

**University of Washington – Resident and fellow Physician Union - Northwest**

**07/04/22 – 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 contract on the LR website for the most up to date contract version.*

<b>Information Requested</b>	<b>Responsive Information</b>
The term of the agreement	July 4, 2022 – June 30, 2025
The bargaining units covered by the agreement by state agency	Resident and Fellow Physician Union – Northwest (RFPU) Bargaining Unit
Base compensation	<ul style="list-style-type: none"> <li>• <u>Article 22 – Salary/Stipend</u></li> </ul>
Provisions for and rate of overtime pay	N/A
Provisions for and rate of compensatory time	N/A
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	<ul style="list-style-type: none"> <li>• <u>Article 3 – Childcare</u></li> <li>• <u>Article 6 – Fringe Benefits</u></li> <li>• <u>Article 21 – Professional Development and Licensing</u></li> <li>• <u>Article 22 – Salary/Stipend</u></li> </ul>
Provisions for and rate of pay for each paid leave provision	<ul style="list-style-type: none"> <li>• <u>Article 10 – Time Off – Bereavement</u></li> <li>• <u>Article 11 – Washington Family Medical Leave Program</u></li> <li>• <u>Article 12 – Time Off – Holidays</u></li> <li>• <u>Article 13 – Leave – Miscellaneous</u></li> <li>• <u>Article 14 – Leave – Professional</u></li> <li>• <u>Article 15 – Time Off – Sick</u></li> <li>• <u>Article 16 – Time Off – Vacation</u></li> </ul>
Provisions for and rate of pay for any cash out provisions for compensatory time or paid leave	N/A
Temporary layoff provision	N/A
Any impasse procedure subject to bargaining	N/A

<b>Information Requested</b>	<b>Responsive Information</b>
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	N/A
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)	N/A
Number of bargaining unit members covered by the agreement as of the date submitted to the office of financial management	1512
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	<ul style="list-style-type: none"> <li>• <u>Article 22 – Salary/Stipend</u></li> </ul>

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COLLECTIVE BARGAINING AGREEMENT  
BY AND BETWEEN  
THE UNIVERSITY OF WASHINGTON  
AND THE  
RESIDENT AND FELLOW PHYSICIAN UNION - NORTHWEST  
July 4, 2022 – June 30, 2025

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7/4/22-6/30/25

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## Article 1: Definitions

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- 3 **Accredited:** Officially recognized and authorized by the ACGME (Accreditation Council  
4 for Graduate Medical Education) or the Commission on Dental Accreditation (CODA).
- 5 **Chief Resident:** Typically, a position in the final year of the residency or in the year after  
6 the residency is completed (e.g., internal medicine and pediatrics).
- 7 **Educational/Training Programs:** Curriculum, including didactic and clinical  
8 components, defined by and arranged within a department, sometimes in partnership with  
9 multiple departments, of the University in which Residents participate to further their  
10 Graduate Medical Education.
- 11 **Fellow:** Generally, a physician in a program of graduate medical education accredited by  
12 the ACGME who has completed the requirements for eligibility for first board certification  
13 in the specialty. The term "subspecialty Residents" is also applied to such physicians.  
14 Other uses of the term "Fellow" require modifiers for precision and clarity, e.g., research  
15 Fellow.
- 16 **Fellowship:** see "subspecialty program."
- 17 **Graduate Medical Education:** The period of didactic and clinical education in a medical  
18 specialty which follows the completion of a recognized undergraduate medical education  
19 and which prepares physicians for the independent practice of medicine in that specialty,  
20 also referred to as residency education. The term "graduate medical education" also  
21 applies to the period of didactic and clinical education in a medical subspecialty which  
22 follows the completion of education in a recognized medical specialty and which prepares  
23 physicians for the independent practice of medicine in that subspecialty.
- 24 **Graduate-Year Level:** Refers to a Resident's current year of accredited (or non-  
25 accredited) GME training. This designation may or may not correspond to the Resident's  
26 particular year in a program. For example, a Resident in pediatric cardiology could be in  
27 the first program year of the pediatric cardiology program but in their fourth graduate year  
28 of GME (including the 3 prior years of pediatrics.) Also referred to as "post graduate year"  
29 or "PGY." Graduate-Year Level or PGY may vary from Appointment Level (for the purpose  
30 of this contract, appointment level is defined as the level at which a Resident is paid for a  
31 specific period of time).
- 32 **On-Call:** A period of time, typically outside the formal business hours of the institution,  
33 during which a Resident is available to perform patient visits, respond to patient-care  
34 related matters, or evaluate a change in a patient's clinical situation. This responsibility  
35 may be fulfilled by the Resident while they are primarily at home or fulfilled by the Resident  
36 while they are present in the institution.
- 37 **Program:** A structured educational experience in graduate medical or dental education  
38 designed to conform to the Program Requirements of a particular specialty/subspecialty,  
39 the satisfactory completion of which may result in eligibility for board certification.
- 40 **Program Director:** The one (1) physician or dentist designated with authority and  
41 accountability for the operation of the residency/fellowship program.

- 1 **Program Year:** Refers to the current year of education within a specific program; this  
2 designation may or may not correspond to the Resident's graduate year level. See  
3 *Graduate-Year Level*.
- 4 **Residency:** A program accredited to provide a structured educational experience  
5 designed to conform to the Program Requirements of a particular specialty.
- 6 **Resident:** Any physician or dentist in an accredited graduate medical or dental education  
7 program, including Interns, Residents, and Fellows.
- 8 **Rotation:** An educational experience of planned activities in selected settings, over a  
9 specific time period, developed to meet goals and objectives of the program.
- 10 **Specialty Program:** A structured educational experience in a field of medical practice  
11 following completion of medical school and, in some cases, prerequisite basic clinical  
12 education designed to conform to the Program Requirements of a particular specialty;  
13 also known as "core" programs.
- 14 **Sponsoring Institution:** The organization (or entity) that assumes the ultimate financial  
15 and academic responsibility for a program of GME. The sponsoring institution has the  
16 primary purpose of providing educational programs and/or health care services (e.g., a  
17 university, a medical school, a hospital, a school of public health, a health department, a  
18 public health agency, an organized health care delivery system, a medical examiner's  
19 office, a consortium, an educational foundation).
- 20 **Subspecialty Program:** A structured educational experience following completion of a  
21 prerequisite specialty program in GME designed to conform to the Program Requirements  
22 of a particular subspecialty.

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## **Article 2: Committee Memberships and Hospital Committee**

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- 26 **1.** The following committees, or their respective substitutes, as long as such committees  
27 exist, shall include at least one (1) Resident designated by the RFPU:

### **28 UWMC**

- 29 1. Medical Services Administrative Committee (MSAC)  
30 2. Quality Oversight Committee  
31 3. Quality Metrics and Performance (QMAP)  
32 4. Physician Engagement Team (UW Medicine)  
33 5. UWMC Board Facilities, Finance and Joint Conference Committee  
34 6. Inpatient Clinical Performance Council ICPC  
35 7. Medical Quality Improvement Committee (MQIC)

### **36 HMC**

- 37 1. Medical Quality Improvement Committee (MQIC)  
38 2. Critical Care Council  
39 3. Trauma Council  
40 4. Surgical Council

- 1 5. HMC Patient Safety Committee
- 2 6. HMC Quality Improvement Committee
- 3 7. HMC OI Metrics Meeting
- 4 8. Acute Care Council
- 5 9. Infection Prevention and Control Committee

6 **2. GMEC and GMEC Policy Subcommittee.** The GME Committee (GMEC) and the  
7 GMEC Policy Subcommittee shall each include as members the RFPU president (or  
8 designee) and have a minimum of three (3) peer-selected residents, who are in the  
9 RFPU-NW bargaining unit. Resident members of the Policy Subcommittee do not have  
10 to be members of the GMEC.

11 **3. All Other Committees.** The RFPU reserves the right for final selection and/or approval  
12 for each Resident committee member when said Resident committee member will, in  
13 general, serve as a RFPU representative. At least one (1) RFPU-appointed  
14 representative shall be designated to each other committee listed above.

15 **4. Substitutions.** For all other committees except GMEC, in the event that the RFPU-  
16 appointed representative cannot make a committee meeting, a substitute from the RFPU  
17 Board may be designated by RFPU, provided advance notice is given to the committee  
18 chairperson. Specifically regarding GMEC, the RFPU may appoint one (1) substitute  
19 designee each academic year in order to facilitate RFPU board member attendance when  
20 the RFPU-appointed representative cannot be there. Additionally, if both the RFPU  
21 representative and the substitute cannot attend, another RFPU Board Member may be  
22 allowed to attend. Should this occur, it is the responsibility of the RFPU appointed  
23 representative and/or the designated substitute to make sure the RFPU Board Member  
24 substitute is up to date on any agenda items prior to the meeting.

25 **5. Voting Rights.** It is understood that the voting rights of the Resident committee  
26 members may vary if mutually agreed upon by both the Resident member(s) and the  
27 respective Committee Chair. Resident members appointed to the GME Committee will  
28 each have their own vote.

29 **6.** The RFPU shall furnish the University with the names of the RFPU appointed Resident  
30 member(s) of each of the listed committees at least annually and shall promptly notify the  
31 respective Committee Chair of any changes. At least annually, the University shall provide  
32 an updated list of committees including newly formed committees and committee  
33 substitutes, name changes, or changes in the Committee Chairs.

34 **7.** In the event that a new committee pertinent to the learning and working environment  
35 for Residents is established, the University and the RFPU, by mutual agreement, may  
36 include an RFPU-endorsed Resident committee member on the new committee.

37 It is understood that when a committee agenda includes a subject concerning the  
38 University's relationship (existing or potential) with any union or involves the  
39 administration of any collective bargaining agreement or wages or benefits for any  
40 employee, whether or not members of this bargaining unit, Residents in attendance may  
41 be excused from that portion of the committee meeting by the Chair of the Committee.



1 The Employer reserves the right to modify, eliminate, or consolidate any of the above  
2 Employer established committees.

3 **8.** RFPU and the University agree that Resident representation on University committees  
4 is beneficial to all parties. As such, when in compliance with a program's leave policy, all  
5 RFPU and peer-appointed Resident/Fellow committee members shall be granted an  
6 excused absence(s) from regular clinical or scholarly duties to attend their respective  
7 committee meeting.

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### **Article 3: Childcare**

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11 **1. Purpose.** The University and the Residents are committed to working together to  
12 address the challenges of obtaining affordable, flexible, and reliable childcare for  
13 Residents with children given the high cost of quality childcare and the demanding, and  
14 often unpredictable, nature of residency work hours.

15 **2. UW Children's Centers.** University of Washington Childcare Centers (UWCC) serve  
16 faculty, staff, and students by providing year-round, on-site, infant, toddler, and preschool  
17 childcare. Childcare center enrollment eligibility and priority is outlined in Administrative  
18 Policy Statement 51.1. Residents can download the wait pool application to add their  
19 names to the UWCC wait pool, which covers all four Seattle campus centers, at  
20 [hr.uw.edu/child-care/uwcc](https://hr.uw.edu/child-care/uwcc), download the wait pool application for the UW Children's  
21 Center at UWMC-Northwest at [https://hr.uw.edu/child-care/child-care-at-uw-medical-](https://hr.uw.edu/child-care/child-care-at-uw-medical-center-northwest/)  
22 [center-northwest/](https://hr.uw.edu/child-care/child-care-at-uw-medical-center-northwest/) and/or apply for the UW Children's Center at Harborview.  
23 <https://hr.uw.edu/child-care/child-care-at-harborview/>

24 **3. Childcare Fund.** Access to the highly desirable, affordable UW Children's Centers is  
25 limited. To reduce the higher financial burden of seeking childcare outside of the  
26 University Centers, UW will create a fund to assist in childcare expenses, making  
27 available seventy-five thousand dollars (\$75,000) per year to a Resident Childcare Fund,  
28 hereafter referred to as the RCF. The RFPU will be responsible for determining eligibility  
29 criteria for appropriate distribution based on Resident need. The University will be  
30 responsible for distributing these funds no more than twice annually. The eligibility criteria  
31 to be utilized by the RFPU will be provided to the University at the beginning of each year.  
32 Residents must be employed during the pay period of disbursement in order to be eligible.

