

December 17, 2015

To: Faculty and Staff at Harborview Medical Center

From: Paul Hayes, RN
Executive Director

Re: UW/Harborview – SEIU 1199 NW Contract Negotiations Update

DECEMBER 14 AND 15 BARGAINING SESSIONS

The Harborview (HMC) management team met with SEIU 1199NW for our 26th and 27th bargaining sessions on December 14th, December 15th and into the 16th – the session concluded around 2:30AM. I participated in this session in an effort to reach a final deal and get our affected employees much-deserved wage increases. We made progress, but we are still awaiting the union's signature on a few remaining items before this deal is finished and can be implemented. We have asked the union to take the proposal below to the membership for a vote.

We have committed to numerous gains for our employees through this process – wage increases, an expansion of the Break Relief/Resource RN program, and major enhancements to education funding, to name a few. These are long-term investments with great value, but they all come at a cost, and we have made it clear to the union that we have exhausted all of the resources that we can commit to this contract.

Here is where we stand on the few items that remain open:

LAST REMAINING ISSUES

Overview: Value of Harborview Proposals

The package HMC is offering is valued at: \$19.8 million for 2015-17 (7.1% of Payroll).

Wages

Across-the-board Increases: We have proposed general wage increases as follows:

- **3% raise** upon ratification (effective February 1, 2016 at the earliest).
- **2% raise** effective July 1, 2016.

Top Steps: We have proposed adding a **new salary step to the top of all pay tables**, effective January 1, 2017, which would provide for an additional 2% increase from the step prior. Employees who have been on the existing top step for 1 year or more on the effective date would advance immediately. This would provide an **additional 2% salary increase to roughly 462 employees** in this contract period.

Ratification Incentive: We have proposed a ratification incentive payment for staff who are actively employed at the time of ratification and payment, as follows:

- **\$500 payment** for employees above a 0.6 FTE.
- **\$250 payment** for employees at/below a 0.6 FTE.

We have made it clear that if the contract is ratified by December 25, these payments will come through on the January 10 pay date, and if the contract is ratified after December 25, the payment date must be pushed back to February 10 at the earliest.

Premium Pay (Article 12)

We have agreed to and signed off on the union's most recent proposal on this article, but until the union signs it, the article remains open and we cannot conclude this contract.

Paid Release Time for 2017-2019 Negotiations (Successor Agreement)

We have agreed to and signed off on the union's most recent proposal on this article, but until the union signs it, the article remains open and we cannot conclude this contract.

HOWEVER, we cannot proceed with implementation until the parties reach agreement on those remaining contract provisions. Below are some of the agreed-upon benefits that will be implemented once the contract is ratified:

AGREEMENTS REACHED & AWAITING RATIFICATION

Wages and Classifications

Healthcare Specialists: We are consolidating healthcare specialists onto the inpatient pay range step-for-step, as proposed by the union, which will result in **raises of roughly 5%** for outpatient healthcare specialists. This will go into effect on February 1, 2016.

Social Workers: We are consolidating social workers into one job class paid at the Social Worker 2 rate, which will result in **raises of roughly 6%** for Social Worker 1's. We have also agreed to a **\$1.50 per hour License Pay** for state-licensed social workers. This will go into effect on February 1, 2016.

END Technologists: The UW Compensation Office will undertake the union's proposed review of the END technologist series job descriptions and provide a response within 60 days of the contract's ratification. **END technologists are guaranteed to receive a wage increase of at least 2% upon completion of this review in addition to the across-the-board increase.**

Break-Relief/Resource Nurse

Break Relief on all Acute Care Units:

Resources equivalent to day shift break relief RNs will be added to 3 additional acute care units 1 year from contract ratification, and to all acute care units by June 30, 2017.

Education and Tuition Support

RN-to-BSN Degree Program:

We will provide **scholarships covering full tuition** for up to 11 Harborview RNs per year for the UW Bothell RN-to-BSN degree program at Harborview.

Other Degree Programs for RNs and Non-RNs:

We have proposed an **additional \$100,000 per year** (up to \$6,000 per employee) for RNs to attend other programs for RN to BSN or graduate nursing degrees, and for non-RNs

pursuing a nursing degree.

Masters in Nursing: We will memorialize that all RNs who complete their Masters in Nursing during the life of the agreement receive an additional salary step increase upon completion.

Skills Day – We will provide a paid skills day for respiratory therapists during each year of the contract, comprised of internal education focused on job specific competency training.

Non-HMC Bargaining Unit: Hall Health and Research RNs

Hall Health RN Salary Steps: Promptly upon ratification we will evaluate the experience and placement of any Hall Health RN who the union believes is placed on a salary step not reflective of their experience. Any RNs deemed to be on an improper salary step will receive **an additional step increase** for their next 2 periodic increment dates (unless they have already advanced to the top step).

Research RN Compensation Meetings: We have committed to meet and discuss Research RN compensation topics such as consolidation of the Research RN 1 and 2 job classes and market data promptly upon ratification.

NEXT STEPS

This is an extremely robust agreement, which will provide meaningful gains for employees across HMC once we get this finalized. Again, we have been very clear with the union that after continual movement, we have finally reached the point where we cannot commit further resources.

As such, **we have encouraged the union to put this contract to a vote of its members**, and let the HMC employees that stand to benefit from this new contract decide.

We will continue to keep you updated, and more detailed summaries of each bargaining session can be found at: <http://www.washington.edu/admin/hr/laborrel/negotiation-updates/1199/index.html>.

Our Harborview team members are Darcy Jaffe, Becky Pierce, Bonnie Conley, Sommer Kleweno-Walley, Dana Kyles, Joe Marotta, Kathy Mertens, and representatives from UW Human Resources. Additionally, representatives from Airlift Northwest, Hall Health, and the School of Medicine (for Research RNs) are participating for their staff included in the contract.

cc: Johnese Spisso
Mindy Kornberg
Harborview Board of Trustees
King County Council
King County Executive