 provision of information by the University and a meeting with the Union to
8 discuss and resolve issues regarding the transfer of work from the
9 bargaining unit within four (4) weeks of the University's initial notice to the
10 union for a proposed professional staff exemption.
11
- 12 3. All negotiations regarding transfer of any work from the bargaining unit shall
13 be concluded by the meeting described above, unless both parties agree to
14 an extension.
15
- 16 4. Disputes regarding professional staff exemptions shall be resolved by the
17 classification review hearing officer. The Hearing Officer shall make ~~his/her~~
18 their decision based on the criteria outlined in Subsection 44.6 (1) above. If
19 the employee appeals the exemption determination in any other forum the
20 Union cannot pursue the determination through the process outlined in this
21 Article.
22

23 44.7 Position Review Process.

- 24 (a) The University, employee, or employee representative may request that a
25 position be reviewed when the requesting party believes that the basis of its
26 request has become a permanent requirement of the position. Employees and
27 employee representatives may not request that a position be reviewed more
28 often than once every six (6) months.
29
- 30 (b) The request must be complete and in writing on forms provided by the
31 University. Requests may be submitted to Human Resources or to an
32 employee's direct supervisor or department. Any party may submit additional
33 information, including the names of individuals, which the party believes is
34 relevant to the position review.
35
- 36 (c) An employee may request that a representative be present as an observer at
37 meetings with the University reviewer scheduled to discuss the request for
38 position review. At the employee's request a portion of such meetings shall be
39 conducted in a quiet and private location, away from the work station.
40
- 41 (d) The University reviewer will investigate the position and issue a written
42 response to the employee or employee representative within sixty (60)
43 calendar days from receipt, by Human Resources, of the completed request.
44 The response will include notification of the class and salary assigned when
45 the position is reallocated, or notification of the reasons the position does not
46 warrant reallocation when the request is not approved. Reclass requests may

1 be submitted at either the departmental level or directly to Human Resources.
2 Reclass requests submitted at the departmental level must be forwarded to
3 Human Resources within thirty (30) calendar days.
4


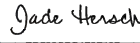
5 (e) The effective date of allocations or reallocations initiated by the University shall
6 be determined by the University. The effective date of a reallocation resulting
7 from an employee or employee representative request for position review will
8 be established as the 1st or the 16th of the month which precedes the date that
9 the completed request was filed with Human Resources or the employee's
10 direct supervisor or department, whichever date is earliest. The date of receipt
11 must be appropriately documented.
12

13 (f) An employee may request reconsideration following receipt of the University's
14 determination. Requests for reconsideration will not hold the timeframe for
15 filing an appeal under this Article.
16

17 44.8 Position Review Appeal Process. If the Union wishes to appeal the decision of the
18 University, it may appeal to the Classification Review Hearing Officer within thirty
19 (30) calendar days following the date of the University's written response.
20

21 Hearing Officer. The Hearing Officer shall be jointly selected by the parties within
22 thirty (30) days of the execution of this contract and shall serve for a minimum of
23 one (1) year from the date of selection. At that time the parties may choose to re-
24 appoint the Hearing Officer or select a different Hearing Officer who will also serve
25 for a minimum of one (1) year from date of selection.
26

27 Hearings. The Hearing Officer shall hold hearings on a quarterly basis unless
28 there are no appeals to hear or the parties agree to pend any open appeals. All
29 materials considered in the position review shall be submitted to the Hearing
30 Officer prior to the hearing and neither party will submit evidence at the hearing
31 that was not submitted during the position review. The Hearing Officer shall
32 endeavor to hold multiple hearings each day, and shall issue a concise decision
33 which shall be final and binding. The Hearing Officer shall have no authority to alter
34 the terms and conditions of this contract. Employees may be represented at the
35 hearing and will be released from work with no loss of pay to attend the hearing.
36 The Hearing Officer's fees and expenses shall be shared equally by the parties.
37

38 Tentatively Agreed To:
39
40 For the Union: For the Employer:
41 DocuSigned by: DocuSigned by:
42  
43 _____
44 Brendan Impson Jade Hersch
Date: 9/30/2022 Date: 9/2/2022

ARTICLE 45 – COMPENSATION, WAGES AND OTHER PAY PROVISIONS

45.1

- A. Effective July 1, 202~~3~~⁴, each classification represented by the Union will continue to be assigned to the same Pay Table and Salary Range as it was assigned on June 30, 202~~3~~⁴. Effective July 1, 202~~3~~⁴, each employee will continue to be assigned to the same Salary Range and Step that ~~she~~ they were assigned on June 30, 202~~3~~⁴ unless otherwise agreed.
- B. Effective July 1, 202~~3~~⁴, all Salary Ranges described in Section A above will be increased by ~~four three zero~~ percent (~~430~~%). This increase will be based upon the salary schedule in effect on June 30, 202~~3~~⁴.
- C. Effective July 1, 202~~4~~², all Salary Ranges described in Section A above will be increased by ~~three two three~~ percent (~~323~~%). This increase will be based upon the salary schedule in effect on June 30, 202~~4~~².
- D. Employees who are paid above the maximum for their range on the effective date of the increase described in B or C above will not receive the specified increase to their current pay unless the new range encompasses their current rate of pay. Employees who are Y-rated ~~as~~ of June 30, 202~~3~~⁴ will continue to receive that salary if it is higher than the top step of the salary range for their classification as specified in Appendix I

45.2 Upon promotion or reclassification from a Local 925 position to another Local 925 position with a higher salary range, the affected employee shall be placed on the salary step of the new range which reflects a minimum of a three (3) step, except for positions on Health Care Professional/Technical pay tables, which shall receive a minimum increase of 6%. The new progression start date shall be the first of the current month for effective dates falling between the first and fifteenth of the month and the first of the following month for effective dates falling between the sixteenth and the end of the month.

45.3 An employee occupying a position that is reclassified to an existing class with a lower salary range shall be placed in the salary step in the new range which is closest to the current salary, provided such salary does not exceed the top automatic step of the new salary range.

45.4 Salary Schedules.

- (a) The salary schedules shall be incorporated into this Agreement as Appendix V.
- (b) Salary schedules will contain Career Enhancement/Growth steps as described in Section 45.6.
- (c) Movement on General Schedules

1 Employees hired on or before June 30, 2023 ~~Employees who are hired~~ at the
2 minimum available step of their pay range will receive a two (2) step increase
3 to base salary following completion of six (6) months of continuous service and
4 the date they receive that increase will be the employee's periodic increment
5 progression start date. Thereafter, employees will receive a two (2) step
6 increase annually, based on their progression start date, until they reach the
7 top of the pay range.

8
9 Employees ~~who are hired above the minimum available step of the pay range~~
10 will receive a two (2) step increase to base salary following completion of twelve
11 (12) months of continuous service and the date they receive that increase will
12 be the employee's progression start date. Thereafter, employees will receive a
13 two (2) step increase annually, based on their progression start date, until they
14 reach the top of the pay range.

15
16 (d) Movement on Health Care Schedules

17
18 Employees who are hired on the Health Care pay tables ~~above the minimum~~
19 ~~available step of the pay range~~ will receive increment increases at the rate of
20 one (1) step each twelve (12) months until they reach the top of the pay range.
21 The date they receive that increase will be the employee's progression start
22 date until they reach the top of the pay range.

23
24 Employees hired on or before June 30, 2023 ~~Employees who are hired~~ on the
25 Health Care pay tables at the minimum available step in the pay range will
26 receive a one (1) step increase to base salary following completion of six (6)
27 months of continuous service and the date they receive that increase will be
28 the employee's progression start date. Thereafter, employees will receive a one
29 (1) step increase annually, based on their progression start date, until they
30 reach the top of the pay range.

31
32 (e) When a progression start date coincides with a promotional date, the
33 appointment to a new salary range, and/or a market adjustment, the
34 progression start date will be applied first.

35
36 (f) Employee Recruitment and Retention (R&R) Step Increases. The University,
37 at its discretion, may approve additional progression increases at any time.
38 Such additional progression increases will not change an employee's
39 progression start date.

40
41 (g) Job Profile Recruitment/Retention Increases Compensation. The Employer
42 may increase the salary of classifications that are experiencing
43 recruitment/retention problems, upon thirty (30) days' notice to the union and
44 the opportunity for the union to bargain, as per 45.7 below.

45

1 45.5 The University and the Union affirm their commitment to the principles of
2 comparable worth by implementing any state-mandated comparable worth
3 adjustments.
4

5 45.6 Career Enhancement/Growth Program.
6

7 The University will continue its Career Enhancement/Growth program. The
8 program will reward employees whose development of skills, increased
9 productivity, or assumption of higher level duties results in increased value to the
10 department, service enhancements, or efficiencies for the department in which the
11 employee works.
12

13 CEGP steps on the respective pay tables (see Appendix V Pay Tables), will be
14 attained solely through the Career Enhancement/Growth program and will not be
15 based on length of service.
16

17 Employees in every classification covered by this Agreement will be eligible for the
18 program. Employees are eligible to receive a Career Enhancement/Growth step
19 any time after they have been at the last automatic step in their pay range for a
20 minimum of one (1) year. Employees are eligible for the subsequent Career
21 Enhancement/Growth step beginning one (1) year after receiving the previous
22 step.
23

24 There will be no minimum or maximum number of employees who may receive
25 Career Enhancement/Growth steps. There will be no minimum or maximum
26 amount of money the University will spend on the Career Enhancement//Growth
27 program. Decisions about Career Enhancement/ Growth steps shall be made
28 within sixty (60) days of the submission of a completed CEGP form to the
29 employee's manager. ~~HR Compensation. supervisory/ managerial/professorial~~
30 recommendations.
31

32 Either employees or managers may initiate the CEGP application process. All
33 CEGP applications shall be forwarded to the Compensation Office, regardless of
34 approval or denial. If the application has been denied, the reason for the denial
35 must be documented.
36

37 The Compensation Office tracks CEGP applications, grants, and denials including
38 at a minimum the job class, department, employee id, the decision to grant or deny,
39 and the documented reason for any denial. If denied, the employee may appeal
40 to the decision-maker's supervisor.
41

42 The CEGP application allows for the inclusion of up to three letters of
43 recommendation, and record years of experience in the position or field, as well as
44 years of service with the University in the Statement of Qualifications section. The
45 union will have access to this information on request.
46

1 The Career Enhancement/Growth program will not be a substitute for
2 reclassifications. Reclassifications will take priority over receiving Career
3 Enhancement/Growth steps such that if an employee qualifies to receive a Career
4 Enhancement/Growth step but could otherwise be reclassified, the employee will
5 be reclassified and will not simultaneously receive the Career
6 Enhancement/Growth step. Career Enhancement/Growth steps shall be
7 considered in calculating salary adjustment associated with promotion and upward
8 reclassification, but in no instance shall a salary in a new position be at a step
9 higher than the top automatic step in the new pay range, except for lateral transfers
10 where there is no mutual agreement not to exceed the top automatic progression
11 step in the new pay range.

12
13 The University agrees to regularly issue University-wide reminders promoting the
14 value of this program.

15
16 The parties will utilize the JLM committee to review the CEGP program periodically
17 with the goal to improve standards and accessibility.

18
19 The Career Enhancement/Growth program in its entirety is not subject to the
20 grievance procedure (Article 6).

21
22 45.7 Market Rate Wage Adjustments.

23 If market conditions determine that an upward adjustment in one or more economic
24 areas is essential to maintain competitiveness, both the Union and the Employer
25 shall be given the opportunity to raise issues of competitive compensation and
26 propose market adjustments. When the Employer proposes adjustments, the
27 Union shall be given at least thirty (30) days' notice in advance of the
28 implementation date to negotiate the adjustment.

29
30 45.8 Callback Pay (Applicable only to the University-wide Nonsupervisory, Supervisory,
31 Contact Center, Contact Center Supervisory, and Health Care
32 Professional/Laboratory Technical bargaining units).

33
34 When a scheduled work period employee has left the grounds and is called to
35 return to the work station outside of regularly scheduled hours, the employee shall
36 receive two (2) hours bonus pay plus time actually worked. ~~Callback pay does not~~
37 ~~apply until thirty (30) minutes after the end of a scheduled shift.~~ The bonus pay
38 shall be compensated at the regular rate; time worked shall be compensated at
39 time and one-half (1-1/2). Time worked immediately preceding the regular shift
40 does not constitute call back, provided time worked does not exceed two (2) hours
41 or notice of at least eight (8) hours has been given. An employee on standby status
42 called to return to the work station does not qualify for call back pay.

43
44 45.9 Standby Pay (Applicable only to the University-wide Nonsupervisory, Supervisory,
45 Contact Center, Contact Center Supervisory, and Health Care
46 Professional/Laboratory Technical bargaining units).

1
2 Scheduled or nonscheduled work period employees required to restrict off-duty
3 activities to be available for duty shall be compensated as follows:
4

- 5 • At a rate of two dollars (\$2.00) per hour for the University-wide
6 Nonsupervisory, and Supervisory Units, Contact Center, and Contact
7 Center Supervisory, except for those job titles listed in Appendix II, which
8 shall receive the applicable rates.
9
- 10 • At a rate of ~~sixfour~~ dollars (\$~~64.00~~) per hour for the ~~Health Care~~
11 ~~Professional/Laboratory Technical Unit for zero to thirty (0 to 30) hours per~~
12 ~~pay period and six dollars (\$6.00) for hours over thirty (30) per pay period.~~

13
14 When called in from standby status, the employee shall receive premium pay (time
15 and one-half [1-1/2] the employee's regular rate) for a minimum work period of two
16 (2) hours. The two (2) hours pay shall not apply ~~unless the employee has left the~~
17 ~~employer's premises, and does not apply until thirty (30) minutes after the end of~~
18 a scheduled shift.
19

20 45.10 Shift Differential (Applicable only to the University-wide Nonsupervisory,
21 Supervisory, Contact Center, Contact Center Supervisory, and Health Care
22 Professional/Laboratory Technical bargaining units).
23

24 Employees assigned to evening and night shifts shall receive a shift differential as
25 follows:
26

- 27 • University-wide Nonsupervisory, Supervisory, Contact Center, Contact
28 Center Supervisory Units: \$1.00 per hour for evening and night shifts,
29 except for those job titles listed in Appendix II, which shall receive the
30 applicable rates;
31
- 32 • Health Care Professional/Laboratory Technical Unit: \$1.75 per hour for
33 evening shift and \$2.50 per hour for night shift.
34

35 Evening shift is defined as a majority of time worked daily or weekly between 5:00
36 p.m. and 12:00 a.m. Night shift is defined as a majority of time worked daily or
37 weekly between 12:00 a.m. and 7:00 a.m. Shift differential shall be paid for the
38 entire shift which qualifies. When an employee works an equal number of hours
39 during day shift and evening shift, or evening shift and night shift, the employee
40 shall be entitled to the nightgreater shift differential for the entire shift. When an
41 employee is regularly assigned to an afternoon or evening shift that qualifies for
42 shift differential, the employee shall continue to receive the shift differential during
43 temporary assignment, not to exceed five (5) working days, to a shift that does not
44 qualify.
45

1 45.11 Multilingual/Sign Language/Braille Premium Pay. Whenever a classified position
2 has a bona fide requirement for regular use of competent skills in more than one
3 language, and/or sign language and/or Braille, as determined in writing by the
4 employer, the employee shall receive a premium pay of five (5%) percent above
5 the level normally assigned for that position, except for those instances where the
6 position is allocated to a class that specifies these skills. If an employee receiving
7 language pay transfers or is promoted into a position which also necessitates the
8 use of the employee's language skills, as determined in writing by the employer,
9 the language pay benefit will be paid as a premium.

10
11 If the employee's position is allocated to a class that specifies these skills (for
12 example, a medical interpreter), the employee will receive a premium pay of five
13 (5%) percent above the level normally assigned for that position only when the
14 employee's position description states that the position has a bona fide
15 requirement for regular use of competent skills in ~~three-two~~ (23) or more languages
16 in addition to English.

17
18 If this requirement is not included in the employee's position description, refusal by
19 the employee to interpret will not result in corrective action.

20
21 45.12 Respiratory Therapist Premium Pay. Respiratory Therapists who perform Extra
22 Corporeal Life Support work (ECLS) will be paid a \$6.50 (six dollars and fifty cents) per
23 hour ECLS premium while performing ECLS work¹

24
25 45.13 Field Training Officer. When a Hospital Security Officer has been designated as a
26 Field Training Officer for a new employee they will receive a seven percent (7%) increase
27 for all the hours they provide direct training/instruction.

28
29 ~~45.13~~ 45.14 Weekend Pay.

- 30
31
- 32 • University-wide Nonsupervisory, Supervisory, Contact Center, and Contact
33 Center Supervisory bargaining units: All hours worked on weekends by
34 employees in applicable job titles shall include a weekend pay premium
35 accordance with Appendix II.
 - 36 • Health Care Professional/Laboratory Technical bargaining unit: All hours
37 worked on weekends shall include a weekend pay premium of \$2.25 per hour.
- 38

39 ~~45.14~~ 45.15 Substitute Lead (Applicable only to the Health Care Professional/Laboratory
40 Technical bargaining unit).

41
42 Employees in a non-lead classification who are designated by the employer to
43 assume the lead role in the absence of an employee in a lead classification shall
44 be paid a premium of \$2.00 per hour for all hours worked in the assignment.

45

1 ~~45.15~~ 45.16 Preceptor.

2 Surgical Technologists (18430) may serve as a preceptor after successfully
3 completing a preceptor workshop or equivalent documented training and agreeing
4 to and being appointed to be specifically responsible for planning, organizing, and
5 evaluating the new skill development of one or more newly hired surgical
6 technologists or perioperative registered nurses. This includes teaching, clinical
7 supervision, role modeling, feedback, evaluation (verbal and written) and follow up
8 of the new or transferring employee. Employees will receive a preceptor premium
9 pay of \$1.50 per hour for all time spent engaged in preceptor role responsibilities
10 with/on behalf of the orienting employees.

11
12 Respiratory Care Practitioners (18155) may serve as preceptors after successfully
13 completing a preceptor workshop or equivalent documented training and agreeing
14 to and being appointed to be specifically responsible for planning, organizing, and
15 evaluating the new skill development of one or more Respiratory Care Practitioners
16 enrolled in a defined orientation program, the parameters of which have been set
17 forth in writing by the Employer. This includes teaching, clinical supervision, role
18 modeling, feedback, evaluation (verbal and written) and follow up of the new or
19 transferring employee or a senior student fulfilling their practicum.

20
21 Respiratory Care Practitioner preceptors are eligible to receive preceptor premium
22 pay of \$1.50 per hour only when actually engaged in preceptor role responsibilities
23 with/on behalf of the orienting Respiratory Care Practitioner.

24
25 Dietitians (18126) may serve as preceptors after successfully completing a
26 preceptor workshop or equivalent documented training and agreeing to and being
27 appointed to be specifically responsible for planning, organizing, and evaluating
28 the new skill development of one or more Dietitians enrolled in a defined orientation
29 program, the parameters of which have been set forth in writing by the Employer.
30 This includes teaching, clinical supervision, role modeling, feedback, evaluation
31 (verbal and written) and follow up of the new or transferring employee or student.
32 Dietitian preceptors are eligible to receive preceptor premium pay of \$1.50 per hour
33 only when actually engaged in preceptor role responsibilities with/on behalf of the
34 orienting Dietitian or student.

35
36 Electroneurodiagnostic (END) Technologists (18370, 18371, 18373) may serve as
37 a preceptor after successfully completing a preceptor workshop or equivalent
38 documented training and agreeing to and being appointed to be specifically
39 responsible for planning, organizing, and evaluating the new skill development of
40 one or more newly hired END Techs. This includes teaching, clinical supervision,
41 role modeling, feedback, evaluation (verbal and written) and follow up of the new
42 or transferring employee. Employees will receive a preceptor premium pay of
43 \$1.50 per hour for all time spent engaged in preceptor role responsibilities with/on
44 behalf of the orienting employees. Preceptor training will be considered working
45 time. If there is a cost for preceptor training, the Employer will be responsible for
46 the cost.

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19

45.17 Rest Between Shifts (Applicable to the Health Care Professional/Laboratory Technical bargaining unit)
In scheduling work assignments, the Employer will make a good faith effort to provide each employee with at least eleven (11) hours off duty between shifts. In the event an employee is required to work with less than eleven (11) hours off duty between shifts, all time worked within this eleven (11) hour period shall be at time and one-half (1 1/2).

Tentatively Agreed To:

<p>For the Union:</p> <p><small>DocuSigned by:</small> <i>Brendan Impson</i></p> <p>_____ Brendan Impson Date: 9/30/2022</p>	<p>For the Employer:</p> <p><small>DocuSigned by:</small> <i>Jade Hersch</i></p> <p>_____ Jade Hersch Date: 9/30/2022</p>
--	---

ARTICLE 46 – HEALTH CARE BENEFITS AMOUNTS

46.1

- A. For the ~~2021-2023~~2023-2025 biennium, the Employer Medical Contribution (EMC) will ~~be contribute~~ an amount equal to eighty-five percent (85%) of the monthly premium for the self-insured Uniform Medical Plan (UMP) Classic total weighted average of the projected medical premium for each bargaining unit employee eligible for insurance each month, as determined by the Public Employees Benefits Board (PEBB). In no instance will the employee contribution be less than two percent (2%) of the EMC per month. The projected medical premium is the weighted average across all plans, across all tiers.
- B. The point-of-service costs of the Classic Uniform Medical Plan (deductible, out-of-pocket maximums and co-insurance/co-payment) may not be changed for the purpose of shifting health care costs to plan participants, but may be changed from the 2014 plan under two (2) circumstances.
 - 1. In ways to support value-based benefits designs; and
 - 2. To comply with or manage the impacts of federal mandates.

Value-based benefits designs will:

 - 1. Be designed to achieve higher quality, lower aggregate health care services cost (as opposed to plan costs);
 - 2. Use clinical evidence; and
 - 3. Be the decision of the PEBB Board.
- C. Article 46.1 (B) will expire June 30, ~~2023~~2025.

46.2

- A. The Employer will pay the entire premium costs for each bargaining unit employee for dental, basic life, and any offered basic long-term disability insurance coverage. If changes to the long-term disability benefit structure occur during the life of this agreement, the Employer recognizes its obligation to bargain with the Coalition over the impacts of those changes within the scope of bargaining.
- B. If the PEB Board authorizes stand-alone vision insurance coverage, then the Employer will pay the entire premium costs for each bargaining unit employee.

46.3 Wellness

- A. To support the statewide goal for a healthy and productive workforce, employees are encouraged to participate in a Well-Being Assessment

1 survey. Employees will be granted work time and may use a state
2 computer to complete the survey.

- 3 B. The Coalition of Unions agrees to partner with the Employer to educate
4 their members on the wellness program and encourage participation.
5 Eligible, enrolled subscribers shall have the option to earn an annual one
6 hundred twenty-five dollars (\$125.00) or more wellness incentive in the
7 form of reduction in deductible or deposit into the Health Savings Account
8 upon successful completion of required Smart Health Program activities.
9 During the term of this Agreement, the Steering Committee created by
10 Executive Order 13-06 shall make recommendations to the PEBB
11 regarding changes to the wellness incentive or the elements of the Smart
12 Health Program.

13
14 46.4 The PEB Program shall provide information on the Employer sponsored
15 Insurance Premium Payment Program on its website and in an open enrollment
16 publication annually.


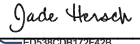
17
18 46.5 Medical Flexible Spending Arrangement

- 19 A. During January ~~2022-2024~~ and again in January ~~2023-2025~~, the Employer
20 will make available two hundred fifty dollars (\$250) in a medical flexible
21 spending arrangement (FSA) account for each bargaining unit member
22 represented by a Union in the Coalition described in RCW 41.80.020(3),
23 who meets the criteria in Subsection 46.5(B) below.
- 24
25 B. In accordance with IRS regulations and guidance, the Employer FSA
26 funds will be made available for a Coalition bargaining unit employee who:
27
- 28 1. Is occupying a position that has an annual full-time equivalent base salary
29 of ~~sixty-thousand dollars (\$60,000)~~ ~~fifty thousand four dollars (\$50,004)~~ or
30 less on November 1 of the year prior to the year the Employer FSA funds
31 are being made available; and
 - 32 2. Meets PEBB program eligibility requirements to receive the employer
33 contribution for PEBB medical benefits on January 1 of the plan year in
34 which the Employer FSA funds are made available, is not enrolled in a
35 high-deductible health plan, and does not waive enrollment in a PEBB
36 medical plan except to be covered as a dependent on another PEBB non-
37 high deductible health plan.
 - 38 3. Hourly employees' annual base salary shall be the base hourly rate
39 multiplied by two thousand eighty-eight (2088).
 - 40 4. Base salary excludes overtime, shift differential and all other premiums or
41 payments.
42
43
44
45

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26
27

- C. A medical FSA will be established for all employees eligible under this Section who do not otherwise have one. An employee who is eligible for Employer FSA funds may decline this benefit but cannot receive case in lieu of this benefit.
- D. The provisions of the State’s salary reduction plan will apply. In the event that a federal tax that takes into account contributions to a FSA is imposed on PEBB health plans, this provision will automatically terminate. The parties agree to meet and negotiate over the termination of this benefit.
- ~~E. 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. The PEB Health Care Benefits Labor Coalition and Health Care Authority committee will confer on methods of ensuring eligible employees understand and are able to access information regarding the FSA benefit, including exploring ways for employees to access information in preferred languages.~~

Tentatively Agreed To:

<p>For the Union:</p> <p><small>DocuSigned by:</small>  <small>3A5FBF4914CCAE</small> Brendan Impson Date: 9/30/2022</p>	<p>For the Employer:</p> <p><small>DocuSigned by:</small>  <small>E0538CDB172F42B...</small> Jade Hersch Date: 9/26/2022</p>
---	---

ARTICLE 47 – CONTRACTING

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
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. The University will provide the Union thirty (30) calendar days' notice prior to the implementation of any contract allowed under this Article.

Tentatively Agreed To:

For the Union:

DocuSigned by:
Brendan Impson

3A5FBF4910CC1E7...
Brendan Impson
Date: 9/30/2022

For the Employer:

DocuSigned by:
Jade Hersch

ED58C0B172F42B...
Jade Hersch
Date: 9/30/2022

ARTICLE 48 – STAFFING CONCERNS

1
2
3 48.1 Individual Staffing Concerns. Employees are strongly encouraged to bring
4 concerns about workload issues to the attention of their supervisor or designee.
5 Upon request, the supervisor or designee will provide direction and guidance that
6 may include the setting of priorities and the adjustment of workload.
7

8 48.2 Departmental Staffing Concerns. Workload, work area and staffing considerations
9 will be appropriate subjects for Joint Union/Management meetings.
10

11 48.3 The Employer will ensure that the reporting authority for each employee is clearly
12 defined.
13

14 48.4 Assignment of Additional Duties
15 An employee who is assigned, on a long term basis, the duties of a position
16 vacated by attrition, layoff, or other reasons, in addition to their job duties, shall
17 have the right to meet with their supervisor to discuss the situation. If the initial
18 meeting between the supervisor and the employee does not result in a satisfactory
19 conclusion, the employee may request a subsequent meeting which a
20 representative of the Union may attend.
21


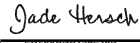
22 Tentatively Agreed To:
23
24 For the Union: For the Employer:
25 DocuSigned by: DocuSigned by:
26 Brendan Impson Jade Hersch
27 3A5FB4817CCAE... ED58C0B1727428...
28 Brendan Impson Jade Hersch
Date: 9/30/2022 Date: 9/30/2022
29
30

ARTICLE 49 – PRIVACY

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22

49.1 Personnel, medical records, and other employment related files containing personal employee information, will be kept confidential in accordance with state and federal law and University policy.

49.2 The Employer will make a reasonable attempt to notify affected current employees when a public disclosure request, in which they are named, is received for information from their personnel file. The Employer will copy the Union on the notification to the employee. This notification does not apply to any public disclosure request from the employee, a request from the Union, one that includes a release signed by the employee, or a request for information otherwise available to the public.

Tentatively Agreed To:	
<p>For the Union:</p> <p><small>DocuSigned by:</small>  <hr/> Brendan Impson Date: 9/30/2022</p>	<p>For the Employer:</p> <p><small>DocuSigned by:</small>  <hr/> Jade Hersch Date: 9/30/2022</p>

ARTICLE 50 – NO STRIKE/LOCKOUT


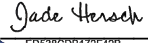
The Employer and the Union acknowledge that this Agreement provides, through the grievance procedure and through other administrative remedies, for an orderly settlement of grievances or disputes which may arise between the parties. Accordingly, the parties agree that the public interest requires the 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 the Agreement the Employer shall not lockout any of the employees as a result of a labor dispute or grievance or disputes on personnel matters nor shall the Union condone or authorize a work stoppage, work slowdown, or any other curtailment of work in the bargaining units.

Should the employees engage in any unauthorized concerted action, a Joint Union/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/their work may be subject to disciplinary action.

There will be no strike or lockout regarding any matters pertaining to the contents of this Agreement.

Any action of the Employer in closing the University during a general strike, riot, or civil disturbance for the protection of the institution, its property, or its employees shall not be deemed a lockout.

Any action of an employee in refusing to cross, for his/her/their own personal safety, a picket line at the Employer's premises in case of an officially declared strike by some other employee organization or union representing employees working for the Employer shall not constitute a violation of this clause of the Agreement, provided, however, that such a decision shall be made freely by the employee without coercion by either the Employer or the Union and provided further that nothing herein shall preclude the Employer from continuing to operate the University with or without temporary replacement personnel.

Tentatively Agreed To:	
<p>For the Union:</p> <p><small>DocuSigned by:</small>  <hr/> Brendan Impson Date: 9/30/2022</p>	<p>For the Employer:</p> <p><small>DocuSigned by:</small>  <hr/> Jade Hersch Date: 9/2/2022</p>

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26
27
28
29
30
31
32
33
34
35
36
37
38
39
40
41
42

ARTICLE 51 – TRAVEL PAY AND WORK TIME

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26
27
28
29

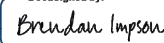
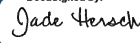
51.1 General.

Any employee required to travel to a place of work other than their regular official duty station shall be reimbursed for travel costs if eligible, in accordance with University of Washington Administrative Policy Statements, Section 70.

51.2 Work Time and Compensation.

(a) When employees are required to report for work to their official duty station before traveling to a temporary official duty station, work time computation shall commence at the time of reporting to the regular official duty station.

(b) When employees are required to travel on a nonscheduled work day they shall be paid in accordance with Articles 9 and 10, and University policy. For purposes of determining hours of work, the work day shall commence at the time the employee leaves their official duty station and end upon arrival at the temporary duty station. The employee's domicile shall be their official work station when travel commences from that location if less than time calculation from the official duty station.

Tentatively Agreed To:	
<p>For the Union:</p> <p><small>DocuSigned by:</small>  <hr/> Brendan Impson Date: 9/30/2022</p>	<p>For the Employer:</p> <p><small>DocuSigned by:</small>  <hr/> Jade Hersch Date: 9/30/2022</p>

ARTICLE 52 – PERSONAL SERVICES

1
2
3
4
5
6
7
8
9
10
11
12
13
14

The University agrees it is inappropriate and contrary to University policy to assign any employee coffee making, related food service duties, or other tasks of a personal nature. The exception is when such an activity is based on a bona fide departmental requirement.

Tentatively Agreed To:	
For the Union:	For the Employer:
<small>DocuSigned by:</small> <i>Brendan Impson</i>	<small>DocuSigned by:</small> <i>Jade Hersch</i>
_____ Brendan Impson	_____ Jade Hersch
Date: 9/30/2022	Date: 9/30/2022

ARTICLE 53 – MODALITY PAY

Applicable only to HealthCare Professional/Laboratory Technical and Supervisory bargaining units.

The parties agree that Modality Pay will be applicable to the job titles below. When applicable, Modality Pay will be paid as follows:

Modality Pay 1- A premium of \$1.25/hour for staff actively participating in a new training program for a new modality. \$1.25 per hour

Modality Pay 2- A premium of \$1.50/hour 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 forty percent (40%) in the second modality, the premium pay will be for all hours worked. Where the employee is scheduled for less than forty percent (40%) in the second modality, the premium will apply for all hours worked in a shift. \$1.50 per hour

Modality Pay 3- A premium of \$1.75/hour for staff assigned as a preceptor to other staff. \$1.75 per hour

AFFECTED-ELIGIBLE TITLES:

Class Code	Job Title	Hourly Class Code	Hourly Job Title
18345	Diagnostic Medical Sonographer (NE S SEIU 925 HCP/LT)	20701	Diagnostic Medical Sonographer (NE H SEIU 925 HCP/LT)
18346	Diagnostic Medical Sonographer Lead (NE S SEIU 925 HCP/LT)	20702	Diagnostic Medical Sonographer Lead (NE H SEIU 925 HCP/LT)
18428	Cardiac Sonographer Supervisor (E S SEIU 925 Supv)		
18348	Diagnostic Medical Sonographer Spec (NE S SEIU 925 HCP/LT)	20704	Diagnostic Medical Sonographer Spec (NE H SEIU 925 HCP/LT)
18347	Diagnostic Medical Sonographer Supervisor (E S SEIU 925 Supv)	20703	Diagnostic Medical Sonographer Supv (NE H SEIU 925 Supv)
18349	Diagnostic Medical Sonographer Supv (NE S SEIU 925 Supv)		

Class Code	Job Title	Hourly Class Code	Hourly Job Title
18298	Electrocardiograph Laboratory Superv (NE S SEIU 925 Supv)	20686	Electrocardiograph Laboratory Supv (NE H SEIU 925 Supv)
18412	Nuclear Medicine Technologist Lead (NE S SEIU 925 HCP/LT)	20727	Nuclear Medicine Technologist Lead (NE H SEIU 925 HCP/LT)
18415	Nuclear Medicine Technologist 1 (NE S SEIU 925 HCP/LT)	20729	Nuclear Medicine Technologist 1 (NE H SEIU 925 HCP/LT)
18416	Nuclear Medicine Technologist 2 (NE S SEIU 925 HCP/LT)	20730	Nuclear Medicine Technologist 2 (NE H SEIU 925 HCP/LT)
18405	Nuclear Medicine PET/CT Technologist (NE S SEIU 925 HCP/LT)	20726	Nuclear Medicine PET/CT Technologist (NE H SEIU 925 HCP/LT)
18414	Nuclear Medicine Technologist Supervisor (E S SEIU 925 Supv)	20728	Nuclear Medicine Technologist Supervisor (NE H SEIU 925 Supv)
18413	Nuclear Medicine Technologist Supervisor (NE S SEIU 925 Supv)		
18272	Imaging Technologist (NE S SEIU 925 HCP/LT)	20674	Imaging Technologist (NE H SEIU 925 HCP/LT)
18274	Imaging Technologist Angiography (NE S SEIU 925 HCP/LT)	20676	Imaging Technologist Angiography (NE H SEIU 925 HCP/LT)
18275	Imaging Technologist Mag Res Imaging (NE S SEIU 925 HCP/LT)	20677	Imaging Technologist Mag Res Imaging (NE H SEIU 925 HCP/LT)
18276	Imaging Technologist Lead (NE S SEIU 925 HCP/LT)	20678	Imaging Technologist Lead (NE H SEIU 925 HCP/LT)
18279	Imaging Technologist Supervisor (E S SEIU 925 Supv)	20681	Imaging Technologist Supervisor (NE H SEIU 925 Supv)
18280	Imaging Technologist Supervisor (NE S SEIU 925 HCP/LT)		
18273	Imaging Technologist CompTomo (NE S SEIU 925 HCP/LT)	20675	Imaging Technologist CompTomo (NE H SEIU 925 HCP/LT)

Class Code	Job Title	Hourly Class Code	Hourly Job Title
18277	Imaging Technologist Mammo (NE S SEIU 925 HCP/LT)	20679	Imaging Technologist Mammo (NE H SEIU 925 HCP/LT)
18435	Vascular Sonographer (NE S SEIU 925 HCP/LT)	20744	Vascular Sonographer (NE H SEIU 925 HCP/LT)
18439	Vascular Sonographer Lead (NE S SEIU 925 HCP/LT)	20748	Vascular Sonographer Lead (NE H SEIU 925 HCP/LT)

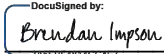
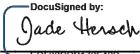
1

Job Code	Job Profile
<u>22566</u>	<u>Advanced Cardiac Technologist (NE H NI SEIU 925 HCP/LT)</u>
<u>18340</u>	<u>Advanced Cardiac Technologist (NE S SEIU 925 HCP/LT)</u>
<u>22567</u>	<u>Advanced Cardiac Technologist Lead (NE H NI SEIU 925 HCP/LT)</u>
<u>18341</u>	<u>Advanced Cardiac Technologist Lead (NE S SEIU 925 HCP/LT)</u>
<u>18343</u>	<u>Advanced Cardiac Technologist Supervisor (E S SEIU 925 Supv)</u>
<u>22569</u>	<u>Advanced Cardiac Technologist Supervisor (NE H NI SEIU 925 Supv)</u>
<u>18344</u>	<u>Advanced Cardiac Technologist Supervisor (NE S SEIU 925 Supv)</u>
<u>18428</u>	<u>Cardiac Sonographer Supervisor (E S SEIU 925 Supv)</u>
<u>23237</u>	<u>Cardiac Sonographer Supervisor (NE H NI SEIU 925 Supv)</u>
<u>18429</u>	<u>Cardiac Sonographer Supervisor (NE S SEIU 925 Supv)</u>
<u>22570</u>	<u>Diagnostic Medical Sonographer (NE H NI SEIU 925 HCP/LT)</u>
<u>18345</u>	<u>Diagnostic Medical Sonographer (NE S SEIU 925 HCP/LT)</u>
<u>22571</u>	<u>Diagnostic Medical Sonographer Lead (NE H NI SEIU 925 HCP/LT)</u>
<u>18346</u>	<u>Diagnostic Medical Sonographer Lead (NE S SEIU 925 HCP/LT)</u>
<u>22573</u>	<u>Diagnostic Medical Sonographer Spec (NE H NI SEIU 925 HCP/LT)</u>
<u>18348</u>	<u>Diagnostic Medical Sonographer Spec (NE S SEIU 925 HCP/LT)</u>
<u>18347</u>	<u>Diagnostic Medical Sonographer Supv (E S SEIU 925 Supv)</u>
<u>22572</u>	<u>Diagnostic Medical Sonographer Supv (NE H NI SEIU 925 Supv)</u>
<u>18349</u>	<u>Diagnostic Medical Sonographer Supv (NE S SEIU 925 Supv)</u>
<u>22555</u>	<u>Electrocardiograph Laboratory Supv (NE H NI SEIU 925 Supv)</u>
<u>18298</u>	<u>Electrocardiograph Laboratory Supv (NE S SEIU 925 Supv)</u>
<u>22543</u>	<u>Imaging Technologist (NE H NI SEIU 925 HCP/LT)</u>
<u>18272</u>	<u>Imaging Technologist (NE S SEIU 925 HCP/LT)</u>
<u>22545</u>	<u>Imaging Technologist-Angiography (NE H NI SEIU 925 HCP/LT)</u>
<u>18274</u>	<u>Imaging Technologist-Angiography (NE S SEIU 925 HCP/LT)</u>
<u>22544</u>	<u>Imaging Technologist-Comp Tomo (NE H NI SEIU 925 HCP/LT)</u>
<u>18273</u>	<u>Imaging Technologist-Comp Tomo (NE S SEIU 925 HCP/LT)</u>
<u>22547</u>	<u>Imaging Technologist-Lead (NE H NI SEIU 925 HCP/LT)</u>
<u>18276</u>	<u>Imaging Technologist-Lead (NE S SEIU 925 HCP/LT)</u>

<u>22546</u>	<u>Imaging Technologist-Mag Res Imaging (NE H NI SEIU 925 HCP/LT)</u>
<u>18275</u>	<u>Imaging Technologist-Mag Res Imaging (NE S SEIU 925 HCP/LT)</u>
<u>22548</u>	<u>Imaging Technologist-Mammo (NE H NI SEIU 925 HCP/LT)</u>
<u>18277</u>	<u>Imaging Technologist-Mammo (NE S SEIU 925 HCP/LT)</u>
<u>18279</u>	<u>Imaging Technologist-Supervisor (E S SEIU 925 Supv)</u>
<u>22550</u>	<u>Imaging Technologist-Supervisor (NE H NI SEIU 925 Supv)</u>
<u>18280</u>	<u>Imaging Technologist-Supervisor (NE S SEIU 925 Supv)</u>
<u>22595</u>	<u>Nuclear Medicine PET/CT Technologist (NE H NI SEIU 925 HCP/LT)</u>
<u>18405</u>	<u>Nuclear Medicine PET/CT Technologist (NE S SEIU 925 HCP/LT)</u>
<u>22598</u>	<u>Nuclear Medicine Technologist 1 (NE H NI SEIU 925 HCP/LT)</u>
<u>18415</u>	<u>Nuclear Medicine Technologist 1 (NE S SEIU 925 HCP/LT)</u>
<u>22599</u>	<u>Nuclear Medicine Technologist 2 (NE H NI SEIU 925 HCP/LT)</u>
<u>18416</u>	<u>Nuclear Medicine Technologist 2 (NE S SEIU 925 HCP/LT)</u>
<u>22596</u>	<u>Nuclear Medicine Technologist Lead (NE H NI SEIU 925 HCP/LT)</u>
<u>18412</u>	<u>Nuclear Medicine Technologist Lead (NE S SEIU 925 HCP/LT)</u>
<u>18414</u>	<u>Nuclear Medicine Technologist Supervisor (E S SEIU 925 Supv)</u>
<u>22597</u>	<u>Nuclear Medicine Technologist Supervisor (NE H NI SEIU 925 Supv)</u>
<u>18413</u>	<u>Nuclear Medicine Technologist Supervisor (NE S SEIU 925 Supv)</u>
<u>22612</u>	<u>Vascular Sonographer (NE H NI SEIU 925 HCP/LT)</u>
<u>18435</u>	<u>Vascular Sonographer (NE S SEIU 925 HCP/LT)</u>
<u>22616</u>	<u>Vascular Sonographer Lead (NE H NI SEIU 925 HCP/LT)</u>
<u>18439</u>	<u>Vascular Sonographer Lead (NE S SEIU 925 HCP/LT)</u>

1
2
3
4
5
6
7
8
9

Tentatively Agreed To:

<p>For the Union:</p> <p><small>DocuSigned by:</small>  <hr/> Brendan Impson Date: 9/30/2022</p>	<p>For the Employer:</p> <p><small>DocuSigned by:</small>  <hr/> Jade Hersch Date: 9/26/2022</p>
--	--

ARTICLE 54 – SUBORDINATION OF AGREEMENT AND SAVINGS CLAUSE

Should any part of this Agreement or any provision contained herein be determined by a body of competent jurisdiction to be unlawful or invalid the remainder of the Agreement shall remain in full force and effect. Upon request from either party, the Union and Employer negotiating committee 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.

Nothing in this Agreement shall be construed to limit or reduce the rights and privileges of the parties except where specifically modified herein.

Tentatively Agreed To:

<p>For the Union:</p> <p><small>DocuSigned by:</small> <i>Brendan Impson</i></p> <p>_____ Brendan Impson Date: 9/30/2022</p>	<p>For the Employer:</p> <p><small>DocuSigned by:</small> <i>Jade Hersch</i></p> <p>_____ Jade Hersch Date: 9/30/2022</p>
--	---

20

ARTICLE 55 – CONTRACT DISTRIBUTION

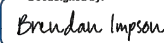
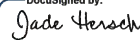
1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23

55.1 Contract Distribution

Prior to posting on the Labor Relations website, the University will submit to the Union the electronic version of the collective bargaining agreement between the University of Washington and the SEIU Local 925.

55.2 Distribution.

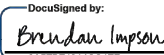
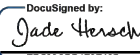
- (a) The Employer shall allow the Union to distribute paper copies through campus mail as needed.
- (b) The Employer will provide all current and new employees with a link to the new Agreement.

Tentatively Agreed To:	
<p>For the Union:</p> <p><small>DocuSigned by:</small>  _____ Brendan Impson Date: 9/30/2022</p>	<p>For the Employer:</p> <p><small>DocuSigned by:</small>  _____ Jade Hersch Date: 9/30/2022</p>

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24

ARTICLE 57 – MANAGEMENT RIGHTS AND RESPONSIBILITIES

The Employer through its designated management personnel or agents has the right and responsibility, except as expressly modified by this Agreement, to control, change, and supervise all operations and to direct and assign work to all working forces. Such rights and responsibilities shall include by way of illustration but shall not be limited to: the selection and hiring, training, discipline and discharge, classification, reclassification, layoff, promotion and demotion or transfer of employees; the establishment of work schedules; the allocation of all financial and other resources; the control and regulation of the use of all equipment and other property of the Employer. The Employer shall determine the methods, technological means and qualifications of personnel by and for which operations are to be carried out. The Employer shall take whatever action as may be necessary to carry out its rights in any emergency situation. Application of this Article shall not preclude the use of the grievance procedure as established in this Agreement.

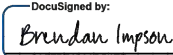
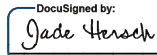
Tentatively Agreed To:	
<p>For the Union:</p> <p><small>DocuSigned by:</small>  <small>3A55BF4814CC04E1</small> Brendan Impson Date: 9/30/2022</p>	<p>For the Employer:</p> <p><small>DocuSigned by:</small>  <small>ED558C0B129F428</small> Jade Hersch Date: 9/30/2022</p>

ARTICLE 58 – DURATION

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20

This Agreement shall become effective July 1, 202~~3~~⁴ and remain in force through June 30, 202~~5~~³; provided that if this Agreement expires while negotiations between the parties are underway for a successor Agreement, the terms and conditions of this Agreement will remain in effect for a period not to exceed one (1) year from the expiration date.

Either party may request negotiation of a successor Agreement by notifying the other party in writing no sooner than January 1, 202~~4~~², and no later than January 31, 202~~4~~², to negotiate a new Agreement. Should such notice be served, bargaining shall commence at a time agreed upon by the parties.

Tentatively Agreed To:	
<p>For the Union:</p> <p><small>DocuSigned by:</small>  _____ Brendan Impson Date: 9/30/2022</p>	<p>For the Employer:</p> <p><small>DocuSigned by:</small>  _____ Jade Hersch Date: 9/2/2022</p>

1 **ARTICLE 59 – ~~REPRESENTED REGULAR TEMPORARY~~**
 2 **EMPLOYEESNONPERMANENT HOURLY AND NONPERMANENT INTERMITTENT**
 3 **EMPLOYEES**
 4

5 Only the following language in this Article applies to the ~~Represented Regular~~
 6 ~~TemporaryNonpermanent Hourly and Intermittent~~ Employees and shall constitute the
 7 whole agreement between the Union and the University regarding these employees.
 8

9 The Following Articles in this Agreement apply to ~~Represented Regular Temporary~~
 10 ~~Nonpermanent Hourly and Intermittent~~ ~~E~~employees, except as modified below:
 11

PREAMBLE AND PURPOSE
ARTICLE 1 – UNION RECOGNITION
ARTICLE 2 – NON-DISCRIMINATION
ARTICLE 3 – REASONABLE ACCOMMODATION OF EMPLOYEES WITH DISABILITIES
ARTICLE 4 – WORKPLACE BEHAVIOR
ARTICLE 5 – AFFIRMATIVE ACTION
ARTICLE 6 – GRIEVANCE PROCEDURE
ARTICLE 7 – EMPLOYEE RIGHTS
ARTICLE 8 – EMPLOYEE FACILITIES
ARTICLE 12 – ADVANCE CERTIFICATION REGISTRATION PAY
ARTICLE 19 – WASHINGTON FAMILY MEDICAL LEAVE PROGRAM
ARTICLE 20.11 – FORMAL COLLECTIVE BARGAINING LEAVE
ARTICLE 22 – CHILD/DEPENDENT CARE
ARTICLE 24 – UNPAID LEAVE FOR A REASON OF FAITH OR CONSCIENCE
ARTICLE 27 – LEAVE RELATED TO DOMESTIC VIOLENCE, SEXUAL ASSAULT OR STALKING
ARTICLE 30 – WORK RELATED INJURY LEAVE (except 30.2)
ARTICLE 31 – HEALTH AND SAFETY
ARTICLE 40 – MANDATORY SUBJECTS
ARTICLE 42 – UNION ACTIVITIES, RIGHTS, AND STEWARDS (except Article 42.5 Temporary Employment with the Union)
ARTICLE 43 – JOINT UNION-MANAGEMENT COMMITTEE
ARTICLE 46 – HEALTH CARE BENEFITS AMOUNTS (if qualified for PEBB)
ARTICLE 49 – PRIVACY
ARTICLE 50 – NO STRIKE/LOCKOUT
ARTICLE 51 – TRAVEL PAY AND WORK TIME
ARTICLE 52 – PERSONAL SERVICES
ARTICLE 54 – SUBORDINATION OF AGREEMENT AND SAVINGS CLAUSE
ARTICLE 55 – CONTRACT DISTRIBUTION
ARTICLE 56 – UNION MEMBERSHIP, FAIR SHARE AND DUES DEDUCTION
ARTICLE 57 – MANAGEMENT RIGHTS AND RESPONSIBILITIES
ARTICLE 58 – DURATION
APPENDIX I – JOB CLASSIFICATIONS

APPENDIX III – OVERTIME EXEMPT JOB CLASSIFICATIONS
APPENDIX IV – LAYOFF SENIORITY UNITS
APPENDIX V – PAYTABLES
APPENDIX VI – MARKET INCREASES

1
2 **59.1 DEFINITION**
3

4 ~~The term Represented Regular Temporary Employee shall mean an hourly paid~~
5 ~~employee doing bargaining unit work for more than 350 hours but less than 1,050 hours~~
6 ~~in any twelve (12) consecutive month period from an individual's original employment~~
7 ~~date in an hourly paid bargaining unit classification or from January 1, 2004, whichever is~~
8 ~~later, exclusive of overtime worked.~~ A Nonpermanent Hourly position can be created when
9 the Employer is recruiting to fill a vacant position with a permanent position, needs to
10 address a short-term immediate workload peak or other short-term needs, is not filling a
11 position with a permanent position due to the impending layoff of a permanent
12 employee(s), is filling positions when a worker is on a leave-of-absence, or for a
13 temporary project.

14 A Nonpermanent Hourly and Nonpermanent Intermittent appointments are considered
15 nonscheduled, having neither a fixed schedule or fixed number of hours to be worked in
16 a week. Nonpermanent Hourly positions have an end date. Nonpermanent Intermittent
17 positions do not have an end date, and are intended to be used where the nature of the
18 work is sporadic and does not fit a particular pattern.

19
20 **59.1.1 Duration**

21 A. The initial duration of a Nonpermanent Hourly appointment cannot exceed twelve
22 (12) months from the hire date but may be extended to no more than twenty-four
23 (24) months if the conditions in 59.1 still exist. Individuals may receive
24 consecutive Nonpermanent Hourly appointments as long as any subsequent
25 appointment is to a different position.

26 B. Hourly appointments which are vacated after twelve (12) to twenty-four (24)
27 months shall not be replaced with a new hourly appointment for the same work.

28 C. Conclusion of the appointment will be at the discretion of the University, including
29 termination of appointment prior to its originally intended expiration date, and will
30 not be subject to Articles 6 (Grievance Procedure) and Article 38 (Seniority,
31 Layoff, Rehire) of the contract.

32 D. If the employee is not a permanent state employee, the employer must give one
33 work days' notice prior to conclusion of the appointment. A Nonpermanent
34 appointment may be terminated immediately with pay in lieu of the one work day
35 of notice required for Nonpermanent Employees.

36 E. If at any time during a Nonpermanent appointment, a short-term workload peak
37 or other short term need becomes ongoing and permanent in nature, the
38 Employer must take action to fill the position on a permanent basis.

59.2 HOURS OF WORK AND OVERTIME

Hours of work for ~~Nonpermanent Hourly and Intermittent Represented Regular Temporary~~ Employees shall be established by the employing official. Work assigned in excess of forty (40) hours in a seven (7) day work week constitutes overtime. Overtime hours will be compensated at a rate of one-and-one-half (1-1/2) times the employee's straight time hourly rate.

All paid holiday hours including the use of holiday credit during the employee's regular work schedule is considered time worked for the calculation of overtime. All other time paid for but not worked shall not count towards the calculation of overtime.

59.3 PROBATIONARY PERIOD

~~Represented Regular Temporary Employees are subject to all terms of the Agreement at such time as a Regular Temporary Employee is appointed to a monthly paid bargaining unit position. This includes the requirement to serve a probationary period.~~

~~A Represented Regular Temporary Employee who is hired into the same job without a break in service, in the same unit through open recruitment will have their Regular Temporary hours of service apply toward their probationary period for that position up to a maximum of three (3) months of the six (6) month probationary period.~~
Nonpermanent Hourly and Intermittent Employees are subject to all terms of the Agreement at such time as a Nonpermanent Hourly or Intermittent Employee is appointed to a monthly paid bargaining unit position. This includes the requirement to serve a probationary period.

A Nonpermanent Hourly or Intermittent Employee who is hired into the same job without a break in service, in the same unit through open recruitment will have their Nonpermanent Hourly or Intermittent hours of service apply toward their probationary period for that position up to a maximum of three (3) months of the six (6) month probationary period.

The Employer may convert a Nonpermanent or Intermittent position into a permanent position if the Employer used a competitive process to fill the Nonpermanent or Intermittent position. In such circumstances the employee will serve a probationary or trial service period, whichever is applicable.

