

VII. STANDING COMMITTEES**B. Finance, Audit and Facilities Committee****SEIU Local 925 Collective Bargaining Agreement – UW Ratification****RECOMMENDED ACTION**

It is the recommendation of the administration that the Board of Regents approve the Collective Bargaining Agreement between the University of Washington and SEIU Local 925 that covers approximately 5,600 employees on all UW Campuses, UW Medical Center and Harborview Medical Center. In addition, certain provisions of the Agreement will cover regular temporary employees who enter the bargaining unit upon completion of 350 hours of bargaining unit work within a consecutive 12 month period. The duration of this Agreement is from July 1, 2013 through June 30, 2015.

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:

Efficiencies:

- This agreement covers SEIU Local 925 Healthcare Professional/Laboratory Technical and HMC Technical, SEIU Local 925 Nonsupervisory, SEIU Local 925 Research Technologist, SEIU Local 925 Research Technologist Supervisor and SEIU Local 925 Supervisory. All bargaining units are included under one master contract.
- In keeping with the UW's green initiative and as a cost savings, contracts will be made available online. Paper copies will no longer be generated for each bargaining unit employee.
- UW Labor Relations office will no longer automatically notify new employees of their responsibility to join the union. These notifications will instead come from the online job announcement, offer letter or new employee orientation.
- Bargaining unit employees who neither appear for work nor report their absence to their supervisor on three consecutive workdays will be recommended for termination.

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Wages – All Bargaining Units:

July 1, 2013

- 2 percent across-the-board wage increase

July 1, 2014

- 2 percent across-the-board wage increase

The University of Washington makes its final economic offer conditional on the following: consistent with RCW 41.80, the Office of Financial Management must determine this agreement as being financially feasible; the Legislature must approve the agreements; all of the general operating funds required must be appropriated in the budget; the agreement must be approved and appropriations granted in whole, across all bargaining units represented by the SEIU Local 925.

In the event that the above appropriations are not realized, the parties will return to the bargaining table in order to resume collective bargaining on financial matters.

“Me-too” Agreement – If UW agrees to across-the-board salary or general increases for an SEIU 1199 or WSNA bargaining unit during negotiations for the 2013 biennium that are more favorable than those negotiated by SEIU 925, UW will apply the same treatment to the salary schedules of SEIU 925-represented employees.

Wages – Classification Specific:

Surgical Technologists

July 1, 2013

- Eligible for a preceptor pay premium of \$1 per hour for all time spent engaged in a preceptor capacity with newly hired surgical technologists or perioperative registered nurses.
- Granted up to three days of paid release time annually and \$200 each fiscal year, prorated for part-time employees, for educational/professional development purposes.

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Public Safety Sergeants HMC

July 1, 2013

- Sergeants trained and qualified to assist clinical staff in restraining patients, will receive a premium pay of \$1.30 per hour for all hours worked.