

University of Washington – SEIU 1199NW

07/1/25 – 06/30/27 Collective Bargaining Agreement Summary (UWMC-NW CBA)

This summary is provided by the Employer in accordance with RCW 43.88.583. Please note that this is a summary only, and is not intended to be a substitute for reviewing the complete contract. This summary was drafted upon ratification, so please consult the main PDF contract on the LR website for the most up to date contract version.

Information Requested	Responsive Information
The term of the agreement	July 1, 2025 – June 30, 2027
The bargaining units covered by the agreement by state agency	Professional Technical Bargaining Unit, Service and Maintenance Bargaining Unit Radiology Supervisor Bargaining Unit
Base compensation	<u>Article 8: Compensation</u> <u>Appendix B: Pay Tables</u>
Provisions for and rate of overtime pay	<u>Article 7.5: Overtime</u> <u>Article 7.6: Overtime Placement</u> <u>Article 9.4: Pre-Scheduled Voluntary Overtime</u> <u>Article 36.5: Nonpermanent and Intermittent Hours of Work and Overtime</u>
Provisions for and rate of compensatory time	<u>Article 7.5: Overtime</u>
Provisions for and rate of any other compensation including, but not limited to, shift premium pay, on-call pay, stand-by pay, assignment pay, special pay, or employer-provided housing or meals	<u>Article 8: Compensation</u> <u>Article 9: Other Compensation</u> <u>MOU: Voluntary Float Between UWMC-NW and Montlake Campuses for Bargaining Units Represented by SEIU 1199, SEIU 925, and WFSE</u> <u>MOU: UWMC-NW and Primary Care Clinics Floating</u>

Information Requested	Responsive Information
Provisions for and rate of pay for each paid leave provision	<u>Article 8: Compensation</u> <u>Article 10: Holiday</u> <u>Article 11: Vacation Time Off</u> <u>Article 12: Sick Time Off</u> <u>Article 14: Unpaid Absence</u> <u>Article 15: Family Medical Leave Act and Parental Leave Act</u> <u>Article 16: Washington Family Medical Leave Program</u> <u>Article 17: Shared Leave</u> <u>Article 18: Civil/Jury Duty Time Off and Bereavement Time Off</u> <u>Article 22.5: Education Leave</u>
Provisions for and rate of pay for any cash out provisions for compensatory time or paid leave	<u>Article 10.2.4: Holiday Credit Cash Out</u> <u>Article 11.5 – Vacation Time Off Cash Payment</u> <u>Article 12.8: Sick Time Off Cash Out</u>
Temporary layoff provision	N/A
Any impasse procedure subject to bargaining	N/A
Health care benefits provisions expressed as a percentage of cost or as a dollar amount, or in the case of contributions to a third-party benefit fund, the hourly contribution rate to the fund	<u>Article 13: Medical and Insurance Benefits</u>
Any retirement benefit subject to bargaining, or in the case of contributions to a third-party	N/A

Information Requested	Responsive Information
benefit fund, the hourly contribution rate to the fund	
For compensation or fringe benefits with an anticipated cost of fifty thousand dollars or more, a brief description of each component and its cost that comprises the amount funded by the legislature to implement in accordance with RCW 41.80.010(3)	<p>Attachment A includes costing information for implementation of the collective bargaining agreement.</p> <p>General Wage Increases: All SEIU 1199NW represented employees under the UWMC-NW/UWMPC CBA all salary ranges will be increased by 3%. Effective July 1, 2026, all salary ranges will be increased by 2%. Effective January 1, 2027, all salary ranges will be increased by 2%.</p> <p>Targeted Adjustments: There will be targeted recruitment and retention adjustments applied to multiple classifications. Details for each targeted recruitment and retention increase can be found in the MOUs.</p>
Number of bargaining unit members covered by the agreement (as of ratification)	Approximately 1,878
Content of any agency-specific supplemental agreements affecting (a) through (m) of this subsection	N/A
Any contract provisions that allow the contract to be reopened during the contract term	N/A

1
2
3
4
5
6
7
8

ARTICLE 1 - RECOGNITION

The Employer recognizes the Union as the sole and exclusive bargaining representative for all full-time, part-time, intermittent and nonpermanent employees employed by the University of Washington at its facilities located at the University of Washington Medical Center – Northwest and at the Northwest Clinics and ~~the UW Neighborhood~~ **Primary Care** Clinics as certified by the Public Employment Relations Commission under the jurisdiction of RCW 41.80.