33 **4. Offsite Childcare.** Residents will receive priority access to Bright Horizon and  
34 KinderCare childcare centers as detailed at [https://hr.uw.edu/child-care/off-site-child-](https://hr.uw.edu/child-care/off-site-child-care/)  
35 [care/](https://hr.uw.edu/child-care/off-site-child-care/), and the enrollment fee will be partially waived.

36 **5. Back-up and Sick Child Care.** If the University of Washington has an active contract  
37 for Back-up/Sick Child Care Services, Residents shall be able to fully participate. The  
38 University shall underwrite the entire daily fee. Residents shall pay the current vendor  
39 registration fee.

40 **6. Other Childcare.** Residents with dependents are eligible to participate in the  
41 University's sick and back-up child care programs as detailed at [https://hr.uw.edu/child-](https://hr.uw.edu/child-care/backup-and-sick-child-care/)  
42 [care/backup-and-sick-child-care/](https://hr.uw.edu/child-care/backup-and-sick-child-care/), as well as other programs detailed at

1 <https://hr.uw.edu/child-care/> and childcare discounts advertised through The Whole U  
2 program.

3 **7.** At the request of either party, the RFPU and the University will continue to meet and  
4 discuss childcare-related improvements for Residents with children or those who plan to  
5 have children.

6 **8. Lactation Accommodation.** In accordance with ACGME requirements, prevailing  
7 law, and APS 46.7 (as applicable), training sites must ensure a healthy and safe clinical  
8 and educational environment for clean and private facilities for lactation with proximity  
9 appropriate for safe patient care, and clean and safe refrigeration resources for the  
10 storage of breast milk. Residents will be permitted to pump breast milk in locations other  
11 than pumping rooms provided privacy and safety can be accommodated. The University  
12 will allow adequate time for a Resident's milk expression as determined by each  
13 resident's individual medical needs or preferences. Each program, in collaboration with  
14 training sites, must create and share a procedure to adjust breastfeeding-mothers'  
15 schedules to protect adequate time for regular milk expression/pumping during the  
16 workday. Residents should inform their colleagues before stepping away for a lactation  
17 session. Programs will work with residents to ensure educational requirements and  
18 pumping preferences are met. Reasonable accommodations may be requested to  
19 support milk expression.

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#### **Article 4: Disciplinary Action and Just Cause**

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23 Residents may only be subject to discipline for just cause.

- 24 1. Investigation: The Employer will make clear when an investigative interview is  
25 being conducted or discipline is being initiated and will inform the employee about  
26 their right to representation under this agreement.
- 27 2. Focus of Concern: A focus of concern is not considered a disciplinary action and  
28 is therefore not grievable. A focus of concern letter should include recommended  
29 actions that the resident should follow to resolve the issue(s) described with a clear  
30 timeline. Typically, the focus of concern remediation period will be three (3)  
31 months. After successful completion of remediation, a Resident may request to  
32 have the focus of concern removed from their program file. If remediation has  
33 successfully been completed, the program director will remove the focus of  
34 concern letter. The program director will confirm with the resident that the letter  
35 has been removed or will explain why it will not be removed.

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#### **Article 5: Dues Deduction and RFPU Membership**

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39 **1. Notification.** The Employer shall notify employees interviewing for or hired into a  
40 bargaining unit position of the RFPU's status as their exclusive bargaining representative,  
41 both when they interview for a position at UW and within thirty (30) days of beginning the

1 Residency program. Introductory documents crafted by the employer regarding the  
2 RFPU's existence will be sent to RFPU annually for comment.

3 In addition, the RFPU may write an introductory document to be available to candidates  
4 on the GME website. This document shall be subject to approval by the Employer. The  
5 Employer will also provide a copy of the aforementioned document to programs which  
6 may include it in initial interview packets.

7 **2. Listing of Residents.** The University shall provide the RFPU with a bi-monthly listing  
8 of all Residents with union dues deductions, and a bi-monthly listing of all Residents who  
9 terminated their Residency. The University shall provide this information electronically  
10 along with their name, PGY, department and start date.

11 **3. Determination of Membership Dues.** It shall be the sole responsibility of the RFPU  
12 to determine the amount of dues necessary for membership in the RFPU for each  
13 academic year and in accordance with the Articles of Incorporation of the RFPU. The  
14 amount of the dues shall be provided by the Union in writing each year to the University.

15 **4. Dues Deduction.** Upon written authorization to the Union by an individual Resident to  
16 become a dues paying member of the Union and notification to the Employer by the  
17 Union, the University shall provide for payroll deductions of RFPU dues which are  
18 uniformly applied to all RFPU members. The Employer will honor the terms and conditions  
19 of each employee's signed membership card upon authorization by the Union.

20 a) RFPU shall be the keeper of records regarding each employee's payroll  
21 deduction status.

22 b) The Union shall transmit to the Employer via a web based electronic reporting  
23 system, by the cut-off date for each payroll period, the name and Employee ID  
24 number of employees who have, since the previous payroll cut-off date, provided  
25 authorization for deduction of dues or have validly revoked their authorization for  
26 deduction. The Employer will provide instructions and templates for the web-  
27 based electronic reporting system and provide a calendar of required payroll cut-  
28 off dates.

29 c) In the event that the Employer erroneously deducts dues from the paycheck of a  
30 nonmember, the employer shall remove the nonmember from dues deduction  
31 immediately upon notification from the RFPU.

32 **5. Remittance of Dues.** The University shall electronically transmit to the RFPU within  
33 five (5) workdays after each payday all dues deducted for that pay period in those  
34 bargaining units for which the RFPU is the exclusive bargaining representative.

35 **6. Revocation.** An employee may revoke their authorization for payroll deduction of  
36 Union dues by written notice to the Employer and the Union in accordance with the terms  
37 and conditions of their signed membership card. If an employee contacts the Employer  
38 to revoke their authorization for payroll deduction without contacting the RFPU, the  
39 Employer will direct the employee to contact the RFPU and will also independently notify  
40 the RFPU immediately of the employee's intentions. Every effort will be made to end the  
41 deduction effective on the first payroll, and not later than the second payroll. This will

1 occur after the Employer receives confirmation from the Union that the dues revocation  
2 terms of the employee's signed membership card have been met.

3 **7. Indemnification.** If the University is found to be at fault in legal proceedings, the RFPU  
4 shall indemnify and hold the University harmless against any claims, demands, suits, or  
5 any other form of liability that shall arise out of or by reason of action taken or not taken  
6 by the University under this Article. If litigation that arises out of this article could  
7 reasonability render the RFPU financial insolvent, the RFPU will adhere to the following  
8 process: the RFPU will immediately post a bond or provide some other form of security  
9 in order to ensure sufficient resources to cover the indemnification for a legal action by a  
10 Resident challenging their termination for failure to comply with this Article.

11 **8. Public Records Requests and Privacy.** Labor Relations will notify the Union of  
12 public records requests for information received by the UW Office of Public Records that  
13 directly concern and encompass all RFPU's members. Notification will be provided in  
14 order to allow for a ten (10) day protest period.

15 **9. New Employee Contact Information.** The employer will provide the union with a list  
16 of all known non-state operated emails and phone numbers for all incoming bargaining  
17 unit members by April 15<sup>th</sup> of each year or as soon as available.

18 **10. GME Orientation.** RFPU will be allotted sixty (60) minutes at the end of the annual  
19 new resident and fellow orientation to present. Orientation may be virtual or in-person.

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## **Article 6: Fringe Benefits**

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24 **1. Resident Orientation.** Residents attending mandatory orientation activities prior to the  
25 start of their appointment will be paid according to their appointment level. The following  
26 activities are paid: GME Orientation, program orientation, EHR training and LMS  
27 modules.

28 **2. Professional Liability Coverage.** In accordance with the University policy (Board of  
29 Regents Governance Standing Orders Chapter 5: Indemnification of University  
30 Personnel: <https://www.washington.edu/admin/rules/policies/BRG/SOCh5.html>), and in  
31 compliance with ACGME institutional requirements. Professional liability coverage will be  
32 provided by the University of Washington at no cost to the Resident. This insurance will  
33 cover the Resident's good faith performance of their assigned duties in the training  
34 program, which may also include program-approved volunteer activities and off-  
35 site/overseas and global health rotations. The professional liability coverage will not apply  
36 to actions, claims or proceedings arising out of acts taken in bad faith.

37 **3. Wellness and Counseling Services.** Counseling, therapy and referral services for  
38 Residents and Fellows dealing with specific concerns such as stress, anxiety, depression,  
39 burnout, relationship issues, grief/loss, and interpersonal conflicts are available for free,  
40 and are kept confidential. Referrals to behavioral health services when necessary are  
41 also provided. Residents will make every effort to schedule these sessions at times when  
42 their absence will not impact patient care where practicable. In accordance with ACGME

1 common program requirements, Residents must be given the opportunity to attend  
2 medical, mental health, and dental care appointments, including those scheduled during  
3 their working hours. Residents who need urgent mental health support will be prioritized  
4 for an appointment by the GME wellness service.

5 **4. Meals.** Residents on certain shifts or call will receive meals reimbursements as  
6 described in the Meals Policy and RFPA, twelve (12) hour shift = one (1) meal  
7 reimbursement, twenty-four (12) hour shift Weekday = two (2) meal reimbursements,  
8 twenty-four (24) hour shift Weekend or Holiday = three (3) meal reimbursements, on  
9 home-call and returned for patient care = one (1) meal reimbursement.

10 At the VA, food will be provided in accordance with the Meals Policy and RFPA. At SCH,  
11 meals reimbursements will be provided according to their meals policy. If SCH changes  
12 its policy, RFPU will have the opportunity for impact bargaining. On the first day of the  
13 month following ratification, at UWMC-Montlake, UWMC-Northwest, and HMC meals will  
14 be reimbursed at twelve dollars (\$12.00) per meal. Beginning July 1, 2024, the Employer  
15 will increase meal reimbursement to thirteen dollars (\$13.00) per meal.

16 **5. Pagers and Cell Phones.** Residents who are required to have a pager will be provided  
17 with one (1) pager by their training program, which must be returned to the program at  
18 the completion of training. Replacement costs due to loss are responsibility of the  
19 Resident. If the Employer expands the application of the current policy or changes the  
20 UW Medicine Mobile Device Use and Allowance Policy to expand eligibility, the RFPU  
21 will have the opportunity to bargain.

22 **6. Uniforms and Laundry.** Programs that require their Residents wear a physician lab  
23 coat will provide these at the beginning of residency and provide access to UW Medicine  
24 cleaning services at no cost to the resident. Replacement of coats may be the  
25 responsibility of the Resident. Availability of scrubs and laundry services for uniforms will  
26 be provided in accordance with the policies and practices of the Resident's program and  
27 existing hospital assignment.

28 All residents on inpatient primary services, inpatient consultation services, and services  
29 and clinics in which residents are expected to perform or participate in procedures [with  
30 any risk of exposure to bodily fluids] shall be permitted to wear scrubs. Residents will  
31 have access to the same scrubs provided to other hospital and clinic employees.

