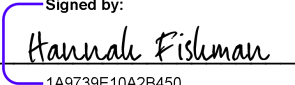
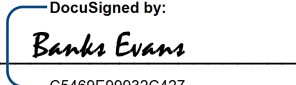


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ARTICLE 1 – PURPOSE

The purpose of this Agreement is to set forth certain terms and conditions of employment and to provide improved patient care by promoting equitable employment relations and conditions. In the spirit of cooperation, the Union and the Employer are committed to proceeding with all negotiations in a cooperative manner and as expeditiously as practical.

Tentatively Agreed To:

For the Union:	Signed by:  1A9739E10A2B450...	For the Employer:	DocuSigned by:  C5469E99932C427...
12/2/2025		6/16/2025	

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ARTICLE 2 – NONDISCRIMINATION

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2.1 The parties individually agree that they will not engage in any act or practice or pursue any policy which is discriminatory against any employee who may be a qualified disabled individual, has status as a protected veteran, who is a victim of domestic violence, sexual assault or stalking, nor because of their military status, age, sex (except where sex or age is a bona fide occupational qualification), sexual orientation, gender identity or expression, genetic information, pregnancy, political affiliation, political belief, marital status, race, national origin, color, creed, religion, immigration status, citizenship, or membership or non-membership in a union. Unlawful harassment is included as a form of prohibited discrimination.

2.2 Sexual Harassment. No employee shall be subjected to discrimination in the form of sexual harassment as defined in [University of Washington Executive Order 31 on Nondiscrimination and Affirmative Action](#).

2.3 Complaints. Employees who feel they have been the subject of discrimination, harassment, or retaliation are encouraged to discuss such issues with their supervisor, administrator, or Human Resource Consultant for local resolution. The goal of local resolution is to address and resolve problems as quickly as possible and to stop any inappropriate behavior for which a University employee is responsible.

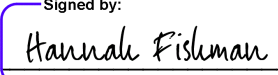
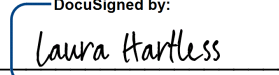
A formal complaint may be filed with the Civil Rights Investigation Office. Employees may also file discrimination, harassment or retaliation complaints with appropriate federal or state agencies or through the grievance process in accordance with Article ~~6-26~~ of this Agreement. In cases where an employee files both a grievance and an internal complaint regarding the alleged discrimination, harassment or retaliation the grievance will be suspended until the internal complaint process has been completed.

In accordance with Executive Order 31, retaliation against any individual who reports concerns regarding discrimination or harassment, or who cooperates with or participates in any investigation of allegations of discrimination, harassment, or retaliation is prohibited.

2.4 A grievance alleging a violation of this article must be submitted within 180 days of an alleged occurrence.

2.5 When a grievance or complaint is filed, the University will implement interim measures as appropriate.

Tentatively Agreed To:

For the Union:	Signed by:	For the Employer:	DocuSigned by:
			
12/2/2025	1A9739E10A2B450...	6/24/2025	1CB62316D8AE4A0...

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ARTICLE 3 – AFFIRMATIVE ACTION

Applicable Law. The Union and the Employer agree to abide by and support the applicable statutory and administrative laws pertaining to equal opportunity and elimination of employment inequities.

Tentatively Agreed To:

<p>For the Union:</p> <p>_____ 12/2/2025</p> <p>Signed by: <i>Hannah Fishman</i> 1A9739E10A2B450...</p>	<p>For the Employer:</p> <p>_____ 6/16/2025</p> <p>DocuSigned by: <i>Banks Evans</i> C5469E99932C427...</p>
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ARTICLE 4 – RECOGNITION/EMPLOYER

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- 4.1 The Employer recognizes the Union as the exclusive bargaining representative for all employees whose classifications appear in Article 6 of this Agreement and are employed in the recognized bargaining units.
- 4.2 "Employer" is the Board of Regents of the University of Washington acting through its agents, administrators and supervisors as determined by the Board of Regents.

Tentatively Agreed To:

<p>For the Union:</p> <p>Signed by: <i>Hannah Fishman</i></p> <hr style="width: 100%;"/> <p>12/2/2025 1A9739E10A2B450...</p>	<p>For the Employer:</p> <p>DocuSigned by: <i>Banks Evans</i></p> <hr style="width: 100%;"/> <p>6/16/2025 C5469E99932C427...</p>
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1 **ARTICLE 5 – UNION MEMBERSHIP, DUES DEDUCTION, AND STATUS REPORTS**

2
3 5.1 Dues Deduction. Upon authorization by an individual employee to the Union, the Employer
4 shall provide for the semi-monthly payroll deductions of union dues which are uniformly
5 applied to all members in those bargaining units in which the Union is the exclusive
6 bargaining agent.

7
8 The Union shall transmit to the Employer via a web based electronic reporting
9 system, by the cut-off date for each payroll period, the name and Employee ID
10 number of employees who have, since the previous payroll cut-off date, provided
11 authorization for deduction of dues, COPE, or have changed their authorization
12 for deduction. The Employer will provide instructions and templates for the web
13 based electronic reporting system and provide a calendar of required payroll cut-
14 off dates.

15
16 Employees who move to a position in another bargaining unit represented by the Union
17 will have their Union deduction continued. When an employee covered by this contract
18 moves to a position that is not covered by this contract, dues deducted on behalf of the
19 Union will cease.

20
21 Semi-monthly the Employer's Payroll Office will transmit the total deducted amount of dues
22 money to the Union's office together with a list of current members on dues deduction
23 together with any additions and deletions for that month.

24
25 The Union will provide the Employer thirty (30) days advance notice of a change in the
26 amount of dues.

27
28 5.2 Indemnification. The Union and each employee authorizing the assignment of wages for
29 the payment of Union dues hereby undertakes to indemnify and hold the University
30 harmless from all claims, demands, suits or other forms of liability that may arise against
31 the University for or on account of any deductions made from the wages of such employees
32 or for any action taken in compliance with this Article.

33
34 5.3 Revocation. The Employer will direct all questions about revocation to the Union. An
35 employee may revoke their authorization for payroll deduction of payments to the Union
36 by written notice to the Employer and the Union in accordance with the terms and
37 conditions of their signed membership card. Every effort will be made to end the
38 deduction effective on the first payroll, and not later than the second payroll, after receipt
39 by the Employer of confirmation from the Union that the terms of the employee's signed
40 membership card regarding dues deduction revocation have been met.

41
42 5.4 Rosters.
43 Each pay period the Employer will provide the following ~~four (4) reports~~ union membership
44 information electronically.

45
46 **A. Total Compensation and deductions Employee Information**

- 1 Name
- 2 Home Address
- 3 ~~Home phone~~
- 4 ~~Cell phone~~Primary phone
- 5 Work phone
- 6 ~~Work location (building)~~
- 7 Work location (address)
- 8 ~~Work station or office (suite and/or number)~~
- 9 Employee ID number
- 10 Personal Email
- 11 UW email
- 12 UW mailbox
- 13 Employment status
- 14 ~~Employment status effective date~~Current position effective date
- 15 Job classification
- 16 ~~Department~~Supervisory org
- 17 Pay grade
- 18 Pay step
- 19 Pay rate salary
- 20 Hourly rate
- 21 Supervisor
- 22 Supervisor email
- 23 Race
- 24 Gender
- 25 DOB
- 26 Date of hire
- 27 Job title
- 28 Job class code
- 29 Shift
- 30 Deduction amount dues
- 31 Deduction amount cope
- 32 Total wages for the pay period
- 33 Total base pay for pay period
- 34 Total overtime pay for pay period
- 35 Total overtime hours per pay period
- 36 Total hours worked in the pay period
- 37 Days in the pay period
- 38 ~~Total hours for each class/type of differential and or/ premium pay for the pay period~~
- 39 ~~Total wages for each class/type of differential and or/ p~~remium pay and premium hours for the
- 40 ~~pay period~~
- 41 Total wages year to date.
- 42 Pension plan enrollment (which plan)
- 43 Position ~~number~~ID
- 44 Medical plan enrollment (which plan)
- 45 Bargaining Unit
- 46 Total FTE
- 47 Anniversary date (step date)

1 Employment status (regular fulltime, regular part time, hourly, fixed duration part time, fixed
2 duration full time)

3

4 **~~B. All appointment list~~**

5 ~~Appointment budget number(s)~~

6 ~~Beginning date~~

7 ~~End date~~

8 ~~Department and /or hiring unit~~

9 College/Org name

10 ~~Job Classification~~

11 ~~Job Classification Code~~

12 Full time salary or hourly rate

13 Appointment/FTE Percentage

14 Appointment status

15 ~~Appointment term~~Service Period

16 ~~Distribution line information.~~

17 ~~Position number~~

18 Earnings in last pay cycle

19 Hours worked in last pay cycle

20 FTE in last pay cycle

21 Leave of Absence effective date

22 Nature of Leave of Absence

23

24 **~~C.B. Change Report~~Staffing Events and Terminations**

25 Name,

26 Job classification,

27 Job classification code,

28 Department,

29 Employee id,

30 Original hire date,

31 Status change date,

32 Termination/separation date if any,

33 Reason for status change, nature of status change,

34 Reason for termination/separation

35 ~~LOA effective date,~~

36 ~~Nature of LOA~~

37 New hire date

38 New Hire

39

40 **~~D. Vacancy Report~~**

41 ~~Position Number,~~

42 ~~Job Classification~~

43 ~~Date of vacancy~~

44 ~~Elimination date of vacancy~~

45 ~~Reason for elimination (filled, deleted, transferred to a different classification/status)~~

- 1
- 2 5.5 Contract Distribution. The Employer will provide all current and new employees with a link
- 3 to the new Agreement. Each department or unit will maintain a paper copy of the contract
- 4 accessible to all employees.
- 5
- 6 5.6 Union Membership. Employees covered by this Agreement may become members of the
- 7 Union. You can learn more about union membership at www.seiu1199nw.org or from a
- 8 Union organizer or delegate.
- 9
- 10 5.7 Voluntary Political Action Fund Deduction. During the term of this Agreement, the Employer
- 11 shall deduct the sum specified from the pay of each member of the Union who voluntarily
- 12 executes a political action contribution wage assignment authorization. When filed with the
- 13 Employer, the authorization form will be honored in accordance with its terms. The amount
- 14 deducted and roster of all employees using payroll deduction for voluntary political action
- 15 contributions will be promptly transmitted to the Union by a separate check payable to its
- 16 order. Upon issuance and transmission of a check to the Union, the Employer's
- 17 responsibility shall cease with respect to such deductions. The Union and each employee
- 18 authorizing the assignment of wages for the payment of voluntary political action
- 19 contributions hereby undertakes to indemnify and hold the Employer harmless from all
- 20 claims, demands, suits or other forms of liability that may arise against the Employer for or
- 21 on account of any deduction made from the wages of such employee.
- 22
- 23 a. The parties recognize that the Union is obligated under the Federal Election
- 24 Campaign Act (FECA) to reimburse UW for its reasonable cost of administering
- 25 the COPE check off in the parties' Collective Bargaining Agreement. The
- 26 Employer and the Union agree that one-quarter of one percent (.25%) of all
- 27 amounts checked off is a reasonable amount to cover the Employer's costs of
- 28 administering this check off. Accordingly, the parties agree that the Employer will
- 29 retain one-quarter of one percent (.25%) of all amounts deducted pursuant to the
- 30 COPE check off provision in the parties' Collective Bargaining Agreement to
- 31 reimburse the Employer for its reasonable costs of administering the check off.
- 32
- 33

Tentatively Agreed To:

<p>For the Union:</p> <p>Signed by:</p> <p><i>Hannah Fishman</i></p> <p>1A9739E10A2B450... 1/23/2026</p>	<p>For the Employer:</p> <p>DocuSigned by:</p> <p><i>Banks Evans</i></p> <p>C5469E99932C427... 1/16/2026</p>
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ARTICLE 6 – BARGAINING UNIT CLASSES/DEFINITIONS

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6.1 Full-Time Employees. An employee who is classified staff and is regularly scheduled on a forty (40) hour week in a seven (7) day period, or an eighty (80) hour week schedule in a fourteen (14) day period.

6.2 Part-Time Employees. An employee who is classified staff and who is scheduled to work fewer than forty (40) hours per week in a seven (7) day period or fewer than eighty (80) hours per week in a fourteen (14) day period. Part-time employees shall receive all benefits of employment on a pro-rata basis, except health benefits coverage which is determined by the state.

6.3 Licensed/Certified Employees. Employees who must be licensed by the State of Washington or possess a specific certification must update and maintain current their license or certification to practice in their classification.

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.

6.4 Probationary Period/Trial Service Period.
Probationary Period. A probationary employee is an employee in a permanent position who has been hired by the Employer on a full-time or part-time basis and who has been continuously employed by the Employer for less than six (6) months. After six (6) months of continuous employment, the employee will attain permanent status. Any paid or unpaid leave taken during the probationary period will extend the period for an amount of time equal to the leave. Probationary period employees have no layoff or rehire rights. During the probationary period an employee may be terminated without notice and without recourse to the grievance procedure.

By mutual agreement the Employer and an employee may extend the probationary period up to an additional three (3) months. In no event will the probationary period exceed nine (9) months.

Trial Service Period.

A. An employee with permanent status who accepts a position in a job classification for which they have not previously attained permanent status will serve a six (6) month trial service period.

i. Any employee serving a trial service period may have their trial service period extended, on a day-for-a-day basis, for any day(s) that the employee is on leave without pay or shared leave, except for leave taken for military service.

- 1 ii. An employee serving a trial service period may voluntarily revert to their former
- 2 permanent position within six (6) weeks of the appointment, provided that the
- 3 position has not been filled or an offer has not been made to an applicant. After
- 4 six (6) weeks employees may revert to their former position with Employer
- 5 approval.
- 6
- 7 iii. In the event the former position has been filled with a permanent employee, the
- 8 employee will be placed on the rehire list.
- 9
- 10 iv. The reversion of employees who are unsuccessful during their trial service period
- 11 is not subject to the grievance procedure in Article ~~27~~26.

12

13 B. An employee who voluntarily moves from one position in the bargaining unit to

14 another within the same job classification (excluding shift changes on a given work unit)

15 shall have a trial service period of six (6) weeks. During the trial service period either the

16 employee or the employer may elect for the employee to return to his/her position

17 without notice and without recourse to the grievance procedure. In the event the former

18 position has been filled with a permanent employee, the employee will be placed on the

19 rehire list.

20

21 6. 6 Trial Service for Movement Outside the Bargaining Unit. Employees who transfer, promote,

22 or voluntarily demote from a position outside the bargaining unit shall serve a six (6)

23 month trial service period. Paid or unpaid time off taken during the six (6) month trial

24 service period shall extend the length of the trial service period by the amount of paid or

25 unpaid time off taken on a day-for-day basis. Either the Employer or the employee may

26 end the appointment by providing notice. An employee serving a trial service period may

27 voluntarily revert to their former permanent position within six (6) weeks of the

28 appointment, provided that the position has not been filled by a classified employee or

29 an offer to an applicant who will fill that classified staff position has not been made. After

30 six (6) weeks employees may revert to their former position with Employer approval. If

31 their previous position is no longer available, they will revert to the rehire list for the

32 bargaining unit in which they held permanent status immediately prior to taking the new

33 position.

34

35

36

37 6.5Z Charge Nurse. A Registered Nurse 2 (staff nurse) who is assigned responsibility for an

38 organized unit for a period of four (4) or more hours. Charge nurse responsibility shall not

39 overlap on the same shift. "Organized unit" shall be defined by the Employer. Upon

40 successful completion of the probationary period, all nurses shall be eligible to apply for

41 training as charge nurse. If a nurse is not accepted into training, the nurse will receive an

42 explanation.

43

44 Management will make a good faith effort not to assign charge duty to a float nurse. Nurses

45 regularly assigned to a specific unit and who are qualified to act in charge will be placed in

46 charge before a nurse floated to that unit is placed in charge. On all units, the charge nurse

1 will use her/his professional judgment when it is necessary to take patients, based on patient
 2 needs and nurse competency. Nurses floating to a unit shall then be assigned charge only
 3 by mutual consent.
 4

5 It is within the role of the Charge nurse to determine the need for additional staff based on
 6 a thorough assessment of patient needs, unit activity, and available resources and to make
 7 the appropriate recommendation to the staffing office/manager.
 8

9 6.67 Preceptor.

10
 11 A ~~Hall-Husky Health Registered Nurse 2, or~~ Advanced Registered Nurse Practitioner, or
 12 may Physician Assistant, may serve as a preceptor after being determined by their
 13 supervisor to be qualified, successfully completing a preceptor workshop or equivalent
 14 documented training and and agreeing to, ~~and being appointed to~~ appointed to be
 15 specifically responsible for planning, organizing, and evaluating the new skill development
 16 of one or more ~~RNs, Husky Health employees as appropriate enrolled in a defined orientation~~
 17 ~~program,~~ the parameters of which have been set forth in writing by the Employer, for specific
 18 period of time as determined by Management. This may include planning, organizing and
 19 evaluating the new skill development of the new employee ~~may include teaching, clinical~~
 20 ~~supervision, role modeling, feedback, evaluation (verbal and written) and follow up of the~~
 21 ~~new or transferring employee.~~
 22

23 The ~~Hall-Husky Health RN 2, or~~ Advanced Registered Nurse Practitioner, or Physician
 24 Assistant preceptor is eligible to receive preceptor premium pay when actually engaged in
 25 preceptor role responsibilities.
 26

27 A ~~Hall-Husky Health RN 2, or~~ Advanced Registered Nurse Practitioner, or Physician
 28 Assistant, substituting for the original preceptor during a period of absence and who has
 29 been designated, by the supervisor to carry out the preceptor's complete responsibility
 30 ~~(including following and/or adjusting the plan to meet learning needs and providing oral and~~
 31 ~~written evaluation input)~~ will receive preceptor pay.
 32

33 Preceptor pay will be applied until the New Employee is able to function independently in
 34 their role as determined by the Employer.

35
 36 Preceptor pay does not apply to the required teaching activities for employees with
 37 clinical faculty appointments which require teaching for the maintenance of their faculty
 38 appointment

39
 40 It is understood that employees, in the ordinary course of their responsibilities, will be
 41 expected to participate in the general orientation process of new employees and this is
 42 not considered precepting.

43
 44 ~~A preceptor may be assigned to a student when it is determined by the Employer that the~~
 45 ~~employee has completed the required preceptor training or has agreed to and been~~
 46 ~~appointed a preceptor. The employee is specifically responsible for planning, organizing,~~
 47 ~~and evaluating the new skill development of the student as appropriately enrolled in a~~

1 ~~defined program, the parameters of which have been set forth in writing by the Employer.~~
2 ~~This includes teaching, clinical supervision, role modeling, feedback, evaluation (verbal and~~
3 ~~written) and follow up of the student.~~

4
5 Research/Hall Health Bargaining Unit.

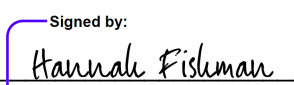
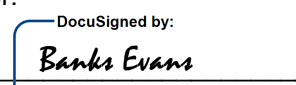
6 ~~Article 6.7~~ This section shall not apply to SOM Department of Medicine's Division of AID PA-
7 ARNPs or Research Registered Nurse 1 and 2 positions in the Research/Hall Health
8 bargaining unit. ~~Article 6.7~~ This section also does not apply to employees in academic
9 appointments with a clinical teaching requirement.

10
11 6.78 Certification.

12 Certification pay rewards employees for obtaining certifications that develop skills or
13 knowledge above and beyond what is required in their job. The employer does not provide
14 certification pay for certifications that are required to perform the job.

15
16 ~~Registered Nurses. Nurses—Employees~~ certified in a specialty area by a national
17 organization and working in that area of certification shall be paid a premium provided the
18 particular certification has been approved by the Employer and further provided that the
19 nurse continues to meet all educational and other requirements to keep the certification
20 current and in good standing. ~~An employee certified nurse~~ is eligible for only one certification
21 premium regardless of other certifications the nurse may have. ~~Certified nurses~~ Employees
22 will notify the Employer or designee in writing at the time certification is received, providing
23 a copy of the original certification document. Certification pay will be effective the first full
24 pay period after the date documentation is received by the Employer.
25

Tentatively Agreed To:

For the Union:	For the Employer:
Signed by:  1A9739E10A2B450... 1/23/2026	DocuSigned by:  C5469E99932C427... 1/16/2026

1 is compensated at a rate of time and a half (1 ½) the rate of pay will be considered
 2 overtime whether or not such compensation is characterized as overtime or premium
 3 pay. There shall be no pyramiding or duplication of overtime pay or premium pay paid
 4 at the rate of time and one-half (1 ½).
 5

6 ~~(c) (e)~~—UW School of Medicine Department of Medicine’s Division of Allergy & Infectious
 7 Disease (AID) Virology Research Clinic (VRC) and AIDS Clinical Trials Unit (ACTU)
 8 PA-ARNPs. Employee will accrue overtime for hours worked in excess of 80 hours in
 9 the 80 hour work period. The employee is not eligible for daily overtime or comp time at
 10 1 ½ accrual rate unless hours worked exceed 80 hours in an 80 hour work period.
 11 Employee may adjust scheduled hours within the 80 hour work period in accordance
 12 with patient and departmental needs.
 13

14 (d) Compensatory Time.

15
 16 a. Overtime hours shall be compensated on a salary payment basis, unless the
 17 employee requests and is granted compensatory time (at the rate of one and
 18 one-half (1-1/2) times the hours worked) in lieu of pay. Employees may accrue
 19 up to a forty (40) hours of compensatory time off each fiscal year. Such
 20 compensatory time off shall be scheduled at a time which is mutually acceptable
 21 to the employee and the supervisor. In general, employees shall be allowed to
 22 take requested compensatory time off unless it causes staffing to fall below a
 23 minimum staffing level as determined by the Employer.