Tentatively Agreed To:	
For the Union:	For the Employer:
<p>DocuSigned by: <i>Robin Wyss</i> 9A736501FAAE4A8...</p>	<p>DocuSigned by: <i>Kristi Aravena</i> 255BCC783CD346E...</p>
Date 10/12/2025	Date 8/28/2025

9

ARTICLE 2 – UNION MEMBERSHIP; DUES DEDUCTION

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

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

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

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

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

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

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

2.5 Rosters. Each pay period the Employer will provide the following four (4) reports electronically.

- 1. Total Compensation and deductions
- Name
- Home Address
- ~~Home phone~~
- ~~Cell phone~~
- Primary phone number

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

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

3 ~~1.2.~~ All appointment list

4 ~~Appointment budget number(s)~~ Position Cost Center

5 ~~Beginning date~~

6 ~~End date~~

7 ~~Department and/or hiring unit~~

8 College/Org name

9 ~~Job Classification~~

10 ~~Job Classification Code~~

11 Full time salary or hourly rate

12 Appointment/FTE Percentage

13 Appointment status

14 ~~Appointment term~~

15 ~~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 ~~2.3.~~ Change Report

24 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 ~~3.~~ Vacancy Report

40 ~~Position Number~~

41 ~~Job Classification~~

42 ~~Date of vacancy~~

- 1 ~~Elimination date of vacancy~~
- 2 ~~Reason for elimination (filled, deleted, transferred to a different classification/status)~~
- 3 List of open positions on UW Hires

4 **2.6 Contract Distribution.** The Employer will provide all current and new employees with a link
 5 to the new Agreement. Each department or unit will maintain a paper copy of the contract
 6 accessible to all employees.

7 **2.7 Union Membership.** Employees covered by this Agreement may become members of the
 8 Union. You can learn more about union membership at www.seiu1199nw.org or from a Union
 9 organizer or delegate.

10 **2.8 Voluntary Political Action Fund Deduction.** During the term of this Agreement, the
 11 Employer shall deduct the sum specified from the pay of each member of the Union who
 12 voluntarily executes a political action contribution wage assignment authorization. When filed
 13 with the Employer, the authorization form will be honored in accordance with its terms. The
 14 amount deducted and roster of all employees using payroll deduction for voluntary political
 15 action 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 responsibility
 17 shall cease with respect to such deductions. The Union and each employee authorizing the
 18 assignment of wages for the payment of voluntary political action contributions hereby
 19 undertakes to indemnify and hold the Employer harmless from all claims, demands, suits or
 20 other forms of liability that may arise against the Employer for or on account of any deduction
 21 made from the wages of such employee.

22 The parties recognize that the Union is obligated under the Federal Election Campaign Act
 23 (FECA) to reimburse UW for its reasonable cost of administering the COPE check off in the
 24 parties' Collective Bargaining Agreement. The Employer and the Union agree that one-quarter
 25 of one percent (.25%) of all amounts checked off is a reasonable amount to cover the
 26 Employer's costs of administering this check off. Accordingly, the parties agree that the
 27 Employer will retain one-quarter of one percent (.25%) of all amounts deducted pursuant to the
 28 COPE check off provision in the parties' Collective Bargaining Agreement to reimburse the
 29 Employer for its reasonable costs of administering the check off.

30 **2.9 Temporary Employment with the Union**

31 1. With thirty (30) calendar days' notice, unless agreed otherwise, employees may be
 32 granted leave without pay to accept temporary employment with the Union of a specified
 33 duration, not to exceed twelve (12) weeks, provided the employee's time off will not
 34 interfere with the operating needs of the agency. The parties may agree to an extension
 35 of leave without pay up to an additional twelve (12) weeks. For leaves of up to twelve
 36 (12) weeks duration, the employee will be returned to their same position. For leaves of
 37 more than twelve (12) weeks duration, the returning employee will be employed in a
 38 position in the same job classification and the same geographical area, as determined
 39 by the Employer.

