

VII. STANDING COMMITTEES**B. Finance, Audit and Facilities Committee****SEIU Local 925 Nonsupervisory 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 4,500 Nonsupervisory employees on all UW Campuses, UW Medical Center and Harborview 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 the Agreement is from July 1, 2009 through June 30, 2011.

BACKGROUND:

This is a successor Agreement for this bargaining unit negotiated under the Personnel System Reform Act of 2002 and pursuant to RCW 41.80.

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

Efficiencies:

- Recognition of University's right to move to a rolling twelve (12) month period for FMLA.
- Employees will be required to use accrued leave for FMLA prior to going on leave without pay. Employees can maintain a balance of 80 hours of accrued leave.
- Clarified that arbitrator fees and costs will be shared equally by the parties.
- Deleted language requiring employees to return jury duty compensation.

Wages:

A one-time payment of \$100.00 for full-time permanent FTE's and a one-time payment of \$50.00 for less than full-time permanent FTE's to be paid

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B. Finance, Audit and Facilities Committee

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within sixty (60) days of contract ratification by SEIU Local 925 bargaining unit members.

July 1, 2009

- 2.25 percent across-the-board wage increase
- Market adjustments for classifications below 80 percent of market

July 1, 2010

- 2.5 percent across-the-board wage increase