

## VII. STANDING COMMITTEES

### A. Academic and Student Affairs Committee

#### SEIU Local 925 Healthcare Professional/Laboratory Technical Collective Bargaining Agreement – UW Ratification

#### RECOMMENDED ACTION:

It is the recommendation of the Administration that the Board of Regents approve the Collective Bargaining Agreement between the University of Washington and SEIU Local 925 that covers approximately 862 Healthcare Professional/ Laboratory Technical employees at UW Medical Center. In addition, certain provisions of the Agreement will cover regular temporary employees who enter the bargaining unit upon completion of 350 hours of bargaining unit work within a consecutive 12 month period. The duration of this Agreement is from July 1, 2007 through June 30, 2009.

#### BACKGROUND:

This is a successor Agreement for this bargaining unit negotiated under the Personnel System Reform Act of 2002.

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

#### Efficiencies:

- Expedited review process for future professional staff exemptions
- Withdrawal of the Union's challenge to approximately 70 professional staff exemptions (July 1, 2005 – August 16, 2006)

#### Compensations:

##### July 1, 2007

- 3.2 percent across-the-board compensation increase
- Continuation of a 1.6 percent across-the-board compensation increase from the current 2005-2007 contract and payment of a \$756 lump sum (as required by the State Healthcare Coalition grievance settlement)
- Market adjustments for classifications below 80 percent of market
- Increase in Advance Certification/Registration pay to 50 cents per hour

##### July 1, 2008

- 3.0 percent across-the-board compensation increase
- There was no extra salary step provided in this Agreement