24 a.b. If compensation is paid to an employee for accrued compensatory time,
 25 such compensation shall be paid at the regular rate earned by the employee at
 26 the time the employee receives such payment.
 27

28 (e) All compensatory time must be used by June 30th of each year. The employee’s
 29 compensatory time balance will be cashed out every June 30th or when the employee
 30 leaves University employment for any reason. The employee’s compensatory time
 31 balance may be cashed out when the employee:
 32

- 33 a. Transfers to a position in their department with different funding sources or,
- 34 b. Transfers to a position in another department.

35
 36 7.4 Work Schedule. For Registered RNs at Hall Health, the Employer shall plan and post a two
 37 (2) to four (4) week schedule at least two (2) weeks prior to the beginning of that four (4)
 38 week schedule. Schedule requests shall be submitted to the Nurse/Department Manager
 39 no later than three (3) weeks before the schedule is posted. Prior to the schedule being
 40 posted, factors such as staff requests, unexpected leaves of absence or terminations may
 41 affect the approval of schedule requests. After the schedule is posted, an individual
 42 employee’s schedule may be changed only by mutual agreement between the supervisor
 43 and employee concerned.
 44

45 Research RNs schedules may vary and are adjusted in accordance with patient and
 46 departmental needs.
 47

1 Advanced Registered Nurse Practitioners and Advanced Registered Nurse Practitioner
2 Leads work a set and repeating schedule.
3

4 UW School of Medicine Department of Medicine’s Division of Allergy & Infectious Disease
5 (AID) Virology Research Clinic (VRC) and AIDS Clinical Trials Unit (ACTU) PA-ARNPs.
6 With the mutual consent of AID management and affected employees, schedules in the
7 clinic may be flexible and vary from the specific provisions of Article 7 in order to meet the
8 flexible work and scheduling needs of a research clinic.
9

10 7.5 Rest Between Shifts for Registered Nurses Hall Health.

11 A good faith effort shall be made to provide an unbroken period of at least twelve (12) hours
12 off work between scheduled shifts, unless an individual employee request for variation to
13 this is approved by supervision. Employees regularly scheduled to work eight (8) or nine
14 (9) hour shifts will qualify for Rest Period Premium Pay if they do not receive an unbroken
15 rest period of twelve (12) hours between scheduled shifts. In the event an employee is
16 scheduled without the appropriate rest between shifts as specified above, all time worked
17 within the unbroken rest period (twelve [12] hours) shall be paid at time and one-half (1-
18 1/2).
19

Tentatively Agreed To:

For the Union:

Signed by:
Hannah Fishman
1A9739E10A2B450...
1/23/2026

For the Employer:

DocuSigned by:
Banks Evans
C5469E99932C427...
1/16/2026

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21

1 **ARTICLE 8 – EDUCATIONAL AND PROFESSIONAL DEVELOPMENT**

2
3 8.1 Definition. The educational and professional leave program shall consist of two
4 components, mandatory inservice training and elective educational and professional leave.
5 The Employer shall continue to provide inservice, including skills classes, and elective
6 educational and professional leave opportunities to employees. The program is designed
7 to increase staff proficiency and to prepare staff for greater responsibility. This recognizes
8 the joint commitment of the University and employees to the delivery of quality patient care
9 as well as employee interest in enhancing individual professional skills.

10
11 8.2 Mandatory Inservice Education. Inservice education programs shall be instituted and
12 maintained within the Department. The programs shall be made available to all employees
13 regardless of shift, and the Medical Center (University) will make a good faith effort to
14 provide as many programs as practical on more than one shift. These programs are to
15 contribute toward staff development and toward the preparation of staff for greater
16 proficiency and/or responsibility. To accomplish this, educational resources from both
17 inside and outside the University can be utilized.

18
19 Employees in the bargaining units shall be expected to participate in inservice education
20 programs offered during working hours; coverage will be provided when necessary as
21 determined by the Nurse/Department Manager or designee. If an employee is requested
22 to attend an inservice program on off-duty time, he/she shall be given time off on the basis
23 of one and one-half times at a later time within the same pay period which is mutually
24 acceptable to the employee and supervisor or paid in accordance with Article 7, Section 3.
25 For inservices that can be pre-scheduled and for which the Employer has determined that
26 attendance will be mandatory, the Employer will make a good faith effort to give at least
27 fourteen (14) days advanced notice when employees will be required to attend on off-duty
28 time. Employees shall be expected to incorporate new learning into job performance.

29
30 Inservice education shall include orientation by the University on the salary schedule,
31 increment increases and overall compensation plan of the University including explanation
32 of deduction to paychecks.

33
34 8.3 Elective Educational and Professional Leave. Request for educational and professional
35 leave shall be submitted in writing on the appropriate form to the immediate supervisor with
36 at least fourteen (14) days' notice and shall be responded to in writing, including the reason
37 for any denial, within fourteen (14) days of the receipt of the request.

38
39 Such leave shall be subject to budgetary considerations, the scheduling requirements of
40 the Employer, and approval by the Department head or designee, of the subject matter to
41 be studied. Such leave may be used on an hourly basis if staffing permits.

42
43 For purposes of this Article, educational and professional leave shall be defined as:

- 44
45 (a) short-term conferences for educational and professional growth and development in
46 the employee's specialty;
47
48 (b) enhancement and expansion of clinical skills for positions within their unit;

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- (c) meetings and committee activities of the employees' respective professional associations which are designed to develop and promote programs to improve the quality and availability of service and health care;
- (d) those inservice educational programs attended on a voluntary basis; and
- (e) any educational programs necessary to maintain licensure.

(f) no cost, scheduled classes and training through UW Medicine.

Hall Health Registered Nurses. Nurses employed at the Hall Health clinic will be granted a minimum of forty (40) hours of educational/professional leave per fiscal year. The Employer may grant up to eighty (80) hours of leave per year. Both are pro-rated for FTE.

Hall Health Advanced Registered Nurse Practitioners and Advanced Registered Nurse Practitioner Leads. ARNPs at the Hall Health clinic who have completed their probationary period, shall be granted up to sixty-four (64) hours per fiscal year for each individual bargaining unit employee and prorated for each individual part-time bargaining unit employee for educational and/or professional leave.

Research RN1 or 2. Article 8.3 a-e does not apply. The University will continue to grant such release for Research Nurses should it be allowable under a grant/contract, as determined on a case by case basis. 8.3 f does apply subject to the scheduling needs of the applicable grant/department.

School of Medicine Department of Medicine Division of Allergy & Infectious Diseases (AID) PA-ARNPs. Article 8.3 a-e does not apply. 8.3 f does apply subject to the scheduling needs of the applicable grant/department. As a general guideline, continuing education costs are not allowable on grant funds. Due to the unique and limited nature of grant funding for this clinic, approval for continuing education leave and education funds will be considered on a case by case basis and determined by workload demands and the availability of funds. In support of the University's commitment to continuing professional education and development, allocation of funds to support education will be a priority. At the beginning of each fiscal year, the ARNPs will be given an estimate of available funds based on the current grant and contract activity.

8.4 Education Support Funds. In support of the University's commitment to continuing professional education and development, the Employer will establish continuing education funds to assist permanent employees with continuing education expenses including but not limited to certification and re-certification fees, books, magazines, seminars, tuition for college courses, audio or video cassette courses, conference registration, and travel related expenses for conferences. For purposes of this section, .9FTE will be considered a full-time employee for this bargaining unit.

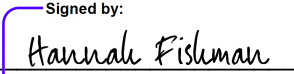
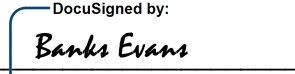
1 Hall Health Registered Nurses. The Employer will provide at least \$600.00~~\$500.00~~ per
2 bargaining unit nurse FTE at the beginning of each fiscal year (pro-rated for part-time
3 nurses) to pay for continuing education expenses.
4

5 Hall Health Advanced Registered Nurse Practitioners and Advanced Registered Nurse
6 Practitioner Leads: The Employer will provide at least \$1,800.00~~\$2,200.00~~ per fiscal year
7 for each individual full time bargaining unit employee (pro-rated for each individual part time
8 bargaining unit employee).
9

10 Research RN1 or 2. Article 8.4 does not apply. The University will continue to provide such
11 pay for Research Nurses should it be allowable under a grant/contract, as determined on
12 a case by case basis.
13

14 School of Medicine Department of Medicine Division of Allergy & Infectious Diseases (AID)
15 PA-ARNPs. Article 8.4 does not apply. As a general guideline, continuing education costs
16 are not allowable on grant funds. Due to the unique and limited nature of grant funding for
17 this clinic, approval for continuing education leave and education funds will be considered
18 on a case by case basis and determined by workload demands and the availability of funds.
19 In support of the University's commitment to continuing professional education and
20 development, allocation of funds to support education will be a priority. At the beginning of
21 each fiscal year, the ARNPs will be given an estimate of available funds based on the
22 current grant and contract activity.
23

Tentatively Agreed To:

For the Union: Signed by:  _____ 1A9739E10A2B450... 1/23/2026	For the Employer: DocuSigned by:  _____ C5469E99932C427... 1/16/2026
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ARTICLE 9 – WAGES AND OTHER PAY PROVISIONS

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2
3 9.1 Research/Hall Health RN Bargaining Unit. Hire-in rates for new nurses both covered by this
4 Agreement and employed at Hall Health shall be on the basis of year for year credit for
5 applicable experience. Hire-in rates for new nurses both covered by this agreement and
6 employed as Research RN 1 or Research RN 2 will be based on applicable research RN
7 experience and the specific requirements of the position.

8
9 9.2 Salary Step Increases. Annually the salary of employees covered by this Agreement will be
10 increased by one step based on the employee’s progression start date until the employee
11 has reached the top automatic step of the appropriate salary range. For purposes of
12 progression increases, the progression start date will be determined as follows:

- 13
14 (a) The first of the current month for actions occurring between the first and the fifteenth
15 of the month; or,
16 (b) The first of the following month for actions occurring between the sixteenth and the
17 end of the month.

18
19 When a leave of absence without pay exceeds ten (10) working days or eighty (80) hours
20 in any calendar month, the progression start date will be extended by one (1) month. Leaves
21 of absence for Worker’s Compensation, military service, as a result of a cyclic year position,
22 or for the purpose of formal collective bargaining sessions, will not alter the progression start
23 date.

24
25 When an employee returns from layoff status, the progression start date will be
26 reestablished and extended by an amount of time equal to the period of layoff to give credit
27 for time served in a salary step prior to layoff.

28
29 9.3 Shift Premium. Employees assigned to work the second (3:00 pm – 11:00 pm) shift shall
30 be paid a shift differential in accordance to the Salary Schedules and Premiums in this
31 article over the hourly contract rates of pay. Employees assigned to work the third shift
32 (11:00 pm – 7:00 am) shall be paid a shift differential in accordance to the Salary
33 Schedules and Premiums in this article over the regular rate of pay. Employees shall be
34 paid shift differential on second or third shift if the majority of hours are worked during the
35 designated shift.

36
37 An employee permanently assigned to second (evening) or third (night) shift will receive the
38 shift premium assigned to that shift. An employee who is temporarily assigned, within the
39 employee’s FTE, to another shift with a lower shift rate will receive the higher shift rate if the
40 temporary assignment is not greater than five (5) consecutive working days.

41
42 An employee who is on paid leave will receive the shift premium assigned to the employee’s
43 permanent schedule.

44
45 Research/Hall Health Bargaining Unit RNs. Article 9.3 shall not apply to Research RNs 1
46 and 2, and also shall not apply to those Hall Health RNs whose shift starts before 3 p.m. but
47 ends no later than 8 p.m.
48

1 9.4 Nurses meeting the definition of Charge Nurse in Article 6.5 shall receive charge nurse pay.

2
 3 Research/Hall Health Bargaining Unit RNs. Article 9.4 shall not apply to those employees
 4 in the Research/Hall Health bargaining unit employed in the Research Nurse 1 and/or
 5 Research Nurse 2 position.
 6

7 9.5 Standby Premium. Off-duty standby assignments shall be determined in advance by
 8 supervision. Volunteers will be used for standby assignment when practicable. Standby
 9 premiums for employees placed on standby off the University premises are in this article
 10 listed as Salary Schedules and Premiums.
 11

12 9.6 Call Back – From Standby. Any time actually worked in call back from standby shall be
 13 compensated at the rate of time and one-half (1-1/2) the regular rate of the employee
 14 concerned and shall be paid in addition to any compensation for standby. When called back,
 15 the employee shall receive premium pay for a minimum work period of two and one-half
 16 hours (2-1/2).
 17

18 Call Back – Not From Standby. When an employee has left the institution grounds and is
 19 called to return to work outside of regularly scheduled hours to handle emergency situations
 20 which could not be anticipated, he/she shall receive pay for time actually worked. Time
 21 worked shall be compensated at time and one-half (1-1/2) and shall be paid for a minimum
 22 of two and one half (2 ½) hours.
 23

24 9.7 Temporary Assignment to a Higher Position. Whenever an employee is temporarily assigned
 25 in writing by the Employer to regularly perform the principal duties of a higher level position
 26 for a period of five or more scheduled working days within the employee’s standard work
 27 period as specified in Article 7, Section 2, the employee shall be paid a temporary salary
 28 increase (TSI) of at least five percent (5%) over the present salary but not to exceed the
 29 maximum of the range for the higher classification. Said increase shall be paid beginning
 30 with the first day and to include the days working such assignment. Such assignments must
 31 be by mutual agreement.
 32

33 **SALARY SCHEDULES AND PREMIUMS**

34
 35 A. Effective July 1, ~~2023,2025~~ each classification represented by the Union will continue to
 36 be assigned to the same Pay Table and Salary Range as it was assigned on June 30,
 37 2023. Effective July 1, ~~2023,2025~~, each employee will continue to be assigned to the same
 38 Salary Range and Step that they were assigned on June 30, ~~2025,2023~~ unless otherwise
 39 agreed. Employees who are paid above the maximum for their range on June 30,
 40 ~~2025,2023~~ will continue to be paid above the maximum range on July 1, ~~2023,2025~~ unless
 41 otherwise agreed.
 42

43 B. ~~Effective-Effective within ninety (90) days of ratification on the first available pay period,~~
 44 ~~as determined by the Employer If ratified by July 1, 2025, effective July 1, 2025~~ July 1,
 45 2023, all Salary Ranges described in Section A will be increased by ~~two~~ ~~three~~ ~~four~~ percent
 46 (~~23~~%). This increase will be based upon the salary schedule in effect on June 30,
 47 ~~2023,2025~~.
 48

1 C. Effective July 1, 2024,2026 all Salary Ranges described in Section A above will be
2 increased by onethree two percent (~~13%~~)(~~2%~~). This increase will be based upon the salary
3 schedule in effect on June 30, 2024,2026.

4
5 D. Employees who are paid above the maximum for their range on the effective date of the
6 increase described in B and C above will not receive the specified increase to their current
7 pay unless the new range encompasses their current rate of pay.

8
9 **PREMIUMS**

10
11 **Research/Hall Health Registered Nurses**

12		
13	Standby Pay	\$4.00
14	Weekend	\$4.00
15	Preceptor	\$1.50
16	Certification	\$1.00
17	Charge	\$2.25
18	BSN	\$1.00
19		

20 **Hall Health Advanced Registered Nurse Practitioners and Advanced Registered Nurse**
21 **Practitioner Leads**

22		
23	Evening shift differential	\$2.50
24	Night shift differential	\$4.00
25	Standby Pay	\$3.00
26	Weekend	\$4.00
27	Preceptor	\$1.50
28	Certification	\$1.00
29		
30		

Tentatively Agreed To:

<p>For the Union:</p> <p>Signed by:</p> <p><u>Hannah Fishman</u></p> <p>1A9739E10A2B450... 1/23/2026</p>	<p>For the Employer:</p> <p>DocuSigned by:</p> <p><u>Banks Evans</u></p> <p>C5469E99932C427... 1/16/2026</p>
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ARTICLE 10 – TUITION EXEMPTION PROGRAM

Eligible full-time employees may participate in the University's tuition exemption program as authorized by RCW 28B-15.535558, and in accordance with the following participation guidelines approved by the Board of Regents:

In accordance with APS 22.1

- (1) The employee must be a regular monthly .5 FTE or more employee for six or more consecutive months.
- (2) The employee must be admitted as a student to the University.
- (3) The employee must pay a fee for each quarter enrolled when taking courses.
- (4) No more than six credits will be eligible for tuition exemption during the quarter in which the waiver is granted.
- (5) Participants are not eligible for student benefits.
- (6) Each employee must secure approval of the supervisor for release time to attend the course sessions, or make appropriate arrangements with the supervisor to reschedule the employee's work hours to accommodate the course schedule.

Tentatively Agreed To:

<p>For the Union:</p> <p>Signed by: <u>Hannah Fishman</u> 1A9739E10A2B450...</p> <p>12/2/2025</p>	<p>For the Employer:</p> <p>DocuSigned by: <u>Laura Hartless</u> 1CB62316D8AE4A0...</p> <p>6/24/2025</p>
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ARTICLE 11 – VACATION SCHEDULE

11.1 Vacation Time Off. The current accrual schedule for full-time employees is as follows:

<u>During</u>	<u>Paid Vacation Days</u>
1st year	12
2nd year	13
3rd year	14
4th year	15
5th year	16
6th year	17
7th year	18
8th year	19
9th year	20
10th year	21
11th year	22
12th – 19th years	23
20th – 24th years	24
25th year or more	25

11.2 Vacation Time Off - Use.

- (1) An employee bringing an accrued balance from another state agency may use the previously accrued vacation time off during the institutional probationary or trial service period.
- (2) All requests for vacation time off must be approved by the employing official or designee in advance of the effective date unless used for emergency child care.
- (3) Vacation time off shall be scheduled by the employing department at a time most convenient to the work of the department, the determination of which shall rest with the employing official. As far as possible, absences will be scheduled in accordance with the wishes of the employee in any amount up to the balance of the employee's accrued time off..
- (4) Paid vacation time off may not be used in advance of its accrual.

Scheduling of vacations shall be the responsibility of supervision. However, supervision shall receive input from the local units before making major changes to established department policies on vacation leave.

11.3 Vacation Time Off - Accumulation-Excess.

Vacation time off may be accumulated to a maximum of two hundred and eighty thirty five working days (280 hours). If balances exceed two hundred and eighty (280) hours, any excess hours not used by the employee's next time off service date will be forfeited on that date. However, Unless one of the two following methodsconditions are present

1 ~~there are two methods which~~ that do allow vacation leave to be accumulated above the
2 maximum:

3
4 (1) If an employee's request for vacation leave is denied by the employing official, then
5 the maximum of ~~two hundred and eighty (280) hours thirty five (35) working days~~
6 accrual shall be extended for each month that the leave is deferred provided a
7 statement of necessity justifying the denial is approved by the Personnel Officer.

8
9 (2) As an alternative to subsection (1) of this section, employees may also accumulate
10 vacation leave in excess of thirty days as follows:

11
12 (a) An employee may accumulate the vacation time off days between the time ~~two~~
13 ~~hundred and eighty (280) hours thirty five (35) days~~ is accrued and their Time
14 Off Service Date (anniversary date of state employment).

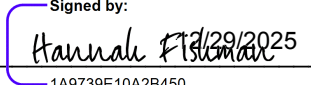
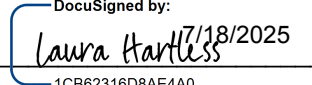
15
16 (b) Such accumulated time off shall be used by the anniversary date and at a time
17 convenient to the employing institution/agency. If such leave is not used prior
18 to the employee's anniversary date, such leave shall be automatically
19 extinguished and considered to have never existed.

20
21 (b) Such leave credit accumulated shall never, regardless of circumstances, be
22 deferred by the employing institution/agency by filing a statement of necessity
23 described in subsection (1) of this section.

24
25 11.4 Vacation Time Off - Cash Payment.

26
27 Bargaining unit members who have completed six (6) continuous months of employment
28 and who separate from service by resignation, layoff, dismissal, retirement or death are
29 entitled to a lump sum cash payment for all unused vacation time off. In the case of
30 voluntary resignation, an employee may be required to provide fourteen (14) calendar
31 days' notice to qualify for such lump sum cash payment. Vacation time off payable under
32 this section shall be computed and paid as prescribed by the Office of Financial
33 Management. No contributions are to be made to the Department of Retirement
34 Systems for lump sum payment of excess vacation leave accumulated nor shall such
35 payment be reported to the Department of Retirement Systems as compensation.
36
37

Tentatively Agreed To:

For the Union:	For the Employer:
Signed by:  1A9739E10A2B450...	DocuSigned by:  1CB62316D8AE4A0...

ARTICLE 12 – EMPLOYMENT PRACTICES

12.1 Re-employment. For purposes of accrual of benefits, employees covered by this agreement who are re-employed will be treated as newly hired except that an employee who has been laid off because of lack of funds or curtailment of work and who is re-employed within twenty-four months (plus a twelve month extension if requested) shall be entitled to previously accrued benefits and placement on the salary schedule which he/she had at the time of layoff.

12.2 Personnel File. An employee shall have access to his/her own personnel file for review in the office upon written request to the University's Human Resources Office. The Employer may remove any documents in a probationary employee's file which were obtained through assurances of confidentiality to a third party at the time of original appointment.

Upon request of an employee who has achieved permanent status, the Employer or designee will remove pre-employment reference statements from the employee's personnel file(s).

The employee shall be sent a copy of any adverse material placed in the official or departmental file. Notes or files kept by managers regarding staff shall not be shared with others unless shared with the employee first and shall not be kept more than three years. The employee shall have the right to have placed in any of the above files a statement of rebuttal or correction of information contained in the file within a reasonable period of time after the employee becomes aware that the information is in the file. Performance evaluations will be removed from the departmental file three years after the date of completion.

