

SEIU 925 and WFSE  
2025-2027  
CBA Changes

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## 2025-2027 CBAs

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*In the Summer of 2024, UW negotiated the 2025-2027 Collective Bargaining Agreements with SEIU 925 and WFSE.*

*The following changes will become effective July 1, 2025.*



# SEIU 925 Article 6 - Grievance Procedure

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- 6.5 The written grievance shall include the following information:
  - a. The date upon which the grievance occurred.
  - b. The specific Article(s) and Section(s) of the Agreement violated.
  - c. The past practice, rule, policy violated.
  - d. **A description of the specific events that occurred that resulted in the alleged violation.**
  - e. Specific remedy requested.
  - f. The grievant(s) name **and position.**
  - g. Name and signature of Union representative (Staff or Steward).
  - h. The nature of the grievance.
  
- 6.11 Step Four: Arbitration. “The Union and the University must begin the arbitration scheduling process and provide availability to the arbitrator within thirty (30) calendar days of the Union advancing the grievance to arbitration.”

# WFSE Article 6 - Grievance Procedure

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- 6.5 The written grievance shall include the following information:
  - a. The date upon which the grievance occurred.
  - b. The specific Article(s) and Section(s) of the Agreement violated.
  - c. The past practice, rule, policy violated.
  - d. **A description of the events that resulted in the alleged violation.**
  - e. Specific remedy requested.
  - f. The grievant(s) name **and position.**
  - g. Name and signature of Union representative (Staff or Steward).
  - h. The nature of the grievance.

# SEIU 925 Article 9 – Hours of Work

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## ➤ 9.3 Meal and Rest Breaks

- New language regarding meal and rest break requirements for both hospital and campus employees
  - > Includes references to missed breaks, second meal periods, and combining meal periods
- Additional language specific to health care workers subject to RCW 49.12.480 (includes language around waivers)

## ➤ 9.6 Changes in Work Schedules

- Permanent changes: Must provide 14 days notice **in writing**
- Temporary changes: Must provide **3 days** notice **in writing** (increased from 2)
  - Aligns with WFSE



## WFSE 925 Article 9 – Hours of Work

- 9.3 Meal and Rest Breaks
  - New language regarding meal and rest break requirements for both hospital and campus employees
    - > Includes references to missed breaks, second meal periods, and combining meal periods
  - Additional language specific to health care workers subject to RCW 49.12.480 (includes language around waivers)
- 9.4 Work Schedules
  - Alternative Work Schedule. **Workweeks and work shifts of different number of hours may be established for overtime-eligible employees by the Employer in order to meet business and customer needs, as long as the alternative work schedule meets federal and state laws.** ~~An alternative 40 hour work schedule (other than 5 uniform and consecutive 8 hour days in a 7 day period, or for hospital personnel an 8 hour work week in a 14 day period and other mutually agreed upon schedules that comply with applicable federal and state law. Employee work schedules normally include 2 consecutive days off.~~
- 9.7 Rest Between Shifts - Surg Tech, PCT, Mental Health Spec. and HA
  - Changed from 10 to 11 hours off duty between shifts



# SEIU 925 Article 10 - Overtime

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- **10.1 “For employees in the Healthcare Professional/Laboratory Technical and HMC Technical bargaining units:** Hours worked after twelve (12) consecutive hours within the twenty-four (24) hour period shall be paid at the rate of double time (2x) the employee’s regular rate of pay. Employees working twelve (12) hour shifts will receive time and one half (1-1/2) after twelve (12) hours and double time (2x) after fourteen (14) hours.”
- **Aligns with SEIU 1199NW**