40 2. Employees on a leave of absence will be placed on a Monday through Friday work
 41 schedule (pro-rated to their FTE) on their permanent shift. For example, a fifty percent

1 (50%) employee would be scheduled four (4) per day Monday through Friday. When an
2 employee is in unpaid status for more than eighty (80) hours in a month (pro-rated for
3 their FTE) their increment date will be adjusted by one (1) month and they will not accrue
4 sick leave or vacation leave.

5

Tentatively Agreed To:

For the Union:

For the Employer:

DocuSigned by:

Robin Wyss

9A736501FAAE4A8...

Date 9/24/2025

DocuSigned by:

Kristi Dravena

255BCC783CD346E...

Date 8/28/2025

6

ARTICLE 3 – UNION REPRESENTATIVES

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26
27
28
29
30
31
32
33
34
35
36
37
38
39

3.1 Access to Premises. Duly authorized representatives of the Union may have access at reasonable times to those areas of the Employer’s premises which are open to the general public for the purpose of investigating grievances and contract compliance. Union representatives shall not have access to employees’ lounges, nursing units or other patient care areas unless advance approval has been obtained from the Department Director or designee. Access to the Employer’s premises shall be subject to the same general rules applicable to other non-employees and shall not interfere with or disturb employees in the performance of their work during working hours and shall not interfere with patient care or the normal operation of the hospital.

3.2 Officers/Delegates. The Union shall designate its officers, delegates and alternate delegates from among employees in the unit. These officers and delegates shall not be recognized by the Employer until the Union has given the Employer written notice of the selection.

~~A. A Union Delegate who is a bargaining unit employee and is processing grievance in accordance with the grievance procedure shall be permitted a reasonable time to assist in the resolution of legitimate employee grievances on the Employer’s property without loss of pay. Such time off for processing grievances shall be granted by supervision following a request, but in consideration of any job responsibilities. Unless otherwise agreed to by the Employer, the investigation of grievances and other Union business shall be conducted only during nonworking times, and shall not interfere with the work of other employees.~~

~~B. Union delegates will be granted reasonable time during their normal working hours to investigate and process grievances in accordance with Article 23, 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 23, Grievance Procedure.~~
- ~~2. Investigatory interviews (in potential disciplinary matters), in accordance with New Article XX Corrective Action.~~

3.2.1 One delegate or designee/officer will be allowed no less than thirty (30) minutes of paid time at a designated time during the regularly scheduled orientation of newly employed employees to introduce employees to the Union and the Union contract. 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 for orientation.

Subject to appropriate advance notice and scheduling requirements, Union officers, delegates and labor/management committee members may use one (1) day (eight (8) hours) per calendar

1 year of paid leave time to attend Union sponsored training in leadership, representation and
2 dispute resolution. This shall be limited to no more than once per contract per employee. In
3 addition to the 8 hours listed here, delegates may use their Education Leave (see Article 22.5)
4 for union trainings.

5 **3.3 Bulletin Boards.** In each department with represented employees, space will be made
6 available on one (1) designated bulletin board. Such bulletin board space may be shared. All
7 materials posted on such boards must, at the time of posting, be provided to the Department
8 Director or designee.

9 **3.4 Union Meetings.** The Union may use designated meeting rooms for Union meetings
10 consistent with Employer policies and procedures.

11 **3.5 Contract.** Upon initial employment, employees shall be given a copy of the current
12 Agreement and a copy of the employee's job description. This commitment is conditioned upon
13 the Union providing sufficient copies of the Agreement to the Employer in advance.

14

Tentatively Agreed To:

For the Union:

For the Employer:

DocuSigned by:
Robin Wyss
Date 9/24/2025 9A736501FAAE4A8...

DocuSigned by:
Kristi Aravena
Date 8/28/2025 255BCC783CD346E...

15

ARTICLE 4 – DEFINITIONS

1
2
3 **4.1 Full-Time Employee.** An employee who works on a regularly scheduled basis at least forty
4 (40) hours per week or eighty (80) hours in a fourteen (14) day period.

5 **4.2 Part-Time Employee.** An employee who is regularly scheduled to work on a continuing
6 basis less than forty (40) hours per week.