A. Removal of Documents. After two (2) years from the date of issue, employees may request the removal of Formal Counseling documents in their personnel file. After three (3) years from the date of issue, employees may request the removal of Final Counseling documents in their personnel file. If a request for removal of documents is denied, employees will be given a written reason for the denial. The Employer may retain this information in a legal defense file in accordance with the prevailing Washington State law.

12.3 Liability Insurance. The Employer shall provide appropriate liability insurance for all employees in the bargaining unit and shall provide upon request a summary of the policy or statement of coverage.

12.4 Performance Evaluations. It is the intention of University management, during the probationary period and thereafter, to give bargaining unit employees a performance evaluation in accordance with the Department's evaluation procedure. Further, it is the intention of University management to advise each employee of the status of his/her work performance in accordance with appropriate standards of practice as needed or through the performance evaluation mechanism.

A copy of the evaluation shall be given to the employee.

1 12.5 Employee Assistance. The Employer and the Union recognize that alcoholism and
 2 chemical dependency are chronic and treatable conditions. Efforts should be made to
 3 identify these conditions and treatment options established at an early stage to prevent or
 4 minimize erosion in work performance. The Employer and the Union will encourage and
 5 support employees' participation in appropriate programs including the Washington State
 6 Employee Assistance Program (WA EAP), through which employees may seek confidential
 7 assistance in the resolution of chemical dependency or other problems which may impact
 8 job performance.

9
 10 No employee's job security will be placed in jeopardy as a result of seeking and following
 11 through with corrective treatment, counseling or advice providing that the employee's job
 12 performance meets supervisory expectations.

13
 14 12.6 Travel Pay. Any employee required by the Employer to travel to a place of work other than
 15 his/her regular official duty station shall be reimbursed for travel costs, if eligible, in
 16 accordance with University policy.

17
 18 12.7 Employment Information. A written form will be used to specify initial conditions of hiring
 19 (including number of hours to be worked, rate of pay, unit and shift).

20
 21 Upon request to their immediate supervisor, employees will be given written confirmation
 22 of a change in status or separation in accordance with University of Washington policy.

23
 24 Upon request to their immediate supervisor, records shall be readily available for
 25 employees to determine their number of hours worked, rate of pay, sick leave accrued and
 26 vacation accrued.

27
 28 12.8 Staff Meetings. Staff meetings normally will take place on a regular basis. Minutes will be
 29 shared with staff. All employees required to attend these meetings will do so on paid time.
 30 Employees will be provided at least two weeks' notice of meetings that are pre-planned.

31
 32 12.9 Delegation of Nursing Care. The Union and the Employer acknowledge that the
 33 professional nurse is responsible for determining the competency and skill of all persons
 34 to whom they delegate a task. The nurse may determine not to delegate such tasks in
 35 accordance with the Nurse Practice Act.

36
 37 12.10 Payroll Errors. Recognizing the importance of employees receiving correct pay, once a
 38 payroll underpayment is identified and confirmed, the Employer will correct any errors on
 39 the employee's subsequent pay check, unless a manual check is requested.

40
 41 12.11 Contracting Out. The University will not contract out work which results in the layoff of
 42 bargaining unit employees who are employed prior to the time of the execution or renewal
 43 of the contract. It is the intent of the Employer to minimize the employment of agency and
 44 traveler personnel. The Employer will continue its efforts to recruit and retain a broad base
 45 of regular full-time and part-time employees.

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Tentatively Agreed To:

For the Union:	Signed by: <i>Hannah Fishman</i> 1A9739E10A2B450...	For the Employer:	DocuSigned by: <i>Banks Evans</i> C5469E99932C427...
_____		_____	
12/2/2025		6/16/2025	

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ARTICLE 13 – HOLIDAY

13.1 Holidays. Holidays for employees in the bargaining units shall be as designated by the University of Washington. The recognized holidays are observed as shown on the University's staff holiday schedule:

- | | |
|---|------------------------------|
| New Year's Day | Labor Day |
| Third Monday of January:
(Martin Luther King Jr.'s Birthday) | Veteran's Day |
| Third Monday of February:
(Presidents' Day) | Thanksgiving Day |
| Memorial Day | Native American Heritage Day |
| Juneteenth (June 19 th) | Christmas Day |
| Independence Day | |

Holidays are prorated for part-time employees. The Employer may designate other days or shifts to be observed in lieu of the above holidays. To be paid for a holiday not worked Employees must be in pay status for at least four (4) hours on the last scheduled work shift preceding the holiday.

13.2 Holiday Pay Rules. The following applies to the holidays listed in this Article:

Full Time Employee:

- A. When the holiday falls on the full time employee's regularly scheduled work day and is worked, the employee will be paid holiday premium pay (one and one half) for all hours worked. The employee will also receive eight (8) hours of holiday credit.
- B. When the holiday falls on the full time employee's regularly scheduled work day and is not worked, the employee will be paid eight (8) hours at the employee's regular rate of pay. If the employees shift is more than eight (8) hours, the employee will be allowed to use compensatory time, holiday credit, vacation leave, or leave without pay to complete the regularly scheduled work hours for the day.
- C. When the holiday falls on the employee's regularly scheduled day off, the employee will receive eight (8) hours of holiday credit.

Part Time Employee:

- D. When the holiday falls on the part time employee's regularly scheduled work day and is worked, the employee will be paid holiday premium pay (one and one half) for all hours worked. The employee will also receive the prorated to full time number of hours of holiday credit.
- E. When the holiday falls on the part time employee's regularly scheduled work day and is not worked, the employee will be paid the prorated to full time number of hours at the employee's regular rate of pay.

1 Night Shift Employees

2 The holiday for night shift employees whose work schedule begins on one calendar day
3 and ends on the next will be the shift in which half or more of the hours fall on the calendar
4 holiday. That shift will be treated as the holiday and paid in accordance with the above
5 holiday pay rules.

6
7 Holiday Credit

8 A. Holiday credit will be used and scheduled by the employee in the same manner as
9 vacation leave in Article 11.

10
11 B. Holiday Credit Cash Out:

12 All holiday credit must be used by June 30th of each year. The employee's holiday
13 credit balance will be cashed out every June 30th or when the employee leaves
14 University employment for any reason. The employee's holiday credit balance
15 may be cashed out when the employee:

- 16 1. Transfers to a position in their department with different funding
- 17 sources or,
- 18 2. Transfers to a position in another department.

19
20 13.3 Personal Holiday.

21
22 (1) Each employee may select one personal holiday each calendar year in accordance
23 with the following:

- 24 (a) The employee has been continuously employed by the institution for more than
25 four (4) months;
- 26 (b) The employee has given not less than fourteen (14) calendar days written notice
27 to the supervisor; provided, however, the employee and the supervisor may
28 agree upon an earlier date; and
- 29 (c) The number of employees selecting a particular day off does not prevent
30 providing continued public service.

31
32
33 (2) It is the employee's responsibility to schedule the Personal Holiday before December
34 31st, if not requested it is forfeited.

35
36 (3) Entitlement to the holiday will not lapse when it is cancelled by the Employer and
37 cannot be rescheduled before December 31st.

38
39 (4) Full-time employees shall receive eight (8) hours of regular holiday pay for the
40 personal holiday. Any differences between the scheduled shift for the day and eight
41 (8) hours may be adjusted by use of vacation leave, holiday credit, use or
42 accumulation of compensatory time as appropriate, or leave without pay.

43
44 (5) Part-time employees shall be entitled to a pro-rated number of paid hours on a
45 Personal Holiday based on their FTE.
46
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Tentatively Agreed To:

<p>For the Union:</p> <p>Signed by: <u>Hannah Fishman</u> 1A9739E10A2B450...</p> <p>12/2/2025</p>	<p>For the Employer:</p> <p>DocuSigned by: <u>Banks Evans</u> C5469E99932C427...</p> <p>6/16/2025</p>
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ARTICLE 14 – UNION ACTIVITIES

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14.1 Union Representatives. After notifying the appropriate administrator, the Union's authorized staff representatives shall have access to the Employer's premises where employees covered by this Agreement are working, excluding patient care areas, for the purpose of investigating grievances and contract compliance. Such visits shall not interfere with or disturb employees in the performance of their work during working hours and shall not interfere with patient care.

14.2 Union Delegates. Union delegates are University employees who are members of the bargaining units. The Employer recognizes the right of the Union to designate six (6) delegates, including one (1) from UW School of Medicine Department of Medicine's Division of Allergy & Infectious Disease (AID) Virology Research Clinic (VRC) and AIDS Clinical Trials Unit (ACTU) PA-ARNPs. Union delegates shall primarily conduct representational duties within their area of employment.

A. The Union shall prevail upon all employees in the bargaining units and especially Union delegates to make a diligent and serious attempt to resolve complaints at the lowest possible level. The Employer, likewise, shall prevail upon its supervisory personnel to cooperate fully with the Union delegates and other Union representatives in the speedy resolution of any grievances that may arise.

Hall-Husky Health Delegates will normally process grievances specific to Hall-Husky Health and delegates who are Research RNs will normally process grievances specific to Research RNs. The UW School of Medicine Department of Medicine's Division of Allergy & Infectious Disease (AID) Virology Research Clinic (VRC) and AIDS Clinical Trials Unit (ACTU) PA-ARNP delegate will normally process grievances specific to UW School of Medicine Department of Medicine's Division of Allergy & Infectious Disease (AID) Virology Research Clinic (VRC) and AIDS Clinical Trials Unit (ACTU) PA-ARNPs.

The Union shall annually submit an up-to-date list to the Office of Labor Relations indicating the names of all Union delegates, their work locations and jurisdiction. The Office of Labor Relations shall be notified of changes as they occur. Union delegates shall not be recognized until the Office of Labor Relations is informed of their appointment.

B. Union delegates will be granted reasonable time during their normal working hours to investigate and process grievances in accordance with Article 26, Grievance Procedure. In addition, union delegates will be released during their normal working hours to attend meetings scheduled by management within the delegates/officer's office or facility for the following representational activities:

- 1. Grievance meetings, including attempts at informal resolution, in accordance with Article 26, Grievance Procedure.
- 2. Investigatory interviews (in potential disciplinary matters), in accordance with Article 20 Corrective Action.

The union delegate will obtain approval from their supervisor before attending any meeting. Notification will include the approximate amount of time the delegate expects

1 the activity to take. Any employer business requiring the delegate’s immediate attention
 2 will be completed prior to attending the meeting. Attendance at meetings during the
 3 union delegate’s non-work hours will not be considered as time worked. Union delegates
 4 may not use state vehicles to travel to and from a work site in order to perform
 5 representational activities.
 6

7 **14.3 Use of State Facilities, Resources and Equipment**

8 **A. Meeting Space and Facilities**

9 The Union shall be permitted to use designated hospital facilities for meetings of the
 10 local unit, with or without Union staff present, provided sufficient advance notice is
 11 given to the Employer and space is available on the date requested. Such meetings
 12 shall be for professional purposes and shall be held during the employees’ own free
 13 time.
 14

15 **B. E-mail, Fax Machines, the Internet, and Intranets**

16 Union delegates, and members may utilize state owned/operated equipment to
 17 communicate with the Union and/or the Employer only for the exclusive purpose of
 18 administration of this Agreement. Such use will:

- 19 1. Result in little or no cost to the Employer;
- 20 2. Be brief in duration and frequency;
- 21 3. Not interfere with the performance of their official duties;
- 22 4. Not distract from the conduct of state business;
- 23 5. Not disrupt other state employees and will not obligate other employees to
- 24 make a personal use of state resources; and
- 25 6. Not compromise the security or integrity of state information or software.
 26

27 The Union and its union delegates will not use the above referenced state equipment in a
 28 manner that is prohibited by the Executive Ethics Board. Communication that occurs
 29 when using state-owned equipment is the property of the Employer.
 30

31 **14.4 Bulletin Boards.** A bulletin board in a prominent location shall be made available and
 32 designated for use by the Union for the posting of notices and information pertaining to
 33 official business of the Union. Designated space in prominent locations in each work area
 34 or in an area accessible to where employees work shall also be made available for use by
 35 the Union for the same purpose.
 36

37 **14.5 Time Off for Union Activities**

38 **A. Conventions and Conferences** Union-designated employees may be allowed time off
 39 without pay to attend union-sponsored conventions or conferences. Approval for the time
 40 off must be granted in advance of the absence and in accordance with the Employer’s
 41 leave policies. Approval will not be granted if the absence interferes with the Employer’s
 42 ability to provide coverage during the requested time off or the operating needs of the
 43 agency cannot be met.
 44

- 45 1. Employees may use accumulated compensatory time, holiday credit, or
- 46 vacation leave instead of leave without pay for A above. However, employees
- 47 must use compensatory time, holiday credit, prior to their use of vacation leave,
- 48 unless the use would result in the loss of their vacation leave.

1 2. The Union will make a good faith effort to provide the Employer a written list of
2 the names of the employees it is requesting attend the above-listed activities, at
3 least fourteen (14) calendar days prior to the activity.
4

5 B. Temporary Employment with the Union

- 6 1. With thirty (30) calendar days' notice, unless agreed otherwise, employees
7 may be granted leave without pay to accept temporary employment with the
8 Union of a specified duration, not to exceed twelve (12) weeks, provided the
9 employee's time off will not interfere with the operating needs of the agency.
10 The parties may agree to an extension of leave without pay up to an additional
11 twelve (12) weeks. For leaves of up to twelve (12) weeks duration, the
12 employee will be returned to their same position. For leaves of more than
13 twelve (12) weeks duration, the returning employee will be employed in a
14 position in the same job classification and the same geographical area, as
15 determined by the Employer.
16 2. Employees granted leave without pay will be placed on a Monday through
17 Friday work schedule (pro-rated to their FTE) on their permanent shift- For
18 example a 50% employee would be scheduled four (4) per day Monday
19 through Friday.
20

21 14.6 Delegate Training. Whereas it benefits the University to have Union delegates who
22 understand the contract and are trained in administration of the contract, each of the
23 Union's delegates shall be allowed up to a total of eight (8) paid release time hours annually
24 to participate in the Union's delegate training program. Said time off shall be approved in
25 advance by the employee's supervisor and shall be contingent upon the ability to provide
26 coverage during the time off.
27

28 The Union shall submit to the Office of Labor Relations at least four (4) weeks in advance
29 the names of the employees (with their respective supervisors) that are scheduled to
30 participate in the training. The Union will confirm the employee's participation in the training
31 upon completion.
32

33 14.7 Information Requests

- 34 A. Upon written request of the staff representative or steward to the Office of Labor
35 Relations (laborrel@uw.edu), the Employer will provide information necessary for
36 conducting representational duties.
37
38 B. The Employer will acknowledge receipt of the information request and if possible will
39 provide the information to the union by the date requested. If the Employer requires
40 additional time, the Employer will notify the Union and provide a date by which the
41 information is anticipated.
42
43 C. When the Union submits a request for information that the Employer believes is
44 unclear, unreasonable, or not relevant, the Employer will contact the Union staff
45 representative and the parties will discuss the relevance and necessity of the
46 request. The costs associated with the request and the amount the Union may pay
47 for receipt of the information may also be discussed.
48

Tentatively Agreed To:

For the Union:

Signed by:
Hannah Fishman
1A9739E10A2B450...
1/23/2026

For the Employer:

DocuSigned by:
Banks Evans
C5469E99932C427...
1/16/2026

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ARTICLE 15 – SICK LEAVE

15.1 Sick Leave - Accrual.

Full-time classified employees (pro-rated for part-time) shall accrue eight (8) hours of sick ~~leave-time off~~ credit for each month of completed classified service. Paid sick ~~leave-time off~~ may not be used in advance of accrual. Employees with leave without pay exceeding 80 hours in a month (prorated for part-time) will earn a monthly accrual proportionate to the number of hours in pay status, in the month to that required for full-time employment. Sick ~~leave-time off~~ accruals must not exceed eight hours in a month.

15.2 Sick Leave - Use.

- (1) Sick ~~leave-time off~~ shall be allowed an employee under the following conditions. The Employer will not require verification for absences of three (3) consecutive work days or less. Such verification or proof may be given to the supervisor/manager or Human Resources according to departmental policy.
 - (a) Because of and during illness, disability or injury which has incapacitated the employee from performing required duties
 - (b) By reason of exposure of the employee to a contagious disease during such period as attendance on duty would jeopardize the health of fellow employees or the public.
 - (c) When an employee’s child’s school or place of care has been closed for a health-related reason or after the declaration of an emergency by a local or state government or agency, or by the federal government.
 - (d) Because of a health condition of a family member that requires treatment or supervision or that requires the presence of the employee to make arrangements for extended care. The Employer may authorize sick leave use as provided in this subsection for other than family members. The applicability of "emergency," "necessary care" and "extended care" shall be made by the Employer.
 - (e) To provide emergency child care for the employee's child. Such use of sick leave is limited to twenty-four (24) hours (pro-rated for part-time) in any calendar year, unless extended by the Employer, and shall be used only as specified in Article 14.11.
 - (f) Because of a family member's death that requires the assistance of the employee in making arrangements for interment of the deceased.
 - (g) For personal medical, dental, or optical appointments or for family members' appointments when the presence of the employee is required, if arranged in advance with the employing official or designee.

1 (h) Effective July 27, 2025, to allow the employee to prepare for, or participate in,
 2 any judicial or administrative immigration proceeding involving the employee or
 3 employee's family member.

4
 5
 6 (2) Sick leave may be granted for condolence or bereavement.

7
 8 15.3 Family Member. Family member is defined as the employee's spouse or same or opposite
 9 sex state registered domestic partner, child, child's spouse, parent, grandparent,
 10 grandchild, sibling. Family member also includes individuals in the following relationships
 11 with the employee's spouse or domestic partner: child, grandchild, parent and
 12 grandparent. "Child" also includes a child of a legal guardian or de facto parent, regardless
 13 of age or dependency status and those to whom the employee is "in loco parentis" or "de
 14 facto" parent as well as a child of a legal guardian or de facto parent. Parent and Parent
 15 in-law also includes de facto parent, foster parent, stepparent, or legal guardian. Family
 16 member also includes any individual who regularly resides in the employee's home or
 17 where the relationship creates an expectation that the employee care for the person, and
 18 that individual depends on the employee for care. Family member does not include an
 19 individual who simply resides in the same home with no expectation that the employee
 20 care for the individual.

21
 22
 23 15.4 Sick Leave - Compensation for.

24 (1) Employees shall be eligible to receive monetary compensation for accrued sick leave
 25 as follows:

26
 27 (a) In January of each year, and at no other time, an employee whose year-end
 28 sick leave balance exceeds 480 hours may choose to convert sick leave hours
 29 earned in the previous calendar year minus those used during the year to
 30 monetary compensation.

31 (i) No sick leave hours may be converted which would reduce the calendar
 32 year-end balance below 480 hours.

33
 34 (ii) Monetary compensation for converted hours shall be paid at the rate of
 35 25% and shall be based upon the employee's current salary.

36
 37 (iii) All converted hours will be deducted from the employee's sick leave
 38 balance.

39
 40 (b) Employees who separate from state service due to retirement or death shall be
 41 compensated for their unused sick leave accumulation at the rate of 25%.
 42 Compensation shall be based upon the employee's salary at the time of
 43 separation. For the purpose of this subsection, retirement shall not include
 44 "vested out-of-service" employees who leave funds on deposit with the
 45 retirement system.
 46

1 (2) Compensation for unused sick leave shall not be used in computing the retirement
2 allowance; therefore no contributions are to be made to the retirement system for
3 such payments, nor shall such payments be reported as compensation.
4

5 (3) An employee who separates from the classified service for any reason other than
6 retirement or death shall not be paid for accrued sick leave.
7

8 15.5 Unexpected Absence: Advance Notification. Employees shall notify their Supervisor at
9 least two hours in advance of the scheduled shift if unable to report for duty as scheduled.
10 Employees shall notify their Supervisor at least two hours in advance of the scheduled
11 shift if unable to report for duty as scheduled.
12

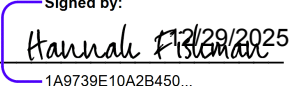
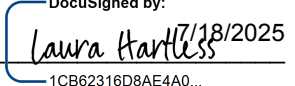
13 15.6 Reemployed Former Employees. In accordance with state law, former eligible employees
14 who are re-employed shall be granted all unused sick leave credits, if any, to which they
15 were entitled at time of separation.
16

17 15.7 Use of Vacation Leave or Compensatory Time for Sick Leave Purposes. An employee
18 who has used all accrued sick leave may be allowed to use accrued vacation leave and/or
19 compensatory time off for sick leave purposes when approved in advance or authorized
20 by the Employer.
21

22 15.8 Restoration of Vacation Leave. In the event of an incapacitating illness or injury during
23 vacation leave, the Employer may authorize the use of sick leave and the equivalent
24 restoration of any vacation leave otherwise charged. Such requests shall be in writing and
25 medical verification may be required.
26

27 15.9 No Arbitrary Denial of Sick Leave. The parties agree that neither the abuse nor the
28 arbitrary denial of sick leave will be condoned. The Employer and the Union agree to work
29 cooperatively toward the resolution of mutually identified problems regarding the use of
30 sick leave. The Employer may provide periodic updates to employees regarding their use
31 of sick leave. Such updates will not be considered counseling or disciplinary.
32
33

Tentatively Agreed To:

For the Union:	For the Employer:
Signed by:  1A9739E10A2B450...	DocuSigned by:  1CB62316D8AE4A0...

ARTICLE 16 – COMMITTEES

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16.1 Joint Labor/Management Committees: Purpose and Membership. Joint Labor/Management Committees are established to provide a forum for communications and problem-solving between the two parties and to deal with matters of a general personnel Union/Employer concern, as well as professional practices within the Department related to patient care and professional issues. The Committees will work toward the improvement of patient care and recommend ways and means to improve patient care; and will address problems and concerns related to staffing and workloads. The Committees’ function will be limited to an advisory capacity and shall not include any decision making or collective bargaining authority.

