

VII. STANDING COMMITTEES

A. Academic and Student Affairs Committee

SEIU Local 925 Clerical Non-Supervisory Employees
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 925 that covers approximately 4,329 Clerical Nonsupervisory Employees on all UW Campuses, UW Medical Center and Harborview Medical Center. In addition, certain provisions of the Agreement will cover hourly temporary employees who enter the bargaining unit upon completion of 350 hours of work from their date of hire. 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 Local 925 since its certification as exclusive representative in April 1982. In 1994 the University and Union jointly petitioned to have the bargaining unit opted out of the Washington Personnel Resources Board system and covered under Public Employment Relations Commission (PERC). Since 1994 four Agreements have been negotiated pursuant to RCW 41.56.

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 and Attendance System for UWMC and HMC
- New flexibility on market pay adjustment to respond to market conditions and/or recruitment/retention needs
- Maintained current contract language on subcontracting which provides for the ability to subcontract work as long as there are no staff layoffs
- Maintained current Attendance Policies at UWMC and HMC
- Streamlined rehire process to 2 offers of placement rather than 3 within a 24 month period

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SEIU Local 925 Clerical Non-Supervisory Employees Collective Bargaining Agreement - UW Ratification (continued p. 2)

- Streamlined layoff process by eliminating bumping rights for employees who are in the corrective action phase of the disciplinary process

Wages:

July 1, 2005:	3.2% across-the-board wage increase Market adjustment for classifications below the 80 th percentile Two step (approximately 5%) pay increase for hourly/temporary employees working 525 hours or more from date of hire
July 1, 2006:	1.6% across-the board wage increase with continuation beyond June 30, 2007 contingent upon the University receiving funding from the state after July 1, 2007 Automatic increment step created for Health Care Pay Tables Step M on pay table becomes automatic increment step

Premium Pay Changes for Classifications Identical to 1199NW Titles:

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