59.4 COMPENSATION

~~The Salary schedules for Represented Regular Temporary Employees shall be incorporated into this Agreement as Appendix V.~~

~~The hourly rate for a Represented Regular Temporary Employee under this Appendix must fall within the salary range for the classified title that best fits the work and may not be below the lowest step of that salary range. If the assigned salary range increases and the hourly rate paid to a temporary hourly employee falls below the lowest step of the~~

1 ~~salary range, then the hourly rate of that employee will be increased to at least the lowest~~
2 ~~step of the assigned salary range.~~

3
4 ~~Individual departments may adjust temporary employee hourly rates, within the assigned~~
5 ~~salary range, unless prohibited by State Law and/or University of Washington policy.~~
6 ~~If a bargaining unit Represented Regular Temporary Employee leaves an appointment~~
7 ~~and is later reemployed by the same department/unit in the same or substantially similar~~
8 ~~appointment, the employee will be paid an hourly rate not less than their previous wage~~
9 ~~in the department/unit.~~

10
11 ~~All positions filled by Represented Regular Temporary Employees shall continue to~~
12 ~~receive the premiums and differentials they received prior to July 1, 2005, including any~~
13 ~~increases in the amounts of those premiums and differentials as provided for in this~~
14 ~~Agreement. The Salary schedules for Nonpermanent Hourly and Intermittent Employees~~
15 ~~shall be incorporated into this Agreement as Appendix V.~~

16 ~~Individual departments may increase Nonpermanent and Intermittent employee hourly~~
17 ~~rates, within the assigned range, unless prohibited by State Law and/or University of~~
18 ~~Washington policy.~~

19 ~~If a bargaining unit Nonpermanent Hourly and Intermittent Employee leaves an~~
20 ~~appointment and is later reemployed by the same department/unit in the same or~~
21 ~~substantially similar appointment, the employee will be paid an hourly rate not less than~~
22 ~~their previous wage in the department/unit.~~

23
24 A. The rate of pay for employees under this Article must be placed on a salary step
25 within the range for the classified title that best fits the work.

26 B. The progression start date shall be established as follows:

27 1) The first of the current month for actions occurring between the first and
28 the fifteenth of the month; or,

29 2) The first of the following month for actions occurring between the sixteenth
30 and the end of the month.

31 C. Annual Salary Adjustment. Annual salary adjustments up to the top automatic
32 step will be administered the same as regular positions in the same classification.

33 A-D. Premiums: All positions filled by intermittent and nonpermanent
34 employees shall continue to receive the premiums and differentials received by
35 represented regular temporary employees including any increases in the
36 amounts of those premiums and differentials as provided for in this Agreement.

37 **59.5 HOLIDAY PREMIUM**

38
39 If an employee works one of the following holidays, they will receive time and one half for
40 all hours worked on that holiday: New Year's Day, Martin Luther King Jr. Day, President's
41 Day, Memorial Day, Juneteenth, Independence Day, Labor Day, Veteran's Day,
42 Thanksgiving, Native American Heritage Day~~the Day after Thanksgiving~~, and Christmas.

43 Holidays and Holiday Credit

44

1 A. Holiday credit is a balance of time off that is received in lieu of holiday
2 compensation. Holiday credit accrual is proportionate to the number of hours in
3 pay status (excluding overtime hours) in the same month of the holiday to that
4 required for full-time (1.0 FTE) employment, excluding all holiday hours. Holiday
5 credit accrual will be calculated at the end of the month. Employees hired during
6 the month of the holiday will not receive credit for holidays that occur prior to their
7 hire date.

8 B. Employees shall be paid for holiday credit in accordance with Article 16 Holidays.

9 10 **59.X Personal Holiday**

11
12 Employees earn a personal holiday at a rate proportionate to the number of hours in
13 pay status (excluding overtime hours) in the same month when the personal holiday is
14 scheduled to that required for full-time (1.0 FTE) employment, excluding all holiday
15 hours. The value of the Personal Holiday cannot exceed eight (8) hours.

16 **59.X Miscellaneous Leave.**

17 If eligible, the Employer will continue to provide Family and Medical Leave, Domestic
18 Violence Leave, Civil Duty Leave (as unpaid release time), Leave Without Pay for Reason
19 of Faith or Conscience, and paid Military Leave in accordance with University Policy,
20 Article 13, and Article 15.

21 **59.6 TRAINING**

22
23 Employees shall be appropriately trained and or certified prior to being assigned to
24 perform work requiring such training or certification, e.g., work with asbestos, lead, blood
25 borne pathogens, and all other appropriate training required for safety and efficiency in
26 the unit.

27 Employees that are required to schedule and participate in mandatory education by
28 their department and will be compensated at the appropriate rate of pay. Tuition for
29 required education will be provided by the Employer.

30 31 32 **59.7 SICK LEAVE**

33
34 ~~A. Employees will accrue one (1) hour of sick leave for every forty (40) hours worked~~
35 ~~(0.025 per hour).~~

36 ~~B. Sick leave accrues at the end of the month and is available for use the following~~
37 ~~month.~~

38 ~~C. Accrued sick leave may be used~~

39 ~~a. in accordance with Article 18.1(b), 18.1(e), and 18.1 (f);~~

40 ~~b. for the suspension of operations when the employee's workplace has been~~
41 ~~closed by a public health official for any health related reason; and~~

~~e. when the employee's child's school or day care has been closed by a public health official for any health related reason.~~

~~Carryover and Separation: Employees may only carryover a maximum of forty (40) hours of accrued sick leave each calendar year. Accrued sick leave is not paid at separation.~~

~~Article 18 Sick Time Off applies to employees except as follows: Employees will earn a monthly sick time off accrual proportionate to the number of hours in pay status (excluding overtime hours) in the month to that required for full-time (1.0 FTE) employment. Sick time off accruals cannot exceed eight (8) hours in a month.~~

59.X Vacation Time Off

Article 17 Vacation Time Off applies to employees except as follows: Employees will earn a monthly vacation time off accrual proportionate to the number of hours in pay status (excluding overtime hours) in the month to that required for full-time (1.0 FTE) employment.

Tentatively Agreed To:

For the Union:

DocuSigned by:

Brendan Impson

Brendan Impson

Date: 9/30/2022

For the Employer:

DocuSigned by:

Jade Hersch

Jade Hersch

Date: 9/30/2022

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25

Bargaining Unit	Job Code	Job Profile Name	Reference ID2	Table	Range	Notes
SEIU LOCAL 925 HEALTHCARE PROF/LAB TECH	22566	Advanced Cardiac Technologist (NE H NI SEIU 925 HCP/LT)	C05_BB-R100-HS	88	100	
SEIU LOCAL 925 HEALTHCARE PROF/LAB TECH	18340	Advanced Cardiac Technologist (NE S SEIU 925 HCP/LT)	C05_BB-R100	88	100	
SEIU LOCAL 925 HEALTHCARE PROF/LAB TECH	22567	Advanced Cardiac Technologist Lead (NE H NI SEIU 925 HCP/LT)	C05_BB-R105-HS	88	105	
SEIU LOCAL 925 HEALTHCARE PROF/LAB TECH	18341	Advanced Cardiac Technologist Lead (NE S SEIU 925 HCP/LT)	C05_BB-R105	88	105	
SEIU LOCAL 925 HEALTHCARE PROF/LAB TECH	22559	Anatomic Pathology Technician (NE H NI SEIU 925 HCP/LT)	C05_BB-R055-HS	88	055	
SEIU LOCAL 925 HEALTHCARE PROF/LAB TECH	18326	Anatomic Pathology Technician (NE S SEIU 925 HCP/LT)	C05_BB-R055	88	055	
SEIU LOCAL 925 HEALTHCARE PROF/LAB TECH	22558	Anatomic Pathology Technician Trainee (NE H NI SEIU 925 HCP/LT)	C05_BB-R040-HS	88	040	
SEIU LOCAL 925 HEALTHCARE PROF/LAB TECH	18325	Anatomic Pathology Technician (NE S SEIU 925 HCP/LT)	C05_BB-R040	88	040	
SEIU LOCAL 925 HEALTHCARE PROF/LAB TECH	22560	Anatomic Pathology Technologist (NE H NI SEIU 925 HCP/LT)	C05_BB-R066-HS	88	066	
SEIU LOCAL 925 HEALTHCARE PROF/LAB TECH	18327	Anatomic Pathology Technologist (NE S SEIU 925 HCP/LT)	C05_BB-R066	88	066	
SEIU LOCAL 925 HEALTHCARE PROF/LAB TECH	22556	Anesthesiology Technician 1 (NE H NI SEIU 925 HCP/LT)	C05_BG-R017-HS	8G	017	
SEIU LOCAL 925 HEALTHCARE PROF/LAB TECH	18310	Anesthesiology Technician 1 (NE S SEIU 925 HCP/LT)	C05_BG-R017	8G	017	
SEIU LOCAL 925 HEALTHCARE PROF/LAB TECH	22557	Anesthesiology Technician 2 (NE H NI SEIU 925 HCP/LT)	C05_BT-R035-HS	8T	035	
SEIU LOCAL 925 HEALTHCARE PROF/LAB TECH	18312	Anesthesiology Technician 2 (NE S SEIU 925 HCP/LT)	C05_BT-R035	8T	035	
SEIU LOCAL 925 HEALTHCARE PROF/LAB TECH	22551	Cardiac Monitor Technician (NE H NI SEIU 925 HCP/LT)	C05_BB-R020-HS	88	020	
SEIU LOCAL 925 HEALTHCARE PROF/LAB TECH	18290	Cardiac Monitor Technician (NE S SEIU 925 HCP/LT)	C05_BB-R020	88	020	
SEIU LOCAL 925 HEALTHCARE PROF/LAB TECH	22603	Cardiac Sonographer 1 (NE H NI SEIU 925 HCP/LT)	C01_BF-R054-HS	8F	054	
SEIU LOCAL 925 HEALTHCARE PROF/LAB TECH	18422	Cardiac Sonographer 1 (NE S SEIU 925 HCP/LT)	C01_BF-R054	8F	054	
SEIU LOCAL 925 HEALTHCARE PROF/LAB TECH	22604	Cardiac Sonographer 2 (NE H NI SEIU 925 HCP/LT)	C01_BF-R057-HS	8F	057	
SEIU LOCAL 925 HEALTHCARE PROF/LAB TECH	18423	Cardiac Sonographer 2 (NE S SEIU 925 HCP/LT)	C01_BF-R057	8F	057	
SEIU LOCAL 925 HEALTHCARE PROF/LAB TECH	22606	Cardiac Sonographer Lead (NE H NI SEIU 925 HCP/LT)	C01_BF-R065-HS	8F	065	
SEIU LOCAL 925 HEALTHCARE PROF/LAB TECH	18427	Cardiac Sonographer Lead (NE S SEIU 925 HCP/LT)	C01_BF-R065	8F	065	
SEIU LOCAL 925 HEALTHCARE PROF/LAB TECH	22605	Cardiac Sonographer Specialist (NE H NI SEIU 925 HCP/LT)	C01_BF-R061-HS	8F	061	
SEIU LOCAL 925 HEALTHCARE PROF/LAB TECH	18424	Cardiac Sonographer Specialist (NE S SEIU 925 HCP/LT)	C01_BF-R061	8F	061	
SEIU LOCAL 925 HEALTHCARE PROF/LAB TECH	22624	Cardiac Sonographer Specialist (NE H NI SEIU 925 HCP/LT)	C05_BB-R079-HS	88	079	
SEIU LOCAL 925 HEALTHCARE PROF/LAB TECH	18338	Cardiac Technologist (NE H NI SEIU 925 HCP/LT)	C05_BB-R079	88	079	
SEIU LOCAL 925 HEALTHCARE PROF/LAB TECH	22565	Cardiac Technologist (NE S SEIU 925 HCP/LT)	C05_BB-R084-HS	88	084	
SEIU LOCAL 925 HEALTHCARE PROF/LAB TECH	18339	Cardiac Technologist Lead (NE H NI SEIU 925 HCP/LT)	C05_BB-R084	88	084	
SEIU LOCAL 925 HEALTHCARE PROF/LAB TECH	18451	Clinic Cytogenetic Technologist (E S SEIU 925 HCP/LT)	C05_BB-R064	88	064	
SEIU LOCAL 925 HEALTHCARE PROF/LAB TECH	22621	Clinic Cytogenetic Technologist (NE H NI SEIU 925 HCP/LT)	C05_BB-R064-HS	88	064	
SEIU LOCAL 925 HEALTHCARE PROF/LAB TECH	17879	Clinic Cytogenetic Technologist (NE S SEIU 925 HCP/LT)	C05_BB-R064	88	064	
SEIU LOCAL 925 HEALTHCARE PROF/LAB TECH	18453	Clinic Cytogenetic Technologist Specialist (E S SEIU 925 HCP/LT)	C05_BB-R077	88	077	
SEIU LOCAL 925 HEALTHCARE PROF/LAB TECH	22622	Clinic Cytogenetic Technologist Specialist (NE H NI SEIU 925 HCP/LT)	C05_BB-R077-HS	88	077	
SEIU LOCAL 925 HEALTHCARE PROF/LAB TECH	18454	Clinic Cytogenetic Technologist Specialist (NE S SEIU 925 HCP/LT)	C05_BB-R077	88	077	
SEIU LOCAL 925 HEALTHCARE PROF/LAB TECH	22620	Clinic Cytogenetic Technologist Trainee (NE H NI SEIU 925 HCP/LT)	C05_BB-R049-HS	88	049	
SEIU LOCAL 925 HEALTHCARE PROF/LAB TECH	18450	Clinic Cytogenetic Technologist Trainee (NE S SEIU 925 HCP/LT)	C05_BB-R049	88	049	
SEIU LOCAL 925 HEALTHCARE PROF/LAB TECH	22561	Clinical Laboratory Technician 1 (NE H NI SEIU 925 HCP/LT)	C05_BB-R035-HS	88	035	
SEIU LOCAL 925 HEALTHCARE PROF/LAB TECH	18330	Clinical Laboratory Technician 1 (NE S SEIU 925 HCP/LT)	C05_BB-R035	88	035	
SEIU LOCAL 925 HEALTHCARE PROF/LAB TECH	22562	Clinical Laboratory Technician 2 (NE H NI SEIU 925 HCP/LT)	C05_BB-R041-HS	88	041	
SEIU LOCAL 925 HEALTHCARE PROF/LAB TECH	18331	Clinical Laboratory Technician 2 (NE S SEIU 925 HCP/LT)	C05_BB-R041	88	041	
SEIU LOCAL 925 HEALTHCARE PROF/LAB TECH	22563	Clinical Laboratory Technician Lead (NE H NI SEIU 925 HCP/LT)	C05_BB-R051-HS	88	051	
SEIU LOCAL 925 HEALTHCARE PROF/LAB TECH	18332	Clinical Laboratory Technician Lead (NE S SEIU 925 HCP/LT)	C05_BB-R051	88	051	
SEIU LOCAL 925 HEALTHCARE PROF/LAB TECH	22628	Dental Hygienist (NE H NI SEIU 925 HCP/LT)	C05_BG-R096-HS	8G	096	
SEIU LOCAL 925 HEALTHCARE PROF/LAB TECH	18465	Dental Hygienist (NE S SEIU 925 HCP/LT)	C05_BG-R096	8G	096	
SEIU LOCAL 925 HEALTHCARE PROF/LAB TECH	22626	Dental Laboratory Technician 3 (NE H NI SEIU 925 HCP/LT)	C06_B5-R053-HS	85	053	
SEIU LOCAL 925 HEALTHCARE PROF/LAB TECH	18462	Dental Laboratory Technician 3 (NE S SEIU 925 HCP/LT)	C06_B5-R053	85	053	
SEIU LOCAL 925 HEALTHCARE PROF/LAB TECH	22570	Diagnostic Medical Sonographer (NE H NI SEIU 925 HCP/LT)	C01_BF-R057-HS	8F	057	
SEIU LOCAL 925 HEALTHCARE PROF/LAB TECH	18345	Diagnostic Medical Sonographer (NE S SEIU 925 HCP/LT)	C01_BF-R057	8F	057	
SEIU LOCAL 925 HEALTHCARE PROF/LAB TECH	22571	Diagnostic Medical Sonographer Lead (NE H NI SEIU 925 HCP/LT)	C01_BF-R068-HS	8F	068	
SEIU LOCAL 925 HEALTHCARE PROF/LAB TECH	18346	Diagnostic Medical Sonographer Lead (NE S SEIU 925 HCP/LT)	C01_BF-R068	8F	068	
SEIU LOCAL 925 HEALTHCARE PROF/LAB TECH	22573	Diagnostic Medical Sonographer Spec (NE H NI SEIU 925 HCP/LT)	C01_BF-R060-HS	8F	060	
SEIU LOCAL 925 HEALTHCARE PROF/LAB TECH	18348	Diagnostic Medical Sonographer Spec (NE S SEIU 925 HCP/LT)	C01_BF-R060	8F	060	
SEIU LOCAL 925 HEALTHCARE PROF/LAB TECH	22574	Dialysis/Pheresis Technician (NE H NI SEIU 925 HCP/LT)	C05_BB-R049-HS	88	049	
SEIU LOCAL 925 HEALTHCARE PROF/LAB TECH	18351	Dialysis/Pheresis Technician (NE S SEIU 925 HCP/LT)	C05_BB-R049	88	049	
SEIU LOCAL 925 HEALTHCARE PROF/LAB TECH	22575	Dialysis/Pheresis Technician Lead (NE H NI SEIU 925 HCP/LT)	C05_BB-R059-HS	88	059	
SEIU LOCAL 925 HEALTHCARE PROF/LAB TECH	18354	Dialysis/Pheresis Technician Lead (NE S SEIU 925 HCP/LT)	C05_BB-R059	88	059	
SEIU LOCAL 925 HEALTHCARE PROF/LAB TECH	22552	Electrocardiograph Technician 1 (NE H NI SEIU 925 HCP/LT)	C05_BB-R033-HS	88	033	
SEIU LOCAL 925 HEALTHCARE PROF/LAB TECH	18295	Electrocardiograph Technician 1 (NE S SEIU 925 HCP/LT)	C05_BB-R033	88	033	
SEIU LOCAL 925 HEALTHCARE PROF/LAB TECH	22553	Electrocardiograph Technician 2 (NE H NI SEIU 925 HCP/LT)	C05_BB-R043-HS	88	043	
SEIU LOCAL 925 HEALTHCARE PROF/LAB TECH	18296	Electrocardiograph Technician 2 (NE S SEIU 925 HCP/LT)	C05_BB-R043	88	043	
SEIU LOCAL 925 HEALTHCARE PROF/LAB TECH	22554	Electrocardiograph Technician Lead (NE H NI SEIU 925 HCP/LT)	C05_BB-R051-HS	88	051	
SEIU LOCAL 925 HEALTHCARE PROF/LAB TECH	18297	Electrocardiograph Technician Lead (NE S SEIU 925 HCP/LT)	C05_BB-R051	88	051	

SEIU LOCAL 925 HEALTHCARE PROF/LAB TECH	22582	Electroneurodiagnostic Technologist 1 (NE H NI SEIU 925 HCP/LT)	BT	040
SEIU LOCAL 925 HEALTHCARE PROF/LAB TECH	18370	Electroneurodiagnostic Technologist 1 (NE S SEIU 925 HCP/LT)	BT	040
SEIU LOCAL 925 HEALTHCARE PROF/LAB TECH	22583	Electroneurodiagnostic Technologist 2 (NE H NI SEIU 925 HCP/LT)	BT	050
SEIU LOCAL 925 HEALTHCARE PROF/LAB TECH	18371	Electroneurodiagnostic Technologist 2 (NE S SEIU 925 HCP/LT)	BT	050
SEIU LOCAL 925 HEALTHCARE PROF/LAB TECH	22584	Electroneurodiagnostic Technologist 3 (NE H NI SEIU 925 HCP/LT)	BT	057
SEIU LOCAL 925 HEALTHCARE PROF/LAB TECH	18373	Electroneurodiagnostic Technologist 3 (NE S SEIU 925 HCP/LT)	BT	057
SEIU LOCAL 925 HEALTHCARE PROF/LAB TECH	23087	Embalmer (NE H NI SEIU 925 HCP/LT)	BG	066
SEIU LOCAL 925 HEALTHCARE PROF/LAB TECH	18148	Embalmer (NE S SEIU 925 HCP/LT)	BG	066
SEIU LOCAL 925 HEALTHCARE PROF/LAB TECH	23088	Embalmer Lead (NE H NI SEIU 925 HCP/LT)	BG	074
SEIU LOCAL 925 HEALTHCARE PROF/LAB TECH	18149	Embalmer Lead (NE S SEIU 925 HCP/LT)	BG	074
SEIU LOCAL 925 HEALTHCARE PROF/LAB TECH	22629	Gastric Surgery Technician (NE H NI SEIU 925 HCP/LT)	BG	066
SEIU LOCAL 925 HEALTHCARE PROF/LAB TECH	18469	Gastric Surgery Technician (NE S SEIU 925 HCP/LT)	BG	066
SEIU LOCAL 925 HEALTHCARE PROF/LAB TECH	22543	Imaging Technologist (NE H NI SEIU 925 HCP/LT)	BF	037
SEIU LOCAL 925 HEALTHCARE PROF/LAB TECH	18272	Imaging Technologist (NE S SEIU 925 HCP/LT)	BF	037
SEIU LOCAL 925 HEALTHCARE PROF/LAB TECH	22542	Imaging Technologist Trainee (NE H NI SEIU 925 HCP/LT)	BF	013
SEIU LOCAL 925 HEALTHCARE PROF/LAB TECH	18270	Imaging Technologist Trainee (NE S SEIU 925 HCP/LT)	BF	013
SEIU LOCAL 925 HEALTHCARE PROF/LAB TECH	22545	Imaging Technologist-Angiography (NE H NI SEIU 925 HCP/LT)	BF	055
SEIU LOCAL 925 HEALTHCARE PROF/LAB TECH	18274	Imaging Technologist-Angiography (NE S SEIU 925 HCP/LT)	BF	055
SEIU LOCAL 925 HEALTHCARE PROF/LAB TECH	22544	Imaging Technologist-Comp Tomo (NE H NI SEIU 925 HCP/LT)	BF	046
SEIU LOCAL 925 HEALTHCARE PROF/LAB TECH	18273	Imaging Technologist-Comp Tomo (NE S SEIU 925 HCP/LT)	BF	046
SEIU LOCAL 925 HEALTHCARE PROF/LAB TECH	22549	Imaging Technologist-Educ/Quality Assur (NE H NI SEIU 925 HCP/LT)	BF	069
SEIU LOCAL 925 HEALTHCARE PROF/LAB TECH	18278	Imaging Technologist-Educ/Quality Assur (NE S SEIU 925 HCP/LT)	BF	069
SEIU LOCAL 925 HEALTHCARE PROF/LAB TECH	22547	Imaging Technologist-Lead (NE H NI SEIU 925 HCP/LT)	BF	065
SEIU LOCAL 925 HEALTHCARE PROF/LAB TECH	18276	Imaging Technologist-Lead (NE S SEIU 925 HCP/LT)	BF	065
SEIU LOCAL 925 HEALTHCARE PROF/LAB TECH	22546	Imaging Technologist-Mag Res Imaging (NE H NI SEIU 925 HCP/LT)	BF	058
SEIU LOCAL 925 HEALTHCARE PROF/LAB TECH	18275	Imaging Technologist-Mag Res Imaging (NE S SEIU 925 HCP/LT)	BF	058
SEIU LOCAL 925 HEALTHCARE PROF/LAB TECH	22548	Imaging Technologist-Mammo (NE H NI SEIU 925 HCP/LT)	BF	046
SEIU LOCAL 925 HEALTHCARE PROF/LAB TECH	18277	Imaging Technologist-Mammo (NE S SEIU 925 HCP/LT)	BF	046
SEIU LOCAL 925 HEALTHCARE PROF/LAB TECH	22497	Medical Interpreter 1 (NE H NI SEIU 925 HCP/LT)	B5	045
SEIU LOCAL 925 HEALTHCARE PROF/LAB TECH	18087	Medical Interpreter 1 (NE S SEIU 925 HCP/LT)	B5	045
SEIU LOCAL 925 HEALTHCARE PROF/LAB TECH	22498	Medical Interpreter 2 (NE H NI SEIU 925 HCP/LT)	B5	048
SEIU LOCAL 925 HEALTHCARE PROF/LAB TECH	18088	Medical Interpreter 2 (NE S SEIU 925 HCP/LT)	B5	048
SEIU LOCAL 925 HEALTHCARE PROF/LAB TECH	22506	Medical Interpreter-ASL (NE H NI SEIU 925 HCP/LT)	B5	057
SEIU LOCAL 925 HEALTHCARE PROF/LAB TECH	18096	Medical Interpreter-ASL (NE S SEIU 925 HCP/LT)	B5	057
SEIU LOCAL 925 HEALTHCARE PROF/LAB TECH	22499	Medical Interpreter-Csewtkr-Cultri Mediat (NE H NI SEIU 925 HCP/LT)	B5	049
SEIU LOCAL 925 HEALTHCARE PROF/LAB TECH	18089	Medical Interpreter-Csewtkr-Cultri Mediat (NE S SEIU 925 HCP/LT)	B5	049
SEIU LOCAL 925 HEALTHCARE PROF/LAB TECH	18400	Medical Laboratory Scientist 1 (E S SEIU 925 HCP/LT)	BG	070
SEIU LOCAL 925 HEALTHCARE PROF/LAB TECH	22501	Medical Laboratory Scientist 1 (NE H NI SEIU 925 HCP/LT)	BG	070
SEIU LOCAL 925 HEALTHCARE PROF/LAB TECH	17877	Medical Laboratory Scientist 1 (NE S SEIU 925 HCP/LT)	BG	070
SEIU LOCAL 925 HEALTHCARE PROF/LAB TECH	18403	Medical Laboratory Scientist 2 (E S SEIU 925 HCP/LT)	BG	077
SEIU LOCAL 925 HEALTHCARE PROF/LAB TECH	22594	Medical Laboratory Scientist 2 (NE H NI SEIU 925 HCP/LT)	BG	077
SEIU LOCAL 925 HEALTHCARE PROF/LAB TECH	17878	Medical Laboratory Scientist 2 (NE S SEIU 925 HCP/LT)	BG	077
SEIU LOCAL 925 HEALTHCARE PROF/LAB TECH	18401	Medical Laboratory Scientist Lead (E S SEIU 925 HCP/LT)	BG	084
SEIU LOCAL 925 HEALTHCARE PROF/LAB TECH	22592	Medical Laboratory Scientist Lead (NE H NI SEIU 925 HCP/LT)	BG	084
SEIU LOCAL 925 HEALTHCARE PROF/LAB TECH	18404	Medical Laboratory Scientist Lead (NE S SEIU 925 HCP/LT)	BG	084
SEIU LOCAL 925 HEALTHCARE PROF/LAB TECH	18402	Medical Laboratory Scientist-Trainee (E S SEIU 925 HCP/LT)	BG	066
SEIU LOCAL 925 HEALTHCARE PROF/LAB TECH	22593	Medical Laboratory Scientist-Trainee (NE H NI SEIU 925 HCP/LT)	BG	066
SEIU LOCAL 925 HEALTHCARE PROF/LAB TECH	18406	Medical Laboratory Scientist-Trainee (NE S SEIU 925 HCP/LT)	BG	066
SEIU LOCAL 925 HEALTHCARE PROF/LAB TECH	23229	Medical Laboratory Technician (NE H NI SEIU 925 HCP/LT)	BG	060
SEIU LOCAL 925 HEALTHCARE PROF/LAB TECH	18333	Medical Laboratory Technician (NE S SEIU 925 HCP/LT)	BG	060
SEIU LOCAL 925 HEALTHCARE PROF/LAB TECH	22595	Nuclear Medicine PET/CT Technologist (NE H NI SEIU 925 HCP/LT)	BF	078
SEIU LOCAL 925 HEALTHCARE PROF/LAB TECH	18405	Nuclear Medicine PET/CT Technologist (NE S SEIU 925 HCP/LT)	BF	078
SEIU LOCAL 925 HEALTHCARE PROF/LAB TECH	22598	Nuclear Medicine Technologist 1 (NE H NI SEIU 925 HCP/LT)	BF	055
SEIU LOCAL 925 HEALTHCARE PROF/LAB TECH	18415	Nuclear Medicine Technologist 1 (NE S SEIU 925 HCP/LT)	BF	055
SEIU LOCAL 925 HEALTHCARE PROF/LAB TECH	22599	Nuclear Medicine Technologist 2 (NE H NI SEIU 925 HCP/LT)	BF	062
SEIU LOCAL 925 HEALTHCARE PROF/LAB TECH	18416	Nuclear Medicine Technologist 2 (NE S SEIU 925 HCP/LT)	BF	062
SEIU LOCAL 925 HEALTHCARE PROF/LAB TECH	22596	Nuclear Medicine Technologist Lead (NE H NI SEIU 925 HCP/LT)	BF	080
SEIU LOCAL 925 HEALTHCARE PROF/LAB TECH	18412	Nuclear Medicine Technologist Lead (NE S SEIU 925 HCP/LT)	BF	080
SEIU LOCAL 925 HEALTHCARE PROF/LAB TECH	22614	OB Technologist (NE H NI SEIU 925 HCP/LT)	BG	034
SEIU LOCAL 925 HEALTHCARE PROF/LAB TECH	18437	OB Technologist (NE S SEIU 925 HCP/LT)	BG	034
SEIU LOCAL 925 HEALTHCARE PROF/LAB TECH	18140	Occupational Therapist 1 (E S SEIU 925 HCP/LT)	BG	098
SEIU LOCAL 925 HEALTHCARE PROF/LAB TECH	23091	Occupational Therapist 1 (NE H NI SEIU 925 HCP/LT)	BG	098
SEIU LOCAL 925 HEALTHCARE PROF/LAB TECH	21860	Occupational Therapist 1 (NE S SEIU 925 HCP/LT)	BG	098
SEIU LOCAL 925 HEALTHCARE PROF/LAB TECH	18141	Occupational Therapist 2 (E S SEIU 925 HCP/LT)	B3	005

SEIU LOCAL 925 HEALTHCARE PROF/LAB TECH	23092	Occupational Therapist 2 (NE H NI SEIU 925 HCP/LT)	C05_B3-R005-HS	B3	005
SEIU LOCAL 925 HEALTHCARE PROF/LAB TECH	21861	Occupational Therapist 2 (NE S SEIU 925 HCP/LT)	C05_B3-R005	B3	005
SEIU LOCAL 925 HEALTHCARE PROF/LAB TECH	18142	Occupational Therapist 3 (E S SEIU 925 HCP/LT)	C05_B3-R012	B3	012
SEIU LOCAL 925 HEALTHCARE PROF/LAB TECH	23093	Occupational Therapist 3 (NE H NI SEIU 925 HCP/LT)	C05_B3-R012-HS	B3	012
SEIU LOCAL 925 HEALTHCARE PROF/LAB TECH	21862	Occupational Therapist 3 (NE S SEIU 925 HCP/LT)	C05_B3-R012	B3	012
SEIU LOCAL 925 HEALTHCARE PROF/LAB TECH	22521	Occupational Therapy Assistant 1 (NE H NI SEIU 925 HCP/LT)	C05_BG-R047-HS	BG	047
SEIU LOCAL 925 HEALTHCARE PROF/LAB TECH	18138	Occupational Therapy Assistant 1 (NE S SEIU 925 HCP/LT)	C05_BG-R047	BG	047
SEIU LOCAL 925 HEALTHCARE PROF/LAB TECH	22522	Occupational Therapy Assistant 2 (NE H NI SEIU 925 HCP/LT)	C05_BG-R050-HS	BG	050
SEIU LOCAL 925 HEALTHCARE PROF/LAB TECH	18139	Occupational Therapy Assistant 2 (NE S SEIU 925 HCP/LT)	C05_BG-R050	BG	050
SEIU LOCAL 925 HEALTHCARE PROF/LAB TECH	22608	Ophthalmic Specialist (NE H NI SEIU 925 HCP/LT)	C06_B5-R051-HS	B5	051
SEIU LOCAL 925 HEALTHCARE PROF/LAB TECH	18431	Ophthalmic Specialist (NE S SEIU 925 HCP/LT)	C06_B5-R051	B5	051
SEIU LOCAL 925 HEALTHCARE PROF/LAB TECH	22609	Ophthalmic Technician 1 (NE H NI SEIU 925 HCP/LT)	C06_B5-R044-HS	B5	044
SEIU LOCAL 925 HEALTHCARE PROF/LAB TECH	18432	Ophthalmic Technician 1 (NE S SEIU 925 HCP/LT)	C06_B5-R044	B5	044
SEIU LOCAL 925 HEALTHCARE PROF/LAB TECH	22610	Ophthalmic Technician 2 (NE H NI SEIU 925 HCP/LT)	C06_B5-R047-HS	B5	047
SEIU LOCAL 925 HEALTHCARE PROF/LAB TECH	18433	Ophthalmic Technician 2 (NE S SEIU 925 HCP/LT)	C06_B5-R047	B5	047
SEIU LOCAL 925 HEALTHCARE PROF/LAB TECH	22611	Ophthalmic Technician Lead (NE H NI SEIU 925 HCP/LT)	C06_B5-R054-HS	B5	054
SEIU LOCAL 925 HEALTHCARE PROF/LAB TECH	18434	Ophthalmic Technician Lead (NE S SEIU 925 HCP/LT)	C06_B5-R054	B5	054
SEIU LOCAL 925 HEALTHCARE PROF/LAB TECH	22627	Oral Maxillo Facial Surgery Technician (NE H NI SEIU 925 HCP/LT)	C05_B8-R062-HS	B8	062
SEIU LOCAL 925 HEALTHCARE PROF/LAB TECH	18463	Oral Maxillo Facial Surgery Technician (NE S SEIU 925 HCP/LT)	C05_B8-R062	B8	062
SEIU LOCAL 925 HEALTHCARE PROF/LAB TECH	22530	Orthopaedic Technician 1 (NE H NI SEIU 925 HCP/LT)	C05_B8-R040-HS	B8	040
SEIU LOCAL 925 HEALTHCARE PROF/LAB TECH	18158	Orthopaedic Technician 1 (NE S SEIU 925 HCP/LT)	C05_B8-R040	B8	040
SEIU LOCAL 925 HEALTHCARE PROF/LAB TECH	22531	Orthopaedic Technician II (NE H NI SEIU 925 HCP/LT)	C05_B8-R047-HS	B8	047
SEIU LOCAL 925 HEALTHCARE PROF/LAB TECH	18159	Orthopaedic Technician II (NE S SEIU 925 HCP/LT)	C05_B8-R047	B8	047
SEIU LOCAL 925 HEALTHCARE PROF/LAB TECH	22474	Pharmacy Assistant (NE H NI SEIU 925 HCP/LT)	C05_BG-R037-HS	BG	037
SEIU LOCAL 925 HEALTHCARE PROF/LAB TECH	18037	Pharmacy Assistant (NE S SEIU 925 HCP/LT)	C05_BG-R037	BG	037
SEIU LOCAL 925 HEALTHCARE PROF/LAB TECH	22475	Pharmacy Technician I (NE H NI SEIU 925 HCP/LT)	C05_BG-R047-HS	BG	047
SEIU LOCAL 925 HEALTHCARE PROF/LAB TECH	18038	Pharmacy Technician I (NE S SEIU 925 HCP/LT)	C05_BG-R047	BG	047
SEIU LOCAL 925 HEALTHCARE PROF/LAB TECH	22476	Pharmacy Technician 2 (NE H NI SEIU 925 HCP/LT)	C05_BG-R052-HS	BG	052
SEIU LOCAL 925 HEALTHCARE PROF/LAB TECH	18041	Pharmacy Technician 2 (NE S SEIU 925 HCP/LT)	C05_BG-R052	BG	052
SEIU LOCAL 925 HEALTHCARE PROF/LAB TECH	22473	Pharmacy Technician Lead (NE H NI SEIU 925 HCP/LT)	C05_BG-R057-HS	BG	057
SEIU LOCAL 925 HEALTHCARE PROF/LAB TECH	18036	Pharmacy Technician Lead (NE S SEIU 925 HCP/LT)	C05_BG-R057	BG	057
SEIU LOCAL 925 HEALTHCARE PROF/LAB TECH	22589	Phlebotomist (NE H NI SEIU 925 HCP/LT)	C05_B8-R015-HS	B8	015
SEIU LOCAL 925 HEALTHCARE PROF/LAB TECH	18394	Phlebotomist (NE S SEIU 925 HCP/LT)	C05_B8-R015	B8	015
SEIU LOCAL 925 HEALTHCARE PROF/LAB TECH	22590	Phlebotomist Lead (NE H NI SEIU 925 HCP/LT)	C05_B8-R022-HS	B8	022
SEIU LOCAL 925 HEALTHCARE PROF/LAB TECH	18395	Phlebotomist Lead (NE S SEIU 925 HCP/LT)	C05_B8-R022	B8	022
SEIU LOCAL 925 HEALTHCARE PROF/LAB TECH	18130	Physical Therapist 1 (E S SEIU 925 HCP/LT)	C05_BG-R093	BG	093
SEIU LOCAL 925 HEALTHCARE PROF/LAB TECH	22937	Physical Therapist 1 (NE H NI SEIU 925 HCP/LT)	C05_BG-R093-HS	BG	093
SEIU LOCAL 925 HEALTHCARE PROF/LAB TECH	21784	Physical Therapist 1 (NE S SEIU 925 HCP/LT)	C05_BG-R093	BG	093
SEIU LOCAL 925 HEALTHCARE PROF/LAB TECH	18131	Physical Therapist 2 (E S SEIU 925 HCP/LT)	C05_B3-R001	B3	001
SEIU LOCAL 925 HEALTHCARE PROF/LAB TECH	22886	Physical Therapist 2 (NE H NI SEIU 925 HCP/LT)	C05_B3-R001-HS	B3	001
SEIU LOCAL 925 HEALTHCARE PROF/LAB TECH	21786	Physical Therapist 2 (NE S SEIU 925 HCP/LT)	C05_B3-R001	B3	001
SEIU LOCAL 925 HEALTHCARE PROF/LAB TECH	18132	Physical Therapist 3 (E S SEIU 925 HCP/LT)	C05_B3-R007	B3	007
SEIU LOCAL 925 HEALTHCARE PROF/LAB TECH	22887	Physical Therapist 3 (NE H NI SEIU 925 HCP/LT)	C05_B3-R007-HS	B3	007
SEIU LOCAL 925 HEALTHCARE PROF/LAB TECH	21787	Physical Therapist 3 (NE S SEIU 925 HCP/LT)	C05_B3-R007	B3	007
SEIU LOCAL 925 HEALTHCARE PROF/LAB TECH	18133	Physical Therapist Specialist (E S SEIU 925 HCP/LT)	C05_B3-R014	B3	014
SEIU LOCAL 925 HEALTHCARE PROF/LAB TECH	22888	Physical Therapist Specialist (NE H NI SEIU 925 HCP/LT)	C05_B3-R014-HS	B3	014
SEIU LOCAL 925 HEALTHCARE PROF/LAB TECH	21789	Physical Therapist Specialist (NE S SEIU 925 HCP/LT)	C05_B3-R014	B3	014
SEIU LOCAL 925 HEALTHCARE PROF/LAB TECH	22517	Physical Therapy Assistant 1 (NE H NI SEIU 925 HCP/LT)	C05_BG-R053-HS	BG	053
SEIU LOCAL 925 HEALTHCARE PROF/LAB TECH	18128	Physical Therapy Assistant 1 (NE S SEIU 925 HCP/LT)	C05_BG-R053	BG	053
SEIU LOCAL 925 HEALTHCARE PROF/LAB TECH	22518	Physical Therapy Assistant 2 (NE H NI SEIU 925 HCP/LT)	C05_BG-R061-HS	BG	061
SEIU LOCAL 925 HEALTHCARE PROF/LAB TECH	18129	Physical Therapy Assistant 2 (NE S SEIU 925 HCP/LT)	C05_BG-R061	BG	061
SEIU LOCAL 925 HEALTHCARE PROF/LAB TECH	22600	Pulmonary Function Technologist 1 (NE H NI SEIU 925 HCP/LT)	C05_BG-R058-HS	BG	058
SEIU LOCAL 925 HEALTHCARE PROF/LAB TECH	18417	Pulmonary Function Technologist 1 (NE S SEIU 925 HCP/LT)	C05_BG-R058	BG	058
SEIU LOCAL 925 HEALTHCARE PROF/LAB TECH	22601	Pulmonary Function Technologist 2 (NE H NI SEIU 925 HCP/LT)	C05_BG-R060-HS	BG	060
SEIU LOCAL 925 HEALTHCARE PROF/LAB TECH	18418	Pulmonary Function Technologist 2 (NE S SEIU 925 HCP/LT)	C05_BG-R060	BG	060
SEIU LOCAL 925 HEALTHCARE PROF/LAB TECH	22602	Pulmonary Function Technologist Lead (NE H NI SEIU 925 HCP/LT)	C05_BG-R082-HS	BG	082
SEIU LOCAL 925 HEALTHCARE PROF/LAB TECH	18419	Pulmonary Function Technologist Lead (NE S SEIU 925 HCP/LT)	C05_BG-R082	BG	082
SEIU LOCAL 925 HEALTHCARE PROF/LAB TECH	22619	Radiation Therapy Dosimetrist (NE H NI SEIU 925 HCP/LT)	C05_B3-R038-HS	B3	038
SEIU LOCAL 925 HEALTHCARE PROF/LAB TECH	18449	Radiation Therapy Dosimetrist (NE S SEIU 925 HCP/LT)	C05_B3-R038	B3	038
SEIU LOCAL 925 HEALTHCARE PROF/LAB TECH	22615	Radiation Therapy Specialist (NE H NI SEIU 925 HCP/LT)	C05_B3-R001-HS	B3	001
SEIU LOCAL 925 HEALTHCARE PROF/LAB TECH	18438	Radiation Therapy Specialist (NE S SEIU 925 HCP/LT)	C05_B3-R001	B3	001
SEIU LOCAL 925 HEALTHCARE PROF/LAB TECH	22617	Radiation Therapy Technologist (NE H NI SEIU 925 HCP/LT)	C05_BG-R095-HS	BG	095
SEIU LOCAL 925 HEALTHCARE PROF/LAB TECH	18445	Radiation Therapy Technologist (NE S SEIU 925 HCP/LT)	C05_BG-R095	BG	095
SEIU LOCAL 925 HEALTHCARE PROF/LAB TECH	22618	Radiation Therapy Technologist Lead (NE H NI SEIU 925 HCP/LT)	C05_B3-R004-HS	B3	004

SEIU LOCAL 925 HEALTHCARE PROF/LAB TECH	18446	Radiation Therapy Technologist Lead (NE S SEIU 925 HCP/LT)	B3	004
SEIU LOCAL 925 HEALTHCARE PROF/LAB TECH	18126	Registered Dietitian (E S SEIU 925 HCP/LT)	BF	041
SEIU LOCAL 925 HEALTHCARE PROF/LAB TECH	23110	Registered Dietitian (NE H NI SEIU 925 HCP/LT)	BF	041
SEIU LOCAL 925 HEALTHCARE PROF/LAB TECH	18127	Registered Dietitian (NE S SEIU 925 HCP/LT)	BF	041
SEIU LOCAL 925 HEALTHCARE PROF/LAB TECH	22527	Respiratory Care Assistant (NE H NI SEIU 925 HCP/LT)	BG	035
SEIU LOCAL 925 HEALTHCARE PROF/LAB TECH	18153	Respiratory Care Assistant (NE S SEIU 925 HCP/LT)	BG	035
SEIU LOCAL 925 HEALTHCARE PROF/LAB TECH	22529	Respiratory Care Lead (NE H NI SEIU 925 HCP/LT)	BT	068
SEIU LOCAL 925 HEALTHCARE PROF/LAB TECH	18156	Respiratory Care Lead (NE S SEIU 925 HCP/LT)	BT	068
SEIU LOCAL 925 HEALTHCARE PROF/LAB TECH	22528	Respiratory Care Practitioner (NE H NI SEIU 925 HCP/LT)	BT	059
SEIU LOCAL 925 HEALTHCARE PROF/LAB TECH	18155	Respiratory Care Practitioner (NE S SEIU 925 HCP/LT)	BT	059
SEIU LOCAL 925 HEALTHCARE PROF/LAB TECH	22526	Respiratory Care Specialist (NE H NI SEIU 925 HCP/LT)	BT	081
SEIU LOCAL 925 HEALTHCARE PROF/LAB TECH	18151	Respiratory Care Specialist (NE S SEIU 925 HCP/LT)	BT	081
SEIU LOCAL 925 HEALTHCARE PROF/LAB TECH	22514	Social Work Assistant 1 (NE H NI SEIU 925 HCP/LT)	BG	051
SEIU LOCAL 925 HEALTHCARE PROF/LAB TECH	18111	Social Work Assistant 1 (NE S SEIU 925 HCP/LT)	BG	051
SEIU LOCAL 925 HEALTHCARE PROF/LAB TECH	22515	Social Work Assistant 2 (NE H NI SEIU 925 HCP/LT)	BG	064
SEIU LOCAL 925 HEALTHCARE PROF/LAB TECH	18112	Social Work Assistant 2 (NE S SEIU 925 HCP/LT)	BG	064
SEIU LOCAL 925 HEALTHCARE PROF/LAB TECH	22479	Specimen Processing Technician (NE H NI SEIU 925 HCP/LT)	B8	014
SEIU LOCAL 925 HEALTHCARE PROF/LAB TECH	18055	Specimen Processing Technician (NE S SEIU 925 HCP/LT)	B8	014
SEIU LOCAL 925 HEALTHCARE PROF/LAB TECH	22480	Specimen Processing Technician Lead (NE H NI SEIU 925 HCP/LT)	B8	026
SEIU LOCAL 925 HEALTHCARE PROF/LAB TECH	18056	Specimen Processing Technician Lead (NE S SEIU 925 HCP/LT)	B8	026
SEIU LOCAL 925 HEALTHCARE PROF/LAB TECH	22607	Surgical Technologist (NE H NI SEIU 925 HCP/LT)	BG	054
SEIU LOCAL 925 HEALTHCARE PROF/LAB TECH	18430	Surgical Technologist (NE S SEIU 925 HCP/LT)	BG	054
SEIU LOCAL 925 HEALTHCARE PROF/LAB TECH	23107	Surgical Technologist Lead (NE H NI SEIU 925 HCP/LT)	BG	061
SEIU LOCAL 925 HEALTHCARE PROF/LAB TECH	21917	Surgical Technologist Lead (NE S SEIU 925 HCP/LT)	BG	061
SEIU LOCAL 925 HEALTHCARE PROF/LAB TECH	22520	Therapeutic Recreator 1 (NE H NI SEIU 925 HCP/LT)	BG	070
SEIU LOCAL 925 HEALTHCARE PROF/LAB TECH	18135	Therapeutic Recreator 1 (NE S SEIU 925 HCP/LT)	BG	070
SEIU LOCAL 925 HEALTHCARE PROF/LAB TECH	22519	Therapeutic Recreator 2 (NE H NI SEIU 925 HCP/LT)	BG	077
SEIU LOCAL 925 HEALTHCARE PROF/LAB TECH	18134	Therapeutic Recreator 2 (NE S SEIU 925 HCP/LT)	BG	077
SEIU LOCAL 925 HEALTHCARE PROF/LAB TECH	22612	Vascular Sonographer (NE H NI SEIU 925 HCP/LT)	BF	057
SEIU LOCAL 925 HEALTHCARE PROF/LAB TECH	18435	Vascular Sonographer (NE S SEIU 925 HCP/LT)	BF	057
SEIU LOCAL 925 HEALTHCARE PROF/LAB TECH	22616	Vascular Sonographer Lead (NE H NI SEIU 925 HCP/LT)	BF	065
SEIU LOCAL 925 HEALTHCARE PROF/LAB TECH	18439	Vascular Sonographer Lead (NE S SEIU 925 HCP/LT)	BF	065
SEIU LOCAL 925 NONSUPERVISORY	22406	Accelerator Technician 1 (NE H NI SEIU 925 Non Supv)	B4	040
SEIU LOCAL 925 NONSUPERVISORY	17715	Accelerator Technician 1 (NE S SEIU 925 Non Supv)	B4	040
SEIU LOCAL 925 NONSUPERVISORY	22275	Accountant 1 (NE H NI SEIU 925 Non Supv)	B4	041
SEIU LOCAL 925 NONSUPERVISORY	17300	Accountant 1 (NE S SEIU 925 Non Supv)	B4	041
SEIU LOCAL 925 NONSUPERVISORY	17301	Accountant 2 (E S SEIU 925 Non Supv)	B4	045
SEIU LOCAL 925 NONSUPERVISORY	22276	Accountant 2 (NE H NI SEIU 925 Non Supv)	B4	045
SEIU LOCAL 925 NONSUPERVISORY	17818	Accountant 2 (NE S SEIU 925 Non Supv)	B4	045
SEIU LOCAL 925 NONSUPERVISORY	17302	Accountant, Senior (E S SEIU 925 Non Supv)	B4	051
SEIU LOCAL 925 NONSUPERVISORY	22277	Accountant, Senior (NE H NI SEIU 925 Non Supv)	B4	051
SEIU LOCAL 925 NONSUPERVISORY	17819	Accountant, Senior (NE S SEIU 925 Non Supv)	B4	051
SEIU LOCAL 925 NONSUPERVISORY	22925	Administrative Assistant 1 (NE H NI SEIU 925 Non Supv)	B4	033
SEIU LOCAL 925 NONSUPERVISORY	17081	Administrative Assistant 1 (NE S SEIU 925 Non Supv)	B4	033
SEIU LOCAL 925 NONSUPERVISORY	22926	Administrative Assistant 2 (NE H NI SEIU 925 Non Supv)	B4	037
SEIU LOCAL 925 NONSUPERVISORY	17082	Administrative Assistant 2 (NE S SEIU 925 Non Supv)	B4	037
SEIU LOCAL 925 NONSUPERVISORY	22927	Administrative Assistant 3 (NE H NI SEIU 925 Non Supv)	B4	041
SEIU LOCAL 925 NONSUPERVISORY	17083	Administrative Assistant 3 (NE S SEIU 925 Non Supv)	B4	041
SEIU LOCAL 925 NONSUPERVISORY	17091	Administrative Assistant B_CLOSED (NE S SEIU 925 Non Supv)	B4	042
SEIU LOCAL 925 NONSUPERVISORY	22928	Administrative Assistant Lead (NE H NI SEIU 925 Non Supv)	B4	043
SEIU LOCAL 925 NONSUPERVISORY	17084	Administrative Assistant Lead (NE S SEIU 925 Non Supv)	B4	043
SEIU LOCAL 925 NONSUPERVISORY	22323	Admissions Specialist (NE H NI SEIU 925 Non Supv)	B4	041
SEIU LOCAL 925 NONSUPERVISORY	17490	Admissions Specialist (NE S SEIU 925 Non Supv)	B4	041
SEIU LOCAL 925 NONSUPERVISORY	22364	Affirmative Action/Human Rights Asst (NE H NI SEIU 925 Non Supv)	B4	041
SEIU LOCAL 925 NONSUPERVISORY	17583	Affirmative Action/Human Rights Asst (NE S SEIU 925 Non Supv)	B4	041
SEIU LOCAL 925 NONSUPERVISORY	22410	Animal Technician 1 (NE H NI SEIU 925 Non Supv)	B4	030
SEIU LOCAL 925 NONSUPERVISORY	17724	Animal Technician 1 (NE S SEIU 925 Non Supv)	B4	030
SEIU LOCAL 925 NONSUPERVISORY	22411	Animal Technician 2 (NE H NI SEIU 925 Non Supv)	B4	034
SEIU LOCAL 925 NONSUPERVISORY	17725	Animal Technician 2 (NE S SEIU 925 Non Supv)	B4	034
SEIU LOCAL 925 NONSUPERVISORY	22412	Animal Technician 3 (NE H NI SEIU 925 Non Supv)	B4	036
SEIU LOCAL 925 NONSUPERVISORY	17726	Animal Technician 3 (NE S SEIU 925 Non Supv)	B4	036
SEIU LOCAL 925 NONSUPERVISORY	23085	Audiology Assistant (NE H NI SEIU 925 Non Supv)	B4	038
SEIU LOCAL 925 NONSUPERVISORY	18263	Audiology Assistant (NE S SEIU 925 Non Supv)	B4	038
SEIU LOCAL 925 NONSUPERVISORY	22374	Book Production Coordinator (NE H NI SEIU 925 Non Supv)	B4	044