7 **4.3 Probationary Period.** An employee who has been hired by the Employer on a full-time or
8 part-time basis will attain permanent status in a job classification upon successful completion of
9 a probationary or trial service period. Every part-time and full-time employee who has been
10 continuously employed by the Employer will serve a probationary period of six (6) months.
11 During the probationary period, an employee may be terminated without notice and without
12 recourse to the grievance procedure. Probationary employees shall not be required to give
13 fourteen (14) days' notice of intention to terminate. The Employer may extend the probationary
14 period for an individual employee as long as the extension does not cause the total period to
15 exceed twelve (12) months. Employees will be provided with a written explanation for the
16 extension. If the extension is based on performance issues, the employee will receive a
17 performance improvement plan. Extension of probationary periods shall not be a normal
18 practice.

19 **4.3.1** Permanent employees at the University of Washington shall not be required to
20 complete another probationary period.

21 **4.3.2** The Employer will extend an employee's probationary period, on a day-for-a-day
22 basis, for any day(s) that the employee takes paid time off, leave without pay, or shared
23 leave, except for leave taken for military service or for purposes of faith, or conscience.
24 For the purpose of calculating the completion date, an employee's probationary period
25 shall not end on the employee's regularly scheduled weekend off or a scheduled holiday
26 off. In those instances the completion date will be the next scheduled work day.

27 **4.3.3** By mutual agreement, the probationary period for additional selected classes may
28 be established for a period in excess of six (6) months but not to exceed twelve (12)
29 months.

30 **4.3.4** Employees in probationary status will earn seniority from their initial date of hire but
31 may not exercise seniority rights until completion of the probationary period.
32 Probationary employees are not eligible for layoff or rehire rights.

33 **4.3.5** An employee who is appointed to a different position in a different classification
34 prior to completing their initial probationary period will serve a new probationary period.
35 The length of the new probationary period will be in accordance with Subsection 4.3,
36 unless adjusted by the Appointing Authority for time already served in probationary
37 status. In no case, however, will the total probationary period be less than six (6)
38 consecutive months.

1 **4.3.6 Probationary Period Rejection.** An appointing authority may reject an employee
2 who has not completed a probationary period. Upon request by the employee and within
3 10 business days of notice, a meeting to explain such action shall be held with a
4 representative of the Employer. At the employee's request a representative of the Union
5 shall attend such meetings. Such rejection is not subject to the grievance procedure.

6 **4.4 Nonpermanent and Intermittent Employees.**

7 ~~A. **Definition.** A Nonpermanent position can be created when any of the following~~
8 ~~conditions are met:~~

- 9 ~~1. The UW is recruiting to fill a vacant position with a permanent position;~~
10 ~~2. The UW needs to address a short term immediate workload peak or other short-~~
11 ~~term needs;~~
12 ~~3. The UW is not filling a position with a permanent position due to the impending or~~
13 ~~actual layoff of a permanent employee(s);~~
14 ~~4. The UW is filling positions when a worker is on a leave of absence; or~~
15 ~~5. Temporary project.~~

16 ~~B. **Types of Nonpermanent Positions:**~~

- 17 ~~1. Nonpermanent Hourly~~
18 ~~2. Nonpermanent Fixed Duration~~

19 ~~C. **Nonpermanent Hourly and Nonpermanent Fixed Duration Appointments:**~~

- 20 ~~1. The initial duration of a Nonpermanent Hourly and Nonpermanent Fixed Duration~~
21 ~~appointment cannot exceed twelve (12) months from the hire date but may be~~
22 ~~extended to no more than twenty four (24) months if the conditions in 4.4 A-E still~~
23 ~~exist. Individuals may receive consecutive Nonpermanent Fixed Duration or~~
24 ~~Hourly appointments as long as:~~
25 ~~a. Any subsequent appointment is to a different position; or~~
26 ~~b. The multiple positions are cyclical in nature but last fewer than nine (9)~~
27 ~~months during any consecutive twelve (12) month period.~~
28 ~~2. Conclusion of the appointment will be at the discretion of the University, including~~
29 ~~termination of appointment prior to its originally intended expiration date, and will~~
30 ~~not be subject to Articles 23 (Grievance Procedure) and Article 6 (Seniority,~~
31 ~~Layoff, Restructure) of the contract.~~
32 ~~3. If the employee is not a permanent state employee, the employer must give one~~
33 ~~work days' notice prior to conclusion of the appointment. A Nonpermanent~~
34 ~~appointment may be terminated immediately with pay in lieu of the one work day~~
35 ~~of notice required for Nonpermanent Employees.~~
36 ~~4. If at any time during a Nonpermanent appointment, a short term workload peak~~
37 ~~or other short term need becomes ongoing and permanent in nature, the~~
38 ~~Employer must take action to fill the position on a permanent basis.~~