32 **7. Relocation.** Programs may approve relocation expense reimbursement consistent  
33 with Administrative Policy Statement 34.2.

34 **8. Fitness.** Residents will have the same access to exercise equipment as other  
35 employees at training sites operated by the Employer. Additionally, Residents will have  
36 access to exercise equipment at training sites not operated by the Employer in  
37 accordance with the policies at those training sites.

38 **9. Call Rooms.** The Employer shall provide on-call rooms as provided for in accordance  
39 with ACGME requirements. The program, in partnership with its Sponsoring Institution,  
40 must ensure the availability of adequate resources for resident education. The program,

1 in partnership with its Sponsoring Institution, must ensure healthy and safe learning and  
2 working environments that promote resident well-being and provide for safe, quiet, clean,  
3 and private sleep/rest facilities available and accessible for residents with proximity  
4 appropriate for safe patient care. If possible, on-call rooms will be equipped with secure  
5 storage and computer equipment. During the life of this contract, GME will conduct a  
6 survey to assess the status of UW Medicine on-call rooms. Management will make  
7 reasonable efforts to address concerns.

8 **10. Local Community Relations.** When providing catering for residents that is not  
9 contractually restricted to being sourced from an internal catering service, programs will  
10 make meaningful efforts to purchase from locally owned and BIPOC businesses in  
11 accordance with Procurement Services policy, [https://finance.uw.edu/ps/info-for-](https://finance.uw.edu/ps/info-for-suppliers/mwbe-opportunities/)  
12 [suppliers/mwbe-opportunities/](https://finance.uw.edu/ps/info-for-suppliers/mwbe-opportunities/)

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### **Article 7: Grievance Procedure**

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16 **1. Purpose.** The parties recognize that disputes may occasionally arise concerning the  
17 terms and conditions of this Agreement and such disputes shall be resolved through this  
18 grievance procedure.

19 **2. Definition.** A grievance is a claim by an employee or group of employees covered by  
20 this Agreement or by the RFPU that the University has violated a specific provision of this  
21 Agreement. Matters involving the evaluation of academic or clinical performance or  
22 professional behavior, a non-reappointment decision, or any other academic matters  
23 including but not limited to the failure to attain the educational objectives or requirements  
24 of the training program may not be pursued as grievances under this Article. Appeals  
25 related to these matters are covered under the UW GME Remediation Policy and  
26 Grievance Procedure.

27 **3. Contents.** The written grievance shall include the following information. Failure to  
28 include the following information will not delay filing of the grievance or starting the  
29 clock for required response and meetings.

- 30 a) The date upon which the grievance occurred  
31 b) The specific Article(s) and Section(s) of the Agreement violated.  
32 c) Specific remedy requested.  
33 d) The grievant(s) name(s).  
34 e) Name and signature of Union representative (Staff or Steward).  
35 f) The nature of the grievance.

#### **4. Scope**

37 This article does not govern complaints made outside the terms of this Agreement.

#### **5. Consolidation**

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

#### **6. Grievance Withdrawal**

40

1 A grievance may be withdrawn by the Union in writing at any time.

2 **7. Representation.**

3 a) An employee may not file a grievance without the permission of the RFPU. All  
4 employees are encouraged to resolve disagreements within their respective  
5 programs. Employees may contact the RFPU at any time to begin the grievance  
6 procedure, and the RFPU has sole discretion to determine whether the grievance  
7 shall be filed, and the extent to which the grievance shall be pursued.

8 b) With the permission of the RFPU, an aggrieved party may be accompanied by  
9 another resident, employee, or legal counsel.

10 **8. Time Limits.** Failure to notify, file, or appeal a grievance within the specified time  
11 periods will constitute a waiver of the grievance and the matter will be deemed resolved.  
12 Similarly, failure of the University to respond within the time limits permits the grievance  
13 to automatically proceed to the next step of the grievance procedure. By mutual written  
14 agreement, parties may extend any and all time limits, and reasonable requests for  
15 specific time extensions should be honored.

16 **9. Filing and Processing.** A grievance must be filed within sixty (60) days of the  
17 occurrence giving rise to the grievance, or the date the grievant knew or could reasonably  
18 have known of the occurrence. When possible, the sixty (60) day periods above should  
19 be used to attempt to informally resolve the dispute. The union steward or staff  
20 representative will indicate when a discussion with the Employer is an attempt to  
21 informally resolve a dispute.

22 **10. Retaliation.** Under no circumstances will the University tolerate retaliation against a  
23 Resident for filing or otherwise exercising the rights of this article. Any Resident who  
24 believes that retaliation has occurred against them by any member of the University  
25 should notify the GME Office immediately.

26 **11. Grievance Process.** The following procedure represents the exclusive means for  
27 deciding grievances. Both parties agree to undertake the process in good faith and to  
28 confer with one another throughout the process. A grievance can start on Step Two if the  
29 grievance pertains to a bargaining unit wide issue. The RFPU can unilaterally decide to  
30 skip Step One. In addition, upon mutual agreement, Step Two or Three may be skipped.  
31 No resolution that is inconsistent with the terms of this Agreement will be permitted.

32 a) **Step One.** A grievance must be filed in writing (or electronically) by the RFPU on  
33 behalf of the aggrieved party or parties to the Program Director, the GME Office,  
34 and the Director of Labor Relations (laborrel@uw.edu). The date of filing is the  
35 date the grievance is received by the Program Director, GME Office, and Labor  
36 Relations.

37 The Program Director (and/or Employer's designee) will meet with the grievant and  
38 a representative chosen by the RFPU within thirty (30) calendar days of receiving  
39 the grievance. Both parties will make a good faith effort to schedule the meeting in  
40 a timely fashion. The grievant will have the opportunity to present their case at this  
41 meeting. The Program Director (or Employer's designee) will issue a written  
42 response to the grievance within fourteen (14) calendar days of the meeting. The

1 response will cite the specific article(s) of this Agreement that is under question  
2 and include an explanation of the decision, including why the case did or did not  
3 amount to a violation of this Agreement.

4 Resolutions at Step One, although final, will not be precedential.

- 5 b) **Step Two.** If the grievance is not resolved at Step One, the RFPU may appeal in  
6 writing to the GME Office and Labor Relations within fourteen (14) calendar days  
7 after receipt of the Step One decision. The Employer may designate other  
8 appropriate University personnel to act as the University's representative for the  
9 purposes of Step Two.

10 Representatives from the GME Office and Labor Relations, as well as the Program  
11 Director (and/or designee) will meet with the grievant and representatives from the  
12 RFPU within thirty (30) calendar days of receiving the grievance, unless there is a  
13 mutually agreed upon time extension as previously outlined. The grievant will have  
14 the opportunity to present their case at this meeting. The Employer will issue a  
15 written response to the grievance within fourteen (14) calendar days of the  
16 meeting. The statement will cite the specific article(s) of this Agreement that is  
17 under question and provide an explanation regarding its interpretation.

18 No resolution that is inconsistent with the terms of this Agreement will be permitted.

19 **c) Step Three. Grievance Committee and Mediation.**

20 If the grievance is not resolved at Step Two, the RFPU may appeal in writing within  
21 fourteen (14) calendar days of receipt of the Step Two decision. The Step Two  
22 appeal must be filed with the GME Office and the Director of Labor Relations. The  
23 Union will indicate on the appeal if they are requesting the Grievance Committee  
24 or Mediation.

- 25 i) **Committee:** If the Union requests the Grievance Committee and the Employer  
26 agrees, the GME Office will forward the grievance to the Chair of the Graduate  
27 Medical Education Committee (GMEC). The Chair of GMEC and RFPU will  
28 appoint a committee to hear the grievance as outlined below. The committee  
29 will convene within thirty (30) calendar days of the GME Office receipt of the  
30 appeal on a mutually agreed upon date. If the Committee meeting cannot be  
31 scheduled within sixty (60) days of the GME Office receipt of the appeal due to  
32 lack of availability of the participants, either party may forgo the Committee  
33 process and submit the grievance to PERC for mediation.

- 34 ii) **Composition:** The committee will be composed of two (2) physician  
35 representatives chosen by the Chair of the GMEC, and 2 resident members  
36 chosen by the RFPU. Faculty and residents of the program(s) involved in the  
37 dispute may not be appointed, except in grievances pertaining to the entire  
38 membership. An additional representative will be designated by the Director of  
39 Labor Relations. The Committee will be chaired by the Associate Dean for  
40 Graduate Medical Education or their designee. In order to hasten scheduling  
41 of this meeting, both the Chair of GMEC and the RFPU are encouraged to  
42 select at least four representatives each who could serve, collect availability



- 1 information, and then decide on the exact members based on ability to  
2 schedule the meeting in a timely fashion.
- 3 iii) **Attendance:** The aggrieved party(ies) and any other individuals with germane  
4 knowledge of the events or specific terms of the Agreement under  
5 consideration will be permitted to attend the meeting. However, only the  
6 aforementioned Committee members are permitted to be in attendance during  
7 any pre-proceeding meetings (i.e., organizational meetings) and the  
8 deliberations.
- 9 iv) **Execution:** Both parties will have an opportunity to present their interpretation  
10 of the case to the Committee. Members of the Committee may ask clarifying  
11 questions to either party at any time. The Committee as well as both parties will  
12 have an opportunity to ask questions of third parties who appear as subject  
13 matter experts or witnesses.
- 14 v) **Decision-Making:** The Committee shall issue a written consensus statement  
15 of its findings and render a recommended course of action within fourteen (14)  
16 calendar days that will be transmitted to all parties to the grievance. Any  
17 Committee member may write a dissenting statement in addition to the  
18 consensus statement that is allowed. The RFPU and the University shall each  
19 have fourteen (14) calendar days to accept or reject the Committee decision. If  
20 either party rejects the decision, the matter may be moved to Step Four.
- 21 d) **Step Three Grievance Mediation.** In lieu of the Step Three Committee, the RFPU  
22 may opt to request mediation with the Public Employment Relations Commission  
23 (PERC) in accordance with WAC 391-55-020. In addition to all other filing  
24 requirements, the request must include a copy of the grievance and all previous  
25 responses.
- 26 RFPU will send a copy to the Labor Relations Office within thirty (30) days of  
27 receipt of the Step Two decision. The University will inform the RFPU, in writing,  
28 and PERC within thirty (30) days of receipt of the Mediation request if they are not  
29 in agreement. Participation in mediation will be on a voluntary basis. Proposals  
30 made in mediation will not have any precedential value or relevance at arbitration  
31 unless otherwise agreed by the parties. At any point, either party can choose to  
32 proceed to Step Four.
- 33 e) **Step Four.** If the grievance is not resolved at Step Two or Step Three, the RFPU  
34 may appeal the grievance to an impartial arbitrator within thirty (30) calendar days  
35 after the receipt of the Step Three decision or the conclusion of the Step Three  
36 mediation. The submission of the matter to arbitration will be provided to the GME  
37 Office and the Director of Labor Relations and will state the issue to be arbitrated  
38 and the remedy that is sought.
- 39 **Panel of Arbitrators:**
- 40 i) The parties agree to use the previously established permanent panel of six (6)  
41 arbitrators.
- 42 ii) An arbitrator will be selected from the permanent panel by the parties  
43 alternately striking names until one remains. If the arbitrator is not available to  
44 hear the case within sixty (60) calendar days of being contacted to request

- 1 available arbitration dates either party may elect to go to the arbitrator whose  
2 name was the last to be struck. If no arbitrator can hear the case within sixty  
3 (60) calendar days of being contacted, the case will be assigned to the  
4 arbitrator who can hear the case on the earliest date.
- 5 iii) The appointment to the panel will be for the life of the Agreement. If an arbitrator  
6 decides to remove their name from the panel or otherwise becomes  
7 permanently unavailable, the parties will meet to decide whether to substitute  
8 additional name(s).
- 9 iv) The arbitrator will conduct a hearing in accordance with the rules of the  
10 American Arbitration Association. The arbitrator will strive to render a decision  
11 on the grievance within thirty (30) days of the close of the hearing, or as  
12 otherwise agreed between the parties.
- 13 v) The decision of the arbitrator will be binding on all parties.
- 14 vi) The expenses and fees of the arbitrator will be shared equally by the RFPU  
15 and the University.
- 16 vii) The parties agree that the arbitrator shall not have the power or jurisdiction to  
17 render a decision that adds to, subtracts from, alters, amends or modifies in  
18 any way the terms and conditions of the Agreement. The arbitrator will have no  
19 jurisdiction or authority to substitute their judgment for any academic or clinical  
20 judgment made by the University.
- 21 viii) Each party is responsible for all fees and costs of its staff representatives,  
22 attorneys, experts, witnesses, and all other costs related to the development  
23 and presentation of their case.