SEIU LOCAL 925 NONSUPERVISORY	17613	Book Production Coordinator (NE S SEIU 925 Non Supv)	B4	044
SEIU LOCAL 925 NONSUPERVISORY	22326	Bookkeeping Machine Operator (NE H NI SEIU 925 Non Supv)	B4	030
SEIU LOCAL 925 NONSUPERVISORY	17075	Bookkeeping Machine Operator (NE S SEIU 925 Non Supv)	B4	030
SEIU LOCAL 925 NONSUPERVISORY	22350	Broadcast Technician 1 (NE H NI SEIU 925 Non Supv)	B4	045
SEIU LOCAL 925 NONSUPERVISORY	17550	Broadcast Technician 1 (NE S SEIU 925 Non Supv)	B4	045
SEIU LOCAL 925 NONSUPERVISORY	22351	Broadcast Technician 2 (NE H NI SEIU 925 Non Supv)	B4	051
SEIU LOCAL 925 NONSUPERVISORY	17551	Broadcast Technician 2 (NE S SEIU 925 Non Supv)	B4	051
SEIU LOCAL 925 NONSUPERVISORY	22352	Broadcast Technician 3 (NE H NI SEIU 925 Non Supv)	B4	055
SEIU LOCAL 925 NONSUPERVISORY	17552	Broadcast Technician 3 (NE S SEIU 925 Non Supv)	B4	055
SEIU LOCAL 925 NONSUPERVISORY	22287	Budget Analyst (NE H NI SEIU 925 Non Supv)	B4	043
SEIU LOCAL 925 NONSUPERVISORY	17335	Budget Analyst (NE S SEIU 925 Non Supv)	B4	043
SEIU LOCAL 925 NONSUPERVISORY	17336	Budget/Fiscal Analyst (E S SEIU 925 Non Supv)	B4	047
SEIU LOCAL 925 NONSUPERVISORY	22288	Budget/Fiscal Analyst (NE H NI SEIU 925 Non Supv)	B4	047
SEIU LOCAL 925 NONSUPERVISORY	17322	Budget/Fiscal Analyst (NE S SEIU 925 Non Supv)	B4	052
SEIU LOCAL 925 NONSUPERVISORY	17337	Budget/Fiscal Analyst Lead (E S SEIU 925 Non Supv)	B4	052
SEIU LOCAL 925 NONSUPERVISORY	22903	Budget/Fiscal Analyst Lead (NE H NI SEIU 925 Non Supv)	B4	052
SEIU LOCAL 925 NONSUPERVISORY	17875	Budget/Fiscal Analyst Lead (NE S SEIU 925 Non Supv)	B4	052
SEIU LOCAL 925 NONSUPERVISORY	22206	Building Services Coordinator (NE H NI SEIU 925 Non Supv)	B4	033
SEIU LOCAL 925 NONSUPERVISORY	17021	Building Services Coordinator (NE S SEIU 925 Non Supv)	B4	033
SEIU LOCAL 925 NONSUPERVISORY	22237	Buyer 1 (NE H NI SEIU 925 Non Supv)	B4	038
SEIU LOCAL 925 NONSUPERVISORY	17119	Buyer 1 (NE S SEIU 925 Non Supv)	B4	038
SEIU LOCAL 925 NONSUPERVISORY	22238	Buyer 2 (NE H NI SEIU 925 Non Supv)	B4	044
SEIU LOCAL 925 NONSUPERVISORY	17120	Buyer 2 (NE S SEIU 925 Non Supv)	B4	044
SEIU LOCAL 925 NONSUPERVISORY	22239	Buyer 3 (E S SEIU 925 Non Supv)	B4	049
SEIU LOCAL 925 NONSUPERVISORY	17812	Buyer 3 (NE H NI SEIU 925 Non Supv)	B4	049
SEIU LOCAL 925 NONSUPERVISORY	23053	Buyer 3 (NE S SEIU 925 Non Supv)	B4	049
SEIU LOCAL 925 NONSUPERVISORY	17716	Cage Washer and Logistics Technician (NE H NI SEIU 925 Non Supv)	B4	032
SEIU LOCAL 925 NONSUPERVISORY	23054	Cage Washer and Logistics Technician (NE S SEIU 925 Non Supv)	B4	032
SEIU LOCAL 925 NONSUPERVISORY	17717	Cage Washer and Logistics Technician Lead (NE H NI SEIU 925 Non Supv)	B4	037
SEIU LOCAL 925 NONSUPERVISORY	22380	Campus Security Officer (NE H NI SEIU 925 Non Supv)	B4	041
SEIU LOCAL 925 NONSUPERVISORY	17638	Campus Security Officer (NE S SEIU 925 Non Supv)	B4	041
SEIU LOCAL 925 NONSUPERVISORY	22232	Cashier 1 (NE H NI SEIU 925 Non Supv)	B4	028
SEIU LOCAL 925 NONSUPERVISORY	17070	Cashier 1 (NE S SEIU 925 Non Supv)	B4	028
SEIU LOCAL 925 NONSUPERVISORY	22233	Cashier 2 (NE H NI SEIU 925 Non Supv)	B4	030
SEIU LOCAL 925 NONSUPERVISORY	22235	Cashier 2 (NE S SEIU 925 Non Supv)	B4	030
SEIU LOCAL 925 NONSUPERVISORY	17071	Cashier Lead (NE H NI SEIU 925 Non Supv)	B4	032
SEIU LOCAL 925 NONSUPERVISORY	17073	Cashier Lead (NE S SEIU 925 Non Supv)	B4	032
SEIU LOCAL 925 NONSUPERVISORY	22477	Clinic Representative 1 (NE H NI SEIU 925 Non Supv)	B4	026
SEIU LOCAL 925 NONSUPERVISORY	18052	Clinic Representative 1 (NE S SEIU 925 Non Supv)	B4	026
SEIU LOCAL 925 NONSUPERVISORY	22478	Clinic Representative 2 (NE H NI SEIU 925 Non Supv)	B4	030
SEIU LOCAL 925 NONSUPERVISORY	18053	Clinic Representative 2 (NE S SEIU 925 Non Supv)	B4	030
SEIU LOCAL 925 NONSUPERVISORY	22577	Clinical Data Specialist - Coder (NE H NI SEIU 925 Non Supv)	B4	040
SEIU LOCAL 925 NONSUPERVISORY	22578	Clinical Data Specialist - Util Mgmt (NE H NI SEIU 925 Non Supv)	B7BX	059
SEIU LOCAL 925 NONSUPERVISORY	22580	Clinical Data Specialist Lead (NE H NI SEIU 925 Non Supv)	B7BX	069
SEIU LOCAL 925 NONSUPERVISORY	22576	Clinical Data Specialist Trainee (NE H NI SEIU 925 Non Supv)	B7BX	022
SEIU LOCAL 925 NONSUPERVISORY	22579	Clinical Data Specialist-Trainee/Util Mgmt (NE H NI SEIU 925 Non Supv)	B7BX	064
SEIU LOCAL 925 NONSUPERVISORY	18366	Clinical Data Specialist-Coder/Util Mgmt - CLOSED (NE S SEIU 925 Non Supv)	B7BX	064
SEIU LOCAL 925 NONSUPERVISORY	22624	Clinical Embryologist (NE H NI SEIU 925 Non Supv)	B6	062
SEIU LOCAL 925 NONSUPERVISORY	18456	Clinical Embryologist (NE S SEIU 925 Non Supv)	B6	062
SEIU LOCAL 925 NONSUPERVISORY	22625	Clinical Embryologist Lead (NE H NI SEIU 925 Non Supv)	B6	069
SEIU LOCAL 925 NONSUPERVISORY	18457	Clinical Embryologist Lead (NE S SEIU 925 Non Supv)	B6	069
SEIU LOCAL 925 NONSUPERVISORY	22623	Clinical Embryologist Trainee (NE H NI SEIU 925 Non Supv)	B6	042
SEIU LOCAL 925 NONSUPERVISORY	18455	Clinical Embryologist Trainee (NE S SEIU 925 Non Supv)	B6	042
SEIU LOCAL 925 NONSUPERVISORY	22588	Clinical Laboratory Assistant (NE H NI SEIU 925 Non Supv)	B7BX	017
SEIU LOCAL 925 NONSUPERVISORY	18391	Clinical Laboratory Assistant (NE S SEIU 925 Non Supv)	B7BX	017
SEIU LOCAL 925 NONSUPERVISORY	22910	Coding Specialist 1 (NE H NI SEIU 925 Non Supv)	B7BX	051
SEIU LOCAL 925 NONSUPERVISORY	18211	Coding Specialist 1 (NE S SEIU 925 Non Supv)	B7BX	051
SEIU LOCAL 925 NONSUPERVISORY	22911	Coding Specialist 2 (NE H NI SEIU 925 Non Supv)	B7BX	060
SEIU LOCAL 925 NONSUPERVISORY	18212	Coding Specialist 2 (NE S SEIU 925 Non Supv)	B7BX	060
SEIU LOCAL 925 NONSUPERVISORY	22912	Coding Specialist 3 (NE H NI SEIU 925 Non Supv)	B7BX	068
SEIU LOCAL 925 NONSUPERVISORY	18213	Coding Specialist 3 (NE S SEIU 925 Non Supv)	B7BX	068
SEIU LOCAL 925 NONSUPERVISORY	22913	Coding Specialist Lead (NE H NI SEIU 925 Non Supv)	B7BX	075
SEIU LOCAL 925 NONSUPERVISORY	18214	Coding Specialist Lead (NE S SEIU 925 Non Supv)	B7BX	075

Not used - would use PSS series
 Not used - would use PSS series
 Not used - would use PSS series
 Not used - would use PSS series
 Not used - would use Coding Specialist series
 Not used - would use Coding Specialist series
 Not used - would use Coding Specialist series
 Not used - would use Coding Specialist series
 Not used - would use Coding Specialist series
 Name Change - will remain open for one grandfathered employee

SEIU LOCAL 925 NONSUPERVISORY	22909	Coding Specialist/Trainee (NE H NI SEIU 925 Non Supv)	C05_B7BX-R033-HS	B7BX	033
SEIU LOCAL 925 NONSUPERVISORY	18210	Coding Specialist/Trainee (NE S SEIU 925 Non Supv)	C05_B7BX-R033	B7BX	033
SEIU LOCAL 925 NONSUPERVISORY	22305	Communications Technician 1 (NE H NI SEIU 925 Non Supv)	C06_B4-R062-HS	B4	062
SEIU LOCAL 925 NONSUPERVISORY	17378	Communications Technician 1 (NE S SEIU 925 Non Supv)	C06_B4-R062	B4	062
SEIU LOCAL 925 NONSUPERVISORY	22306	Communications Technician 2 (NE H NI SEIU 925 Non Supv)	C06_B4-R066-HS	B4	066
SEIU LOCAL 925 NONSUPERVISORY	17379	Communications Technician 2 (NE S SEIU 925 Non Supv)	C06_B4-R066	B4	066
SEIU LOCAL 925 NONSUPERVISORY	22307	Communications Technician 3 (NE H NI SEIU 925 Non Supv)	C06_B4-R070-HS	B4	070
SEIU LOCAL 925 NONSUPERVISORY	17380	Communications Technician 3 (NE S SEIU 925 Non Supv)	C06_B4-R070	B4	070
SEIU LOCAL 925 NONSUPERVISORY	22302	Computer Maintenance Technician 1 (NE H NI SEIU 925 Non Supv)	C06_B4-R045-HS	B4	045
SEIU LOCAL 925 NONSUPERVISORY	17374	Computer Maintenance Technician 1 (NE S SEIU 925 Non Supv)	C06_B4-R045	B4	045
SEIU LOCAL 925 NONSUPERVISORY	22303	Computer Maintenance Technician 3 (NE H NI SEIU 925 Non Supv)	C06_B4-R061-HS	B4	061
SEIU LOCAL 925 NONSUPERVISORY	17375	Computer Maintenance Technician 3 (NE S SEIU 925 Non Supv)	C06_B4-R061	B4	061
SEIU LOCAL 925 NONSUPERVISORY	22309	Computer Maintenance Technician 4 (NE H NI SEIU 925 Non Supv)	C06_B4-R065-HS	B4	065
SEIU LOCAL 925 NONSUPERVISORY	17388	Computer Maintenance Technician 4 (NE S SEIU 925 Non Supv)	C06_B4-R065	B4	065
SEIU LOCAL 925 NONSUPERVISORY	22304	Computer Maintenance Technician Lead (NE H NI SEIU 925 Non Supv)	C06_B4-R063-HS	B4	063
SEIU LOCAL 925 NONSUPERVISORY	17377	Computer Maintenance Technician Lead (NE S SEIU 925 Non Supv)	C06_B4-R063	B4	063
SEIU LOCAL 925 NONSUPERVISORY	22298	Computer Operator 1 (NE H NI SEIU 925 Non Supv)	C06_B4-R030-HS	B4	030
SEIU LOCAL 925 NONSUPERVISORY	17370	Computer Operator 1 (NE S SEIU 925 Non Supv)	C06_B4-R030	B4	030
SEIU LOCAL 925 NONSUPERVISORY	22299	Computer Operator 2 (NE H NI SEIU 925 Non Supv)	C06_B4-R036-HS	B4	036
SEIU LOCAL 925 NONSUPERVISORY	17371	Computer Operator 2 (NE S SEIU 925 Non Supv)	C06_B4-R036	B4	036
SEIU LOCAL 925 NONSUPERVISORY	22300	Computer Operator 3 (NE H NI SEIU 925 Non Supv)	C06_B4-R042-HS	B4	042
SEIU LOCAL 925 NONSUPERVISORY	17372	Computer Operator 3 (NE S SEIU 925 Non Supv)	C06_B4-R042	B4	042
SEIU LOCAL 925 NONSUPERVISORY	22301	Computer Operator Lead (NE H NI SEIU 925 Non Supv)	C06_B4-R045-HS	B4	045
SEIU LOCAL 925 NONSUPERVISORY	17373	Computer Operator Lead (NE S SEIU 925 Non Supv)	C06_B4-R045	B4	045
SEIU LOCAL 925 NONSUPERVISORY	22465	Computer Services Consultant 1 (NE H NI SEIU 925 Non Supv)	C06_B4-R057-HS	B4	057
SEIU LOCAL 925 NONSUPERVISORY	17945	Computer Services Consultant 1 (NE S SEIU 925 Non Supv)	C06_B4-R057	B4	057
SEIU LOCAL 925 NONSUPERVISORY	22460	Computer Support Analyst 1 (NE H NI SEIU 925 Non Supv)	C06_B4-R049-HS	B4	049
SEIU LOCAL 925 NONSUPERVISORY	17925	Computer Support Analyst 1 (NE S SEIU 925 Non Supv)	C06_B4-R049	B4	049
SEIU LOCAL 925 NONSUPERVISORY	22461	Computer Support Analyst 2 (NE H NI SEIU 925 Non Supv)	C06_B4-R055-HS	B4	055
SEIU LOCAL 925 NONSUPERVISORY	17926	Computer Support Analyst 2 (NE S SEIU 925 Non Supv)	C06_B4-R055	B4	055
SEIU LOCAL 925 NONSUPERVISORY	22310	Computer Support Specialist 1 (NE H NI SEIU 925 Non Supv)	C06_B4-R048-HS	B4	048
SEIU LOCAL 925 NONSUPERVISORY	17390	Computer Support Specialist 1 (NE S SEIU 925 Non Supv)	C06_B4-R048	B4	048
SEIU LOCAL 925 NONSUPERVISORY	22311	Computer Support Specialist 2 (NE H NI SEIU 925 Non Supv)	C06_B4-R054-HS	B4	054
SEIU LOCAL 925 NONSUPERVISORY	17391	Computer Support Specialist 2 (NE S SEIU 925 Non Supv)	C06_B4-R054	B4	054
SEIU LOCAL 925 NONSUPERVISORY	22312	Computer Support Specialist 3 (NE H NI SEIU 925 Non Supv)	C06_B4-R060-HS	B4	060
SEIU LOCAL 925 NONSUPERVISORY	17392	Computer Support Specialist 3 (NE S SEIU 925 Non Supv)	C06_B4-R060	B4	060
SEIU LOCAL 925 NONSUPERVISORY	22462	Computer Support Technician 1 (NE H NI SEIU 925 Non Supv)	C06_B4-R042-HS	B4	042
SEIU LOCAL 925 NONSUPERVISORY	17939	Computer Support Technician 1 (NE S SEIU 925 Non Supv)	C06_B4-R042	B4	042
SEIU LOCAL 925 NONSUPERVISORY	22463	Computer Support Technician 2 (NE H NI SEIU 925 Non Supv)	C06_B4-R048-HS	B4	048
SEIU LOCAL 925 NONSUPERVISORY	17940	Computer Support Technician 2 (NE S SEIU 925 Non Supv)	C06_B4-R048	B4	048
SEIU LOCAL 925 NONSUPERVISORY	22464	Computer Support Technician 3 (NE H NI SEIU 925 Non Supv)	C06_B4-R051-HS	B4	051
SEIU LOCAL 925 NONSUPERVISORY	17941	Computer Support Technician 3 (NE S SEIU 925 Non Supv)	C06_B4-R051	B4	051
SEIU LOCAL 925 NONSUPERVISORY	22204	Conference Coordinator 1 (NE H NI SEIU 925 Non Supv)	C06_B4-R038-HS	B4	038
SEIU LOCAL 925 NONSUPERVISORY	17019	Conference Coordinator 1 (NE S SEIU 925 Non Supv)	C06_B4-R038	B4	038
SEIU LOCAL 925 NONSUPERVISORY	22205	Conference Coordinator 2 (NE H NI SEIU 925 Non Supv)	C06_B4-R042-HS	B4	042
SEIU LOCAL 925 NONSUPERVISORY	17020	Conference Coordinator 2 (NE S SEIU 925 Non Supv)	C06_B4-R042	B4	042
SEIU LOCAL 925 NONSUPERVISORY	22396	Copy Center Assistant/Courier (NE H NI SEIU 925 Non Supv)	C06_B4-R027-HS	B4	027
SEIU LOCAL 925 NONSUPERVISORY	17659	Copy Center Assistant/Courier (NE S SEIU 925 Non Supv)	C06_B4-R027	B4	027
SEIU LOCAL 925 NONSUPERVISORY	22393	Copy Center Coordinator 1 (NE H NI SEIU 925 Non Supv)	C06_B4-R035-HS	B4	035
SEIU LOCAL 925 NONSUPERVISORY	17656	Copy Center Coordinator 1 (NE S SEIU 925 Non Supv)	C06_B4-R035	B4	035
SEIU LOCAL 925 NONSUPERVISORY	22394	Copy Center Coordinator 2 (NE H NI SEIU 925 Non Supv)	C06_B4-R037-HS	B4	037
SEIU LOCAL 925 NONSUPERVISORY	17657	Copy Center Coordinator 2 (NE S SEIU 925 Non Supv)	C06_B4-R037	B4	037
SEIU LOCAL 925 NONSUPERVISORY	22397	Copy Center Equipment Operator 1 (NE H NI SEIU 925 Non Supv)	C06_B4-R030-HS	B4	030
SEIU LOCAL 925 NONSUPERVISORY	17660	Copy Center Equipment Operator 1 (NE S SEIU 925 Non Supv)	C06_B4-R030	B4	030
SEIU LOCAL 925 NONSUPERVISORY	22398	Copy Center Equipment Operator 2 (NE H NI SEIU 925 Non Supv)	C06_B4-R033-HS	B4	033
SEIU LOCAL 925 NONSUPERVISORY	17661	Copy Center Equipment Operator 2 (NE S SEIU 925 Non Supv)	C06_B4-R033	B4	033
SEIU LOCAL 925 NONSUPERVISORY	22399	Copy Center Equipment Operator 3 (NE H NI SEIU 925 Non Supv)	C06_B4-R034-HS	B4	034
SEIU LOCAL 925 NONSUPERVISORY	17662	Copy Center Equipment Operator 3 (NE S SEIU 925 Non Supv)	C06_B4-R034	B4	034
SEIU LOCAL 925 NONSUPERVISORY	22366	Customer Lead (NE H NI SEIU 925 Non Supv)	C06_B4-R039-HS	B4	039
SEIU LOCAL 925 NONSUPERVISORY	17586	Customer Lead (NE S SEIU 925 Non Supv)	C06_B4-R039	B4	039
SEIU LOCAL 925 NONSUPERVISORY	22365	Customer Specialist (NE H NI SEIU 925 Non Supv)	C06_B4-R048-HS	B4	048
SEIU LOCAL 925 NONSUPERVISORY	17585	Customer Specialist (NE S SEIU 925 Non Supv)	C06_B4-R048	B4	048
SEIU LOCAL 925 NONSUPERVISORY	22319	Credentials Evaluator 1 (NE H NI SEIU 925 Non Supv)	C06_B4-R031-HS	B4	031
SEIU LOCAL 925 NONSUPERVISORY	17485	Credentials Evaluator 1 (NE S SEIU 925 Non Supv)	C06_B4-R031	B4	031

SEIU LOCAL 925 NONSUPERVISORY	22320	Credentials Evaluator 2 (NE H NI SEIU 925 Non Supv)	C06_B4-R034-HS	B4	034
SEIU LOCAL 925 NONSUPERVISORY	17486	Credentials Evaluator 2 (NE S SEIU 925 Non Supv)	C06_B4-R034	B4	034
SEIU LOCAL 925 NONSUPERVISORY	22321	Credentials Evaluator 3 (NE H NI SEIU 925 Non Supv)	C06_B4-R036-HS	B4	036
SEIU LOCAL 925 NONSUPERVISORY	17487	Credentials Evaluator 3 (NE S SEIU 925 Non Supv)	C06_B4-R036	B4	036
SEIU LOCAL 925 NONSUPERVISORY	22313	Curriculum Advisor (NE H NI SEIU 925 Non Supv)	C06_B4-R035-HS	B4	035
SEIU LOCAL 925 NONSUPERVISORY	17410	Curriculum Advisor (NE S SEIU 925 Non Supv)	C06_B4-R035	B4	035
SEIU LOCAL 925 NONSUPERVISORY	22294	Data Control Technician 1 (NE H NI SEIU 925 Non Supv)	C06_B4-R030-HS	B4	030
SEIU LOCAL 925 NONSUPERVISORY	17364	Data Control Technician 1 (NE S SEIU 925 Non Supv)	C06_B4-R030	B4	030
SEIU LOCAL 925 NONSUPERVISORY	22295	Data Control Technician 2 (NE H NI SEIU 925 Non Supv)	C06_B4-R036-HS	B4	036
SEIU LOCAL 925 NONSUPERVISORY	17365	Data Control Technician 2 (NE S SEIU 925 Non Supv)	C06_B4-R036	B4	036
SEIU LOCAL 925 NONSUPERVISORY	22296	Data Control Technician 3 (NE H NI SEIU 925 Non Supv)	C06_B4-R042-HS	B4	042
SEIU LOCAL 925 NONSUPERVISORY	17366	Data Control Technician 3 (NE S SEIU 925 Non Supv)	C06_B4-R042	B4	042
SEIU LOCAL 925 NONSUPERVISORY	22297	Data Control Technician Lead (NE H NI SEIU 925 Non Supv)	C06_B4-R045-HS	B4	045
SEIU LOCAL 925 NONSUPERVISORY	17367	Data Control Technician Lead (NE S SEIU 925 Non Supv)	C06_B4-R045	B4	045
SEIU LOCAL 925 NONSUPERVISORY	22630	Dental Assistant 1 (NE H NI SEIU 925 Non Supv)	C05_B7BX-R005-HS	B7BX	005
SEIU LOCAL 925 NONSUPERVISORY	18470	Dental Assistant 1 (NE S SEIU 925 Non Supv)	C05_B7BX-R005	B7BX	005
SEIU LOCAL 925 NONSUPERVISORY	22631	Dental Assistant 2 (NE H NI SEIU 925 Non Supv)	C05_B7BX-R023-HS	B7BX	023
SEIU LOCAL 925 NONSUPERVISORY	18471	Dental Assistant 2 (NE S SEIU 925 Non Supv)	C05_B7BX-R023	B7BX	023
SEIU LOCAL 925 NONSUPERVISORY	22633	Dental Asst-Expanded Function Dental Aux (NE H NI SEIU 925 Non Supv)	C05_B7BX-R076-HS	B7BX	076
SEIU LOCAL 925 NONSUPERVISORY	18475	Dental Asst-Expanded Function Dental Aux (NE S SEIU 925 Non Supv)	C05_B7BX-R076	B7BX	076
SEIU LOCAL 925 NONSUPERVISORY	22634	Dental Xray Technician 2 (NE H NI SEIU 925 Non Supv)	C05_B7BX-R023-HS	B7BX	023
SEIU LOCAL 925 NONSUPERVISORY	18476	Dental Xray Technician 2 (NE S SEIU 925 Non Supv)	C05_B7BX-R023	B7BX	023
SEIU LOCAL 925 NONSUPERVISORY	22261	Development/Fund Raising Events Coord (NE H NI SEIU 925 Non Supv)	C06_B4-R043-HS	B4	043
SEIU LOCAL 925 NONSUPERVISORY	17250	Development/Fund Raising Events Coord (NE S SEIU 925 Non Supv)	C06_B4-R043	B4	043
SEIU LOCAL 925 NONSUPERVISORY	22467	Dietary Unit Clerk (NE H NI SEIU 925 Non Supv)	C05_B7BX-R002-HS	B7BX	002
SEIU LOCAL 925 NONSUPERVISORY	18004	Dietary Unit Clerk (NE S SEIU 925 Non Supv)	C05_B7BX-R002	B7BX	002
SEIU LOCAL 925 NONSUPERVISORY	22637	Dispensary Assistant 2 (NE H NI SEIU 925 Non Supv)	C06_B4-R031-HS	B4	031
SEIU LOCAL 925 NONSUPERVISORY	18481	Dispensary Assistant 2 (NE S SEIU 925 Non Supv)	C06_B4-R031	B4	031
SEIU LOCAL 925 NONSUPERVISORY	22383	Drafting Technician 2 (NE H NI SEIU 925 Non Supv)	C06_B4-R048-HS	B4	048
SEIU LOCAL 925 NONSUPERVISORY	17641	Drafting Technician 2 (NE S SEIU 925 Non Supv)	C06_B4-R048	B4	048
SEIU LOCAL 925 NONSUPERVISORY	22384	Drafting Technician 3 (NE H NI SEIU 925 Non Supv)	C06_B4-R052-HS	B4	052
SEIU LOCAL 925 NONSUPERVISORY	17642	Drafting Technician 3 (NE S SEIU 925 Non Supv)	C06_B4-R052	B4	052
SEIU LOCAL 925 NONSUPERVISORY	22429	Editor-Publications 1 (NE H NI SEIU 925 Non Supv)	C06_B4-R050-HS	B4	050
SEIU LOCAL 925 NONSUPERVISORY	17770	Editor-Publications 1 (NE S SEIU 925 Non Supv)	C06_B4-R050	B4	050
SEIU LOCAL 925 NONSUPERVISORY	22430	Editor-Publications 2 (NE H NI SEIU 925 Non Supv)	C06_B4-R055-HS	B4	055
SEIU LOCAL 925 NONSUPERVISORY	17771	Editor-Publications 2 (NE S SEIU 925 Non Supv)	C06_B4-R055	B4	055
SEIU LOCAL 925 NONSUPERVISORY	22422	Editor-Research Publications 1 (NE H NI SEIU 925 Non Supv)	C06_B4-R050-HS	B4	050
SEIU LOCAL 925 NONSUPERVISORY	17755	Editor-Research Publications 1 (NE S SEIU 925 Non Supv)	C06_B4-R050	B4	050
SEIU LOCAL 925 NONSUPERVISORY	22423	Editor-Research Publications 2 (NE H NI SEIU 925 Non Supv)	C06_B4-R055-HS	B4	055
SEIU LOCAL 925 NONSUPERVISORY	17756	Editor-Research Publications 2 (NE S SEIU 925 Non Supv)	C06_B4-R055	B4	055
SEIU LOCAL 925 NONSUPERVISORY	22424	Editor-Research Publications 3 (NE H NI SEIU 925 Non Supv)	C06_B4-R061-HS	B4	061
SEIU LOCAL 925 NONSUPERVISORY	17757	Editor-Research Publications 3 (NE S SEIU 925 Non Supv)	C06_B4-R061	B4	061
SEIU LOCAL 925 NONSUPERVISORY	22361	Electronic Media Producer 1 (NE H NI SEIU 925 Non Supv)	C06_B4-R044-HS	B4	044
SEIU LOCAL 925 NONSUPERVISORY	17580	Electronic Media Producer 1 (NE S SEIU 925 Non Supv)	C06_B4-R044	B4	044
SEIU LOCAL 925 NONSUPERVISORY	22362	Electronic Media Producer 2 (NE H NI SEIU 925 Non Supv)	C06_B4-R050-HS	B4	050
SEIU LOCAL 925 NONSUPERVISORY	17581	Electronic Media Producer 2 (NE S SEIU 925 Non Supv)	C06_B4-R050	B4	050
SEIU LOCAL 925 NONSUPERVISORY	22363	Electronic Media Producer Lead (NE H NI SEIU 925 Non Supv)	C06_B4-R054-HS	B4	054
SEIU LOCAL 925 NONSUPERVISORY	17582	Electronic Media Producer Lead (NE S SEIU 925 Non Supv)	C06_B4-R054	B4	054
SEIU LOCAL 925 NONSUPERVISORY	22419	Electronics Technician 2 (NE H NI SEIU 925 Non Supv)	C06_B4-R044-HS	B4	044
SEIU LOCAL 925 NONSUPERVISORY	17741	Electronics Technician 2 (NE S SEIU 925 Non Supv)	C06_B4-R044	B4	044
SEIU LOCAL 925 NONSUPERVISORY	22371	Employment Training Specialist 1 (NE H NI SEIU 925 Non Supv)	C06_B4-R037-HS	B4	037
SEIU LOCAL 925 NONSUPERVISORY	17593	Employment Training Specialist 1 (NE S SEIU 925 Non Supv)	C06_B4-R037	B4	037
SEIU LOCAL 925 NONSUPERVISORY	22373	Employment Training Specialist 2 (NE H NI SEIU 925 Non Supv)	C06_B4-R043-HS	B4	043
SEIU LOCAL 925 NONSUPERVISORY	17595	Employment Training Specialist 2 (NE S SEIU 925 Non Supv)	C06_B4-R043	B4	043
SEIU LOCAL 925 NONSUPERVISORY	22370	Employment Training Specialist Assistant (NE H NI SEIU 925 Non Supv)	C06_B4-R032-HS	B4	032
SEIU LOCAL 925 NONSUPERVISORY	17592	Employment Training Specialist Assistant (NE S SEIU 925 Non Supv)	C06_B4-R032	B4	032
SEIU LOCAL 925 NONSUPERVISORY	22372	Employment Training Specialist Lead (NE H NI SEIU 925 Non Supv)	C06_B4-R043-HS	B4	043
SEIU LOCAL 925 NONSUPERVISORY	17594	Employment Training Specialist Lead (NE S SEIU 925 Non Supv)	C06_B4-R043	B4	043
SEIU LOCAL 925 NONSUPERVISORY	22381	Engineering Assistant 1 (NE H NI SEIU 925 Non Supv)	C06_B4-R048-HS	B4	048
SEIU LOCAL 925 NONSUPERVISORY	17639	Engineering Assistant 1 (NE S SEIU 925 Non Supv)	C06_B4-R048	B4	048
SEIU LOCAL 925 NONSUPERVISORY	22382	Engineering Assistant 2 (NE H NI SEIU 925 Non Supv)	C06_B4-R054-HS	B4	054
SEIU LOCAL 925 NONSUPERVISORY	17640	Engineering Assistant 2 (NE S SEIU 925 Non Supv)	C06_B4-R054	B4	054
SEIU LOCAL 925 NONSUPERVISORY	22420	Environmental Control Technician 1 (NE H NI SEIU 925 Non Supv)	C06_B4-R034-HS	B4	034
SEIU LOCAL 925 NONSUPERVISORY	17750	Environmental Control Technician 1 (NE S SEIU 925 Non Supv)	C06_B4-R034	B4	034

SEIU LOCAL 925 NONSUPERVISORY	22421	Environmental Control Technician 3 (NE H NI SEIU 925 Non Supv)	C06_B4-R042-HS	B4	042	Not used - would use FAS series
SEIU LOCAL 925 NONSUPERVISORY	17752	Environmental Control Technician 3 (NE S SEIU 925 Non Supv)	C06_B4-R042	B4	042	Not used - would use FAS series
SEIU LOCAL 925 NONSUPERVISORY	22376	Facilities Drafting Technician 2 (NE H NI SEIU 925 Non Supv)	C06_B4-R048-HS	B4	048	Not used - would use FAS series
SEIU LOCAL 925 NONSUPERVISORY	17625	Facilities Drafting Technician 2 (NE S SEIU 925 Non Supv)	C06_B4-R048	B4	048	Not used - would use FAS series
SEIU LOCAL 925 NONSUPERVISORY	22375	Facilities/Project Cost Engineer (NE H NI SEIU 925 Non Supv)	C06_B4-R067-HS	B4	067	Not used - would use FAS series
SEIU LOCAL 925 NONSUPERVISORY	17621	Facilities/Project Cost Engineer (NE S SEIU 925 Non Supv)	C06_B4-R067	B4	067	Not used - would use FAS series
SEIU LOCAL 925 NONSUPERVISORY	22891	Financial Access Specialist 1 (NE H NI SEIU 925 Non Supv)	C06_B4-R040-HS	B4	040	Not used - would use FAS series
SEIU LOCAL 925 NONSUPERVISORY	18057	Financial Access Specialist 1 (NE S SEIU 925 Non Supv)	C06_B4-R040	B4	040	Not used - would use FAS series
SEIU LOCAL 925 NONSUPERVISORY	22892	Financial Access Specialist 2 (NE H NI SEIU 925 Non Supv)	C06_B4-R045-HS	B4	045	Not used - would use FAS series
SEIU LOCAL 925 NONSUPERVISORY	18058	Financial Access Specialist 2 (NE S SEIU 925 Non Supv)	C06_B4-R045	B4	045	Not used - would use FAS series
SEIU LOCAL 925 NONSUPERVISORY	22893	Financial Access Specialist Lead (NE H NI SEIU 925 Non Supv)	C06_B4-R047-HS	B4	047	Not used - would use FAS series
SEIU LOCAL 925 NONSUPERVISORY	18059	Financial Access Specialist Lead (NE S SEIU 925 Non Supv)	C06_B4-R047	B4	047	Not used - would use FAS series
SEIU LOCAL 925 NONSUPERVISORY	22487	Financial Services Counselor (NE H NI SEIU 925 Non Supv)	C06_B4-R037-HS	B4	037	Not used - would use FAS series
SEIU LOCAL 925 NONSUPERVISORY	18073	Financial Services Counselor (NE S SEIU 925 Non Supv)	C06_B4-R037	B4	037	Not used - would use FAS series
SEIU LOCAL 925 NONSUPERVISORY	22488	Financial Services Specialist 1 (NE H NI SEIU 925 Non Supv)	C06_B4-R038-HS	B4	038	Not used - would use FAS series
SEIU LOCAL 925 NONSUPERVISORY	18074	Financial Services Specialist 1 (NE S SEIU 925 Non Supv)	C06_B4-R038	B4	038	Not used - would use FAS series
SEIU LOCAL 925 NONSUPERVISORY	22489	Financial Services Specialist 2 (NE H NI SEIU 925 Non Supv)	C06_B4-R042-HS	B4	042	Not used - would use FAS series
SEIU LOCAL 925 NONSUPERVISORY	18075	Financial Services Specialist 2 (NE S SEIU 925 Non Supv)	C06_B4-R042	B4	042	Not used - would use FAS series
SEIU LOCAL 925 NONSUPERVISORY	17683	Fire Protection Engineer (E S SEIU 925 Non Supv)	C06_B4-R071	B4	071	Not used - would use FAS series
SEIU LOCAL 925 NONSUPERVISORY	22400	Fire Protection Engineer (NE H NI SEIU 925 Non Supv)	C06_B4-R071-HS	B4	071	Not used - would use FAS series
SEIU LOCAL 925 NONSUPERVISORY	21759	Fire Protection Engineer (NE S SEIU 925 Non Supv)	C06_B4-R071	B4	071	Not used - would use FAS series
SEIU LOCAL 925 NONSUPERVISORY	17684	Fire Protection Engineer-Lead (E S SEIU 925 Non Supv)	C06_B4-R076	B4	076	Not used - would use FAS series
SEIU LOCAL 925 NONSUPERVISORY	22401	Fire Protection Engineer-Lead (NE H NI SEIU 925 Non Supv)	C06_B4-R076-HS	B4	076	Not used - would use FAS series
SEIU LOCAL 925 NONSUPERVISORY	21760	Fire Protection Engineer-Lead (NE S SEIU 925 Non Supv)	C06_B4-R076	B4	076	Not used - would use FAS series
SEIU LOCAL 925 NONSUPERVISORY	22216	Fiscal Specialist 1 (NE H NI SEIU 925 Non Supv)	C06_B4-R040-HS	B4	040	Not used - would use FAS series
SEIU LOCAL 925 NONSUPERVISORY	17036	Fiscal Specialist 1 (NE S SEIU 925 Non Supv)	C06_B4-R040	B4	040	Not used - would use FAS series
SEIU LOCAL 925 NONSUPERVISORY	22217	Fiscal Specialist 2 (NE H NI SEIU 925 Non Supv)	C06_B4-R044-HS	B4	044	Not used - would use FAS series
SEIU LOCAL 925 NONSUPERVISORY	17037	Fiscal Specialist 2 (NE S SEIU 925 Non Supv)	C06_B4-R044	B4	044	Not used - would use FAS series
SEIU LOCAL 925 NONSUPERVISORY	22222	Fiscal Technician 1 (NE H NI SEIU 925 Non Supv)	C06_B4-R030-HS	B4	030	Not used - would use FAS series
SEIU LOCAL 925 NONSUPERVISORY	17050	Fiscal Technician 1 (NE S SEIU 925 Non Supv)	C06_B4-R030	B4	030	Not used - would use FAS series
SEIU LOCAL 925 NONSUPERVISORY	22223	Fiscal Technician 2 (NE H NI SEIU 925 Non Supv)	C06_B4-R033-HS	B4	033	Not used - would use FAS series
SEIU LOCAL 925 NONSUPERVISORY	17051	Fiscal Technician 2 (NE S SEIU 925 Non Supv)	C06_B4-R033	B4	033	Not used - would use FAS series
SEIU LOCAL 925 NONSUPERVISORY	22226	Fiscal Technician 3 (NE H NI SEIU 925 Non Supv)	C06_B4-R036-HS	B4	036	Not used - would use FAS series
SEIU LOCAL 925 NONSUPERVISORY	17055	Fiscal Technician 3 (NE S SEIU 925 Non Supv)	C06_B4-R036	B4	036	Not used - would use FAS series
SEIU LOCAL 925 NONSUPERVISORY	22224	Fiscal Technician Lead (NE H NI SEIU 925 Non Supv)	C06_B4-R037-HS	B4	037	Not used - would use FAS series
SEIU LOCAL 925 NONSUPERVISORY	17052	Fiscal Technician Lead (NE S SEIU 925 Non Supv)	C06_B4-R037	B4	037	Not used - would use FAS series
SEIU LOCAL 925 NONSUPERVISORY	22322	Foreign Admissions Evaluator (NE H NI SEIU 925 Non Supv)	C06_B4-R036-HS	B4	036	Not used - would use FAS series
SEIU LOCAL 925 NONSUPERVISORY	17488	Foreign Admissions Evaluator (NE S SEIU 925 Non Supv)	C06_B4-R036	B4	036	Not used - would use FAS series
SEIU LOCAL 925 NONSUPERVISORY	22210	Forms Analyst 1 (NE H NI SEIU 925 Non Supv)	C06_B4-R033-HS	B4	033	Not used - would use FAS series
SEIU LOCAL 925 NONSUPERVISORY	17026	Forms Analyst 1 (NE S SEIU 925 Non Supv)	C06_B4-R033	B4	033	Not used - would use FAS series
SEIU LOCAL 925 NONSUPERVISORY	22211	Forms Analyst 2 (NE H NI SEIU 925 Non Supv)	C06_B4-R039-HS	B4	039	Not used - would use FAS series
SEIU LOCAL 925 NONSUPERVISORY	17027	Forms Analyst 2 (NE S SEIU 925 Non Supv)	C06_B4-R039	B4	039	Not used - would use FAS series
SEIU LOCAL 925 NONSUPERVISORY	22212	Forms Analyst 3 (NE H NI SEIU 925 Non Supv)	C06_B4-R045-HS	B4	045	Not used - would use FAS series
SEIU LOCAL 925 NONSUPERVISORY	17028	Forms Analyst 3 (NE S SEIU 925 Non Supv)	C06_B4-R045	B4	045	Not used - would use FAS series
SEIU LOCAL 925 NONSUPERVISORY	22318	Graduation & Academic Records Spec Lead (NE H NI SEIU 925 Non Supv)	C06_B4-R043-HS	B4	043	Not used - would use FAS series
SEIU LOCAL 925 NONSUPERVISORY	17484	Graduation & Academic Records Spec Lead (NE S SEIU 925 Non Supv)	C06_B4-R043	B4	043	Not used - would use FAS series
SEIU LOCAL 925 NONSUPERVISORY	22317	Graduation & Academic Records Specialist (NE H NI SEIU 925 Non Supv)	C06_B4-R041-HS	B4	041	Not used - would use FAS series
SEIU LOCAL 925 NONSUPERVISORY	17483	Graduation & Academic Records Specialist (NE S SEIU 925 Non Supv)	C06_B4-R041	B4	041	Not used - would use FAS series
SEIU LOCAL 925 NONSUPERVISORY	22332	Graphic Designer/Illustrator (NE H NI SEIU 925 Non Supv)	C06_B4-R043-HS	B4	043	Not used - would use FAS series
SEIU LOCAL 925 NONSUPERVISORY	17514	Graphic Designer/Illustrator (NE S SEIU 925 Non Supv)	C06_B4-R043	B4	043	Not used - would use FAS series
SEIU LOCAL 925 NONSUPERVISORY	22333	Graphic Designer/Illustrator Lead (NE H NI SEIU 925 Non Supv)	C06_B4-R049-HS	B4	049	Not used - would use FAS series
SEIU LOCAL 925 NONSUPERVISORY	17515	Graphic Designer/Illustrator Lead (NE S SEIU 925 Non Supv)	C06_B4-R049	B4	049	Not used - would use FAS series
SEIU LOCAL 925 NONSUPERVISORY	22331	Graphic Illustrator (NE H NI SEIU 925 Non Supv)	C06_B4-R033-HS	B4	033	Not used - would use FAS series
SEIU LOCAL 925 NONSUPERVISORY	17512	Graphic Illustrator (NE S SEIU 925 Non Supv)	C06_B4-R033	B4	033	Not used - would use FAS series
SEIU LOCAL 925 NONSUPERVISORY	22324	Health Education Resources Coordinator 1 (NE H NI SEIU 925 Non Supv)	C06_B4-R044-HS	B4	044	Not used - would use FAS series
SEIU LOCAL 925 NONSUPERVISORY	17503	Health Education Resources Coordinator 1 (NE S SEIU 925 Non Supv)	C06_B4-R044	B4	044	Not used - would use FAS series
SEIU LOCAL 925 NONSUPERVISORY	17504	Health Education Resources Coordinator 2 (E S SEIU 925 Non Supv)	C06_B4-R048	B4	048	Not used - would use FAS series
SEIU LOCAL 925 NONSUPERVISORY	22325	Health Education Resources Coordinator 2 (NE H NI SEIU 925 Non Supv)	C06_B4-R048-HS	B4	048	Not used - would use FAS series
SEIU LOCAL 925 NONSUPERVISORY	17825	Health Education Resources Coordinator 2 (NE S SEIU 925 Non Supv)	C06_B4-R048	B4	048	Not used - would use FAS series
SEIU LOCAL 925 NONSUPERVISORY	22538	Health Information Lead (NE H NI SEIU 925 Non Supv)	C06_B4-R039-HS	B4	039	Not used - would use FAS series
SEIU LOCAL 925 NONSUPERVISORY	18256	Health Information Lead (NE S SEIU 925 Non Supv)	C06_B4-R039	B4	039	Not used - would use FAS series
SEIU LOCAL 925 NONSUPERVISORY	22534	Health Information Technician 1 (NE H NI SEIU 925 Non Supv)	C06_B4-R031-HS	B4	031	Not used - would use FAS series
SEIU LOCAL 925 NONSUPERVISORY	18222	Health Information Technician 1 (NE S SEIU 925 Non Supv)	C06_B4-R031	B4	031	Not used - would use FAS series
SEIU LOCAL 925 NONSUPERVISORY	22537	Health Information Technician 2 (NE H NI SEIU 925 Non Supv)	C06_B4-R032-HS	B4	032	Not used - would use FAS series

SEIU LOCAL 925 NONSUPERVISORY	18255	Health Information Technician 2 (NE S SEIU 925 Non Supv)	C06_B4-R032	B4	032
SEIU LOCAL 925 NONSUPERVISORY	22536	Health Information Technician 3 (NE H NI SEIU 925 Non Supv)	C06_B4-R035-HS	B4	035
SEIU LOCAL 925 NONSUPERVISORY	18254	Health Information Technician 3 (NE S SEIU 925 Non Supv)	C06_B4-R035	B4	035
SEIU LOCAL 925 NONSUPERVISORY	17762	Health Physicist 1 (E S SEIU 925 Non Supv)	C06_B4-R052	B4	052
SEIU LOCAL 925 NONSUPERVISORY	22425	Health Physicist 1 (NE H NI SEIU 925 Non Supv)	C06_B4-R052-HS	B4	052
SEIU LOCAL 925 NONSUPERVISORY	17764	Health Physicist 1 (NE S SEIU 925 Non Supv)	C06_B4-R052	B4	052
SEIU LOCAL 925 NONSUPERVISORY	17763	Health Physicist 2 (E S SEIU 925 Non Supv)	C06_B4-R056	B4	056
SEIU LOCAL 925 NONSUPERVISORY	22426	Health Physicist 2 (NE H NI SEIU 925 Non Supv)	C06_B4-R056-HS	B4	056
SEIU LOCAL 925 NONSUPERVISORY	17765	Health Physicist 2 (NE S SEIU 925 Non Supv)	C06_B4-R056	B4	056
SEIU LOCAL 925 NONSUPERVISORY	22632	Hospital Dentistry Assistant Specialist (NE H NI SEIU 925 Non Supv)	C05_B7BX-R050-HS	B7BX	050
SEIU LOCAL 925 NONSUPERVISORY	18474	Hospital Dentistry Assistant Specialist (NE S SEIU 925 Non Supv)	C05_B7BX-R050	B7BX	050
SEIU LOCAL 925 NONSUPERVISORY	23105	Hospital Security Officer - UWMC-ML (NE H NI SEIU 925 Non Supv)	C06_B4-R047-HS	B4	047
SEIU LOCAL 925 NONSUPERVISORY	17634	Hospital Security Officer - UWMC-ML (NE S SEIU 925 Non Supv)	C06_B4-R047	B4	047
SEIU LOCAL 925 NONSUPERVISORY	22367	Human Resource Assistant (NE H NI SEIU 925 Non Supv)	C06_B4-R035-HS	B4	035
SEIU LOCAL 925 NONSUPERVISORY	17587	Human Resource Assistant (NE S SEIU 925 Non Supv)	C06_B4-R035	B4	035
SEIU LOCAL 925 NONSUPERVISORY	22368	Human Resource Assistant Senior (NE H NI SEIU 925 Non Supv)	C06_B4-R041-HS	B4	041
SEIU LOCAL 925 NONSUPERVISORY	17588	Human Resource Assistant Senior (NE S SEIU 925 Non Supv)	C06_B4-R041	B4	041
SEIU LOCAL 925 NONSUPERVISORY	22369	Human Resource Coordinator (NE H NI SEIU 925 Non Supv)	C06_B4-R037-HS	B4	037
SEIU LOCAL 925 NONSUPERVISORY	17589	Human Resource Coordinator (NE S SEIU 925 Non Supv)	C06_B4-R037	B4	037
SEIU LOCAL 925 NONSUPERVISORY	17043	Human Subjects Review Coordinator (E S SEIU 925 Non Supv)	C06_B4-R048	B4	048
SEIU LOCAL 925 NONSUPERVISORY	22218	Human Subjects Review Coordinator (NE H NI SEIU 925 Non Supv)	C06_B4-R048-HS	B4	048
SEIU LOCAL 925 NONSUPERVISORY	17811	Human Subjects Review Coordinator (NE S SEIU 925 Non Supv)	C06_B4-R048	B4	048
SEIU LOCAL 925 NONSUPERVISORY	22431	Information Specialist 1 (NE H NI SEIU 925 Non Supv)	C06_B4-R041-HS	B4	041
SEIU LOCAL 925 NONSUPERVISORY	17774	Information Specialist 1 (NE S SEIU 925 Non Supv)	C06_B4-R041	B4	041
SEIU LOCAL 925 NONSUPERVISORY	22432	Information Specialist 2 (NE H NI SEIU 925 Non Supv)	C06_B4-R046-HS	B4	046
SEIU LOCAL 925 NONSUPERVISORY	17775	Information Specialist 2 (NE S SEIU 925 Non Supv)	C06_B4-R046	B4	046
SEIU LOCAL 925 NONSUPERVISORY	22439	Instructional Technician 2 (NE H NI SEIU 925 Non Supv)	C06_B4-R043-HS	B4	043
SEIU LOCAL 925 NONSUPERVISORY	17788	Instructional Technician 2 (NE S SEIU 925 Non Supv)	C06_B4-R043	B4	043
SEIU LOCAL 925 NONSUPERVISORY	22404	Inventory Inspector 1 (NE H NI SEIU 925 Non Supv)	C06_B4-R030-HS	B4	030
SEIU LOCAL 925 NONSUPERVISORY	17702	Inventory Inspector 1 (NE S SEIU 925 Non Supv)	C06_B4-R030	B4	030
SEIU LOCAL 925 NONSUPERVISORY	22405	Inventory Inspector 2 (NE H NI SEIU 925 Non Supv)	C06_B4-R035-HS	B4	035
SEIU LOCAL 925 NONSUPERVISORY	17703	Inventory Inspector 2 (NE S SEIU 925 Non Supv)	C06_B4-R035	B4	035
SEIU LOCAL 925 NONSUPERVISORY	22905	ISC Customer Service Representative (NE H NI SEIU 925 Non Supv)	C06_B4-R042-HS	B4	042
SEIU LOCAL 925 NONSUPERVISORY	17186	ISC Customer Service Representative (NE S SEIU 925 Non Supv)	C06_B4-R042	B4	042
SEIU LOCAL 925 NONSUPERVISORY	23086	ISC Customer Service Representative Lead (NE H NI SEIU 925 Non Supv)	C06_B4-R046-HS	B4	046
SEIU LOCAL 925 NONSUPERVISORY	17190	ISC Customer Service Representative Lead (NE S SEIU 925 Non Supv)	C06_B4-R046	B4	046
SEIU LOCAL 925 NONSUPERVISORY	22907	ISC Payroll Accountant (E S SEIU 925 Non Supv)	C06_B4-R053	B4	053
SEIU LOCAL 925 NONSUPERVISORY	17179	ISC Payroll Accountant (NE H NI SEIU 925 Non Supv)	C06_B4-R053	B4	053
SEIU LOCAL 925 NONSUPERVISORY	22908	ISC Payroll Accountant (NE S SEIU 925 Non Supv)	C06_B4-R053	B4	053
SEIU LOCAL 925 NONSUPERVISORY	17180	ISC Payroll Specialist (NE H NI SEIU 925 Non Supv)	C06_B4-R047	B4	047
SEIU LOCAL 925 NONSUPERVISORY	22906	ISC SR Customer Service Representative (NE H NI SEIU 925 Non Supv)	C06_B4-R044-HS	B4	044
SEIU LOCAL 925 NONSUPERVISORY	17187	ISC SR Customer Service Representative (NE S SEIU 925 Non Supv)	C06_B4-R044	B4	044
SEIU LOCAL 925 NONSUPERVISORY	22443	Laboratory Helper (NE H NI SEIU 925 Non Supv)	C06_B4-R025-HS	B4	025
SEIU LOCAL 925 NONSUPERVISORY	17797	Laboratory Helper (NE S SEIU 925 Non Supv)	C06_B4-R025	B4	025
SEIU LOCAL 925 NONSUPERVISORY	22444	Laboratory Helper Lead (NE H NI SEIU 925 Non Supv)	C06_B4-R027-HS	B4	027
SEIU LOCAL 925 NONSUPERVISORY	17798	Laboratory Helper Lead (NE S SEIU 925 Non Supv)	C06_B4-R027	B4	027
SEIU LOCAL 925 NONSUPERVISORY	22445	Laboratory Technician 1 (NE H NI SEIU 925 Non Supv)	C06_B4-R028-HS	B4	028
SEIU LOCAL 925 NONSUPERVISORY	17800	Laboratory Technician 1 (NE S SEIU 925 Non Supv)	C06_B4-R028	B4	028
SEIU LOCAL 925 NONSUPERVISORY	22446	Laboratory Technician 2 (NE H NI SEIU 925 Non Supv)	C06_B4-R032-HS	B4	032
SEIU LOCAL 925 NONSUPERVISORY	17801	Laboratory Technician 2 (NE S SEIU 925 Non Supv)	C06_B4-R032	B4	032
SEIU LOCAL 925 NONSUPERVISORY	22259	Legal Secretary 1 (NE H NI SEIU 925 Non Supv)	C06_B4-R038-HS	B4	038
SEIU LOCAL 925 NONSUPERVISORY	17240	Legal Secretary 1 (NE S SEIU 925 Non Supv)	C06_B4-R038	B4	038
SEIU LOCAL 925 NONSUPERVISORY	22260	Legal Secretary 2 (NE H NI SEIU 925 Non Supv)	C06_B4-R044-HS	B4	044
SEIU LOCAL 925 NONSUPERVISORY	17241	Legal Secretary 2 (NE S SEIU 925 Non Supv)	C06_B4-R044	B4	044
SEIU LOCAL 925 NONSUPERVISORY	22440	Mailing List Equipment Operator 1 (NE H NI SEIU 925 Non Supv)	C06_B4-R024-HS	B4	024
SEIU LOCAL 925 NONSUPERVISORY	17792	Mailing List Equipment Operator 1 (NE S SEIU 925 Non Supv)	C06_B4-R024	B4	024
SEIU LOCAL 925 NONSUPERVISORY	22441	Mailing List Equipment Operator 2 (NE H NI SEIU 925 Non Supv)	C06_B4-R028-HS	B4	028
SEIU LOCAL 925 NONSUPERVISORY	17793	Mailing List Equipment Operator 2 (NE S SEIU 925 Non Supv)	C06_B4-R028	B4	028
SEIU LOCAL 925 NONSUPERVISORY	22344	Media Engineer A (NE H NI SEIU 925 Non Supv)	C06_B4-R057-HS	B4	057
SEIU LOCAL 925 NONSUPERVISORY	17540	Media Engineer A (NE S SEIU 925 Non Supv)	C06_B4-R057	B4	057
SEIU LOCAL 925 NONSUPERVISORY	22359	Media Laboratory Coordinator (NE H NI SEIU 925 Non Supv)	C06_B4-R039-HS	B4	039
SEIU LOCAL 925 NONSUPERVISORY	17562	Media Laboratory Coordinator (NE S SEIU 925 Non Supv)	C06_B4-R039	B4	039
SEIU LOCAL 925 NONSUPERVISORY	22339	Media Maintenance Technician 1 (NE H NI SEIU 925 Non Supv)	C06_B4-R036-HS	B4	036

