

## Summary of HH 2026-2027 Collective Bargaining Agreement

CONTRACT PROVISION	SUMMARY OF CHANGES
Preamble	<b>No changes:</b> The parties agreed to maintain existing contract language.
Article 1 - Purpose	<b>No changes:</b> The parties agreed to maintain existing contract language.
Article 2 - Nondiscrimination	<b>Updates:</b> The parties agreed to small housekeeping edits.
Article 3 - Affirmative Action	<b>No changes:</b> The parties agreed to maintain existing contract language.
Article 4 - Recognition/Employer	<b>No changes:</b> The parties agreed to maintain existing contract language.
Article 5 - Union Membership, Dues Deduction, and Status Reports	<b>Updates:</b> The parties agreed to language to better align the contract language with the contents of the roster reports sent after every pay period to the Union.
Article 6 - Bargaining Unit Classes / Definitions	<p><b>Updates:</b> Employees will notify their Appointing Authority or designee if their license and/or certification has expired, been restricted, revoked, or suspended, that impedes their ability to fulfill their job requirements. The employee must report the situation within thirty-six (36) hours of the expiration, restriction, revocation, or suspension, or prior to their next scheduled shift, whichever occurs first.</p> <p>Trial Service for Movement Outside the Bargaining Unit. Employees who transfer, promote, or voluntarily demote from a position outside the bargaining unit shall serve a six (6) month trial service period. Paid or unpaid time off taken during the six (6) month trial service period shall extend the length of the trial service period by the amount of paid or unpaid time off taken on a day-for-day basis. Either the Employer or the employee may end the appointment by providing notice. An employee serving a trial service period may voluntarily revert to their former permanent position within six (6) weeks of the appointment, provided that the position has not been filled by a classified employee or an offer to an applicant who will fill that classified staff position has not been made. After six (6) weeks employees may revert to their former position with Employer approval. If their previous position is no longer available, they will revert to the rehire list for the bargaining unit in which they held permanent status immediately prior to taking the new position.</p> <p><b>Preceptor pay:</b> Preceptor pay will be applied until the New Employee is able to function independently in their role as determined by the Employer.</p>

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	<p>Preceptor pay does not apply to the required teaching activities for employees with clinical faculty appointments which require teaching for the maintenance of their faculty appointment</p> <p>It is understood that employees, in the ordinary course of their responsibilities, will be expected to participate in the general orientation process of new employees and this is not considered precepting.</p>
Article 7 -Hours of Work and Overtime	<p><b>Updates:</b> Compensatory Time.</p> <p>a. Overtime hours shall be compensated on a salary payment basis, unless the employee requests and is granted compensatory time (at the rate of one and one-half (1-1/2) times the hours worked) in lieu of pay. Employees may accrue up to a forty (40) hours of compensatory time off each fiscal year. Such compensatory time off shall be scheduled at a time which is mutually acceptable to the employee and the supervisor. In general, employees shall be allowed to take requested compensatory time off unless it causes staffing to fall below a minimum staffing level as determined by the Employer.</p> <p>b. If compensation is paid to an employee for accrued compensatory time, such compensation shall be paid at the regular rate earned by the employee at the time the employee receives such payment.</p> <p>All compensatory time must be used by June 30th of each year. The employee’s compensatory time balance will be cashed out every June 30th or when the employee leaves University employment for any reason. The employee’s compensatory time balance may be cashed out when the employee:</p> <p>a. Transfers to a position in their department with different funding sources or, b. Transfers to a position in another department.</p>
Article 8 - Educational and Professional Development	<p><b>Updates:</b> Increase in education support funds: Hall Health Registered Nurses. The Employer will provide at least \$600.00 per bargaining unit nurse FTE at the beginning of each fiscal year (pro-rated for part-time nurses) to pay for continuing education expenses.</p> <p>Hall Health Advanced Registered Nurse Practitioners and Advanced Registered Nurse Practitioner Leads: The Employer will provide at least \$2,200.00 per fiscal year for each individual full time bargaining unit employee (pro-rated for each individual part time bargaining unit employee).</p>