Joint Labor Management Committees may be attended by up to Two (2) bargaining unit representatives, plus a Union representative and up to two (2) Employer representatives and a representative from the Labor Relations Officer or designee.

Meetings. Committee meetings may be requested by an authorized representative of either party and will be scheduled as needed. A Committee meeting shall normally be held during the day shift and at a mutually agreeable time and date. Employee members shall experience no loss in salary for meeting participation. Committee members shall be given release time for attendance at committee meetings held during working hours.

16.2 Committee Work. All time spent by employees on Employer established committees and committees mentioned in this contract (including side letters) shall be considered time worked and shall be paid at the appropriate rate of pay. Time spent on committee work will not be counted towards the calculation of overtime.

16.3 Staffing Concerns-Process for Raising and Resolving Workload and Staffing Issues. The Employer and the Union mutually recognize that fluctuation in admission rates, outpatient census, clinic flow and referrals to employees create imbalances in workload. Workload management and staffing concerns will be placed on the agenda for the Joint Labor/Management Committee. Employees individually or as a group, believing there is an immediate, continuous or potential workload/staffing problem are encouraged to bring that problem to the attention of the supervisor or employee’s manager or designee at any time throughout the fiscal year. An employee(s) that has raised staffing or workload issues with their supervisor or manager and the issue has not been resolved to the employee(s) satisfaction can bring the issue to the Joint Labor/Management Committee.

The Committee will mutually agree on information that is useful for these discussions and if available that information will be provided. The Joint Labor/Management Committee may mutually agree to invite appropriate resource people to attend meetings.

16.4 Multi-disciplinary Meetings. When an issue/subject arises that would be best addressed through a Joint Labor Management meeting involving members from more than one bargaining unit represented by the Union, either party may request such a meeting. The Union may bring one representative from each of the bargaining units impacted and the

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Employer will bring appropriate management staff to address the issue/subject. The scope of authority of the meeting and release time for employee representatives will be treated in a manner identical to the individual bargaining unit Joint Labor Management meetings.

Tentatively Agreed To:

For the Union:	Signed by: <u>Hannah Fishman</u> 1A9739E10A2B450...	For the Employer:	DocuSigned by: <u>Banks Evans</u> C5469E99932C427...
12/2/2025		6/16/2025	

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ARTICLE 17 – EMPLOYEE FACILITIES

Employee Facilities. Restrooms and attendant facilities shall be provided as required in the orders and regulations of the State of Washington Department of Labor and Industries. A good faith effort will be made by the Employer to provide facilities for employees' personal belongings.

Tentatively Agreed To:

For the Union:	Signed by: <u>Hannah Fishman</u> 1A9739E10A2B450...	For the Employer:	DocuSigned by: <u>Banks Evans</u> C5469E99932C427...
12/2/2025		6/16/2025	

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ARTICLE 18 – CLASSIFICATIONS

18.1 The current classifications with their respective pay levels are hereby incorporated into this contract as Appendix I. The existing class specifications for these jobs are considered in effect upon the execution of this contract.

18.2 (a) Should the University decide to create, eliminate or modify class specifications, it will notify the Union in advance of implementing the action. Notification will include the bargaining unit status of the classification and, for a newly created or modified classification considered to be in the bargaining unit, a proposed salary. Notification will occur at least thirty (30) days in advance of any proposed implementation date. At the Union’s request the University will meet and confer with the Union over its proposed action.

(b) An employee occupying a position reallocated to a class with a lower salary range maximum due to a class being created, abolished or modified will retain the salary of their former position until reaching the top of the range of the former position, and then will be frozen until the new class pay range catches up. An employee(s) occupying a position reallocated to a class with a higher salary range due to a class being created, abolished or modified will receive the same step in the new range as the employee(s) held in the previous range. The periodic increment progression start date of the employee will remain unchanged.

(c) Within thirty (30) calendar days following implementation of the University's decision to create or combine classifications, or modify class specifications for bargaining unit positions, the Union may file an appeal with the Classification Review Hearing Officer selected under Article 19 of this contract, to determine if the salary assigned to the classification is appropriate.

(d) The Union may, at any time, propose a new classification with appropriate justification. These proposals will be reviewed by the Compensation Office of Human Resources which will accept, reject, or modify any proposal. This review is not grievable.

The Employer agrees to notify the Union of any proposed reclassifications of occupied bargaining unit positions into non-bargaining unit positions.

Tentatively Agreed To:

For the Union: Signed by: Hannah Fishman 1A9739E10A2B450... 1/29/2025

For the Employer: DocuSigned by: Laura Hartless 1CB62316D8AE4A0... 7/18/2025

ARTICLE 19 – RECLASSIFICATION

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- 19.1 Policy. Positions shall be allocated to the appropriate classification. Requests to reclassify should be based on a belief that the duties, responsibilities, or qualifications of a position are such that it is inappropriately classified.

- 19.2 Position Review Process.
 - (a) The University, employee, or employee representative may request that a position be reviewed when the requesting party believes that the basis of its request has become a permanent requirement of the position. Employees and employee representatives may not request that a position be reviewed more often than once every six (6) months.

 - (b) The request must be complete and in writing on forms provided by the University. Requests may be submitted to Human Resources or to an employee’s direct supervisor or department. Any party may submit additional information, including the names of individuals, which the party believes is relevant to the position review.

 - (c) An employee may request that a representative be present as an observer at meetings with the University reviewer scheduled to discuss the request for position review. At the employee's request a portion of such meetings shall be conducted in a quiet and private location, away from the work station.

 - (d) The University reviewer will investigate the position and issue a written response to the employee or employee representative within sixty (60) calendar days from receipt, by Human Resources, of the completed request. A completed request is defined as the employee completing all employee portions of the reclassification forms. The response will include notification of the class and salary assigned when the position is reallocated, or notification of the reasons the position does not warrant reallocation when the request is not approved. Reclass requests may be submitted at either the departmental level or directly to Human Resources. Reclass requests submitted at the departmental level must be forwarded to Human Resources within thirty (30) calendar days.

 - (e) The effective date of allocations or reallocations initiated by the University shall be determined by the University. The effective date of a reallocation resulting from an employee or employee representative request for position review will be established as the date that the completed request was filed with Human Resources or the employee’s direct supervisor or department, whichever date is earliest. The date of receipt must be appropriately documented.

 - (f) A employee may request reconsideration following receipt of the University's determination. Requests for reconsideration will not hold the timeframe for filing an appeal under 19.3.

- 19.3 Position Review Appeal Process. If the Union wishes to appeal the decision of the University, it may appeal to the Classification Review Hearing Officer within thirty (30) calendar days following the date of the University's written response.

1 19.4 Hearing Officer. The Hearing Officer shall be jointly selected by the parties within thirty
2 (30) days of the execution of this contract and shall serve for a minimum of one (1) year
3 from the date of selection. At that time the parties may choose to re-appoint the Hearing
4 Officer or select a different Hearing Officer who will also serve for a minimum of one (1)
5 year from date of selection.
6

7 19.5 Hearings. The Hearing Officer shall hold hearings on a quarterly basis unless there are
8 no appeals to hear or the parties agree to pend any open appeals. All materials
9 considered in the position review shall be submitted to the Hearing Officer prior to the
10 hearing and neither party will submit evidence at the hearing that was not submitted
11 during the position review. The Hearing Officer shall endeavor to hold multiple hearings
12 each day, and shall issue a concise decision which shall be final and binding. The
13 Hearing Officer shall have no authority to alter the terms and conditions of this contract.
14 Employees may be represented at the hearing and will be released from work with no
15 loss of pay to attend the hearing. The Hearing Officer's fees and expenses shall be
16 shared equally by the parties.
17
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19

Tentatively Agreed To:

For the Union:

Signed by:

Hannah Fishman

12/2/2025

1A9739E10A2B450...

For the Employer:

DocuSigned by:

Banks Evans

6/16/2025

C5469E99932C427...

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ARTICLE 20 – CORRECTIVE ACTION/DISMISSAL PROCESS AND/OR RESIGNATION

20.1 Corrective Action/Dismissal. The Employer and the Union will follow the "Corrective Action/Dismissal Process" below for all corrective action/dismissal actions in order to utilize a corrective rather than punitive approach.

No employee shall be subject to the Corrective Action/Dismissal Process except for just cause. The Corrective Action/Dismissal Process will be considered to incorporate the concept of progressive action and provide a positive process for improvement. The University will determine the specific step at which the process begins based on the nature and severity of the problem.

20.2 Representation During Investigations.

(a) Upon request, an employee has the right to a union representative at an investigatory interview called by the Employer, if the employee reasonably believes corrective action could result. The Employer will provide reasonable time to allow an employee to secure a representative.

(b) The role of the union representative in regard to Employer-initiated investigation is to provide assistance and counsel to the employee and not interfere with the Employer's right to conduct the investigation. Every effort will be made to cooperate in the investigation.

(c) An employee placed on an alternative assignment during an investigation will not be prohibited from contacting their union representative unless there is a conflict of interest, in which case the employee may contact another union representative. This does not preclude the Employer from restricting an employee's access to the Employer's premises.

(d) An interpreter can be requested by either party and will be provided.

20.3 Written Action Plans. Written action plans shall identify problem area(s), performance objectives and suggestions for remedying and shall include reasonable timelines for completion. When an employee has chosen to be represented by the Union during the Corrective Action/Dismissal Process, the representative will be involved in developing the written action plan. At the conclusion of the counseling session, the Employer will inform the employee when the employee may reasonably expect to receive the written action plan.

20.4 Corrective Action/Dismissal Process. The Employer will make clear the Step of the process being conducted.

–Informal Coaching, verbal counseling between employee and immediate supervisor. Supervisor may follow up in writing which may include an action plan, which shall not be placed in the employee's file.

Formal Counseling. Formal counseling (may involve administrative personnel other than the employee's immediate supervisor) including the development of a written action plan.

1 Final Counseling. Final counseling (may involve administration other than the employee's
2 immediate supervisor) including action plan discussion and decision making assignment
3 (a period of paid time away from the work site for the employee to consider the
4 consequences or failure to follow the action plan and to review the final written action plan
5 for possible correction).
6

7 Dismissal. Prior to dismissal, a pre-determination meeting will be scheduled to give an
8 employee an opportunity to make his/her case before the final decision is made. The
9 employee has the right to have a Union representative present at the pre-determination
10 meeting. At least five (5) days prior to the meeting, the employee will be informed in writing
11 of the reasons for the contemplated dismissal and given referenced documentation. The
12 employee will be furnished with written notification of the outcome of the pre-determination
13 hearing.
14

15 Grievability/Arbitrability. Informal Coaching is not grievable. Formal counseling may be
16 grieved through Step Three Mediation of the grievance procedure only. Final counseling
17 and dismissal may be grieved through every step of the grievance procedure beginning at
18 Step Two.
19

20 20.5 Representation. All employees upon request shall be entitled to have a representative
21 present during all steps of the Corrective Action/Dismissal Process. All employees upon
22 request shall be entitled to have a representative present during meetings that are
23 investigatory in nature and may reasonably be expected to result in implementation of the
24 Corrective Action/Dismissal Process at Step B or higher.
25

26 20.6 Resignation. Permanent employees planning to resign shall make a good faith effort to
27 give at least thirty (30) calendar days' notice of intention to terminate. All resignations shall
28 be final unless the Employer agrees to rescind the resignation. The Employer's decision
29 not to rescind a resignation shall not be grievable.
30

31 20.7 Investigations.

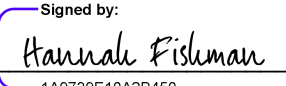
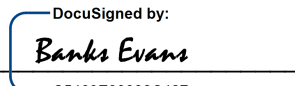
32 A. If the Employer places an employee on administrative leave for investigatory
33 purposes, the Employer will notify the employee prior to the onset of the leave of
34 the subject of the investigation. At the conclusion of an investigation, where the
35 Employer elects not to take corrective action, the employee will be provided with a
36 notification that the investigation is completed and that no corrective action will be
37 imposed.
38

39 B. Upon request of the Union, if an investigation of employee lasts longer than sixty
40 (60) days from the date the employee was interviewed, the Employer will provide
41 an explanation to the Union of the current status of the investigation (for example:
42 interviews still being conducted, drafting of investigative report, waiting for analysis
43 of data), next steps and approximate timeframe for completion.
44

45 20.8 Off the Job Activities. The private and personal "off the job" lifestyle and activities of an
46 employee shall not be legitimate grounds for disciplinary action initiated by the Employer
47 except where such lifestyle or activities constitute a direct conflict of interest as set forth
48 in RCW 42.18 or are directly detrimental to the employee's work performance.
49

1 20.9 RN3s. While RN3s may be involved in mentorship and feedback as well as employee
2 evaluations, management will lead the corrective action process. RN3s can be present
3 with management during the corrective action process.
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6

Tentatively Agreed To:

For the Union:	Signed by:  1A9739E10A2B450...	For the Employer:	DocuSigned by:  C5469E99932C427...
_____ 12/2/2025		_____ 6/16/2025	

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ARTICLE 21 – SENIORITY, LAYOFF, REHIRE

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21.1 Seniority Defined. For all purposes except layoff, seniority is defined as the total continuous length of most recent unbroken state service, including adjustment for military service.

For the purpose of layoff for the University of Washington Research RN/Hall Health bargaining unit, seniority is defined as the total continuous length of most recent unbroken service at the University of Washington, including adjustment for military service. Ties in seniority within the Research/Hall Health RN bargaining unit will be broken using the following tiebreakers in order:

- Continuous employment with the University of Washington
- FTE
- Years of nursing as determined by the NCLEX exam or foreign country equivalent.
- Total state service

Time spent on the rehire list shall not be included in computing seniority (layoff or non-layoff seniority) but does not constitute a break in service.

Service of less than full-time shall be considered full-time. Seniority shall only be earned by permanent employees.

21.2 Military Service Credit. Permanent University employees who are veterans or their unmarried widows/widowers shall have added to their unbroken service the veteran’s active military service to a maximum of five (5) years in accordance with applicable state and federal law.

21.3 Termination of Seniority. Seniority (layoff and non-layoff) shall terminate upon cessation of the employment relationship. Solely for the purpose of example, the following are set forth as events which evidence cessation of the employment relationship: discharge, resignation, retirement, removal from the rehire list in accordance with this Article, and failure to return from a leave of absence.

21.4 Essential Skills. Essential skills are the minimum qualifications listed in the job description for the classification and any specific position requirements, credentials, certifications or licenses.

21.5 Layoff. A layoff is defined as a permanent or prolonged reduction in the number of employees in a given bargaining unit resulting from a lack of funds, curtailment of work, and/or good faith reorganization for efficiency purposes.

Prior to implementing a layoff, the Employer, within the context of its determination of the staffing needs of the layoff unit, will minimize overtime in the layoff unit impacted, the use of agency or traveler nurses in the layoff unit impacted, reliance on intermittent and nonpermanent hourly staff in the layoff unit. The Employer will also seek volunteers in the layoff unit impacted who are willing to be reassigned or to be laid off in lieu of the employee(s) whose position is identified to be eliminated. Individuals who volunteer to be laid off will not have a displacement option but will retain the right to be placed on the rehire list.

1
 2 Employees subject to layoff shall be offered one of the following employment options in
 3 descending order, provided they meets the essential skills of the offered position:
 4

5 (a) a funded vacant posted position in the affected job class within the layoff/seniority unit.
 6

7 (b) the opportunity to replace the least senior employee in the affected job class within the
 8 unit or department or base and in an FTE status within .2 FTE;
 9

10 (c) the opportunity to replace the least senior employee in their clinical group (see Article
 11 21.6);
 12

13 (d) the opportunity to replace the least senior employee within the same department who
 14 is in a lower classification in the same series as the employee affected by the layoff and
 15 within .2 FTE.
 16

17 Employees may request to be laid off and have the right to be placed on the rehire list(s)
 18 instead of accepting an employment option above.
 19

20 21.6 Layoff Unit. The layoff unit for the Research/Hall Health bargaining unit shall be by unit
 21 and shift.

22 Layoff unit

- 23 1. School of Nursing
- 24 2. Hall Health and EH&S
- 25 3. School of Public Health
- 26 4. School of Medicine Departments to be broken down to Departments as follows:
 - 27 a. Anesthesiology and Pain Medicine
 - 28 b. Biochemistry
 - 29 c. Bioengineering
 - 30 d. Bioethics and Humanities
 - 31 e. Biological Structure
 - 32 f. Biomedical Informatics and Medical Education
 - 33 g. Comparative Medicine
 - 34 h. Family Medicine
 - 35 i. Genome Sciences
 - 36 j. Global Health
 - 37 k. Immunology
 - 38 l. Laboratory Medicine
 - 39 m. MEDEX Northwest
 - 40 n. Microbiology
 - 41 o. Neurological Surgery
 - 42 p. Neurology
 - 43 q. Obstetrics and Gynecology
 - 44 r. Ophthalmology
 - 45 s. Orthopedics and Sports Medicine
 - 46 t. Otolaryngology / Head and Neck Surgery
 - 47 u. Pathology
 - 48 v. Pediatrics
 - 49 w. Pharmacology

- 1 x. Physiology and Biophysics
- 2 y. Psychiatry and Behavioral Sciences
- 3 z. Radiation Oncology
- 4 aa. Radiology
- 5 bb. Rehabilitation Medicine
- 6 cc. Surgery
- 7 dd. Urology
- 8 ee. Emergency Medicine
- 9 ff. Health Metrics
- 10 5. Department of Medicine to be broken down to Divisions as follows:
- 11 a. Allergy and Infectious Disease
- 12 b. Cardiology
- 13 c. Dermatology
- 14 d. Gastroenterology
- 15 e. General Internal Medicine
- 16 f. Gerontology and Geriatric Medicine
- 17 g. Hematology
- 18 h. Medical Genetics
- 19 i. Metabolism, Endocrinology, and Nutrition
- 20 j. Nephrology
- 21 k. Oncology, Medical
- 22 l. Pulmonary and Critical Care Medicine
- 23 m. Rheumatology

24
25 Nothing in this article shall restrict or limit the Employer’s ability to rename, reorganize,
26 and/or consolidate department or divisions. The Union will have the opportunity to
27 bargain the impacts of any renaming, reorganization, and/or consolidation of
28 departments or divisions.

29
30 21.7 Layoff Notice. Employees identified for layoff and the SEIU 1199NW union office shall
31 receive not less than thirty (30) calendar days’ notice prior to the abolishment of the
32 positions. The notice shall include the effective date of the layoff and a reference to the
33 employee’s rights under this Article. The notice to the union shall also include the most
34 recent classified hire date seniority list. Upon request, the Union and the Employer will
35 meet to discuss possible alternatives to the layoff.

36
37 21.8 Layoff and Displacement Options. The Employer shall identify the position to be
38 eliminated and employee(s) to be affected. Layoff shall be by seniority within the layoff
39 unit, least senior employee first as long as the remaining employees possess the
40 essential skills to perform the necessary work. Employees subject to layoff shall have
41 the right to displace the least senior employee in the affected job classification within
42 each successive layoff unit as defined in Article 21.6 above (Layoff Unit) within .2 FTE of
43 the employee affected. The employee will also be given the opportunity to fill any vacant
44 position within the layoff unit.

45
46 Layoff and Displacement Options Research Registered Nurse 1 and 2. For Research
47 Registered Nurse 1 and 2 in the Research/Hall Health bargaining unit, vacant positions
48 within the layoff/seniority unit will be considered a more junior position than any occupied

1 by an incumbent. Employees shall have no bumping rights per Article 21 within six (6)
2 months from the effective date of a Final Counseling action plan.
3

4 An employee laid off due to the exercise of another employee's displacement option shall
5 not have any displacement option. Such an employee shall be offered any vacant position
6 available on the employee's unit or in the employee's clinical group and shall also have
7 the right to be placed on the rehire list(s) per Article 21.10.
8

9 21.9 FTE Reduction. An employee in a position that is not abolished but is reduced by more
10 than .2FTE and who will remain benefit eligible after the reduction will have the choice of
11 staying in the reduced position and going on the rehire list for the position and FTE
12 status held by the employee immediately prior to the reduction or exercising available
13 layoff rights under (a) above. The employee must exercise this choice within three (3)
14 working days of the reduction notice.
15

16 21.10 Rehire. Laid off employees will be placed on an eligible rehire list(s) designated by the
17 employee for twenty-four (24) months. Employees will be automatically placed on the
18 rehire list for the classification and FTE status from which they were laid off. In addition,
19 based on employee request, employees identified for layoff may be on the following
20 rehire lists:
21

- 22 (1) Positions of a lower FTE status in the classification from which the employee was
23 laid off;
- 24 (2) Lower classifications in the series from which the employee was laid off.
25

26 The University will refer an employee from the designated rehire list(s) for any open
27 positions in the layoff unit within .2 FTE of the position from which the employee was laid
28 off for which the laid off employee possesses the essential skills. Employees referred
29 from the rehire list(s) who possess the essential skills needed for a vacant position in the
30 layoff unit will be offered the position prior to the University offering it to any other
31 applicant. The University will refer employees from the rehire list(s) in order of seniority,
32 most senior employee on the list first.
33

34 21.11 Rehire Trial Period. Employees placed into vacant positions from the rehire list will serve
35 a two (2) month rehire trial period. During the rehire trial period either party may, at its
36 sole discretion and without resort to the grievance procedure, initiate return to the rehire
37 list. Time spent in a rehire trial period will not count toward the twenty-four (24) month
38 rehire list period. The two (2) month rehire trial period will be adjusted to reflect any paid
39 or unpaid leave taken during the period.
40

41 21.12 Removal from List. Removal from the rehire list(s) will occur for any of the following
42 circumstances:

- 43 (1) If placement does not occur within twenty-four (24) months;
- 44 (2) If the employee refuses two (2) offers of placement for a position having the same
45 pay, shift and is within .2 FTE of the position from which the employee was laid off.
46 In such case, the employee will be removed from all other rehire lists and will have
47 exhausted all rehire rights;
- 48 (3) If the employee was placed into two (2) vacant positions for which the employee
49 has failed to complete the rehire trial period;

- 1 (4) If the employee accepts an offer of placement and completes the rehire trial
- 2 service period;
- 3 (5) Employees who reject one (1) offer of placement from a list for a position in a
- 4 classification other than that from which the employee was laid off will be removed
- 5 from that list.
- 6

7 **21.13 Other Layoff and Rehire Issues**

8 Benefits and Temporary Services. Employees on the rehire list who follow the rules
9 prescribed by Temporary Services will be given priority to referral to temporary positions
10 and can receive employer paid health benefit coverage if they meet the eligibility
11 requirements as determined by the state.