## 24 **Article 8: Health and Safety**

- 25
- 26
- 27 **1. Policies.** The University will ensure a healthy and safe learning and working  
28 environment that provides for security and safety measures appropriate to the  
29 participating site. The University shall comply with applicable Federal, State, and local  
30 health and safety legislation and regulations and has designated the University's  
31 Environmental Health and Safety Department to advise and monitor compliance with such  
32 standards. The University will provide notice and an opportunity to bargain the impacts of  
33 any policy changes that have a material impact on Resident safety.
- 34 **2. Working Conditions.** All work shall be performed in conformity with applicable safety  
35 standards. Residents are encouraged to immediately report any unsafe working  
36 conditions to their Program Director and may report to any applicable local, state, or  
37 federal regulatory body. No Resident shall be disciplined for reporting any condition nor  
38 be required to work or to operate equipment when they have reasonable grounds to  
39 believe such action would result immediate danger to life or safety. On request, the  
40 Environmental Health and Safety Department shall review the concern and issue a  
41 decision.
- 42 **3. Committee.** Health and safety issues shall be an appropriate agenda item for the  
43 Housestaff Advisory Committee on an ongoing basis.
- 44 **4. Workplace Violence.** In accordance with University policy, workplace violence will not  
45 be tolerated: <https://hr.uw.edu/policies/workplace-violence/>. For University operated

1 sites, the Employer will develop and implement workplace violence prevention plans and  
2 trainings as required by state law and the Department of Labor and Industries Division of  
3 Occupational Safety and Health, RCW 49.19.020, RCW 72.23.410. Training sites outside  
4 of the University will ensure that appropriate security and safety measures are in place at  
5 the site as required by ACGME.

6 Residents may request to decline caring for patients who they reasonably believe pose a  
7 risk of workplace violence. Programs will make a good faith effort to accommodate  
8 residents who experience workplace violence while considering patient care/safety and  
9 training requirements.

10 The Employer will provide information and access to health care benefits and the labor  
11 and industries claim process. The Employer will cover the cost of counseling if provided  
12 through the GME Wellness service.

### 13 **5. Work Related Injury**

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

18 **B.** Employees who suffer a work-related injury or illness that is compensable  
19 under the state worker's compensation law may select time loss compensation  
20 exclusively, or a combination of leave payment and time loss compensation.

21 **C.** The University's policies on family and medical leave, sick leave, and  
22 disability accommodations apply to employees with work-related injuries or  
23 illnesses.

24

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26

### **Article 9: Housestaff Advisory Committee**

27 **1. Purpose.** Representatives of the University and the RFPU will meet periodically to  
28 provide a forum for communications between the parties to deal with matters of general  
29 concern.

30 **2. Composition.** The Housestaff Advisory Committee will be composed of three (3)  
31 members of the RFPU collective bargaining unit and three (3) representatives from the  
32 University.

33 **3. Meetings.** Committee meetings may be requested by an authorized representative of  
34 either party at any time. Requests for a quarterly meeting will be honored, but the parties  
35 may agree to meet more or less frequently. At least one (1) weeks' notice will be given to  
36 Committee members of the meeting time and agenda.

37 **4. Committee Scope.** The Committee's function will be limited to an advisory capacity  
38 and will not include any decision-making or collective bargaining authority, but the parties  
39 may recommend topics or language for discussion by the bargaining teams at subsequent  
40 collective bargaining sessions. Committee meeting topics will be limited to subjects of  
41 group rather than individual concern, unless mutually agreed upon. The Committee will

1 not discuss grievances as defined in this Agreement without mutual agreement. It is not  
2 intended that this Article obligate either party to negotiate on personnel matters covered  
3 in this Agreement or to alter, limit, restrict, or reduce prerogatives of either party otherwise  
4 provided in this Agreement.

#### 5 6 **Article 10: Time Off - Bereavement** 7

8 **Bereavement Time Off.** In the event of the death of a Resident's family member,  
9 including miscarriage or stillbirth, a Resident shall be granted paid bereavement time off.  
10 The amount of paid time off shall be only that which is required to attend the funeral and/or  
11 make arrangements necessitated by the death, but in no event shall it exceed three (3)  
12 days. Up to two (2) additional days may be granted if significant travel is required to attend  
13 a funeral or memorial service. If additional time off is needed, the Resident may request  
14 the use of available vacation or sick time off. The Resident must inform the Program  
15 Director as soon as possible of the need for bereavement time off. Family member is  
16 defined in Article 15 Time Off – Sick.  
17

#### 18 **Article 11: Washington Family Medical Leave Program (PFML)** 19

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

27 Under RCW 50A, employer provided healthcare benefits must be maintained during a  
28 PFML leave, so interspersing time off is not required provided the employee qualifies for  
29 a reason under the federal FMLA. Under RCW 50A.15.060(2), the University has elected  
30 to offer supplemental benefits in the form of sick time off, vacation time off, and personal  
31 holiday. Residents may use available vacation time off, sick time off, personal holiday to  
32 supplement their PFML benefits.

33 Employees requesting PFML benefits through the Employment Security Department  
34 must provide notice to the University as outlined under RCW 50A.15.030.

35 For more information about how to apply for PFML and how to use concurrent leave  
36 benefits, please refer to [https://ap.washington.edu/ahr/working/leaves/federal-state-  
37 leave-policies/washington-state-paid-family-and-medical-leave-pfml/](https://ap.washington.edu/ahr/working/leaves/federal-state-leave-policies/washington-state-paid-family-and-medical-leave-pfml/)

38 **Extended Leave.** Residents working at training programs outside of the State of  
39 Washington who are not eligible for PFML and are not covered by a similar state-paid  
40 sick leave programs may be eligible for paid extended leave if the Resident has used all  
41 of the Resident's eligible vacation and sick time off and would otherwise need to take  
42 unpaid time off or separate from the UW GME training program. The Resident must have

1 a “qualifying condition.” Qualifying conditions generally may be expected to include a  
2 severe, extraordinary, or life-threatening illness or injury, such as suicidal ideation or  
3 substance abuse disorder, requiring extended inpatient treatment under the direction of  
4 the relevant state’s Physicians Health Program.<sup>1</sup> Eligible Residents may receive and use  
5 a maximum of twelve (12) weeks of paid extended leave during their appointment as a  
6 Resident to the University. Paid extended leave will not be approved in excess of what is  
7 authorized by the Resident’s healthcare provider. All requests for paid extended leave  
8 are subject to approval by the Employer. Family and Medical Leave Act (FMLA) leave, if  
9 available, runs concurrently with Paid Extended Leave.

10

11

## **Article 12: Time Off - Holidays**

12

13 **1. Holidays.** Residents may join in the observance of all official holidays recognized by  
14 the training site at which they are assigned at the time of the holiday. Programs will try to  
15 schedule these days free from responsibilities for Residents, however, clinical  
16 responsibilities and educational requirements may necessitate that a resident report for  
17 duty on a holiday. Program Directors will make every effort to fairly distribute required  
18 clinical responsibilities that fall on a holiday amongst Residents over the course of the  
19 training program.

20 For the purposes of this Article, Seattle Children’s will observe the same holidays as the  
21 University of Washington for Resident work assignments. The University of Washington  
22 holidays are as follows:

- 23 1. New Year’s Day
- 24 2. Martin Luther King Jr. Day
- 25 3. Presidents Day
- 26 4. Memorial Day
- 27 5. Juneteenth (June 19<sup>th</sup>)
- 28 6. Independence Day
- 29 7. Labor Day
- 30 8. Veterans Day
- 31 9. Thanksgiving Day
- 32 10. Native American Heritage Day
- 33 11. Christmas Day

34 Residents who are not scheduled to work on the above holidays will not be required to  
35 utilize any other type of paid time off for the holiday. Programs cannot code holidays as  
36 vacation and/or sick leave when the resident was not scheduled to work.

37 **2. Faith/Conscience Unpaid Holiday.** In accordance with RCW 1.16.050, Residents  
38 may take up to two (2) unpaid holidays per calendar year for a reason of faith or

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<sup>1</sup> Nothing in this agreement should be construed to alter the University’s definition of “Qualifying Condition” under the Shared Leave Policy. Examples of qualifying conditions are provided for illustrative purposes only. All submitted conditions are evaluated on a case-by-case basis in order to determine the appropriateness under this article.

1 conscience, or for an organized activity conducted under the auspices of a religious  
2 denomination, church, or religious organization.

3 To take unpaid time off under the statute, Residents must consult with their Program  
4 Director and use their Program's procedure for making advance time off requests. The  
5 Resident will need to inform their Program Director that the requested unpaid day(s) is  
6 for a reason of faith or conscience or for an organized activity conducted under the  
7 auspices of a religious denomination, church, or religious organization.

8 The Program Director can only deny a Resident's requested day(s) off if the Program  
9 Director determines that the requested time off would impose an undue hardship on the  
10 training site, or the Resident's presence is necessary to maintain public safety. Undue  
11 hardship is defined in Washington Administrative Code (WAC) 82-56-020. Residents may  
12 be asked to provide verification for their unpaid time off request.

13 **3. Paid Personal Holiday.** Residents are entitled to one (1) paid personal holiday per  
14 calendar year. Each Resident may select the day on which the employee desires to take  
15 the personal holiday provided for in this section after consultation with and approval from  
16 their Program pursuant to applicable state law. Unless requested by the resident, use of  
17 the paid personal holiday will not be substituted for other time off or leave types.

18 If unused in the calendar year, the personal holiday is forfeit, and it is not paid at  
19 separation. It is the employee's responsibility to schedule the personal holiday before  
20 December 31<sup>st</sup>. If before the end of the calendar year the employee requests the use of  
21 their personal holiday in accordance with the employer's time off or leave procedures and  
22 the employer denies the request, the employee is entitled to carry over the personal  
23 holiday to the next calendar year.

24

25

### **Article 13: Leave - Miscellaneous**

26

27 **1. Parental Leave.** Parental leave is defined as: up to four (4) months of leave taken after  
28 the birth of a child to the Resident, spouse, or domestic partner, or because of the  
29 placement of a child with the Resident or domestic partner through adoption or foster  
30 care. Parental leave may extend up to six (6) months, including time covered by the  
31 FMLA, during the first year after the child's birth or placement. Leave beyond the period  
32 covered by FMLA may only be denied by the Employer due to operational necessity.  
33 Extensions beyond six (6) months may be approved by the Employer. The Resident may  
34 use a combination of vacation, up to eighteen (18) weeks of sick time off, personal  
35 holiday, and/or unpaid time off while on parental leave.

