

Summary of SEIU 925-UW 2021-2023 CBA Reopener

CONTRACT PROVISION	SUMMARY OF CHANGES
Article 45 – Compensation, Wages, and Other Pay Provisions	<p>Updates: The parties agreed to a wage rate increase of 3% on 7/1/2022.</p> <p>Language added for standby pay to increase from \$3.75 to \$4.00 per hour between 0 to 30 hours and \$6.00 over 30 hours per pay period for Health Care Professional/Laboratory Technical Unit.</p> <p>Language added for shift differentials to increase from \$1.50 to \$1.75 per hours for evening shift and \$2.25 to \$2.50 per hour for night shift for Health Care Professional/Laboratory Technical Unit.</p> <p>Added language that an employee receiving language pay transfers or is promoted into a position that also requires those skills as determined by the employer, will be paid a premium for language pay.</p> <p>Language added for weekend pay from \$1.50 to \$2.25 per hour for Healthcare Professional/Laboratory Technical Unit.</p> <p>Removed UWMC Public Safety Officer Premium section. The parties agreed to create a new classification, reflected in the New MOU - UWMC – ML Campus Security Officer and Sergeant.</p>
New MOU – Facilitated Mediation Multi-Campus Floating	<p>New: The parties agreed to a new MOU to request facilitated mediation from PERC within 90 days of ratification to develop a tiered floating tool across three hospitals and the parties commit to meeting at least monthly with the facilitator/mediator up to 12 months. Participants would be provided paid release time, if applicable and up to 8 bargaining unit members from UW Medicine may attend each session.</p>
New MOU – Float Between Campuses	<p>New: The parties agreed to a new MOU when there is low patient volume and there is another department in need, management may float staff between UWMC – NW and UWMC – Montlake and employees who agree to float will receive an introduction to the unit leader for the shift, review of emergency procedures for that unit, tour of the physical location and of supplies and equipment, as well as a review of the patient assignment and unit routine. Employees will not float more than once per shift and will receive a \$4.00 per hour premium for all hours worked outside of the Employee’s home entity and reimbursed for travel, mileage, and parking at the second site.</p>
New MOU – Football Game Overtime	<p>New: The parties agreed to a new MOU for dispatchers, security guards and officers to receive double-time for all hours on overtime assigned to work related to football and for those on their</p>

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	regular duty or straight time, they would receive double-time at the start of the first roll call and one hour after the end of the game effective July 1, 2022.
New MOU – Lump Sum	New: The parties agreed to a new MOU that states that employees at or above a .6 FTE will receive \$850 lump sum and below a .6 FTE will receive \$500 lump sum. Eligible employees must be in an active permanent appointment in pay status on July 1, 2022.
New MOU – Multi-Campus Voluntary Standby Pool	New: The parties agreed to a new MOU that the Employer may create a UW Medicine multi-campus voluntary standby (call) pool by classification to include members from different bargaining unions and the Employer will develop a process for employees to sign up. The standby (call) pool will be used to fill standby shifts at Harborview, UW Medical Center – Montlake, or UW Medical Center – Northwest and not include like-titles represented by different unions on different campuses without agreement of all unions. Compensation will be based on the terms and conditions in their home collective bargaining agreement. The parties agree that stand-by pools will not be created for like-titles represented by different unions on different campuses without the agreement of all unions representing these employees.
New MOU – Standby and Call Hours Reduction	New: The parties agreed to a new MOU which includes stand-by guidelines and procedures to include the usage will not be used to avoid filling vacant positions, not used in lieu of scheduling regular scheduled shifts and not to address regular changes in patient census or acuity and will not be implemented in schedules where stand-by has not been practice as of September 1, 2021 without proper notice and bargaining. Upon request from the Union, unit based staffing committee will be formed. The Employer will make a good faith effort to provide relief for an employee who had been working on call within 8 hours of the start of their next scheduled shift and upon the Employee’s request could a vacation day or authorized leave without pay be used.
New MOU – Anesthesiology Technician R&R	New: The parties agreed to a new Recruitment and Retention MOU for Anesthesiology Technician 1 on Pay Table BG at Pay Range 12 to the same table at Pay Range 17 and Anesthesiology Technician 2 on Pay Table BT at Pay Range 30 to the same table at Pay Range 35, which will have employees placed on a new pay range at their current step, effective 45 days after ratification on the first available pay period determined by the Employer.

