

**VII. STANDING COMMITTEES****B. Finance, Audit and Facilities Committee****SEIU Local 1199NW Collective Bargaining Agreement – UW Ratification****RECOMMENDED 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 1,555 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, 2009 through June 30, 2011.

**BACKGROUND:**

This is a successor Master Agreement for these bargaining units 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:**

- Addition of Airlift Northwest bargaining unit to Master Agreement with specific provision applying to only ALNW RN's.
- 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 160 hours of accrued leave.
- Deleted language requiring employees to return jury duty compensation.

**Wages:****Registered Nurses (including Airlift Northwest RN's)**

July 1, 2009

- 2.5 percent across-the-board wage increase

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July 1, 2010

- 2.5 percent across-the-board wage increase
- New 28 year step at 2 percent more than previous step
- Increase in Charge Nurse premium by \$.25 to \$2.25
- Increase in Night Shift premium by \$.25 to \$4.00

January 1, 2011

- 2.5 percent across-the-board wage increase

#### **Social Workers and Health Care Specialists**

July 1, 2009

- 2.0 percent across-the-board wage increase

July 1, 2010

- 2.0 percent across-the-board wage increase
- Increase in Night Shift premium by \$.25 to \$4.00 for Health Care Specialists only

January 1, 2011

- 2.0 percent across-the-board wage increases
- New step on pay range that is 3.0 percent more than previous step

#### **Respiratory Care Practitioners**

January 1, 2009

- 5.0 percent Market adjustments

July 1, 2009

- 2.0 percent across-the-board wage increase
- Increase in Certification Premium by \$.25 to \$.75

July 1, 2010

- 2.0 percent across-the-board wage increase
- Increase in Certification Premium by \$.25 to \$1.00
- New step on pay range that is 3.0 percent more than previous step

January 1, 2011

- 2.0 percent across-the-board wage increase

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##### **Anesthesia Technicians**

January 1, 2009

- 1.0 percent market adjustment

July 1, 2009

- 3.0 percent across-the-board wage increase
- Increase in Certification Premium by \$.25 to \$.75

July 1, 2010

- 3.0 percent across-the-board wage increase
- Increase in Certification Premium by \$.25 to \$1.00
- New step on pay range that is 3.0 more than previous step

January 1, 2011

- 3.0 percent across-the-board wage increase

##### **Imaging Classifications**

January 1, 2009

- 1.0 percent market adjustment for all classifications

July 1, 2009

- 2.5 percent across-the-board wage increase (Sonographers and Radiology Techs)
- 3.5 percent across-the-board wage increase (CT, Angio, MRI, Nuclear Medicine, Leads)
- Increase in Certification Premium by \$.25 to \$.75 for all classes

July 1, 2010

- 2.5 percent across-the board wage increase (Sonographers and Radiology Techs)
- 3.5 percent across-the-board wage increase (CT, Angio, MRI, Nuclear Medicine, Leads)
- Increase in Certification Premium by \$.25 to \$1.00 for all classes

January 1, 2011

- 2.0 percent across-the-board wage increase for all classes

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June 1, 2011

- New step that is 3.0 percent more than previous step for all classes