

## VII. STANDING COMMITTEES

## A. Academic and Student Affairs Committee

SEIU Local 1199NW Health Care Specialists and Social Workers/Assistants  
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 92 Health Care Specialists and 99 Social Workers/Assistants 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 one other Agreement covering the Health Care Specialist and Social Worker/Assistant bargaining units with SEIU 1199NW. The Union was certified as exclusive representative for Health Care Specialists in June 2001 and for Social Worker/Assistant in May 2002.

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:

July 1, 2005: 2% across-the-board wage increase

July 1, 2006: 2% across-the-board wage increase  
Addition of new top step at 3% more than previous  
step

January 1, 2007: 1% across-the-board wage increase

Premium Pay Changes:

July 1, 2005:	Weekend (Social Work Only)	\$1.50
	Evening Shift Differential	\$1.50
	Night Shift Differential	\$2.25
	Social Work Weekend Coordinator (NEW)	\$1.50
July 1, 2006:	Social Work Weekend Coordinator	\$2.00