SEIU LOCAL 925 NONSUPERVISORY	17529	Media Maintenance Technician 1 (NE S SEIU 925 Non Supv)	C06_B4-R036	B4	036
SEIU LOCAL 925 NONSUPERVISORY	22340	Media Maintenance Technician 2 (NE H NI SEIU 925 Non Supv)	C06_B4-R042-HS	B4	042
SEIU LOCAL 925 NONSUPERVISORY	17530	Media Maintenance Technician 3 (NE S SEIU 925 Non Supv)	C06_B4-R042	B4	042
SEIU LOCAL 925 NONSUPERVISORY	22341	Media Maintenance Technician 3 (NE H NI SEIU 925 Non Supv)	C06_B4-R046-HS	B4	046
SEIU LOCAL 925 NONSUPERVISORY	17531	Media Maintenance Technician 3 (NE S SEIU 925 Non Supv)	C06_B4-R046	B4	046
SEIU LOCAL 925 NONSUPERVISORY	22343	Media Maintenance Technician Lead (NE H NI SEIU 925 Non Supv)	C06_B4-R048-HS	B4	048
SEIU LOCAL 925 NONSUPERVISORY	17533	Media Maintenance Technician Lead (NE S SEIU 925 Non Supv)	C06_B4-R048	B4	048
SEIU LOCAL 925 NONSUPERVISORY	22358	Media Services Dispatcher (NE H NI SEIU 925 Non Supv)	C06_B4-R034-HS	B4	034
SEIU LOCAL 925 NONSUPERVISORY	17561	Media Services Dispatcher (NE S SEIU 925 Non Supv)	C06_B4-R034	B4	034
SEIU LOCAL 925 NONSUPERVISORY	22357	Media Services Operator (NE H NI SEIU 925 Non Supv)	C06_B4-R031-HS	B4	031
SEIU LOCAL 925 NONSUPERVISORY	17560	Media Services Operator (NE S SEIU 925 Non Supv)	C06_B4-R031	B4	031
SEIU LOCAL 925 NONSUPERVISORY	22335	Media Technician (NE H NI SEIU 925 Non Supv)	C06_B4-R033-HS	B4	033
SEIU LOCAL 925 NONSUPERVISORY	17520	Media Technician (NE S SEIU 925 Non Supv)	C06_B4-R033	B4	033
SEIU LOCAL 925 NONSUPERVISORY	22338	Media Technician Lead (NE H NI SEIU 925 Non Supv)	C06_B4-R044-HS	B4	044
SEIU LOCAL 925 NONSUPERVISORY	17523	Media Technician Lead (NE S SEIU 925 Non Supv)	C06_B4-R044	B4	044
SEIU LOCAL 925 NONSUPERVISORY	22336	Media Technician Senior (NE H NI SEIU 925 Non Supv)	C06_B4-R041-HS	B4	041
SEIU LOCAL 925 NONSUPERVISORY	17521	Media Technician Senior (NE S SEIU 925 Non Supv)	C06_B4-R041	B4	041
SEIU LOCAL 925 NONSUPERVISORY	22354	Media/Film Clerk 1 (NE H NI SEIU 925 Non Supv)	C06_B4-R026-HS	B4	026
SEIU LOCAL 925 NONSUPERVISORY	17557	Media/Film Clerk 1 (NE S SEIU 925 Non Supv)	C06_B4-R026	B4	026
SEIU LOCAL 925 NONSUPERVISORY	22355	Media/Film Clerk 2 (NE H NI SEIU 925 Non Supv)	C06_B4-R028-HS	B4	028
SEIU LOCAL 925 NONSUPERVISORY	17558	Media/Film Clerk 2 (NE S SEIU 925 Non Supv)	C06_B4-R028	B4	028
SEIU LOCAL 925 NONSUPERVISORY	22356	Media/Film Clerk 3 (NE H NI SEIU 925 Non Supv)	C06_B4-R033-HS	B4	033
SEIU LOCAL 925 NONSUPERVISORY	17559	Media/Film Clerk 3 (NE S SEIU 925 Non Supv)	C06_B4-R033	B4	033
SEIU LOCAL 925 NONSUPERVISORY	22495	Medical Air Lift Communications Spec (NE H NI SEIU 925 Non Supv)	C06_B4-R049-HS	B4	049
SEIU LOCAL 925 NONSUPERVISORY	18085	Medical Air Lift Communications Spec (NE S SEIU 925 Non Supv)	C06_B4-R049	B4	049
SEIU LOCAL 925 NONSUPERVISORY	22540	Medical Assistant (NE H NI SEIU 925 Non Supv)	C05_B7BX-R042-HS	B7BX	042
SEIU LOCAL 925 NONSUPERVISORY	18265	Medical Assistant (NE S SEIU 925 Non Supv)	C05_B7BX-R042	B7BX	042
SEIU LOCAL 925 NONSUPERVISORY	18264	Medical Assistant Apprentice (NE S SEIU 925 Non Supv)	C06_B4-R032	B4	032
SEIU LOCAL 925 NONSUPERVISORY	22541	Medical Assistant Lead (NE H NI SEIU 925 Non Supv)	C05_B7BX-R050-HS	B7BX	050
SEIU LOCAL 925 NONSUPERVISORY	18266	Medical Assistant Lead (NE S SEIU 925 Non Supv)	C05_B7BX-R050	B7BX	050
SEIU LOCAL 925 NONSUPERVISORY	23108	Medical Assistant Registered (NE H NI SEIU 925 Non Supv)	C05_B7BX-R036-HS	B7BX	036
SEIU LOCAL 925 NONSUPERVISORY	18268	Medical Assistant Registered (NE S SEIU 925 Non Supv)	C05_B7BX-R036	B7BX	036
SEIU LOCAL 925 NONSUPERVISORY	17511	Medical Illustrator (E S SEIU 925 Non Supv)	C06_B4-R053	B4	053
SEIU LOCAL 925 NONSUPERVISORY	22330	Medical Illustrator (NE H NI SEIU 925 Non Supv)	C06_B4-R053-HS	B4	053
SEIU LOCAL 925 NONSUPERVISORY	17876	Medical Illustrator (NE S SEIU 925 Non Supv)	C06_B4-R053	B4	053
SEIU LOCAL 925 NONSUPERVISORY	22468	Medical Transcriptionist 1 (NE H NI SEIU 925 Non Supv)	C05_B7BX-R014-HS	B7BX	014
SEIU LOCAL 925 NONSUPERVISORY	18021	Medical Transcriptionist 1 (NE S SEIU 925 Non Supv)	C05_B7BX-R014	B7BX	014
SEIU LOCAL 925 NONSUPERVISORY	22469	Medical Transcriptionist 2 (NE H NI SEIU 925 Non Supv)	C05_B7BX-R021-HS	B7BX	021
SEIU LOCAL 925 NONSUPERVISORY	18022	Medical Transcriptionist 2 (NE S SEIU 925 Non Supv)	C05_B7BX-R021	B7BX	021
SEIU LOCAL 925 NONSUPERVISORY	22470	Medical Transcriptionist Lead (NE H NI SEIU 925 Non Supv)	C05_B7BX-R028-HS	B7BX	028
SEIU LOCAL 925 NONSUPERVISORY	18023	Medical Transcriptionist Lead (NE S SEIU 925 Non Supv)	C05_B7BX-R028	B7BX	028
SEIU LOCAL 925 NONSUPERVISORY	22414	Messenger Driver (NE H NI SEIU 925 Non Supv)	C06_B4-R026-HS	B4	026
SEIU LOCAL 925 NONSUPERVISORY	17728	Messenger Driver (NE S SEIU 925 Non Supv)	C06_B4-R026	B4	026
SEIU LOCAL 925 NONSUPERVISORY	22415	Messenger Driver Lead (NE H NI SEIU 925 Non Supv)	C06_B4-R030-HS	B4	030
SEIU LOCAL 925 NONSUPERVISORY	17729	Messenger Driver Lead (NE S SEIU 925 Non Supv)	C06_B4-R030	B4	030
SEIU LOCAL 925 NONSUPERVISORY	22377	Offset Duplicator Operator (NE H NI SEIU 925 Non Supv)	C06_B4-R026-HS	B4	026
SEIU LOCAL 925 NONSUPERVISORY	17631	Offset Duplicator Operator (NE S SEIU 925 Non Supv)	C06_B4-R026	B4	026
SEIU LOCAL 925 NONSUPERVISORY	22378	Offset Duplicator Operator Lead (NE H NI SEIU 925 Non Supv)	C06_B4-R029-HS	B4	029
SEIU LOCAL 925 NONSUPERVISORY	17632	Offset Duplicator Operator Lead (NE S SEIU 925 Non Supv)	C06_B4-R029	B4	029
SEIU LOCAL 925 NONSUPERVISORY	22417	Order Fulfillment Coordinator (NE H NI SEIU 925 Non Supv)	C06_B4-R032-HS	B4	032
SEIU LOCAL 925 NONSUPERVISORY	17734	Order Fulfillment Coordinator (NE S SEIU 925 Non Supv)	C06_B4-R032	B4	032
SEIU LOCAL 925 NONSUPERVISORY	22532	Orthotist+Prosthetist Technician (NE H NI SEIU 925 Non Supv)	C05_B6-R050-HS	B6	050
SEIU LOCAL 925 NONSUPERVISORY	18160	Orthotist+Prosthetist Technician (NE S SEIU 925 Non Supv)	C05_B6-R050	B6	050
SEIU LOCAL 925 NONSUPERVISORY	22395	Parking Enforcement Officer (NE H NI SEIU 925 Non Supv)	C06_B4-R033-HS	B4	033
SEIU LOCAL 925 NONSUPERVISORY	17658	Parking Enforcement Officer (NE S SEIU 925 Non Supv)	C06_B4-R033	B4	033
SEIU LOCAL 925 NONSUPERVISORY	22388	Parking Specialist (NE H NI SEIU 925 Non Supv)	C06_B4-R033-HS	B4	033
SEIU LOCAL 925 NONSUPERVISORY	17648	Parking Specialist (NE S SEIU 925 Non Supv)	C06_B4-R033	B4	033
SEIU LOCAL 925 NONSUPERVISORY	22920	Patient Account Representative 1 (NE H NI SEIU 925 Non Supv)	C06_B4-R036-HS	B4	036
SEIU LOCAL 925 NONSUPERVISORY	18171	Patient Account Representative 1 (NE S SEIU 925 Non Supv)	C06_B4-R036	B4	036
SEIU LOCAL 925 NONSUPERVISORY	22921	Patient Account Representative 2 (NE H NI SEIU 925 Non Supv)	C06_B4-R042-HS	B4	042
SEIU LOCAL 925 NONSUPERVISORY	18172	Patient Account Representative 2 (NE S SEIU 925 Non Supv)	C06_B4-R042	B4	042
SEIU LOCAL 925 NONSUPERVISORY	22922	Patient Account Representative 3 (NE H NI SEIU 925 Non Supv)	C06_B4-R044-HS	B4	044
SEIU LOCAL 925 NONSUPERVISORY	18173	Patient Account Representative 3 (NE S SEIU 925 Non Supv)	C06_B4-R044	B4	044
SEIU LOCAL 925 NONSUPERVISORY	22923	Patient Account Representative Lead (NE H NI SEIU 925 Non Supv)	C06_B4-R046-HS	B4	046

18174	SEIU LOCAL 925 NONSUPERVISORY	Patient Account Representative Lead (NE S SEIU 925 Non Supv)	006_B4-R046	B4	046	
22486	SEIU LOCAL 925 NONSUPERVISORY	Patient Care Coordinator (NE H NI SEIU 925 Non Supv)	006_B4-R046-HS	B4	046	
18072	SEIU LOCAL 925 NONSUPERVISORY	Patient Care Coordinator (NE S SEIU 925 Non Supv)	006_B4-R046	B4	046	
22482	SEIU LOCAL 925 NONSUPERVISORY	Patient Collections Lead (NE H NI SEIU 925 Non Supv)	005_B6-R012-HS	B6	012	Not used - would use PAR series
18066	SEIU LOCAL 925 NONSUPERVISORY	Patient Collections Lead (NE S SEIU 925 Non Supv)	005_B6-R012	B6	012	Not used - would use PAR series
22481	SEIU LOCAL 925 NONSUPERVISORY	Patient Collections Representative (NE H NI SEIU 925 Non Supv)	005_B6-R005-HS	B6	005	Not used - would use PAR series
18065	SEIU LOCAL 925 NONSUPERVISORY	Patient Collections Representative (NE S SEIU 925 Non Supv)	005_B6-R005	B6	005	Not used - would use PAR series
22492	SEIU LOCAL 925 NONSUPERVISORY	Patient Financial Services Specialist 1 (NE H NI SEIU 925 Non Supv)	006_B4-R039-HS	B4	039	Not used - would use PAR series
18081	SEIU LOCAL 925 NONSUPERVISORY	Patient Financial Services Specialist 1 (NE S SEIU 925 Non Supv)	006_B4-R035	B4	035	Not used - would use PAR series
22493	SEIU LOCAL 925 NONSUPERVISORY	Patient Financial Services Specialist 2 (NE H NI SEIU 925 Non Supv)	006_B4-R040-HS	B4	040	Not used - would use PAR series
18082	SEIU LOCAL 925 NONSUPERVISORY	Patient Financial Services Specialist 2 (NE S SEIU 925 Non Supv)	006_B4-R040	B4	040	Not used - would use PAR series
22484	SEIU LOCAL 925 NONSUPERVISORY	Patient Representative (NE H NI SEIU 925 Non Supv)	006_B4-R044-HS	B4	044	
18070	SEIU LOCAL 925 NONSUPERVISORY	Patient Representative (NE S SEIU 925 Non Supv)	006_B4-R044	B4	044	
22491	SEIU LOCAL 925 NONSUPERVISORY	Patient Services Rep Coordinator (NE H NI SEIU 925 Non Supv)	006_B4-R037-HS	B4	037	Not used - would use PSS series
18078	SEIU LOCAL 925 NONSUPERVISORY	Patient Services Rep Coordinator (NE S SEIU 925 Non Supv)	006_B4-R037	B4	037	Not used - would use PSS series
22500	SEIU LOCAL 925 NONSUPERVISORY	Patient Services Specialist 1-Trainee (NE H NI SEIU 925 Non Supv)	006_B4-R034-HS	B4	034	
18090	SEIU LOCAL 925 NONSUPERVISORY	Patient Services Specialist 1-Trainee (NE S SEIU 925 Non Supv)	006_B4-R034	B4	034	
22501	SEIU LOCAL 925 NONSUPERVISORY	Patient Services Specialist 2 (NE H NI SEIU 925 Non Supv)	006_B4-R037-HS	B4	037	
18091	SEIU LOCAL 925 NONSUPERVISORY	Patient Services Specialist 2 (NE S SEIU 925 Non Supv)	006_B4-R037	B4	037	
22502	SEIU LOCAL 925 NONSUPERVISORY	Patient Services Specialist 3 (NE H NI SEIU 925 Non Supv)	006_B4-R039-HS	B4	039	
18092	SEIU LOCAL 925 NONSUPERVISORY	Patient Services Specialist 3 (NE S SEIU 925 Non Supv)	006_B4-R039	B4	039	
22504	SEIU LOCAL 925 NONSUPERVISORY	Patient Services Specialist Edu-QA (NE H NI SEIU 925 Non Supv)	006_B4-R044-HS	B4	044	
18094	SEIU LOCAL 925 NONSUPERVISORY	Patient Services Specialist Edu-QA (NE S SEIU 925 Non Supv)	006_B4-R044	B4	044	
22503	SEIU LOCAL 925 NONSUPERVISORY	Patient Services Specialist Lead (NE H NI SEIU 925 Non Supv)	006_B4-R044-HS	B4	044	
18093	SEIU LOCAL 925 NONSUPERVISORY	Patient Services Specialist Lead (NE S SEIU 925 Non Supv)	006_B4-R044	B4	044	
22227	SEIU LOCAL 925 NONSUPERVISORY	Payroll & Benefits Coordinator (NE H NI SEIU 925 Non Supv)	006_B4-R041-HS	B4	041	
17058	SEIU LOCAL 925 NONSUPERVISORY	Payroll & Benefits Coordinator (NE S SEIU 925 Non Supv)	006_B4-R041	B4	041	
22228	SEIU LOCAL 925 NONSUPERVISORY	Payroll Technician 1 (NE H NI SEIU 925 Non Supv)	006_B4-R026-HS	B4	026	
17060	SEIU LOCAL 925 NONSUPERVISORY	Payroll Technician 1 (NE S SEIU 925 Non Supv)	006_B4-R026	B4	026	
22229	SEIU LOCAL 925 NONSUPERVISORY	Payroll Technician 2 (NE H NI SEIU 925 Non Supv)	006_B4-R031-HS	B4	031	
17061	SEIU LOCAL 925 NONSUPERVISORY	Payroll Technician 2 (NE S SEIU 925 Non Supv)	006_B4-R031	B4	031	
22230	SEIU LOCAL 925 NONSUPERVISORY	Payroll Technician Lead (NE H NI SEIU 925 Non Supv)	006_B4-R033-HS	B4	033	
17062	SEIU LOCAL 925 NONSUPERVISORY	Payroll Technician Lead (NE S SEIU 925 Non Supv)	006_B4-R033	B4	033	
22935	SEIU LOCAL 925 NONSUPERVISORY	Peer Counselor/Community Health Worker (NE H NI SEIU 925 Non Supv)	006_B4-R040-HS	B4	040	
17263	SEIU LOCAL 925 NONSUPERVISORY	Peer Counselor/Community Health Worker (NE S SEIU 925 Non Supv)	006_B4-R040	B4	040	
22434	SEIU LOCAL 925 NONSUPERVISORY	Photographer 1 (NE H NI SEIU 925 Non Supv)	006_B4-R043-HS	B4	043	
17780	SEIU LOCAL 925 NONSUPERVISORY	Photographer 1 (NE S SEIU 925 Non Supv)	006_B4-R043	B4	043	
22435	SEIU LOCAL 925 NONSUPERVISORY	Photographer 2 (NE H NI SEIU 925 Non Supv)	006_B4-R047-HS	B4	047	
17781	SEIU LOCAL 925 NONSUPERVISORY	Photographer 2 (NE S SEIU 925 Non Supv)	006_B4-R047	B4	047	
22433	SEIU LOCAL 925 NONSUPERVISORY	Photographic Technician (NE H NI SEIU 925 Non Supv)	006_B4-R032-HS	B4	032	
17779	SEIU LOCAL 925 NONSUPERVISORY	Photographic Technician (NE S SEIU 925 Non Supv)	006_B4-R032	B4	032	
22314	SEIU LOCAL 925 NONSUPERVISORY	Piano Technician (NE H NI SEIU 925 Non Supv)	006_B4-R041-HS	B4	041	
17420	SEIU LOCAL 925 NONSUPERVISORY	Piano Technician (NE S SEIU 925 Non Supv)	006_B4-R041	B4	041	
22250	SEIU LOCAL 925 NONSUPERVISORY	Planning Analyst 1 (NE H NI SEIU 925 Non Supv)	006_B4-R052-HS	B4	052	
17204	SEIU LOCAL 925 NONSUPERVISORY	Planning Analyst 1 (NE S SEIU 925 Non Supv)	006_B4-R052	B4	052	
17205	SEIU LOCAL 925 NONSUPERVISORY	Planning Analyst 2 (E S SEIU 925 Non Supv)	006_B4-R057	B4	057	
22251	SEIU LOCAL 925 NONSUPERVISORY	Planning Analyst 2 (NE H NI SEIU 925 Non Supv)	006_B4-R057-HS	B4	057	
21716	SEIU LOCAL 925 NONSUPERVISORY	Planning Analyst 2 (NE S SEIU 925 Non Supv)	006_B4-R057	B4	057	
17206	SEIU LOCAL 925 NONSUPERVISORY	Planning Analyst 3 (E S SEIU 925 Non Supv)	006_B4-R062	B4	062	
22252	SEIU LOCAL 925 NONSUPERVISORY	Planning Analyst 3 (NE H NI SEIU 925 Non Supv)	006_B4-R062-HS	B4	062	
21717	SEIU LOCAL 925 NONSUPERVISORY	Planning Analyst 3 (NE S SEIU 925 Non Supv)	006_B4-R062	B4	062	
22266	SEIU LOCAL 925 NONSUPERVISORY	Police Dispatcher (NE H NI SEIU 925 Non Supv)	006_B4-R050-HS	B4	050	
17270	SEIU LOCAL 925 NONSUPERVISORY	Police Dispatcher (NE S SEIU 925 Non Supv)	006_B4-R050	B4	050	
22267	SEIU LOCAL 925 NONSUPERVISORY	Police Dispatcher LD (NE H NI SEIU 925 Non Supv)	006_B4-R052-HS	B4	052	
17271	SEIU LOCAL 925 NONSUPERVISORY	Police Dispatcher LD (NE S SEIU 925 Non Supv)	006_B4-R052	B4	052	
22283	SEIU LOCAL 925 NONSUPERVISORY	Preservation & Museum Specialist 1 (NE H NI SEIU 925 Non Supv)	006_B4-R032-HS	B4	032	
17325	SEIU LOCAL 925 NONSUPERVISORY	Preservation & Museum Specialist 1 (NE S SEIU 925 Non Supv)	006_B4-R032	B4	032	
22284	SEIU LOCAL 925 NONSUPERVISORY	Preservation & Museum Specialist 2 (NE H NI SEIU 925 Non Supv)	006_B4-R038-HS	B4	038	
17326	SEIU LOCAL 925 NONSUPERVISORY	Preservation & Museum Specialist 2 (NE S SEIU 925 Non Supv)	006_B4-R038	B4	038	
22285	SEIU LOCAL 925 NONSUPERVISORY	Preservation & Museum Specialist 3 (NE H NI SEIU 925 Non Supv)	006_B4-R042-HS	B4	042	
17327	SEIU LOCAL 925 NONSUPERVISORY	Preservation & Museum Specialist 3 (NE S SEIU 925 Non Supv)	006_B4-R042	B4	042	
22286	SEIU LOCAL 925 NONSUPERVISORY	Preservation & Museum Specialist 4 (NE H NI SEIU 925 Non Supv)	006_B4-R047-HS	B4	047	
17328	SEIU LOCAL 925 NONSUPERVISORY	Preservation & Museum Specialist 4 (NE S SEIU 925 Non Supv)	006_B4-R047	B4	047	
22248	SEIU LOCAL 925 NONSUPERVISORY	Procedures Analyst 1 (NE H NI SEIU 925 Non Supv)	006_B4-R047-HS	B4	047	

SEIU LOCAL 925 NONSUPERVISORY	17202	Procedures Analyst 1 (NE S SEIU 925 Non Supv)	C06_B4-R047	B4	047
SEIU LOCAL 925 NONSUPERVISORY	22429	Procedures Analyst 2 (NE H NI SEIU 925 Non Supv)	C06_B4-R052-HS	B4	052
SEIU LOCAL 925 NONSUPERVISORY	17203	Procedures Analyst 2 (NE S SEIU 925 Non Supv)	C06_B4-R052	B4	052
SEIU LOCAL 925 NONSUPERVISORY	22430	Procurement Representative (NE H NI SEIU 925 Non Supv)	C06_B4-R032-HS	B4	032
SEIU LOCAL 925 NONSUPERVISORY	17125	Procurement Representative (NE S SEIU 925 Non Supv)	C06_B4-R032	B4	032
SEIU LOCAL 925 NONSUPERVISORY	22462	Program Assistant (NE H NI SEIU 925 Non Supv)	C06_B4-R037-HS	B4	037
SEIU LOCAL 925 NONSUPERVISORY	17255	Program Assistant (NE S SEIU 925 Non Supv)	C06_B4-R037	B4	037
SEIU LOCAL 925 NONSUPERVISORY	22463	Program Coordinator (NE H NI SEIU 925 Non Supv)	C06_B4-R042-HS	B4	042
SEIU LOCAL 925 NONSUPERVISORY	17256	Program Coordinator (NE S SEIU 925 Non Supv)	C06_B4-R042	B4	042
SEIU LOCAL 925 NONSUPERVISORY	22535	Quality Assurance Coordinator (NE H NI SEIU 925 Non Supv)	C05_B7BX-R078-HS	B7BX	078
SEIU LOCAL 925 NONSUPERVISORY	18241	Quality Assurance Coordinator (NE S SEIU 925 Non Supv)	C05_B7BX-R078	B7BX	078
SEIU LOCAL 925 NONSUPERVISORY	22458	Recorder (NE H NI SEIU 925 Non Supv)	C06_B4-R033-HS	B4	033
SEIU LOCAL 925 NONSUPERVISORY	17236	Recorder (NE S SEIU 925 Non Supv)	C06_B4-R033	B4	033
SEIU LOCAL 925 NONSUPERVISORY	22219	Records Analyst 1 (NE H NI SEIU 925 Non Supv)	C06_B4-R041-HS	B4	041
SEIU LOCAL 925 NONSUPERVISORY	17047	Records Analyst 1 (NE S SEIU 925 Non Supv)	C06_B4-R041	B4	041
SEIU LOCAL 925 NONSUPERVISORY	22220	Records Analyst 2 (NE H NI SEIU 925 Non Supv)	C06_B4-R046-HS	B4	046
SEIU LOCAL 925 NONSUPERVISORY	17048	Records Analyst 2 (NE S SEIU 925 Non Supv)	C06_B4-R046	B4	046
SEIU LOCAL 925 NONSUPERVISORY	22221	Records Analyst 3 (NE H NI SEIU 925 Non Supv)	C06_B4-R053-HS	B4	053
SEIU LOCAL 925 NONSUPERVISORY	17049	Records Analyst 3 (NE S SEIU 925 Non Supv)	C06_B4-R053	B4	053
SEIU LOCAL 925 NONSUPERVISORY	22241	Recreation Coordinator 2 (NE H NI SEIU 925 Non Supv)	C06_B4-R053-HS	B4	053
SEIU LOCAL 925 NONSUPERVISORY	17168	Recreation Coordinator 2 (NE S SEIU 925 Non Supv)	C06_B4-R053	B4	053
SEIU LOCAL 925 NONSUPERVISORY	22447	Research Aide 2 (NE H NI SEIU 925 Non Supv)	C06_B4-R037-HS	B4	037
SEIU LOCAL 925 NONSUPERVISORY	17851	Research Aide 2 (NE S SEIU 925 Non Supv)	C06_B4-R037	B4	037
SEIU LOCAL 925 NONSUPERVISORY	22213	Research Analyst 1 (NE H NI SEIU 925 Non Supv)	C06_B4-R037-HS	B4	037
SEIU LOCAL 925 NONSUPERVISORY	17030	Research Analyst 1 (NE S SEIU 925 Non Supv)	C06_B4-R037	B4	037
SEIU LOCAL 925 NONSUPERVISORY	22214	Research Analyst 2 (NE H NI SEIU 925 Non Supv)	C06_B4-R042-HS	B4	042
SEIU LOCAL 925 NONSUPERVISORY	17031	Research Analyst 2 (NE S SEIU 925 Non Supv)	C06_B4-R042	B4	042
SEIU LOCAL 925 NONSUPERVISORY	22215	Research Analyst 3 (NE H NI SEIU 925 Non Supv)	C06_B4-R047-HS	B4	047
SEIU LOCAL 925 NONSUPERVISORY	17032	Research Analyst 3 (NE S SEIU 925 Non Supv)	C06_B4-R047	B4	047
SEIU LOCAL 925 NONSUPERVISORY	22202	Research Analyst Lead (NE H NI SEIU 925 Non Supv)	C06_B4-R050-HS	B4	050
SEIU LOCAL 925 NONSUPERVISORY	17005	Research Analyst Lead (NE S SEIU 925 Non Supv)	C06_B4-R050	B4	050
SEIU LOCAL 925 NONSUPERVISORY	22448	Research Literature Analyst (NE H NI SEIU 925 Non Supv)	C06_B4-R042-HS	B4	042
SEIU LOCAL 925 NONSUPERVISORY	17853	Research Literature Analyst (NE S SEIU 925 Non Supv)	C06_B4-R042	B4	042
SEIU LOCAL 925 NONSUPERVISORY	22453	Research Study Assistant (NE H NI SEIU 925 Non Supv)	C06_B4-R033-HS	B4	033
SEIU LOCAL 925 NONSUPERVISORY	17867	Research Study Assistant (NE S SEIU 925 Non Supv)	C06_B4-R033	B4	033
SEIU LOCAL 925 NONSUPERVISORY	22454	Research Study Coordinator 1 (NE H NI SEIU 925 Non Supv)	C06_B4-R038-HS	B4	038
SEIU LOCAL 925 NONSUPERVISORY	17868	Research Study Coordinator 1 (NE S SEIU 925 Non Supv)	C06_B4-R038	B4	038
SEIU LOCAL 925 NONSUPERVISORY	22455	Research Study Coordinator 2 (NE H NI SEIU 925 Non Supv)	C06_B4-R043-HS	B4	043
SEIU LOCAL 925 NONSUPERVISORY	17869	Research Study Coordinator 2 (NE S SEIU 925 Non Supv)	C06_B4-R043	B4	043
SEIU LOCAL 925 NONSUPERVISORY	22456	Research Study Coordinator Lead (NE H NI SEIU 925 Non Supv)	C06_B4-R043-HS	B4	043
SEIU LOCAL 925 NONSUPERVISORY	17870	Research Study Coordinator Lead (NE S SEIU 925 Non Supv)	C06_B4-R043	B4	043
SEIU LOCAL 925 NONSUPERVISORY	22329	Research/Extension Program Assistant (NE H NI SEIU 925 Non Supv)	C06_B4-R038-HS	B4	038
SEIU LOCAL 925 NONSUPERVISORY	17510	Research/Extension Program Assistant (NE S SEIU 925 Non Supv)	C06_B4-R038	B4	038
SEIU LOCAL 925 NONSUPERVISORY	22407	Retail Clerk 1 (NE H NI SEIU 925 Non Supv)	C06_B4-R026-HS	B4	026
SEIU LOCAL 925 NONSUPERVISORY	17720	Retail Clerk 1 (NE S SEIU 925 Non Supv)	C06_B4-R026	B4	026
SEIU LOCAL 925 NONSUPERVISORY	22408	Retail Clerk 2 (NE H NI SEIU 925 Non Supv)	C06_B4-R028-HS	B4	028
SEIU LOCAL 925 NONSUPERVISORY	17721	Retail Clerk 2 (NE S SEIU 925 Non Supv)	C06_B4-R028	B4	028
SEIU LOCAL 925 NONSUPERVISORY	22409	Retail Clerk Lead (NE H NI SEIU 925 Non Supv)	C06_B4-R032-HS	B4	032
SEIU LOCAL 925 NONSUPERVISORY	17722	Retail Clerk Lead (NE S SEIU 925 Non Supv)	C06_B4-R032	B4	032
SEIU LOCAL 925 NONSUPERVISORY	22402	Safety Professional 1 (NE H NI SEIU 925 Non Supv)	C06_B4-R050-HS	B4	050
SEIU LOCAL 925 NONSUPERVISORY	17686	Safety Professional 1 (NE S SEIU 925 Non Supv)	C06_B4-R050	B4	050
SEIU LOCAL 925 NONSUPERVISORY	17688	Safety Professional 2 (E S SEIU 925 Non Supv)	C06_B4-R054	B4	054
SEIU LOCAL 925 NONSUPERVISORY	22403	Safety Professional 2 (NE H NI SEIU 925 Non Supv)	C06_B4-R054-HS	B4	054
SEIU LOCAL 925 NONSUPERVISORY	17689	Safety Professional 2 (NE S SEIU 925 Non Supv)	C06_B4-R054	B4	054
SEIU LOCAL 925 NONSUPERVISORY	22326	Science Instruction Designer 1 (NE H NI SEIU 925 Non Supv)	C06_B4-R044-HS	B4	044
SEIU LOCAL 925 NONSUPERVISORY	17506	Science Instruction Designer 1 (NE S SEIU 925 Non Supv)	C06_B4-R044	B4	044
SEIU LOCAL 925 NONSUPERVISORY	17507	Science Instruction Designer 2 (E S SEIU 925 Non Supv)	C06_B4-R049	B4	049
SEIU LOCAL 925 NONSUPERVISORY	22327	Science Instruction Designer 2 (NE H NI SEIU 925 Non Supv)	C06_B4-R049-HS	B4	049
SEIU LOCAL 925 NONSUPERVISORY	17826	Science Instruction Designer 2 (NE S SEIU 925 Non Supv)	C06_B4-R049	B4	049
SEIU LOCAL 925 NONSUPERVISORY	22437	Scientific Instructional Technician 1 (NE H NI SEIU 925 Non Supv)	C06_B4-R044-HS	B4	044
SEIU LOCAL 925 NONSUPERVISORY	17784	Scientific Instructional Technician 1 (NE S SEIU 925 Non Supv)	C06_B4-R044	B4	044
SEIU LOCAL 925 NONSUPERVISORY	22438	Scientific Instructional Technician 2 (NE H NI SEIU 925 Non Supv)	C06_B4-R047-HS	B4	047
SEIU LOCAL 925 NONSUPERVISORY	17785	Scientific Instructional Technician 2 (NE S SEIU 925 Non Supv)	C06_B4-R047	B4	047
SEIU LOCAL 925 NONSUPERVISORY	22428	Scientific Stores Attendant (NE H NI SEIU 925 Non Supv)	C06_B4-R036-HS	B4	036

SEIU LOCAL 925 NONSUPERVISORY	17769	Scientific Stores Attendant (NE S SEIU 925 Non Supv)	C06_B4-R036	B4	036
SEIU LOCAL 925 NONSUPERVISORY	22385	Security Guard (NE H NI SEIU 925 Non Supv)	C06_B4-R034-HS	B4	034
SEIU LOCAL 925 NONSUPERVISORY	17644	Security Guard (NE S SEIU 925 Non Supv)	C06_B4-R034	B4	034
SEIU LOCAL 925 NONSUPERVISORY	23225	Shared Services Analyst (NE H NI SEIU 925 Non Supv)		B4	047
SEIU LOCAL 925 NONSUPERVISORY	17331	Shared Services Analyst (NE S SEIU 925 Non Supv)		B4	047
SEIU LOCAL 925 NONSUPERVISORY	23227	Shared Services Specialist (NE H NI SEIU 925 Non Supv)		B4	046
SEIU LOCAL 925 NONSUPERVISORY	17330	Shared Services Specialist (NE S SEIU 925 Non Supv)		B4	046
SEIU LOCAL 925 NONSUPERVISORY	22246	Sports Equipment Attendant 1 (NE H NI SEIU 925 Non Supv)	C06_B4-R024-HS	B4	024
SEIU LOCAL 925 NONSUPERVISORY	17176	Sports Equipment Attendant 1 (NE S SEIU 925 Non Supv)	C06_B4-R024	B4	024
SEIU LOCAL 925 NONSUPERVISORY	22247	Sports Equipment Attendant 2 (NE H NI SEIU 925 Non Supv)	C06_B4-R024-HS	B4	024
SEIU LOCAL 925 NONSUPERVISORY	17177	Sports Equipment Attendant 2 (NE S SEIU 925 Non Supv)	C06_B4-R025	B4	025
SEIU LOCAL 925 NONSUPERVISORY	22242	Sports Equipment Technician (NE H NI SEIU 925 Non Supv)	C06_B4-R027-HS	B4	027
SEIU LOCAL 925 NONSUPERVISORY	17169	Sports Equipment Technician (NE S SEIU 925 Non Supv)	C06_B4-R027	B4	027
SEIU LOCAL 925 NONSUPERVISORY	22360	Stage Technician 1 (NE H NI SEIU 925 Non Supv)	C06_B4-R040-HS	B4	040
SEIU LOCAL 925 NONSUPERVISORY	17573	Stage Technician 2 (NE S SEIU 925 Non Supv)	C06_B4-R040	B4	040
SEIU LOCAL 925 NONSUPERVISORY	22457	Systems Analyst/Programmer 1 (NE H NI SEIU 925 Non Supv)	C06_B4-R053-HS	B4	053
SEIU LOCAL 925 NONSUPERVISORY	17911	Systems Analyst/Programmer 1 (NE S SEIU 925 Non Supv)	C06_B4-R053	B4	053
SEIU LOCAL 925 NONSUPERVISORY	22458	Systems Analyst/Programmer 2 (NE H NI SEIU 925 Non Supv)	C06_B4-R059-HS	B4	059
SEIU LOCAL 925 NONSUPERVISORY	17912	Systems Analyst/Programmer 2 (NE S SEIU 925 Non Supv)	C06_B4-R059	B4	059
SEIU LOCAL 925 NONSUPERVISORY	22459	Systems Analyst/Programmer 3 (NE H NI SEIU 925 Non Supv)	C06_B4-R065-HS	B4	065
SEIU LOCAL 925 NONSUPERVISORY	17913	Systems Analyst/Programmer 3 (NE S SEIU 925 Non Supv)	C06_B4-R065	B4	065
SEIU LOCAL 925 NONSUPERVISORY	22273	Telecommunications Analyst 1 (NE H NI SEIU 925 Non Supv)	C06_B4-R058-HS	B4	058
SEIU LOCAL 925 NONSUPERVISORY	17288	Telecommunications Analyst 1 (NE S SEIU 925 Non Supv)	C06_B4-R058	B4	058
SEIU LOCAL 925 NONSUPERVISORY	22274	Telecommunications Analyst 2 (NE H NI SEIU 925 Non Supv)	C06_B4-R062-HS	B4	062
SEIU LOCAL 925 NONSUPERVISORY	17289	Telecommunications Analyst 2 (NE S SEIU 925 Non Supv)	C06_B4-R062	B4	062
SEIU LOCAL 925 NONSUPERVISORY	17287	Telecommunications Analyst 3 (E S SEIU 925 Non Supv)	C06_B4-R065	B4	065
SEIU LOCAL 925 NONSUPERVISORY	22272	Telecommunications Analyst 3 (NE H NI SEIU 925 Non Supv)	C06_B4-R065-HS	B4	065
SEIU LOCAL 925 NONSUPERVISORY	17290	Telecommunications Analyst 3 (NE S SEIU 925 Non Supv)	C06_B4-R065	B4	065
SEIU LOCAL 925 NONSUPERVISORY	22269	Telephone Communications Operator-Hosp (NE H NI SEIU 925 Non Supv)	C05_B7BX-R000-HS	B7BX	000
SEIU LOCAL 925 NONSUPERVISORY	17281	Telephone Communications Operator-Hosp (NE S SEIU 925 Non Supv)	C05_B7BX-R000	B7BX	000
SEIU LOCAL 925 NONSUPERVISORY	22270	Telephone Communications Opr Lead-Hosp (NE H NI SEIU 925 Non Supv)	C05_B7BX-R007-HS	B7BX	007
SEIU LOCAL 925 NONSUPERVISORY	17285	Telephone Communications Opr Lead-Hosp (NE S SEIU 925 Non Supv)	C05_B7BX-R007	B7BX	007
SEIU LOCAL 925 NONSUPERVISORY	23215	Telephone Systems Technician (NE H NI SEIU 925 Non Supv)	C06_B4-R046-HS	B4	046
SEIU LOCAL 925 NONSUPERVISORY	17464	Telephone Systems Technician (NE S SEIU 925 Non Supv)	C06_B4-R046	B4	046
SEIU LOCAL 925 NONSUPERVISORY	22386	Traffic Guide (NE H NI SEIU 925 Non Supv)	C06_B4-R033-HS	B4	033
SEIU LOCAL 925 NONSUPERVISORY	17646	Traffic Guide (NE S SEIU 925 Non Supv)	C06_B4-R033	B4	033
SEIU LOCAL 925 NONSUPERVISORY	23287	Traffic Guide Lead (NE H NI SEIU 925 Non Supv)	C06_B4-R035-HS	B4	035
SEIU LOCAL 925 NONSUPERVISORY	17647	Traffic Guide Lead (NE S SEIU 925 Non Supv)	C06_B4-R035	B4	035
SEIU LOCAL 925 NONSUPERVISORY	22346	Tv/Video Equipment Operator 1 (NE H NI SEIU 925 Non Supv)	C06_B4-R032-HS	B4	032
SEIU LOCAL 925 NONSUPERVISORY	17545	Tv/Video Equipment Operator 1 (NE S SEIU 925 Non Supv)	C06_B4-R032	B4	032
SEIU LOCAL 925 NONSUPERVISORY	22347	Tv/Video Equipment Operator 2 (NE H NI SEIU 925 Non Supv)	C06_B4-R037-HS	B4	037
SEIU LOCAL 925 NONSUPERVISORY	17546	Tv/Video Equipment Operator 2 (NE S SEIU 925 Non Supv)	C06_B4-R037	B4	037
SEIU LOCAL 925 NONSUPERVISORY	22348	Tv/Video Equipment Operator Lead (NE H NI SEIU 925 Non Supv)	C06_B4-R040-HS	B4	040
SEIU LOCAL 925 NONSUPERVISORY	17547	Tv/Video Equipment Operator Lead (NE S SEIU 925 Non Supv)	C06_B4-R040	B4	040
SEIU LOCAL 925 NONSUPERVISORY	22472	Utilization Review Coordinator (NE H NI SEIU 925 Non Supv)	C06_B4-R031-HS	B4	031
SEIU LOCAL 925 NONSUPERVISORY	18028	Utilization Review Coordinator (NE S SEIU 925 Non Supv)	C06_B4-R031	B4	031
SEIU LOCAL 925 NONSUPERVISORY	22316	Veterans Advisor (NE H NI SEIU 925 Non Supv)	C06_B4-R036-HS	B4	036
SEIU LOCAL 925 NONSUPERVISORY	17472	Veterans Advisor (NE S SEIU 925 Non Supv)	C06_B4-R036	B4	036
SEIU LOCAL 925 RESEARCH TECH BU	22586	Histologic Technician 1 (NE H NI SEIU 925 RT)	C05_B7BX-R040-HS	B7BX	040
SEIU LOCAL 925 RESEARCH TECH BU	18380	Histologic Technician 1 (NE S SEIU 925 RT)	C05_B7BX-R040	B7BX	040
SEIU LOCAL 925 RESEARCH TECH BU	22587	Histologic Technician 2 (NE H NI SEIU 925 RT)	C05_B7BX-R049-HS	B7BX	049
SEIU LOCAL 925 RESEARCH TECH BU	18381	Histologic Technician 2 (NE S SEIU 925 RT)	C05_B7BX-R049	B7BX	049
SEIU LOCAL 925 RESEARCH TECH BU	22585	Histotechnologist (NE H NI SEIU 925 RT)	C05_B7BX-R059-HS	B7BX	059
SEIU LOCAL 925 RESEARCH TECH BU	18379	Histotechnologist (NE S SEIU 925 RT)	C05_B7BX-R059	B7BX	059
SEIU LOCAL 925 RESEARCH TECH BU	22449	Research Technologist 1 (NE H NI SEIU 925 RT)	C06_B4-R035-HS	B4	035
SEIU LOCAL 925 RESEARCH TECH BU	17859	Research Technologist 1 (NE S SEIU 925 RT)	C06_B4-R035	B4	035
SEIU LOCAL 925 RESEARCH TECH BU	17860	Research Technologist 2 (E S SEIU 925 RT)	C06_B4-R040	B4	040
SEIU LOCAL 925 RESEARCH TECH BU	22450	Research Technologist 2 (NE H NI SEIU 925 RT)	C06_B4-R040-HS	B4	040
SEIU LOCAL 925 RESEARCH TECH BU	17834	Research Technologist 2 (NE S SEIU 925 RT)	C06_B4-R040	B4	040
SEIU LOCAL 925 RESEARCH TECH BU	17861	Research Technologist 3 (E S SEIU 925 RT)	C06_B4-R044	B4	044
SEIU LOCAL 925 RESEARCH TECH BU	22451	Research Technologist 3 (NE H NI SEIU 925 RT)	C06_B4-R044-HS	B4	044
SEIU LOCAL 925 RESEARCH TECH BU	17835	Research Technologist 3 (NE S SEIU 925 RT)	C06_B4-R044	B4	044
SEIU LOCAL 925 SUPERVISORY	17011	Accounting Supervisor (E S SEIU 925 Supv)	C06_B4-R051	B4	051
SEIU LOCAL 925 SUPERVISORY	22203	Accounting Supervisor (NE H NI SEIU 925 Supv)	C06_B4-R051-HS	B4	051

SEIU LOCAL 925 SUPERVISORY	17810	Accounting Supervisor (NE S SEIU 925 Supv)	C06_B4-R051	B4	051
SEIU LOCAL 925 SUPERVISORY	17085	Administrative Assistant Supv (E S SEIU 925 Supv)	C06_B4-R048	B4	048
SEIU LOCAL 925 SUPERVISORY	22929	Administrative Assistant Supv (NE H NI SEIU 925 Supv)	C06_B4-R048-HS	B4	048
SEIU LOCAL 925 SUPERVISORY	17090	Administrative Assistant Supv (NE S SEIU 925 Supv)	C06_B4-R048	B4	048
SEIU LOCAL 925 SUPERVISORY	18343	Advanced Cardiac Technologist Supervisor (E S SEIU 925 Supv)	C05_B8-R109	B8	109
SEIU LOCAL 925 SUPERVISORY	22969	Advanced Cardiac Technologist Supervisor (NE H NI SEIU 925 Supv)	C05_B8-R109-HS	B8	109
SEIU LOCAL 925 SUPERVISORY	18344	Advanced Cardiac Technologist Supervisor (NE S SEIU 925 Supv)	C05_B8-R109	B8	109
SEIU LOCAL 925 SUPERVISORY	17730	Animal Facility Program Supervisor (E S SEIU 925 Supv)	C06_B4-R053	B4	053
SEIU LOCAL 925 SUPERVISORY	23089	Animal Facility Program Supervisor (NE H NI SEIU 925 Supv)	C06_B4-R053-HS	B4	053
SEIU LOCAL 925 SUPERVISORY	22413	Animal Technician Supervisor (NE H NI SEIU 925 Supv)	C06_B4-R046-HS	B4	046
SEIU LOCAL 925 SUPERVISORY	17727	Animal Technician Supervisor (NE S SEIU 925 Supv)	C06_B4-R046	B4	046
SEIU LOCAL 925 SUPERVISORY	17553	Broadcast Technician Supervisor (E S SEIU 925 Supv)	C06_B4-R059	B4	059
SEIU LOCAL 925 SUPERVISORY	22353	Broadcast Technician Supervisor (NE H NI SEIU 925 Supv)	C06_B4-R059-HS	B4	059
SEIU LOCAL 925 SUPERVISORY	17554	Broadcast Technician Supervisor (NE S SEIU 925 Supv)	C06_B4-R059	B4	059
SEIU LOCAL 925 SUPERVISORY	17339	Budget/Fiscal Operations Supervisor (E S SEIU 925 Supv)	C06_B4-R058	B4	058
SEIU LOCAL 925 SUPERVISORY	22290	Budget/Fiscal Operations Supervisor (NE H NI SEIU 925 Supv)	C06_B4-R058-HS	B4	058
SEIU LOCAL 925 SUPERVISORY	17334	Budget/Fiscal Unit Supervisor (NE S SEIU 925 Supv)	C06_B4-R055	B4	055
SEIU LOCAL 925 SUPERVISORY	17338	Budget/Fiscal Unit Supervisor (NE H NI SEIU 925 Supv)	C06_B4-R055-HS	B4	055
SEIU LOCAL 925 SUPERVISORY	22289	Budget/Fiscal Unit Supervisor (NE S SEIU 925 Supv)	C06_B4-R055	B4	055
SEIU LOCAL 925 SUPERVISORY	17333	Budget/Fiscal Unit Supervisor (NE H NI SEIU 925 Supv)	C06_B4-R055-HS	B4	055
SEIU LOCAL 925 SUPERVISORY	22207	Building Services Supervisor (NE H NI SEIU 925 Supv)	C06_B4-R038-HS	B4	038
SEIU LOCAL 925 SUPERVISORY	17022	Building Services Supervisor (NE S SEIU 925 Supv)	C06_B4-R038	B4	038
SEIU LOCAL 925 SUPERVISORY	22379	Campus Security Sergeant (NE H NI SEIU 925 Supv)	C06_B4-R051-HS	B4	051
SEIU LOCAL 925 SUPERVISORY	17636	Campus Security Sergeant (NE S SEIU 925 Supv)	C06_B4-R051	B4	051
SEIU LOCAL 925 SUPERVISORY	18428	Cardiac Sonographer Supervisor (E S SEIU 925 Supv)	C01_BF-R083	BF	083
SEIU LOCAL 925 SUPERVISORY	23237	Cardiac Sonographer Supervisor (NE H NI SEIU 925 Supv)	C01_BF-R083	BF	083
SEIU LOCAL 925 SUPERVISORY	18429	Cardiac Sonographer Supervisor (NE S SEIU 925 Supv)	C01_BF-R083	BF	083
SEIU LOCAL 925 SUPERVISORY	22568	Cardiac Technologist Supervisor (NE H NI SEIU 925 Supv)	C05_B7BX-R089-HS	B7BX	089
SEIU LOCAL 925 SUPERVISORY	18342	Cardiac Technologist Supervisor (NE S SEIU 925 Supv)	C05_B7BX-R089	B7BX	089
SEIU LOCAL 925 SUPERVISORY	22234	Cardiac Technologist Supervisor (NE H NI SEIU 925 Supv)	C06_B4-R035-HS	B4	035
SEIU LOCAL 925 SUPERVISORY	17072	Cashier Supervisor (NE S SEIU 925 Supv)	C06_B4-R035	B4	035
SEIU LOCAL 925 SUPERVISORY	22381	Clinical Data Specialist Supv (NE H NI SEIU 925 Supv)	C05_B7BX-R079-HS	B7BX	079
SEIU LOCAL 925 SUPERVISORY	18215	Coding Specialist Supervisor (E S SEIU 925 Supv)	C05_B7BX-R085	B7BX	085
SEIU LOCAL 925 SUPERVISORY	22914	Coding Specialist Supervisor (NE H NI SEIU 925 Supv)	C05_B7BX-R085-HS	B7BX	085
SEIU LOCAL 925 SUPERVISORY	18216	Coding Specialist Supervisor (NE S SEIU 925 Supv)	C05_B7BX-R085	B7BX	085
SEIU LOCAL 925 SUPERVISORY	17382	Communications Technician Supervisor (E S SEIU 925 Supv)	C06_B4-R074	B4	074
SEIU LOCAL 925 SUPERVISORY	22308	Communications Technician Supervisor (NE H NI SEIU 925 Supv)	C06_B4-R074-HS	B4	074
SEIU LOCAL 925 SUPERVISORY	17381	Communications Technician Supervisor (NE S SEIU 925 Supv)	C06_B4-R074	B4	074
SEIU LOCAL 925 SUPERVISORY	17393	Computer Maintenance Technician Supervisor (E S SEIU 925 Supv)	C06_B4-R064	B4	064
SEIU LOCAL 925 SUPERVISORY	23238	Computer Maintenance Technician Supervisor (NE H NI SEIU 925 Supv)	C06_B4-R064	B4	064
SEIU LOCAL 925 SUPERVISORY	21753	Computer Maintenance Technician Supervisor (NE S SEIU 925 Supv)	C06_B4-R064	B4	064
SEIU LOCAL 925 SUPERVISORY	17956	Computer Operator Supervisor (E S SEIU 925 Supv)	C06_B4-R050	B4	050
SEIU LOCAL 925 SUPERVISORY	22466	Computer Operator Supervisor (NE H NI SEIU 925 Supv)	C06_B4-R050-HS	B4	050
SEIU LOCAL 925 SUPERVISORY	17837	Computer Operator Supervisor (NE S SEIU 925 Supv)	C06_B4-R050	B4	050
SEIU LOCAL 925 SUPERVISORY	22989	Copy Center Supervisor (NE H NI SEIU 925 Supv)	C06_B4-R040G-HS	B4	040
SEIU LOCAL 925 SUPERVISORY	17650	Copy Center Supervisor (NE S SEIU 925 Supv)	C06_B4-R040G	B4	040
SEIU LOCAL 925 SUPERVISORY	22791	Credit Manager A (NE H NI SEIU 925 Supv)	C06_B4-R035-HS	B4	035
SEIU LOCAL 925 SUPERVISORY	17344	Credit Manager A (NE S SEIU 925 Supv)	C06_B4-R035	B4	035
SEIU LOCAL 925 SUPERVISORY	17345	Credit Manager B (E S SEIU 925 Supv)	C06_B4-R043	B4	043
SEIU LOCAL 925 SUPERVISORY	22292	Credit Manager B (NE H NI SEIU 925 Supv)	C06_B4-R043-HS	B4	043
SEIU LOCAL 925 SUPERVISORY	17823	Credit Manager B (NE S SEIU 925 Supv)	C06_B4-R043	B4	043
SEIU LOCAL 925 SUPERVISORY	17362	Data Control Supervisor (E S SEIU 925 Supv)	C06_B4-R050	B4	050
SEIU LOCAL 925 SUPERVISORY	22293	Data Control Supervisor (NE H NI SEIU 925 Supv)	C06_B4-R050-HS	B4	050
SEIU LOCAL 925 SUPERVISORY	17824	Data Control Supervisor (NE S SEIU 925 Supv)	C06_B4-R050	B4	050
SEIU LOCAL 925 SUPERVISORY	18477	Dental Clinic Supervisor 1 (E S SEIU 925 Supv)	C06_B4-R041	B4	041
SEIU LOCAL 925 SUPERVISORY	22635	Dental Clinic Supervisor 1 (NE H NI SEIU 925 Supv)	C06_B4-R041-HS	B4	041
SEIU LOCAL 925 SUPERVISORY	18478	Dental Clinic Supervisor 2 (E S SEIU 925 Supv)	C06_B4-R045	B4	045
SEIU LOCAL 925 SUPERVISORY	22636	Dental Clinic Supervisor 2 (NE H NI SEIU 925 Supv)	C06_B4-R045-HS	B4	045
SEIU LOCAL 925 SUPERVISORY	17844	Diagnostic Medical Sonographer Supv (E S SEIU 925 Supv)	C01_BF-R086	BF	086
SEIU LOCAL 925 SUPERVISORY	18347	Diagnostic Medical Sonographer Supv (NE H NI SEIU 925 Supv)	C01_BF-R086-HS	BF	086
SEIU LOCAL 925 SUPERVISORY	22372	Diagnostic Medical Sonographer Supv (NE S SEIU 925 Supv)	C01_BF-R086	BF	086
SEIU LOCAL 925 SUPERVISORY	18349	Electrocardiograph Laboratory Supv (NE H NI SEIU 925 Supv)	C05_B7BX-R057-HS	B7BX	057
SEIU LOCAL 925 SUPERVISORY	22555	Electrocardiograph Laboratory Supv (NE S SEIU 925 Supv)	C05_B7BX-R057-HS	B7BX	057