39 ~~D. **Intermittent Positions.** An Intermittent position exists when the nature of the work is~~
40 ~~sporadic and does not fit a particular pattern.~~

~~**4.4.1 Hours of Work and Overtime.** Hours of work for Nonpermanent and Intermittent Employees shall be established by the employing official. Work assigned in excess of forty (40) hours in a seven (7) day work week constitutes overtime. Overtime hours will be compensated at a rate of one and one-half (1-1/2) times the employee's straight time hourly rate.~~

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

~~**4.4.2. Probationary Period.** Nonpermanent and Intermittent Employees are subject to all terms of the Agreement at such time as a Regular Temporary Employee is appointed to a monthly paid bargaining unit position. This includes the requirement to serve a probationary period.~~

~~A Nonpermanent and Intermittent Employee who is hired into the same job without a break in service, in the same unit through open recruitment will have their Regular Temporary hours of service apply toward their probationary period for that position up to a maximum of three (3) months of the six (6) month probationary period.~~

~~**4.4.3. Compensation.**~~

~~A. The rate of pay for employees under this Article must be placed on a salary step within the range for the classified title that best fits the work.~~

~~B. The progression start date shall be established as follows:~~

- ~~1. The first of the current month for actions occurring between the first and the fifteenth of the month; or,~~
- ~~2. The first of the following month for actions occurring between the sixteenth and the end of the month.~~

~~C. **Annual Salary Adjustment.** Annual salary adjustments up to the top automatic step will be administered the same as regular positions in the same classification.~~

~~**4.4.4. Holidays and Holiday Credit:**~~

~~A. **Holiday Premium.** If an employee works one of the following holidays, they will receive time and one half for all hours worked on that holiday: New Year's Day, Martin Luther King Jr. Day, President's Day, Memorial Day, Juneteenth, Independence Day, Labor Day, Veteran's Day, Thanksgiving, Native American Heritage Day, and Christmas.~~

~~**B. Holiday Credit**~~

- ~~1. Employees in Nonpermanent Fixed Duration positions will be paid for holidays and receive holiday credit per Article 10 Holiday.~~
- ~~2. Holiday credit is a balance of time off that is received in lieu of holiday compensation for employees in Nonpermanent Hourly and Intermittent positions. Holiday credit accrual is proportionate to the number of hours in pay status (excluding overtime hours) in the same month of the holiday to that required for full-time (1.0 FTE) employment, excluding all holiday~~

1 ~~hours. Holiday credit accrual will be calculated at the end of the month.~~
 2 ~~Employees in Nonpermanent Hourly and Intermittent positions hired~~
 3 ~~during the month of the holiday will not receive credit for holidays that~~
 4 ~~occur prior to their hire date.~~

5 ~~3. Employees in Nonpermanent Hourly and Intermittent positions shall be~~
 6 ~~paid for holiday credit in accordance with Article 10 Holiday.~~

7 **~~C. Personal Holiday~~**

8 ~~1. Employees in Nonpermanent Fixed Duration positions will receive a~~
 9 ~~personal holiday per Article 10.3 Personal Holiday. Employees in~~
 10 ~~Nonpermanent Hourly and Intermittent positions earn a personal holiday~~
 11 ~~at a rate proportionate to the number of hours in pay status (excluding~~
 12 ~~overtime hours) in the same month when the personal holiday is~~
 13 ~~scheduled to that required for full-time (1.0 FTE) employment, excluding~~
 14 ~~all holiday hours. The value of the Personal Holiday cannot exceed eight~~
 15 ~~(8) hours.~~

16 **~~4.4.5. Training.~~** ~~Employees shall be appropriately trained and or certified prior to being~~
 17 ~~assigned to perform work requiring such training or certification, e.g., work with~~
 18 ~~asbestos, lead, blood borne pathogens, and all other appropriate training required for~~
 19 ~~safety and efficiency in the unit.~~