36 During the period of the parental leave, the University shall maintain basic insurance  
37 benefits for the Resident. The Resident will be responsible for maintaining any optional  
38 insurance coverage, other payroll deductions, and insurance co-payments. Residents  
39 may utilize benefits under Washington's Family and Medical Leave (PFML) Program as  
40 defined in RCW 50A.04.

1 **2. Pregnancy Accommodation.** The Employer and the Union will comply with all  
2 relevant federal and state laws, regulations, and executive orders and with the provisions  
3 of Washington Administrative Policy Statement 46.7 Reasonable Accommodation of  
4 Pregnant Employees. The University and the Union are committed to providing  
5 reasonable accommodation to pregnant employees. Pregnant Residents are encouraged  
6 to seek needed accommodations to their schedules and work responsibilities during their  
7 pregnancy and for two (2) months afterwards. The University will provide  
8 training/guidance to Program Directors regarding accommodation for pregnant  
9 Residents. Pregnant Residents may request reasonable accommodations that may  
10 include, but not limited to, relief from overnight call or shifts (including home call), shifts  
11 of 24 hours or greater, and work requiring possible exposure to radiation and teratogens  
12 (both chemical and infectious). However, the pregnant Resident may request any  
13 accommodations they choose. A pregnant Resident will be granted a request for relief  
14 from working shifts of 24 hours or greater during the period of pregnancy.

15 **Reasonable Accommodations.** Accommodations, if granted, may take the form of  
16 schedule changes, reassignment of work site, or decreased work hours. Residents may  
17 be required to make up these responsibilities, however Program Directors are  
18 encouraged to guarantee these accommodations without the requirement to make them  
19 up after the fact.

20 **How To Request Accommodations.** A Resident may request an accommodation from  
21 the Resident's Program Director or by contacting the Disability Services Office (DSO). At  
22 no point is the resident required to disclose the need for an accommodation or the  
23 underlying medical condition to their immediate supervisor or any University  
24 representative outside of DSO, or Academic Human Resources (AHR). The Program  
25 Director, with or without assistance from the DSO, will implement requested  
26 accommodations that are determined to be reasonable as soon as possible. Every  
27 attempt should be made by the Resident to communicate with the Program Director and  
28 other Residents about the Resident's time away so as to organize call schedules and  
29 mitigate any misunderstandings about call and coverage schedules. Residents who  
30 initially make accommodation requests through their Program Director are encouraged to  
31 contact DSO if there is disagreement or discrepancy regarding requests and  
32 accommodations made. The parties may discuss the effectiveness of this section as an  
33 ongoing topic at the Housestaff Advisory Committee.

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

- 39 a. Parental leave to care for a newborn or newly placed adopted or foster child; or
- 40 b. Personal medical leave due to the employee's own serious medical condition that  
41 requires the employee's absence from work; or
- 42 c. Family medical leave to care for a family member who suffers from a serious  
43 medical condition that requires care or supervision by the employee.

1 d. Family Member is defined as: the employee's spouse or domestic partner, child,  
2 parent, grandparent, grandchild, sister, or brother. It also includes individuals in the  
3 following relationships with the employee's spouse or domestic partner: child,  
4 parent, and grandparent. "Child" also includes any child residing in the employee's  
5 home through foster care, legal guardianship or custody. Family members include  
6 those persons in a "step" relationship.

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

13 The University will continue the employee's existing employer-paid health insurance  
14 benefits during the period of leave covered by FMLA. The Resident will be responsible  
15 for maintaining any optional insurance coverage, other payroll deductions, insurance co-  
16 payments and their portion of the health insurance premium. If necessary, due to  
17 continued approved personal medical or parental leave approved beyond the FMLA  
18 period, or if the employee is not eligible for FMLA, the employee may elect to use eight  
19 (8) hours of accrued applicable paid time per month off for continuation of employer paid  
20 health insurance benefits for the duration of the approved leave of absence or the  
21 Resident may use a variety of self-pay options outlined on the UW Benefits Office website.  
22 The interspersed paid time off will be applied to the first working day of the month.

23 FMLA leave may be taken intermittently or as part of a reduced work schedule when  
24 medically necessary.

25 These leaves will be unpaid unless the Resident elects to use paid time off to the extent  
26 the circumstances meet the requirements for sick time off or as required by law.

27 FMLA may run concurrently with other leaves that may be either paid or unpaid.

28 **4. Civil Duty Time Off.** Civil duty time off, or civil time off, is paid time off granted to  
29 Residents who are called to serve on jury duty, as trial witnesses, to exercise other  
30 subpoenaed civil duties, or to testify in any other proceeding. In addition to regular pay,  
31 Residents may retain any compensation received while on approved civil duty time off. At  
32 the Resident's request, the Program will provide a letter requesting deferral of jury duty.  
33 Residents are not entitled to civil duty time off for civil legal actions that they initiate or  
34 when named as a defendant or respondent in a private legal action that is not directly  
35 related to their University appointment.

36 **5. Military Leave.** Residents called to active duty in one (1) of the uniformed services of  
37 the United States are entitled to 21 paid days (3 weeks) of military leave per year, if  
38 appointed at least 50% FTE. In addition, during a period of military conflict, Residents  
39 with spouses who are members of United States armed forces, National Guard or  
40 reserves are entitled to a total of 15 days of unpaid time off per deployment after the  
41 service member has been notified of an impending call to active duty and before  
42 deployment, or when the service member is on leave from deployment. A Resident may



1 elect to substitute paid vacation for any part of the otherwise unpaid spousal military  
2 leave.

3 **6. Other Unpaid Leave.** At their request, a Resident may be granted a unpaid time off at  
4 the discretion of their Program Director.

5 **7. Effects of Leave on Board Eligibility.** Leaves of absence, for any reason, may affect  
6 a Resident's eligibility for board certification. Program Directors will inform Residents of  
7 their Program's policy on this topic, which specifies the effects of leaves of absence on  
8 eligibility for certification by the relevant Member Board. Residents must complete all  
9 program requirements related to clinical training, didactics, scholarly activities, and other  
10 program curricula. Residents may not accumulate time off to shorten the overall length of  
11 training. Should any approved leaves compromise the necessary training time for  
12 certification, the Resident will receive additional training sufficient to meet certification  
13 requirements. During such additional training, the Resident will continue to receive salary  
14 and benefits at the level of the year of training the Resident is completing. The completion  
15 date on the Resident's graduation certificate will reflect the additional training time.

16 **8. Leave Related to Domestic Violence, Sexual Assault, or Stalking.** As required by  
17 state law, and in accordance with University policy APS 46.5, the University will grant time  
18 off and/or reasonable safety accommodations to an employee who is a victim of domestic  
19 violence, sexual assault, or stalking. Time off may also be granted to an employee who  
20 has to assist a family member who is a victim of domestic violence, sexual assault or  
21 stalking. The parties will continue to work to promote knowledge of this employee right.

22 **9. For leaves taken under Sections 1 and 3 above,** if an employee has exhausted their  
23 vacation and sick time off balances, the Employer will provide paid parental time off to  
24 cover the first six (6) weeks of the first approved leave of absence taken. If an employee  
25 has exhausted all sick time off and has less than seven (7) days of available vacation  
26 time off, at the end of the first six (6) weeks of the first approved leave of absence taken,  
27 the Employer will add the difference between the remaining balance and seven (7) days  
28 of vacation time off to the employee's balance. In June 2024, the Employer will provide  
29 the Union with data on the number of employees to which this provision has applied. The  
30 Union may request a HAC meeting to discuss the data.

31

32

### **Article 14: Leave - Professional**

33

34 **Professional Leave.** Consistent with program policy, Residents will receive up to ten (10)  
35 days of paid Professional Leave, per academic year, for professional activities. Examples  
36 of professional activities may include presenting scholarly work at, or attending, a  
37 professional or scientific meeting, sitting for exams, participating in other educational  
38 activities outside of their training program, serving on committees of professional  
39 organizations or participating in professional interviews Requests for Professional Leave  
40 must be made in accordance with the requirements of the program. Additional  
41 Professional Leave in excess of ten (10) days may be granted at the discretion of the

1 Program Director and must be funded by the program. Program Directors are encouraged  
2 to grant requests for residents in their home programs as well as off-service Residents.

3 Senior Residents will be given priority in requests for professional leave and programs  
4 will make every effort to grant professional leave for fellowship or job interviews.  
5 Requests for Professional Leave are subject to prior approval by the Program Director.

## 6 **Article 15: Time Off - Sick**

7

### 8 **1. Introduction.**

9 When a Resident is unable to work due to illness or injury and certain criteria are met,  
10 paid sick time off shall be available. It is in the parties' mutual interest that Residents are  
11 both encouraged and supported by their programs and colleagues to not work when  
12 acutely ill.

### 13 **2. Sick and Health Maintenance Time Off.**

- 14 a. Residents will receive seventeen (17) days of paid sick time off at the start of each  
15 one (1) year appointment period. Sick time off is rolled over to subsequent training  
16 years while the Resident is appointed to a UW GME training program or if  
17 appointed within two (2) years of the end of a previous UW GME appointment.  
18 Accumulated sick time off that is not transferable is not compensable at the  
19 completion or expiration of the appointment to the Program.  
20 b. Residents appointed less than full time shall receive sick time off on a pro rata  
21 basis.

### 22 **3. Sick time off may be used for the following:**

- 23 a. Personal illness, disability, or injury (including illness or disability due to  
24 pregnancy), childbirth or to recover from childbirth.  
25 b. Personal medical, dental, mental health, or optical appointments.  
26 Residents must be given the opportunity to attend medical, mental health  
27 (including GME Wellness Service appointments), optical, and dental care  
28 appointments, including those scheduled during their working hours. The Resident  
29 must provide notice to their supervising attending of any such appointments, and  
30 otherwise comply with any applicable Program policy. The goal is to minimize the  
31 disruption to patient care and Resident training, while encouraging Residents to  
32 avail themselves of appropriate personal health care. Residents who take four (4)  
33 hours or less for medical appointments during a given twenty-four (24) hour period  
34 will not be required to utilize sick time off. Residents who have appointments during  
35 a scheduled break need not use their sick time off. Unless required as part of an  
36 accommodation process or for FMLA approval, Residents will not be required to  
37 inform their program of the nature of their medical, mental health, dental and  
38 optical appointments including any faculty, administrators, or program directors.  
39 c. To care for a child (as defined in Family Member below) of the Resident who has  
40 a health condition that requires treatment or supervision.  
41 d. To care for the Resident's seriously ill family member or partner.

- 1 e. To accompany a family member or partner to medical, dental, or optical  
2 appointments where the Resident's presence is required. The Resident must make  
3 advance arrangements, provide notice to their supervising attending of any such  
4 appointments, and otherwise comply with any applicable Program policy.
- 5 f. Condolence or Bereavement time off is available (see Article 12) and shall be used  
6 first for absences necessitated by the death of a Resident's family member. – Sick  
7 time off may be used for absences in excess of time available via Bereavement  
8 time off.
- 9 g. When the Resident's sick time off may be used when the employee's child's school  
10 or day care has been closed by a public health official for any health-related  
11 reason.
- 12 h. Parental leave as specified in Article 13 Leave –Miscellaneous.