Not used - would use Coding Specialist series

SEIU LOCAL 925 SUPERVISORY	18298	Electrocardiograph Laboratory Supv (NE S SEIU 925 Supv)	C05_B7BX-R057	B7BX	057
SEIU LOCAL 925 SUPERVISORY	18060	Financial Access Specialist Supv (E S SEIU 925 Supv)	C06_B4-R051	B4	051
SEIU LOCAL 925 SUPERVISORY	22894	Financial Access Specialist Supv (NE H NI SEIU 925 Supv)	C06_B4-R051-HS	B4	051
SEIU LOCAL 925 SUPERVISORY	18064	Financial Access Specialist Supv (NE S SEIU 925 Supv)	C06_B4-R051	B4	051
SEIU LOCAL 925 SUPERVISORY	18076	Financial Services Specialist Supv (E S SEIU 925 Supv)	C06_B4-R048	B4	048
SEIU LOCAL 925 SUPERVISORY	22490	Financial Services Specialist Supv (NE H NI SEIU 925 Supv)	C06_B4-R048-HS	B4	048
SEIU LOCAL 925 SUPERVISORY	17839	Financial Services Specialist Supv (NE S SEIU 925 Supv)	C06_B4-R048	B4	048
SEIU LOCAL 925 SUPERVISORY	22231	Fiscal Specialist Supv (NE H NI SEIU 925 Supv)	C06_B4-R047-HS	B4	047
SEIU LOCAL 925 SUPERVISORY	17068	Fiscal Specialist Supv (NE S SEIU 925 Supv)	C06_B4-R047	B4	047
SEIU LOCAL 925 SUPERVISORY	22225	Fiscal Technician Supervisor (NE H NI SEIU 925 Supv)	C06_B4-R040-HS	B4	040
SEIU LOCAL 925 SUPERVISORY	17053	Fiscal Technician Supervisor (NE S SEIU 925 Supv)	C06_B4-R040	B4	040
SEIU LOCAL 925 SUPERVISORY	17516	Graphic Designer/Illustrator Supv (E S SEIU 925 Supv)	C06_B4-R053	B4	053
SEIU LOCAL 925 SUPERVISORY	22334	Graphic Designer/Illustrator Supv (NE H NI SEIU 925 Supv)	C06_B4-R053-HS	B4	053
SEIU LOCAL 925 SUPERVISORY	17517	Graphic Designer/Illustrator Supv (NE S SEIU 925 Supv)	C06_B4-R053	B4	053
SEIU LOCAL 925 SUPERVISORY	17210	Grounds Supervisor 1 (E S SEIU 925 Supv)	C06_B4-R041	B4	041
SEIU LOCAL 925 SUPERVISORY	22256	Grounds Supervisor 1 (NE H NI SEIU 925 Supv)	C06_B4-R041-HS	B4	041
SEIU LOCAL 925 SUPERVISORY	17814	Grounds Supervisor 1 (NE S SEIU 925 Supv)	C06_B4-R041	B4	041
SEIU LOCAL 925 SUPERVISORY	18257	Health Information Supervisor (E S SEIU 925 Supv)	C06_B4-R049	B4	049
SEIU LOCAL 925 SUPERVISORY	22539	Health Information Supervisor (NE H NI SEIU 925 Supv)	C06_B4-R049-HS	B4	049
SEIU LOCAL 925 SUPERVISORY	17841	Health Information Supervisor (NE S SEIU 925 Supv)	C06_B4-R049	B4	049
SEIU LOCAL 925 SUPERVISORY	22938	Hospital Security Sergeant - HMC (NE H NI SEIU 925 Supv)	C06_B4-R062-HS	B4	062
SEIU LOCAL 925 SUPERVISORY	17637	Hospital Security Sergeant - HMC (NE S SEIU 925 Supv)	C06_B4-R062	B4	062
SEIU LOCAL 925 SUPERVISORY	23104	Hospital Security Sergeant - UWMC-ML (NE H NI SEIU 925 Supv)	C06_B4-R057-HS	B4	057
SEIU LOCAL 925 SUPERVISORY	17635	Hospital Security Sergeant - UWMC-ML (NE S SEIU 925 Supv)	C06_B4-R057	B4	057
SEIU LOCAL 925 SUPERVISORY	18279	Imaging Technologist-Supervisor (E S SEIU 925 Supv)	C01_BF-R082	BF	082
SEIU LOCAL 925 SUPERVISORY	22550	Imaging Technologist-Supervisor (NE H NI SEIU 925 Supv)	C01_BF-R082-HS	BF	082
SEIU LOCAL 925 SUPERVISORY	18280	Imaging Technologist-Supervisor (NE S SEIU 925 Supv)	C01_BF-R082	BF	082
SEIU LOCAL 925 SUPERVISORY	17188	ISC Customer Service Representative Supervisor (E S SEIU 925 Supv)	C01_BF-R082	BF	082
SEIU LOCAL 925 SUPERVISORY	23239	ISC Customer Service Representative Supervisor (NE H NI SEIU 925 Supv)	C06_B4-R048	B4	048
SEIU LOCAL 925 SUPERVISORY	17189	ISC Customer Service Representative Supervisor (NE S SEIU 925 Supv)	C06_B4-R048	B4	048
SEIU LOCAL 925 SUPERVISORY	22278	Library Materials Conservation Supv (NE H NI SEIU 925 Supv)	C06_B4-R038-HS	B4	038
SEIU LOCAL 925 SUPERVISORY	17306	Library Materials Conservation Supv (NE S SEIU 925 Supv)	C06_B4-R038	B4	038
SEIU LOCAL 925 SUPERVISORY	22279	Library Specialist I - Supervisor (NE H NI SEIU 925 Supv)	C06_B4-R043-HS	B4	043
SEIU LOCAL 925 SUPERVISORY	17312	Library Specialist I - Supervisor (NE S SEIU 925 Supv)	C06_B4-R043	B4	043
SEIU LOCAL 925 SUPERVISORY	17313	Library Specialist II - Supervisor (E S SEIU 925 Supv)	C06_B4-R047	B4	047
SEIU LOCAL 925 SUPERVISORY	22280	Library Specialist II - Supervisor (NE H NI SEIU 925 Supv)	C06_B4-R047-HS	B4	047
SEIU LOCAL 925 SUPERVISORY	17820	Library Specialist II - Supervisor (NE S SEIU 925 Supv)	C06_B4-R047	B4	047
SEIU LOCAL 925 SUPERVISORY	22281	Library Supervisor I (NE H NI SEIU 925 Supv)	C06_B4-R039-HS	B4	039
SEIU LOCAL 925 SUPERVISORY	17320	Library Supervisor I (NE S SEIU 925 Supv)	C06_B4-R039	B4	039
SEIU LOCAL 925 SUPERVISORY	17321	Library Supervisor II (E S SEIU 925 Supv)	C06_B4-R043	B4	043
SEIU LOCAL 925 SUPERVISORY	22282	Library Supervisor II (NE H NI SEIU 925 Supv)	C06_B4-R043-HS	B4	043
SEIU LOCAL 925 SUPERVISORY	17821	Library Supervisor II (NE S SEIU 925 Supv)	C06_B4-R043	B4	043
SEIU LOCAL 925 SUPERVISORY	17794	Mail Services Supervisor (E S SEIU 925 Supv)	C06_B4-R039	B4	039
SEIU LOCAL 925 SUPERVISORY	22442	Mail Services Supervisor (NE H NI SEIU 925 Supv)	C06_B4-R039-HS	B4	039
SEIU LOCAL 925 SUPERVISORY	17833	Mail Services Supervisor (NE S SEIU 925 Supv)	C06_B4-R039	B4	039
SEIU LOCAL 925 SUPERVISORY	22257	Maintenance & Construction Coordinator A (NE H NI SEIU 925 Supv)	C06_B4-R066	B4	066
SEIU LOCAL 925 SUPERVISORY	17211	Maintenance & Construction Coordinator A (NE S SEIU 925 Supv)	C06_B4-R066	B4	066
SEIU LOCAL 925 SUPERVISORY	17208	Maintenance Supervisor 1 (E S SEIU 925 Supv)	C06_B4-R064	B4	064
SEIU LOCAL 925 SUPERVISORY	22254	Maintenance Supervisor 1 (NE H NI SEIU 925 Supv)	C06_B4-R064-HS	B4	064
SEIU LOCAL 925 SUPERVISORY	17200	Maintenance Supervisor 1 (NE S SEIU 925 Supv)	C06_B4-R064	B4	064
SEIU LOCAL 925 SUPERVISORY	17209	Maintenance Supervisor 2 (E S SEIU 925 Supv)	C06_B4-R068	B4	068
SEIU LOCAL 925 SUPERVISORY	22255	Maintenance Supervisor 2 (NE H NI SEIU 925 Supv)	C06_B4-R068-HS	B4	068
SEIU LOCAL 925 SUPERVISORY	17201	Maintenance Supervisor 2 (NE S SEIU 925 Supv)	C06_B4-R068	B4	068
SEIU LOCAL 925 SUPERVISORY	22245	Manager-Swimming Pools (NE H NI SEIU 925 Supv)	C06_B4-R051-HS	B4	051
SEIU LOCAL 925 SUPERVISORY	17173	Manager-Swimming Pools (NE S SEIU 925 Supv)	C06_B4-R051	B4	051
SEIU LOCAL 925 SUPERVISORY	17541	Media Engineer B (E S SEIU 925 Supv)	C06_B4-R062	B4	062
SEIU LOCAL 925 SUPERVISORY	22345	Media Engineer B (NE H NI SEIU 925 Supv)	C06_B4-R062-HS	B4	062
SEIU LOCAL 925 SUPERVISORY	17542	Media Engineer B (NE S SEIU 925 Supv)	C06_B4-R062	B4	062
SEIU LOCAL 925 SUPERVISORY	17532	Media Maintenance Supervisor (E S SEIU 925 Supv)	C06_B4-R050	B4	050
SEIU LOCAL 925 SUPERVISORY	22342	Media Maintenance Supervisor (NE H NI SEIU 925 Supv)	C06_B4-R050-HS	B4	050
SEIU LOCAL 925 SUPERVISORY	17827	Media Maintenance Supervisor (NE S SEIU 925 Supv)	C06_B4-R050	B4	050
SEIU LOCAL 925 SUPERVISORY	22337	Media Technician Supervisor (NE H NI SEIU 925 Supv)	C06_B4-R047-HS	B4	047
SEIU LOCAL 925 SUPERVISORY	17522	Media Technician Supervisor (NE S SEIU 925 Supv)	C06_B4-R047	B4	047
SEIU LOCAL 925 SUPERVISORY	22496	Medical Airlift Communications Supv (NE H NI SEIU 925 Supv)	C06_B4-R054-HS	B4	054

Not used - would use FAS series
 Not used - would use FAS series

Not used - would use Library Specialist Supv series
 Not used - would use Library Specialist Supv series

SEIU LOCAL 925 SUPERVISORY	18086	Medical Airlift Communications Supv (NE S SEIU 925 Supv)	C06_B4-R054	B4	054
SEIU LOCAL 925 SUPERVISORY	18267	Medical Assistant Supervisor (E S SEIU 925 Supv)	C05_B7BX-R059	B7BX	059
SEIU LOCAL 925 SUPERVISORY	22895	Medical Assistant Supervisor (NE H NI SEIU 925 Supv)	C05_B7BX-R059-HS	B7BX	059
SEIU LOCAL 925 SUPERVISORY	17842	Medical Assistant Supervisor (NE S SEIU 925 Supv)	C05_B7BX-R059	B7BX	059
SEIU LOCAL 925 SUPERVISORY	22471	Medical Transcription Supv (NE H NI SEIU 925 Supv)	C05_B7BX-R038-HS	B7BX	038
SEIU LOCAL 925 SUPERVISORY	18024	Medical Transcription Supv (NE S SEIU 925 Supv)	C05_B7BX-R038	B7BX	038
SEIU LOCAL 925 SUPERVISORY	18414	Nuclear Medicine Technologist Supervisor (E S SEIU 925 Supv)	C01_BF-R093	BF	093
SEIU LOCAL 925 SUPERVISORY	22597	Nuclear Medicine Technologist Supervisor (NE H NI SEIU 925 Supv)	C01_BF-R093-HS	BF	093
SEIU LOCAL 925 SUPERVISORY	18413	Nuclear Medicine Technologist Supervisor (NE S SEIU 925 Supv)	C01_BF-R093	BF	093
SEIU LOCAL 925 SUPERVISORY	22613	Ophthalmic Technician Supervisor (NE H NI SEIU 925 Supv)	C06_B4-R060-HS	B4	060
SEIU LOCAL 925 SUPERVISORY	18436	Ophthalmic Technician Supervisor (NE S SEIU 925 Supv)	C06_B4-R060	B4	060
SEIU LOCAL 925 SUPERVISORY	22418	Order Fulfillment Coordinator Supervisor (NE H NI SEIU 925 Supv)	C06_B4-R035-HS	B4	035
SEIU LOCAL 925 SUPERVISORY	17735	Order Service Coordinator Supv (NE H NI SEIU 925 Supv)	C06_B4-R035	B4	035
SEIU LOCAL 925 SUPERVISORY	22416	Order Service Coordinator Supv (NE S SEIU 925 Supv)	C06_B4-R035-HS	B4	035
SEIU LOCAL 925 SUPERVISORY	17733	Parking Supervisor 1 (NE H NI SEIU 925 Supv)	C06_B4-R038-HS	B4	038
SEIU LOCAL 925 SUPERVISORY	22391	Parking Supervisor 1 (NE S SEIU 925 Supv)	C06_B4-R038	B4	038
SEIU LOCAL 925 SUPERVISORY	17652	Parking Supervisor 2 (E S SEIU 925 Supv)	C06_B4-R044	B4	044
SEIU LOCAL 925 SUPERVISORY	17653	Parking Supervisor 2 (NE H NI SEIU 925 Supv)	C06_B4-R044-HS	B4	044
SEIU LOCAL 925 SUPERVISORY	22392	Parking Supervisor 2 (NE S SEIU 925 Supv)	C06_B4-R044	B4	044
SEIU LOCAL 925 SUPERVISORY	17830	Parking Supervisor 3 (E S SEIU 925 Supv)	C06_B4-R048	B4	048
SEIU LOCAL 925 SUPERVISORY	17651	Parking Supervisor 3 (NE H NI SEIU 925 Supv)	C06_B4-R048	B4	048
SEIU LOCAL 925 SUPERVISORY	22390	Parking Supervisor 3 (NE S SEIU 925 Supv)	C06_B4-R048-HS	B4	048
SEIU LOCAL 925 SUPERVISORY	17829	Parking Supervisor 3 (NE H NI SEIU 925 Supv)	C06_B4-R048	B4	048
SEIU LOCAL 925 SUPERVISORY	18175	Patient Account Representative Supervisor (E S SEIU 925 Supv)	C06_B4-R050	B4	050
SEIU LOCAL 925 SUPERVISORY	22924	Patient Account Representative Supervisor (NE H NI SEIU 925 Supv)	C06_B4-R050-HS	B4	050
SEIU LOCAL 925 SUPERVISORY	18176	Patient Account Representative Supervisor (NE S SEIU 925 Supv)	C06_B4-R050	B4	050
SEIU LOCAL 925 SUPERVISORY	22483	Patient Care Coordinator Supv (NE H NI SEIU 925 Supv)	C06_B4-R052-HS	B4	052
SEIU LOCAL 925 SUPERVISORY	18069	Patient Care Coordinator Supv (NE S SEIU 925 Supv)	C06_B4-R052	B4	052
SEIU LOCAL 925 SUPERVISORY	18083	Patient Financial Services Supervisor (E S SEIU 925 Supv)	C06_B4-R048	B4	048
SEIU LOCAL 925 SUPERVISORY	22494	Patient Financial Services Supervisor (NE H NI SEIU 925 Supv)	C06_B4-R048-HS	B4	048
SEIU LOCAL 925 SUPERVISORY	17840	Patient Financial Services Supervisor (NE S SEIU 925 Supv)	C06_B4-R048	B4	048
SEIU LOCAL 925 SUPERVISORY	18071	Patient Representative Supervisor (E S SEIU 925 Supv)	C06_B4-R050	B4	050
SEIU LOCAL 925 SUPERVISORY	22485	Patient Representative Supervisor (NE H NI SEIU 925 Supv)	C06_B4-R050-HS	B4	050
SEIU LOCAL 925 SUPERVISORY	17838	Patient Representative Supervisor (NE S SEIU 925 Supv)	C06_B4-R050	B4	050
SEIU LOCAL 925 SUPERVISORY	22505	Patient Services Specialist Supv (NE H NI SEIU 925 Supv)	C06_B4-R049-HS	B4	049
SEIU LOCAL 925 SUPERVISORY	18095	Patient Services Specialist Supv (NE S SEIU 925 Supv)	C06_B4-R049	B4	049
SEIU LOCAL 925 SUPERVISORY	17782	Photography Supervisor (E S SEIU 925 Supv)	C06_B4-R051	B4	051
SEIU LOCAL 925 SUPERVISORY	22436	Photography Supervisor (NE H NI SEIU 925 Supv)	C06_B4-R051-HS	B4	051
SEIU LOCAL 925 SUPERVISORY	17832	Photography Supervisor (NE S SEIU 925 Supv)	C06_B4-R051	B4	051
SEIU LOCAL 925 SUPERVISORY	22268	Police Dispatcher Supervisor (NE H NI SEIU 925 Supv)	C06_B4-R056-HS	B4	056
SEIU LOCAL 925 SUPERVISORY	17272	Police Dispatcher Supervisor (NE S SEIU 925 Supv)	C06_B4-R056	B4	056
SEIU LOCAL 925 SUPERVISORY	17259	Program Support Supervisor I (E S SEIU 925 Supv)	C06_B4-R046	B4	046
SEIU LOCAL 925 SUPERVISORY	22265	Program Support Supervisor I (NE H NI SEIU 925 Supv)	C06_B4-R046-HS	B4	046
SEIU LOCAL 925 SUPERVISORY	17817	Program Support Supervisor I (NE S SEIU 925 Supv)	C06_B4-R046	B4	046
SEIU LOCAL 925 SUPERVISORY	17257	Program Support Supervisor II (E S SEIU 925 Supv)	C06_B4-R049	B4	049
SEIU LOCAL 925 SUPERVISORY	22264	Program Support Supervisor II (NE H NI SEIU 925 Supv)	C06_B4-R049-HS	B4	049
SEIU LOCAL 925 SUPERVISORY	17816	Program Support Supervisor II (NE S SEIU 925 Supv)	C06_B4-R049	B4	049
SEIU LOCAL 925 SUPERVISORY	17332	Shared Services Supervisor (E S SEIU 925 Supv)	C06_B4-R049	B4	049
SEIU LOCAL 925 SUPERVISORY	23223	Shared Services Supervisor (NE H NI SEIU 925 Supv)	C06_B4-R049	B4	049
SEIU LOCAL 925 SUPERVISORY	23221	Shared Services Supervisor (NE S SEIU 925 Supv)	C06_B4-R049	B4	049
SEIU LOCAL 925 SUPERVISORY	17171	Sports Equipment Manager (NE S SEIU 925 Supv)	C06_B4-R039	B4	039
SEIU LOCAL 925 SUPERVISORY	22243	Sports Equipment Manager 1 (NE H NI SEIU 925 Supv)	C06_B4-R035-HS	B4	035
SEIU LOCAL 925 SUPERVISORY	22244	Sports Equipment Manager (NE H NI SEIU 925 Supv)	C06_B4-R035-HS	B4	035
SEIU LOCAL 925 SUPERVISORY	17768	Stockroom Supervisor (E S SEIU 925 Supv)	C06_B4-R037	B4	037
SEIU LOCAL 925 SUPERVISORY	22427	Stockroom Supervisor (NE H NI SEIU 925 Supv)	C06_B4-R037-HS	B4	037
SEIU LOCAL 925 SUPERVISORY	17831	Stockroom Supervisor (NE S SEIU 925 Supv)	C06_B4-R037	B4	037
SEIU LOCAL 925 SUPERVISORY	17509	Supervisor-Media Technical Services (E S SEIU 925 Supv)	C06_B4-R055	B4	055
SEIU LOCAL 925 SUPERVISORY	22328	Supervisor-Media Technical Services (NE H NI SEIU 925 Supv)	C06_B4-R055-HS	B4	055
SEIU LOCAL 925 SUPERVISORY	17508	Supervisor-Media Technical Services (NE S SEIU 925 Supv)	C06_B4-R055	B4	055
SEIU LOCAL 925 SUPERVISORY	22271	Telephone Communications Supervisor (NE H NI SEIU 925 Supv)	C05_B7BX-R018-HS	B7BX	018
SEIU LOCAL 925 SUPERVISORY	17286	Telephone Communications Supervisor (NE S SEIU 925 Supv)	C05_B7BX-R018	B7BX	018
SEIU LOCAL 925 SUPERVISORY	17548	Tv/Video Equipment Operator Supervisor (E S SEIU 925 Supv)	C06_B4-R043	B4	043
SEIU LOCAL 925 SUPERVISORY	22349	Tv/Video Equipment Operator Supervisor (NE H NI SEIU 925 Supv)	C06_B4-R043-HS	B4	043
SEIU LOCAL 925 SUPERVISORY	17828	Tv/Video Equipment Operator Supervisor (NE S SEIU 925 Supv)	C06_B4-R043	B4	043

2019 consolidation to one level - Sports Equipment Manager

Not used - would use FAS series
Not used - would use FAS series
Not used - would use FAS series

SEIU LOCAL 925 SUPERVISORY	22253	Utility Worker Supervisor (NE H NI SEIU 925 Supv)	C06_B4-R038-HS	B4	038
SEIU LOCAL 925 SUPERVISORY	17207	Utility Worker Supervisor (NE S SEIU 925 Supv)	C06_B4-R038	B4	038
SEIU LOCAL 925-CONTACT CENTER	22930	Administrative Assistant 1 (NE H NI SEIU 925 Contact Center)	C06_B4-R033-HS	B4	033
SEIU LOCAL 925-CONTACT CENTER	18107	Administrative Assistant 1 (NE S SEIU 925 Contact Center)	C06_B4-R033	B4	033
SEIU LOCAL 925-CONTACT CENTER	22931	Administrative Assistant 2 (NE H NI SEIU 925 Contact Center)	C06_B4-R037-HS	B4	037
SEIU LOCAL 925-CONTACT CENTER	18108	Administrative Assistant 2 (NE S SEIU 925 Contact Center)	C06_B4-R037	B4	037
SEIU LOCAL 925-CONTACT CENTER	22932	Administrative Assistant 3 (NE H NI SEIU 925 Contact Center)	C06_B4-R041-HS	B4	041
SEIU LOCAL 925-CONTACT CENTER	18109	Administrative Assistant 3 (NE S SEIU 925 Contact Center)	C06_B4-R041	B4	041
SEIU LOCAL 925-CONTACT CENTER	22513	Contact Center Quality Assurance Coord (NE H NI SEIU 925 Contact Center)	C06_B4-R045-HS	B4	045
SEIU LOCAL 925-CONTACT CENTER	18106	Contact Center Quality Assurance Coord (NE S SEIU 925 Contact Center)	C06_B4-R045	B4	045
SEIU LOCAL 925-CONTACT CENTER	22507	Contact Center Representative 1 (NE H NI SEIU 925 Contact Center)	C06_B4-R042-HS	B4	042
SEIU LOCAL 925-CONTACT CENTER	18097	Contact Center Representative 1 (NE S SEIU 925 Contact Center)	C06_B4-R042	B4	042
SEIU LOCAL 925-CONTACT CENTER	22508	Contact Center Representative 2 (NE H NI SEIU 925 Contact Center)	C06_B4-R043-HS	B4	043
SEIU LOCAL 925-CONTACT CENTER	18098	Contact Center Representative 2 (NE S SEIU 925 Contact Center)	C06_B4-R043	B4	043
SEIU LOCAL 925-CONTACT CENTER	22509	Contact Center Representative 3 (NE H NI SEIU 925 Contact Center)	C06_B4-R045-HS	B4	045
SEIU LOCAL 925-CONTACT CENTER	18099	Contact Center Representative 3 (NE S SEIU 925 Contact Center)	C06_B4-R045	B4	045
SEIU LOCAL 925-CONTACT CENTER	22512	Procedures Analyst 2 (NE H NI SEIU 925 Contact Center)	C06_B4-R052-HS	B4	052
SEIU LOCAL 925-CONTACT CENTER	18105	Procedures Analyst 2 (NE S SEIU 925 Contact Center)	C06_B4-R052	B4	052
SEIU LOCAL 925-CONTACT CENTER	22510	Program Assistant (NE H NI SEIU 925 Contact Center)	C06_B4-R037-HS	B4	037
SEIU LOCAL 925-CONTACT CENTER	18101	Program Assistant (NE S SEIU 925 Contact Center)	C06_B4-R037	B4	037
SEIU LOCAL 925-HMC TECHNICAL	22524	Anatomic Pathology Technician (NE H NI SEIU 925 HMC T)	C05_B8-R055-HS	B8	055
SEIU LOCAL 925-HMC TECHNICAL	18146	Anatomic Pathology Technician (NE S SEIU 925 HMC T)	C05_B8-R055	B8	055
SEIU LOCAL 925-HMC TECHNICAL	22523	Anatomic Pathology Technician Trainee (NE H NI SEIU 925 HMC T)	C05_B8-R040-HS	B8	040
SEIU LOCAL 925-HMC TECHNICAL	18145	Anatomic Pathology Technician Trainee (NE S SEIU 925 HMC T)	C05_B8-R040	B8	040
SEIU LOCAL 925-HMC TECHNICAL	22525	Anatomic Pathology Technologist (NE H NI SEIU 925 HMC T)	C05_B8-R066-HS	B8	066
SEIU LOCAL 925-HMC TECHNICAL	18147	Anatomic Pathology Technologist (NE S SEIU 925 HMC T)	C05_B8-R066	B8	066
SEIU LOCAL 925-HMC TECHNICAL	22516	Clinical Autopsy Coordinator (NE H NI SEIU 925 HMC T)	C05_BG-R060-HS	BG	060
SEIU LOCAL 925-HMC TECHNICAL	18122	Clinical Autopsy Coordinator (NE S SEIU 925 HMC T)	C05_BG-R060	BG	060
SEIU LOCAL 925-HMC TECHNICAL	18200	Clinical Technologist 1 (E S SEIU 925 HMC T)	C05_BG-R066	BG	066
SEIU LOCAL 925-HMC TECHNICAL	22533	Clinical Technologist 1 (NE H NI SEIU 925 HMC T)	C05_BG-R066-HS	BG	066
SEIU LOCAL 925-HMC TECHNICAL	32340	Cytology Technologist 1 (NE H NI SEIU 925 HMC T)	C05_BG-R083	BG	083
SEIU LOCAL 925-HMC TECHNICAL	18335	Cytology Technologist 1 (NE S SEIU 925 HMC T)	C05_BG-R083	BG	083
SEIU LOCAL 925-HMC TECHNICAL	23241	Cytology Technologist 2 (NE H NI SEIU 925 HMC T)	C05_BG-R093	BG	093
SEIU LOCAL 925-HMC TECHNICAL	18336	Cytology Technologist 2 (NE S SEIU 925 HMC T)	C05_BG-R093	BG	093
SEIU LOCAL 925-HMC TECHNICAL	22638	Polysomnographic Technician 1 (NE H NI SEIU 925 HMC T)	C05_BG-R061-HS	BG	061
SEIU LOCAL 925-HMC TECHNICAL	18495	Polysomnographic Technician 1 (NE S SEIU 925 HMC T)	C05_BG-R061	BG	061
SEIU LOCAL 925-HMC TECHNICAL	22639	Polysomnographic Technician 2 (NE H NI SEIU 925 HMC T)	C05_BG-R071-HS	BG	071
SEIU LOCAL 925-HMC TECHNICAL	18496	Polysomnographic Technician 2 (NE S SEIU 925 HMC T)	C05_BG-R071	BG	071
SEIU LOCAL 925-HMC TECHNICAL	23242	Polysomnographic Technologist (NE H NI SEIU 925 HMC T)	C05_BG-R078	BG	078
SEIU LOCAL 925-HMC TECHNICAL	18497	Polysomnographic Technologist (NE S SEIU 925 HMC T)	C05_BG-R078	BG	078
SEIU LOCAL 925-RESEARCH TECH SUPERV	17863	Research Technologist Supervisor (E S SEIU 925 RT Supv)	C06_B4-R049	B4	049
SEIU LOCAL 925-RESEARCH TECH SUPERV	22452	Research Technologist Supervisor (NE H NI SEIU 925 RT Supv)	C06_B4-R049-HS	B4	049
SEIU LOCAL 925-RESEARCH TECH SUPERV	17836	Research Technologist Supervisor (NE S SEIU 925 RT Supv)	C06_B4-R049	B4	049
SEIU Local 925 Contact Center Supervisory	18103	Contact Center Supervisor (E S SEIU 925 Contact Center Supv)	C06_B4-R053	B4	053
SEIU Local 925 Contact Center Supervisory	22511	Contact Center Supervisor (NE H NI SEIU 925 Contact Center Supv)	C06_B4-R053-HS	B4	053
SEIU Local 925 Contact Center Supervisory	18104	Contact Center Supervisor (NE S SEIU 925 Contact Center Supv)	C06_B4-R053	B4	053

Tentatively Agreed To:

For the Union:
 Represented by:

 Brandon Johnson

Date: 9/30/2022

For the Employer:
 Represented by:

 Jade Peterson

Date: 9/29/2022

APPENDIX II - DIFFERENTIALS

Job Code	Job Profile Name	Unit Indicator	Evening Shift	Night Shift	Standby Pay	Standby Over 30.0	Weekend Pay
SEIU LOCAL 925 CONTACT CENTER							
18106	Contact Center Quality Assurance Coord	NE S SEIU 925 Contact Center	\$1.50	\$2.25	\$3.75		\$1.50
20644	Contact Center Quality Assurance Coord	NE H Temp SEIU 925 Contact Center	\$1.50	\$2.25	\$3.75		\$1.50
22513	Contact Center Quality Assurance Coord	NE H NI SEIU 925 Contact Center	\$1.50	\$2.25	\$3.75		\$1.50
18097	Contact Center Representative 1	NE S SEIU 925 Contact Center	\$1.50	\$2.25	\$3.75		\$1.50
20636	Contact Center Representative 1	NE H Temp SEIU 925 Contact Center	\$1.50	\$2.25	\$3.75		\$1.50
22507	Contact Center Representative 1	NE H NI SEIU 925 Contact Center	\$1.50	\$2.25	\$3.75		\$1.50
18098	Contact Center Representative 2	NE S SEIU 925 Contact Center	\$1.50	\$2.25	\$3.75		\$1.50
20637	Contact Center Representative 2	NE H Temp SEIU 925 Contact Center	\$1.50	\$2.25	\$3.75		\$1.50
22508	Contact Center Representative 2	NE H NI SEIU 925 Contact Center	\$1.50	\$2.25	\$3.75		\$1.50
18099	Contact Center Representative 3	NE S SEIU 925 Contact Center	\$1.50	\$2.25	\$3.75		\$1.50
20638	Contact Center Representative 3	NE H Temp SEIU 925 Contact Center	\$1.50	\$2.25	\$3.75		\$1.50
22509	Contact Center Representative 3	NE H NI SEIU 925 Contact Center	\$1.50	\$2.25	\$3.75		\$1.50
SEIU LOCAL 925 CONTACT CENTER SUPERVISORY							
18103	Contact Center Supervisor	E S SEIU 925 Contact Center Supv	\$1.50	\$2.25	\$3.75		\$1.50
18104	Contact Center Supervisor	NE S SEIU 925 Contact Center Supv	\$1.50	\$2.25	\$3.75		\$1.50
20642	Contact Center Supervisor	NE H Temp SEIU 925 Contact Center Supv	\$1.50	\$2.25	\$3.75		\$1.50
22511	Contact Center Supervisor	NE H NI SEIU 925 Contact Center Supv	\$1.50	\$2.25	\$3.75		\$1.50
SEIU LOCAL 925 HEALTHCARE PROF/LAB TECH							
18140	Occupational Therapist 1	E S SEIU 925 HCP/LT	\$1.75	\$2.50	\$6.00	\$6.00	\$3.00(employees on Rotating Schedules) \$4.00(employees on fixed schedules)

Job Code	Job Profile Name	Unit Indicator	Evening Shift	Night Shift	Standby Pay	Standby Over 30.0	Weekend Pay
21743	Occupational Therapist 1	NE H Temp SEIU 925 HCP/LT	\$1.75	\$2.50	\$6.00	\$6.00	\$3.00(employees on Rotating Schedules) \$4.00(employees on fixed schedules)
21860	Occupational Therapist 1	NE S SEIU 925 HCP/LT	\$1.75	\$2.50	\$6.00	\$6.00	\$3.00(employees on Rotating Schedules) \$4.00(employees on fixed schedules)
23091	Occupational Therapist 1	NE H NI SEIU 925 HCP/LT	\$1.75	\$2.50	\$6.00	\$6.00	\$3.00(employees on Rotating Schedules) \$4.00(employees on fixed schedules)
18141	Occupational Therapist 2	E S SEIU 925 HCP/LT	\$1.75	\$2.50	\$6.00	\$6.00	\$3.00(employees on Rotating Schedules) \$4.00(employees on fixed schedules)
21744	Occupational Therapist 2	NE H Temp SEIU 925 HCP/LT	\$1.75	\$2.50	\$6.00	\$6.00	\$3.00(employees on Rotating Schedules) \$4.00(employees on fixed schedules)
21861	Occupational Therapist 2	NE S SEIU 925 HCP/LT	\$1.75	\$2.50	\$6.00	\$6.00	\$3.00(employees on Rotating Schedules) \$4.00(employees on fixed schedules)

Job Code	Job Profile Name	Unit Indicator	Evening Shift	Night Shift	Standby Pay	Standby Over 30.0	Weekend Pay
23092	Occupational Therapist 2	NE H NI SEIU 925 HCP/LT	\$1.75	\$2.50	\$6.00	\$6.00	\$3.00(employees on Rotating Schedules) \$4.00(employees on fixed schedules)
18142	Occupational Therapist 3	E S SEIU 925 HCP/LT	\$1.75	\$2.50	\$6.00	\$6.00	\$3.00(employees on Rotating Schedules) \$4.00(employees on fixed schedules)
21745	Occupational Therapist 3	NE H Temp SEIU 925 HCP/LT	\$1.75	\$2.50	\$6.00	\$6.00	\$3.00(employees on Rotating Schedules) \$4.00(employees on fixed schedules)
21862	Occupational Therapist 3	NE S SEIU 925 HCP/LT	\$1.75	\$2.50	\$6.00	\$6.00	\$3.00(employees on Rotating Schedules) \$4.00(employees on fixed schedules)
23093	Occupational Therapist 3	NE H NI SEIU 925 HCP/LT	\$1.75	\$2.50	\$6.00	\$6.00	\$3.00(employees on Rotating Schedules) \$4.00(employees on fixed schedules)
18130	Physical Therapist 1	E S SEIU 925 HCP/LT	\$1.75	\$2.50	\$6.00	\$6.00	\$3.00(employees on Rotating Schedules) \$4.00(employees on fixed schedules)

Job Code	Job Profile Name	Unit Indicator	Evening Shift	Night Shift	Standby Pay	Standby Over 30.0	Weekend Pay
21241	Physical Therapist 1	NE H Temp SEIU 925 HCP/LT	\$1.75	\$2.50	\$6.00	\$6.00	\$3.00(employees on Rotating Schedules) \$4.00(employees on fixed schedules)
21784	Physical Therapist 1	NE S SEIU 925 HCP/LT	\$1.75	\$2.50	\$6.00	\$6.00	\$3.00(employees on Rotating Schedules) \$4.00(employees on fixed schedules)
22937	Physical Therapist 1	NE H NI SEIU 925 HCP/LT	\$1.75	\$2.50	\$6.00	\$6.00	\$3.00(employees on Rotating Schedules) \$4.00(employees on fixed schedules)
18131	Physical Therapist 2	E S SEIU 925 HCP/LT	\$1.75	\$2.50	\$6.00	\$6.00	\$3.00(employees on Rotating Schedules) \$4.00(employees on fixed schedules)
21164	Physical Therapist 2	NE H Temp SEIU 925 HCP/LT	\$1.75	\$2.50	\$6.00	\$6.00	\$3.00(employees on Rotating Schedules) \$4.00(employees on fixed schedules)
21786	Physical Therapist 2	NE S SEIU 925 HCP/LT	\$1.75	\$2.50	\$6.00	\$6.00	\$3.00(employees on Rotating Schedules) \$4.00(employees on fixed schedules)

Job Code	Job Profile Name	Unit Indicator	Evening Shift	Night Shift	Standby Pay	Standby Over 30.0	Weekend Pay
22886	Physical Therapist 2	NE H NI SEIU 925 HCP/LT	\$1.75	\$2.50	\$6.00	\$6.00	\$3.00(employees on Rotating Schedules) \$4.00(employees on fixed schedules)
18132	Physical Therapist 3	E S SEIU 925 HCP/LT	\$1.75	\$2.50	\$6.00	\$6.00	\$3.00(employees on Rotating Schedules) \$4.00(employees on fixed schedules)
21165	Physical Therapist 3	NE H Temp SEIU 925 HCP/LT	\$1.75	\$2.50	\$6.00	\$6.00	\$3.00(employees on Rotating Schedules) \$4.00(employees on fixed schedules)
21787	Physical Therapist 3	NE S SEIU 925 HCP/LT	\$1.75	\$2.50	\$6.00	\$6.00	\$3.00(employees on Rotating Schedules) \$4.00(employees on fixed schedules)
22887	Physical Therapist 3	NE H NI SEIU 925 HCP/LT	\$1.75	\$2.50	\$6.00	\$6.00	\$3.00(employees on Rotating Schedules) \$4.00(employees on fixed schedules)
18133	Physical Therapist Specialist	E S SEIU 925 HCP/LT	\$1.75	\$2.50	\$6.00	\$6.00	\$3.00(employees on Rotating Schedules) \$4.00(employees on fixed schedules)

Job Code	Job Profile Name	Unit Indicator	Evening Shift	Night Shift	Standby Pay	Standby Over 30.0	Weekend Pay
21166	Physical Therapist Specialist	NE H Temp SEIU 925 HCP/LT	\$1.75	\$2.50	\$6.00	\$6.00	\$3.00(employees on Rotating Schedules) \$4.00(employees on fixed schedules)
21789	Physical Therapist Specialist	NE S SEIU 925 HCP/LT	\$1.75	\$2.50	\$6.00	\$6.00	\$3.00(employees on Rotating Schedules) \$4.00(employees on fixed schedules)
22888	Physical Therapist Specialist	NE H NI SEIU 925 HCP/LT	\$1.75	\$2.50	\$6.00	\$6.00	\$3.00(employees on Rotating Schedules) \$4.00(employees on fixed schedules)
18128	Physical Therapy Assistant 1	NE S SEIU 925 HCP/LT)	\$1.75	\$2.50	\$6.00	\$6.00	\$3.00
20648	Physical Therapy Assistant 1	NE H Temp SEIU 925 HCP/LT)	\$1.75	\$2.50	\$6.00	\$6.00	\$3.00
22517	Physical Therapy Assistant 1	NE H NI SEIU 925 HCP/LT)	\$1.75	\$2.50	\$6.00	\$6.00	\$3.00
18129	Physical Therapy Assistant 2	NE S SEIU 925 HCP/LT)	\$1.75	\$2.50	\$6.00	\$6.00	\$3.00
20649	Physical Therapy Assistant 2	NE H Temp SEIU 925 HCP/LT)	\$1.75	\$2.50	\$6.00	\$6.00	\$3.00
22518	Physical Therapy Assistant 2	NE H NI SEIU 925 HCP/LT)	\$1.75	\$2.50	\$6.00	\$6.00	\$3.00
21922	Registered Dietitian	NE H Temp SEIU 925 HCP/LT	\$1.75	\$2.50	\$4.00	\$6.00	\$3.00(employees on Rotating Schedules) \$4.00(employees on fixed schedules)
18126	Registered Dietitian	E-S SEIU 925 HCP/LT	\$1.75	\$2.50	\$4.00	\$6.00	\$3.00(employees on Rotating Schedules) \$4.00(employees on fixed schedules)

Job Code	Job Profile Name	Unit Indicator	Evening Shift	Night Shift	Standby Pay	Standby Over 30.0	Weekend Pay
SEIU LOCAL 925 HMC TECHNICAL							
18146	Anatomic Pathology Technician	NE S SEIU 925 HMC T	\$1.50	\$2.25	\$3.75		\$1.50
20655	Anatomic Pathology Technician	NE H Temp SEIU 925 HMC T	\$1.50	\$2.25	\$3.75		\$1.50
22524	Anatomic Pathology Technician	NE H NI SEIU 925 HMC T	\$1.50	\$2.25	\$3.75		\$1.50
18145	Anatomic Pathology Technician Trainee	NE S SEIU 925 HMC T	\$1.50	\$2.25	\$3.75		\$1.50
20654	Anatomic Pathology Technician Trainee	NE H Temp SEIU 925 HMC T	\$1.50	\$2.25	\$3.75		\$1.50
22523	Anatomic Pathology Technician Trainee	NE H NI SEIU 925 HMC T	\$1.50	\$2.25	\$3.75		\$1.50
18147	Anatomic Pathology Technologist	NE S SEIU 925 HMC T	\$1.50	\$2.25	\$3.75		\$1.50
20656	Anatomic Pathology Technologist	NE H Temp SEIU 925 HMC T	\$1.50	\$2.25	\$3.75		\$1.50
22525	Anatomic Pathology Technologist	NE H NI SEIU 925 HMC T	\$1.50	\$2.25	\$3.75		\$1.50
18122	Clinical Autopsy Coordinator	NE S SEIU 925 HMC T	\$1.50	\$2.25	\$3.75		\$1.50
20647	Clinical Autopsy Coordinator	NE H Temp SEIU 925 HMC T	\$1.50	\$2.25	\$3.75		\$1.50
22516	Clinical Autopsy Coordinator	NE H NI SEIU 925 HMC T	\$1.50	\$2.25	\$3.75		\$1.50
18200	Clinical Technologist 1	E S SEIU 925 HMC T	\$1.50	\$2.25	\$3.75		\$1.50
20664	Clinical Technologist 1	NE H Temp SEIU 925 HMC T	\$1.50	\$2.25	\$3.75		\$1.50
22533	Clinical Technologist 1	NE H NI SEIU 925 HMC T	\$1.50	\$2.25	\$3.75		\$1.50
18335	Cytology Technologist 1	NE S SEIU 925 HMC T	\$1.50	\$2.25	\$3.75		\$1.50
18336	Cytology Technologist 2	NE S SEIU 925 HMC T	\$1.50	\$2.25	\$3.75		\$1.50
18495	Polysomnographic Technician 1	NE S SEIU 925 HMC T	\$1.50	\$2.25	\$3.75		\$1.50
20770	Polysomnographic Technician 1	NE H Temp SEIU 925 HMC T	\$1.50	\$2.25	\$3.75		\$1.50
22638	Polysomnographic Technician 1	NE H NI SEIU 925 HMC T	\$1.50	\$2.25	\$3.75		\$1.50
18496	Polysomnographic Technician 2	NE S SEIU 925 HMC T	\$1.50	\$2.25	\$3.75		\$1.50
20771	Polysomnographic Technician 2	NE H Temp SEIU 925 HMC T	\$1.50	\$2.25	\$3.75		\$1.50
22639	Polysomnographic Technician 2	NE H NI SEIU 925 HMC T	\$1.50	\$2.25	\$3.75		\$1.50
18497	Polysomnographic Technologist	NE S SEIU 925 HMC T	\$1.50	\$2.25	\$3.75		\$1.50
SEIU LOCAL 925 NONSUPERVISORY							
18263	Audiology Assistant	NE S SEIU 925 Non Supv	\$1.50	\$2.25	\$3.75		\$1.50
21719	Audiology Assistant	NE H Temp SEIU 925 Non Supv	\$1.50	\$2.25	\$3.75		\$1.50
23085	Audiology Assistant	NE H NI SEIU 925 Non Supv	\$1.50	\$2.25	\$3.75		\$1.50

Job Code	Job Profile Name	Unit Indicator	Evening Shift	Night Shift	Standby Pay	Standby Over 30.0	Weekend Pay
18456	Clinical Embryologist	NE S SEIU 925 Non Supv	\$1.50	\$2.25	\$3.75		\$1.50
20756	Clinical Embryologist	NE H Temp SEIU 925 Non Supv	\$1.50	\$2.25	\$3.75		\$1.50
22624	Clinical Embryologist	NE H NI SEIU 925 Non Supv	\$1.50	\$2.25	\$3.75		\$1.50
18457	Clinical Embryologist Lead	NE S SEIU 925 Non Supv	\$1.50	\$2.25	\$3.75		\$1.50
20757	Clinical Embryologist Lead	NE H Temp SEIU 925 Non Supv	\$1.50	\$2.25	\$3.75		\$1.50
22625	Clinical Embryologist Lead	NE H NI SEIU 925 Non Supv	\$1.50	\$2.25	\$3.75		\$1.50
18455	Clinical Embryologist Trainee	NE S SEIU 925 Non Supv	\$1.50	\$2.25	\$3.75		\$1.50
20755	Clinical Embryologist Trainee	NE H Temp SEIU 925 Non Supv	\$1.50	\$2.25	\$3.75		\$1.50
22623	Clinical Embryologist Trainee	NE H NI SEIU 925 Non Supv	\$1.50	\$2.25	\$3.75		\$1.50
18391	Clinical Laboratory Assistant	NE S SEIU 925 Non Supv	\$1.50	\$2.25	\$3.75		\$1.50
20719	Clinical Laboratory Assistant	NE H Temp SEIU 925 Non Supv	\$1.50	\$2.25	\$3.75		\$1.50
22588	Clinical Laboratory Assistant	NE H NI SEIU 925 Non Supv	\$1.50	\$2.25	\$3.75		\$1.50
18211	Coding Specialist 1	NE S SEIU 925 Non Supv	\$1.50	\$2.25	\$3.75		\$1.50
21211	Coding Specialist 1	NE H Temp SEIU 925 Non Supv	\$1.50	\$2.25	\$3.75		\$1.50
22910	Coding Specialist 1	NE H NI SEIU 925 Non Supv	\$1.50	\$2.25	\$3.75		\$1.50
18212	Coding Specialist 2	NE S SEIU 925 Non Supv	\$1.50	\$2.25	\$3.75		\$1.50
21212	Coding Specialist 2	NE H Temp SEIU 925 Non Supv	\$1.50	\$2.25	\$3.75		\$1.50
22911	Coding Specialist 2	NE H NI SEIU 925 Non Supv	\$1.50	\$2.25	\$3.75		\$1.50
18213	Coding Specialist 3	NE S SEIU 925 Non Supv	\$1.50	\$2.25	\$3.75		\$1.50
21213	Coding Specialist 3	NE H Temp SEIU 925 Non Supv	\$1.50	\$2.25	\$3.75		\$1.50
22912	Coding Specialist 3	NE H NI SEIU 925 Non Supv	\$1.50	\$2.25	\$3.75		\$1.50
18214	Coding Specialist Lead	NE S SEIU 925 Non Supv	\$1.50	\$2.25	\$3.75		\$1.50
21214	Coding Specialist Lead	NE H Temp SEIU 925 Non Supv	\$1.50	\$2.25	\$3.75		\$1.50
22913	Coding Specialist Lead	NE H NI SEIU 925 Non Supv	\$1.50	\$2.25	\$3.75		\$1.50
18210	Coding Specialist Trainee	NE S SEIU 925 Non Supv	\$1.50	\$2.25	\$3.75		\$1.50
21210	Coding Specialist Trainee	NE H Temp SEIU 925 Non Supv	\$1.50	\$2.25	\$3.75		\$1.50
22909	Coding Specialist Trainee	NE H NI SEIU 925 Non Supv	\$1.50	\$2.25	\$3.75		\$1.50
17378	Communications Technician 1	NE S SEIU 925 Non Supv	\$1.50	\$2.25	\$3.75		\$1.50
20429	Communications Technician 1	NE H Temp SEIU 925 Non Supv	\$1.50	\$2.25	\$3.75		\$1.50

Job Code	Job Profile Name	Unit Indicator	Evening Shift	Night Shift	Standby Pay	Standby-Over 30.0	Weekend Pay
22305	Communications Technician 1	NE H NI SEIU 925 Non Supv	\$1.50	\$2.25	\$3.75		\$1.50
17379	Communications Technician 2	NE S SEIU 925 Non Supv	\$1.50	\$2.25	\$3.75		\$1.50
20430	Communications Technician 2	NE H Temp SEIU 925 Non Supv	\$1.50	\$2.25	\$3.75		\$1.50
22306	Communications Technician 2	NE H NI SEIU 925 Non Supv	\$1.50	\$2.25	\$3.75		\$1.50
17380	Communications Technician 3	NE S SEIU 925 Non Supv	\$1.50	\$2.25	\$3.75		\$1.50
20431	Communications Technician 3	NE H Temp SEIU 925 Non Supv	\$1.50	\$2.25	\$3.75		\$1.50
22307	Communications Technician 3	NE H NI SEIU 925 Non Supv	\$1.50	\$2.25	\$3.75		\$1.50
17367	Data Control Technician Lead	NE S SEIU 925 Non Supv	\$1.50	\$2.25	\$2.00		
20421	Data Control Technician Lead	NE H Temp SEIU 925 Non Supv	\$1.50	\$2.25	\$2.00		
22297	Data Control Technician Lead	NE H NI SEIU 925 Non Supv	\$1.50	\$2.25	\$2.00		
18470	Dental Assistant 1	NE S SEIU 925 Non Supv	\$1.50	\$2.25	\$3.75		\$1.50
20762	Dental Assistant 1	NE H Temp SEIU 925 Non Supv	\$1.50	\$2.25	\$3.75		\$1.50
22630	Dental Assistant 1	NE H NI SEIU 925 Non Supv	\$1.50	\$2.25	\$3.75		\$1.50
18471	Dental Assistant 2	NE S SEIU 925 Non Supv	\$1.50	\$2.25	\$3.75		\$1.50
20763	Dental Assistant 2	NE H Temp SEIU 925 Non Supv	\$1.50	\$2.25	\$3.75		\$1.50
22631	Dental Assistant 2	NE H NI SEIU 925 Non Supv	\$1.50	\$2.25	\$3.75		\$1.50
18475	Dental Asst-Expanded Function Dental Aux	NE S SEIU 925 Non Supv	\$1.50	\$2.25	\$3.75		\$1.50
20765	Dental Asst-Expanded Function Dental Aux	NE H Temp SEIU 925 Non Supv	\$1.50	\$2.25	\$3.75		\$1.50
22633	Dental Asst-Expanded Function Dental Aux	NE H NI SEIU 925 Non Supv	\$1.50	\$2.25	\$3.75		\$1.50
18476	Dental Xray Technician 2	NE S SEIU 925 Non Supv	\$1.50	\$2.25	\$3.75		\$1.50
20766	Dental Xray Technician 2	NE H Temp SEIU 925 Non Supv	\$1.50	\$2.25	\$3.75		\$1.50
22634	Dental Xray Technician 2	NE H NI SEIU 925 Non Supv	\$1.50	\$2.25	\$3.75		\$1.50
18004	Dietary Unit Clerk	NE S SEIU 925 Non Supv	\$1.50	\$2.25	\$3.75		\$1.50
20596	Dietary Unit Clerk	NE H Temp SEIU 925 Non Supv	\$1.50	\$2.25	\$3.75		\$1.50
22467	Dietary Unit Clerk	NE H NI SEIU 925 Non Supv	\$1.50	\$2.25	\$3.75		\$1.50
18057	Financial Access Specialist 1	NE S SEIU 925 Non Supv	\$1.50	\$2.25	\$3.75		\$1.50
21169	Financial Access Specialist 1	NE H Temp SEIU 925 Non Supv	\$1.50	\$2.25	\$3.75		\$1.50
22891	Financial Access Specialist 1	NE H NI SEIU 925 Non Supv	\$1.50	\$2.25	\$3.75		\$1.50
18058	Financial Access Specialist 2	NE S SEIU 925 Non Supv	\$1.50	\$2.25	\$3.75		\$1.50