# SEIU 925 Article 11 – Training and Development

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- *11.15 Education Support Funds (per fiscal year)*
  - *Surgical Technologists (\$400)*
  - *Physical Therapists and Physical Therapist Assistants (\$1,500 if hired before 7/19/16, \$550 if hired after)*
  - *Occupational Therapists (\$1,500 for Hand Therapists hired before 9/17/20, \$550 if hired after)*
  - *Dietitians (\$500)*
  - *Social Workers (\$850)*
  - *Medical Interpreters (\$400)*
  - *Respiratory Therapists (\$400)*
  - *Ophthalmic Technicians, Specialists, Leads, and Supervisors (\$400)*
  - *Electrodiagnostic Technicians (\$500)*
  - *Anesthesia Technician 2s and Leads (\$400)*
  - *Optician – Licensed Dispensing (\$400)*
- *11.14 Education Time Off*
  - *40 hours/year for the above classifications*
  - *11.16 Social Worker Alaska Licensure: 9 additional hours every other year + license and/or registration fee reimbursement*



# WFSE Article 11 – Training and Development

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## ➤ 11.7. Educational/Professional Leave

- For Surgical Technologists, Hospital Central Services Technicians, Mental Health Practitioner Leads, and Mental Health Practitioner Clinic Specialists who have completed their probationary period, up to ~~three (3) days~~ **forty (40) hours**, pro-rated for part-time, of paid release time shall be granted annually for each employee for educational/professional leave.



# SEIU 925 Article 12 – Certification Pay

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- Added the following classifications to eligibility list:
  - Ophthalmic Technician series (1, 2, Specialist, Lead, and Supervisor)
  - Respiratory Care Assistant
  - Surgical Technologist Lead
- Remains at \$1.25/hour



# WFSE Article 12 – Licensure and Certification

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## ➤ 12.2 New License or Certification

- > When the Employer requires a new license and/or certification, the Employer will reimburse the employee for the initial cost of the new license and/or certification, **including all required training, education, and fees, as determined by the employer.** Thereafter, the employee will be responsible for maintaining the license and/or certification and for all renewal costs. As determined by the Employer, individual departments may reimburse employees for maintenance and renewal costs.



# SEIU 925 Article 14 – Hiring, Appointment, Promotions

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## ➤ 14.1 Probation

- “If at any point during a probationary period the supervisor believes that the employee’s performance may result in their rejection, when possible, the supervisor will provide feedback as soon as possible identifying areas of improvement and offering support.”

## ➤ 14.2 Internal Lateral Movement Within Unit/Department

- “Prior to referring candidates, the Employer will provide seven (7) calendar days’ notice to employees within the unit/department seeking a different shift regardless of shift.”

## ➤ 14.4 Fixed Duration Appointments

- Able to extend up to 24 months.
- If the work becomes ongoing/permanent in nature, the employee may submit a non-grievable request to the department to post a regular position



# SEIU 925 Article 14 – Hiring, Appointment, Promotions (cont...)

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## ➤ 14.6 Promotions and Transfers

- At least **two** bargaining unit applicants per job requisition will be granted an interview for bargaining unit positions (must be a regular monthly employee and possess the essential skills) – increased from one.
- “Upon request, the Employer will provide the Union with a list of bargaining unit employees who applied for lateral or promotional opportunities for a specific job posting.”

## > 14.8 Lateral Movements

- Will serve a **6 month** trial service period (increased from 6 weeks to align with promotion rather than transfer).

## > 14.10 Voluntary Demotion

- “An employee who demotes to a classification **in which they have not previously held permanent status** will serve a **six (6) month** trial service. During the first two (2) months on the new job, these employees have preemptive rights to their former position.”

## ➤ 14.11 Trial Service Across CBAs

- “SEIU 925 members who take positions represented by other CBA’s for which they have not held permanent status will follow the trial service language from the SEIU 925 CBA upon reversion. If their previous position is no longer available, they will revert to the rehire list for the position they held permanent status in immediately prior to taking the non-SEIU 925 position.”

# WFSE Article 14 – Hiring, Appointment, Promotions, and Transfers

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## ➤ 14.9

- At least 2 (changed from 1) bargaining unit applicants per job requisition, who are regular monthly employees who possesses the essential skills, shall be among those granted an interview for bargaining unit positions.