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New MOU – Cardiac Sonographer R&R	New: The parties agreed to a new Recruitment and Retention MOU for Cardiac Sonographer 1 on Pay Table BF at Pay Range 49 to the same table at Pay Range 54, Cardiac Sonographer 2 on Pay Table BF at Pay Range 52 to the same table at Pay Range 57, Cardiac Sonographer Lead on Pay Table BF at Pay Range 60 to the same table at Pay Range 65, Cardiac Sonographer Specialist on Pay Table BF at Pay Range 56 to the same table at Pay Range 61, and Cardiac Sonographer Supervisor on Pay Table BF at Pay Range 78 to the same table at Pay Range 83, which will have employees placed on a new pay range at their current step, effective 45 days after ratification on the first available pay period determined by the Employer.
New MOU – Clinical Lab Tech R&R	New: The parties agreed to a new Recruitment and Retention MOU for Clinical Laboratory Assistant on Pay Table B7BX at Pay Range 12 to the same table at Pay Range 17, Clinical Laboratory Technician 1 on Pay Table B8 at Pay Range 30 to the same table at Pay Range 35, Clinical Laboratory Technician 2 on Pay Table B8 at Pay Range 36 to the same table at Pay Range 41, and Clinical Laboratory Technician Lead on Pay Table B8 at Pay Range 46 to the same table at Pay Range 51, which will have employees placed on a new pay range at their current step, effective 45 days after ratification on the first available pay period determined by the Employer.
New MOU – Diagnostic Medical Sonographer R&R	New: The parties agreed to a new Recruitment and Retention MOU for Diagnostic Medical Sonographer on Pay Table BF at Pay Range 52 to the same table at Pay Range 57, Diagnostic Medical Sonographer Lead on Pay Table BF at Pay Range 63 to the same table at Pay Range 68, Diagnostic Medical Sonographer Specialist on Pay Table BF at Pay Range 55 to the same table at Pay Range 60, and Diagnostic Medical Sonographer Supervisor on Pay Table BF on Pay Range 81 to the same table at Pay Range 86, which will have employees placed on a new pay range at their current step, effective 45 days after ratification on the first available pay period determined by the Employer.
New MOU – Imaging Technologist R&R	New: The parties agreed to a new Recruitment and Retention MOU for Imaging Technologist Trainee on Pay Table BF at Pay Range 8 to the same table at Pay Range 13, Imaging Technologist on Pay Table BF at Pay Range 32 to the same table at Pay Range 37, Imaging Technologist Angiography on Pay Table BF at Pay Range 50 to the same table at Pay Range 55, Imaging Technologist Comp Tomo on Pay Table BF at Pay Range 41 to the same table at Pay Range 46, Imaging Technologist Education Quality Assurance on Pay Table BF at Pay Range 64 to the same table at Pay Range 69,

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	<p>Imaging Technologist Lead on Pay Table BF at Pay Range 60 to the same table at Pay Range 65, Imaging Technologist Mag Res Imaging on Pay Table BF at Pay Range 53 to the same table at Pay Range 58, Imaging Technologist Mammo on Pay Table BF at Pay Range 41 to the same table at Pay Range 46, and Imaging Technologist Supervisor on Pay Table BF at Pay Range 76 to the same table at Pay Range 82, which would place employees on a new pay range at their current step, with the exception of at least a 5% increase for Imaging Technologist Supervisor, effective 45 days after ratification on the first available pay period determined by the Employer.</p>
New MOU – Medical Assistant R&R	<p>New: The parties agreed to a new Recruitment and Retention MOU for Medical Assistant on Pay Table B4 at Pay Range 43 to Pay Table B7BX at Pay Range 42, Medical Assistant Lead on Pay Table B4 at Pay Range 46 to Pay Table B7BX at Pay Range 50, Medical Assistant Supervisor on Pay Table B4 at Pay Range 50 to Pay Table B7BX at Pay Range 59, which will provide at least a 5% increase plus one step not to exceed the top automatic step. Medical Assistant Apprentice on Pay Table B4 at Pay Range 30 to the same table at Pay Range 32, employees in this classification will be placed on their current step in the new range. These increases are effective October 1, 2021 or the first available pay period determined by the Employer.</p>
New MOU – Medical Interpreters R&R	<p>New: The parties agreed to a new Recruitment and Retention MOU for Medical Interpreter 1 on Pay Table B5 at Pay Range 43 to the same table at Pay Range 45, Medical Interpreter 2 on Pay Table B5 at Pay Range 46 to the same table at Pay Range 48, Medical Interpreter Case Worker on Pay Table B5 at Pay Range 47 to the same table at Pay Range 49, and Medical Interpreter – ASL on Pay Table B5 at Pay Range 55 to the same table at Pay Range 57, which would provide at least a 2.5% increase, effective 45 days after ratification on the first available pay period determined by the Employer.</p>
New MOU – Patient Services Specialist Supervisor R&R	<p>New: The parties agreed to a new Recruitment and Retention MOU for Patient Services Specialist Supervisor on Pay Table B4 at Pay Range 47 to the same table at Pay Range 49 and Patient Care Coordinator Supervisor on Pay Table B4 at Pay Range 50 to the same table at Pay Range 52, which will have employees placed on a new pay range at their current step, effective 45 days after ratification on the first available pay period determined by the Employer.</p>