12
13 Rehire Wages and Increment Date. When employees are rehired from layoff status, the
14 periodic increment date and annual leave accrual date will be reestablished and
15 extended by an amount of time in calendar days equal to the period of time spent on the
16 rehire list prior to rehire.

17
18 Employees placed from the rehire list into positions with the same salary range held at
19 the time of layoff shall be placed at the same step in the range held at the time of layoff.
20 Employees placed from the rehire list into positions with a lower salary range than held
21 at the time of layoff shall be placed in a salary step nearest to, but not in excess of, the
22 salary held at time of layoff.

23
24 Affirmative Action Goals. Affirmative action goals may be considered at any point during
25 the layoff or rehire process.

26
27 Employees Hourly Work and Education Eligibility. Employees on rehire list(s) shall be
28 eligible to register for certain fee-exempt and fee-reduced courses offered through the
29 Professional & Organizational Development (POD) Department on the employee's own
30 time. Employees on the rehire list(s) shall be given preference for nonpermanent hourly
31 and intermittent work. Acceptance of such work will not affect an employee's recall
32 rights. Preference shall be handled in accordance with the following:

- 33
- 34 (a) The employee must specifically request the work in advance and must follow all
- 35 University of Washington policies and procedures regarding hourly work.
- 36 (b) Employees on a rehire list who meet the requirements of (a) above will have
- 37 preference for hourly work assignments when the schedules are developed.
- 38

39 Computing & Communication and Training and Development Classes. Bargaining unit
40 members on the rehire list are eligible to take all Computing & Communications and
41 Training & Development courses on a space available basis upon payment of
42 designated fees.

43
44 **21.14 Restructure.** In the event of a unit, departmental, or University-wide restructure, the
45 University of Washington will determine the number of full-time and part-time FTE's by
46 shift required for the new or restructured department or unit. Prior to determining the
47 schedule, the University of Washington shall meet with the employees of the affected
48 unit(s) or department(s) to discuss the reconfiguration of the FTE's in the unit(s) or
49 department(s) and the new work schedule(s). A listing of the FTE's for each shift on the

1 new or restructured unit(s) or department(s) shall be posted on the impacted unit(s) or
 2 department(s) for no less than ten (10) days. All other vacant bargaining unit positions
 3 shall also be posted on the impacted unit(s) and department(s) concurrently with the
 4 FTE list posting for no less than ten (10) days. By the end of the posting period, each
 5 employee in units or departments subject to or impacted by restructure, will have
 6 submitted to the University of Washington a written list that identifies in rank order of
 7 preference (first to last) all available positions for which the employee is willing to work.
 8 The University of Washington shall assign each employee, in order of seniority, to
 9 positions on the new or restructured unit(s) or department(s) based upon an Employee's
 10 submitted preference list and the essential skills of the employee and the skills needed
 11 in the available positions.
 12
 13

Tentatively Agreed To:

For the Union:

Signed by:

Hannah Fishman

12/2/2025

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For the Employer:

DocuSigned by:

Banks Evans

6/16/2025

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ARTICLE 22 – JOB POSTING & TRANSFER

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22.1 Hall Health Registered Nurses. Requests for a change in a Hall Health RN’s primary unit should be discussed with the nurse manager and a written submission given to the manager. A good faith effort will be made to facilitate such a transfer where there is an operational need to do so and where an individual has the applicable knowledge, skills and ability.

22.2 Research/Hall Health Bargaining Unit. When a job opening occurs, it will be posted per current University of Washington procedure. An applicant’s length of service will be a consideration on a transfer to a vacant position.

22.3 The employer will make good faith efforts to post a recently vacated position within four (4) weeks of the employer’s decision to refill the position.

22.4 FTE Increases and decreases. Employees will submit requests for FTE increases or decreases in writing. The Employer will respond in writing within sixty (60) days of request. The employer will make a good faith effort to accommodate requests to increase or decrease FTE as operational needs allows. If a request is denied, the employee may request a meeting with the Employer to discuss the decision to deny and potential alternatives. Hall Health HR or managers will track requests, approvals, and denials of FTE increase and decrease requests. The Union can request a JLM to review requests, denials, and approvals on a quarterly basis.

Tentatively Agreed To:

For the Union:	For the Employer:
<p>Signed by: <u>Hannah Fishman</u> 1A9739E10A2B450...</p>	<p>DocuSigned by: <u>Banks Evans</u> C5469E99932C427...</p>
12/2/2025	6/16/2025

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ARTICLE 23 – WORKER'S COMPENSATION LEAVE

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- 23.1 Employees who suffer a work related injury or illness that is compensable under the state worker's compensation law may select time loss compensation exclusively or a combination of time loss compensation and accrued paid time off.
- 23.2 During a period when an employee receives pay for vacation leave, compensatory time off or holidays and also receives worker's compensation for time loss, he/she is entitled to both payments without any deduction for the industrial insurance payment.
- 23.3 When an employee receives worker's compensation payment for time loss and is on leave without pay, no deductions will be made for the industrial insurance payment.
- 23.4 An employee who sustains an industrial injury, accident or illness, arising from employment at the University of Washington shall, upon written request and proof of continuing disability, be granted leave of absence without pay for up to six months without loss of layoff seniority or change in annual increment date. Leave without pay exceeding six months without loss of layoff seniority or change in annual increment date may be granted at the option of the Employer.

Tentatively Agreed To:

<p>For the Union:</p> <p style="text-align: center;">Signed by: <i>Hannah Fishman</i> _____ 12/2/2025</p> <p style="text-align: center; font-size: small;">1A9739E10A2B450...</p>	<p>For the Employer:</p> <p style="text-align: center;">DocuSigned by: <i>Banks Evans</i> _____ 6/16/2025</p> <p style="text-align: center; font-size: small;">C5469E99932C427...</p>
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ARTICLE 24 – MANAGEMENT RIGHTS AND RESPONSIBILITIES

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Except as specifically limited to this Agreement, the Employer has the right and the responsibility to control, change, and supervise all operations, and to direct and assign employees. Such right and responsibility shall include, but not be limited to, the selection and hiring of employees, discipline for cause, classification, reclassification, suspension, layoff, promotion, demotion, or transfer of employees, establishment of work schedules, and control and regulations of the use of all equipment and other property of the University. The Employer is responsible for establishing and maintaining an appropriate standard of care for patients. The Employer shall take whatever action as may be necessary to carry out its responsibilities in any emergency situations.

Application of this Article shall not preclude use of the Grievance Procedure as established in this Agreement.

Tentatively Agreed To:	
<p>For the Union:</p> <p>Signed by: <i>Hannah Fishman</i></p> <p>12/2/2025 <small>1A9739E10A2B450...</small></p>	<p>For the Employer:</p> <p>DocuSigned by: <i>Banks Evans</i></p> <p>6/16/2025 <small>C5469E99932C427...</small></p>

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ARTICLE 25 – PERFORMANCE OF DUTY

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25.1 The Employer and the Union acknowledge that this Agreement provides, through the Grievance Procedure contained therein, for an orderly settlement of grievances or disputes which may arise between the parties. Accordingly, the parties agree that the public interest requires the uninterrupted performance of all University services and to this end pledge to prevent or eliminate any conduct contrary to that objective. Therefore, during the life of this Agreement there shall be no work stoppage or any other form of concerted job action by employees in the bargaining units, nor will the Union authorize or condone such activity in form.

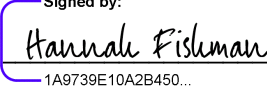
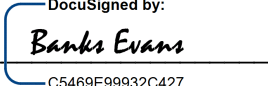
25.2 Should the employees engage in any unauthorized concerted action, a Joint Labor/Management Committee shall immediately convene and shall continue to meet until the dispute is settled, and the employees involved shall immediately return to work and continue working. Any employee who refuses to perform his/her work may be subject to disciplinary action.

25.3 There will be no strike or lockout regarding any matters pertaining to the contents of this Agreement.

25.4 Any action of the Employer in closing the University during any unauthorized concerted action, riot, or civil disturbance for the protection of the institution, its property, or its employees shall not be deemed a lockout.

25.5 Employees covered by this Agreement who would engage in any prohibited activity as defined above shall be subject to disciplinary action by the Employer, including discharge.

Tentatively Agreed To:

For the Union:	Signed by:	For the Employer:	DocuSigned by:
_____		_____	
12/2/2025	1A9739E10A2B450...	6/16/2025	C5469E99932C427...

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ARTICLE 26 – GRIEVANCE PROCEDURE

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3 26.1 Definition. A grievance within the meaning of this Agreement shall be defined as any
4 alleged misapplication or misinterpretation of the terms of this Agreement, and/or the
5 Employer's written personnel rules and policies.
6

7 A grievant, within the meaning of this Agreement, shall be defined as an employee(s)
8 within a bargaining unit covered by this Agreement, who alleges a grievance, or the Union
9 alleging a grievance, under the terms and conditions of this Agreement.
10

11 26.2 Noninterference. Employees shall be free from restraint, interference, coercion,
12 discrimination or reprisal in seeking resolution of their grievance when processed in
13 accordance with this procedure.
14

15 26.3 Application of the Grievance Procedure. This grievance procedure shall be available to all
16 employees covered by this Agreement subject to the following:

17 (a) Concerns regarding performance evaluations may be filed as a grievance and
18 processed only through Step 2 of this procedure.
19

20 (b) Concerns regarding Health and Safety (Article 30.2 and 30.3) shall be resolved
21 following the provisions of Sections 30.2 and 30.3.
22

23 (c) Concerns regarding corrective action may be filed as a grievance and processed per
24 the grievance and arbitration language in Article 20.4.
25

26 26.4 Contents. The written grievance shall include the following information:

- 27 a. The date upon which the grievance occurred.
28 b. The specific Article(s) and Section(s) of the Agreement violated.
29 c. The past practice, rule, policy violated.
30 d. Specific remedy requested.
31 e. The grievant(s) name.
32 f. Name and signature of Union representative (Staff or Delegate).
33 g. The nature of the grievance.
34

35 Failure to include the above information shall not be a reason for invalidating the
36 grievance.
37

38 26.5 Union Delegates. The Employer recognizes the right of the Union to designate Union
39 Delegates who shall be authorized to take up employee or group grievances through the
40 grievance procedure.
41

42 A Union Delegate who is a bargaining unit employee and is processing a grievance in
43 accordance with the grievance procedure shall be permitted a reasonable time to assist
44 in the resolution of legitimate employee grievances on the Employer's property without
45 loss of pay. Such time off for processing grievances shall be granted by supervision
46 following a request, but in consideration of any job responsibilities.
47

48 26.6 Time Limits. An extension of the time limitations as stipulated in the respective steps
49 below, may be obtained by mutual consent of the parties. Failure of the Employer to

1 comply with the time limitations due to negligence shall establish the right of the grievant
2 to process the grievance to the next step or to submit the grievance to the next step.
3 Failure of the grievant to comply with the time limitations due to negligence on their part
4 shall constitute withdrawal of the grievance. A grievance may be withdrawn at any time,
5 in writing to the Employer, by the grievant. Withdrawal of a grievance shall close the
6 matter, and it shall not be resubmitted.
7

8 26.7 Pay Status. An aggrieved employee and the Union Delegate shall be in a pay status during
9 those working hours in which a grievance, a grievance mediation, or an arbitration hearing
10 is held. Release time for additional employee representation shall be subject to approval
11 by the Labor Relations Officer or designee when a group grievance is filed.
12

13 26.8 Employee Representation. The Union is the official representative for any individual
14 employee or group of employees filing a grievance who wish to be represented. Individual
15 employees or groups of employees who choose not to be represented by the Union may
16 present grievances to management through Step Two of the grievance procedure only.
17 Such grievances may be adjusted by management so long as the adjustment is not
18 inconsistent with the collective bargaining agreement and the Union has had an
19 opportunity to review such adjustments.
20

21 26.9 Procedure. The following shall be the formal grievance process. The parties are
22 encouraged to meet informally to resolve issues that may be potential grievances at the
23 lowest possible level of supervision. Such informal meetings will not be considered a
24 step of the grievance process and will not stop the grievance timelines. If requested by
25 the employee, a Union representative may be present.
26

27 Step One - Administrative. It is the desire of both the Employer and the Union that
28 grievances be adjusted informally whenever possible. If an employee or the Union
29 wishes to file a grievance, such grievance must be filed within thirty (30) calendar days
30 from the date the grievant is aware that a grievance exists. The grievance shall be in
31 written form with a complete description of the alleged grievance, the date it occurred,
32 the specific article(s) and section(s) of the contract, or Employer policy or rule alleged to
33 have been violated and the remedy sought. A copy of the grievance will be sent to the
34 University of Washington's Human Resources Office. The parties will schedule a
35 grievance meeting within ten (10) calendar days of filing. If requested by the grievant, a
36 representative or delegate may be present. The University will be represented by a
37 manager with the authority to adjust the issues raised in the grievance and a
38 representative from the University of Washington's Human Resources Office. The
39 University will respond in writing within ten (10) calendar days of the meeting.
40

41 Step Two - Review. If a satisfactory settlement is not reached within the required time
42 period above, the employee and/or representative may submit the written grievance to
43 Step Two within fourteen (14) calendar days after the decision at Step One. A copy of
44 the grievance will be sent to the University of Washington's Human Resources Office
45 and the Office of Labor Relations. The second step review meeting shall occur within ten
46 (10) calendar days. The grievance review meeting shall include the grievant, the
47 grievant's representative or delegate, the head of the unit or designee, and
48 representatives from the University of Washington's Human Resources Office and the
49 University's Labor Relations Office. The University will respond in writing within fourteen

1 (14) calendar days of the meeting. If a satisfactory settlement is not reached, the
2 employee or representative may submit the written grievance to Step 3 within fourteen
3 (14) calendar days.
4

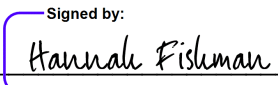

5 Step Three - Mediation/Arbitration. The written grievance may be submitted by the Union
6 within fourteen (14) calendar days after the Step 2 decision to the PERC for mediation.
7 If mediation fails to resolve the grievance, the grievance may be submitted by the Union
8 to arbitration. Such submittal must be within fourteen (14) calendar days from any of the
9 following: the mediator’s impasse report, a written declination by a party to mediate, or
10 the Step Two response if neither the Union nor the Employer requested mediation. The
11 submittal must be in writing and served on the other party.
12

13 The parties agree to establish a permanent panel of ~~ten (10)~~ five (5) arbitrators. These
14 arbitrators shall be assigned cases by the parties on a rotating basis. If the arbitrator is
15 not available to hear the case within ninety (90) calendar days of the decision by either
16 party to go to arbitration, the parties may contact the next arbitrator in the rotation. If no
17 arbitrator can hear the case within ninety (90) calendar days, the case will be assigned
18 to the arbitrator who can hear the case on the earliest date. If an individual arbitrator
19 decides to remove their name from the panel or if one or more members of the panel are
20 not continued by either party, the parties will meet to decide whether to substitute an
21 additional name(s).
22

23 No later than seven (7) working days prior to the scheduled arbitration meeting, the
24 parties will submit questions of arbitration eligibility to the arbitrator for preliminary
25 determination, share the name of each witness intending to testify at the hearing, and
26 attempt to agree upon the issue statement. A copy of written materials submitted to the
27 arbitrator will be provided to the opposing party.
28

29 The parties agree that the arbitrator shall have no power to render a decision that adds
30 to, subtracts from, alters or modifies in any way the terms and conditions of the
31 Agreement. The parties further agree that the decision of the arbitrator will be final and
32 binding upon all parties. The Union or the Employer will have the right to request the
33 arbitrator to require the presence of witnesses and/or documents. The arbitrator's
34 decision shall be made in writing and the arbitrator shall be encouraged to render the
35 decision within thirty (30) calendar days of the close of the arbitration.
36

Tentatively Agreed To:

For the Union:	For the Employer:
Signed by:  1A9739E10A2B450... 1/23/2026	DocuSigned by:  C5469E99932C427... 1/16/2026

ARTICLE 27 – MANDATORY SUBJECT

Existing practices not contained in this contract which have a bearing ~~upon on the quality of employee wages, hours, or~~ working conditions shall not be modified or eliminated without ~~providing the union notice and opportunity to bargain~~ the Employer satisfying its collective bargaining obligations.

27.1 The Union may request discussions about and/or negotiations on the impact of these changes on employee's working conditions. The Union will notify the Vice President of Labor Relations of any demands to bargain. Unless agreed otherwise, the parties agree to begin bargaining within thirty (30) calendar days of receipt of the request to bargain. A valid request to bargain must include at least three (3) available dates and times to meet. If the union makes a request for information at the same time as the request to bargain, the thirty (30) calendar days will not begin until the information request has been fulfilled. Information requests made after the request to bargain will not delay the scheduling of discussion and/or negotiations. In the event the Union does not request negotiations within ~~sixty (60)~~thirty (30) calendar days, the Employer may implement the changes without further negotiations. There may be emergency conditions that are outside of the Employer's control requiring immediate implementation, in which case the Employer shall notify the Union as soon as possible.

Prior to making any change in written Employer policy that is a mandatory subject of bargaining; the Employer shall notify the Union and satisfy its collective bargaining obligations per Article 27.

The parties shall agree to the location and time for the negotiations. Each party is responsible for choosing its own representatives for these activities. The Union will provide the Employer with the names of its employee representatives at least seven (7) calendar days in advance of the meeting date unless the meeting is scheduled sooner, in which case the Union will notify the Employer as soon as possible.

27.2 Release Time.

A. The Employer shall approve paid release time for up to three (3) employee representatives who are scheduled to work during the time negotiations are being conducted, provided the absence of the employee will not interfere with the operating needs of the Employer. The Employer may approve leave for additional employee representatives provided the absence of the employee will not interfere with the operating needs of the Employer. If the additional employee absence is approved, the employee(s) may use personal holiday, vacation time off, holiday credit, or compensatory leave instead of leave without pay.

B. No overtime will be incurred as a result of bargaining and/or preparation for bargaining.

1

Tentatively Agreed To:

<p>For the Union:</p> <p>Signed by: <u>Hannah Fishman</u> 7/29/2025 1A9739E10A2B450...</p>	<p>For the Employer:</p> <p>DocuSigned by: <u>Laura Hartless</u> 7/18/2025 1CB62316D8AE4A0...</p>
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ARTICLE 28 – HEALTH CARE BENEFITS AMOUNTS

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28.1 For the ~~2023-2025~~2025 - 2027 biennium, the Employer Medical Contribution (EMC) will be an amount equal to eighty-five percent (85%) of the monthly premium for the self-insured Uniform Medical Plan (UMP) Classic for each bargaining unit employee eligible for insurance each month, as determined by the Public Employees Benefits Board (PEBB). In no instance will the employee contribution be less than two percent (2%) of the EMC per month.

28.2 The point-of-service costs of the Classic Uniform Medical Plan (deductible, out-of-pocket maximums and co-insurance/co-payment) may not be changed for the purpose of shifting health care costs to plan participants, but may be changed from the 2014 plan under two (2) circumstances:

- 1. In ways to support value-based benefits designs; and
- 2. To comply with or manage the impacts of federal mandates.

Value-based benefits designs will:

- 1. Be designed to achieve higher quality, lower aggregate health care services cost (as opposed to plan costs);
- 2. Use clinical evidence; and
- 3. Be the decision of the PEB Board.

28.3 Article 28.2 will expire June 30, ~~2025~~2027.

28.4

A. The Employer will pay the entire premium costs for each bargaining unit employee for dental, stand-alone vision, basic life, and any offered basic long-term disability insurance coverage. If changes to the long-term disability benefit structure occur during the life of this agreement, the Employer recognizes its obligation to bargain with the Coalition over impacts of those changes within the scope of bargaining.

~~B. If the PEB Board authorizes stand-alone vision insurance coverage, then the Employer will pay the entire premium costs for each bargaining unit employee.~~

28.5 Wellness

A. To support the statewide goal for a healthy and productive workforce, employees are encouraged to participate in a Well-Being Assessment survey. Employees will be granted work time and may use a state computer to complete the survey.

B. The Coalition of Unions agrees to partner with the Employer to educate their members on the wellness program and encourage participation. Eligible, enrolled subscribers shall have the option to earn an annual one hundred twenty-five dollars (\$125.00) or more wellness incentive in the form of reduction in deductible or deposit into the Health Savings Account upon successful completion of required Smart Health Program activities. During the term of this Agreement, the Steering Committee created by Executive Order 13-06 shall make recommendations to the

1 PEBB regarding changes to the wellness incentive or the elements of the Smart
 2 Health Program.

3
 4 28.6 The PEBB Program shall provide information on the Employer sponsored Insurance
 5 Premium Payment Program on its website and in an open enrollment publication
 6 annually.

