Summary of Agreement between SEIU Local 925 and the University of Washington
Effective July 1, 2013 through June 30, 2015

No “Take-aways”!

Across the board pay increases, market adjustments, recruitment/retention adjustments, preceptor pay, training funds, restraint pay, new classification

- 2.0% across-the-board raise on July 1, 2013
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- New Ophthalmic Tech Specialist job title
- Restraint pay for HMC Security Supervisors
- Language pay premium
- Agreement to work together on classifications that are below market or having recruitment/retention issues
- Preceptor pay and training funds for surgical techs
- Empty pay steps in some healthcare pay table will receive 1% instead of 0.

Health care still in negotiations

- The state coalition of public employee unions continues to negotiate hard with the state. Stay tuned to your email for updates as we continue to hold firm.

Protections for political realities

- Memorandum of Understanding (MOU) guarantees we return to the bargaining table to negotiate replacement of any state funds that do not get appropriated by the state.
- MOU that requires that the UW agrees to apply any “favorable across-the-board or general increases (such as, top steps, across the board differentials, dead step fill-ins, and so on) for any SEIU 1199 or WSNA bargaining unit” to SEIU Local 925 salary schedules.

Classification study/review

- Study to be completed by March 31, 2013 on the following classifications, which the Union believes need realignment/upgrades:
  - Clinical Technologist 1, 2, Lead
  - Messenger Driver

Temporary employees

- Language that lays out how wages are determined for temporary employees and who has the authority to raise pay for a temporary position.
Language improvements

- Previously-negotiated MOU regarding use of audio and video equipment in the UW Transportation Services office now included in the contract.
- Labor Management Meetings article expanded to include using that forum to resolve departmental issues.
- Previously-negotiated MOU establishing protocol for determining seniority layoff order when member seniority is determined to be identical.
- Unauthorized leave defined
- Previously-negotiated MOU regarding layoff and rehire rights for an increase in FTE will be added to the contract.
- Probationary period rejection: Meeting (if requested by the employee) to explain the action must be held within 10 days of the notice of rejection.

Hospital professional and HMC technical classifications moved to Healthcare Professional/Laboratory Tech contract

- The following classifications, currently in the campus-wide bargaining unit/contract or the HMC technical contract will now join similar titles in the Medical Professional/Lab Tech contract:

  From the HMC Tech bargaining unit
  - Polysomnographic Technician 1, 2, and Trainee
  - Anatomic Pathology Technician
  - Anatomic Pathology Technologist
  - Clinical Technologist 1
  - Clinical Autopsy Coordinator

  From the Campus-wide non-supervisory bargaining unit
  - Cardiac Technologist and Lead
  - Dialysis/Pharesis Technician and Lead
  - Medical Interpreter
  - Medical Interpreter Caseworker-Cultural Mediator
  - Medical Interpreter ASL
  - Ophthalmic Tech 1, 2, Lead

Tech parity between UWMC and Harborview Medical Center

- Side Letter “F” Renewal with additional classifications: Nuclear Med PET, Imaging Technologist-Edu/QA, Respiratory Care Specialist, and Respiratory Care Assistant will be added to the “like titles” list that links HMC and UWMC wage increases.

For the purposes of parity, the following job classes shall be linked when market adjustments occur:

- Pulmonary Function Tech 1, 2, and Lead will receive the equivalent base wage market adjustments as Respiratory Care class series.
- Cardiac Sonographer 1, 2, Specialist, and Lead will receive the equivalent base wage market adjustments as the Diagnostic Medical Sonographer class series.
Administrative efficiencies

- Workgroup established with the objective of consolidating all the contracts into one document.
- Deleted obsolete language regarding a flex work schedule survey (sent out many years ago).
- Article 23, Health and Safety: some changes to encourage resolution of problems with health and safety at the lowest level.
- Contract distribution: elimination of paper copies
- Article 3, listing of employees updated to reflect current practice.

Clarification of layoff unit changes

- Changes due to changes in department names and organization