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Article 9 - Wages and Other Pay Provisions	<b>Updates:</b> Effective within ninety (90) days of ratification on the first available pay period, as determined by the Employer all Salary Ranges will be increased by 3%. Effective July 1, 2026 all Salary Ranges will be increased by 2%.
Article 10 - Tuition Exemption Program	<b>Updates:</b> The parties agreed to small housekeeping edits.
Article 11 - Vacation Schedule	<b>Updates:</b> Vacation accumulation maximum increased to 280 hours.
Article 12 - Employment Practices	<b>No changes:</b> The parties agreed to maintain existing contract language.
Article 13 - Holiday	<b>No changes:</b> The parties agreed to maintain existing contract language.
Article 14 - Union Activities	<b>Updates:</b> The parties agreed to small housekeeping edits.
Article 15 - Sick Leave	<b>Updates:</b> The parties agreed to add under reasons for sick time off usage if the employee or the employee's family member is a victim of domestic violence, sexual assault, or stalking as defined in RCW 49.76.020 and that effective July 27, 2025, employees would be able to use sick leave to prepare for, or participate in, any judicial or administrative immigration proceeding involving the employee or employee's family member.
Article 16 - Committees	<b>No changes:</b> The parties agreed to maintain existing contract language.
Article 17 - Employee Facilities	<b>No changes:</b> The parties agreed to maintain existing contract language.
Article 18 - Classifications	<b>Updates:</b> The parties agreed to small housekeeping edits.
Article 19 - Reclassification	<b>No changes:</b> The parties agreed to maintain existing contract language.
Article 20 - Corrective Action/Dismissal Process and/or Resignation	<b>No changes:</b> The parties agreed to maintain existing contract language.
Article 21 - Seniority, Layoff, Rehire	<b>No changes:</b> The parties agreed to maintain existing contract language.
Article 22 - Job Posting & Transfer	<b>No changes:</b> The parties agreed to maintain existing contract language.
Article 23 - Worker's Compensation Leave	<b>No changes:</b> The parties agreed to maintain existing contract language.
Article 24 - Management Rights and Responsibilities	<b>No changes:</b> The parties agreed to maintain existing contract language.

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Article 25 - Performance of Duty	<b>No changes:</b> The parties agreed to maintain existing contract language.
Article 26 - Grievance Procedure	<b>Updates:</b> The parties agreed to small housekeeping edits.
Article 27 - Mandatory Subject	<b>Updates:</b> The parties agreed to lower the amount of time before implementation can happen of a mandatory subjects change in the event the Union does not request negotiations from 60 days to 30 days.
Article 28 - Health Care Benefits Amounts	<b>Updates:</b> The parties agreed to updating the information to reflect the next biennium.
Article 29 - New Employee Orientation	<b>No changes:</b> The parties agreed to maintain existing contract language.
Article 30 - Health and Safety	<b>No changes:</b> The parties agreed to maintain existing contract language.
Article 31 - Subordination of Agreement and Saving Clause	<b>No changes:</b> The parties agreed to maintain existing contract language.
Article 32 - Washington Paid Family and Medical Leave Program	<b>Updates:</b> The parties agreed to small housekeeping edits.
Article 33 - Duration of Agreement	<b>Updates:</b> The parties agreed to a contract in effect from January 23, 2026 until June 30, 2027
Article 34 - Salary	<b>No changes:</b> The parties agreed to maintain existing contract language.
Article 35 - Parking and Transportation	<b>No changes:</b> The parties agreed to maintain existing contract language.
Article 36 - Reasonable Accommodation of Employees with Disabilities	<b>No changes:</b> The parties agreed to maintain existing contract language.
Article 37 - Miscellaneous Leave	<b>No changes:</b> The parties agreed to maintain existing contract language.
Article 38 - Family Medical Leave Act and Parental Leave	<b>No changes:</b> The parties agreed to maintain existing contract language.
Article 39 - Unpaid Holidays for a Reason of Faith of Conscience	<b>No changes:</b> The parties agreed to maintain existing contract language.

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Article 40 - Absence Due to Family Case Emergencies	<b>No changes:</b> The parties agreed to maintain existing contract language.
Article 41 - Civil/Jury Duty Time Off and Bereavement Time Off	<b>Updates:</b> The parties agreed to expand Bereavement time off from three days to five days and match the definition of family member from the sick time off article.
Article 42 - Leave Related to Domestic Violence, Sexual Assault, Stalking, or Hate Crime.	<b>Updates:</b> Family member was expanded to include an employee’s child, spouse, parent, parent-in-law, grandparent, grandchild, sibling, step-child, grandparent-in-law, domestic partner, or a person who the employee is dating. Victims of hate crime was also added.
Article 43 - Military Leave	<b>No changes:</b> The parties agreed to maintain existing contract language.
Article 44 – Nonpermanent and Intermittent Employees	<b>Updates:</b> The parties agreed to raise the BSN premium for nonpermanent and intermittent employees from \$.50 to \$1.00.
MOU-Vacation Scheduling at Hall Health	<b>Updates:</b> The parties agreed to strike this MOU.
MOU-SOM DOM HCS ARNP	<b>Updates:</b> This MOU expired.
MOU-R and R wage increases	<b>Updates:</b> This MOU expired.
MOU- Salary Overpayment Recovery	<b>Updates:</b> The parties agreed to make this MOU an article and update the method of payback definition to be active employees can payback the overpayment using voluntary wage deduction or vacation (if under 280 hours only) or compensatory time balances and separated employees can payback using cash or check.
MOU- Tracking Discrimination and Bias	<b>Updates:</b> This MOU expired.
MOU: Panel of Arbitrators	<b>Updates:</b> The parties agreed to small housekeeping edits.
Side Letter A- Diversity and inclusion	<b>Updates:</b> The parties agreed to strike this MOU.
Side Letter C- U-PASS	<b>Updates:</b> The parties agreed to small housekeeping edits.
New MOU: RN Recruitment And Retention Wage Increases	<p><b>Updates:</b> Effective within ninety (90) days of ratification on the first available pay period as determined by the Employer, pay tables B2 and BW will receive a two percent (2%) increase.</p> <p>Effective July 1, 2026, pay tables B2 and BW will receive a three percent (3%) increase</p>