7
 8 28.7 ~~Medical~~ Flexible Spending Arrangement

9
 10 A. During January ~~2024-2026~~ and again in January ~~2025-2027~~, the Employer will make
 11 available ~~two hundred fifty dollars (\$250)~~ three hundred dollars (300) in a ~~medical flexible~~
 12 ~~Flexible spending Spending arrangement Arrangement~~ (FSA) account for each
 13 bargaining unit member represented by a Union in the Coalition described in RCW
 14 41.80.020(3), who meets the criteria in Subsection 28.7(B) below.

15
 16 B. In accordance with IRS regulations and guidance, the Employer FSA funds will be made
 17 available for a Coalition bargaining unit employee who:

18
 19 a. Is occupying a position that has an annual full-time equivalent base salary of
 20 ~~sixty thousand dollars (\$60,000)~~ sixty-eight thousand and four dollars
 21 (\$68,004.00) or less on November 1 of the year prior to the year the Employer
 22 FSA funds are being made available; and

23
 24 b. Meets PEBB program eligibility requirements to receive the employer contribution
 25 for PEBB medical benefits on January 1 of the plan year in which the Employer
 26 FSA funds are made available, is not enrolled in a high-deductible health plan,
 27 and does not waive enrollment in a PEBB medical plan except to be covered as
 28 a dependent on another PEBB non-high deductible health plan.

29
 30 c. Hourly employees' annual base salary shall be the base hourly rate multiplied by
 31 two thousand eighty-eight (2088).

32
 33 d. Base salary excludes overtime, shift differential and all other premiums or
 34 payments.

35
 36 C. ~~An medical~~ FSA will be established for all employees eligible under this Section who do
 37 not otherwise have one. An employee who is eligible for Employer FSA funds may
 38 decline this benefit but cannot receive case in lieu of this benefit.

39
 40 D. The provisions of the State's salary reduction plan will apply. In the event that a federal
 41 tax that takes into account contributions to a FSA is imposed on PEBB health plans, this
 42 provision will automatically terminate. The parties agree to meet and negotiate over the
 43 termination of this benefit.

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Tentatively Agreed To:

For the Union:

Signed by:

Hannah Fishman

1A9739E10A2B450...

12/2/2025

For the Employer:

DocuSigned by:

Laura Hartless

1CB62316D8AE4A0...

6/24/2025

ARTICLE 29 – NEW EMPLOYEE ORIENTATION

New Employee Orientation. The Employer shall provide new employee orientation to employees in the bargaining units. The purpose of the orientation program shall be to familiarize new employees with the University's philosophy, policies and procedures, together with nursing functions and responsibilities as defined in the appropriate class specification.

29.1 The Employer will offer a regularly scheduled, new employee orientation (NEO) which will include a benefits orientation. The orientation will be offered by the office of Professional and Organizational Development in coordination with the Benefits Office.

29.2 All new employees who attend the new employee orientation will be paid for their time at orientation. The Employer will advise and encourage new employees to attend the paid union new employee orientation as part of the Employer's new employee orientation program and schedule the union orientation at a time within or immediately adjacent to the Employer's orientation program and if in person, in the same location. The Union portion of NEO will be shown on the New Employee Orientation agenda given to all new employees.


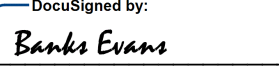
29.3 A Union representative shall be allowed up to thirty (30) minutes with employees during the new employee orientation. Such release time will be subject to the operational needs of the department and does not count as time worked for the purpose of calculating overtime. When in-person, the Employer will provide clear signage and direction of the location of the SEIU 1199NW Union portion of NEO. Employer representatives shall not be present during the Union presentation. If the University conducts orientation on-line (self-paced), the Union may meet with employees virtually for new employee orientation. In this case, the Union will provide a link for the orientation which the Employer will then make available to new employees

29.4 By the end of the week prior to each new employee orientation, the Employer shall provide the Union with a list of all employees scheduled to attend NEO. This list shall include the date of the orientation and the name, FTE, job profile, start date, supervisory org, and primary work email for each new employee attending the orientation.

29.5 For employees hired into the bargaining unit who do not attend the orientation described in 29.1 above, within ninety (90) days of the employee's start date, the Employer will provide the Union access to the employee during the employee's regular work hours to present information about the Union. This

1 access will be provided at the employee's regular worksite, online or at a
2 location mutually agreed to by the Employer and the Union and will be up to
3 thirty (30) minutes.
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Tentatively Agreed To:

For the Union:	Signed by:  _____ 12/2/2025	For the Employer:	DocuSigned by:  _____ 6/16/2025
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ARTICLE 30 – HEALTH AND SAFETY

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- 30.1 **Benefits.** The Employer shall bear the cost of and provide bargaining unit employees with:
- (a) At the beginning of employment and annually thereafter TB testing including chest x-rays where medically indicated. For employees working in high risk areas, TB testing shall be available on a six month basis. Before screening, all employees shall be counseled regarding anergy testing. When medically indicated, or upon the employee’s request, appropriate anergy testing will be provided.
 - (b) Throat culture if requested by the employee and ordered by a physician.
 - (c) Vaccinations and immunizations provided by the University.
 - (d) Hepatitis B vaccine for all employees. At the employee’s request the Employer shall provide an antibody test to ensure that the employee’s antibody titer level is sufficient to protect against Hepatitis B infection. If medically indicated and upon request, the employee shall receive a booster.
 - (e) At the employee’s request, the Employer will test for Hepatitis C using a test considered most reliable by the Employer.
 - (f) The Employer shall refer PPD converters for appropriate medical treatment at no cost to the employee.
- 30.2 **Policies.** It is the Employer's intent to make reasonable and proper provisions for the maintenance of appropriate standards of health and safety within the workplace. This shall include providing, and making available, safe medical devices, personal protective equipment, and applicable training, education and critical incident de-briefing. Training and education shall be made available during each shift and will be accessible to all employees. The Employer shall comply with applicable Federal and State health and safety legislation and regulations and has designated the University's Environmental Health and Safety Department to advise and monitor compliance with such standards. If a resolution of any dispute pertaining to this section is not reached through the assistance of EH&S, a complaint may be filed with the Washington State Department of Labor & Industries whose findings shall be binding upon both parties.
- 30.3 **Working Conditions.** All work shall be performed in conformity with applicable health and safety standards. Employees are encouraged to immediately report any unsafe working condition to their supervisor. No employee shall be disciplined for reporting any such conditions nor be required to work or to operate equipment when he/she has reasonable grounds to believe such action would result in immediate danger to life or safety the final determination of which shall rest with the Environmental Health & Safety Department.
- 30.4 The Employer will provide TB conversion rate data and blood exposure incident summaries to the Health and Safety Committee.
- 30.5 **Medical Devices.** Employees wishing to suggest additional safety equipment or to raise issues with regard to current equipment (e.g. availability, training needs, effectiveness)

1 are encouraged to raise such suggestions through management or with appropriate
2 committees - Nursing QA & I, Health and Safety, Infection Control, or Product Evaluation.
3

4 30.6 Training/Education. The Employer shall provide an annual infection control/safety update
5 on paid time for all employees in accordance with applicable statutes and regulations.
6

7 Workplace violence and personal safety training will be mandatory for all staff in the New
8 Staff Orientation. Employees are also encouraged to take advantage of ongoing training
9 opportunities available in this area.
10

11 Other training related to general and personal safety will be made available as appropriate
12 to the clinical setting, general environment, and needs of the patient population and the
13 staff. Reasonable requests for such training will be considered.
14

15 30.7 Exposure Control.

16
17 (a) The Employer agrees to take every reasonable measure to prevent occupational
18 transmission of TB and other communicable diseases. All employees shall have
19 access to the written TB exposure control plan. Counseling on Hepatitis C shall be
20 included in the exposure protocol.
21

22 (b) The Employer shall provide confidential twenty-four (24) hour information and referral
23 for employees sustaining needlestick injuries or other blood and body fluid exposures.
24 Efforts will be made to identify all staff exposed to communicable and infectious
25 diseases. These staff members will be notified using all available contact information
26 and instructed on follow-up within seventy-two (72) hours of being identified as
27 exposed. Such notification will be documented and shared monthly with the Health
28 and Safety Committee.
29

30 30.8 Lactation Station: A fully functional lactation station will be available for employees in the
31 Hall Health Building.
32
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34

Tentatively Agreed To:

For the Union:	For the Employer:
Signed by: <u>Hannah Fishman</u>	DocuSigned by: <u>Banks Evans</u>
12/2/2025 1A9739E10A2B450...	6/16/2025 C5469E99932C427...

ARTICLE 31 – SUBORDINATION OF AGREEMENT AND SAVING CLAUSE

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It is understood that any provision of this Agreement shall not prevail if in conflict with applicable law.

Any provision of the Agreement which may be adjudged to be unlawful or invalid by a court of law shall thereafter become null and void, but all other provisions of this Agreement shall continue in full force and effect.

Upon request from either party, the Union and Employer negotiating committees shall commence negotiations within thirty (30) days for the purpose of coming to agreement on a substitute provision for that which was declared unlawful or invalid.

Tentatively Agreed To:	
<p>For the Union:</p> <p>Signed by: <u>Hannah Fishman</u></p> <p>12/2/2025 1A9739E10A2B450...</p>	<p>For the Employer:</p> <p>DocuSigned by: <u>Banks Evans</u></p> <p>6/16/2025 C5469E99932C427...</p>

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ARTICLE 32 – WASHINGTON PAID FAMILY and MEDICAL LEAVE PROGRAM

32.1 Washington Paid Family and Medical Leave Program (PFML) effective January 1, 2020

The parties recognize that the Washington State Paid Family and Medical Leave Program (RCW 50A.04) ~~is in effect beginning January 1, 2020~~ and eligibility for and approval of leave for purposes as described under that Program shall be in accordance with RCW 50A.04. ~~In the event that~~ If the legislature amends all or part of RCW 50A.04, those amendments are considered by the parties to be incorporated herein. ~~In the event that~~ If the legislature repeals all or part of RCW 50A.04, those provisions that are repealed are considered by the parties to be expired and no longer in effect upon the effective date of their repeal.

Under RCW 50A, employer provided healthcare benefits must be maintained during a PFML leave, so interspersing time off is not required provided the employee qualifies for a reason under the federal FMLA. Under RCW 50A.15.060(2), the University has elected to offer supplemental benefits in the form of bereavement time off when the employee is qualified for PFML family leave per RCW 50A.05.010 10(d), sick time off, vacation time off, personal holiday, holiday credit, holiday taken, or compensatory time off.

Employees requesting PFML benefits through the Employment Security Department must provide notice to the University as outlined under RCW 50A.04.030.

Tentatively Agreed To:

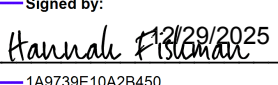
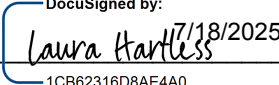
<p>For the Union: Signed by: <u>Hannah Fisher</u> 12/2/2025 1A9739E10A2B450...</p>	<p>For the Employer: DocuSigned by: <u>Banks Evans</u> 12/2/2025 C5469E99932C427...</p>
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ARTICLE 33 – DURATION OF AGREEMENT

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This Agreement shall become effective upon ratification or on July 1, ~~2023-2025~~ whichever is later, and shall remain in full force and effect until June 30, ~~2025~~2027. Automatic renewal shall extend the terms of the Agreement for one year at a time, unless either party serves the other with written notice at least one hundred twenty (120) calendar days prior to the anniversary date of its intent to negotiate a new Agreement. Should such notice be served, bargaining shall commence within thirty (30) days following the date of the notice for the purpose of negotiating a new Agreement.

Tentatively Agreed To:

For the Union:	For the Employer:
Signed by:  1A9739E10A2B450...	DocuSigned by:  1CB62316D8AE4A0...

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ARTICLE 34 – SALARY

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Job Code	Classification	Pay Table	Salary Range
18910	Registered Nurse 2 – Hall Health	B2	02
18911	Registered Nurse 3 – Hall Health	B2	03
18905	Research RN 1	BW	01
18906	Research RN 2	BW	02
21201/21203	Physician Assistant-Advanced Registered Nurse Practitioners	B9	14
21202	Physician Assistant-Advanced Registered Nurse Practitioners-Lead	B9	24

Tentatively Agreed To:

<p>For the Union:</p> <p>Signed by:</p> <p><i>Hannah Fishman</i></p> <p>1A9739E10A2B450... 1/23/2026</p>	<p>For the Employer:</p> <p>DocuSigned by:</p> <p><i>Banks Evans</i></p> <p>C5469E99932C427... 1/16/2026</p>
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ARTICLE 35 – PARKING AND TRANSPORTATION

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The Union agrees that during the life of this Agreement, the University may apply changes in transportation policy, including adjusting parking and U-Pass fees and criteria for assigning parking spots, to the bargaining unit without the obligation to bargain with the Union. The Union may raise issues and concerns about the University’s parking program at Joint Labor/Management Committee meetings or at ad hoc Labor Management Committee meetings. The Union shall have a standing seat on the University’s committee(s) that work on transportation and parking issues.

Tentatively Agreed To:	
<p>For the Union:</p> <p>Signed by: <i>Hannah Fishman</i></p> <p>12/2/2025 1A9739E10A2B450...</p>	<p>For the Employer:</p> <p>DocuSigned by: <i>Banks Evans</i></p> <p>6/16/2025 C5469E99932C427...</p>

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**ARTICLE 36 – REASONABLE ACCOMMODATION OF EMPLOYEES WITH
DISABILITIES**

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36.1 Disability Accommodation. The Employer and Union will comply with all relevant federal and state laws, regulations and executive orders and with the provisions of University of Washington Administrative Policy Statement 46.5 on Reasonable Accommodation of Employees With Disabilities. The University and the Union are committed to providing reasonable accommodation to employees with disabilities.

36.2 An employee who believes that they suffer a disability and requires a reasonable accommodation to perform the essential functions of their position may request such an accommodation through the Disability Services Office or otherwise informing the employee’s supervisor and/or department of the need for accommodation.

36.3 Employees requesting accommodation must cooperate with the University in discussing the need for and possible form of any accommodation. The Employer may require supporting medical documentation and may require the employee to obtain a second medical opinion at Employer expense. Medical information disclosed to the Employer will be kept confidential.

36.4 The Employer will determine whether an employee is eligible for a reasonable accommodation and the final form of any accommodation to be provided.

36.5 An employee who is unable to perform the essential function of their position due to disability may be separated from service after the Employer has made good faith efforts to reasonably accommodate the employee’s disability in accordance with applicable state and federal law. Disability separation is not a corrective action.

36.6 An employee who is unable to perform the essential function of his/her position may be provided a leave of absence in accordance with 36.7 as an accommodation.

36.7 Disability Leave. Disability leave may be a combination of the employee’s accrued sick time off, vacation time off, personal holiday, compensatory time, and/or unpaid time off, the combination of which may be determined by the employee. If disability leave is taken as an unpaid absence, the employee may apply eight (8) hours of accrued paid time off per month during the nine (9) months of disability leave to provide for continuation of employer paid health benefits. The interspersed paid time off will be applied to the first working day of the month.

36.8 Pregnancy Accommodation. The Employer and the Union will comply with all relevant federal and state laws, regulations, and executive orders and with the provisions of Washington Administrative Policy Statement 46.7 Reasonable Accommodation of Pregnant Employees. The University and the Union are committed to providing reasonable accommodation to pregnant employees.

A. The following pregnancy-related accommodations shall not require health care provider certification and are not subject to an employer's claim of undue hardship:

1. Providing more frequent, longer, or flexible restroom breaks;
2. Modifying a no food or drink policy;

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- 3. Providing seating or allowing the employee to sit more frequently if their job requires them to stand; and
- 4. Restricting lifting to 17 lbs. or less.

B. An employee's pregnancy or pregnancy-related health condition may also be accommodated as follows:

- 1. Job restructuring, part-time or modified work schedules, reassignment to a vacant position, or acquiring or modifying equipment, devices, or an employee's work station;
- 2. Providing for a temporary transfer to a less strenuous or less hazardous position;
- 3. Providing assistance with manual labor and limits on lifting;
- 4. Scheduling flexibility for prenatal visits; and
- 5. Any further pregnancy accommodation an employee may request.

With respect to these accommodations, the University may request an employee provide written certification from their treating health care provider regarding the need for reasonable accommodation and may deny an employee's request for reasons of significant difficulty or expense.

Tentatively Agreed To:

<p>For the Union:</p> <p>Signed by: <u>Hannah Fishman</u></p> <p>12/2/2025 <small>1A9739E10A2B450...</small></p>	<p>For the Employer:</p> <p>DocuSigned by: <u>Banks Evans</u></p> <p>6/16/2025 <small>C5469E99932C427...</small></p>
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ARTICLE 37 – MISCELLANEOUS LEAVE

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37.1 Unpaid Time Off. In addition to the circumstances specified elsewhere in this Agreement, the Employer, in its discretion may approve an unpaid time off for the following reasons specified below. Unpaid time off must be approved or denied by the Employer in writing within fourteen (14) calendar days of the request when practicable and if denied will include the reason for denial. Approval will set a date for the employee’s return to work. Modification of the return date must also be approved in writing by the Employer. When an employee is in unpaid time off status for more than eighty (80) hours in a month (pro-rated for their FTE) they will not accrue vacation time off and will accrue sick time off proportionate to the number of hours in pay status in the month to that required for full-time employment.

- 37.2 Unpaid time off may be granted for the following reasons:
- a. Child or elder care emergencies
 - b. Governmental service
 - c. Citizen volunteer or community service
 - d. Conditions applicable for unpaid time off
 - e. Education
 - f. Formal collective bargaining
 - g. Unpaid time off taken voluntarily to reduce the effect of a layoff
 - h. To accommodate annual work schedules of employees occupying cyclic year positions
 - i. As otherwise provided for in this Agreement

- 37.3 Unpaid time off for the following reasons is not covered by this Article:
- a. Compensable work-related injury or illness, (Article 23)
 - b. Union activities (Article 14)

- 37.4 Conditions Applicable to Unpaid time off:
 Employees must submit any request for an unpaid time off in writing when feasible prior to the leave being used. Except as required by law, a request for leave without pay must meet the following conditions:
- a. The employee must be a permanent employee
 - b. The employee must have a bona fide intention of returning to work following the leave
 - c. The unpaid time off must not, in the discretion of the University, interfere with operational needs.

37.5 Cancellation of Unpaid time off. The Employer may cancel an unpaid time off upon finding that the employee is using the unpaid time off for purposes other than those specified at the time of approval, or where there are extreme circumstances requiring the employee’s return to work. The Employer will provide written notice to the employee that an unpaid time off has been cancelled. The notice will set a date for the employee’s return to work. Unless mutually agreed, the employee’s failure to return to work on the date prescribed will be considered job abandonment.

37.6 Schedule During Continuous Leave of Absence. Employees that are placed on an approved continuous leave of absence, who do not work a Monday through Friday work schedule, will be placed on a Monday through Friday work schedule (pro-rated to their

- 1 FTE) on their permanent shift- For example a 50% employee would be scheduled four (4)
- 2 hours per day Monday through Friday.
- 3
- 4 37.7 Benefits During Leave. Employees are encouraged to contact the Employer’s Benefits
- 5 Office (phone # 206-543-4444, totalben@uw.edu) prior to any leave without pay to
- 6 understand impact on benefits and learn about other points to consider.
- 7
- 8 37.8 Returning Employee Rights. Employees returning to work following an approved unpaid
- 9 time off will be returned to the position they held prior to the unpaid time off or to another
- 10 position in the same classification in the same geographical area unit and organizational
- 11 unit. In the event the employee’s position is substantially impacted during the time the
- 12 employee is on leave, they will be notified in writing and provided a time in which to
- 13 exercise any rights available pursuant to this Agreement.
- 14
- 15 37.9 Educational Leave. After six months of continuous employment, permission may be
- 16 granted for unpaid time off for up to one year of study, without loss of accrued benefits.
- 17 An employee shall not incur any reduction in pay when participating in an educational
- 18 program at the request of the employer.
- 19
- 20 37.10 Government Service Leave. After applicable accrued leave has been exhausted, unpaid
- 21 time off may be granted for government service in the public interest, including but not
- 22 limited to the U.S. Public Health Service or Peace Corps.
- 23
- 24 37.11 Volunteer or Community Service Leave. After applicable accrued leave has been
- 25 exhausted, unpaid time off may be granted for community volunteerism or service.
- 26
- 27 37.12 A classified employee taking an appointment to an exempt position shall be granted
- 28 unpaid time off, with the right to return to their regular position, or to a like position at the
- 29 conclusion of the exempt appointment; provided application for return to classified status
- 30 must be made not more than thirty (30) calendar days following the conclusion of the
- 31 exempt appointment.
- 32
- 33 37.13 Leave of Absence-Duration. Unpaid time off shall not exceed twelve (12) months except
- 34 for educational leave which may be allowed for the duration of actual attendance and leave
- 35 for government service in the public interest. Unpaid time off may be extended for an
- 36 additional twelve (12) months upon signed request of the employee and signed approval
- 37 of the employing official or designee and the Human Resources official. Additional unpaid
- 38 time off may be approved by the Human Resources official.
- 39
- 40

Tentatively Agreed To:

<p>For the Union:</p> <p>Signed by:</p> <p><i>Hannah Fishman</i></p> <p>12/2/2025 1A9739E10A2B450...</p>	<p>For the Employer:</p> <p>DocuSigned by:</p> <p><i>Banks Evans</i></p> <p>6/16/2025 C5469E99932C427...</p>
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ARTICLE 38 – FAMILY MEDICAL LEAVE ACT AND PARENTAL LEAVE

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2
3 38.1 Federal Family and Medical Leave Act (FMLA). Consistent with the federal Family
4 Medical Leave Act of 1993, an employee who has worked for the state for at least twelve
5 (12) months and for at least one thousand two hundred and fifty (1250) hours during the
6 twelve (12) months prior to the requested leave is entitled to up to twelve (12) work weeks
7 of leave per year for any combination of the following:

- 8
9 a. parental leave to care for a newborn or newly placed adopted or foster child; or
10 b. personal medical leave due to the employee’s own serious medical condition that
11 requires the employee’s absence from work; or
12 c. family medical leave to care for a family member who suffers from a serious medical
13 condition that requires care or supervision by the employee.

