

## VII. STANDING COMMITTEES

### A. Academic and Student Affairs Committee

#### SEIU Local 1199NW Harborview Medical Center Imaging Techs and Respiratory/Anesthesiology Techs Collective Bargaining Agreement - UW Ratification

#### RECOMMENDED 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 111 Imaging Techs and 68 Respiratory/Anesthesiology Techs at Harborview Medical Center. The duration of this Collective Bargaining Agreement is from July 1, 2005 through June 30, 2007.

It is also recommended that the Board of Regents approve an interim Agreement, which is identical to the current Imaging Tech Agreement, for the Respiratory/Anesthesiology Techs that will commence upon Regents ratification and will be in effect until June 30, 2005.

#### BACKGROUND:

This is the first negotiated Agreement for this bargaining unit pursuant to the Civil Service Reform Act of 2002. The University has negotiated one other Agreement covering the Imaging Tech bargaining unit with SEIU 1199NW since its certification as exclusive representative in November 1995. 1199NW was certified as exclusive representative for Respiratory and Anesthesiology Techs in October 2003.

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
- 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).
January 1, 2006:	1.5% across-the-board wage increase
July 1, 2006:	Addition of new top step at 3% more than previous step
January 1, 2007:	1.5% across-the-board wage increase

##### Premium Pay Changes:

July 1, 2005:	Weekend	\$1.50
	Evening Differential	\$1.50
	Night Differential	\$2.25
	Certification Premium (NEW)	\$ . 25
	Modality (Applied to more staff)	\$1.50
	Substitute Lead (NEW)	\$1.50
July 1, 2006:	Certification Premium	\$ .50
	Substitute Lead	\$2.00