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	Effective January 1, 2027, pay table B2 will receive a three percent (3%) increase.															
New MOU: PA-ARNP Recruitment and Retention Wage Increases	<p><b>Updates:</b></p> <ol style="list-style-type: none"> <li>Effective within ninety (90) days of ratification on the first available pay period as determined by the Employer, the following job profiles will receive range increases: <table border="1" style="margin-left: 40px;"> <thead> <tr> <th style="text-align: center;">Regular Job Codes</th> <th style="text-align: center;">NI Job Code</th> <th style="text-align: center;">Job Profile</th> <th style="text-align: center;">Current Table-Range</th> <th style="text-align: center;">New Table-Range</th> </tr> </thead> <tbody> <tr> <td style="text-align: center;">21203 21201</td> <td style="text-align: center;">23216</td> <td style="text-align: center;">PHYSICIAN ASST-ADV RN PRACT</td> <td style="text-align: center;">B9-14</td> <td style="text-align: center;">B9-19</td> </tr> <tr> <td style="text-align: center;">21202 23401</td> <td style="text-align: center;">23217</td> <td style="text-align: center;">PHYSICIAN ASST-ADV RN PRACT LEAD</td> <td style="text-align: center;">B9-24</td> <td style="text-align: center;">B9-29</td> </tr> </tbody> </table> </li> </ol> <p>Employees will remain on their current step. Progression start dates are not impacted by this increase.</p> <ol style="list-style-type: none"> <li>Effective January 1, 2027, the Employer will add a new top automatic step, Step V, to pay table B9. The new top auto step V will be approximately three percent (3%) above Step U. Employees who have been on Step U for at least a year by the effective date will be placed on Step V. Progression start dates will reset upon movement to Step V.</li> <li>Effective January 1, 2027, pay table B9 will receive an additional one percent (1%) increase. This increase will be based upon the salary schedule in effect on December 31, 2026. Employees will remain on their current step.</li> </ol>	Regular Job Codes	NI Job Code	Job Profile	Current Table-Range	New Table-Range	21203 21201	23216	PHYSICIAN ASST-ADV RN PRACT	B9-14	B9-19	21202 23401	23217	PHYSICIAN ASST-ADV RN PRACT LEAD	B9-24	B9-29
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New MOU: Lump Sum Payment	<p><b>Updates:</b></p> <p>Employees in an active position represented by the Union, with a UW compensation plan, and with an FTE as of the date of ratification, are eligible for the lump sum as defined below:</p> <ol style="list-style-type: none"> <li>Employees will receive a single, one (1) time lump sum payment of three thousand dollars (\$3,000), prorated by FTE as of the date of ratification. A 0.9 FTE will be calculated as full-time (1.0) for the purposes of this bonus.</li> </ol>															

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	<p style="text-align: center;">b. Nonpermanent/intermittent employees are not eligible for the lump sum payment.</p> <p style="text-align: center;">The payment will be paid within ninety (90) days of ratification.</p>
New MOU: Non-Monetary Steps	<p><b>Updates:</b> Effective July 1, 2026, the Employer will eliminate all non-monetary steps for all pay ranges on pay tables B2 and BW. Where there is a non-monetary step, the Employer will increase the value of the non-monetary step by half the difference between the step below and the step above the non-monetary step.</p>
New MOU: New Top Step for Registered Nurses and Research Registered Nurses	<p><b>Updates:</b></p> <ol style="list-style-type: none"> <li>1. Effective within ninety (90) days of ratification on the first available pay period, as determined by the Employer following ratification and on the first available pay period as determined by the Employer, the Employer will add Step AE for the Registered Nurse pay ranges 1 and 2 on pay table B2. The new top auto step AE will be two percent (2%) above Step AD.</li> <li>2. Effective within ninety (90) days of ratification on the first available pay period, as determined by the Employer following ratification and on the first available pay period as determined by the Employer, the Employer will add Step AE for the Registered Nurse – Research pay ranges 1 and 2 on pay table BW. The new top auto step AE will be two percent (2%) above Step AD.</li> <li>3. Employees who have been on Step AD for at least a year by the effective date will be placed on Step AE. Their PSDs will be reset according to Article 9.2.</li> </ol>
New Side Letter: Successor Agreement Bargaining	<p><b>Updates:</b> The parties celebrate the dedicated efforts of these employees and recognize the existing variations in compensation among the Employer’s entities. The parties agree to prioritize share an interest in exploring potential pathways to address compensation differences through successor agreement bargaining. Neither party is obligated to agree to a proposal made by the other.</p>