14 Family Member is defined as: the employee’s spouse or same or opposite sex
15 domestic partner, child, parent, grandparent, grandchild, sister, or brother. It also
16 includes individuals in the following relationships with the employee’s spouse or
17 domestic partner: child, parent, and grandparent. “Child” also includes any child
18 residing in the employee’s home through foster care, legal guardianship or custody.
19 Family members include those persons in a “step” relationship.
20

21 38.2 The amount of family medical leave available to an employee is determined by using a
22 rolling twelve (12) month period. The rolling twelve (12) month period measures FMLA
23 leave availability by "looking backward" from the date an employee begins FMLA leave,
24 adding up any FMLA leave used in the previous twelve (12) months, and subtracting that
25 amount from the employee's twelve (12) workweek FMLA leave entitlement. The
26 remaining amount is available to the employee.

27
28 a. While on leave protected by FMLA, the Employer may require that employees use a
29 portion of their accrued but unused paid time off unless it runs concurrently with
30 Washington Family and Medical Leave (PFML).

31
32 b. The Employer will not require the use of paid time off such that it would result in the
33 employee having fewer than eighty (80) hours of accrued vacation time off or eighty (80)
34 hours of accrued sick time off, counted separately, upon return to work. Vacation and sick
35 time off that has been requested and approved prior to the request for the use of FMLA
36 will not be considered when requiring employees to use leave during FMLA-covered leave.
37 This does not apply during an absence covered by the Washington Family and Medical
38 Leave Program (PFML).
39

40 38.3 The University will continue the employee’s existing employer-paid health insurance
41 benefits during the period of leave covered by FMLA. If necessary, due to continued
42 personal medical or parental leave approved beyond the FMLA period, or if the employee
43 is not eligible for FMLA, the employee may elect to use eight (8) hours per month of
44 accrued applicable paid leave for continuation of employer paid health insurance benefits
45 for the duration of the approved leave of absence. The interspersed paid leave will be
46 applied to the first working day of the month for the purposes of retaining health benefits.
47

1 38.4 FMLA leave may be taken intermittently or as part of a reduced work schedule when
2 medically necessary
3

4 38.5 Parental Leave. Parental leave is defined as: up to four months of leave taken after the
5 birth of a child to the employee, spouse or domestic partner, or because of the placement
6 of a child with the employee or domestic partner through adoption or foster care. Parental
7 leave may extend up to six (6) months, including time covered by the FMLA, during the
8 first year after the child's birth or placement. Leave beyond the period covered by FMLA
9 may only be denied by the Employer due to operational necessity. Extensions beyond six
10 (6) months may be approved by the Employer.
11

12 To be paid during parental leave the employee' must use accrued vacation time off, sick
13 time off up to eighteen (18) weeks (720 hours), personal holiday, holiday credit or
14 compensatory time, the combination of which may be determined by the employee.
15

16 38.6 Schedule During Continuous Leave of Absence (FMLA and Parental Leave). Employees
17 that are placed on an approved continuous leave of absence, who do not work a Monday
18 through Friday work schedule, will be placed on a Monday through Friday work schedule
19 (pro-rated to their FTE) on their permanent shift- For example a 50% employee would be
20 scheduled four (4) hours per day Monday through Friday.
21
22

Tentatively Agreed To:

For the Union: Signed by: <u>Hannah Fishman</u> 12/2/2025 1A9739E10A2B450...	For the Employer: DocuSigned by: <u>Banks Evans</u> 6/16/2025 C5469E99932C427...
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ARTICLE 39 – UNPAID HOLIDAYS FOR A REASON OF FAITH OR CONSCIENCE

Unpaid time off will be granted for a reason of faith or conscience for up to two (2) workdays per calendar year as provided below.

- a) Unpaid time off will be granted for up to two (2) workdays per calendar year for a reason of faith or conscience or an organized activity conducted under the auspices of a religious denomination, church or religious organization. Unpaid time off may only be denied if the employee’s absence would impose an undue hardship on the Employer as defined by Chapter 82-56 WAC or the employee is necessary to maintain public safety.
- b) The Employer will allow an employee to use compensatory time, personal holiday or vacation time off in lieu of unpaid time off. All requests to use compensatory time, personal holiday or vacation time off must indicate the time off is being used in lieu of unpaid time off for a reason of faith or conscience. An employee’s personal holiday must be used in full workday increments.
- c) An employee’s seniority date, probationary period or trial service period will not be affected by unpaid time off taken for a reason of faith or conscience.
- d) Employees will only be required to identify that the request for time off is for a reason of faith or conscience or an organized activity conducted under the auspices of a religious denomination, church, or religious organization.

Tentatively Agreed To:

<p>For the Union:</p> <p>Signed by:</p> <p><u>Hannah Fishman</u></p> <p>12/2/2025 1A9739E10A2B450...</p>	<p>For the Employer:</p> <p>DocuSigned by:</p> <p><u>Banks Evans</u></p> <p>6/16/2025 C5469E99932C427...</p>
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ARTICLE 40 – ABSENCE DUE TO FAMILY CARE EMERGENCIES

A. There are two types of family care emergencies:

a. A child care emergency is defined as a situation causing an employee's inability to report for or continue scheduled work because of emergency child care requirements such as unexpected absence of regular care provider, unexpected closure of the child's school, or unexpected need to pick up child at school earlier than normal.

b. An elder care emergency is defined as a situation causing an employee's inability to report for or continue scheduled work because of emergency elder care requirements such as the unexpected absence of a regular care provider or unexpected closure of an assisted living facility.

B. An employee who is unable to report for or remain at work due to a family care emergency may use up to three (3) work days per calendar year of each of the following: compensatory time, vacation time off, sick time off, or unpaid time off. Employees may also use their personal holiday. Use of any of the above time off types is dependent upon the employee's eligibility to use such time off. The employee upon returning from such an absence shall designate to which time off type the absence will be charged.

C. In accordance with RCW 49.46.210, accrued sick time off may be used when the employee's child's school or day care has been closed by a public health official for any health related reason or after the declaration of an emergency by a local or state government or agency, or by the federal government. Health-related reason means a serious public health concern that could result in bodily injury or exposure to an infectious agent, biological toxin, or hazardous material.

Tentatively Agreed To:	
For the Union:	For the Employer:
Signed by: <i>Hannah Fishman</i>	DocuSigned by: <i>Banks Evans</i>
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ARTICLE 41 – CIVIL/JURY DUTY TIME OFF AND BEREAVEMENT TIME OFF

For the purposes of this Article, paid time off will be the salary the employee receives in their appointed position plus any additional compensation (including, but not limited to shift differential and assignment pay) and benefits.

41.1 Civil Duty Time Off. Time off with pay will be granted for jury duty. Time off with pay will also be granted to serve as trial witnesses, or to exercise other subpoenaed civil duties such as testifying at depositions related to their University employment. Employees will not get paid civil duty time off for legal actions that they initiate or that name the employee as a defendant in a private legal action unrelated to your University employment.

 The employee will notify the Employer as soon as they become aware of the need for a civil duty time off.

Employees assigned to work evening shift, who are scheduled to work the evening of civil duty shall be considered to be scheduled for the day shift for that day.

Employees assigned to work the night shift who are scheduled to work the day before and the day of civil duty time off will be allowed to have their civil duty time off the day before or the day of civil duty service.

41.2 Bereavement Time Off. An employee shall be granted up to ~~three (3)~~five (5) continuous or non-continuous days of bereavement time off, as requested by the employee, for each death of a family member ~~including the stillbirth or miscarriage of a child or for loss of pregnancy.~~ Bereavement time off beyond ~~three (3)~~five (5) days may be approved based on individual circumstances, such as relationship of the employee to the deceased family member, employee responsibility for making funeral arrangements, religious reasons and/or distance of travel out of the area. Upon the Employer’s approval, the employee may choose to use the following types of time off for beyond the ~~three (3)~~five (5) days: sick, vacation, holiday credit, compensatory time, personal holiday or unpaid time off.

Family Member is defined in Article 15 Sick Time Off, Section 15.3 Family Member ~~as the employee’s spouse or same or opposite sex state registered domestic partner, child, parent, grandparent, grandchild, sibling. Family member also includes individuals in the following relationships with the employee’s spouse or domestic partner: child, parent and grandparent. “Child” also includes a child of a legal guardian or de facto parent, regardless of age or dependency status and those to whom the employee is “in loco parentis” or “de facto” parent as well as a child of a legal guardian or de facto parent. Parent and Parent in-law also includes de facto parent, foster parent, stepparent, or legal guardian.~~

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Tentatively Agreed To:

For the Union:

Signed by:

Hannah Fishman

1A9739E10A2B450...

12/2/2025

For the Employer:

DocuSigned by:

Laura Hartless

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6/24/2025

ARTICLE 42 – LEAVE RELATED TO DOMESTIC VIOLENCE, SEXUAL ASSAULT, OR STALKING, OR HATE CRIME

As required by state law, and in accordance with University policy, the University will grant time off and/or reasonable safety accommodations to an employee who is a victim of domestic violence, sexual assault, ~~or~~ stalking, or hate crime as defined in RCW 49.76.020. Time off may also be granted to an employee who has to assist a family member who is a victim of domestic violence, sexual assault, ~~or~~ stalking, or hate crime. The parties will continue to work to promote knowledge of this employee right.

For purposes of this section, “family member” includes 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. The employee must provide advance notice of the need for such leave, whenever possible and may be required to provide verification of need and familial relationship (e.g. a birth certificate, police report).

An employee may elect to use any combination of their accrued time off or unpaid time off. The University shall maintain health insurance coverage for the duration of the leave.

The Employer shall maintain the confidentiality of all information provided by the employee including the fact that the employee is a victim of domestic violence, sexual assault, ~~or~~ stalking, or hate crime, and that the employee has requested leave.

Tentatively Agreed To:

<p>For the Union:</p> <p><small>DocuSigned by:</small> <i>Robin Wyss</i></p> <p>_____ Robin Wyss <small>9A736501FAAE4A8...</small> Date: 12/16/2025</p>	<p>For the Employer:</p> <p><small>DocuSigned by:</small> <i>Jade Hersch</i></p> <p>_____ Jade Hersch <small>ED538CDB172F42B...</small> Date: 12/16/2025</p>
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ARTICLE 43 – MILITARY LEAVE

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43.1 Military Leave will be approved in accordance with University of Washington Administrative Policy Statement 45.4, which is subordinate to the Uniformed Services Employment and Reemployment Rights Act, RCW 38.40, and RCW 49.77. Employees who are called to active duty in any of the uniformed services or their reserves shall receive 21 work days of paid military leave annually from October 1 through September 30. Such paid military leave shall be in addition to any compensatory time, holiday credit, vacation or sick time off to which the employee might be otherwise entitled, and shall not involve the reduction of any benefits, performance rating, privileges or base pay. During the period of paid military leave, the employee shall receive their normal pay. If the employee is scheduled to work a shift that begins on one calendar day and ends on the next calendar day, the employee is charged military leave only for the first calendar day.

43.2 Employees required to appear during working hours for a physical examination to determine physical fitness for military service shall receive full pay for the time required to complete the examination.

43.3 Employees who are called to active duty in one of the uniformed services of the United States or the State of Washington shall be granted a military leave of absence without pay for absence from work for up to 5 years in addition to any time covered by the provisions of Section 36.1. During an unpaid military leave of absence, an employee is entitled to receive:

- a. retirement benefits and service credit in accord with the provisions of the applicable retirement system;
- b. paid medical and dental insurance if in pay status at least 8 hours per month. Other health plan coverage at the employee’s request and expense for a limited period of time as determined by the Health Care Authority;
- c. other length-of-service credits related to employment that would have been granted had the employee not been absent; provided that the employee returns to University service at the conclusion of the leave in accord with applicable Federal and State laws related to military leave; and
- d. any additional benefit required by then-applicable state or federal law.

43.4 The employee should follow the military leave of absence request process. Unless prohibited by military necessity, the University shall be provided with a copy of an employee’s orders at the time the employee requests military leave. Such request shall be made as soon as reasonably practical after the employee learns of the need for such leave.

43.5 Following release from military service, an employee shall have the right to return to their employment as provided by then-applicable state and federal law. The employee will provide a copy of employee’s discharge papers and any other documentation permitted or required by military-leave laws to their supervisor and to Human Resources.

1 43.6 Employees who are spouses of members of the armed forces will be released for the
2 provisions of the Military Family Leave Act RCW 49.77 when the service member has
3 been notified of an impending call or order to active duty or when on leave from
4 deployment.
5
6

Tentatively Agreed To:

For the Union: Signed by: <u>Hannah Fishman</u> 12/2/2025 <small>1A9739E10A2B450...</small>	For the Employer: DocuSigned by: <u>Banks Evans</u> 6/16/2025 <small>C5469E99932C427...</small>
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1 **ARTICLE 44 – NONPERMANENT AND INTERMITTENT EMPLOYEES**

2 Only the following language in this Article applies to the Nonpermanent and Intermittent
3 Employees in Physician Assistant-Advanced Registered Nurse Practitioner, Physician
4 Assistant-Advanced Registered Nurse Practitioner Lead, Registered Nurse 1- Research,
5 Registered Nurse 2- Research, Registered Nurse 2, and Registered Nurse 3 positions and shall
6 constitute the whole agreement between the Union and the University regarding these
7 employees.

8

9 **44.1. Definition.**

10 A Nonpermanent position can be created when any of the following conditions are met:

- 11 (A) The UW is recruiting to fill a vacant position with a permanent position;
- 12 (B) The UW needs to address a short-term immediate workload peak or other short-term
- 13 needs;
- 14 (C) The UW is not filling a position with a permanent position due to the impending or
- 15 actual layoff of a permanent employee(s);
- 16 (D) The UW is filling positions when a worker is on a leave-of-absence; or
- 17 (E) Temporary project.

18

19 **44.2 Types of Nonpermanent Positions:**

- 20 A. Nonpermanent Hourly
- 21 B. Nonpermanent Fixed Duration

22 **44.3 Nonpermanent Hourly and Nonpermanent Fixed Duration Appointments:**

- 23 A. The initial duration of a Nonpermanent Hourly and Nonpermanent Fixed Duration
- 24 appointment cannot exceed twelve (12) months from the hire date but may be extended
- 25 to no more than twenty-four (24) months if the conditions in 44.1 A-E still exist.
- 26 Individuals may receive consecutive Nonpermanent Fixed Duration or Hourly
- 27 appointments as long as:
 - 28 1) Any subsequent appointment is to a different position; or
 - 29 2) The multiple positions are cyclical in nature but last fewer than nine (9) months
 - 30 during any consecutive twelve (12) month period.
- 31
- 32 B. Conclusion of the appointment will be at the discretion of the University, including
- 33 termination of appointment prior to its originally intended expiration date, and will not be
- 34 subject to Articles 26 (Grievance Procedure) and Article 21 (Seniority, Layoff, Rehire) of
- 35 the contract.

36

- 1 C. If the employee is not a permanent state employee, the employer must give one work
2 days' notice prior to conclusion of the appointment. A Nonpermanent appointment may
3 be terminated immediately with pay in lieu of the one work day of notice required for
4 Nonpermanent Employees.
- 5
- 6 D. If at any time during a Nonpermanent appointment, a short-term workload peak or other
7 short term need becomes ongoing and permanent in nature, the Employer must take
8 action to fill the position on a permanent basis.
- 9

10 **44.4 Intermittent Positions**

11 An Intermittent position exists when the nature of the work is sporadic and does not fit a
12 particular pattern.

13 **44.5 Hours of Work and Overtime.**

- 14 A. Hours of work for Nonpermanent and Intermittent Employees shall be established by the
15 employing official. Work assigned in excess of forty (40) hours in a seven (7) day work
16 week constitutes overtime. Overtime hours will be compensated at a rate of one-and-
17 one-half (1-1/2) times the employee's regular rate.

18 Time paid for but not worked shall not count towards the calculation of overtime.

- 19
- 20 B. Employment Information. A written form will be used to specify initial conditions of hiring
21 (including rate of pay, unit and shift). Upon request to their immediate supervisor,
22 employees will be given written confirmation of a change in status or separation in
23 accordance with University of Washington policy.
- 24
- 25 C. Minimum Work Availability. The minimum work availability for employees in intermittent
26 and nonpermanent hourly positions is four (4) shifts per four (4) week period. If an
27 employee withdraws availability, the shift does not count towards the minimum
28 requirement. All employees, once scheduled, are expected to honor the commitment,
29 with the exception of illness or serious emergency.
- 30
- 31 D. Notification of cancelled shift. Failure to notify or attempt to notify an intermittent or
32 nonpermanent hourly employee of cancellation of a shift at least two (2) hours prior to
33 the scheduled start time will result in the employee being provided the opportunity to be
34 assigned to a unit for a minimum of two (2) hours.
- 35
- 36 E. Hours Review. If the Union believes there is an employee in an intermittent or
37 nonpermanent hourly position who been working regular full or part-time hours for a
38 period of over twelve (12) months, may request to have their hours reviewed by the
39 Employer.
- 40

1 **44.6 Probationary Period Upon Movement from Nonpermanent or Intermittent to**
 2 **Regular.**

- 3 A. A Nonpermanent or Intermittent Employee hired into a regular bargaining unit position is
 4 required to serve a probationary period.
 5
- 6 B. A Nonpermanent or Intermittent Employee who is hired into a regular position in the
 7 same job classification in the same unit without a break in service through open
 8 recruitment will have their Nonpermanent or Intermittent hours of service apply toward
 9 their probationary period for that position up to a maximum of three (3) months of the six
 10 (6) month probationary period.
 11
- 12 C. The Employer may convert a Nonpermanent or Intermittent position into a permanent
 13 position if the Employer used a competitive process to fill the Nonpermanent or
 14 Intermittent position or if the Nonpermanent or Intermittent position was filled using a
 15 veteran placement program. In such circumstances the employee will serve a
 16 probationary or trial service period, whichever is applicable.

17 **44.7 Compensation.**

- 18 A. The rate of pay for employees under this Article must be placed on a salary step within
 19 the range for the classified title that best fits the work.
 20
- 21 B. The progression start date shall be established as follows:
 22 1) The first of the current month for actions occurring between the first and the
 23 fifteenth of the month; or,
 24 2) The first of the following month for actions occurring between the sixteenth and
 25 the end of the month.
 26
- 27 C. **Annual Salary Adjustment.** Annual salary adjustments up to the top automatic step will
 28 be administered the same as regular positions in the same classification.
 29

30 **44.8 PREMIUMS**

31 The University agrees to pay Intermittent and Nonpermanent Registered Nurses who are
 32 on standby, as required by the FLSA. Standby premiums for Intermittent and
 33 Nonpermanent Research RN 1 and 2 placed on standby while off the University of
 34 Washington premises will be \$4.00/hr.

- 35 A. Charge Nurse Pay \$2.25/hr (does not apply to Intermittent and Nonpermanent Research
 36 RN 1 or 2). An intermittent Registered Nurse 2 who is assigned responsibility for an
 37 organized unit for a period of four (4) or more hours. Charge nurse responsibility shall
 38 not overlap on the same shift. "Organized unit" shall be defined by the Employer.
 39 Intermittent nurses shall be eligible to apply for training as charge nurse. If a nurse is not
 40 accepted into training, the nurse will receive an explanation.
 41

42 Management will not generally assign charge duty to an intermittent or nonpermanent
 43 hourly nurse. Nurses regularly assigned to a specific unit and who are qualified to act in
 44 charge will be placed in charge before an intermittent or nonpermanent hourly nurse.

1
2 It is within the role of the Charge nurse to determine the need for additional staff based
3 on a thorough assessment of patient needs, unit activity, and available resources and to
4 make the appropriate recommendation to the staffing office/manager.
5

6 B. Certification. Intermittent, nonpermanent fixed duration, and nonpermanent hourly
7 nurses certified in a specialty area by a national organization and working in that area of
8 certification shall be paid a premium provided the particular certification has been
9 approved by the Associate Administrator for Patient Care, or designee, and further
10 provided that the nurse continues to meet all educational and other requirements to keep
11 the certification current and in good standing. A certified nurse is eligible for only one
12 certification premium regardless of other certifications the nurse may have. Certified
13 nurses will notify their respective Director/Manager in writing at the time certification is
14 received, providing a copy of the original certification document. Certification pay will be
15 effective the first full pay period after the date documentation is received by the
16 Director/Manager.
17

18 C. PREMIUMS

19	Certification	\$1.00
20	Charge	\$2.25
21	BSN	\$0.50 <u>1.00</u>

22
23
24 **44.9 Training.** Employees that are required to schedule and participate in mandatory
25 education by their department and will be compensated at the appropriate rate of pay.
26 Employees may attend in house education offered by the employer without cost when it
27 is also without cost for classified staff.
28

29 **44.10 Sick Time Off**

30 A. Employees in Nonpermanent Fixed Duration positions will accrue sick time off per Article
31 15 Sick Leave.
32

33 B. Employees in Nonpermanent Hourly and Intermittent positions will earn a monthly sick
34 time off accrual proportionate to the number of hours in pay status (excluding overtime
35 hours) in the month to that required for full-time (1.0 FTE) employment. Sick time off
36 accruals cannot exceed eight (8) hours in a month.
37

38 **44.11 Vacation Time Off**

39 A. Employees in Nonpermanent Fixed Duration positions will accrue and use vacation time
40 off per Article 11.1 Vacation Time Off.
41

42 B. Employees in Nonpermanent Hourly and Intermittent positions will earn a monthly
43 vacation time off accrual proportionate to the number of hours in pay status (excluding
44 overtime hours) in the month to that required for full-time (1.0 FTE) employment.