Job Code	Job Profile Name	Unit Indicator	Evening Shift	Night Shift	Standby Pay	Standby Over 30.0	Weekend Pay
21170	Financial Access Specialist 2	NE H Temp SEIU 925 Non Supv	\$1.50	\$2.25	\$3.75		\$1.50
22892	Financial Access Specialist 2	NE H NI SEIU 925 Non Supv	\$1.50	\$2.25	\$3.75		\$1.50
18059	Financial Access Specialist Lead	NE S SEIU 925 Non Supv	\$1.50	\$2.25	\$3.75		\$1.50
21171	Financial Access Specialist Lead	NE H Temp SEIU 925 Non Supv	\$1.50	\$2.25	\$3.75		\$1.50
22893	Financial Access Specialist Lead	NE H NI SEIU 925 Non Supv	\$1.50	\$2.25	\$3.75		\$1.50
18256	Health Information Lead	NE S SEIU 925 Non Supv	\$1.50	\$2.25	\$3.75		\$1.50
20669	Health Information Lead	NE H Temp SEIU 925 Non Supv	\$1.50	\$2.25	\$3.75		\$1.50
22538	Health Information Lead	NE H NI SEIU 925 Non Supv	\$1.50	\$2.25	\$3.75		\$1.50
18222	Health Information Technician 1	NE S SEIU 925 Non Supv	\$1.50	\$2.25	\$3.75		\$1.50
20665	Health Information Technician 1	NE H Temp SEIU 925 Non Supv	\$1.50	\$2.25	\$3.75		\$1.50
22534	Health Information Technician 1	NE H NI SEIU 925 Non Supv	\$1.50	\$2.25	\$3.75		\$1.50
18255	Health Information Technician 2	NE S SEIU 925 Non Supv	\$1.50	\$2.25	\$3.75		\$1.50
20668	Health Information Technician 2	NE H Temp SEIU 925 Non Supv	\$1.50	\$2.25	\$3.75		\$1.50
22537	Health Information Technician 2	NE H NI SEIU 925 Non Supv	\$1.50	\$2.25	\$3.75		\$1.50
18254	Health Information Technician 3	NE S SEIU 925 Non Supv	\$1.50	\$2.25	\$3.75		\$1.50
20667	Health Information Technician 3	NE H Temp SEIU 925 Non Supv	\$1.50	\$2.25	\$3.75		\$1.50
22536	Health Information Technician 3	NE H NI SEIU 925 Non Supv	\$1.50	\$2.25	\$3.75		\$1.50
18474	Hospital Dentistry Assistant Specialist	NE S SEIU 925 Non Supv	\$1.50	\$2.25	\$3.75		\$1.50
20764	Hospital Dentistry Assistant Specialist	NE H Temp SEIU 925 Non Supv	\$1.50	\$2.25	\$3.75		\$1.50
22632	Hospital Dentistry Assistant Specialist	NE H NI SEIU 925 Non Supv	\$1.50	\$2.25	\$3.75		\$1.50
18085	Medical Air Lift Communications Spec	NE S SEIU 925 Non Supv	\$1.50	\$2.25	\$3.75		\$1.50
20624	Medical Air Lift Communications Spec	NE H Temp SEIU 925 Non Supv	\$1.50	\$2.25	\$3.75		\$1.50
22495	Medical Air Lift Communications Spec	NE H NI SEIU 925 Non Supv	\$1.50	\$2.25	\$3.75		\$1.50
18265	Medical Assistant	NE S SEIU 925 Non Supv	\$1.50	\$2.25	\$3.75		\$1.50
20671	Medical Assistant	NE H Temp SEIU 925 Non Supv	\$1.50	\$2.25	\$3.75		\$1.50
22540	Medical Assistant	NE H NI SEIU 925 Non Supv	\$1.50	\$2.25	\$3.75		\$1.50
18264	Medical Assistant Apprentice	NE S SEIU 925 Non Supv	\$1.50	\$2.25	\$3.75		\$1.50
18266	Medical Assistant Lead	NE S SEIU 925 Non Supv	\$1.50	\$2.25	\$3.75		\$1.50
20672	Medical Assistant Lead	NE H Temp SEIU 925 Non Supv	\$1.50	\$2.25	\$3.75		\$1.50

Job Code	Job Profile Name	Unit Indicator	Evening Shift	Night Shift	Standby Pay	Standby Over 30.0	Weekend Pay
22541	Medical Assistant Lead	NE H NI SEIU 925 Non Supv	\$1.50	\$2.25	\$3.75		\$1.50
18268	Medical Assistant Registered	NE S SEIU 925 Non Supv	\$1.50	\$2.25	\$3.75		\$1.50
21920	Medical Assistant Registered	NE H Temp SEIU 925 Non Supv	\$1.50	\$2.25	\$3.75		\$1.50
23108	Medical Assistant Registered	NE H NI SEIU 925 Non Supv	\$1.50	\$2.25	\$3.75		\$1.50
18021	Medical Transcriptionist 1	NE S SEIU 925 Non Supv	\$1.50	\$2.25	\$3.75		\$1.50
20597	Medical Transcriptionist 1	NE H Temp SEIU 925 Non Supv	\$1.50	\$2.25	\$3.75		\$1.50
22468	Medical Transcriptionist 1	NE H NI SEIU 925 Non Supv	\$1.50	\$2.25	\$3.75		\$1.50
18022	Medical Transcriptionist 2	NE S SEIU 925 Non Supv	\$1.50	\$2.25	\$3.75		\$1.50
20598	Medical Transcriptionist 2	NE H Temp SEIU 925 Non Supv	\$1.50	\$2.25	\$3.75		\$1.50
22469	Medical Transcriptionist 2	NE H NI SEIU 925 Non Supv	\$1.50	\$2.25	\$3.75		\$1.50
18023	Medical Transcriptionist Lead	NE S SEIU 925 Non Supv	\$1.50	\$2.25	\$3.75		\$1.50
20599	Medical Transcriptionist Lead	NE H Temp SEIU 925 Non Supv	\$1.50	\$2.25	\$3.75		\$1.50
22470	Medical Transcriptionist Lead	NE H NI SEIU 925 Non Supv	\$1.50	\$2.25	\$3.75		\$1.50
18160	Orthotist-Prosthetist Technician	NE S SEIU 925 Non Supv	\$1.50	\$2.25	\$3.75		\$1.50
20663	Orthotist-Prosthetist Technician	NE H Temp SEIU 925 Non Supv	\$1.50	\$2.25	\$3.75		\$1.50
22532	Orthotist-Prosthetist Technician	NE H NI SEIU 925 Non Supv	\$1.50	\$2.25	\$3.75		\$1.50
18171	Patient Account Representative 1	NE S SEIU 925 Non Supv	\$1.50	\$2.25	\$3.75		\$1.50
21223	Patient Account Representative 1	NE H Temp SEIU 925 Non Supv	\$1.50	\$2.25	\$3.75		\$1.50
22920	Patient Account Representative 1	NE H NI SEIU 925 Non Supv	\$1.50	\$2.25	\$3.75		\$1.50
18172	Patient Account Representative 2	NE S SEIU 925 Non Supv	\$1.50	\$2.25	\$3.75		\$1.50
21224	Patient Account Representative 2	NE H Temp SEIU 925 Non Supv	\$1.50	\$2.25	\$3.75		\$1.50
22921	Patient Account Representative 2	NE H NI SEIU 925 Non Supv	\$1.50	\$2.25	\$3.75		\$1.50
18173	Patient Account Representative 3	NE S SEIU 925 Non Supv	\$1.50	\$2.25	\$3.75		\$1.50
21225	Patient Account Representative 3	NE H Temp SEIU 925 Non Supv	\$1.50	\$2.25	\$3.75		\$1.50
22922	Patient Account Representative 3	NE H NI SEIU 925 Non Supv	\$1.50	\$2.25	\$3.75		\$1.50
18174	Patient Account Representative Lead	NE S SEIU 925 Non Supv	\$1.50	\$2.25	\$3.75		\$1.50
21226	Patient Account Representative Lead	NE H Temp SEIU 925 Non Supv	\$1.50	\$2.25	\$3.75		\$1.50
22923	Patient Account Representative Lead	NE H NI SEIU 925 Non Supv	\$1.50	\$2.25	\$3.75		\$1.50
18072	Patient Care Coordinator	NE S SEIU 925 Non Supv	\$1.50	\$2.25	\$3.75		\$1.50

Job Code	Job Profile Name	Unit Indicator	Evening Shift	Night Shift	Standby Pay	Standby Over 30.0	Weekend Pay
20615	Patient Care Coordinator	NE H Temp SEIU 925 Non Supv	\$1.50	\$2.25	\$3.75		\$1.50
22486	Patient Care Coordinator	NE H NI SEIU 925 Non Supv	\$1.50	\$2.25	\$3.75		\$1.50
18070	Patient Representative	NE S SEIU 925 Non Supv	\$1.50	\$2.25	\$3.75		\$1.50
20613	Patient Representative	NE H Temp SEIU 925 Non Supv	\$1.50	\$2.25	\$3.75		\$1.50
22484	Patient Representative	NE H NI SEIU 925 Non Supv	\$1.50	\$2.25	\$3.75		\$1.50
20620	Patient Services Rep Coordinator	NE H Temp SEIU 925 Non Supv	\$1.50	\$2.25	\$3.75		\$1.50
18078	Patient Services Rep Coordinator	NE S SEIU 925 Non Supv	\$1.50	\$2.25	\$3.75		\$1.50
18090	Patient Services Specialist 1-Trainee	NE S SEIU 925 Non Supv	\$1.50	\$2.25	\$3.75		\$1.50
20629	Patient Services Specialist 1-Trainee	NE H Temp SEIU 925 Non Supv	\$1.50	\$2.25	\$3.75		\$1.50
22500	Patient Services Specialist 1-Trainee	NE H NI SEIU 925 Non Supv	\$1.50	\$2.25	\$3.75		\$1.50
18091	Patient Services Specialist 2	NE S SEIU 925 Non Supv	\$1.50	\$2.25	\$3.75		\$1.50
20630	Patient Services Specialist 2	NE H Temp SEIU 925 Non Supv	\$1.50	\$2.25	\$3.75		\$1.50
22501	Patient Services Specialist 2	NE H NI SEIU 925 Non Supv	\$1.50	\$2.25	\$3.75		\$1.50
18092	Patient Services Specialist 3	NE S SEIU 925 Non Supv	\$1.50	\$2.25	\$3.75		\$1.50
20631	Patient Services Specialist 3	NE H Temp SEIU 925 Non Supv	\$1.50	\$2.25	\$3.75		\$1.50
22502	Patient Services Specialist 3	NE H NI SEIU 925 Non Supv	\$1.50	\$2.25	\$3.75		\$1.50
18094	Patient Services Specialist Edu-QA	NE S SEIU 925 Non Supv	\$1.50	\$2.25	\$3.75		\$1.50
20633	Patient Services Specialist Edu-QA	NE H Temp SEIU 925 Non Supv	\$1.50	\$2.25	\$3.75		\$1.50
22504	Patient Services Specialist Edu-QA	NE H NI SEIU 925 Non Supv	\$1.50	\$2.25	\$3.75		\$1.50
18093	Patient Services Specialist Lead	NE S SEIU 925 Non Supv	\$1.50	\$2.25	\$3.75		\$1.50
20632	Patient Services Specialist Lead	NE H Temp SEIU 925 Non Supv	\$1.50	\$2.25	\$3.75		\$1.50
22503	Patient Services Specialist Lead	NE H NI SEIU 925 Non Supv	\$1.50	\$2.25	\$3.75		\$1.50
18241	Quality Assurance Coordinator	NE S SEIU 925 Non Supv	\$1.50	\$2.25	\$3.75		\$1.50
20666	Quality Assurance Coordinator	NE H Temp SEIU 925 Non Supv	\$1.50	\$2.25	\$3.75		\$1.50
22535	Quality Assurance Coordinator	NE H NI SEIU 925 Non Supv	\$1.50	\$2.25	\$3.75		\$1.50
17281	Telephone Communications Operator-Hosp	NE S SEIU 925 Non Supv	\$1.50	\$2.25	\$3.75		\$1.50
20392	Telephone Communications Operator-Hosp	NE H Temp SEIU 925 Non Supv	\$1.50	\$2.25	\$3.75		\$1.50
22269	Telephone Communications Operator-Hosp	NE H NI SEIU 925 Non Supv	\$1.50	\$2.25	\$3.75		\$1.50
17285	Telephone Communications Opr Lead-Hosp	NE S SEIU 925 Non Supv	\$1.50	\$2.25	\$3.75		\$1.50

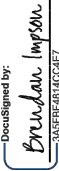
Job Code	Job Profile Name	Unit Indicator	Evening Shift	Night Shift	Standby Pay	Standby-Over 30.0	Weekend Pay
20393	Telephone Communications Opr Lead-Hosp	NE H Temp SEIU 925 Non Supv	\$1.50	\$2.25	\$3.75		\$1.50
22270	Telephone Communications Opr Lead-Hosp	NE H NI SEIU 925 Non Supv	\$1.50	\$2.25	\$3.75		\$1.50
SEIU LOCAL 925 RESEARCH TECH							
18380	Histologic Technician 1	NE S SEIU 925 RT	\$1.50	\$2.25			
20717	Histologic Technician 1	NE H Temp SEIU 925 RT	\$1.50	\$2.25			
22586	Histologic Technician 1	NE H NI SEIU 925 RT	\$1.50	\$2.25			
18381	Histologic Technician 2	NE S SEIU 925 RT	\$1.50	\$2.25			
20718	Histologic Technician 2	NE H Temp SEIU 925 RT	\$1.50	\$2.25			
22587	Histologic Technician 2	NE H NI SEIU 925 RT	\$1.50	\$2.25			
18379	Histotechnologist	NE S SEIU 925 RT	\$1.50	\$2.25			
20716	Histotechnologist	NE H Temp SEIU 925 RT	\$1.50	\$2.25			
22585	Histotechnologist	NE H NI SEIU 925 RT	\$1.50	\$2.25			
SEIU LOCAL 925 SUPERVISORY							
18343	Advanced Cardiac Technologist Supervisor	E S SEIU 925 Supv	\$1.50	\$2.25	\$3.75		\$1.50
18344	Advanced Cardiac Technologist Supervisor	NE S SEIU 925 Supv	\$1.50	\$2.25	\$3.75		\$1.50
20700	Advanced Cardiac Technologist Supervisor	NE H Temp SEIU 925 Supv	\$1.50	\$2.25	\$3.75		\$1.50
22569	Advanced Cardiac Technologist Supervisor	NE H NI SEIU 925 Supv	\$1.50	\$2.25	\$3.75		\$1.50
18428	Cardiac Sonographer Supervisor	E S SEIU 925 Supv	\$1.50	\$2.25	\$3.75		\$1.50
18429	Cardiac Sonographer Supervisor	NE S SEIU 925 Supv	\$1.50	\$2.25	\$3.75		\$1.50
18342	Cardiac Technologist Supervisor	NE S SEIU 925 Supv	\$1.50	\$2.25	\$3.75		\$1.50
20699	Cardiac Technologist Supervisor	NE H Temp SEIU 925 Supv	\$1.50	\$2.25	\$3.75		\$1.50
22568	Cardiac Technologist Supervisor	NE H NI SEIU 925 Supv	\$1.50	\$2.25	\$3.75		\$1.50
18215	Coding Specialist Supervisor	E S SEIU 925 Supv	\$1.50	\$2.25	\$3.75		\$1.50
18216	Coding Specialist Supervisor	NE S SEIU 925 Supv	\$1.50	\$2.25	\$3.75		\$1.50
21215	Coding Specialist Supervisor	NE H Temp SEIU 925 Supv	\$1.50	\$2.25	\$3.75		\$1.50
22914	Coding Specialist Supervisor	NE H NI SEIU 925 Supv	\$1.50	\$2.25	\$3.75		\$1.50
17381	Communications Technician Supervisor	NE S SEIU 925 Supv	\$1.50	\$2.25	\$3.75		\$1.50
17382	Communications Technician Supervisor	E S SEIU 925 Supv	\$1.50	\$2.25	\$3.75		\$1.50
20432	Communications Technician Supervisor	NE H Temp SEIU 925 Supv	\$1.50	\$2.25	\$3.75		\$1.50

Job Code	Job Profile Name	Unit Indicator	Evening Shift	Night Shift	Standby Pay	Standby Over 30.0	Weekend Pay
22308	Communications Technician Supervisor	NE H NI SEIU 925 Supv	\$1.50	\$2.25	\$3.75		\$1.50
18347	Diagnostic Medical Sonographer Supv	E S SEIU 925 Supv	\$1.50	\$2.25	\$3.75		\$1.50
18349	Diagnostic Medical Sonographer Supv	NE S SEIU 925 Supv	\$1.50	\$2.25	\$3.75		\$1.50
20703	Diagnostic Medical Sonographer Supv	NE H Temp SEIU 925 Supv	\$1.50	\$2.25	\$3.75		\$1.50
22572	Diagnostic Medical Sonographer Supv	NE H NI SEIU 925 Supv	\$1.50	\$2.25	\$3.75		\$1.50
18298	Electrocardiograph Laboratory Supv	NE S SEIU 925 Supv	\$1.50	\$2.25	\$3.75		\$1.50
20686	Electrocardiograph Laboratory Supv	NE H Temp SEIU 925 Supv	\$1.50	\$2.25	\$3.75		\$1.50
22555	Electrocardiograph Laboratory Supv	NE H NI SEIU 925 Supv	\$1.50	\$2.25	\$3.75		\$1.50
18060	Financial Access Specialist Supv	E S SEIU 925 Supv	\$1.50	\$2.25	\$3.75		\$1.50
18064	Financial Access Specialist Supv	NE S SEIU 925 Supv	\$1.50	\$2.25	\$3.75		\$1.50
21172	Financial Access Specialist Supv	NE H Temp SEIU 925 Supv	\$1.50	\$2.25	\$3.75		\$1.50
22894	Financial Access Specialist Supv	NE H NI SEIU 925 Supv	\$1.50	\$2.25	\$3.75		\$1.50
17841	Health Information Supervisor	NE S SEIU 925 Supv	\$1.50	\$2.25	\$3.75		\$1.50
18257	Health Information Supervisor	E S SEIU 925 Supv	\$1.50	\$2.25	\$3.75		\$1.50
20670	Health Information Supervisor	NE H Temp SEIU 925 Supv	\$1.50	\$2.25	\$3.75		\$1.50
22539	Health Information Supervisor	NE H NI SEIU 925 Supv	\$1.50	\$2.25	\$3.75		\$1.50
18279	Imaging Technologist-Supervisor	E S SEIU 925 Supv	\$1.50	\$2.25	\$3.75		\$1.50
18280	Imaging Technologist-Supervisor	NE S SEIU 925 Supv	\$1.50	\$2.25	\$3.75		\$1.50
20681	Imaging Technologist-Supervisor	NE H Temp SEIU 925 Supv	\$1.50	\$2.25	\$3.75		\$1.50
22550	Imaging Technologist-Supervisor	NE H NI SEIU 925 Supv	\$1.50	\$2.25	\$3.75		\$1.50
18086	Medical Airlift Communications Supv	NE S SEIU 925 Supv	\$1.50	\$2.25	\$3.75		\$1.50
20625	Medical Airlift Communications Supv	NE H Temp SEIU 925 Supv	\$1.50	\$2.25	\$3.75		\$1.50
22496	Medical Airlift Communications Supv	NE H NI SEIU 925 Supv	\$1.50	\$2.25	\$3.75		\$1.50
18024	Medical Transcription Supv	NE S SEIU 925 Supv	\$1.50	\$2.25	\$3.75		\$1.50
20600	Medical Transcription Supv	NE H Temp SEIU 925 Supv	\$1.50	\$2.25	\$3.75		\$1.50
22471	Medical Transcription Supv	NE H NI SEIU 925 Supv	\$1.50	\$2.25	\$3.75		\$1.50
18413	Nuclear Medicine Technologist Supervisor	NE S SEIU 925 Supv	\$1.50	\$2.25	\$3.75		\$1.50
18414	Nuclear Medicine Technologist Supervisor	E S SEIU 925 Supv	\$1.50	\$2.25	\$3.75		\$1.50
20728	Nuclear Medicine Technologist Supervisor	NE H Temp SEIU 925 Supv	\$1.50	\$2.25	\$3.75		\$1.50

Job Code	Job Profile Name	Unit Indicator	Evening Shift	Night Shift	Standby Pay	Standby Over 30.0	Weekend Pay
22597	Nuclear Medicine Technologist Supervisor	NE H NI SEIU 925 Supv	\$1.50	\$2.25	\$3.75		\$1.50
18436	Ophthalmic Technician Supervisor	NE S SEIU 925 Supv	\$1.50	\$2.25	\$3.75		\$1.50
20745	Ophthalmic Technician Supervisor	NE H Temp SEIU 925 Supv	\$1.50	\$2.25	\$3.75		\$1.50
22613	Ophthalmic Technician Supervisor	NE H NI SEIU 925 Supv	\$1.50	\$2.25	\$3.75		\$1.50
18175	Patient Account Representative Supervisor	E S SEIU 925 Supv	\$1.50	\$2.25	\$3.75		\$1.50
18176	Patient Account Representative Supervisor	NE S SEIU 925 Supv	\$1.50	\$2.25	\$3.75		\$1.50
21227	Patient Account Representative Supervisor	NE H Temp SEIU 925 Supv	\$1.50	\$2.25	\$3.75		\$1.50
22924	Patient Account Representative Supervisor	NE H NI SEIU 925 Supv	\$1.50	\$2.25	\$3.75		\$1.50
18069	Patient Care Coordinator Supv	NE S SEIU 925 Supv	\$1.50	\$2.25	\$3.75		\$1.50
20612	Patient Care Coordinator Supv	NE H Temp SEIU 925 Supv	\$1.50	\$2.25	\$3.75		\$1.50
22483	Patient Care Coordinator Supv	NE H NI SEIU 925 Supv	\$1.50	\$2.25	\$3.75		\$1.50
17838	Patient Representative Supervisor	NE S SEIU 925 Supv	\$1.50	\$2.25	\$3.75		\$1.50
18071	Patient Representative Supervisor	E S SEIU 925 Supv	\$1.50	\$2.25	\$3.75		\$1.50
20614	Patient Representative Supervisor	NE H Temp SEIU 925 Supv	\$1.50	\$2.25	\$3.75		\$1.50
22485	Patient Representative Supervisor	NE H NI SEIU 925 Supv	\$1.50	\$2.25	\$3.75		\$1.50
18095	Patient Services Specialist Supv	NE S SEIU 925 Supv	\$1.50	\$2.25	\$3.75		\$1.50
20634	Patient Services Specialist Supv	NE H Temp SEIU 925 Supv	\$1.50	\$2.25	\$3.75		\$1.50
22505	Patient Services Specialist Supv	NE H NI SEIU 925 Supv	\$1.50	\$2.25	\$3.75		\$1.50
17286	Telephone Communications Supervisor	NE S SEIU 925 Supv	\$1.50	\$2.25	\$3.75		\$1.50
20394	Telephone Communications Supervisor	NE H Temp SEIU 925 Supv	\$1.50	\$2.25	\$3.75		\$1.50
22271	Telephone Communications Supervisor	NE H NI SEIU 925 Supv	\$1.50	\$2.25	\$3.75		\$1.50

Tentatively Agreed To:

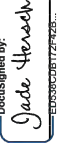
For the Union:



Brendan Impson

Date: 9/30/2022

For the Employer:



Jade Hersch

Date: 9/29/2022

Bargaining Unit	Job Code	Job Profile Name	Notes
02 - Union/Bargaining Unit - SEIU LOCAL 925 HEALTHCARE PROF/LAB TECH	18451	Clinic Cytogenetic Technologist (E S SEIU 925 HCP/LT)	
	18453	Clinic Cytogenetic Technologist Specialist (E S SEIU 925 HCP/LT)	
	18400	Medical Laboratory Scientist 1 (E S SEIU 925 HCP/LT)	
	18403	Medical Laboratory Scientist 2 (E S SEIU 925 HCP/LT)	
	18401	Medical Laboratory Scientist-Lead (E S SEIU 925 HCP/LT)	
	18402	Medical Laboratory Scientist-Trainee (E S SEIU 925 HCP/LT)	
	18140	Occupational Therapist 1 (E S SEIU 925 HCP/LT)	
	18141	Occupational Therapist 2 (E S SEIU 925 HCP/LT)	
	18142	Occupational Therapist 3 (E S SEIU 925 HCP/LT)	
	18130	Physical Therapist 1 (E S SEIU 925 HCP/LT)	
	18131	Physical Therapist 2 (E S SEIU 925 HCP/LT)	
	18132	Physical Therapist 3 (E S SEIU 925 HCP/LT)	
	18133	Physical Therapist Specialist (E S SEIU 925 HCP/LT)	
	18126	Registered Dietitian (E S SEIU 925 HCP/LT)	
02 - Union/Bargaining Unit - SEIU LOCAL 925 NONSUPERVISORY	17301	Accountant 2 (E S SEIU 925 Non Supv)	
	17302	Accountant, Senior (E S SEIU 925 Non Supv)	
	17336	Budget/Fiscal Analyst (E S SEIU 925 Non Supv)	
	17337	Budget/Fiscal Analyst Lead (E S SEIU 925 Non Supv)	
	17122	Buyer 3 (E S SEIU 925 Non Supv)	
	17683	Fire Protection Engineer (E S SEIU 925 Non Supv)	
	17684	Fire Protection Engineer-Lead (E S SEIU 925 Non Supv)	
	17504	Health Education Resources Coordinator 2 (E S SEIU 925 Non Supv)	
	17762	Health Physicist 1 (E S SEIU 925 Non Supv)	
	17763	Health Physicist 2 (E S SEIU 925 Non Supv)	
	17043	Human Subjects Review Coordinator (E S SEIU 925 Non Supv)	
	17181	ISC Payroll Accountant (E S SEIU 925 Non Supv)	
	17511	Medical Illustrator (E S SEIU 925 Non Supv)	
	17205	Planning Analyst 2 (E S SEIU 925 Non Supv)	
	17206	Planning Analyst 3 (E S SEIU 925 Non Supv)	
	17688	Safety Professional 2 (E S SEIU 925 Non Supv)	
	17507	Science Instruction Designer 2 (E S SEIU 925 Non Supv)	
	17287	Science Instruction Designer 3 (E S SEIU 925 Non Supv)	
02 - Union/Bargaining Unit - SEIU LOCAL 925 RESEARCH TECH BU	17860	Research Technologist 2 (E S SEIU 925 RT)	
	17861	Research Technologist 3 (E S SEIU 925 RT)	
02 - Union/Bargaining Unit - SEIU LOCAL 925 SUPERVISORY	17011	Accounting Supervisor (E S SEIU 925 Supv)	
	17085	Administrative Assistant Supv (E S SEIU 925 Supv)	
	18343	Advanced Cardiac Technologist Supervisor (E S SEIU 925 Supv)	
	17730	Animal Facility Program Supervisor (E S SEIU 925 Supv)	
	17553	Broadcast Technician Supervisor (E S SEIU 925 Supv)	
	17339	Budget/Fiscal Operations Supervisor (E S SEIU 925 Supv)	
	17338	Budget/Fiscal Unit Supervisor (E S SEIU 925 Supv)	
	18428	Cardiac Sonographer Supervisor (E S SEIU 925 Supv)	
	18368	Clinical Data Specialist Supv (E S SEIU 925 Supv)	
	18215	Coding Specialist Supervisor (E S SEIU 925 Supv)	
	17382	Communications Technician Supervisor (E S SEIU 925 Supv)	
	17393	Computer Maintenance Technician Supervisor (E S SEIU 925 Supv)	
	17956	Computer Operator Supervisor (E S SEIU 925 Supv)	
	17345	Credit Manager B (E S SEIU 925 Supv)	
	17362	Data Control Supervisor (E S SEIU 925 Supv)	
	18477	Dental Clinic Supervisor 1 (E S SEIU 925 Supv)	
	18478	Dental Clinic Supervisor 2 (E S SEIU 925 Supv)	

Delete: Positions now use Coding Spec Supv

Delete: Positions now use Financial Access Spec Supv

- 18347 Diagnostic Medical Sonographer Supv (E S SEIU 925 Supv)
- 18060 Financial Access Specialist Supv (E S SEIU 925 Supv)
- ~~18076 Financial Services Specialist Supv (E S SEIU 925 Supv)~~
- 17516 Graphic Designer/Illustrator Supv (E S SEIU 925 Supv)
- 17210 Grounds Supervisor 1 (E S SEIU 925 Supv)
- 18257 Health Information Supervisor (E S SEIU 925 Supv)
- 18279 Imaging Technologist-Supervisor (E S SEIU 925 Supv)
- 17188 ISC Customer Service Representative Supervisor (E S SEIU 925 Supv)
- 17313 Library Specialist II - Supervisor (E S SEIU 925 Supv)
- 17321 Library Supervisor II (E S SEIU 925 Supv)
- 17794 Mail Services Supervisor (E S SEIU 925 Supv)
- 17208 Maintenance Supervisor 1 (E S SEIU 925 Supv)
- 17209 Maintenance Supervisor 2 (E S SEIU 925 Supv)
- 17541 Media Engineer B (E S SEIU 925 Supv)
- 17532 Media Maintenance Supervisor (E S SEIU 925 Supv)
- 18267 Medical Assistant Supervisor (E S SEIU 925 Supv)
- 18414 Nuclear Medicine Technologist Supervisor (E S SEIU 925 Supv)
- ~~17216 Office Support Supervisor 2 (E S SEIU 925 Supv)~~
- 17653 Parking Supervisor 2 (E S SEIU 925 Supv)
- 17651 Parking Supervisor 3 (E S SEIU 925 Supv)
- 18175 Patient Account Representative Supervisor (E S SEIU 925 Supv)
- ~~18083 Patient Financial Services Supervisor (E S SEIU 925 Supv)~~
- 18071 Patient Representative Supervisor (E S SEIU 925 Supv)
- 17782 Photography Supervisor (E S SEIU 925 Supv)
- 17259 Program Support Supervisor I (E S SEIU 925 Supv)
- 17257 Program Support Supervisor II (E S SEIU 925 Supv)
- 17332 Shared Services Supervisor (E S SEIU 925 Supv)
- 17768 Stockroom Supervisor (E S SEIU 925 Supv)
- 17509 Supervisor-Media Technical Services (E S SEIU 925 Supv)
- 17548 Tv/Video Equipment Operator Supervisor (E S SEIU 925 Supv)
- 18200 Clinical Technologist 1 (E S SEIU 925 HMC T)
- 17863 Research Technologist Supervisor (E S SEIU 925 RT Supv)
- 18103 Contact Center Supervisor (E S SEIU 925 Contact Center Supv)

Delete: Positions now use Admin Asst Supv

Delete: Positions now use Patient Account Rep Supv

- 02 - Union/Bargaining Unit - SEIU LOCAL 925-HMC TECHNICAL
- 02 - Union/Bargaining Unit - SEIU LOCAL 925-RESEARCH TECH SUPERV
- 02 - Union/Bargaining Unit - SEIU Local 925 Contact Center Supervisory

Tentatively Agreed To:

For the Union:
 Digitally signed by Brendan Impson
 Brendan Impson
 Date: 9/30/2022

For the Employer:
 Digitally signed by Jade Herweh
 Jade Herweh
 Date: 9/29/2022

APPENDIX IV – LAYOFF SENIORITY UNITS

1	<u>Unit Number</u>	<u>Organization</u>
2		
3		
4		
5	1	Office of the President including:
6		• Ombudsman's Office <u>of the Ombud</u>
7		• Assistant Attorney General's Division
8	2	Applied Physics Laboratory
9	3	Provost's Office including:
10		• Vice Provost for Research
11		• Vice Provost for <u>Dean of</u> the Graduate School
12		• Vice President <u>Provost</u> for Continuum College
13		• Equal Opportunity Office <u>of Academic Personnel</u>
14		• Undergraduate Academic Affairs
15		• ROTC
16	4	UW Bothell
17	5	UW Tacoma
18	6	Libraries (excluding Law Library)
19	7	Finance:
20		• Financial Management
21	8	<u>UW</u> Facilities:
22		• Capital Projects
23		• Facilities Services
24	9	Vice President for Computing <u>of Information Technology and Chief</u>
25		<u>Information Officer</u>
26	10	Vice President for Minority Affairs
27	11	Vice President for Student Affairs <u>Life</u>
28		Vice President for University Advancement
29		Intercollegiate Athletics
30		Vice President for External Affairs
31	12	College of Environment
32		• Aquatic and Fishery Sciences
33		• Oceanography
34		• Earth and Space Sciences
35		• Atmospheric Sciences
36		• Forest Resources
37		(Excluding Applied Physics Lab)
38	13	College of Engineering
39	14	College of Built Environments
40		School of Law and Law Library
41		Evans School of Public Affairs
42		School of Social Work
43		Foster School of Business
44		College of Education
45		

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26
27
28
29
30
31
32
33
34
35
36
37
38
39
40
41

<u>Unit Number</u>	<u>Organization</u>
15	Health Sciences Administration <u>Services</u>
16	School of Dentistry
	School of Nursing
	School of Pharmacy
	School of Public Health and Community Medicine
17	Shared Services - Chief Health System Officer, UW Medicine Health System
18	Shared Services - Chief Financial Officer, UW Medicine Health System
19	Harborview Medical Center
20	University of Washington Medical Center
21	School of Medicine Basic Sciences Departments
22	School of Medicine Clinical Departments
23	School of Medicine Deans Office
24	Global Health
25	Special Employment Programs
26	Arts and Sciences – Arts
27	Arts and Sciences – Humanities
28	Arts and Sciences – Social Sciences
29	Arts and Sciences – Natural Sciences
30	Arts and Sciences – Biology, Psychology, Speech and Hearing Sciences
31	Arts and Sciences – Dean’s Office and Burke Museum
32	Vice President for Human Resources
33	Office of the Executive Vice President Finance and Administration
<u>33</u>	Information School
<u>34</u>	<u>Division of Campus Community Safety</u>

Tentatively Agreed To:	
For the Union:	For the Employer:
<small>DocuSigned by:</small> <i>Brendan Impson</i>	<small>DocuSigned by:</small> <i>Jade Hersch</i>
_____ Brendan Impson	_____ Jade Hersch
Date: 9/30/2022	Date: 9/26/2022

**MEMORANDUM OF UNDERSTANDING
BETWEEN
THE UNIVERSITY OF WASHINGTON (UNIVERSITY)
AND
SEIU 925 (UNION)**

**MOU: ANESTHESIOLOGY TECHNICIAN RECRUITMENT AND RETENTION
INCREASES**

During re-opener negotiations for the 2021-2023 collective bargaining agreement, the parties agreed to the following regarding recruitment and retention increases for Anesthesiology Technicians. Due to emergency staffing needs, this MOU is effective no more than forty-five (45) days following ratification and on the first available pay period as determined by the Employer:

- I. The job classification ANESTHESIOLOGY TECHNICIAN 1 (Job Code 18310 and 20687) on Pay Table BG at Pay Range 12 will be moved to Pay Table BG at Pay Range 17.
- II. The job classification ANESTHESIOLOGY TECHNICIAN 2 (Job Code 18312 and 20688) on Pay Table BT at Pay Range 30 will be moved to Pay Table BT at Pay Range 35.
- III. All regular employees will be placed on the new pay range at their current step.
- IV. Temporary hourly employees must be paid within range minimum and range maximum. If a temporary hourly employee's current rate falls below the new range minimum, their hourly rate will be increased to range minimum.
- V. Employee progression start dates (PSDs) will not be impacted by placement on the new range.

This MOU will expire upon implementation.

Tentatively Agreed To:

For the Union:

DocuSigned by:

Brendan Impson

3A5FBF4814CC4E7
Brendan Impson

Date: 9/30/2022

For the Employer:

DocuSigned by:

Jade Hersch

E0538C0B772F428...
Jade Hersch

Date: 9/15/2022

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26
27
28
29
30
31
32
33
34
35
36
37
38
39
40
41
42
43

1 **MEMORANDUM OF UNDERSTANDING**
2 **BETWEEN**
3 **THE UNIVERSITY OF WASHINGTON (UNIVERSITY)**
4 **AND**
5 **SEIU 925 (UNION)**
6

7 **MOU: CARDIAC SONOGRAPHER RECRUITMENT AND RETENTION INCREASES**
8

9 During re-opener negotiations for the 2021-2023 collective bargaining agreement, the
10 parties agreed to the following regarding recruitment and retention increases for the
11 Cardiac Sonographer series. Due to emergency staffing needs, this MOU is effective no
12 more than forty-five (45) days following ratification and on the first available pay period
13 as determined by the Employer:
14

15 I. ~~The job classification CARDIAC SONOGRAPHER 1 (Job Code 18422 and~~
16 ~~20734) on Pay Table BF at Pay Range 49 will be moved to Pay Table BF at Pay~~
17 ~~Range 54.~~
18

19 II. ~~The job classification CARDIAC SONOGRAPHER 2 (Job Code 18423 and~~
20 ~~20735) on Pay Table BF at Pay Range 52 will be moved to Pay Table BF at Pay~~
21 ~~Range 57.~~
22

23 III. ~~The job classification CARDIAC SONOGRAPHER LEAD (Job Code 18427 and~~
24 ~~20737) on Pay Table BF at Pay Range 60 will be moved to Pay Table BF at Pay~~
25 ~~Range 65.~~
26

27 IV. ~~The job classification CARDIAC SONOGRAPHER SPECIALIST (Job Code~~
28 ~~18424 and 20736) on Pay Table BF at Pay Range 56 will be moved to Pay Table~~
29 ~~BF at Pay Range 61.~~
30

31 V. ~~The job classification CARDIAC SONOGRAPHER SUPERVISOR (Job Code~~
32 ~~18428) on Pay Table BF at Pay Range 78 will be moved to Pay Table BF at Pay~~
33 ~~Range 83.~~
34

35 VI. ~~All regular employees will be placed on the new pay range at their current step.~~
36

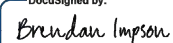
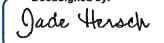
37 VII. ~~Temporary hourly employees must be paid within range minimum and range~~
38 ~~maximum. If a temporary hourly employee's current rate falls below the new~~
39 ~~range minimum, their hourly rate will be increased to range minimum.~~
40

41 VIII. ~~Employee progression start dates (PSDs) will not be impacted by placement on~~
42 ~~the new range.~~
43

44 This MOU will expire upon implementation.
45
46

1
2
3
4
5
6
7
8

Tentatively Agreed To:

For the Union:	For the Employer:
<small>DocuSigned by:</small>  Brendan Impson Date: 9/30/2022	<small>DocuSigned by:</small>  Jade Hersch Date: 9/15/2022

1 **MEMORANDUM OF UNDERSTANDING**
2 **BETWEEN**
3 **THE UNIVERSITY OF WASHINGTON (UNIVERSITY)**
4 **AND**
5 **SEIU 925 (UNION)**

6
7 **MOU: CLINICAL LABORATORY TECHNICIAN RECRUITMENT AND RETENTION**
8 **INCREASES**
9

10 During re-opener negotiations for the 2021-2023 collective bargaining agreement, the
11 parties agreed to the following regarding recruitment and retention increases for Clinical
12 Laboratory Technician series. Due to emergency staffing needs, this MOU is effective
13 no more than forty-five (45) days following ratification and on the first available pay
14 period as determined by the Employer:
15

16
17 I. ~~The job classification CLINICAL LABORATORY ASSISTANT (Job Code 18391~~
18 ~~and 20719) on Pay Table B7BX at Pay Range 12 will be moved to Pay Table~~
19 ~~B7BX at Pay Range 17.~~

20
21 II. ~~The job classification CLINICAL LABORATORY TECHNICIAN 1 (Job Code~~
22 ~~18330 and 20692) on Pay Table B8 at Pay Range 30 will be moved to Pay Table~~
23 ~~B8 at Pay Range 35.~~

24
25 III. ~~The job classification CLINICAL LABORATORY TECHNICIAN 2 (Job Code~~
26 ~~18331 and 20693) on Pay Table B8 at Pay Range 36 will be moved to Pay Table~~
27 ~~B8 at Pay Range 41.~~

28
29 IV. ~~The job classification CLINICAL LABORATORY TECHNICIAN LEAD (Job Code~~
30 ~~18332 and 20694) on Pay Table B8 at Pay Range 46 will be moved to Pay Table~~
31 ~~B8 at Pay Range 51.~~

32
33 V. ~~All regular employees will be placed on the new pay range at their current step.~~

34
35 VI. ~~Temporary hourly employees must be paid within range minimum and range~~
36 ~~maximum. If a temporary hourly employee's current rate falls below the new~~
37 ~~range minimum, their hourly rate will be increased to range minimum.~~

38
39 VII. ~~Employee progression start dates (PSDs) will not be impacted by placement on~~
40 ~~the new range.~~

41
42 This MOU will expire upon implementation.
43
44
45
46

1
2
3
4
5
6
7
8

Tentatively Agreed To:


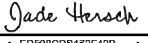
For the Union:	For the Employer:
<small>DocuSigned by:</small> <i>Brendan Impson</i> Brendan Impson Date: 9/30/2022	<small>DocuSigned by:</small> <i>Jade Hersch</i> Jade Hersch Date: 9/15/2022

**~~MEMORANDUM OF UNDERSTANDING
BETWEEN
THE UNIVERSITY OF WASHINGTON (UNIVERSITY)
AND
THE SERVICE EMPLOYEES INTERNATIONAL UNION Local 925~~**

**~~MOU – DENTAL LABORATORY TECHNICIAN 3 RECRUITMENT AND RETENTION
WAGE INCREASE~~**

~~The parties agreed to the following recruitment and retention wage increase for the Dental Laboratory Technician 3 job classification. On August 1, 2021, or the next available pay period as determined by the Employer, the University agrees to implement the following:~~

- ~~I. The job classification Dental Laboratory Technician 3 (Job Code 18462 and 20758), on Pay Table B5 at Pay Range 41 will be moved to Pay Table B5 at Pay Range 53.~~
- ~~II. Employee Richard Lee, the only current incumbent Dental Laboratory Technician 3, will be placed on the new range at the value closest to, but not less than, their current rate of pay, plus three steps (moved by Pay Range 53, step H, \$5,316 per month).~~

Tentatively Agreed To:	
For the Union: <small>DocuSigned by:</small>  <hr/> Brendan Impson Date: 9/30/2022	For the Employer: <small>DocuSigned by:</small>  <hr/> Jade Hersch Date: 9/15/2022

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25

1 **MEMORANDUM OF UNDERSTANDING**
2 **BETWEEN**
3 **THE UNIVERSITY OF WASHINGTON (UNIVERSITY)**
4 **AND**
5 **SEIU 925 (UNION)**

6
7 **MOU: DIAGNOSTIC MEDICAL SONOGRAPHER RECRUITMENT AND RETENTION**
8 **INCREASES**
9

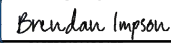
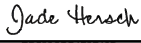
10 During re-opener negotiations for the 2021-2023 collective bargaining agreement, the
11 parties agreed to the following regarding recruitment and retention increases for the
12 Diagnostic Medical Sonographer series. Due to emergency staffing needs, this MOU is
13 effective no more than forty-five (45) days following ratification and on the first available
14 pay period as determined by the Employer:

- 15
16 I. ~~The job classification DIAGNOSTIC MEDICAL SONOGRAPHER (Job Code~~
17 ~~18345 and 20701) on Pay Table BF at Pay Range 52 will be moved to Pay Table~~
18 ~~BF at Pay Range 57.~~
- 19
20 II. ~~The job classification DIAGNOSTIC MEDICAL SONOGRAPHER LEAD (Job~~
21 ~~Code 18346 and 20702) on Pay Table BF at Pay Range 63 will be moved to Pay~~
22 ~~Table BF at Pay Range 68.~~
- 23
24 III. ~~The job classification DIAGNOSTIC MEDICAL SONOGRAPHER SPEC (Job~~
25 ~~Code 18348 and 20704) on Pay Table BF at Pay Range 55 will be moved to Pay~~
26 ~~Table BF at Pay Range 60.~~
- 27
28 IV. ~~The job classification DIAGNOSTIC MEDICAL SONOGRAPHER SUPV (Job~~
29 ~~Code 18347 and 20703) on Pay Table BF at Pay Range 81 will be moved to Pay~~
30 ~~Table BF at Pay Range 86.~~
- 31
32 V. ~~All regular employees will be placed on the new pay range at their current step.~~
- 33
34 VI. ~~Temporary hourly employees must be paid within range minimum and range~~
35 ~~maximum. If a temporary hourly employee's current rate falls below the new~~
36 ~~range minimum, their hourly rate will be increased to range minimum.~~
- 37
38 VII. ~~Employee progression start dates (PSDs) will not be impacted by placement on~~
39 ~~the new range.~~

40
41 This MOU will expire upon implementation.
42
43
44
45
46

1
2
3
4
5
6
7
8

Tentatively Agreed To:

For the Union:	For the Employer:
<small>DocuSigned by:</small>  Brendan Impson Date: 9/30/2022	<small>DocuSigned by:</small>  Jade Hersch Date: 9/15/2022

**MEMORANDUM OF UNDERSTANDING
BETWEEN
THE UNIVERSITY OF WASHINGTON (UNIVERSITY)
AND
THE SERVICE EMPLOYEES INTERNATIONAL UNION Local 925**

MOU – ECONOMIC DISCUSSION

During negotiations for the 2021-2023 successor agreement, the parties reached agreement on the following regarding wage discussions:

1. Upon mutual agreement, the parties agree to 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. Any proposed increases will be contingent on a determination of financial feasibility by the Office of Financial Management, inclusion in the Governor’s budget and being fully funded by the legislature. The employer may elect to bring economic proposals, which may include concessions, to the discussion.

Tentatively Agreed To:

For the Union:

DocuSigned by:

Brendan Impson

Brendan Impson

Date: 9/30/2022

For the Employer:

DocuSigned by:

Jade Hersch

Jade Hersch

Date: 9/26/2022

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23

~~MEMORANDUM OF UNDERSTANDING
BETWEEN
THE UNIVERSITY OF WASHINGTON (UNIVERSITY)
AND
THE SERVICE EMPLOYEES INTERNATIONAL UNION Local 925
AND
THE WASHINGTON FEDERATION OF STATE EMPLOYEES Local 1488~~

~~MOU – EXPEDITED ARBITRATION PILOT~~

1
2
3
4 The parties to this agreement are the University of Washington (Employer), SEIU Local
5 925 (SEIU), and WFSE Local 1488 (WFSE). During negotiations for the 2017-2019
6 successor agreement, the parties reached agreement on the following regarding an
7 expedited arbitration pilot.

8
9 1. Upon mutual agreement, the parties will utilize the expedited arbitration format within
10 this agreement.

11
12 2. Either party may request an expedited arbitration for any grievance already timely
13 moved to the arbitration step by submitting such request by email to the other party.
14 The responding party will reply by email and accept or decline expedited arbitration
15 within ten (10) days.

16
17 3. Expedited arbitration hearings format will be as follows:

18 a. The parties will utilize the panel of arbitrators referred to in the Grievance
19 Procedure of the collective bargaining agreements for the parties to
20 determine the arbitrator.

21 b. The hearing will be held within sixty (60) days of acceptance.

22 c. Transcripts of the hearing shall be made available.

23 d. Briefs shall be waived unless the parties mutually agree that they shall be
24 presented.

25 e. The award will be completed within seven (7) business days after the
26 hearing or submission of briefs. The award is expected to be brief, concise,
27 and not require extensive written opinion or research time.

28 4. Except as contradicted within this agreement, all other conditions of the Grievance
29 Procedure article contained in the collective bargaining agreements for the parties
30 apply.

31
32 5. The pilot and this agreement expire on June 30, 2023. However, if a request for an
33 expedited arbitration is made and accepted prior to June 30, 2023, the hearing may
34 be scheduled after the expiration of this agreement.

35
36
37
38
39

1
2
3
4
5
6
7
8

Tentatively Agreed To:

<p>For the Union:</p> <p><small>DocuSigned by:</small> <i>Brendan Impson</i></p> <hr/> <p>Brendan Impson Date: 9/30/2022</p>	<p>For the Employer:</p> <p><small>DocuSigned by:</small> <i>Jade Hersch</i></p> <hr/> <p>Jade Hersch Date: 9/26/2022</p>
--	---

**MEMORANDUM OF UNDERSTANDING
BETWEEN
THE UNIVERSITY OF WASHINGTON (UNIVERSITY)
AND
SEIU 925 (UNION)**

MOU: FACILITATED MEDIATION RE: MULTI-CAMPUS FLOATING

During re-opener negotiations for the 2021-2023 collective bargaining agreement, the parties agreed to the following for classifications working at UW Medicine facilities (HMC, UWMC-ML and UWMC-NW):

To address census fluctuations while supporting a healthy work environment for our staff, increase recruitment and retention through growth opportunities, and ensure quality patient care, the parties agree to request facilitated mediation from PERC within ninety (90) days of ratification to develop a tiered floating tool. The goal would be to create an equitable and effective method of responding to changes in staffing needs across all three (3) hospitals (HMC, UWMC-ML and UWMC-NW). The parties commit to meeting at least monthly with the facilitator/mediator, for up to 12 months, to fully discuss and work together to develop a process. While the parties are committed to reaching agreement, the parties understand that a final agreement may not be achievable. Participants would be provided paid release time, if applicable, to attend each session. Up to eight (8) bargaining unit members from UW Medicine may attend each session.

Goals of the floating tool:

- Build the skill and competency of staff through development opportunities.
 - Build a tiered float system that compensates staff depending on availability, competency, assigned location, clinical groupings, and level of support needed.
- Increase recruitment and retention of employees as they will have increased development and growth opportunities. Enable staff to see growth opportunities within UW Medicine instead of seeking those elsewhere.
- Ability to address high/low census across UW Medicine.
- Increase staff satisfaction and patient care across UW Medicine.

Tentatively Agreed To:

For the Union:

DocuSigned by:

Brendan Impson

3A5FB64814CCAE7...
Brendan Impson

Date: 9/30/2022

For the Employer:

DocuSigned by:

Jade Hersch

ED5380D8127E42B...
Jade Hersch

Date: 9/26/2022

1 **MEMORANDUM OF UNDERSTANDING**
2 **BETWEEN**
3 **THE UNIVERSITY OF WASHINGTON (UNIVERSITY)**
4 **AND**
5 **SEIU 925 (UNION)**

6
7 **MOU: FOOTBALL GAME OVERTIME - UWPD**
8

9 During ~~re-opener~~ negotiations for the 202~~31~~-202~~53~~ collective bargaining agreement, the
10 parties agreed to the following for SEIU 925 employees at UWPD effective July 1, 202~~32~~:

- 11
12 I. All dispatchers, security guards, and security officers on overtime who are
13 assigned to work any duties related to football game operations will receive
14 double-time for all hours worked.
15
16 II. For those dispatchers, security guards, and security officers who are on their
17 regular duty or straight time, they will receive double-time commencing at the
18 start of the first roll call through one hour past the end of the game.
19
20

21 This MOU expires June 30, 202~~53~~.
22

23 Tentatively Agreed To:

24 For the Union:

25 DocuSigned by:

26 *Brendan Impson*

27 3A5FBF4814CC4E7...
28 Brendan Impson

29 Date: 9/30/2022

For the Employer:

DocuSigned by:

Jade Hersch

ED58BCDB12F42B...
Jade Hersch

Date: 9/15/2022

30
31

**MEMORANDUM OF UNDERSTANDING
BETWEEN
THE UNIVERSITY OF WASHINGTON (UNIVERSITY)
AND
THE SERVICE EMPLOYEES INTERNATIONAL UNION Local 925**

MOU – FORMER ADMINISTRATIVE ASSISTANT B

1
2
3
4 ~~During negotiations for the 2019-2021 successor agreement, the parties agreed to the~~
5 ~~following for former Administrative Assistant Bs who were reclassified on July 1, 2018, to~~
6 ~~Administrative Assistant 3s:~~

7
8 ~~1. Within sixty (60) days of ratification of this Agreement, employees who were~~
9 ~~reclassified from Administrative Assistant B to Administrative Assistant 3 on July~~
10 ~~1, 2018 will be reclassified to a new job profile titled Administrative Assistant 3~~
11 ~~(DNU – CLOSED) that pays at the historic Administrative Assistant B rate, on pay~~
12 ~~table B4 range 42. Employees will be placed on range 42 at the step closest to,~~
13 ~~but not less than, their current rate of pay.~~

14
15 ~~2-1.~~ Employees will remain in the Administrative Assistant B_CLOSED3 (DNU
16 ~~– CLOSED)~~ job profile as long as they remain in these positions. No other
17 employees will be hired or reclassified into the Administrative Assistant
18 B_CLOSED3 (DNU – CLOSED) job profile.

19
20 ~~3-2.~~ When Administrative Assistant B_CLOSED3 (DNU – CLOSED) positions
21 become vacant, they will be reclassified from the Administrative Assistant
22 B_CLOSED3 (DNU – CLOSED) job profile into the best fit available classification.

