

VII. STANDING COMMITTEES**B. Finance, Audit and Facilities Committee**Washington Federation of State Employees Collective Bargaining Agreement –
UW RatificationRECOMMENDED ACTION:

It is the recommendation of the Administration that the Board of Regents approve a Master Collective Bargaining Agreement between the University of Washington and the Washington Federation of State Employees (WFSE) that covers approximately 2,793 employees in six bargaining units at the University of Washington, UW Medical Center and Harborview Medical Center. The duration of the Agreement is from July 1, 2009 through June 30, 2011.

BACKGROUND:

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

Following is a summary of the critical elements of the Master 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 120 hours of accrued leave.
- Clarified hours worked on a holiday will not count as time worked for the purpose of calculating overtime.
- Clarified that arbitrator fees and costs will be shared equally by the parties.
- Deleted language requiring employees to return jury duty compensation.

Wages:

Recruitment and Retention adjustments from two to four ranges will be made for certain skilled trades classifications (Plumber, Plumber Lead,

VII. STANDING COMMITTEES

B. Finance, Audit and Facilities Committee

Washington Federation of State Employees Collective Bargaining Agreement – UW Ratification (continued p. 2)

Elevator Mechanic, Elevator Mechanic Lead, Carpenter, and Carpenter Lead).

July 1, 2009

- 2.25 percent across-the-board wage increase
- Market adjustments for classifications below 80 percent of market (approximately 290 employees)
- Increase in evening and night shift differential to one dollar (\$1.00) for all eligible employees and to one dollar and twenty-five cents (\$1.25) for custodians working nights

July 1, 2010

- 2.25 percent across-the-board wage increase