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New MOU – Peer Counselor R&R	New: The parties agreed to a new Recruitment and Retention MOU for Peer Counselor/Community Health Worker on Pay Table B4 at Pay Range 37 to Pay Table B4 at Pay Range 40, which will provide at least a 2% increase, effective 45 days after ratification on the first available pay period determined by the Employer.
New MOU – Pharmacy Technician R&R	New: The parties agreed to a new Recruitment and Retention MOU for Pharmacy Assistant on Pay Table BG at Pay Range 25 to the same table at Pay Range 37, Pharmacy Technician 1 on Pay Table BG at Pay Range 35 to Pay Table BG at Pay Range 47, Pharmacy Technician 2 on Pay Table BG on Pay Range 40 to the same table at Pay Range 52, and Pharmacy Technician Lead on Pay Table BG at Pay Range 45 to the same table at Pay Range 57, which would provide at least a 5% increase, effective 45 days after ratification on the first available pay period determined by the Employer.
New MOU – Polysomnographic Techs R&R	New: The parties agreed to a new Recruitment and Retention MOU for Polysomnographic Technician 1 on Pay Table BG at Pay Range 54 to the same table at Pay Range 61, Polysomnographic Technician 2 on Pay Table BG at Pay Range 64 to the same table at Pay Range 71, Polysomnographic Technologist on Pay Table BG at Pay Range 71 to the same table at Pay Range 78, which will have employees placed on a new pay range at their current step, effective 45 days after ratification on the first available pay period determined by the Employer.
New MOU – Respiratory Series R&R	New: The parties agreed to a new Recruitment and Retention MOU for Respiratory Care Assistant on Pay Table BG at Pay Range 30 on the same table to Pay Range 35, Respiratory Care Practitioner on Pay Table BT at Pay Range 54 on the same table at Pay Range 59, Respiratory Care Lead on Pay Table BT at Pay Range 63 to the same table at Pay Range 68, Respiratory Care Specialist on Pay Table BT at Pay Range 73 to the same table at Pay Range 81, which would place employees on a new pay range at their current step, with the exception of at least a 5% increase for Respiratory Care Specialist, effective 45 days after ratification on the first available pay period determined by the Employer.
New MOU – Respiratory Premium Pay	New: The parties agreed to a new MOU for premium pay for Respiratory Therapists who perform Extra Corporeal Life Support work (ECLS), will be paid a \$6.50 per hour premium while performing that work and is effective no more than 45 days following ratification.

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New MOU – Surgical Technologist R&R	New: The parties agreed to a new Recruitment and Retention MOU for Surgical Technologist on Pay Table BG at Pay Range 49 to the same table at Pay Range 54, which would provide employees to be placed on a new pay range at their current step, effective 45 days after ratification on the first available pay period determined by the Employer.
New MOU – UWMC – ML Campus Security Officer and Sergeant	New: The parties agreed to a new Recruitment and Retention MOU for UWMC – Montlake Campus Security Officers. The Campus Security Officer – UWMC – ML will be placed on Pay Table B4 at Pay Range 47, Campus Security Sergeant – UWMC – ML will be placed on Pay Table B4 at Pay Range 57, which provides at least a 10% increase, effective 45 days after ratification on the first available pay period determined by the Employer.
New MOU – Vascular Sonographer R&R	New: The parties agreed to a new Recruitment and Retention MOU for Vascular Sonographer on Pay Table BF at Pay Range 52 to the same table at Pay Range 57, Vascular Sonographer Lead on Pay Table BF at Pay Range 60 to the same table at Pay Range 65, which would place employees on a new range at their current step, effective 45 days after ratification on the first available pay period determined by the Employer.