## ➤ 14.12. New language

- WFSE members who take positions represented by other CBA's for which they have not held permanent status will follow the trial service language for the WFSE CBA upon reversion. If their previous position is no longer available, they will revert to the rehire list for the position they held permanent status in immediately prior to taking the non-WFSE position.

## ➤ 14.16 Temporary Assignment To a Higher Position

- The employing official may temporarily assign a regular monthly employee the duties and responsibilities of a higher-level class for up to one (1) year. Such appointments shall be made in increments of no more than six (6) months. **The employee shall be paid a temporary salary increase (TSI) of at least five percent (5%) increase over the present salary but not to exceed the maximum of the range for the higher classification. When assigned or directed to perform the duties of a higher-level class, such increases shall be effective the first day of the assignment, on an hour for hour basis.**



# WFSE Article 32 – Uniforms and Special Clothing

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## ➤ 32.5. Safety Boot Reimbursement

- UW-Bothell, UW Tacoma, UWMC and HMC are now included as well as Seattle Main Campus (historical) for Facilities Only
- Boot reimbursement increased from \$150 to \$200

## ➤ 32.6 Tools and Equipment

- Language added that when requested, staff will be provided with protective gloves and safety glasses when required to safely perform their work.
- Language added that for Trades staff, upon request the Employer will provide each Trades staff member with one(1) load veering utility belt/vest.



# SEUI 925 Article 33 – Transportation, Commute Reduction, and Telework

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## ➤ 33.4 Telework

- Termination of **hybrid or occasional** telework arrangements shall require no less than **thirty (30)** business days written notice, **unless it is for alleged misconduct or emergency, in which case, it may be terminated immediately.**” (increased from 5 days)
- For fully remote employees, termination of telework arrangements shall require no less than thirty (30) business days’ notice, but the Employer will provide additional notice whenever possible. Employees may request an extended transition time. Telework arrangements may be terminated immediately in the case of misconduct or emergency.
- The Employer will provide in writing the reason(s) for the termination of any teleworking arrangements.



# SEIU 925 Article 34 – Performance Evaluation

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- 34.1 Performance evaluations shall not be used to initiate demotions, and are to be conducted by the employee's supervisor or designee.
- 34.2 Evaluation Forms
  - Must include a place for employee comments, which may include employee feedback to the supervisor.
  - If a department has established performance standards, such standards will be made available to employees.
- 34.3 When there is an update to the employee's job description, the supervisor will provide the employee with a copy of the job duties.
- 34.4 Evaluation Process
  - When performance problems occur, the supervisor will include a description of the areas in which improvement is needed in the evaluation.
  - The employee will be provide a copy of the final evaluation.



# SEIU 925 and WFSE Article 38 – Seniority, Layoff, Rehire

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## ➤ 38.2 Rehire List

- Removal from rehire list will occur if the employee refuses two offers of placement for a position having the same pay, FTE status and shift as the position from which the employee was laid off, **or as listed in the employee's option selection form.**
- “Employees in bargaining units represented by either SEIU 925 or WFSE can be placed on the rehire list for either or both bargaining units.”



# SEIU 925 Article 42 – Union Activities, Rights, and Stewards

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## ➤ 42.2 New Steward Training

- When requesting release for a second steward to be present at an investigatory meeting or grievance hearing, the Union must notify the steward's supervisor, and confirmation of attendance must be communicated to the supervisor and HR rep attending the meeting.
- Removed limiting language stating that no steward can attend a meeting as a second steward more than once.



# WFSE Article 42 – Union Activities, Rights, and Stewards

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- 42.4 Use of State Facilities, Resources and Equipment
  - Language added that when employees are required to meet with management, they along with their steward and/or Union representatives will be provided with a private space that is free from noise and interruptions and away from management staff (when the meeting is virtual), whenever possible.
- 42.6 Information Requests
  - Language added that all requests for information regarding the bargaining unit by the Union will be submitted in writing to the Office of Labor Relations. Requests will not normally extend more than 24 months prior to the date of the request unless a legitimate reason is articulated.



