

VII. STANDING COMMITTEES

A. Academic and Student Affairs Committee

Washington State Nurses Association UWMC 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 the Washington State Nurses Association that covers approximately 1,159 Registered Nurses at the UW 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 WSNA since its certification as exclusive representative in April 1970.

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 UWMC
- New process for Third Weekend Premium that relieves the Medical Center from having to pay an overtime penalty for nurses who work on many consecutive weekends
- Deletion of night shift paid lunch and return to normal schedule of unpaid lunch period
- Paid sick leave will no longer count toward the accrual of weekly overtime
- New flexibility in setting future parking and U-Pass rates without bargaining
- Deletion of rules entitlement of 72 hours to rescind resignation if nurse does not give at least 14 days notice

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Washington State Nurses Association UWMC Registered Nurses Collective Bargaining Agreement - UW Ratification (continued p. 2)

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 Changes:

July 1, 2005:	Night Shift Differential	\$3.75
	Standby	\$3.75
	Preceptor and New Clinical Advisor	\$1.50
	STAT Premium	\$3.00
	Certification Premium	\$1.00
	Float Premium (Resource Team)	\$3.50
July 1, 2006:	Night Shift Differential	\$4.00
	Float Premium (Resource Team)	\$4.00