23
24 Tentatively Agreed To:
25
26 For the Union: For the Employer:
27 DocuSigned by: DocuSigned by:
28 Brendan Impson Jade Hersch
29 303FB9814CC47... ED63809B72F42B...
30 Brendan Impson Jade Hersch
Date: 9/30/2022 Date: 9/26/2022

1 **MEMORANDUM OF UNDERSTANDING**
2 **BETWEEN**
3 **THE UNIVERSITY OF WASHINGTON (UNIVERSITY)**
4 **AND**
5 **SEIU 925 (UNION)**

6
7 **MOU: IMAGING TECHNOLOGIST RECRUITMENT AND RETENTION INCREASES**
8

9 ~~During re-opener negotiations for the 2021-2023 collective bargaining agreement, the~~
10 ~~parties agreed to the following regarding recruitment and retention increases for the~~
11 ~~Imaging Technologist series. Due to emergency staffing needs, this MOU is effective on~~
12 ~~the first pay period following ratification or the first available pay period as determined~~
13 ~~by the employer after ratification:~~

14
15 ~~I. The job classification IMAGING TECHNOLOGIST (Job Code 18272 and 20674)~~
16 ~~on Pay Table BF at Pay Range 32 will be moved to Pay Table BF at Pay Range~~
17 ~~37.~~

18
19 ~~II. The job classification IMAGING TECHNOLOGIST TRAINEE (Job Code 18270~~
20 ~~and 20673) on Pay Table BF at Pay Range 8 will be moved to Pay Table BF at~~
21 ~~Pay Range 13.~~

22
23 ~~III. The job classification IMAGING TECHNOLOGIST ANGIOGRAPHY (Job Code~~
24 ~~18274 and 20676) on Pay Table BF at Pay Range 50 will be moved to Pay Table~~
25 ~~BF at Pay Range 55.~~

26
27 ~~IV. The job classification IMAGING TECHNOLOGIST COMP TOMO (Job Code~~
28 ~~18273 and 20675) on Pay Table BF at Pay Range 41 will be moved to Pay Table~~
29 ~~BF at Pay Range 46.~~

30
31 ~~V. The job classification IMAGING TECHNOLOGIST EDUC QUALITY ASSUR (Job~~
32 ~~Code 18278 and 20680) on Pay Table BF at Pay Range 64 will be moved to Pay~~
33 ~~Table BF at Pay Range 69.~~

34
35 ~~VI. The job classification IMAGING TECHNOLOGIST LEAD (Job Code 18276 and~~
36 ~~20678) on Pay Table BF at Pay Range 60 will be moved to Pay Table BF at Pay~~
37 ~~Range 65.~~

38
39 ~~VII. The job classification IMAGING TECHNOLOGIST MAG RES IMAGING (Job~~
40 ~~Code 18275 and 20677) on Pay Table BF at Pay Range 53 will be moved to Pay~~
41 ~~Table BF at Pay Range 58.~~

42
43 ~~VIII. The job classification IMAGING TECHNOLOGIST MAMMO (Job Code 18277~~
44 ~~and 20679) on Pay Table BF at Pay Range 41 will be moved to Pay Table BF at~~
45 ~~Pay Range 46.~~

46

1 ~~IX. The job classification IMAGING TECHNOLOGIST SUPERVISOR (Job Code~~
2 ~~18279 and 20681) on Pay Table BF at Pay Range 76 will be moved to Pay Table~~
3 ~~BF at Pay Range 82.~~

4
5 ~~X. All regular employees will be placed on the new pay range at their current step,~~
6 ~~with the exception of employees in the IMAGING TECHNOLOGIST-~~
7 ~~SUPERVISOR (Job Code 18279) job classification. All regular employees in the~~
8 ~~IMAGING TECHNOLOGIST SUPERVISOR (Job Code 18279) job classification~~
9 ~~will be placed on the new pay range at the step that provides at least a 5%~~
10 ~~increase.~~

11
12 ~~XI. Temporary hourly employees must be paid within range minimum and range~~
13 ~~maximum. If a temporary hourly employee's current rate falls below the new~~
14 ~~range minimum, their hourly rate will be increased to range minimum.~~

15
16 ~~XII. Employee progression start dates (PSDs) will not be impacted by placement on~~
17 ~~the new range.~~

18
19 ~~This MOU will expire upon implementation.~~

20
21
22
23
24
25
26
27
28
29

Tentatively Agreed To:	
<p>For the Union:</p> <p><small>DocuSigned by:</small> <i>Brendan Impson</i></p> <p>_____ Brendan Impson Date: 9/30/2022</p>	<p>For the Employer:</p> <p><small>DocuSigned by:</small> <i>Jade Hersch</i></p> <p>_____ Jade Hersch Date: 9/15/2022</p>

1 5. UWMC will determine the difference between Medical Interpreter budgeted FTE
2 and actual work FTE in each language and offer an equitable distribution of the
3 additional FTE in each language. Management will review language volumes/FTE
4 on an ongoing basis to determine changes to demand in each language.
5

6 ~~6. Medical Interpreters who have increased FTE as a result of Section 5 shall be
7 restored hours of Vacation, Sick, Holiday hours lost over last three (3) months as
8 a result of FTE assignment realignment.~~

9
10 7. Overtime shall be offered to all qualified interpreters and rotated in each language
11 group to ensure equitable distribution of overtime assignments.
12

13 8. Work on special projects and translation shall be distributed transparently to
14 qualified employees and rotated in each language group. Qualification for specific
15 tasks is taken into consideration before seniority in assignment of translation, data
16 projects, and liaison with internal or external groups. Seniority will be taken into
17 consideration in first offer of taking trainings or representing the department at
18 events.
19

20 9. UWMC management affirms the right of Interpreters and all employees to be
21 treated with dignity and respect.
22

23 10. All agency interpreters doing in-person or telephonic shall be certified/qualified
24 medical interpreters.
25

26 11. The department will comply with the collective bargaining agreement concerning
27 travel time, on-call, call back and other work standards.
28

29 Tentatively Agreed To:
30
31 For the Union: For the Employer:
32 DocuSigned by: DocuSigned by:
33 *Brendan Impson* *Jade Hersch*
34 3A5FBF4814CC467 ED9380B17242B
35 Brendan Impson Jade Hersch
Date: 9/30/2022 Date: 9/15/2022
36

1 **MEMORANDUM OF UNDERSTANDING**
2 **BETWEEN**
3 **THE UNIVERSITY OF WASHINGTON (UNIVERSITY)**
4 **AND**
5 **THE SERVICE EMPLOYEES INTERNATIONAL UNION Local 925**

6 **MOU – LEAVE OF ABSENCE SEIU 925 OFFICER**

7 During negotiations for the 2023-2025 successor agreement, the parties reached
8 agreement on the following regarding a leave of absence for an employee/union member
9 elected to serve as an officer with the Union.

10 With thirty (30) calendar days' notice, unless agreed otherwise, an employee accepting a
11 position as a Union Officer will be granted leave without pay for up to thirty-six (36)
12 months.

13 As determined by the Employer, the returning employee will be employed in a funded
14 vacant position in the same job classification and the same geographical area provided
15 the employee has the necessary skills and abilities. If there is no funded vacant position
16 available, the employee may request their name be placed on the rehire list.

17
18 This agreement expires on June 30, 2025.

19
20 Tentatively Agreed To:

21
22 For the Union:

23 DocuSigned by:
24 *Brendan Impson*
25 DocuSigned by:
26 Brendan Impson
Date: 9/30/2022

For the Employer:

DocuSigned by:
Jade Hersch
DocuSigned by:
Jade Hersch
Date: 9/15/2022

1 **MEMORANDUM OF UNDERSTANDING**
2 **BETWEEN**
3 **THE UNIVERSITY OF WASHINGTON (UNIVERSITY)**
4 **AND**
5 **SEIU 925 (UNION)**

6 **MOU: LUMP SUM PAYMENT**
7

8 ~~During re-opener negotiations for the 2021-2023 successor agreement, the parties~~
9 ~~reached agreement on the following lump sum upon ratification:~~

10
11 ~~A. Employees with an active permanent appointment and in pay status on July 1,~~
12 ~~2022 shall receive a single one-time lump sum payment of eight hundred and fifty~~
13 ~~dollars (\$850) to each employee at or above a .6 FTE.~~

14
15 ~~B.A. _____ Employees with an active permanent appointment and in pay status on~~
16 ~~July 1, 2022 shall receive a single one-time lump sum payment of five hundred~~
17 ~~(\$500) to each employee below a .6 FTE.~~

18
19 Tentatively Agreed To:

20
21 For the Union:

22 DocuSigned by:

23 *Brendan Impson*

24 3A5FBF4814CC1E7...
Brendan Impson

25 Date: 9/30/2022

20
21 For the Employer:

22 DocuSigned by:

23 *Jade Hersch*

24 ED338C0B772F42B...
Jade Hersch

25 Date: 9/26/2022

26

**MEMORANDUM OF UNDERSTANDING
BETWEEN
THE UNIVERSITY OF WASHINGTON (UNIVERSITY)
AND
SEIU 925 (UNION)**

MOU: MEDICAL ASSISTANTS RECRUITMENT AND RETENTION INCREASES

During re-opener negotiations for the 2021-2023 collective bargaining agreement, the parties agreed to the following regarding recruitment and retention increases for Medical Assistants and Medical Assistant Lead classifications. Due to emergency staffing needs, this MOU is effective October 1, 2021 or the first available pay period as determined by the employer after agreement:

I. The job classification Medical Assistant (Job Code 18265 and 20671) on Pay Table B4 at Pay Range 43 will be moved to Pay Table B7BX at Pay Range 42.

II. The job classification Medical Assistant Lead (Job Code 18266 and 20672) on Pay Table B4 at Pay Range 46 will be moved to Pay Table B7BX at Pay Range 50.

III. The job classification Medical Assistant Supervisor (Job Code 18267 and 21173) on Pay Table B4 at Pay Range 50 will be moved to Pay Table B7BX at Pay Range 59.

IV. The job classification Medical Assistant Apprentice (Job Code 18264) on Pay Table B4 at Pay Range 30 will be moved to Pay Table B4 at Pay Range 32.

V. All regular employees will be placed on the new pay range at the step that provides at least a 5% increase plus 1 step, not to exceed top automatic step.

VI. Temporary hourly employees must be paid within range minimum and range maximum. If a temporary hourly employee's current rate falls below the new range minimum, their hourly rate will be increased to range minimum.

VII. Employee progression start dates (PSDs) will not be impacted by placement on the new range.

This MOU will expire upon implementation.

1
2
3
4
5
6
7
8

9
10
11

Tentatively Agreed To:

<p>For the Union:</p> <p><small>DocuSigned by:</small> <i>Brendan Impson</i></p> <hr/> <p>Brendan Impson Date: 9/30/2022</p>	<p>For the Employer:</p> <p><small>DocuSigned by:</small> <i>Jade Hersch</i></p> <hr/> <p>Jade Hersch Date: 9/15/2022</p>
--	---

~~MEMORANDUM OF UNDERSTANDING
BETWEEN
THE UNIVERSITY OF WASHINGTON (UNIVERSITY)
AND
THE SERVICE EMPLOYEES INTERNATIONAL UNION Local 925~~

1
2

~~MEMORANDUM OF UNDERSTANDING
BETWEEN
THE UNIVERSITY OF WASHINGTON (UNIVERSITY)
AND
THE SERVICE EMPLOYEES INTERNATIONAL UNION Local 925~~

3
4

~~MOU – MEDICAL INTERPRETERS RECRUITMENT AND RETENTION WAGE
INCREASES~~

5
6
7

~~During negotiations for the 2019-2021 successor agreement, the parties agreed to the following recruitment and retention wage increases for Medical Interpreters:~~

8

9

~~1. Effective July 1, 2019, Medical Interpreter 1 (Job Code 18087 and 20626) shall move from Pay Table B5 Range 41 to Pay Table B5 Range 43. Employees will be placed on the new range at the step closest to but not less than their current rate of pay, plus one step.~~

10

11

12

13

14

~~2. Effective July 1, 2019, Medical Interpreter 2 (Job Code 18088 and 20627) shall move from Pay Table B5 Range 44 to Pay Table B5 Range 46. Employees will be placed on the new range at the step closest to but not less than their current rate of pay, plus one step.~~

15

16

17

18

19

~~3. Effective July 1, 2019, Medical Interpreter Caseworker – Cultural Mediator L (Job Code 18089 and 20628) shall move from Pay Table B5 Range 45 to Pay Table B5 Range 47. Employees will be placed on the new range at the step closest to but not less than their current rate of pay, plus one step.~~

20

21

22

23

24

~~4. Effective July 1, 2019, Medical Interpreter – ASL (Job Code 18096 and 20635) shall move from Pay Table B5 Range 53 to Pay Table B5 Range 55. Employees will be placed on the new range at the step closest to but not less than their current rate of pay, plus one step.~~

25

26

27

28

29

30

~~5. Annually, the Employer will extend to UWMC interpreters \$250 per employee prorated by FTE for education and training.~~

1
2
3
4
5
6
7
8
9
10

Tentatively Agreed To:

<p>For the Union:</p> <p><small>DocuSigned by:</small> <i>Brendan Impson</i> _____ <small>3A5FBF4B14CC457</small> Brendan Impson Date: 9/30/2022</p>	<p>For the Employer:</p> <p><small>DocuSigned by:</small> <i>Jade Hersch</i> _____ <small>ED538CDB172F42B</small> Jade Hersch Date: 9/15/2022</p>
--	---

**MEMORANDUM OF UNDERSTANDING
BETWEEN
THE UNIVERSITY OF WASHINGTON (UNIVERSITY)
AND
SEIU 925 (UNION)**

MOU: MULTI-CAMPUS VOLUNTARY STANDBY POOL

~~During re-opener negotiations for the 2021-2023 successor agreement, the parties agreed to the following regarding UW Medicine Multi-Campus voluntary Standby Pools.~~

~~With the goal of reducing the burden of required standby/call shifts, the Employer may create UW Medicine multi-campus voluntary standby (call) pool by classification. If applicable, the pool may include employees/members from different bargaining units and/or represented by different Unions. The classifications eligible for the voluntary standby (call) pool will be determined by the Employer. The Employer will develop a process for employees to sign up for the voluntary standby (call) pool for their classification. Employees may remove their name from the voluntary pool at any time. The Employer will utilize the voluntary standby (call) pool to fill standby shifts and/or to call employees into work at Harborview, UW Medical Center Montlake, or UW Medical Center Northwest as necessary. Regardless of where the employee is called to work, the employee's compensation will be based on the terms and conditions described in their home collective bargaining agreement. The parties agree that stand-by pools will not be created for like titles represented by different unions on different campuses without the agreement of all unions representing these employees.~~

Tentatively Agreed To:

For the Union:

DocuSigned by:

Brendan Impson

3A5FBF4614CC4E7
Brendan Impson

Date: 9/30/2022

For the Employer:

DocuSigned by:

Jade Hersch

ED538CD8172F428
Jade Hersch

Date: 9/26/2022

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26
27
28
29
30
31
32
33
34

**MEMORANDUM OF UNDERSTANDING
BETWEEN
THE UNIVERSITY OF WASHINGTON (UNIVERSITY)
AND
THE SERVICE EMPLOYEES INTERNATIONAL UNION Local 925**

MOU – OCCUPATIONAL THERAPIST CERTIFICATION

During negotiations for the 2019 Occupational Therapist bargaining, the parties agreed to the following regarding Occupational Therapists at UW Medical Center in the SEIU 925 Healthcare Professional/Laboratory Technical Bargaining Unit.

In order to recognize the need for professional development, continuing education, and ongoing credentialing, and in accordance with the aforementioned agreement, the University agrees to implement the following:

- I. Occupational Therapists who obtain and maintain their Certified Hand Therapy (CHT) certification through the Hand Therapy Certification Commission will be paid one dollar twenty-five cents (\$1.25) per hour premium for all hours in paid status.
- II. Occupational Therapists who obtain and maintain their Certified Lymphedema certification through the Lymphology Association of North America will be paid one dollar twenty-five cents (\$1.25) per hour premium for all hours in paid status.
- III. Occupational Therapists who obtain and maintain their Assistive Technology certification through the Rehab Engineering and Assistive Technology Society of North America will be paid one dollar twenty-five cents (\$1.25) per hour premium for all hours in paid status.
- IV. Occupational Therapists who obtain and maintain their Neurodevelopmental Treatment certification through the Neurodevelopmental Treatment Association will be paid one dollar twenty-five cents (\$1.25) per hour premium for all hours in paid status.
- V. Occupational Therapists who obtain and maintain their Certified Driver Rehabilitation Specialist certification through the Association for Driver Rehabilitation Specialists will be paid one dollar twenty-five cents (\$1.25) per hour premium for all hours in paid status.
- VI. Occupational Therapists who obtain and maintain their Certified Lee Silverman Voice Treatment – BIG (LSVT-BIG) certification through the LSVT Global will be paid one dollar twenty-five cents (\$1.25) per hour premium for all hours in paid status.
- VII. Additional OT certifications to qualify for certification pay will be considered on a case by case basis.
- VIII. Employees will be eligible for the premium if:
 - A. The certification has been presented to and approved by management;
 - B. The employee continues to meet all educational and other requirements to keep the certification current and in good standing;

1 C. The employee is working in the area of certification.
2 Once the above criteria are satisfied, the employee will begin earning the
3 certification premium at the beginning of the next available pay period.
4

5 IX. An employee is eligible for only one certification premium regardless of other
6 certifications the employee may have.
7

8 X. Employees will notify their Appointing Authority or designee if their certification
9 has expired, or has been restricted, revoked or suspended within twenty-four
10 (24) hours of expiration, restriction, revocation or suspension, or prior to their
11 next scheduled shift, whichever occurs first.

12 XI. The parties agree that there are no written or oral representations,
13 understandings, promises, or agreements directly or indirectly related to this
14 Agreement that are not incorporated herein in full. Furthermore, this Agreement
15 is not precedent setting and does not establish a practice.
16
17

18 Tentatively Agreed To:

19
20 For the Union:

21 DocuSigned by:
22 *Brendan Impson*
23 3A5FB437ACCE
24 Brendan Impson
Date: 9/30/2022

For the Employer:

21 DocuSigned by:
22 *Jade Hersch*
23 81534C0B177926
24 Jade Hersch
Date: 9/15/2022

25

1 **MEMORANDUM OF UNDERSTANDING**
2 **BETWEEN**
3 **THE UNIVERSITY OF WASHINGTON (UNIVERSITY)**
4 **AND**
5 **THE SERVICE EMPLOYEES INTERNATIONAL UNION 925 (UNION)**
6
7 **MOU – OCCUPATIONAL THERAPISTS JOB CLASSIFICATION AND WAGES**

8
9 ~~This agreement between the University of Washington (“UW”) and SEIU 925 (“Union”)~~
10 ~~pertains to the Occupational Therapists represented by the Union at the University of~~
11 ~~Washington Medical Center (UWMC). The parties agree to implement the following on~~
12 ~~September 16, 2020:~~

13
14 I. ~~The existing bargaining unit represented by the Service Employees~~
15 ~~International Union Local 925 shall be modified to include the Occupational~~
16 ~~Therapists 1, 2, 3 at UWMC:~~
17 ~~All full time and regular part time non-supervisory laboratory technical employees~~
18 ~~employed by the University of Washington in hospitals and clinics operated by the~~
19 ~~University of Washington, excluding confidential employees, supervisors, internal~~
20 ~~auditors, and all other employees.~~

21
22 II. ~~Range assignments:~~
23 ~~a. OT1 – table BG, range 98~~
24 ~~b. OT2 – table B3, range 5~~
25 ~~c. OT3 – table B3, range 12~~

26 -
27 III. ~~Current UWMC OTs will map into the newly created SEIU 925 OT series~~
28 ~~as described below:~~
29 ~~a. OT1s will become OT2s~~
30 ~~b. OT2s will remain OT2s~~
31 ~~c. OT3s will remain OT3s with the exception of Melissa Earl who will~~
32 ~~become an OT2~~

33 -
34 IV. ~~Current UWMC OTs will be placed on the pay range as described below:~~
35 ~~a. OT1s will be placed on the step that guarantees them a minimum of~~
36 ~~6% increase. Progression Start Dates will be reset to 10/1/2020.~~
37 ~~b. Melissa Earl will be y-rated at her current monthly salary and will~~
38 ~~remain y-rated until the OT2 pay range catches up to her salary.~~
39 ~~Her progression start date will not change.~~
40 ~~c. All other employees will be placed on the corresponding SEIU 925~~
41 ~~pay range at the step closest to, but not less than, their current rate~~
42 ~~of pay, not to exceed top auto step. Progression Start Dates will not~~
43 ~~change.~~

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15

~~V. Hourly OTs will keep their current hourly rate unless it falls below range minimum at which time they'll receive an increase to range minimum.~~

~~VI. Classification and Wages~~

~~a. Class specifications for the SEIU 925 Occupational Therapist 1, 2, and 3 are displayed in Attachment A.~~

Tentatively Agreed To:

For the Union:

DocuSigned by:

Brendan Impson

Brendan Impson

Date: 9/30/2022

For the Employer:

DocuSigned by:

Jade Hersch

Jade Hersch

Date: 9/26/2022

**MEMORANDUM OF UNDERSTANDING
BETWEEN
THE UNIVERSITY OF WASHINGTON (UNIVERSITY)
AND
SEIU 925 (UNION)**

**MOU: PATIENT SERVICES SPECIALIST SUPERVISOR AND PATIENT CARE
COORDINATOR SUPERVISOR RECRUITMENT AND RETENTION INCREASES**

During re-opener negotiations for the 2021-2023 collective bargaining agreement, the parties agreed to the following regarding recruitment and retention increase for Patient Services Specialist Supervisors and Patient Care Coordinator Supervisors. Due to emergency stating needs, this MOU is effective no more than forty-five (45) days following ratification and on the first available pay period as determined by the Employer.

I. The job classification PATIENT SERVICES SPECIALIST SUPV (job code 18095 and 20634) on Pay Table B4 at Pay Range 47 will be moved to Pay Table B4 at Pay Range 49.

II. The job classification PATIENT CARE COORDINATOR SUPV (job code 18069 and 20612) on Pay Table B4 at Pay Range 50 will be moved to Pay Table B4 at Pay Range 52.

III. All regular employees will be placed on the new pay range at their current step.

IV. Temporary hourly employees must be paid within range minimum and range maximum. If a temporary hourly employee's current rate falls below the new range minimum, their hourly rate will be increased to range minimum.

V. Employee progression start dates (PSDs) will not be impacted by placement on the new range.

This MOU will expire upon implementation.

Tentatively Agreed To:

For the Union:

DocuSigned by:

Brendan Impson

3A5FBF4874CC467
Brendan Impson

Date: 9/30/2022

For the Employer:

DocuSigned by:

Jade Hersch

ED338C0D172F426
Jade Hersch

Date: 9/15/2022

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26
27
28
29
30
31
32
33
34
35
36
37
38
39
40
41
42
43
44
45
46

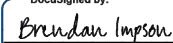
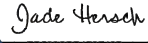
**MEMORANDUM OF UNDERSTANDING
BETWEEN
THE UNIVERSITY OF WASHINGTON (UNIVERSITY)
AND
SEIU 925 (UNION)**

MOU: PEER COUNSELOR RECRUITMENT AND RETENTION INCREASES

During re-opener negotiations for the 2021-2023 collective bargaining agreement, the parties agreed to the following regarding recruitment and retention increases for Peer Counselor series. Due to emergency staffing needs, this MOU is effective no more than forty-five (45) days following ratification and on the first available pay period as determined by the Employer:

- I. The job classification PEER COUNSELOR/COMMUNITY HEALTH WORKER (Job Code 17263 and 21239) on Pay Table B4 at Pay Range 37 will be moved to Pay Table B4 at Pay Range 40.
- II. All regular employees will be placed on the new pay range at the step that provides at least a 2% increase.
- III. Temporary hourly employees must be paid within range minimum and range maximum. If a temporary hourly employee's current rate falls below the new range minimum, their hourly rate will be increased to range minimum.
- IV. Employee progression start dates (PSDs) will not be impacted by placement on the new range.

This MOU will expire upon implementation.

Tentatively Agreed To:	
<p>For the Union:</p> <p><small>DocuSigned by:</small>  _____ Brendan Impson Date: 9/30/2022</p>	<p>For the Employer:</p> <p><small>DocuSigned by:</small>  _____ Jade Hersch Date: 9/15/2022</p>

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26
27
28
29
30
31
32
33
34
35
36
37
38
39
40
41

1 **MEMORANDUM OF UNDERSTANDING**
2 **BETWEEN**
3 **THE UNIVERSITY OF WASHINGTON (UNIVERSITY)**
4 **AND**
5 **SEIU 925 (UNION)**
6

7 **MOU: PHARMACY TECHNICIAN RECRUITMENT AND RETENTION INCREASES**
8

9 ~~During re-opener negotiations for the 2021-2023 collective bargaining agreement, the~~
10 ~~parties agreed to the following regarding recruitment and retention increases for the~~
11 ~~Pharmacy Technician series. Due to emergency staffing needs, this MOU is effective no~~
12 ~~more than forty-five (45) days following ratification and on the first available pay period~~
13 ~~as determined by the Employer:~~
14

- 15 I. ~~The job classification PHARMACY ASSISTANT (Job Code 18037 and 20603) on~~
16 ~~Pay Table BG at Pay Range 25 will be moved to Pay Table BG at Pay Range 37.~~
17
- 18 II. ~~The job classification PHARMACY TECHNICIAN 1 (Job Code 18038 and 20604)~~
19 ~~on Pay Table BG at Pay Range 35 will be moved to Pay Table BG at Pay Range~~
20 ~~47.~~
21
- 22 III. ~~The job classification PHARMACY TECHNICIAN 2 (Job Code 18041 and 20605)~~
23 ~~on Pay Table BG at Pay Range 40 will be moved to Pay Table BG at Pay Range~~
24 ~~52.~~
25
- 26 IV. ~~The job classification PHARMACY TECHNICIAN LEAD (Job Code 18036 and~~
27 ~~20602) on Pay Table BG at Pay Range 45 will be moved to Pay Table BG at Pay~~
28 ~~Range 57.~~
29
- 30 V. ~~All regular employees will be placed on the new pay range at the step that~~
31 ~~provides at least a 5% increase.~~
32
- 33 VI. ~~Temporary hourly employees must be paid within range minimum and range~~
34 ~~maximum. If a temporary hourly employee's current rate falls below the new~~
35 ~~range minimum, their hourly rate will be increased to range minimum.~~
36
- 37 VII. ~~Employee progression start dates (PSDs) will not be impacted by placement on~~
38 ~~the new range.~~
39

40 ~~This MOU will expire upon implementation.~~
41
42
43
44
45
46

1
2
3
4
5
6
7

8
9
10

Tentatively Agreed To:

<p>For the Union:</p> <p><small>DocuSigned by:</small> <i>Brendan Impson</i></p> <hr/> <p>Brendan Impson Date: 9/30/2022</p>	<p>For the Employer:</p> <p><small>DocuSigned by:</small> <i>Jade Hersch</i></p> <hr/> <p>Jade Hersch Date: 9/15/2022</p>
--	---

**MEMORANDUM OF UNDERSTANDING
BETWEEN
THE UNIVERSITY OF WASHINGTON (UNIVERSITY)
AND
SEIU 925 (UNION)**

**MOU: POLYSOMNOGRAPHIC TECHNICIAN RECRUITMENT AND RETENTION
INCREASES**

During re-opener negotiations for the 2021-2023 collective bargaining agreement, the parties agreed to the following regarding recruitment and retention increases for Polysomnographic Technician 1, Polysomnographic Technician 2, and Polysomnographic Technologist job classes. Due to emergency staffing needs, this MOU is effective no more than forth five (45) days following ratification and on the first available pay period as determined by the Employer:

- I. The job classification Polysomnographic Technician 1 (Job Code 18495 and 20770) on Pay Table BG at Pay Range 54 will be moved to Pay Table BG at Pay Range 61.
- II. The job classification Polysomnographic Technician 2 (Job Code 18496 and 20771) on Pay Table BG at Pay Range 64 will be moved to Pay Table BG at Pay Range 71.
- III. The job classification Polysomnographic Technologist (Job Code 18097) on Pay Table BG at Pay Range 71 will be moved to Pay Table BG at Pay Range 78.
- IV. All regular employees will be placed on the new pay range at their current step.
- V. Temporary hourly employees must be paid within range minimum and range maximum. If a temporary hourly employee's current rate falls below the new range minimum, their hourly rate will be increased to range minimum.
- VI. Employee progression start dates (PSDs) will not be impacted by placement on the new range.

This MOU will expire upon implementation.

47
48
49
50
51
52
53

54

55

56

Tentatively Agreed To:	
For the Union:	For the Employer:
<small>DocuSigned by:</small> <i>Brendan Impson</i>	<small>DocuSigned by:</small> <i>Jade Hersch</i>
_____ Brendan Impson	_____ Jade Hersch
Date: 9/30/2022	Date: 9/15/2022

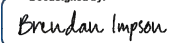
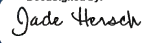
1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20

**MEMORANDUM OF UNDERSTANDING
BETWEEN
THE UNIVERSITY OF WASHINGTON (UNIVERSITY)
AND
THE SERVICE EMPLOYEES INTERNATIONAL UNION Local 925 (UNION)**

MOU – PUBLIC RECORDS REQUESTS AND PRIVACY

During negotiations for the 2023-2025 successor agreement, the parties reached agreement on the following regarding Public Records Requests.

Labor Relations will notify the Union of public records requests for information received by the UW Office of Public Records that directly concern and encompass SEIU 925's members. Notification will be provided in order to allow for a ten (10) day protest period.

Tentatively Agreed To:	
<p>For the Union:</p> <p><small>DocuSigned by:</small>  _____ Brendan Impson Date: 9/30/2022</p>	<p>For the Employer:</p> <p><small>DocuSigned by:</small>  _____ Jade Hersch Date: 9/15/2022</p>

1 **MEMORANDUM OF UNDERSTANDING**
2 **BETWEEN**
3 **THE UNIVERSITY OF WASHINGTON (UNIVERSITY)**
4 **AND**
5 **SEIU 925 (UNION)**
6

7 **MOU: RESPIRATORY RECRUITMENT AND RETENTION INCREASES**
8

9 ~~During re-opener negotiations for the 2021-2023 collective bargaining agreement, the~~
10 ~~parties agreed to the following regarding recruitment and retention increases for~~
11 ~~Respiratory Care Assistant, Respiratory Care Practitioner, Respiratory Care Lead, and~~
12 ~~Respiratory Care Specialist classifications. Due to emergency staffing needs, this MOU~~
13 ~~is effective no more than forty-five (45) days following ratification and on the first~~
14 ~~available pay period as determined by the Employer:~~
15

16 ~~I. The job classification RESPIRATORY CARE ASSISTANT (Job Code 18153 and~~
17 ~~20658) on Pay Table BG at Pay Range 30 will be moved to Pay Table BG at Pay~~
18 ~~Range 35.~~
19

20 ~~II. The job classification RESPIRATORY CARE PRACTITIONER (Job Code 18155~~
21 ~~and 20659) on Pay Table BT at Pay Range 54 will be moved to Pay Table BT at~~
22 ~~Pay Range 59.~~
23

24 ~~III. The job classification RESPIRATORY CARE LEAD (Job Code 18156 and 20660)~~
25 ~~on Pay Table BT at Pay Range 63 will be moved to Pay Table BT at Pay Range~~
26 ~~68.~~
27

28 ~~IV. The job classification RESPIRATORY CARE SPECIALIST (Job Code 18151 and~~
29 ~~20657) on Pay Table BT at Pay Range 73 will be moved to Pay Table BT at Pay~~
30 ~~Range 81.~~
31

32 ~~V. All regular employees will be placed on the new pay range at their current step,~~
33 ~~with the exception of employees in the RESPIRATORY CARE SPECIALIST (Job~~
34 ~~Code 18151). All regular employees in the RESPIRATORY CARE SPECIALIST~~
35 ~~(Job Code 18151) job classification will be placed on the new pay range at the~~
36 ~~step that provides at least a 5% increase.~~
37

38 ~~VI. Temporary hourly employees must be paid within range minimum and range~~
39 ~~maximum. If a temporary hourly employee's current rate falls below the new~~
40 ~~range minimum, their hourly rate will be increased to range minimum.~~
41

42 ~~VII. Employee progression start dates (PSDs) will not be impacted by placement on~~
43 ~~the new range.~~
44

45 ~~This MOU will expire upon implementation.~~
46

1
2
3
4
5
6
7

8
9
10

Tentatively Agreed To:

<p>For the Union:</p> <p><small>DocuSigned by:</small> <i>Brendan Impson</i></p> <hr/> <p>Brendan Impson Date: 9/30/2022</p>	<p>For the Employer:</p> <p><small>DocuSigned by:</small> <i>Jade Hersch</i></p> <hr/> <p>Jade Hersch Date: 9/15/2022</p>
--	---

**~~MEMORANDUM OF UNDERSTANDING
BETWEEN
THE UNIVERSITY OF WASHINGTON (UNIVERSITY)
AND
SEIU 925 (UNION)~~**

~~MOU: RESPIRATORY TECHNICIAN PREMIUM PAY~~

~~Respiratory Therapists who perform Extra Corporeal Life Support work (ECLS) will be paid a \$6.50 (six dollars and fifty cents) per hour ECLS premium while performing ECLS work.~~

~~Due to emergency staffing needs, this MOU is effective no more than forth-five (45) days following ratification and on the first available pay period as determined by the Employer~~

Tentatively Agreed To:

For the Union:

DocuSigned by:

Brendan Impson

3A5FBF4814CC4E7
Brendan Impson

Date: 9/30/2022

For the Employer:

DocuSigned by:

Jade Hersch

ED638CDB172F42B
Jade Hersch

Date: 9/26/2022

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23

~~MEMORANDUM OF UNDERSTANDING
BETWEEN
THE UNIVERSITY OF WASHINGTON (UNIVERSITY)
AND
THE SERVICE EMPLOYEES INTERNATIONAL UNION Local 925~~

~~MOU ARTICLE XX – SALARY OVERPAYMENT RECOVERY~~

~~During negotiations for the 2021-2023 successor agreement, the parties agreed to the following regarding Salary Overpayment Recovery.~~

Salary Overpayment Recovery

A. When an Employer has determined that an employee has been overpaid wages, the Employer may recoup the overpayment. The Employer will provide written notice to the employee that will include the following items:

1. The amount of the overpayment,
2. The basis for the claim,
3. A demand for payment, and
4. The rights of the employee under the terms of this Agreement.

Employees may request a meeting with the Employer and an interpreter to have the overpayment notification explained.

B. Method of Payback

1. The employee must choose one (1) of the following options for paying back the overpayment:
 - a. Voluntary wage deduction,
 - b. Cash, or
 - c. Check (separated employee).
 - d. Vacation (if under 240 hours only) or Compensatory time balances

2. The employee may propose a payment schedule to repay the overpayment to the Employer. If the employee’s proposal is accepted by the Employer, the deductions shall continue until the overpayment is fully recouped. Nothing in the section prevents the Employer and employee from agreeing to a different ~~reover~~payment amount than specified in the overpayment notice or to a method other than a deduction from wages for repayment of the overpayment amount.

3. If the employee fails to choose one (1) of the four (4) options described above, within twenty (20) days of written notice of overpayment, the Employer will deduct the overpayment owed from the employee’s wages or the amount due may be placed with a collection agency. This overpayment recovery will not be more than five percent (5%) of the employee’s disposable earnings in a pay period. Disposable earnings will be calculated

1 in accordance with the Attorney General of Washington’s guidelines for
2 Wage Assignments.

3
4 4. Any overpayment amount still outstanding at separation of employment
5 will be deducted from their final pay.
6

7 C. Neither A nor B above are required for employee reported overpayments
8 and/or employee corrected time including leave submittal corrections. All
9 employee--initiated overpayment corrections may be collected from the next
10 available pay check.
11

12 D. Appeal Rights: Any dispute concerning the occurrence or amount of the
13 overpayment will be resolved through the grievance procedure in Article 6 of this
14 Agreement. The Employer will suspend attempts to collect an alleged overpayment
15 until the grievance process has concluded.
16

17 ~~This MOU expires on June 30, 2023.~~

18
19 Tentatively Agreed To:
20
21 For the Union: For the Employer:
22 DocuSigned by: DocuSigned by:
23 *Brendan Impson* *Jade Hersch*
24 3A5EBF4B14CCAE7 ED58C0912F42B...
25 Brendan Impson Jade Hersch
Date: 9/30/2022 Date: 9/15/2022
26

**MEMORANDUM OF UNDERSTANDING
BETWEEN
THE UNIVERSITY OF WASHINGTON (UNIVERSITY)
AND
THE SERVICE EMPLOYEES INTERNATIONAL UNION Local 925
AND
THE WASHINGTON FEDERATION OF STATE EMPLOYEES Local 1488**

MOU – SCHOLARSHIP FUND FOR MEDICAL CENTER EMPLOYEES

1
2
3
4 During negotiations for the 202~~31~~-202~~53~~ successor agreement, the parties reached
5 agreement on the following regarding Scholarship Funds for SEIU 925- and WFSE-
6 represented employees at Harborview Medical Center (HMC) and UW Medical Center
7 (UWMC) for academic year 20~~23~~~~19~~ and 202~~40~~, only to be implemented upon ratification:
8

9 In recognition of the commitment of HMC and UWMC to the delivery of excellent patient
10 care as well as the enhancement of employees' professional skills, the Employer will
11 provide annually a pool of up to a total of \$~~400~~~~150~~,000 (maximum \$~~45~~,000.00 per
12 employee) for SEIU 925- and WFSE-represented employees at Harborview Medical
13 Center (HMC) and UW Medical Center (UWMC) to obtain a degree or certification
14 required for employment in a healthcare field within the hospital where the employee
15 works.
16

17 The parties agree to form two Committees, one at HMC and UWMC, and split the funding
18 equitably with \$~~50~~~~75~~,000 allocated to each medical center. Each Committee will be
19 comprised of at least one management representative, one member from WFSE and one
20 member from SEIU at HMC and one member from WFSE and one member from SEIU at
21 UWMC. The Committee will be established to research the availability of funds and to
22 recommend the policies and guidelines regarding fund disbursement to the
23 Administration.
24

25 In accordance with the above, the Committee will be in charge of administering
26 scholarships. To be eligible, the employee must have a minimum of one (1) year at
27 HMC/UWMC prior to submission of scholarship application. After completion of the
28 program, there is an expected three (3) year commitment to HMC/UWMC. If the
29 employee voluntarily terminates employment prior to the end of the three (3) year
30 commitment, the pro-rated amount of the scholarship must be repaid to HMC/UWMC and
31 may be deducted from the employee's pay.
32
33
34
35
36
37
38
39

1
2
3
4
5
6
7
8

Tentatively Agreed To:

<p>For the Union:</p> <p><small>DocuSigned by:</small> <i>Brendan Impson</i></p> <hr/> <p>Brendan Impson Date: 9/30/2022</p>	<p>For the Employer:</p> <p><small>DocuSigned by:</small> <i>Jade Hersch</i></p> <hr/> <p>Jade Hersch Date: 9/19/2022</p>
--	---

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26
27
28
29
30
31
32
33
34
35
36
37
38
39

**MEMORANDUM OF UNDERSTANDING
BETWEEN
THE UNIVERSITY OF WASHINGTON (UNIVERSITY)
AND
THE SERVICE EMPLOYEES INTERNATIONAL UNION Local 925
AND
THE WASHINGTON FEDERATION OF STATE EMPLOYEES Local 1488**

MOU – SURGICAL TECHNOLOGISTS

During negotiations for the 20~~23~~¹⁹-202~~5~~⁴ successor agreement, the parties agreed to the following regarding Surgical Technologists at Harborview in WFSE Harborview Bargaining Unit and UW Medical Center in the SEIU 925 Healthcare Professional/Laboratory Technical Bargaining Unit.

In order to recognize the need for professional development, continuing education, and ongoing credentialing, and in accordance with the aforementioned agreement, the University agrees to implement the following for the 2019-2021 collective bargaining agreements:

XII. Surgical Technologists who obtain and maintain their Certified Surgical Technologist (CST) certification through the National Board of Surgical Technology and Surgical Assisting (NBSTSA) will be paid one dollar (\$1.25) per hour premium for all hours in paid status.

XIII. Employees will be eligible for the premium if:

- A. The certification has been presented to and approved by management;
- B. The employee continues to meet all educational and other requirements to keep the certification current and in good standing;
- C. The employee is working in the area of certification.

Once the above criteria are satisfied, the employee will begin earning the certification premium at the beginning of the next available pay period.

XIV. An employee is eligible for only one certification premium regardless of other certifications the employee may have.

XV. Employees will notify their Appointing Authority or designee if their certification has expired, or has been restricted, revoked or suspended within twenty-four (24) hours of expiration, restriction, revocation or suspension, or prior to their next scheduled shift, whichever occurs first.

1 XVI. The parties agree that there are no written or oral representations,
2 understandings, promises, or agreements directly or indirectly related to this
3 Agreement that are not incorporated herein in full. Furthermore, this Agreement
4 is not precedent setting and does not establish a practice.
5

6 Tentatively Agreed To:

7
8 For the Union:

9 DocuSigned by:

10 *Brendan Impson*

11 3A5FBF4814CCAE...
Brendan Impson

12 Date: 9/30/2022

For the Employer:

DocuSigned by:

10 *Jade Hersch*

11 ED598CDB12F42B...
Jade Hersch

12 Date: 9/15/2022

13

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22

~~MEMORANDUM OF UNDERSTANDING
BETWEEN
THE UNIVERSITY OF WASHINGTON (UNIVERSITY)
AND
THE SERVICE EMPLOYEES INTERNATIONAL UNION Local 925~~

~~MOU – SURGICAL TECHNOLOGIST RECRUITMENT AND RETENTION WAGE
INCREASES~~

~~During negotiations for the 2019-2021 successor agreement, the parties agreed to the following recruitment and retention wage increases for Surgical Technologists:~~

~~Effective July 1, 2019, Surgical Technologist (Job Code 18430 and 20739) shall move from Pay Table BG Range 47 to Pay Table BG Range 49. Employees will be placed on the new range at the step closest to but not less than their current rate of pay, plus one step.~~

Tentatively Agreed To:

<p>For the Union:</p> <p><small>DocuSigned by:</small> <i>Brendan Impson</i> _____ Brendan Impson Date: 9/30/2022</p>	<p>For the Employer:</p> <p><small>DocuSigned by:</small> <i>Jade Hersch</i> _____ Jade Hersch Date: 9/15/2022</p>
---	--

**MEMORANDUM OF UNDERSTANDING
BETWEEN
THE UNIVERSITY OF WASHINGTON (UNIVERSITY)
AND
SEIU 925 (UNION)**

MOU: STANDBY GUIDELINES

During re-opener negotiations for the 2023~~31~~-2025~~3~~ collective bargaining agreement, the parties agreed to the following regarding Stand-by Guidelines:

1. Stand-by time shall not be used to avoid filling vacant positions. The Employer will schedule procedures in the best interests of the patient and will make a good faith effort to schedule such patient procedures so that call back is not required.
2. Mandatory (after the schedule is posted) prescheduled stand-by time may not be used in lieu of scheduling employees to work regularly scheduled shifts when a staffing plan indicates the need for a scheduled shift.
3. Mandatory (after the schedule is posted) prescheduled stand-by time may not be used to address regular changes in patient census or acuity or the expected number of employees not reporting for predetermined scheduled shifts.
4. Mandatory stand-by will not be implemented in schedules for units where stand-by scheduling has not been practice as of September 1, 2021 without proper notice and impact bargaining with the union.
5. Unit based Staffing Committees:
 - a. Upon request from the Union, units will form unit based staffing committees.
 - b. Callback Tracking. Within 90 days of ratification, the Employer will develop a reporting tool to track and review patterns in call utilization and stand-by hours.
6. Callback Relief. Subject to patient care considerations, the Employer will make a good faith effort to provide relief for an employee who requests the immediate next scheduled shift off or offer a change in the employee's start time or end time for the immediate next scheduled shift when the employee has been working on call within eight (8) hours of the start of their next scheduled shift. At the employee's request, a vacation day or authorized leave without pay can be used.

Tentatively Agreed To:

For the Union:

DocuSigned by:
Brendan Impson
Brendan Impson
Date: 9/30/2022

For the Employer:

DocuSigned by:
Jade Hersch
Jade Hersch
Date: 9/15/2022

**MEMORANDUM OF UNDERSTANDING
BETWEEN
THE UNIVERSITY OF WASHINGTON (UNIVERSITY)
AND
THE SERVICE EMPLOYEES INTERNATIONAL UNION Local 925**

MOU – TRANSPORTATION SERVICES VIDEO/AUDIO SYSTEM

This Memorandum of Understanding is regarding the use of audio and video equipment in the University of Washington Transportation Services office.

1. It is agreed that the cameras/audio are not for the purpose of evaluation or monitoring of employees. The purpose of the camera/audio is for the security of property and for the protection of employees.
2. Management shall not use the camera/audio system to monitor work. When video or audio is reviewed in response to an incident, management will have the option to act upon issues revealed in the recording even if they are not central to the initial incident.
3. Audio shall be recorded in the Sales and Administration area only (including the hearing office).
4. The system shall not be subject to live monitoring without prior notice to the Union and an opportunity to meet and discuss potential impacts for employees.
5. If modifications are performed to the cameras or their field of vision, the Union will be informed and allowed to view the modifications.
6. Management shall maintain a written log of camera/audio system access, including date, time and reason for access, that will be available to the union for review.
7. If video/audio is downloaded it shall be noted in the log and copies of the footage shall be available for union review.

Tentatively Agreed To:	
<p>For the Union:</p> <p style="font-size: small;">DocuSigned by: <i>Brendan Impson</i></p> <hr style="border: 0; border-top: 1px solid black; margin: 5px 0;"/> <p>Brendan Impson Date: 9/30/2022</p>	<p>For the Employer:</p> <p style="font-size: small;">DocuSigned by: <i>Jade Hersch</i></p> <hr style="border: 0; border-top: 1px solid black; margin: 5px 0;"/> <p>Jade Hersch Date: 9/15/2022</p>

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26
27
28
29
30
31
32
33
34
35
36
37
38

**MEMORANDUM OF UNDERSTANDING
BETWEEN
THE UNIVERSITY OF WASHINGTON (UNIVERSITY)
AND
SEIU 925 (UNION)**

MOU: UWMC-MONTLAKE CAMPUS SECURITY OFFICER AND SERGEANTS

During re-opener negotiations for the 2021-2023 collective bargaining agreement, the parties agreed to the following regarding recruitment and retention increases for UWMC – Montlake Campus Security Officer (Job Code 17638) and Sergeants (Job Code 17636):

Effective no more than forty five (45) days following ratification and on the first available pay period as determined by the Employer.

I. The University will create a new job classification for the Campus Security Officers and Sergeants at UWMC Montlake.

II. The new job classification Campus Security Officer – UWMC-ML (Job Code XXXXX and XXXXX) will be placed on Pay Table B4 at Pay Range 47.

III. The new job classification Campus Security Sergeant – UWMC-ML (Job Code XXXXX and XXXXX) will be placed on Pay Table B4 at Pay Range 57.

IV. The Campus Security Officer – UWMC-ML and the Campus Security Sergeant – UWMC-ML will not be eligible for restraint premium.

V. All regular employees will be moved to the new classifications and placed on the new pay range at the step that provides at least a 10% increase.

VI. Temporary hourly employees must be paid within range minimum and range maximum. If a temporary hourly employee’s current rate falls below the new range minimum, their hourly rate will be increased to range minimum.

VII. Employee progression start dates (PSDs) will not be impacted by placement on the new range.

This MOU will expire upon implementation.

1
2
3
4
5
6
7
8

Tentatively Agreed To:

<p>For the Union:</p> <p><small>DocuSigned by:</small> <i>Brendan Impson</i></p> <hr/> <p>Brendan Impson Date: 9/30/2022</p>	<p>For the Employer:</p> <p><small>DocuSigned by:</small> <i>Jade Hersch</i></p> <hr/> <p>Jade Hersch Date: 9/26/2022</p>
--	---

**MEMORANDUM OF UNDERSTANDING
BETWEEN
THE UNIVERSITY OF WASHINGTON (UNIVERSITY)
AND
SEIU 925 (UNION)**

MOU: VASCULAR SONOGRAPHER RECRUITMENT AND RETENTION INCREASES

During re-opener negotiations for the 2021-2023 collective bargaining agreement, the parties agreed to the following regarding recruitment and retention increases for Vascular Sonographer series. Due to emergency staffing needs, this MOU is effective no more than forty-five (45) days following ratification and on the first available pay period as determined by the Employer:

÷

I. The job classification VASCULAR SONOGRAPHER (Job Code 18435 and 20744) on Pay Table BF at Pay Range 52 will be moved to Pay Table BF at Pay Range 57.

II. The job classification VASCULAR SONOGRAPHER LEAD (Job Code 18439 and 20748) on Pay Table BF at Pay Range 60 will be moved to Pay Table BF at Pay Range 65.

III. All regular employees will be placed on the new pay range at their current step.

IV. Temporary hourly employees must be paid within range minimum and range maximum. If a temporary hourly employee's current rate falls below the new range minimum, their hourly rate will be increased to range minimum.

V. Employee progression start dates (PSDs) will not be impacted by placement on the new range.

This MOU will expire upon implementation.

Tentatively Agreed To:

For the Union:

DocuSigned by:

Brendan Impson

3A5FBF4814CC4E7...
Brendan Impson

Date: 9/30/2022

For the Employer:

DocuSigned by:

Jade Hersch

ED58CDB12F42B...
Jade Hersch

Date: 9/15/2022

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26
27
28
29
30
31
32
33
34
35
36
37
38
39
40
41
42

1
2
3
4
5
6
7
8
9
10
11
12

Employees will receive appropriate and timely training on the equipment, practices, and work area orientation at the non-home location to which they are floated.

Tentatively Agreed To:

<p>For the Union:</p> <p><small>DocuSigned by:</small> <i>Brendan Impson</i></p> <hr/> <p>Brendan Impson Date: 9/30/2022</p>	<p>For the Employer:</p> <p><small>DocuSigned by:</small> <i>Jade Hersch</i></p> <hr/> <p>Jade Hersch Date: 9/26/2022</p>
--	---

**MEMORANDUM OF UNDERSTANDING
BETWEEN
THE UNIVERSITY OF WASHINGTON (UNIVERSITY)
AND
THE SERVICE EMPLOYEES INTERNATIONAL UNION LOCAL 925 (UNION)**

MOU: ACCOUNTANT CLUSTER RECRUITMENT AND RETENTION INCREASES

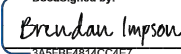
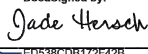
During negotiations for the 2023-2025 successor agreement, the parties reached agreement regarding recruitment and retention increases for following classifications effective July 1, 2023:

Job Title	Job Code	Table	Range	New Table	New Range
Accountant 1	17300	B4	041	B4	044
Accountant 2	17301	B4	045	B4	048
Accountant 2	17818	B4	045	B4	048
Accountant, Senior	17302	B4	051	B4	054
Accountant, Senior	17819	B4	051	B4	054
Accounting Supervisor	17011	B4	051	B4	054
Accounting Supervisor	17810	B4	051	B4	054
Budget Analyst	17335	B4	043	B4	046
Budget/Fiscal Analyst	17336	B4	047	B4	050
Budget/Fiscal Analyst	17822	B4	047	B4	050
Budget/Fiscal Analyst Lead	17337	B4	052	B4	055
Budget/Fiscal Analyst Lead	17875	B4	052	B4	055
Budget/Fiscal Operations Supervisor	17339	B4	058	B4	061
Budget/Fiscal Operations Supervisor	17334	B4	058	B4	061
Budget/Fiscal Unit Supervisor	17333	B4	055	B4	058
Budget/Fiscal Unit Supervisor	17338	B4	055	B4	058
Credit Manager A	17344	B4	035	B4	038
Credit Manager B	17345	B4	043	B4	046
Credit Manager B	17823	B4	043	B4	046
Facilities/Project Cost Engineer	17621	B4	067	B4	070
Fiscal Specialist 1	17036	B4	040	B4	043
Fiscal Specialist 2	17037	B4	044	B4	047
Fiscal Specialist Supv	17068	B4	047	B4	050
ISC Payroll Accountant	17181	B4	053	B4	056
ISC Payroll Accountant	17179	B4	053	B4	056
ISC Payroll Specialist	17180	B4	047	B4	050
Shared Services Analyst	17331	B4	047	B4	050

Shared Services Specialist	17330	B4	046	B4	049
Shared Services Supervisor	17332	B4	052	B4	055
Shared Services Supervisor	23221	B4	052	B4	055

- 1
- 2 Employees will be placed on the new range at their same step as of the effective date.
- 3 Progression Start Dates (PSDs) are not impacted.
- 4
- 5 Nonpermanent and temporary hourly versions of the job profiles listed above will receive the
- 6 same range increase.
- 7
- 8 This MOU will expire upon implementation.
- 9
- 10

Tentatively Agreed To:

<p>For the Union:</p> <p><small>DocuSigned by:</small>  <small>3A5FBF4814CC4E7</small> Brendan Impson Date: 9/30/2022</p>	<p>For the Employer:</p> <p><small>DocuSigned by:</small>  <small>EDB38CDB172F42B</small> Jade Hersch Date: 9/30/2022</p>
--	--

18

**MEMORANDUM OF UNDERSTANDING
BETWEEN
THE UNIVERSITY OF WASHINGTON (UNIVERSITY)
AND
SERVICE EMPLOYEES INTERNATIONAL UNION Local 925**

MOU – CREATION OF APPENDIX VI

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23

During negotiations for the 2023-2025 successor agreement, the parties agreed to the following regarding creation of Appendix VI:

- I. Modification of Article 10, Appendix I, and/or Appendix III in the 2023-2025 CBA shall not be interpreted to remove overtime eligibility from any employees receiving or eligible for overtime.
- II. By November 1, 2023, the parties agree to document job classes that are FLSA exempt but receive or are eligible for additional straight time and/or overtime. This new list shall be incorporated as Appendix VI in this CBA.
- III. This MOU will expire on June 30, 2025 upon implementation.

Tentatively Agreed To:	
<p>For the Union:</p> <p><small>DocuSigned by:</small> <i>Brendan Impson</i></p> <hr/> <p>Brendan Impson Date: 9/30/2022</p>	<p>For the Employer:</p> <p><small>DocuSigned by:</small> <i>Jade Hersch</i></p> <hr/> <p>Jade Hersch Date: 9/30/2022</p>

**MEMORANDUM OF UNDERSTANDING
BETWEEN
THE UNIVERSITY OF WASHINGTON (UNIVERSITY)
AND
THE SERVICE EMPLOYEES INTERNATIONAL UNION Local 925**

**MOU – CRITICAL
RECRUITMENT AND RETENTION WAGE INCREASES**

- 1
- 2 During negotiations for the 2023-2025 successor agreement, the parties agreed to
- 3 recruitment and retention wage increases for the job profiles listed on Attachment A.
- 4
- 5 1. Regular employees will be placed on their current step on the new range.
- 6 Progression Start Date (PSDs) will not be impacted by these increases.
- 7
- 8 2. Nonpermanent Intermittent employees will be placed on their current step on the
- 9 new range. PSDs will not be impacted by these increases.
- 10
- 11 3. If applicable, temporary hourly employees who are currently paid on steps will be
- 12 placed on their current step on the new range. If applicable, temporary hourly
- 13 employees who are not currently paid on steps will receive an increase if their
- 14 current hourly rate falls below the new range minimum.
- 15
- 16 4. If agreement is reached by August 1, 2022, the effective date will be August 1,
- 17 2022. If agreement is reached later than August 1, 2022, the effective date will be
- 18 the first available pay period after agreement is reached as determined by the
- 19 employer.
- 20
- 21 5. Increases may take up to 90 days to implement but retro pay back to the
- 22 effective date will be provided.
- 23
- 24

25 Dated July 20, 2022

Tentatively Agreed To:	
26 27 28 For the Union: 29 <small>DocuSigned by:</small> 30 <i>Brendan Impson</i> 31 <small>3A5FBF4814CC4E7...</small> 32 Brendan Impson Date: 8/1/2022	For the Employer: <small>DocuSigned by:</small> <i>Jade Hersch</i> <small>ED538CDB172F42B...</small> Jade Hersch Date: 8/1/2022

1
2
3
4
5

6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24

25

**MEMORANDUM OF UNDERSTANDING
BETWEEN
THE UNIVERSITY OF WASHINGTON (UNIVERSITY)
AND
THE SERVICE EMPLOYEES INTERNATIONAL UNION LOCAL 925 (UNION)**

MOU – DOCUMENTING WELLNESS ROOMS

The parties agreed that the locations, amenities, and guidelines around existing wellness rooms will be documented on the UW HR website. It is expected that this documentation will be similar to that provided for lactation stations at <https://hr.uw.edu/child-care/lactation-stations/>

The uUniversity will make the documentation accessible by July 1, 2023.