#### 13 **4. Family Member:**

14 Family member is defined as the employee's spouse or same or opposite sex domestic  
15 partner, child, parent, grandparent, grandchild, or sibling. Family member also includes  
16 individuals in the following relationships with the employee's spouse or domestic partner:  
17 child, parent, or grandparent. Child also includes a child of a legal guardian or de facto  
18 parent, regardless of age or dependency status and those to whom the employee is "in  
19 loco parentis" or "de facto" parent as well as a child of a legal guardian or de facto parent.  
20 Parent and Parent-in-law also includes de facto parent, foster parent, stepparent, or legal  
21 guardian.  
22

#### 23 **5 GME Wellness:**

24 Residents attending appointments with the GME Wellness office shall not be charged  
25 sick time off for these appointments.  
26

### 27 **Article 16: Time Off - Vacation**

28

29 **1. Vacation Time Off.** Residents will receive a minimum of twenty-eight (28) days (20  
30 weekdays and 8 weekend days) of paid vacation at the start of each one (1) year  
31 appointment period. A vacation day must be one (1) continuous twenty-four (24) hour  
32 period free from all administrative, clinical, and educational activities. When possible, a  
33 vacation day will be scheduled as a calendar day off. Residents appointed less than full  
34 time but greater than or equal to 50% FTE will receive vacation time off credit on a pro  
35 rata basis. Residents appointed less than 50% FTE are not eligible to receive and/or use  
36 vacation time off. Unused vacation time off shall lapse at the expiration of each  
37 appointment period.

38 **2. Vacation Scheduling.** All vacation requests must be submitted to the program  
39 according to program policy and approved by the Program Director prior to  
40 commencement. Additional approval may be required by the head of the clinical service

1 upon which the Resident is rotating, if applicable. Programs will make every effort to honor  
2 vacation requests that are made in a timely manner.

3 **3. Effects of Time Off or Leave on Board Eligibility.** Every Member Board of the  
4 American Board of Medical Specialties, Oral and Maxillofacial Surgery, Oral and  
5 Maxillofacial Radiology, and Pediatric Dentistry has time off restrictions that differ from  
6 those of the University of Washington, and Residents are subject to both sets of policies.  
7 Use of vacation time off may affect a Resident's eligibility for board certification. Program  
8 Directors will inform Residents of their Program's policy on this topic, which specifies the  
9 effects of the time off or leaves on eligibility for certification by the relevant Member Board.  
10 Residents are not entitled to vacation time off that impacts eligibility for certification by the  
11 relevant member board. Residents must complete all program requirements related to  
12 clinical training, didactics, scholarly activities, and other program curricula. Residents may  
13 not utilize vacation time off to shorten the overall length of training.

14

### 15 **Article 17: Management Rights**

16

17 **Section 1.** Management of the University is vested exclusively in the University, including  
18 educational programs and the authority to make all decisions related to managing its  
19 programs. Except as expressly provided otherwise in this Agreement, the management  
20 rights of the University include, but are not limited to, the right to establish and control the  
21 University's programs, resources and priorities; to establish, revise and administer  
22 procedures, reasonable rules and regulations; to alter or discontinue existing equipment,  
23 facilities, and location of operations; to determine or modify the number, qualifications,  
24 scheduling, responsibilities and assignment of Residents; to evaluate and to determine  
25 the processes and criteria by which the performance of Residents are evaluated; to  
26 establish, maintain, modify or enforce standards of performance, conduct, order and  
27 safety; to impose corrective action including to terminate a Resident from a training  
28 program; to determine the eligibility and selection criteria of Residents; to determine and  
29 assign the training assignments of Residents; to determine Resident schedules and hours  
30 within ACGME duty hour limits; to assign work locations; and to take whatever actions  
31 are necessary in the event of an emergency.

32 **Section 2.** The University has the sole and exclusive authority to make all decisions  
33 involving patient care, including the procedures, facilities, and equipment to be used, as  
34 well as to determine, establish and change staffing levels and the coverage for each  
35 service, shift, and department. All such matters, as well as matters relating to clinical  
36 judgment, shall be made at the sole discretion of the University.

37 **Section 3.** Except as expressly provided otherwise in this agreement, the University has  
38 the sole and exclusive authority to make all decisions involving educational policy; to  
39 establish the standards and qualifications for selection and advancement through the  
40 Residency program; and to determine the training methods and curricula to be utilized in  
41 the Residency programs.

1 **Section 4.** The determination of whether duties will be assigned to Residents or other  
2 individuals, or reassigned from Residents to other individuals, will be made by the  
3 University.

4 **Section 5.** For Resident training facilities over which the University does not have sole  
5 operational authority, the language in this Agreement will not supersede facility-specific  
6 practices. Policies or practices at non-University controlled facilities will be an appropriate  
7 topic for discussion with the Housestaff Advisory Committee. The University will work with  
8 the operators of these non-University facilities to encourage adoption of practices  
9 consistent with this Agreement and recommendations of the Housestaff Advisory  
10 Committee.

11

12

## **Article 18: Working Outside of the Training Program**

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### **14 1. Background:**

15 a. Residents will have an opportunity to participate in work outside of the training  
16 program, pursuant to the GME Moonlighting and Outside Work Policy  
17 (<https://sites.uw.edu/uwgme/policies-procedures/>).

18 b. Residents are permitted to work outside of the training program, provided that such  
19 activity meets the requirements in this article, does not interfere with the  
20 responsibilities, duties and assignments of their training program, their availability  
21 for duty, or their program performance at the University of Washington.

22 c. Work Outside of the Training Program (“Outside Work”) is defined as any voluntary,  
23 clinical or non-clinical work that is outside of a trainee’s regularly scheduled  
24 program duties, done for additional compensation. Outside work includes (1)  
25 Internal Moonlighting, (2) External Moonlighting, (3) Extra Pay for Extra Duty and  
26 (4) Additional Non-Clinical Work.

27 d. Resident requests to participate in work outside of the training program will be  
28 evaluated in the context of the following key principles: (a) protect patient safety,  
29 and (b) ensure that the training of Residents within their training program is not  
30 compromised.

31 e. The University may at its discretion deny approval of any proposed outside work  
32 activity that in its view may not meet compliance requirements under ACCGME  
33 requirements, state law, federal law and/or Medicare program laws and regulations.

### **34 2. Eligibility:**

35 a. **Training Year:** Per ACGME requirements, the Resident must have completed  
36 their PGY-1 year of training.

37 b. **Program Performance:** The Resident must be meeting the requirements of their  
38 program, as assessed according to the aggregate of the most recent 6 months of  
39 Milestones assessments or equivalent assessment results (in programs that do

- 1 not use the ACGME milestones as a metric), and not be subject to remediation or  
2 other disciplinary action as defined by GME Policy.
- 3 c. **Licensure:** The Resident should refer to the GME Moonlighting and Outside Work  
4 Policy for licensure requirements. If otherwise meeting the requirements for  
5 moonlighting, programs will grant conditional approval for moonlighting prior to the  
6 Resident having obtained all required licensure for moonlighting, including the  
7 appropriate medical or dental license and a paid DEA license, if applicable.
- 8 d. **Grant Funding:** If a Resident is funded by any grant mechanism that prohibits  
9 clinical activity as a requirement of funding, that Resident will be prohibited from  
10 moonlighting during the time they are funded by that mechanism. The RFPU-NW  
11 or GME may request through the applicable Office of Sponsored Programs  
12 (“OSP”) to the sponsor, that grant language prohibiting moonlighting be removed,  
13 with such request subject to sponsor approval.
- 14 e. **Visa Restrictions:** External moonlighting by J-1 visa holders is not permitted  
15 under any circumstances. External moonlighting by H-1B visa holders is  
16 permitted only if the University representing the site of the proposed moonlighting  
17 activities has properly filed a concurrent H-1B petition.

18 **3. Notification:** If the Program Director or UW GME determined that a particular Resident  
19 does not meet the eligibility criteria described above and should thus not be permitted to  
20 moonlight, they will provide to the Resident specific reasons related to the factors listed  
21 in this article as to why that Resident should not do so, as well as objective criteria by  
22 which the Resident can improve their standing in the program, as applicable. Program  
23 Directors and UW GME will not automatically or arbitrarily deny outside work requests  
24 and will evaluate each request based on the individual circumstances and eligibility  
25 criteria as defined herein.

26 **4. Review.** The decision to deny a moonlighting request under this article may be  
27 challenged by the Resident under the grievance procedure of this Agreement. However,  
28 the appeal may not be escalated beyond Step 2 of the grievance procedure.

29

30

### **Article 19: No Strikes. No Lockouts**

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32 **1.** The University and the RFPU acknowledge that this Agreement provides, through the  
33 grievance procedure and through other administrative remedies, for an orderly settlement  
34 of grievances or disputes which may arise between the parties. Accordingly, the parties  
35 agree that the public interest requires the uninterrupted performance of all University and  
36 medical services and to this end pledge to prevent or eliminate any conduct contrary to  
37 that objective. Therefore, the University shall not lock out any of the employees as a result  
38 of a labor dispute or grievance or disputes on personnel matters; nor shall the RFPU in  
39 any way authorize, assist, condone, participate in, or lend support to any work stoppage,  
40 work slowdown or any other curtailment of work in the bargaining unit, and employees  
41 shall not engage in any such activity.

1 **2.** Should the RFPU or any Resident engage in any unauthorized concerted action, then  
2 once the employees have returned to work and continue working, a Housestaff Advisory  
3 Committee shall immediately meet in a good faith effort to resolve the dispute. This  
4 section shall not restrict the ability of the University to discipline employees for engaging  
5 in prohibited conduct.

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

9 **4.** Nothing herein constitutes a waiver of the University's right to seek appropriate legal  
10 relief in the event of a violation of this Article.

11

12

## **Article 20: Non-Discrimination**

13

### **14 1. Discrimination and Harassment.**

15 No employee shall be subjected to discrimination or harassment. Executive Order (EO)  
16 No. 31 is the UW policy that applies to discrimination and harassment. EO 31 currently  
17 defines discrimination as conduct that treats a person less favorably because of the  
18 person's race, color, immigration status, citizenship, creed, religion, national origin,  
19 citizenship, sex, pregnancy, age, marital status, sexual orientation, gender identity or  
20 expression, genetic information, disability, or veteran status.

21 In addition, no employee shall be subjected to discrimination or harassment based on  
22 ethnic origin, political affiliation, medical condition, or union activities, including  
23 membership thereof.

### **24 2. Complaints.**

25 Residents who feel they have been the subject of discrimination, harassment, or  
26 retaliation are encouraged to discuss such issues with the GME Office for local resolution.  
27 The goal of local resolution is to address and resolve problems as quickly as possible and  
28 to stop any inappropriate behavior. A discrimination complaint may be filed with the  
29 University Complaint Investigation and Resolution Office (UCIRO). Employees may also  
30 file discrimination, harassment, or retaliation complaints with appropriate federal or state  
31 agencies. The parties agree to encourage the filing of discrimination complaints through  
32 the University Complaint Investigation and Resolution Office.

33 Employees are also encouraged to utilize the University's Bias Reporting Tools:

34 GME: <https://sites.uw.edu/uwgme/report-a-concern/>

35 UW Medicine: <https://depts.washington.edu/hcequity/bias-reporting-tool/>

36 University Wide: <https://www.washington.edu/raceequity/updates/bias-reporting-tools/>

**1 3. Retaliation.**

2 EO 31 currently prohibits retaliation against any individual who reports concerns  
3 regarding discrimination or harassment, who cooperates with or participates in any  
4 investigation of allegations of discrimination or harassment, or retaliation, or any individual  
5 who is perceived to have engaged in any of these actions.

