

VII. STANDING COMMITTEES

A. Academic and Student Affairs Committee

SEIU Local 1199NW Collective Bargaining Agreement – UW RatificationRECOMMENDED ACTION:

It is the recommendation of the Administration that the Board of Regents approve the Master Collective Bargaining Agreement between the University of Washington and SEIU Local 1199NW that covers approximately 1,490 employees (Registered Nurse, Professional/Technical, Social Worker, Health Care Specialist, Respiratory Therapist/Anesthesiology Technician Bargaining Units) at Harborview Medical Center. The duration of the Agreement is from July 1, 2007 through June 30, 2009.

BACKGROUND:

This is a successor Master Agreement for these bargaining units negotiated under the Personnel System Reform Act of 2002.

Following is a summary of the critical elements of the Agreement:

Efficiencies:

- Balanced pay rates between RN 2 and RN 3 to guarantee consistent promotional increases
- Maintained parity for RN's and Professional/Technical employees at HMC and UWMC
- Creation of new Inpatient Health Care Specialist Class Specification no later than January 1, 2007 with salary range 5 percent higher than Outpatient Health Care Specialist to solve recruitment and retention problem
- Effective June 16, 2009 sick leave hours paid for will no longer count toward the accrual of overtime

Compensation:

- **Registered Nurses**
 - 1/1/07 2 percent wage increase
 - 7/1/07 2 percent wage increase for RN 2's
Change RN 3 scale to be 8 percent higher at every step
New 24 year step at 2 percent higher than current 22 year step
 - 1/1/08 2 percent wage increase
 - 7/1/08 2 percent wage increase

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6/16/09 New 26 year step which will be at 2 percent higher than 24 year step

Fill in four “frozen” steps – L, N, Q, R will now have a monetary value of approximately 1 percent

7/1/07 Premium Increases:

\$2.50 evenings

\$4.00 standby

\$3.75 float

- **Social Workers**

1/1/07 4 percent wage increase

7/1/07 2 percent wage increase

7/1/08 2 percent wage increase

1/1/09 New Top Step S – 3 percent more than R

- **Health Care Specialists**

1/1/07 1.75 percent wage increase

7/1/07 2 percent wage increase

7/1/08 2 percent wage increase

1/1/09 New Top Step S – 3 percent more than R

Premium Increase:

7/1/07 \$2.50 evenings

- **Professional/Technical Units (Identical Classifications in SEIU Local 1199NW and Local 925)**

1/1/07 Market adjustments as proposed by UW (range from 2 percent to 5 percent and all classes get a minimum of 2 percent)

7/1/07 3.2 percent wage increase and extend \$.50 certification pay to classifications that do not already have it

7/1/08 2 percent wage increase

1/1/09 1 percent wage increase

6/16/09 Fill in three “frozen” steps – I, J and L will now have a monetary value of approximately 1 percent