# SEIU 925 Article 45 – Compensation, Wages

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- 45.1 Across-the-Board Increases: 3% on July 1, 2025; 2% on July 1, 2026
- 45.9 Callback Pay
  - Increased bonus pay from 2 hours to 3 hours
  - Added clarification around when callback would/would not apply
- 45.10 Standby Pay
  - Increased bonus pay from 2 hours to 3 hours
  - Increased from \$6/hour to \$7/hour for Healthcare BU's (Pro/Lab Tech and HMC)
  - Increased from \$2/hour to \$4/hour for remaining BU's (Nonsupervisory, Supervisory, Contact Center, Research Tech)

**\*\*\*Exceptions are outlined in Appendix II – Differentials\*\*\***

# SEIU 925 Article 45 – Compensation, Wages (cont...)

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- 45.10 Shift Differentials
  - Increased night shift from \$1.00/hour to \$1.50/hour for non-healthcare BU's (Nonsupervisory, Supervisory, Contact Center, Research Tech)
  - Added HMC BU to \$1.75/hour for evening and \$2.50/hour for night
- 45.17 Weekend Pay
  - Increased to \$2.00/hour for non-healthcare BU's
  - Added HMC BU to \$2.25/hour

**\*\*\*Exceptions are outlined in Appendix II – Differentials\*\*\***

## SEIU 925 Article 45 – Compensation, Wages (cont...)

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- Removed references to Substitute Lead pay
  - Would be entitled to a TSI
- Added Ambulatory Float Pool Premium of \$1.50/hour for employees hired solely into the Ambulatory Float Pool at UWMC-ML or HMC.

# WFSE Article 45 – Compensation, Wages

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- 45.1 Across-the-Board Increases: 3% on July 1, 2025; 2% on July 1, 2026
- 45.9 Shift differential Pay
  - Increased the premium for evening or nights from \$1 to \$1.50, except those employees in skilled trades job classifications who increased from \$2 to \$2.50.
- 45.10 Standby Pay (On call)
  - Increased all healthcare jobs to \$7/hour
  - Increased all non-healthcare jobs to \$4/hour
- 45.11 Callback Pay
  - Employees required to physically return to their workstation - bonus pay increased from 2 hours to 3 hours
  - Added clarification around when callback would/would not apply

**\*\*\*Exceptions are outlined in Appendix II – Differentials\*\*\***

# WFSE Article 45 – Compensation, Wages (cont.)

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- 45.13 Assignment Pay
  - Assignment pay increased from \$1.75 to \$2.50 per hour when specific assignments are worked.
  - Added clarification that when wearing a fitted, reusable respirator or supplied air respirator, and not a hospital non-trades staff, the employee will be paid for one hour when wearing the equipment for less than one hour and on actual time worked over one hour.
  - Added wearing chaps while operating power cutting tools during tree removal and pruning during landscaping activities as an eligible assignment for the premium pay.
- 45.21 Ambulatory Float Pool Premium Pay – HMC and UWMC-ML
  - Added language that employees hired solely in an Ambulatory Float Pool will receive a float premium of \$.50 for all hours worked.

# WFSE Article 47 – Contracting

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## ➤ 47.2 Skilled Trades Contracting

- When contracting out work is deemed necessary by the Employer, **the Employer will send an electronic overtime solicitation notice to all affected trade-shops identified in Attachment B within UW Facilities Maintenance and Construction** a contracting out form will be provided to the union as soon as possible **in accordance with Attachment B**. The specifications of the form are outlined in Appendix VI and Any **changes to Attachment B or Appendix VI** the form are subject to the parties' collective bargaining obligations. In contracting out work deemed necessary that does not result in layoff under this section, the Employer will not contract out such work for purpose of avoiding overtime, not filling vacancies, or eroding the bargaining unit.

# MOU – Motor Equipment Mechanic Apprenticeship Program

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- MOU outlines provisions for a Motor Equipment Apprenticeship Program that begins July 1, 2025

# Questions?

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