6 **4.** A grievance alleging a violation of this article must be submitted within one hundred  
7 and eighty (180) days of an alleged occurrence. When a grievance or complaint is filed,  
8 the University will implement interim measures as appropriate; such measures may  
9 include changing their rotation schedule upon discussion with the Resident. This includes  
10 changing rotation schedules to accommodate Specialty Board and/or ACGME  
11 requirements, such as arranging for Residents to acquire necessary training at outside  
12 institutions when needed.

13

14

**Article 21: Professional Development and Licensing**

15

16 **Structure:** Residents will be reimbursed for costs incurred to obtain a required  
17 medical or dental license specific to the state where the training program is located.  
18 Training Programs may choose to provide the cost of a full license, at program  
19 discretion.

20 In support of resident professional development, programs must offer professional  
21 development funds. Training Programs may determine whether to issue professional  
22 development payments as stipends or to reimburse costs consistent with program  
23 policies.

- 24 • Reimbursement - \$400/academic year
- 25 • Allowance - \$450/academic year

26 If a program switches to a stipend option, then each resident who has accumulated  
27 rollover professional development funds will be paid out the balance of those funds or  
28 given the opportunity to use their remaining reimbursement funds.

29 **Purpose.** This fund is intended to be used for uncovered expenses related to the  
30 Resident's professional development during the course of their training at the  
31 University and may include, but is not limited to, travel, lodging and registration fees  
32 to attend non-program supported professional meetings or board preparation courses  
33 (in person or online); to purchase study materials (e.g., for USMLE, COMLEX or  
34 specialty boards), hard copy or electronic professional reference materials (e.g.  
35 textbooks or journals), and medical equipment etc. Residents are encouraged to  
36 check the University of Washington Health Sciences Library for the availability of any  
37 given book prior to purchasing a digital book.

38 All programs are encouraged (but not required) to continue providing their Residents  
39 with funding that addresses specialty specific needs (e.g., loupes, specialty specific  
40 memberships, etc.) and that enhance specialty specific Resident development and



1 program reputation (e.g., research grants, specialty specific meetings, etc.).  
2 Residents whose programs reimburse professional development costs may roll over  
3 unused Professional Development funds to successive training years up to a total of  
4 fifteen hundred dollars (\$1500).

5 **Required Certifications.** Residents will be completely reimbursed USMLE/COMLEX  
6 Step III, and any other required certifications not provided by the residency program  
7 (such as ACLS and PALS). For each of these mandatory expenses, Residents will  
8 submit a request to their department or program, pursuant to program policy, and will  
9 be reimbursed in full. Residents who moonlight must pay for DEA licensure.

10 New residents will be reimbursed for the cost of their USMLE/COMLEX Step III exam  
11 taken prior to their appointment, in certain limited instances, as follows:

12 a. Resident is joining a University of Washington School of Medicine clinical  
13 training program at the R1 level, and Resident incurred the costs of the  
14 licensing exam in the one (1) academic year immediately prior to their start  
15 date in the UWSOM training program; or

16 b. Resident is joining a University of Washington School of Medicine clinical  
17 training program at the R2 level, and Resident was required in writing by  
18 their UWSOM training program to complete the USMLE/COMLEX Step III  
19 before their appointment start date, and Resident incurred the costs of the  
20 licensing exam in the one (1) academic year immediately prior to their start  
21 date in the UWSOM training program; or

22 c. Resident is joining a University of Washington School of Medicine clinical  
23 training program at the R2 level, and Resident was accepted to that  
24 UWSOM training program prior to beginning an R1 year at another  
25 institution, and Resident incurred the costs of the licensing exam in the one  
26 (1) academic year immediately prior to their start date in the UWSOM  
27 training program.

28 d. Residents who are joining a UWSOM clinical training program as an R1  
29 and took the USMLE/COMLEX Step III before their appointment start date  
30 due to a H1B visa requirement

31 Reimbursement may only be requested by bargaining unit members after they are  
32 officially employees of the University of Washington, which is on or after their  
33 appointment start date.

34 Resident seeking reimbursement for Step III expenses incurred prior to joining a  
35 UWSOM training program will be required to attest that they have not been  
36 reimbursed previously by another party.

37  
38  
39 **Article 22: Compensation**

**1 Section 1. Salary/Progression**

2 Residents will be paid according to the training year in which they are participating in the  
3 UW training program<sup>2</sup>, and Residents will not necessarily receive credit for prior training  
4 in a specialty that is not required for entry into the current program.<sup>3</sup> Residents in any  
5 given level of training will be reimbursed at the same rate regardless of funding source,  
6 and there will be no differentials among the various specialty fields.

7 Residents will receive a step increase upon successful completion of the training year  
8 and promotion to the next training level. Residents who are required to complete (a) non-  
9 accredited research year(s) during the course of their accredited training will receive a  
10 pay step increase for each year of research and upon reentry into the accredited training  
11 program.

**12 Section 1.1 Housestaff Salary/Allowance**

13 If ratified before July 10, 2022, the UW GME salary schedule will be recalibrated with a  
14 three percent (3%) increase effective July 1, 2022, as follows. The salary schedule will  
15 be increased by an additional three percent (3%) on July 1, 2023, as shown below. On  
16 July 1, 2024, the salary schedule will be increased by an additional three percent (3%)  
17 as shown below.

July 1, 2022 – June 30, 2023 (AY23)						
Level	Salary	Allowance	Annual Compensation	Monthly Rate	Chief Allowance	Monthly Rate w/Chief Allowance
R1	\$63,660	\$6,000	\$69,660	\$5,805	\$225	\$6,030
R2	\$66,132	\$6,000	\$72,132	\$6,011	\$225	\$6,236
R3	\$68,868	\$6,000	\$74,868	\$6,239	\$225	\$6,464
R4	\$71,808	\$6,000	\$77,808	\$6,484	\$225	\$6,709
R5	\$74,892	\$6,000	\$80,892	\$6,741	\$225	\$6,966
R6	\$78,420	\$6,000	\$84,420	\$7,035	\$225	\$7,260
R7	\$83,580	\$6,000	\$89,580	\$7,465	\$225	\$7,690
R8	\$87,192	\$6,000	\$93,192	\$7,766	\$225	\$7,991
R9	\$91,200	\$6,000	\$97,200	\$8,100	\$225	\$8,325

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<sup>2</sup> Starting training levels may vary for programs with alternative training pathways such as Pain Medicine, Clinical Informatics, Dermatology, Occupational Medicine, Critical Care Medicine, Sleep Medicine, Nuclear Medicine, Child & Adolescent Psychiatry, and Radiology fellowships.

<sup>3</sup> Residents who have previously completed clinical training experiences deemed relevant to the current training program may be eligible to receive a one-step stipend increase.

July 1, 2023 – June 30, 2024 (AY24)						
Level	Salary	Allowance	Annual Compensation	Monthly Rate	Chief Allowance	Monthly Rate w/Chief Allowance
R1	\$65,564	\$7,000	\$72,564	\$6,047	\$225	\$6,272
R2	\$68,120	\$7,000	\$75,120	\$6,260	\$225	\$6,485
R3	\$70,928	\$7,000	\$77,928	\$6,494	\$225	\$6,719
R4	\$73,964	\$7,000	\$80,964	\$6,747	\$225	\$6,972
R5	\$77,144	\$7,000	\$84,144	\$7,012	\$225	\$7,237
R6	\$80,768	\$7,000	\$87,768	\$7,314	\$225	\$7,539
R7	\$86,096	\$7,000	\$93,096	\$7,758	\$225	\$7,983
R8	\$89,804	\$7,000	\$96,804	\$8,067	\$225	\$8,292
R9	\$93,932	\$7,000	\$100,932	\$8,411	\$225	\$8,636

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July 1, 2024 – June 30, 2025 (AY25)						
Level	Salary	Allowance	Annual Compensation	Monthly Rate	Chief Allowance	Monthly Rate w/Chief Allowance
R1	\$67,532	\$8,500	\$76,032	\$6,336	\$225	\$6,561
R2	\$70,160	\$8,500	\$78,660	\$6,555	\$225	\$6,780
R3	\$73,052	\$8,500	\$81,552	\$6,796	\$225	\$7,021
R4	\$76,172	\$8,500	\$84,672	\$7,056	\$225	\$7,281
R5	\$79,460	\$8,500	\$87,960	\$7,330	\$225	\$7,555
R6	\$83,192	\$8,500	\$91,692	\$7,641	\$225	\$7,866
R7	\$88,676	\$8,500	\$97,176	\$8,098	\$225	\$8,323
R8	\$92,504	\$8,500	\$101,004	\$8,417	\$225	\$8,642
R9	\$96,752	\$8,500	\$105,252	\$8,771	\$225	\$8,996

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#### Section 1.2 Chief Resident/Fellow Allowance

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A. A Resident who is appointed a Chief Resident or Fellow will receive additional allowance during the appointment period in the amount of two hundred and twenty-five dollars (\$225) per month.

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B. A Resident who is elected to the President or Vice President role in the Network of Underrepresented Residents & Fellows (NURF) and/or the co-chairs of the Housestaff Quality & Safety Committee (HQSC) will receive an additional allowance during the appointment period in the amount of the Chief allowance per month, regardless of their FTE status.

#### Section 2. Grant-Funded Compensation

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For part of their training period, Residents may be appointed to a position that is funded by a training grant or other source. During this period, Residents will receive compensation commensurate with the compensation rate established for their training year according to the UW GME Compensation Schedule. For compensation received under certain grants, no income taxes may be withheld. The implications on taxation and

1 benefits may vary as described in the UW GME Residency and Fellowship Position  
2 Appointment Agreement.

### 3 **Section 3. Federal/State Grants & Contracts**

4 Nothing in this Agreement may violate any provisions of any federal or state grants or  
5 contracts.

### 6 **Section 4. Progression by Training Year**

7 The appointment level of a Resident varies by training year and may vary by training  
8 history of an individual Resident. In some circumstances, Graduate-Year Level or PGY  
9 may vary from appointment level. Residents who transfer directly from one UW training  
10 program to another UW training program will be appointed to a level no less than one pay  
11 level below their prior appointment. Programs may request a one-step stipend increase  
12 for transferring residents at their discretion.

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## **Article 23: Subordination of Agreement and Authority**

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16 **1. Severability.** Should any part hereof or any provision herein contained be rendered or  
17 declared invalid by reason of any existing or subsequently enacted legislation or by any  
18 decree of a court of competent jurisdiction, such invalidation of such part or provision of  
19 this Agreement shall not invalidate the remaining portions hereof; provided, however,  
20 upon such invalidation the parties agree immediately to meet and negotiate such parts or  
21 provisions affected. The remaining parts or provisions shall remain in full force and effect.

22 **2. Authority.** This Agreement is intended to supersede and replace the Residency and  
23 Fellowship Position Appointment ("RFPA") agreement on any subjects on which the  
24 Agreement and the RFPA conflict. The RFPA will remain in effect as an appointment  
25 agreement on subjects not covered by this Agreement. Nothing in this article should be  
26 construed to alter the parties' bargaining obligations with respect to changes to mandatory  
27 or permissive subjects of bargaining.

28 **3. Adherence.** Nothing in this Agreement will be construed to modify or replace any state  
29 or national requirements for Resident training or board certification. The parties agree  
30 that such state or national requirements are not an appropriate subject for bargaining.

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## **Article 24: Transportation**

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34 **1. Parking During Normal Business Hours:** Residents will have access to parking at  
35 University of Washington Medical Center (UWMC-Montlake and UWMC-Northwest),  
36 Harborview Medical Center (HMC), Seattle Children's Hospital (SCH), Fred Hutchinson  
37 Cancer Center (FHCC), the VA Puget Sound Health Care System (VA), and other training  
38 sites. Parking at certain training sites will be provided at no charge; otherwise generally

1 applicable rates will apply. Residents shall not be required to pay higher rates than other  
2 classified staff at the University.

