

VII. STANDING COMMITTEES**B. Finance, Audit and Facilities Committee**Washington State Nurses Association Collective Bargaining Agreement – UW RatificationRECOMMENDED ACTION

It is the recommendation of the administration that the Board of Regents approve the Collective Bargaining Agreement between the University of Washington and the Washington State Nurses Association that covers approximately 1,360 Registered Nurses at University of Washington Medical Center (UWMC). The duration of the Agreement is from July 1, 2012 through June 30, 2013.

BACKGROUND

This is a successor Agreement for this bargaining unit negotiated under the Personnel System Reform Act of 2002 and pursuant to RCW 41.80.

Following is a summary of the critical elements of the Agreement:

Wages:

- **BSN Premium Pay** — UWMC will award a \$1 per hour pay-premium for nurses holding a BSN or higher nursing degree, effective October 1, 2012.
- **Harborview "Me-Too"** — UWMC agrees to match for its nurses any newly negotiated pay increases received by SEIU 1199NW-represented nurses at Harborview Medical Center, affecting the pay range, pay steps, or across-the-board raises that take effect during the contract term.

Efficiencies:

- **Sick Leave Notification** — UWMC nurses must notify management at least two (2) hours before the beginning of their shift if they are unable to report for duty as scheduled. Failure to do so could result in the loss of paid sick leave for that day.