- 1
- 2 C. Employees in Intermittent positions will receive vacation time off accrual rate increases
- 3 in accordance with the accrual schedule in Article 11.1 Vacation Time Off.
- 4
- 5 D. Employees in Nonpermanent and Intermittent positions are subject to the maximum
- 6 vacation time off accrual rules as outlined in RCW 43.01.044 for classified employment.

7 **44.12 Holidays and Holiday Credit**

- 8 A. Employees in Nonpermanent Fixed Duration positions will be paid for holidays and
- 9 receive holiday credit per Article 13 Holidays.
- 10 B. Holiday credit is a balance of time off that is received in lieu of holiday compensation for
- 11 employees in Nonpermanent Hourly and Intermittent positions. Holiday credit accrual is
- 12 proportionate to the number of hours in pay status (excluding overtime hours) in the
- 13 same month of the holiday to that required for full-time (1.0 FTE) employment, excluding
- 14 all holiday hours. Holiday credit accrual will be calculated at the end of the month.
- 15 Employees in Nonpermanent Hourly and Intermittent positions hired during the month of
- 16 the holiday will not receive credit for holidays that occur prior to their hire date.
- 17 C. Employees in Nonpermanent Hourly and Intermittent positions shall be paid for holiday
- 18 credit in accordance with Article 13 Holidays.

19 **44.13 Holiday Premium.** If an employee works one of the following holidays, they will receive
20 time and one half (1 ½) for all hours worked on that holiday: New Year’s Day, Martin Luther
21 King Jr. Day, Presidents’ Day, Memorial Day, Juneteenth, Independence Day, Labor Day,
22 Veterans’ Day, Thanksgiving Day, Native American Heritage Day, and Christmas Day.

23 **44.14 Personal Holiday**

- 24 A. Employees in Nonpermanent Fixed Duration positions will receive a personal holiday per
- 25 Article 13.3 Personal Holiday.
- 26 B. Employees in Nonpermanent Hourly and Intermittent positions earn a personal holiday
- 27 at a rate proportionate to the number of hours in pay status (excluding overtime hours) in
- 28 the same month when the personal holiday is scheduled to that required for full-time (1.0
- 29 FTE) employment, excluding all holiday hours. The value of the Personal Holiday
- 30 cannot exceed eight (8) hours.

31 **14.15 Miscellaneous Leave.** If eligible, the Employer will continue to provide Family and
32 Medical Leave, Domestic Violence Leave, Civil Duty Leave (as unpaid release time), Leave
33 Without Pay for Reason of Faith or Conscience, and paid Military Leave in accordance with
34 University Policy, Article 13, and Article 15.

35
36 **14.16 ENDING EMPLOYMENT.** Hourly Registered Nurses and Physician Assistant-Advanced
37 Registered Nurse Practitioners planning to resign shall make a good faith effort to give at
38 least thirty (30) calendar days’ notice of intention to terminate. All resignations shall be
39 final unless the Employer agrees to rescind the resignation.

- 40 A. Registered Nurses and Physician Assistant-Advanced Registered Nurse Practitioners
- 41 who are not available to work for two (2) consecutive four (4)-week schedule periods and
- 42 those who have not informed their immediate supervisor of extended non-availability

1 may have their hourly appointment terminated. Registered Nurses and Physician
 2 Assistant-Advanced Registered Nurse Practitioners who have not worked for six (6)
 3 consecutive months will automatically have their hourly appointment terminated and
 4 must reapply to be considered for hourly status.

5
 6 B. Assignment of hours or continuation of employment is at the discretion of the Employer.
 7 Upon request by the employee, a meeting to explain such action shall be held with a
 8 representative of the Employer.

9
 10 C. Registered Nurses and Physician Assistant-Advanced Registered Nurse Practitioners
 11 out of compliance with the above minimums may have their hourly appointment
 12 terminated. Notwithstanding the above, if a Hall Health Hourly Registered Nurses and
 13 Physician Assistant-Advanced Registered Nurse Practitioners fails to provide dates to be
 14 scheduled as required by the applicable agreement, or to any lesser extent required by
 15 their unit, they shall be subject to a written warning. If they thereafter fail to provide dates
 16 on a second occasion within a rolling year, their appointment may be
 17 ended. Appointments may also end due to a lack of work.

18
 19 D. Except as provided below, Hall Health Intermittent Registered Nurses and Physician
 20 Assistant-Advanced Registered Nurse Practitioners who work a cumulative 1,872 non-
 21 overtime hours or more from their date of hire in continuous employment shall not be
 22 terminated except for just cause. The parties agree to adhere to the grievance process
 23 as outlined in Article 6 Grievance Procedure. If an employee is not meeting
 24 performance expectations, they will be given an action plan outlining the identified
 25 issues. The parties agree to start at Step Two for terminations.

26
 27 **44.17 OTHER PROVISIONS.** The Following Articles in this Agreement apply to Represented
 28 Hourly Registered Nurses and Physician Assistant-Advanced Registered Nurse
 29 Practitioners:

30	Article 1	Purpose
31	Article 2	Non-Discrimination
32	Article 3	Affirmative Action
33	Article 4	Recognition/Employer
34	Article 5	Union Membership, Dues Deduction, and Status Reports
35	Article 14	Union Activities
36	Article 16	Committees
37	Article 17	Employee Facilities
38	Article 24	Management Rights and Responsibilities
39	Article 25	Performance of Duty
40	Article 26	Grievance Procedure
41	Article 27	Mandatory Subjects
42	Article 28	Health Insurance and Pension (if qualified per PEBB)
43	Article 29	New Employee Orientation
44	Article 30	Health and Safety
45	Article 31	Subordination of Agreement and Saving Clause
46	Article 33	Duration of Agreement

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Article 12 Employment Practices

- 12.2 – Personnel File (except section A)
- 12.3 – Liability Insurance
- 12.5 – Employee Assistance (if PEBB eligible only)
- 12.8 – Staff Meetings
- 12.9 – Delegation of Nursing Care
- 12.10 – Payroll Errors

Tentatively Agreed To:

For the Union:

For the Employer:

Signed by:
Hannah Fishman 12/2/2025
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DocuSigned by:
Banks Evans 12/2/2025
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**MEMORANDUM OF UNDERSTANDING
BETWEEN
THE UNIVERSITY OF WASHINGTON (UNIVERSITY)
AND
THE SERVICE EMPLOYEES INTERNATIONAL UNION 1199NW**

MOU – VACATION SCHEDULING AT HUSKY HEALTH

~~Husky Health will convene a working group within ninety (90) days of ratification to review and/or recommend changes to the existing Husky Health departmental vacation procedures. One of the working group members will be appointed by the Union. The departmental vacation procedure will include a timeline on a response to vacation requests by employees. The Union will be given notice of the final procedure and given an opportunity to bargain the impacts.~~

Tentatively Agreed To:

For the Union:

Signed by:
Hannah Fishman
1A9739E10A2B450...
1/23/2026

For the Employer:

DocuSigned by:
Banks Evans
C5469E99932C427...
1/16/2026

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~~MEMORANDUM OF UNDERSTANDING~~
~~BETWEEN~~
~~THE UNIVERSITY OF WASHINGTON (UNIVERSITY)~~
~~AND~~
~~THE SERVICE EMPLOYEES INTERNATIONAL UNION 1199NW~~
MOU-NEW ARTICLE XX SALARY OVERPAYMENT RECOVERY

~~During negotiations for the 2023-2025 successor agreement, the parties agreed to the following regarding Salary Overpayment Recovery.~~

Salary Overpayment Recovery

A. When an Employer has determined that an employee has been overpaid wages, the Employer may recoup the overpayment. The Employer will provide written notice to the employee that will include the following items:

1. The amount of the overpayment,
2. The basis for the claim,
3. A demand for payment, and
4. The rights of the employee under the terms of this Agreement.

Employees may request a meeting with the Employer and an interpreter to have the overpayment notification explained.

B. Method of Payback

1. Active employees

~~1.~~ The employee must choose one (1) of the following options for paying back the overpayment:

- ~~a.~~ a. Voluntary wage deduction,
- ~~b. Cash, or~~
- ~~c. Check (separated employee).~~
- b. ~~d.~~ Vacation (if under 280 hours only) or Compensatory time balances.

2. Separated employees

a. The employee must choose one (1) of the following options for paying back the overpayment

- i. Cash or
- ii. Check

3. The employee may propose a payment schedule to repay the overpayment to the Employer. If the employee's proposal is accepted by the Employer, the deductions shall continue until the overpayment is fully recouped. Nothing in the section prevents the Employer and employee from agreeing to a different overpayment amount than specified in the overpayment notice or to a method other than a deduction from wages for repayment of the overpayment amount.

1 ~~4.~~ ~~3.~~ If the employee fails to choose one (1) of the four (4) options described above, within twenty
2 (20) days of written notice of overpayment, the Employer will deduct the overpayment owed
3 from the employee’s wages or the amount due may be placed with a collection agency. This
4 overpayment recovery will not be more than five percent (5%) of the employee’s disposable
5 earnings in a pay period. Disposable earnings will be calculated in accordance with the Attorney
6 General of Washington’s guidelines for Wage Assignments.

7
8 5. Any overpayment amount still outstanding at separation of employment will be deducted
9 from their final pay.

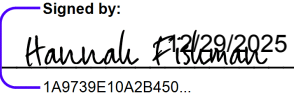
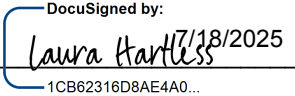
10
11 ~~4. Any overpayment amount still outstanding at separation of employment will be~~
12 ~~deducted from their final pay.~~

13
14 C. Neither A nor B above are required for employee reported overpayments and/or
15 employee corrected time including leave submittal corrections. All employee initiated
16 overpayment corrections may be collected from the next available pay check.

17
18 D. Appeal Rights: Any dispute concerning the occurrence or amount of the
19 overpayment will be resolved through the grievance procedure in Article 26 of this
20 Agreement. The Employer will suspend attempts to collect an alleged overpayment until
21 the grievance process has concluded.
22

23 ~~This MOU expires on June 30, 2025.~~

24
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26
Tentatively Agreed To:

For the Union: Signed by: For the Employer: DocuSigned by:
 
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**MEMORANDUM OF UNDERSTANDING
BETWEEN
THE UNIVERSITY OF WASHINGTON (UNIVERSITY)
AND
THE SERVICE EMPLOYEES INTERNATIONAL UNION 1199NW
MOU: PANEL OF ARBITRATORS**

8 This Memorandum of Understanding is by and between the University of Washington
9 (“Employer” or “University”) and Service Employees International Union Local 1199
10 Research/Hall Health (“Union”).

11 The Parties agree to the following regarding the Panel of Arbitrators as set forth in
12 Article 26.8 Grievance Procedure, Step Four Arbitration.

13 The following arbitrators shall comprise the Panel of Arbitrators:

- 14 • ~~Howell L. Lankford~~
- 15 • Alan R. Krebs
- 16 • Timothy Williams
- 17 • Catherine Harris
- 18 • Aubrey Eide
- 19 • Charlene McMillan

20 This MOU expires on June 30, ~~2025~~2027.

Tentatively Agreed To:

<p>For the Union:</p> <p>Signed by:</p> <p><u>Hannah Fishman</u></p> <p>1A9739E10A2B450... 1/23/2026</p>	<p>For the Employer:</p> <p>DocuSigned by:</p> <p><u>Banks Evans</u></p> <p>C5469E99932C427... 1/16/2026</p>
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**MEMORANDUM OF UNDERSTANDING
BETWEEN
THE UNIVERSITY OF WASHINGTON (UNIVERSITY)
AND
THE SERVICE EMPLOYEES INTERNATIONAL UNION 1199NW
SIDE LETTER A – DIVERSITY AND INCLUSION**

July 1, 2023

~~A. The parties acknowledge that the University’s Diversity Blueprint for 2017-2021 articulates the tri-campus community’s aspirations for becoming an inclusive and equitable environment. On an annual basis, the Office of Minority Affairs and Diversity (OMA&D) will prepare an assessment report on University-wide diversity metrics for the Board of Regent’s Diversity, Equity, and Inclusion subcommittee. An electronic copy of the report will be made available to the Union.~~

~~B. As part of the University’s Strategic Leadership Program (SLP), the Employer shall provide all managers and supervisors of bargaining unit employees information regarding the University’s existing Staff Diversity Hiring Toolkit. Additionally, the Employer will include a content module on implicit bias and diversity in the hiring process during the SLP workshop for managers and supervisors with at least one direct report. The Employer shall distribute an electronic copy of the Toolkit annually to all managers and supervisors of bargaining unit employees.~~

~~C. On an annual basis, the Employer will provide the Unions with a list of trainings and courses offered to staff the year prior centered on aspects of diversity, equity, and inclusion. The list will include a headcount for each offering, indicating the number of participants registered, by department.~~

~~D. WFSE 1488, WFSE 3488, SEIU 1199NW, and SEIU 925 will each select one member to be appointed to the University of Washington Diversity Council.~~

~~E. On an annual basis, the Employer will provide the Unions with a report on employee participation levels in Facilities relative to cultural responsiveness or cultural competency training, and manager training in implicit bias, equity, cultural responsiveness, and hiring best practices. The progress report would include an update on Facilities’ efforts to include under-represented minority members and/or women in hiring committees or interview panels.~~

~~F. The Employer will create a position in UW Human Resources Recruitment dedicated to designing, developing, and implementing innovative outreach programs using diversity and inclusion best practices in support of UW’s strategic initiatives.~~

Tentatively Agreed To:

For the Union:

Signed by:

Hannah Fishman

1A9739E10A2B450...

1/23/2026

For the Employer:

DocuSigned by:

Banks Evans

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1/16/2026

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**MEMORANDUM OF UNDERSTANDING
BETWEEN
THE UNIVERSITY OF WASHINGTON (UNIVERSITY)
AND
THE SERVICE EMPLOYEES INTERNATIONAL UNION 1199NW**

SIDE LETTER C – U-PASS

July 1, ~~2023~~2025

The parties agree to the following regarding U-PASS:

Effective July 1, 2023, all bargaining unit employees will not be charged a fee for a U-PASS.

This Side Letter expires on June 30, ~~2025~~2027.

Tentatively Agreed To:	
<p>For the Union:</p> <p>Signed by: <u>Hannah Fishman</u> 7/29/2025 1A9739E10A2B450...</p>	<p>For the Employer:</p> <p>DocuSigned by: <u>Laura Hartless</u> 7/18/2025 1CB62316D8AE4A0...</p>

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**MEMORANDUM OF UNDERSTANDING
BETWEEN
THE UNIVERSITY OF WASHINGTON (UNIVERSITY)
AND
THE SERVICE EMPLOYEES INTERNATIONAL UNION 1199NW
MOU: RN RECRUITMENT AND RETENTION WAGE INCREASES**

During negotiations for the 2025-2027 successor agreement, the parties agreed to the following recruitment and retention wage increases:

- 1. 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 ~~one percent (1%)~~ two percent (2%) increase. This increase will be based upon the salary schedule in effect on June 30, 2025. Employees will remain on their current step.
- 2. Effective July 1, 2026, pay tables B2 and BW will receive a ~~two percent (2%)~~ three percent (3%) increase. This increase will be based upon the salary schedule in effect on June 30, 2026. Employees will remain on their current step.
- 3. Effective January 1, 2027, pay table B2 will receive a three percent (3%) increase. This increase will be based upon the salary schedule in effect on March 31, 2027. Employees will remain on their current step.
- 4. Progression start dates are not impacted by any of these increases.

Tentatively Agreed To:

<p>For the Union:</p> <p>Signed by: <i>Hannah Fishman</i></p> <p>1A9739E10A2B450... 1/23/2026</p>	<p>For the Employer:</p> <p>DocuSigned by: <i>Banks Evans</i></p> <p>C5469E99932C427... 1/16/2026</p>
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**MEMORANDUM OF UNDERSTANDING
BETWEEN
THE UNIVERSITY OF WASHINGTON (UNIVERSITY)
AND
THE SERVICE EMPLOYEES INTERNATIONAL UNION 1199NW**

MOU: PA-ARNP RECRUITMENT AND RETENTION WAGE INCREASES

During negotiations for the 2025-2027 successor agreement, the parties agreed to the following recruitment and retention wage increases for PHYSICIAN ASST-ADV RN PRACT and PHYSICIAN ASST-ADV RN PRACT LEAD:

- 1. 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:


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

Employees will remain on their current step. Progression start dates are not impacted by this increase.


- 2. 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.
- 3. 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.

Tentatively Agreed To:

For the Union:

Signed by:

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1/23/2026

For the Employer:

DocuSigned by:

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1/16/2026

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**MEMORANDUM OF UNDERSTANDING
BETWEEN
THE UNIVERSITY OF WASHINGTON (UNIVERSITY)
AND
THE SERVICE EMPLOYEES INTERNATIONAL UNION 1199NW RESEARCH & HUSKY
HEALTH (UNION)**

MOU: LUMP SUM PAYMENT

During negotiations for the 2025-2027 successor agreement, the parties reached agreement on the following lump sum payment:

- I. 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:
 - a. Employees will receive a single, one (1) time lump sum payment of two thousand dollars (~~\$2,000~~\$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.
 - b. Nonpermanent/intermittent employees are not eligible for the lump sum payment.
- II. The payment will be paid within ninety (90) days of ratification.
- III. In order to receive the lump sum payment, the employee must also have an active position in Workday on the last day of the pay period in which the lump sum payment is distributed. For example, if the lump sum is paid on 10th of the month, the employee must be in an active position on the last day of the previous month. If the lump sum is paid on 25th of the month, the employee must have an active position on the 15th of the month.

This MOU will expire upon implementation.

Tentatively Agreed To:	
<p>For the Union:</p> <p style="text-align: right; margin-right: 20px;"><small>Signed by:</small></p> <p style="text-align: center;"><i>Hannah Fishman</i></p> <hr style="width: 80%; margin: 0 auto;"/> <p style="text-align: center; font-size: small;"><small>1A9739E10A2B450...</small></p> <p>Date: 1/23/2026</p>	<p>For the Employer:</p> <p style="text-align: right; margin-right: 20px;"><small>DocuSigned by:</small></p> <p style="text-align: center;"><i>Banks Evans</i></p> <hr style="width: 80%; margin: 0 auto;"/> <p style="text-align: center; font-size: small;"><small>C5469E99932C427...</small></p> <p>Date: 1/16/2026</p>

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MEMORANDUM OF UNDERSTANDING
BETWEEN
THE UNIVERSITY OF WASHINGTON (UNIVERSITY)
AND
THE SERVICE EMPLOYEES INTERNATIONAL UNION 1199NW

MOU: NON-MONETARY STEPS

During negotiations for the 2025-2027 successor agreement, the parties reached agreement on the following regarding non-monetary steps:

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.

This MOU will expire upon implementation.

Tentatively Agreed To:

<p>For the Union:</p> <p>Signed by:</p> <p><i>Hannah Fishman</i></p> <hr/> <p>1A9739E10A2B450... 1/23/2026</p>	<p>For the Employer:</p> <p>DocuSigned by:</p> <p><i>Banks Evans</i></p> <hr/> <p>C5469E99932C427... 1/16/2026</p>
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1 **MEMORANDUM OF UNDERSTANDING**
2 **BETWEEN**
3 **THE UNIVERSITY OF WASHINGTON (UNIVERSITY)**
4 **AND**
5 **THE SERVICE EMPLOYEES INTERNATIONAL UNION 1199NW**

6
7 **New Top Step for Registered Nurses and Research Registered Nurses**
8

9 During negotiations for the 2025-2027 successor agreement, the parties reached
10 agreement on the following regarding Step AE:
11

- 12 1. Effective within ninety (90) days of ratification on the first available pay period, as
13 determined by the Employer following ratification and on the first available pay
14 period as determined by the Employer, the Employer will add Step AE for the
15 **Registered Nurse** pay ranges 1 and 2 on pay table **B2**. The new top auto step
16 AE will be ~~one percent (1%)~~ two percent (2%) above Step AD.
17
- 18 2. Effective within ninety (90) days of ratification on the first available pay period, as
19 determined by the Employer following ratification and on the first available pay
20 period as determined by the Employer, the Employer will add Step AE for the
21 **Registered Nurse – Research** pay ranges 1 and 2 on pay table **BW**. The new
22 top auto step AE will be ~~one percent (1%)~~ two percent (2%) above Step AD.
23
- 24 3. Employees who have been on Step AD for at least a year by the effective date
25 will be placed on Step AE. Their PSDs will be reset according to Article 9.2.
26

27 This MOU will expire upon implementation.
28
29

Tentatively Agreed To:

For the Union:

For the Employer:

Signed by:

Hannah Fishman

1A9739E10A2B450...

1/23/2026

DocuSigned by:

Banks Evans

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1/16/2026

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**MEMORANDUM OF UNDERSTANDING
BETWEEN
THE UNIVERSITY OF WASHINGTON (UNIVERSITY)
AND
THE SERVICE EMPLOYEES INTERNATIONAL UNION 1199NW**

SIDE LETTER XX: SUCCESSOR AGREEMENT BARGAINING

The parties ~~acknowledge~~ 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.

Tentatively Agreed To:

<p>For the Union:</p> <p>Signed by:</p> <p><u>Hannah Fishman</u></p> <p>1A9739E10A2B450...</p> <p>1/23/2026</p>	<p>For the Employer:</p> <p>DocuSigned by:</p> <p><u>Banks Evans</u></p> <p>C5469E99932C427...</p> <p>1/16/2026</p>
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