20 **~~4.4.6. Sick Time Off.~~**

- 21 ~~A. Employees in Nonpermanent Fixed Duration positions will accrue sick time off~~
 22 ~~per Article 12 Sick Time Off.~~
- 23 ~~B. Employees in Nonpermanent Hourly and Intermittent positions will earn a~~
 24 ~~monthly sick time off accrual proportionate to the number of hours in pay status~~
 25 ~~(excluding overtime hours) in the month to that required for full-time (1.0 FTE)~~
 26 ~~employment. Sick time off accruals cannot exceed eight (8) hours in a month.~~
- 27 ~~C. Accrued sick leave may be used in accordance with Article 12 Sick Time Off.~~

28 **~~4.4.7 Vacation Time Off~~**

- 29 ~~A. Employees in Nonpermanent Fixed Duration positions will accrue and use~~
 30 ~~vacation time off per Article 11 Vacation Time Off.~~
- 31 ~~B. Employees in Nonpermanent Hourly and Intermittent positions will earn a~~
 32 ~~monthly vacation time off accrual proportionate to the number of hours in pay~~
 33 ~~status (excluding overtime hours) in the month to that required for full-time (1.0~~
 34 ~~FTE) employment.~~
- 35 ~~C. Employees in Intermittent positions will receive vacation time off accrual rate~~
 36 ~~increases in accordance with the accrual schedule in Article 11 Vacation Time~~
 37 ~~Off.~~
- 38 ~~D. Employees in Nonpermanent and Intermittent positions are subject to the~~
 39 ~~maximum vacation time off accrual rules as outlined in RCW 43.01.044 for~~
 40 ~~classified employment.~~

1 **4.5 Regular Rate of Pay.** Unless otherwise required by the Fair Labor Standards Act, the
2 regular rate of pay shall be defined to include the employee’s hourly wage rate, all premiums,
3 and differentials.

4 **4.6 Preceptor.** A preceptor is an experienced employee proficient in clinical teaching who has
5 successfully completed a program of preceptor training, has had an evaluation of their training
6 ability by their immediate supervisor or designee, and who has been assigned by the Employer
7 to be specifically responsible for planning, organizing and evaluating the new skill development
8 of an employee or student enrolled in a defined program, the parameters of which have been
9 set forth in writing by the Employer. Preceptor assignments are voluntary. Each year, the
10 Employer shall offer a class on preceptor training that will be open to bargaining unit
11 members. Inherent in the preceptor role is the responsibility for specific, criteria-based and goal
12 directed education and training for a specified training period. Management will determine the
13 need for preceptor assignments. It is understood that employees in the ordinary course of their
14 responsibilities will be expected to participate in the general orientation process of new
15 employees. This would include the providing of informational assistance, support and guidance
16 to new employees.

17 Any employee who currently is precepting, but has not completed the training program, shall
18 continue as a preceptor when assigned by the Employer. Employees acting as preceptors shall
19 have one year in which to complete the training, after which they may not precept.

20 This section does not apply to Coaches and Mentors in the MA Apprenticeship Program in
21 Clinics.

22

Tentatively Agreed To:

For the Union:

For the Employer:

DocuSigned by:
Robin Wyss
Date 9/24/2025
9A736501FAAE4A8...

DocuSigned by:
Kristi Aravena
Date 8/28/2025
255BCC783CD346E...

23

ARTICLE 5 – EMPLOYMENT PRACTICES

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26
27
28
29
30
31
32
33
34
35
36
37
38
39
40

5.1 See Article 33 Non-Discrimination.

5.2 Notice of Resignation. Employees shall be required to give at least fourteen (14) days’ written notice of resignation presented in person to the employee’s manager or designee. The Employer will give consideration to situations that would make such notice by the employee impossible. A written resignation may be withdrawn in writing within twenty-four (24) hours excluding the employee’s scheduled days off and holidays off, after submitting the resignation. A written resignation withdrawal request made after twenty-four (24) hours may be granted at management’s discretion.