This MOU will expire upon implementation.

Tentatively Agreed To:	
<p>For the Union:</p> <p><small>DocuSigned by:</small> <i>Brendan Impson</i></p> <hr style="border: 0; border-top: 1px solid black; margin: 5px 0;"/> <p>Brendan Impson Date: 9/30/2022</p>	<p>For the Employer:</p> <p><small>DocuSigned by:</small> <i>Jade Hersch</i></p> <hr style="border: 0; border-top: 1px solid black; margin: 5px 0;"/> <p>Jade Hersch Date: 9/21/2022</p>

MEMORANDUM OF UNDERSTANDING
Between
SEIU 925
And
University of Washington Medical Center

MOU – Donning and Doffing in the Operating Room Montlake Hospital

Purpose: ~~Nurses~~ Employees performing work in the OR at UWMC Montlake are required to change into and out of Hospital required, Hospital Provided and Hospital laundered Scrub Uniforms as a job expectation. These employees should, therefore, be paid for the time spent changing into and out of required scrub uniform.

~~Implementation: Effective July 11, 2022, t~~ime for the changing into and out of the scrub uniforms shall be provided to employees in the OR at UWMC Montlake by the employer in the amount of 7 minutes on either side of the scheduled shift. This time shall be incorporated into any scheduled or unscheduled shift whether 8, 10 or 12 hours (including a 30-minute unpaid lunch would make these shifts become 8.5, 10.5 and 12.5 hour shifts).

This will be achieved by employee logging in at shift start time and being given 7 minutes to change out of street clothing and into the hospital mandated scrub uniform. Nearing the end of the shift, when possible, the employee shall be released from all duties no less than 7 minutes prior to end of scheduled shift to change out of employer provided scrub uniform and into the clothing they wore into work. In the event an employee is not released at least 7 minutes prior to the end of their scheduled shift and allowed to change and clock out, the employee will enter this event on the exception log and be given 7 minutes of paid time on top of the hours worked. Based on the Kronos rounding rules, this may or may not generate additional overtime.

Tentatively Agreed To:

For the Union:	For the Employer:
<small>DocuSigned by:</small> <i>Brendan Impson</i> <small>3A5FBF4914CC4E4</small>	<small>DocuSigned by:</small> <i>Jade Hersch</i> <small>EDC88CD8172F428</small>
Brendan Impson	Jade Hersch
Date: 9/30/2022	Date: 9/15/2022

**MEMORANDUM OF UNDERSTANDING
BETWEEN THE UNIVERSITY OF WASHINGTON (UNIVERSITY)
AND
THE SERVICE EMPLOYEES INTERNATIONAL UNION 925 (UNION)**

**MOU – ENTERPRISE REVENUE AND HEALTH INFORMATION (ERHI) – FLEXIBLE
STARTING TIME**

Memorializing the past and current practice, Enterprise Records and Health Information (ERHI) Coding staff may utilize a ninety (90) minute flex start time. Employees may start work 90 minutes before or after their scheduled start time in Kronos upon any given day without having to notify their Supervisor or receive prior approval, provided the employee is meeting productivity and/or quality expectations and is not demonstrating any work performance issues.

Coding staff will not be limited in their ability to utilize the flexible start time policy except:

- Coding staff may not start work prior to 2:00 a.m. PST
- Due to the operational needs of the department, some staff may be restricted to a set schedule, i.e. Pathology Coding
- Coding staff are expected to work their FTE commitment regardless of their start time

This MOU will be implemented upon agreement.

Tentatively Agreed To:

For the Union:

DocuSigned by:

Brendan Impson

3A5FBF4814CC4E7...
Brendan Impson

Date: 9/30/2022

For the Employer:

DocuSigned by:

Jade Hersch

ED538CDB172F42B...
Jade Hersch

Date: 9/26/2022

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26
27
28
29

**MEMORANDUM OF UNDERSTANDING
BETWEEN
THE UNIVERSITY OF WASHINGTON (UNIVERSITY)
AND
THE SERVICE EMPLOYEES INTERNATIONAL UNION LOCAL 925 (UNION)**
MOU: GROUNDS SUPERVISOR I RECRUITMENT AND RETENTION INCREASE

During negotiations for the 2023-2025 successor agreement, the parties reached agreement on the following regarding recruitment and retention increases for the Grounds Supervisor I classification:

- I. Effective July 1, 2023, the job classification Grounds Supervisor I (Job Codes 17210, 17814, 22256, and 20364) on Pay Table B4 at Pay Range 041 will be moved to Pay Table B4 at Pay Range 043.
- II. Employees will be placed on the new range at their same step as of the effective date. Progression Start Dates (PSDs) are not impacted.

This MOU will expire upon implementation.

Tentatively Agreed To:	
<p>For the Union:</p> <p><small>DocuSigned by:</small> <i>Brendan Impson</i></p> <hr style="border: 0; border-top: 1px solid black; margin: 5px 0;"/> <p>Brendan Impson Date: 9/30/2022</p>	<p>For the Employer:</p> <p><small>DocuSigned by:</small> <i>Jade Hersch</i></p> <hr style="border: 0; border-top: 1px solid black; margin: 5px 0;"/> <p>Jade Hersch Date: 9/26/2022</p>

**MEMORANDUM OF UNDERSTANDING
BETWEEN
THE UNIVERSITY OF WASHINGTON (UNIVERSITY)
AND
THE SERVICE EMPLOYEES INTERNATIONAL UNION LOCAL 925 (UNION)**

MOU – HEALTH CARE PAY TABLES CONSOLIDATION

During negotiations for the 2023-2025 successor agreement, the parties agreed to the following regarding health care classifications and health care pay tables:

1. Effective November 16, 2022, the Employer will move all regular, nonpermanent, and intermittent classifications listed below from the B4 pay table to the B7BX pay table.
2. Employees will be placed on a step on the new table at a value that is closest to but not less than the value of their current step.
3. There will be no impact to employee progression start dates.


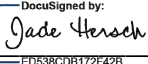
Job Code	Job Title	Table	Range	New Table	New Range
18263	Audiology Assistant (NE S SEIU 925 Non Supv)	B4	038	B7BX	018
17119	Buyer 1 (NE S SEIU 925 Non Supv)	B4	038	B7BX	018
17120	Buyer 2 (NE S SEIU 925 Non Supv)	B4	044	B7BX	033
17122	Buyer 3 (E S SEIU 925 Non Supv)	B4	049	B7BX	045
17812	Buyer 3 (NE S SEIU 925 Non Supv)	B4	049	B7BX	045
18106	Contact Center Quality Assurance Coord (NE S SEIU 925 Contact Center)	B4	045	B7BX	035
18097	Contact Center Representative 1 (NE S SEIU 925 Contact Center)	B4	042	B7BX	028
18098	Contact Center Representative 2 (NE S SEIU 925 Contact Center)	B4	043	B7BX	030
18099	Contact Center Representative 3 (NE S SEIU 925 Contact Center)	B4	045	B7BX	035
18103	Contact Center Supervisor (E S SEIU 925 Contact Center Supv)	B4	053	B7BX	055
18104	Contact Center Supervisor (NE S SEIU 925 Contact Center Supv)	B4	053	B7BX	055
18057	Financial Access Specialist 1 (NE S SEIU 925 Non Supv)	B4	040	B7BX	023
18058	Financial Access Specialist 2 (NE S SEIU 925 Non Supv)	B4	045	B7BX	035

18059	Financial Access Specialist Lead (NE S SEIU 925 Non Supv)	B4	047	B7BX	040
18060	Financial Access Specialist Supv (E S SEIU 925 Supv)	B4	051	B7BX	050
18064	Financial Access Specialist Supv (NE S SEIU 925 Supv)	B4	051	B7BX	050
18256	Health Information Lead (NE S SEIU 925 Non Supv)	B4	039	B7BX	020
17841	Health Information Supervisor (E S SEIU 925 Supv)	B4	049	B7BX	045
18257	Health Information Supervisor (NE S SEIU 925 Supv)	B4	049	B7BX	045
18222	Health Information Technician 1 (NE S SEIU 925 Non Supv)	B4	031	B7BX	001
18255	Health Information Technician 2 (NE S SEIU 925 Non Supv)	B4	032	B7BX	003
18254	Health Information Technician 3 (NE S SEIU 925 Non Supv)	B4	035	B7BX	010
17634	Hospital Security Officer - UWMC-ML (NE S SEIU 925 Non Supv)	B4	047	B7BX	040
17637	Hospital Security Sergeant - HMC (NE S SEIU 925 Supv)	B4	062	B7BX	077
17635	Hospital Security Sergeant - UWMC-ML (NE S SEIU 925 Supv)	B4	057	B7BX	065
18085	Medical Air Lift Communications Spec (NE S SEIU 925 Non Supv)	B4	049	B7BX	045
18086	Medical Airlift Communications Supv (NE S SEIU 925 Supv)	B4	054	B7BX	057
18264	Medical Assistant Apprentice (NE S SEIU 925 Non Supv)	B4	032	B7BX	003
18436	Ophthalmic Technician Supervisor (NE S SEIU 925 Supv)	B4	060	B7BX	072
18171	Patient Account Representative 1 (NE S SEIU 925 Non Supv)	B4	036	B7BX	013
18172	Patient Account Representative 2 (NE S SEIU 925 Non Supv)	B4	042	B7BX	028
18173	Patient Account Representative 3 (NE S SEIU 925 Non Supv)	B4	044	B7BX	033
18174	Patient Account Representative Lead (NE S SEIU 925 Non Supv)	B4	046	B7BX	037

18175	Patient Account Representative Supervisor (E S SEIU 925 Supv)	B4	050	B7BX	047
18176	Patient Account Representative Supervisor (NE S SEIU 925 Supv)	B4	050	B7BX	047
18072	Patient Care Coordinator (NE S SEIU 925 Non Supv)	B4	046	B7BX	037
18069	Patient Care Coordinator Supv (NE S SEIU 925 Supv)	B4	052	B7BX	052
18070	Patient Representative (NE S SEIU 925 Non Supv)	B4	044	B7BX	033
17838	Patient Representative Supervisor (E S SEIU 925 Supv)	B4	050	B7BX	047
18071	Patient Representative Supervisor (NE S SEIU 925 Supv)	B4	050	B7BX	047
18090	Patient Services Specialist 1-Trainee (NE S SEIU 925 Non Supv)	B4	034	B7BX	008
18091	Patient Services Specialist 2 (NE S SEIU 925 Non Supv)	B4	037	B7BX	015
18092	Patient Services Specialist 3 (NE S SEIU 925 Non Supv)	B4	039	B7BX	020
18094	Patient Services Specialist Edu-QA (NE S SEIU 925 Non Supv)	B4	044	B7BX	033
18093	Patient Services Specialist Lead (NE S SEIU 925 Non Supv)	B4	044	B7BX	033
18095	Patient Services Specialist Supv (NE S SEIU 925 Supv)	B4	049	B7BX	045
17263	Peer Counselor/Community Health Worker (NE S SEIU 925 Non Supv)	B4	040	B7BX	023

1
 2
 3
 4
 5
 6
 7
 8
 9
 10

Tentatively Agreed To:

<p>For the Union:</p> <p><small>DocuSigned by:</small>  <small>3A5FBF4814CC4E7...</small> Brendan Impson Date: 9/30/2022</p>	<p>For the Employer:</p> <p><small>DocuSigned by:</small>  <small>E0538CDB172F42B...</small> Jade Hersch Date: 9/30/2022</p>
---	---

**MEMORANDUM OF UNDERSTANDING
BETWEEN
THE UNIVERSITY OF WASHINGTON (UNIVERSITY)
AND
SERVICE EMPLOYEES INTERNATIONAL UNION Local 925**

**MOU – HEALTH CARE
RECRUITMENT AND RETENTION WAGE INCREASES**

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26
27
28
29
30

During negotiations for the 2023-2025 successor agreement, the parties agreed to the following recruitment and retention wage increases for health care classifications:

1. Effective January 1, 2023, all job profiles assigned to health care pay tables B3, B7BX, B8, BF, BG, and BT will receive a ~~two three four~~ percent (~~234~~%) increase. This increase will be based upon the pay table values in effect on December 31, 2022.
2. Effective July 1, 2023, all job profiles assigned to health care pay tables B3, B7BX, B8, BF, BG, and BT will receive a ~~two four five~~ percent (~~245~~%) increase. This increase will be based upon the pay table values in effect on June 30, 2023.
3. Employees who are paid above the maximum for their range on the effective date of the increase described in 1 or 2 above will not receive the specified increase to their current pay unless the new range encompasses their current rate of pay.
4. Progression start dates are not impacted by these increases.

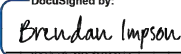
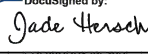
Tentatively Agreed To:	
<p>For the Union:</p> <p><small>DocuSigned by:</small> <i>Brendan Impson</i></p> <p><small>A76A73FE8F5746D...</small></p> <p>Brendan Impson Date: 9/30/2022</p>	<p>For the Employer:</p> <p><small>DocuSigned by:</small> <i>Jade Hersch</i></p> <p><small>ED838CDB172F42B...</small></p> <p>Jade Hersch Date: 9/30/2022</p>

MOU: LUMP SUM PAYMENT

During negotiations for the 2023-2025 successor agreement, the parties reached agreement on the following lump sum payments for employees in job profiles paid on the B4 and B7BX* pay tables:

- I. Employees in an active position with a UW compensation plan, and with an FTE on July 15, 2023, are eligible for the lump sum as defined below:
 - a. Employees with .6 FTE and above on the date specified above will receive a single one (1)-time lump sum payment of ~~two hundred one thousand~~ dollars (\$~~1,000,200~~).
 - b. Employees with below .6 FTE on the date specified above will receive a single one (1)-time lump sum payment of ~~one five~~ hundred dollars (\$~~500,400~~).
- II. The payment will be paid within ninety (90) days of July 15, 2023.
- III. In order to receive the lump sum payment, the employee must **also** have an active position in Workday on the last day of the pay period in which the lump sum payment is distributed. For example, if the lump sum is paid on 10th of the month, the employee must be in an active position on the last day previous month. If the lump sum is paid on 25th of the month, the employee must have an active position on the 15th of the month.

This MOU will expire upon implementation.

Tentatively Agreed To:	
<p>For the Union:</p> <p><small>DocuSigned by:</small>  _____ Brendan Impson Date: 9/30/2022</p>	<p>For the Employer:</p> <p><small>DocuSigned by:</small>  _____ Jade Hersch Date: 9/30/2022</p>

MOU: MARKET-BASED INCREASES

1
2
3 During negotiations for the 2023-2025 successor agreement, the parties reached agreement on
4 the following market-based increases ~~effective July 1, 2023~~:
5

Job Code	Job Profile	Table	Range	New Table	New Range
18391	Clinical Laboratory Assistant	B7BX	017	B7BX	023
18330	Clinical Laboratory Technician 1	B8	035	B8	041
18331	Clinical Laboratory Technician 2	B8	041	B8	047
18332	Clinical Laboratory Technician Lead	B8	051	B8	057
18351	Dialysis/Pheresis Technician	B8	049	B8	055
18354	Dialysis/Pheresis Technician Lead	B8	059	B8	065
18004	Dietary Unit Clerk	B7BX	002	B7BX	007
18333	Medical Laboratory Technician	BG	060	BG	066
17075	Bookkeeping Machine Operator	B4	030	B4	033
17550	Broadcast Technician 1	B4	045	B4	050
17551	Broadcast Technician 2	B4	051	B4	056
17552	Broadcast Technician 3	B4	055	B4	060
17553	Broadcast Technician Supervisor	B4	059	B4	064
17554	Broadcast Technician Supervisor	B4	059	B4	064
17641	Drafting Technician 2	B4	048	B4	049
17642	Drafting Technician 3	B4	052	B4	053
17580	Electronic Media Producer 1	B4	044	B4	049
17581	Electronic Media Producer 2	B4	050	B4	055
17582	Electronic Media Producer Lead	B4	054	B4	059
17741	Electronics Technician 2	B4	044	B4	045
17639	Engineering Assistant 1	B4	048	B4	049
17640	Engineering Assistant 2	B4	054	B4	055
17625	Facilities Drafting Technician 2	B4	048	B4	049
17683	Fire Protection Engineer	B4	071	B4	072
21759	Fire Protection Engineer	B4	071	B4	072
17684	Fire Protection Engineer-Lead	B4	076	B4	077
21760	Fire Protection Engineer-Lead	B4	076	B4	077
17050	Fiscal Technician 1	B4	030	B4	033
17051	Fiscal Technician 2	B4	033	B4	036
17055	Fiscal Technician 3	B4	036	B4	039
17052	Fiscal Technician Lead	B4	037	B4	040
17053	Fiscal Technician Supervisor	B4	040	B4	043
17186	ISC Customer Service Representative	B4	042	B4	045
17190	ISC Customer Service Representative Lead	B4	046	B4	049
17188	ISC Customer Service Representative Supervisor	B4	048	B4	051
17189	ISC Customer Service Representative Supervisor	B4	048	B4	051
17187	ISC SR Customer Service Representative	B4	044	B4	047
17240	Legal Secretary 1	B4	038	B4	039
17241	Legal Secretary 2	B4	044	B4	045
17540	Media Engineer A	B4	057	B4	062
17541	Media Engineer B	B4	062	B4	067

17542	Media Engineer B	B4	062	B4	067
17562	Media Laboratory Coordinator	B4	039	B4	044
17532	Media Maintenance Supervisor	B4	050	B4	051
17827	Media Maintenance Supervisor	B4	050	B4	051
17529	Media Maintenance Technician 1	B4	036	B4	037
17530	Media Maintenance Technician 2	B4	042	B4	043
17531	Media Maintenance Technician 3	B4	046	B4	047
17533	Media Maintenance Technician Lead	B4	048	B4	049
17561	Media Services Dispatcher	B4	034	B4	039
17560	Media Services Operator	B4	031	B4	036
17520	Media Technician	B4	033	B4	038
17523	Media Technician Lead	B4	044	B4	049
17521	Media Technician Senior	B4	041	B4	046
17522	Media Technician Supervisor	B4	047	B4	052
17058	Payroll & Benefits Coordinator	B4	041	B4	044
17060	Payroll Technician 1	B4	026	B4	029
17061	Payroll Technician 2	B4	031	B4	034
17062	Payroll Technician Lead	B4	033	B4	036
17780	Photographer 1	B4	043	B4	045
17781	Photographer 2	B4	047	B4	049
17779	Photographic Technician	B4	032	B4	034
17782	Photography Supervisor	B4	051	B4	053
17832	Photography Supervisor	B4	051	B4	053
17831	Stockroom Supervisor	B4	037	B4	040
17768	Stockroom Supervisor	B4	037	B4	040
17508	Supervisor-Media Technical Services	B4	055	B4	060
17509	Supervisor-Media Technical Services	B4	055	B4	060
17545	Tv/Video Equipment Operator 1	B4	032	B4	037
17546	Tv/Video Equipment Operator 2	B4	037	B4	042
17547	Tv/Video Equipment Operator Lead	B4	040	B4	045
17548	Tv/Video Equipment Operator Supervisor	B4	043	B4	048
17828	Tv/Video Equipment Operator Supervisor	B4	043	B4	048

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15

The increases for the Clinical Laboratory Assistant and Technician series and the Medical Laboratory Technician will be effective November 16, 2022. All other increases will be effective July 1, 2023.

Nonpermanent and temporary hourly versions of the job profiles listed above will receive the same range increase.

Employees who are on a step as of the effective date will remain on their same step when placed on the new range. Employees who are not on a step as of the effective date will receive an increase if their rate of pay falls below the new range minimum. Progression Start Dates (PSDs) are not impacted.

1
2
3
4
5
6
7
8

Tentatively Agreed To:

<p>For the Union:</p> <p><small>DocuSigned by:</small> <i>Brendan Impson</i> <small>3A5FBF4814CC4E7...</small></p> <p>_____ Brendan Impson Date: 9/30/2022</p>	<p>For the Employer:</p> <p><small>DocuSigned by:</small> <i>Jade Hersch</i> <small>ED838CDB172F42B...</small></p> <p>_____ Jade Hersch Date: 9/30/2022</p>
--	---

1
2
3
4
5
6
7
8
9
10
11

**MEMORANDUM OF UNDERSTANDING
BETWEEN
THE UNIVERSITY OF WASHINGTON (UNIVERSITY)
AND
THE SERVICE EMPLOYEES INTERNATIONAL UNION LOCAL 925 (UNION)**

MOU: MEDICAL LABORATORY SCIENTIST RECRUITMENT AND RETENTION INCREASES

During negotiations for the 2023-2025 successor agreement, the parties reached agreement on the following regarding recruitment and retention increases for the following classifications:

Job Code	Job Title	Table	Range	New Table	New Range
17877	Medical Laboratory Scientist 1	BG	070	BG	076
18400	Medical Laboratory Scientist 1	BG	070	BG	076
17878	Medical Laboratory Scientist 2	BG	077	BG	083
18403	Medical Laboratory Scientist 2	BG	077	BG	083
18401	Medical Laboratory Scientist Lead	BG	084	BG	090
18404	Medical Laboratory Scientist Lead	BG	084	BG	090
18402	Medical Laboratory Scientist-Trainee	BG	066	BG	072
18406	Medical Laboratory Scientist-Trainee	BG	066	BG	072


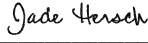
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26
27
28
29
30

Employees will be placed on the new range at their same step as of the effective date. Progression Start Dates (PSDs) are not impacted.

Nonpermanent and temporary hourly versions of the job profiles listed above will receive the same range increase.

These increases will be effective ~~July 1, 2023~~ November 16, 2022.

This MOU will expire upon implementation.

Tentatively Agreed To:	
<p>For the Union:</p> <p><small>DocuSigned by:</small>  <small>JAB5BF4814C0AE7...</small> Brendan Impson Date: 9/30/2022</p>	<p>For the Employer:</p> <p><small>DocuSigned by:</small>  <small>ED538CDB172F42B...</small> Jade Hersch Date: 9/30/2022</p>

**MEMORANDUM OF UNDERSTANDING
 BETWEEN
 THE UNIVERSITY OF WASHINGTON (UNIVERSITY)
 AND
 THE SERVICE EMPLOYEES INTERNATIONAL UNION LOCAL 925 (UNION)**

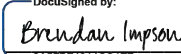
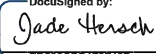
MOU – NON-HEALTH CARE PAY TABLES CONSOLIDATION

During negotiations for the 2023-2025 successor agreement, the parties agreed to the following regarding non-health care pay tables:

1. Effective November 16, 2022, the Employer will move all regular, nonpermanent, and intermittent classifications listed below from the B7BX, BG, and B5 pay tables to the B7BX* pay table.
2. Employees will be placed on a step on the new table at a value that is closest to but not less than the value of their current step.
3. There will be no impact to employee progression start dates.

Job Code	Job Title	Table	Range	New Table	New Range
18470	Dental Assistant 1 (NE S SEIU 925 Non Supv)	B7BX	005	B7BX*	005
18471	Dental Assistant 2 (NE S SEIU 925 Non Supv)	B7BX	023	B7BX*	023
18475	Dental Asst-Expanded Function Dental Aux (NE S SEIU 925 Non Supv)	B7BX	076	B7BX*	076
18465	Dental Hygienist (NE S SEIU 925 HCP/LT)	BG	096	B7BX*	102
18462	Dental Laboratory Technician 3 (NE S SEIU 925 HCP/LT)	B5	053	B7BX*	058
18476	Dental Xray Technician 2 (NE S SEIU 925 Non Supv)	B7BX	023	B7BX*	023
18474	Hospital Dentistry Assistant Specialist (NE S SEIU 925 Non Supv)	B7BX	050	B7BX*	050

Tentatively Agreed To:

<p>For the Union:</p> <p><small>DocuSigned by:</small>  <small>3A5F8F4B14C0AE7...</small> _____ Brendan Impson Date: 9/30/2022</p>	<p>For the Employer:</p> <p><small>DocuSigned by:</small>  <small>E0538CDB172F42B...</small> _____ Jade Hersch Date: 9/30/2022</p>
--	--


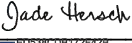
MOU – NOTIFICATION OF CHANGES TO COVID-19 POLICIES

The parties agree that compliance with COVID-19 health and safety related policies is critical to protecting the safety of the UW Community. As such it is important that staff be aware of changes to COVID-19 policies at the time they are changed.

~~If there are changes to COVID-19 health and safety related policies administered by the Environmental Health and Safety (EH&S) Department, EH&S will provide email-notice of the changes to all employees through the UW Insider outlining any policy changes. In addition, monthly COVID-19 updates will continue to be provided as part of the University-wide safety committee meeting., and the Union member/liaison who serves on the committee is expected to share these updates with any represented members. Employees may also register to receive the EH&S newsletter directly. to represented employees of changes to COVID related policies when these are changed. If policy changes are made after the date of this MOU but not communicated to represented employees, all represented employees shall be granted five minutes of release time from their regular work responsibilities each day to review the EH&S website for changes they should be complying with.~~

~~The employer will provide SEIU 925 with a mailman list or mail enabled UW group service group, with send access enabled for union member/liaisons and chapter officers to share COVID-19 updates from the University-wide safety committee meetings.~~

This MOU will take effect October 1, 2022 and shall ~~not~~ expire until when the Washington COVID-19 public health emergency ends.

Tentatively Agreed To:	
<p>For the Union:</p> <p><small>DocuSigned by:</small>  _____ Brendan Impson Date: 9/30/2022</p>	<p>For the Employer:</p> <p><small>DocuSigned by:</small>  _____ Jade Hersch Date: 9/26/2022</p>

1
2
3
4
5
6
7
8
9
10
11
12

13
14
15
16
17
18
19
20
21
22
23
24
25
26
27
28
29
30
31
32
33

**MEMORANDUM OF UNDERSTANDING
BETWEEN
THE UNIVERSITY OF WASHINGTON (UNIVERSITY)
AND
THE SERVICE EMPLOYEES INTERNATIONAL UNION LOCAL 925 (UNION)**

**MOU: ORTHOPAEDIC TECHNICIAN AND OPHTHALMIC TECHNICIAN AND SPECIALIST
RECRUITMENT AND RETENTION INCREASES**

During negotiations for the 2023-2025 successor agreement, the parties reached agreement on the following regarding recruitment and retention increases for the following classifications:

Job Code	Job Title	Table	Range	New Table	New Range
18431	Ophthalmic Specialist	B5	051	B7BX5	0583
18432	Ophthalmic Technician 1	B5	044	B7BX5	0416
18433	Ophthalmic Technician 2	B5	047	B7BX5	0489
18434	Ophthalmic Technician Lead	B5	054	B7BX5	06656
18436	Ophthalmic Technician Supervisor	B4	060	B7BX4	07762
18158	Orthopaedic Technician 1	B8	040	B8	045
18159	Orthopaedic Technician II	B8	047	B8	052


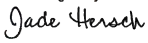
Employees in the Ophthalmic series will be placed on the new range at a step that represents a minimum of a 5% increase. Progression Start Dates (PSDs) are not impacted.

Employees in the Orthopaedic series will be placed on the new range at their same step as of the effective date. Progression Start Dates (PSDs) are not impacted.

Nonpermanent and temporary hourly versions of the job profiles listed above will receive the same range increase.

These increases will be effective November 16, 2022.

This MOU will expire upon implementation.

Tentatively Agreed To:	
<p>For the Union:</p> <p><small>DocuSigned by:</small>  <small>3A9FBF4814CCAE7...</small> Brendan Impson Date: 9/30/2022</p>	<p>For the Employer:</p> <p><small>DocuSigned by:</small>  <small>ED538CDB172F42B...</small> Jade Hersch Date: 9/30/2022</p>

**MEMORANDUM OF UNDERSTANDING
BETWEEN
THE UNIVERSITY OF WASHINGTON (UNIVERSITY)
AND
THE SERVICE EMPLOYEES INTERNATIONAL UNION LOCAL 925 (UNION)**

MOU: PAY TABLES B5 and B6

During negotiations for the 2023-2025 successor agreement, the parties reached agreement on the following:

- I. Effective ~~November~~ January 16, 202~~3~~3, the following job profiles will be reassigned to new tables/ranges.

Job Code	Job Profile	Table	Range	New Table	New Range
18432	Ophthalmic Technician 1 (NE S SEIU 925 HCP/LT)	B5	44	B7BX	36
18087	Medical Interpreter 1 (NE S SEIU 925 HCP/LT)	B5	45	B7BX	38
18433	Ophthalmic Technician 2 (NE S SEIU 925 HCP/LT)	B5	47	B7BX	43
18088	Medical Interpreter 2 (NE S SEIU 925 HCP/LT)	B5	48	B7BX	46
18089	Medical Interpreter Csewrkr-Cultrl Mediat (NE S SEIU 925 HCP/LT)	B5	49	B7BX	48
18434	Ophthalmic Specialist (NE S SEIU 925 HCP/LT)	B5	51	B7BX	53
18462	Dental Laboratory Technician 3 (NE S SEIU 925 HCP/LT)	B5	53	B7BX	58
18434	Ophthalmic Technician Lead (NE S SEIU 925 HCP/LT)	B5	54	B7BX	64
18096	Medical Interpreter-ASL (NE S SEIU 925 HCP/LT)	B5	57	B7BX	68
18065	Patient Collections Representative (NE S SEIU 925 Non Supv)	B6	5	B7BX	5
18066	Patient Collections Lead (NE S SEIU 925 Non Supv)	B6	12	B7BX	12
18455	Clinical Embryologist Trainee (NE S SEIU 925 Non Supv)	B6	42	B7BX	42
18160	Orthotist-Prosthetist Technician (NE S SEIU 925 Non Supv)	B6	50	B7BX	50
18456	Clinical Embryologist (NE S SEIU 925 Non Supv)	B6	62	B7BX	62
18457	Clinical Embryologist Lead (NE S SEIU 925 Non Supv)	B6	69	B7BX	69

- II. Employees will be placed on the new range at the step closest to, but not less than, their current rate of pay. Progression Start Dates (PSDs) are not impacted.

- III. Nonpermanent and temporary hourly versions of the job profiles listed above will move in sync with the regular job codes.

- IV. Effective January 1, 2023, pay tables B5 and B6 will be inactivated.

This MOU will expire upon implementation.

1
2
3
4
5
6
7
8

Tentatively Agreed To:

<p>For the Union:</p> <p><small>DocuSigned by:</small> <i>Brendan Impson</i></p> <hr/> <p><small>3A5FBF4814CC4E7...</small></p> <p>Brendan Impson Date: 9/30/2022</p>	<p>For the Employer:</p> <p><small>DocuSigned by:</small> <i>Jade Hersch</i></p> <hr/> <p><small>E8D26A40-D709-4289-9CBF-4E771DAB2395</small></p> <p>Jade Hersch Date: 9/30/2022</p>
---	--

MOU: UW MEDICINE PRE-SCHEDULED VOLUNTARY DOUBLE-TIME SHIFT INCENTIVE FOR CRITICAL STAFFING NEEDS

During negotiations for the 2023-2025 successor agreement, the parties reached agreement on the following regarding Pre-Scheduled Voluntary Double-Time at Harborview, UWMC-Montlake, and UWMC-Northwest.

After the initial scheduled bid is incorporated and posted, and the employer has sent out notice for staff, including Nonpermanent and Intermittent Employees, the Employer may offer pre-scheduled voluntary double-time shifts for any classification. The determination of critical staffing needs and the double-time shift incentive is at the sole discretion of the Employer Unit Manager.

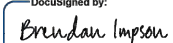

The shifts shall be compensated at the rate of two times (2X) the regular rate of pay for all hours worked. Pre-scheduled double-time shifts will be considered Extra Shifts and will not be guaranteed, but once scheduled are expected to be worked unless it is determined that they are not needed. Staff members calling in sick on voluntary double-time shifts will not receive sick pay.

Nonpermanent and Intermittent Employees will not be eligible to volunteer for pre-scheduled double-time shifts until they have scheduled up to forty (40) hours in the week of the pre-scheduled double-time shift regardless of their FTE. Nonpermanent and Intermittent Employees must also work all scheduled hours in the week of the pre-scheduled double time shift in order to be compensated at double time for the shift(s). If they do not, they will be compensated at the appropriate rate of pay in accordance with Article 59.

All staff, once scheduled, are expected to honor the commitment, with the exception of illness or serious emergency. Notification of absence is required at least two (2) hours before the beginning of all shifts.

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

This MOU will be effective October 1, 2022, and will expire on June 30, 2025.

Tentatively Agreed To:	
For the Union:	For the Employer:
<small>DocuSigned by:</small>  <small>3A5FBF4814CC4E7</small> Brendan Impson Date: 9/30/2022	<small>DocuSigned by:</small>  <small>ED538CDB173F42B</small> Jade Hersch Date: 9/26/2022

MOU: PROGRAM COORDINATOR – UWM PATIENT SCHEDULER

During negotiations for the 2023-2025 successor agreement, the parties reached agreement on the following:

Effective November 16, 2022, the employer will create a new job profile titled Program Coordinator - UWM Patient Scheduler (NE S SEIU 925 Supv) which will be assigned to Table B7BX, Range 028.

Management will identify employees in the current Program Coordinator job profile who are performing patient scheduling work and they will be moved into the new Program Coordinator - UWM Patient Scheduler job profile and placed on the step that is closest to, but not less than, their current rate of pay. PSDs will not be impacted by this movement.

This MOU expires on June 30, 2025.

Tentatively Agreed To:

For the Union:

DocuSigned by:

Brendan Impson

Brendan Impson

Date: 9/30/2022

For the Employer:

DocuSigned by:

Jade Hersch

Jade Hersch

Date: 9/30/2022

MOU: R&R INCREASES - Radiology

1
2
3 During negotiations for the 2023-25 successor agreement, the parties reached agreement on
4 the following recruitment and retention increases effective November 16, 2022
5

Job Code	Job Title	Table	Range	New Table	New Range
18422	Cardiac Sonographer 1	BF	054	BF	059
18423	Cardiac Sonographer 2	BF	057	BF	062
18427	Cardiac Sonographer Lead	BF	065	BF	070
18424	Cardiac Sonographer Specialist	BF	061	BF	066
18428	Cardiac Sonographer Supervisor	BF	083	BF	088
18429	Cardiac Sonographer Supervisor	BF	083	BF	088
18345	Diagnostic Medical Sonographer	BF	057	BF	062
18346	Diagnostic Medical Sonographer Lead	BF	068	BF	073
18348	Diagnostic Medical Sonographer Spec	BF	060	BF	065
18347	Diagnostic Medical Sonographer Supv	BF	086	BF	091
18349	Diagnostic Medical Sonographer Supv	BF	086	BF	091
18272	Imaging Technologist	BF	037	BF	042
18270	Imaging Technologist Trainee	BF	013	BF	018
18274	Imaging Technologist-Angiography	BF	055	BF	060
18273	Imaging Technologist-Comp Tomo	BF	046	BF	051
18278	Imaging Technologist-Educ/Quality Assur	BF	069	BF	074
18276	Imaging Technologist-Lead	BF	065	BF	070
18275	Imaging Technologist-Mag Res Imaging	BF	058	BF	063
18277	Imaging Technologist-Mammo	BF	046	BF	051
18279	Imaging Technologist-Supervisor	BF	082	BF	087
18280	Imaging Technologist-Supervisor	BF	082	BF	087
18405	Nuclear Medicine PET/CT Technologist	BF	078	BF	083
18415	Nuclear Medicine Technologist 1	BF	055	BF	060
18416	Nuclear Medicine Technologist 2	BF	062	BF	067
18412	Nuclear Medicine Technologist Lead	BF	080	BF	085
18414	Nuclear Medicine Technologist Supervisor	BF	093	BF	098
18413	Nuclear Medicine Technologist Supervisor	BF	093	BF	098
18449	Radiation Therapy Dosimetrist	B3	038	B3	043
18438	Radiation Therapy Specialist	B3	001	B3	006
18445	Radiation Therapy Technologist	B3	095	B3	000
18446	Radiation Therapy Technologist Lead	B3	004	B3	009
18435	Vascular Sonographer	BF	057	BF	062
18439	Vascular Sonographer Lead	BF	065	BF	070

6
7
8 Employees will be placed on the new range at their same step as of the effective date.
9 Progression Start Dates (PSDs) are not impacted.
10

1 Nonpermanent and temporary hourly versions of the job profiles listed above will receive the
2 same range increase.

3
4 Increases may take up to 90 days to implement but retro pay back to the effective date of
5 11/16/22 will be provided.

6
7 This MOU will expire upon implementation.

8

9 Tentatively Agreed To:

10

11

12

13

14

15

For the Union:

DocuSigned by:

Brendan Impson

3A5FBF4814CCAE7...

Brendan Impson

Date: 9/30/2022

For the Employer:

DocuSigned by:

Jade Hersch

ED838CDB172F42B...

Jade Hersch

Date: 9/30/2022

MOU: R&R INCREASES – Respiratory Care

During negotiations for the 2023-25 successor agreement, the parties reached agreement on the following recruitment and retention increases effective November 16, 2022

Job Code	Job Title	Table	Range	New Range
18156	Respiratory Care Lead	BT	068	070
18155	Respiratory Care Practitioner	BT	059	061

Employees will be placed on the new range at their same step as of the effective date. Progression Start Dates (PSDs) are not impacted.

Nonpermanent and temporary hourly versions of the job profiles listed above will receive the same range increase.

Increases may take up to 90 days to implement but retro pay back to the effective date of 11/16/22 will be provided.

This MOU will expire upon implementation.

Tentatively Agreed To:

For the Union:

DocuSigned by:

Brendan Impson

3A5FBF4814CCAE7...

Brendan Impson

Date: 9/30/2022

For the Employer:

DocuSigned by:

Jade Hersch

EDE380DB172F42B...

Jade Hersch

Date: 9/30/2022

SIDE LETTER A – CITY OF SEATTLE MINIMUM WAGE

July 1, 202~~3~~⁴

Contract classified pay tables will be updated to reflect the current Seattle minimum wage after an across-the-board increase or a minimum wage adjustment made by the City of Seattle. Steps falling below the new minimum wage will be inactivated and employees will be moved, if needed, to the new minimum step of the range. If an across-the-board increase brings steps back above the current Seattle minimum wage, those steps will be reactivated and available for use. Whenever steps are reactivated, no employees will be moved to lower steps.

This side letter expires on June 30, 202~~5~~³.

Tentatively Agreed To:

For the Union:

DocuSigned by:
Brendan Impson

31018148140001...
Brendan Impson
Date: 9/30/2022

For the Employer:

DocuSigned by:
Jade Hersch

EDS38CD817242B...
Jade Hersch
Date: 9/14/2022

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23

SIDE LETTER B – CONTACT CENTER

July 1, 2023³¹

The Union Management committee will continuously monitor performance metrics and any corrective action based on failure to meet performance standards. If less than 75% of employees meet any individual performance standard over a rolling three-month period, management and the union will discuss ways to improve the standard, performance, or both at the subsequent committee meeting. Standards not met by at least 75% of employees for a given three-month period will not automatically trigger corrective actions for employees who fail to meet those standards for that period, but they may still lead to corrective action if it meets the requirements of just cause after an examination of the circumstances.

Dress Code

While working a full day in the Contact Center, employees will be allowed to wear denim blue jeans in good condition. In the event there is a scheduled tour or while employees are out in the clinics, employees are expected to abide by the UW Medicine Professional Dress Code policy.

Tentatively Agreed To:

For the Union:

DocuSigned by:

Brendan Impson

3A5FBF4814CC4E7
Brendan Impson

Date: 9/30/2022

For the Employer:

DocuSigned by:

Jade Hersch

ED538CD872F42B
Jade Hersch

Date: 9/14/2022

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26
27
28
29
30

SIDE LETTER C – DIVERSITY AND INCLUSION

July 1, 2023~~31~~

- A. The parties acknowledge that the University’s Diversity Blueprint for ~~2017-2021~~2022-2026 articulates the tri-campus community’s aspirations for becoming an inclusive and equitable environment. On an annual basis, the Office of Minority Affairs and Diversity (OMA&D) will prepare an assessment report on University-wide diversity metrics for the Board of Regent’s Diversity, Equity, and Inclusion subcommittee. An electronic copy of the report will be made available to the Union.
- B. As part of the University’s Strategic Leadership Program (SLP), the Employer shall provide all managers and supervisors of bargaining unit employees information regarding the University’s existing Staff Diversity Hiring Toolkit. Additionally, the Employer will include a content module on implicit bias and diversity in the hiring process during the SLP workshop for managers and supervisors with at least one direct report. The Employer shall distribute an electronic copy of the Toolkit annually to all managers and supervisors of bargaining unit employees.
- C. On an annual basis, the Employer will provide the Unions with a list of trainings and courses offered to staff the year prior centered on aspects of diversity, equity, and inclusion. The list will include a headcount for each offering, indicating the number of participants registered, by department.
- D. WFSE 1488, WFSE 3488, SEIU 1199NW, and SEIU 925 will each select one member to be appointed to the University of Washington Diversity Council.
- E. On an annual basis, the Employer will provide the Unions with a report on employee participation levels in Facilities relative to cultural responsiveness or cultural competency training, and manager training in implicit bias, equity, cultural responsiveness, and hiring best practices. The progress report would include an update on Facilities’ efforts to include under-represented minority members and/or women in hiring committees or interview panels.
- F. The Employer will create a position in UW Human Resources Recruitment dedicated to designing, developing, and implementing innovative outreach programs using diversity and inclusion best practices in support of UW’s strategic initiatives.

Tentatively Agreed To:	
For the Union:	For the Employer:
DocuSigned by: <i>Brendan Impson</i>	DocuSigned by: <i>Jade Hersch</i>
_____ Brendan Impson	_____ Jade Hersch
Date: 9/30/2022	Date: 9/14/2022

SIDE LETTER D – LEGISLATIVE BRIEFINGS

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15

July 1, 2023³¹

The Union President or designee shall be invited to attend legislative briefings conducted by the Employer.

Tentatively Agreed To:	
<p>For the Union:</p> <p><small>DocuSigned by:</small> <i>Brendan Impson</i></p> <hr/> <p>Brendan Impson Date: 9/30/2022</p>	<p>For the Employer:</p> <p><small>DocuSigned by:</small> <i>Jade Hersch</i></p> <hr/> <p>Jade Hersch Date: 9/14/2022</p>

SIDE LETTER E – PUBLIC TRANSPORTATION DELAYS

July 1, 202~~3~~⁴

Employees who arrive late to work due to rarely occurring unforeseen or unavoidable delays in public transportation (for example- an accident or a bus break down) will not be subject to corrective action. The Employer may require employees to provide proof or documentation of the unforeseen or unavoidable incident. Employees may use accumulated compensatory time, vacation leave, or leave without pay. Compensatory time must be used before vacation leave. If the employee has exhausted both compensatory time and vacation leave, leave without pay will be used.

The Employer may adjust the employees schedule to make up for the missed time. No overtime will be accrued for the adjustment of the employee’s schedule unless the employee ends up working more than the total number of hours the employee was originally scheduled to work.

This side letter will expire on June 30, 202~~5~~³.

Tentatively Agreed To:	
<p>For the Union:</p> <p><small>DocuSigned by:</small> <i>Brendan Impson</i></p> <hr/> <p>Brendan Impson Date: 9/30/2022</p>	<p>For the Employer:</p> <p><small>DocuSigned by:</small> <i>Jade Hersch</i></p> <hr/> <p>Jade Hersch Date: 9/14/2022</p>

**SIDE LETTER F – REGULAR TEMPORARY HARBORVIEW MEDICAL CENTER
INTERPRETERS**

July 1, 2023¹

The University will call hourly medical interpreters for in-person interpretation before calling an outside agency for in-person interpretation.

Tentatively Agreed To:

For the Union:

DocuSigned by:
Brendan Impson

Brendan Impson
Date: 9/30/2022

For the Employer:

DocuSigned by:
Jade Hersch

Jade Hersch
Date: 9/14/2022

SIDE LETTER G – REPRESENTATION

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20

July 1, 2023³¹

The University agrees not to oppose the Union’s effort to add to the bargaining unit, except in cases when the employees the union seeks to add are represented by another union, when the employees’ collective bargaining rights fall under RCW 41.76, RCW 41.56 or other statute hereinafter enacted by the legislature. The University does not waive its right in any case to petition the Public Employment Relations Commission for unit clarification when the University, in its sole discretion, deems it appropriate.

Tentatively Agreed To:	
<p>For the Union:</p> <p><small>DocuSigned by:</small> <i>Brendan Impson</i></p> <p><small>3A5FBF4814CC4E7</small></p> <p>Brendan Impson</p> <p>Date: 9/30/2022</p>	<p>For the Employer:</p> <p><small>DocuSigned by:</small> <i>Jade Hersch</i></p> <p><small>E0588CD6172F42B</small></p> <p>Jade Hersch</p> <p>Date: 9/14/2022</p>

SIDE LETTER H – TRACKING DISCRIMINATION AND BIAS

July 1, 202~~3~~⁴

During negotiations for the 202~~3~~⁴-202~~5~~³ successor agreement, recognizing the University’s long stated goals of diversity and inclusion, the parties agree to the following:

1. Annually the Employer will email all bargaining unit employees information regarding the availability and purpose of the University’s bias incident reporting tool as an avenue to report incidents of suspected bias.
2. On an annual basis, the following groups will prepare an assessment report which will at a minimum include information quantifying reports of discrimination, harassment, and retaliation. An electronic copy of each report will be made available to the Union.
 - i. UCIRO
 - ii. Safe Campus
 - iii. Title IX Investigation Office
 - iv. UW Human Resources Campus Operations Investigations
 - v. UW Medical Centers Human Resources Operations Investigations
3. This side letter will expire on June 30, 202~~5~~³.

Tentatively Agreed To:

<p>For the Union:</p> <p><small>DocuSigned by:</small> <i>Brendan Impson</i></p> <hr/> <p>Brendan Impson Date: 9/30/2022</p>	<p>For the Employer:</p> <p><small>DocuSigned by:</small> <i>Jade Hersch</i></p> <hr/> <p>Jade Hersch Date: 9/14/2022</p>
--	---

SIDE LETTER I – U-PASS


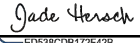
1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19

July 1, 202~~4~~3

The parties agree to the following regarding U-PASS:

Effective July 1, 202~~3~~4, bargaining unit employees will not be charged a fee for a U-PASS.

This Side Letter expires on June 30, 202~~5~~3.

Tentatively Agreed To:	
For the Union:	For the Employer:
<small>DocuSigned by:</small>  <hr/> Brendan Impson Date: 9/30/2022	<small>DocuSigned by:</small>  <hr/> Jade Hersch Date: 9/14/2022

1 accrual rate. Employee cannot adjust scheduled hours without approval of
2 their supervisor. Option 2: Adjustable shift. Employee will accrue overtime for
3 hours worked in excess of eighty (80) hours in the eighty (80) hour work
4 period. The employee is not eligible for daily OT or comp time at one and
5 one-half (1 ½) accrual rate unless hours worked exceed eighty (80) hours in
6 an eighty (80) hour work period. Employee may adjust scheduled hours within
7 the eighty (80) hour work period in accordance with patient and departmental
8 needs. The employee may change from one option to the other with written
9 notice to the manager/supervisor and the payroll coordinator at least four (4)
10 weeks before the beginning of the next payroll pay period.
11

12 VI. Social Workers are eligible to all professional/technical premiums pursuant to
13 Article 45.
14

15 VII. Classification and Wages

16 a. Class specification for the SEIU 925 Social Worker is displayed in
17 Attachment A.
18

19 VIII. Preceptor Pay

20 a. Social Workers (XXXXX) may serve as preceptors after successfully
21 completing a preceptor workshop or equivalent documented training
22 and agreeing to and being appointed to be specifically responsible for
23 planning, organizing, and evaluating the new skill development of one
24 or more Social Worker enrolled in a defined orientation program, the
25 parameters of which have been set forth in writing by the Employer.
26 This includes teaching, clinical supervision, role modeling, feedback,
27 evaluation (verbal and written) and follow up of the new or transferring
28 employee or student.

29 b. Social Worker preceptors are eligible to receive preceptor premium
30 pay of \$1.50 per hour only when actually engaged in preceptor role
31 responsibilities with/on behalf of the orienting a Social Worker or
32 student.
33

34 IX. License Pay in the amount of one dollar and fifty cents (\$1.50) per hour will
35 be provided to all Social Workers, who are licensed by the State of
36 Washington as an Advanced Social Worker or Independent Clinical Social
37 Worker. License Pay will be provided on the first available pay period after the
38 Social Worker has provided proof of licensure to the appointing authority or
39 designee.
40

41 X. Social Workers will receive paid time off for educational purposes, as follows:

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19

- All Social Workers will be able to use forty (40) hours of paid education time off per fiscal year, prorated for FTE.
- From the effective date of this agreement Social Workers will have up to \$850 per fiscal year available to reimburse costs for approved educational or training programs, prorated for FTE.
- Social Workers who attend approved educational opportunities on a day they are not scheduled to work will receive the equivalent of a day of pay or a day of accrued time off. This practice will result in pay at straight time and will not trigger overtime pay for the affected pay period. This compensatory day will count toward the forty (40) hours of annual education time off.

XI. The parties will establish a quarterly Social Worker Joint Labor Management Committee in alignment with Article 43 of the parties' collective bargaining agreement.

XII. Social Workers will be added to Layoff Unit Number 20 - UWMC

#

Tentatively Agreed To:

<p>For the Union:</p> <p>DocuSigned by: <i>Sarah Bright</i></p> <p>_____ Sarah Bright, SEIU 925 Date: 9/22/2022</p> <p>DocuSigned by: <i>Rhonda Johnson</i></p> <p>_____ Rhonda Johnson, SEIU 925 Date: 9/22/2022</p>	<p>For the Employer:</p> <p>DocuSigned by: <i>Kristi Aravena</i></p> <p>_____ Kristi Aravena, Labor Relations Date: 9/22/2022</p>
---	---

UNIVERSITY OF WASHINGTON

Specification for Class

UW CODE AND REPRESENTATIVE GROUP

SOCIAL WORKER	18944 (E S SEIU 1199NW HMC SW/Dietitian) 17885 (NE S SEIU 1199NW HMC SW/Dietitian) 23212 (NE H NI SEIU 1199NW HMC SW/Dietitian) XXXXX (E S SEIU 925 HCP/LT) XXXXX (NE S SEIU 925 HCP/LT) XXXXX (NE H NI SEIU 925 HCP/LT)
SOCIAL WORKER, SENIOR	21400 (NE H SEIU 1199NW UWMC Northwest Professional) 23029 (NE H NI SEIU 1199NW UWMC Northwest Professional)

BASIC FUNCTION

As a member of a health care team, provide professional social work services in a client/patient care, research and/or teaching environment.

DISTINGUISHING CHARACTERISTICS

Under general direction, provide social work services to clients/patients, their families, and/or others; and/or participate in health sciences research; and/or participate in health sciences teaching activities, and exercise independent decision-making authority and expertise specific to assigned area of practice.

TYPICAL WORK

Provide specialty consultation to other health care staff and health care teams regarding psychosocially focused aspects of client/patient care;

Provides psychosocial support to patients and families;

In collaboration with the multidisciplinary team, develops and implements safe and timely discharge plans;

Provides care coordination for patients with complicated social and medical histories;

Provides case management in specialized programs;

Provides counseling services in specialized programs;

Makes timely referrals to hospital and/community agencies including those required by mandatory reporting laws such and child and vulnerable adult abuse;

Maintains appropriate documentation;

Participates in practicum instruction of social work students and/or provides work direction to Social Work Assistant(s) or other assigned staff;

Participates in formal and informal teaching of health care professionals, health sciences students and the general community;

Coordinates elements of research studies and projects;

Participates in or chairs departmental program development activities or committees;

Represent the Social Work Department on hospital, university, and community committees/work groups;

Perform related duties as assigned/required.

MINIMUM QUALIFICATIONS

A Master of Social Work Degree from a program accredited by the Council on Social Work Education

AND

One year of full-time social work experience in a health care setting or equivalent. Experience can include a practicum placement as part of a social work training program and/or employment experience.

LEGAL REQUIREMENT

Within 90 days of hire must hold one of the following credentials issued by the state of Washington:

- Agency Affiliated Counselor, or
- Licensed Social Work Associate -Advanced, or
- Licensed Social Work Associate - Independent Clinical, or
- Licensed Advance Social Worker, or
- Licensed Independent Clinical Social Worker

There may be instances where individual positions must have additional licenses or certification. It is the employer's responsibility to ensure the appropriate licenses/certifications are obtained for each position.

CLASSIFICATION HISTORY

1-03-73: New Class;

12-14-73: Revise Class;

5-1-82: Revise Title & Class;

1-18-88: Revise Title/Class;

7-2-90: Revise MQ;

3-15-02: Revise MQ;

6-01-05: CSR Class Conversion (mc);

7-01-09: Revise legal requirements;

2-16-16: Combine Social Worker 1, UW job code 8943, and Social Worker 2, abolishing Social Worker 1 when the change is complete; revise and update spec and MQs, including lowering minimum years of experience from two to one.

01-01-2020: Add SEIU 1199NW UWMC-NW job profiles

mm-dd-yyyy: Class adopted for UW contract classified staff per PERC decision to add this title to the SEIU 925 Healthcare Prof/Lab Tech bargaining unit (Case #XXXXXX). Incorporates the work of UW classified non-union job code 16115, Social Worker 1 - Academic Medical Centers/Washington State Job Code 351E and 16116 Social Worker 2 - Academic Medical Centers/Washington State Job Code 351F.