3 **2. Changes to Parking Policies and Rates.** Changes to daily parking rates at UW  
4 Medicine sites cannot occur without notice and opportunity for impact bargaining. The  
5 University will not make changes to parking rates or policy that would require Residents  
6 to pay a higher rate than other classified staff at the University.

7 **3. Parking During Nights and Weekends:** Residents will have access to parking at no  
8 charge during nights and weekends at UWMC, HMC, SCH and the VA.

9 A. The free parking at the University of Washington Medical Center shall be  
10 available at the Triangle parking garage. At UWMC, when a resident enters  
11 the Triangle Garage after 4:00pm or on a weekend, the resident will not be  
12 charged for parking if they exit the garage before 8:00am or on the  
13 weekend. When a resident enters the Triangle Garage after 4 p.m. or on  
14 a weekend, they will take a ticket at the gate but will not pay. To exit the  
15 Triangle garage, a resident will stop at the kiosk and obtain a card for exiting  
16 the garage gate. If the resident exits after 8 a.m. for scheduled or emergent  
17 patient care, the departments will be billed for the parking fee. However, if  
18 the resident remains in the lot past 8 a.m. without scheduled or emergent  
19 patient care justification, they will be subject to the regular parking rates of  
20 the lot for the time past 8 a.m. Residents shall request reimbursement for  
21 such charges directly from the appropriate department.

22 B. The free parking at Harborview medical Center, for nights and weekends,  
23 shall be available in the P1, P2, P3, and P4 lots. Residents shall use their  
24 PPUP cards to enter and leave the garage. When a resident enters the  
25 parking garage after 4:00pm or on a weekend, the resident will not be  
26 charged for parking if they exit the garage before 8:00am or on the  
27 weekend. If the resident exits after 8 a.m. for scheduled or emergent  
28 patient care, the departments will be billed for the parking fee. However,  
29 if the resident remains in the lot past 8 a.m. without scheduled or emergent  
30 patient care justification, they will be subject to the regular parking rates of  
31 the lot for the time past 8 a.m. Residents shall request reimbursement for  
32 such charges directly from the appropriate medical department.

33 C. Nights: Residents shall not be charged for parking during nights  
34 whenever they enter a parking garage after 4 p.m. and exit before 8 a.m.  
35 Under no circumstances shall a resident working an extended-length  
36 shift (for example, a 28-hour shift) be charged more than the amount  
37 normally charged for one regular-length day shift.

38 D. Weekends: Residents shall not be charged for parking during weekends  
39 whenever they enter a garage beginning at 12 a.m. Saturday and exit before  
40 11:59 p.m. on Sunday.

- 1 **4. On-Call Parking:** Residents will have access to parking at no charge when called into  
2 the hospital while on home-call. Details of this benefit may differ by location and can be  
3 found on the UW GME website.
- 4 **5. Multiple-Site Parking:** Residents who are required to travel to a second training site  
5 in the same day in order to attend conferences, education and administrative meetings,  
6 clinic or other clinical duties, will be provided with pre-paid parking or will be reimbursed  
7 by their program by submitting a receipt for parking at all subsequent sites, if parking fees  
8 are in effect.
- 9 **6. Shuttles:** Residents will have free access to UW shuttles including but not limited to  
10 Health Sciences Express, Night Ride, South Lake Union, and FHCC shuttles. The routes,  
11 schedules, types, and operation of shuttles will be determined by UW and available on  
12 the GME website.
- 13 Residents will have free access to available shuttles provided by the Fred Hutchinson  
14 Cancer Center and the VA. The routes, schedules, types and operation of shuttles will be  
15 determined by those training sites.
- 16 Only Seattle Children's Hospital (SCH) badges are accepted on SCH shuttles with the  
17 exception of travel on the SCH shuttle between E-1 and U-link, which is also permitted by  
18 Husky Card. Badges are provided the first day of SCH rotations by SCH GME Office staff.  
19 Instructions on free parking and alternative transportation methods will also be provided  
20 to Residents by SCH GME Office staff. Shuttle drivers will accept a UWMC badge or  
21 Husky Card for Residents and Fellows when presented to the driver (prior to receiving  
22 their Children's badge). When boarding the shuttle, they will be asked to fill out the  
23 unbadged rider log with their name and business affiliation (UW Resident/Fellow).
- 24 **7. U-PASS:** The Employer will provide residents with a fully subsidized U-PASS.  
25 Activation and maintenance of this benefit are subject to UW Transportation Services  
26 requirements. Residents are responsible for ending payroll deductions. Payroll  
27 deductions will continue until residents notify Transportation Services via email or visit the  
28 office to sign a stop-deduction form. No refunds will be processed.
- 29 **8. Emergency/Safe Ride Home Program:** If a situation arises where a Resident feels  
30 unable to safely get to their destination at the end of or during their shift due to fatigue,  
31 illness, unsafe conditions, or the late hour, regardless of whether public transportation is  
32 currently running or not, the Resident may use the Emergency/Safe Ride Home Program  
33 policy. This program provides transportation for the Resident via rideshare or taxi from an  
34 approved training site and return to the training site to retrieve their vehicle. The GME  
35 Office will reimburse 100% of the fare (which does not include tip) within a reasonable  
36 time after receipt submission.
- 37 **9. University Transportation Committee (UTC):** The University and the RFPU Board  
38 recognize the unique transportation challenges and limited flexibility of Residents, given  
39 the unique duty hours and unpredictability of the Resident schedule. To this end, the  
40 University is committed to considering the unique needs of Residents in the context of

1 discussions regarding all modes of transportation used for commuting and University  
2 business and will advocate for solutions that are responsive to those unique needs at the  
3 UTC, which is the primary venue for coordination of transportation issues on the Seattle  
4 Campus. The UTC will designate one (1) permanent position on the committee to a  
5 RFPU-endorsed Resident. A substitute may be designated by RFPU. Their appointment  
6 and term will be coordinated by the RFPU.

7 **10. Notice:** The University agrees to inform the RFPU as soon possible after the  
8 University learns of any modifications to parking policies that may affect Residents. At  
9 sites operated by the University, the RFPU will have the option to bargain the impacts of  
10 any changes to parking policy that will affect Residents.

11 **11. Away Rotation Reimbursement:** residents who are required to travel to away  
12 rotations more than 50 miles from their primary work site will be provided or reimbursed  
13 for lodging and mileage.

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## **Article 25: Union Rights**

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17 **1. Email, Fax Machines, the Internet, and Intranets.** The Union and employees  
18 covered by this Agreement will not use state-owned or operated e-mail, fax machines,  
19 the internet, or internet networks to communicate with one another, except as provided in  
20 this agreement. Employees may use state operated email to request union  
21 representation. The Union and its union delegates will not use the above referenced  
22 equipment in a manner that is prohibited by the Executive Ethics Board.

23 Such use will:

- 24 a. Result in little or no cost to the Employer,  
25 b. Be brief in duration and frequency;  
26 c. Not interfere with the performance of their official duties;  
27 d. Not distract from the conduct of state business;  
28 e. Not disrupt other state employees and will not obligate other employees to  
29 make a personal use of state resources;  
30 f. Not compromise the security or integrity of state information or software; and  
31 g. Not include general communication and/or solicitation with employees.

32 Communication that occurs over state-owned equipment is the property of the Employer  
33 and may be subject to public disclosure.

34 **2. Election Notification.** By July 1 of each contract year, the Union will provide GME  
35 and Labor Relations with an updated list of the newly elected RFPU Executive Board.

36 **3. Staff Representatives.**

- 1 a. The Union shall provide written notice to the Employer of any changes in staff
- 2 representatives within thirty (30) calendar days of the change.
- 3 b. Staff representatives or employees of the RFPU will have access at reasonable
- 4 times to those areas of any UW-affiliated work sites which are open to the
- 5 general public, for the purpose of investigating disputes, meeting with
- 6 members, and contract compliance. Access to the premises shall not interfere
- 7 with nor disturb employees in the performance of their work during working
- 8 hours and shall not interfere with patient care or normal operations.
- 9 c. Staff representatives or employees of the RFPU may access University
- 10 premises to carry out representational activities. The representative shall notify
- 11 local management prior to their arrival and shall not interrupt the normal
- 12 operations of the institution. The staff representative may meet with bargaining
- 13 unit employees in non-patient care areas. The Union may engage in
- 14 conversations with employees, so long as an employee does not object and
- 15 such conversation does not interfere or disturb the operation of the facility or
- 16 compromise the security of patient health information.
- 17 **2. Bulletin Boards and Distribution of Union Material.** Upon request, space will be
- 18 made available to the Union on a bulletin board at each UW Medicine site, for the
- 19 posting of notices and information pertaining to official business of the Union.
- 20 Materials posted on Union bulletin boards without the signature of a recognized Union
- 21 officer or representative may be removed. Bulletin board access at non-UW Medicine
- 22 sites will be made available as determined by the training site.

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**Article 26: Duration**

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26 This Agreement shall become effective upon ratification or July 1, 2022, whichever is later  
27 and remain in force through June 30, 2025. Provided that if this Agreement expires while  
28 negotiations between the parties are underway for a successor Agreement, the terms and  
29 conditions of this Agreement will remain in effect for a period not to exceed one (1) year  
30 from the expiration date.

31 Either party may request negotiation of a successor Agreement in writing no sooner than  
32 July 1, 2024. Should such notice be served, bargaining shall commence at a time agreed  
33 upon by the parties no sooner than January 1, 2025.

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**Article 27: Scheduling**

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37 **1.Schedule Release:** Yearly block schedules, including identification of months that will  
38 have call or jeopardy responsibilities, must be distributed no later than the beginning of



- 1 the academic year. Exclusive of the first block of the academic year, complete schedules,  
2 including specific shifts, call and clinic schedules, and days off, must be provided no later  
3 than 30 days in advance of the rotation start date. GME strongly encourages distribution  
4 of complete schedules 60 days prior to the rotation start date for those programs with  
5 capacity to do so. Last minute changes should be communicated to Residents directly  
6 and promptly after the release of the schedule, with a notification to the program director  
7 and affected faculty.
- 8 2.Residents will not be disciplined for reporting scheduled work hour violations
- 9 3.In accordance with ACGME requirements, Residents should be given eight (8) hours  
10 off between scheduled clinical work and education periods. Residents must also have at  
11 least fourteen (14) hours free of clinical work and education after twenty-four (24)  
12 continuous hours of in-house call.
- 13 4.Programs are required to develop policies and procedures regarding back-up  
14 system(s) that are made available when clinical care needs exceed the resident ability  
15 or when a resident may be unable to attend work. Residents are encouraged to report  
16 patient safety and/or patient census concerns to the Program director, supervising  
17 attending, and GME concern reporting tool. Residents will not be retaliated against for  
18 reporting patient safety or patient census concerns.
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**Signatories**

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The parties, by their signatures below, accept and agree to the terms and conditions of this collective bargaining agreement.

Executed this 4<sup>th</sup> day of July, 2022.

Resident and Fellow Physician Union:


University of Washington:

DocuSigned by:  
  
052D9F677C0A406... 8/11/2022

Kevin Steehler  
Lead Negotiator

DocuSigned by:  
  
BA3D44608ABD472... 8/5/2022

Mindy Kornberg  
Vice President for Human  
Resources

DocuSigned by:  
  
C5469E99932C427... 8/2/2022

Banks Evans  
Assistant Vice President for  
Labor Relations

Approved as to form:

DocuSigned by:  
  
94C9141BEDAB42B... 8/3/2022

Megan Gibbons  
Attorney General