

VII. STANDING COMMITTEES

A. Academic and Student Affairs Committee

SEIU Local 1199NW Harborview Medical Center Registered Nurses
Collective Bargaining Agreement - UW RatificationRECOMMENDED ACTION:

It is the recommendation of the Administration that the Board of Regents approve the tentative agreement for a Collective Bargaining Agreement between the University of Washington and SEIU Local 1199NW that covers approximately 1,081 Registered Nurses at Harborview Medical Center. The duration of this Collective Bargaining Agreement is from July 1, 2005 through June 30, 2007.

BACKGROUND:

This is the first negotiated Agreement for this bargaining unit pursuant to the Civil Service Reform Act of 2002. The University has negotiated multiple Agreements with SEIU 1199NW since its certification as exclusive representative in November 1985.

Following is a summary of the elements of the tentative agreement. The critical elements upon which this recommendation is based are:

Efficiencies:

- Implementation of Kronos Time & Attendance System for HMC
- Reduction to area standard on Third Weekend Premium
- Deletion of Call Back bonus pay
- Elimination of mandatory reinstatement period following resignation
- New streamlined corrective action process
- New streamlined layoff process
- New streamlined grievance process
- New flexibility on job classification development
- Maintained current practice on contracting
- Option to extend probationary period review
- New trial review period for internal transfers and rehire placements

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Wages:

- January 1, 2005: 2% across-the-board wage increase (this will be achieved through a special pay request).
- July 1, 2005: 2% across-the-board wage increase
New step at 22 years @ 1.5% above the previous step
(a step at 21 years that is equal to the 20 year step will also be inserted)
- July 1, 2006: 2% across-the-board wage increase
Revision of the current Step O upward by 3%
- January 1, 2007: 2% across-the-board wage increase

Premium Pay Change:

July 1, 2005:	Night Shift Differential	\$3.75
	Standby	\$3.75
	Float	\$3.00
	Certification Premium	\$1.00
	Preceptor	\$1.50
July 1, 2006:	Charge	\$2.00