

VII. STANDING COMMITTEES**B. Finance, Audit and Facilities Committee**SEIU Local 925 Healthcare Professional/Laboratory Technical Collective Bargaining Agreement – UW RatificationRECOMMENDED 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 845 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, 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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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 certain classifications below 80 percent of market (approximately 324 employees)

July 1, 2010

- 2.25 percent across-the-board wage increase

Wages: (SEIU Local 925/SEIU Local 1199NW Identical Titles Only):

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

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

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B. Finance, Audit and Facilities Committee

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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

June 1, 2011

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