~~5.2.1 or their representative 5.3 Discipline and Discharge. No full time or part time employee shall be disciplined or discharged except for just cause. “Just cause” shall be defined to include the concept of progressive and corrective discipline (such as verbal and written reprimands and the possibility of suspension without pay). Progressive discipline shall not be applied when the nature of the offense is just cause for immediate suspension or discharge. The University will determine the specific step at which the process begins based on the nature and severity of the problem. A copy of all written disciplinary actions shall be given to the employee. Employees shall be required to sign the written disciplinary action for the purpose of acknowledging receipt thereof. The Employer will make a good faith effort to inform the employee that they may have a union representative present during an investigatory meeting which may lead to disciplinary action. The failure of the Employer to so notify the employee will not be a basis for overturning any subsequent discipline based, in whole or in part, on the interview. An employee may request the attendance of a Union representative (and interpreting services, if necessary) during any investigatory meeting which may lead to disciplinary action. Documentation of disciplinary action at the oral warning or written reprimand level of discipline will not be considered relevant to future discipline after two (2) years, provided there are no further similar occurrences in the intervening period. MOVED TO NEW ARTICLE CORRECTIVE ACTION AND DISMISSAL~~

5.4 Personnel File. Personnel records will be maintained for each employee in Human Resources. Information contained in the personnel record may include: employment application and supporting materials, performance appraisals, records of payroll activity, licensure and training records, letters of commendation and recognition, and records of disciplinary action. By appointment, employees may inspect their personnel records. Employees will be given the opportunity to provide a written response to any written evaluations, disciplinary actions or other materials included in the personnel file and such comments shall be included in the employee’s personnel file. Upon request, an employee will be given a copy of any material in the employee’s personnel file.

5.5 Floating. The Employer retains the right to float employees on a shift by shift basis to meet patient care and departmental needs.

Floating is defined as:

- 1. A change in work unit/department for a shift or partial shift

1 2. In the case of hospital float pool employees, it is defined as the compensated flexibility of
2 an employee who is assigned daily to various units/departments based on the staffing
3 needs of the campus. In the case of Clinic float pool employees, it is defined as the
4 flexibility of an employee who is assigned daily to various units/departments based on
5 the staffing needs of the campus.

6 Employees will be expected to perform all basic functions of their classifications but will not be
7 required to perform tasks or procedures specifically applicable to the work unit for which they
8 are not qualified or trained to perform. Employees required to float within the hospital or as a
9 Clinic float pool employee will receive orientation appropriate to the assignment. Orientation will
10 be dependent upon the employee's previous experience and familiarity with the work unit to
11 which the employee is assigned. Volunteers will be sought first when floating is necessary.
12 Floating assignments by classification within a work unit will be rotated equitably with the least
13 senior employee floated first, subject to skill, competence, ability and other patient care or
14 departmental considerations, in the opinion of the Employer.

15 **5.6 Evaluations.** All employees will be given an evaluative tool prior to completion of the
16 probationary period. Performance evaluations will occur on an annual basis. Interim evaluations
17 may be conducted as may be required. The annual evaluation is a tool for assessing the skills of
18 the employee and for improving and recognizing the employee's performance. As determined by
19 the employee's supervisor, the employee's participation, including a self-evaluation, is an
20 integral part of the evaluation process. The employee can access a copy of the evaluation.
21 Employees will be required to sign the evaluation acknowledging receipt thereof. Employees will
22 be given the opportunity to provide a response to the evaluation which will be retained with the
23 evaluation in the employee's personnel file. Evaluations will be completed during scheduled
24 work time. A peer evaluation format may be developed by the Employer in addition to
25 supervisory evaluation on a unit-by-unit basis utilizing input by other employees.

26 **5.7 Communication.** Employees who have concerns regarding their working conditions are
27 encouraged to raise those concerns through the appropriate levels of supervision.

28 **5.8 Job Openings.** When a regular status job opening occurs within the bargaining unit,
29 seniority shall be the determining factor in filling such vacancy providing skill, competence,
30 ability and performance are considered equal in the opinion of the Employer. Transfers within
31 the department/unit will be given preference in filling job openings. Notice of job openings shall
32 be posted on the Human Resources electronic job board seven (7) days in advance of filling
33 where possible. To be considered for such job opening, an employee must submit an online
34 application. Internal applicants will be notified when the job has been filled. If the Employer is
35 unable to place the selected employee in the vacant position immediately due to departmental
36 or unit considerations, the position may be filled on a temporary basis and the employee will be
37 notified in writing as to when they will be placed in the position. In any event, the selected
38 employee will be placed in the position within ninety (90) days. During the one hundred twenty
39 (120) day period following the effective date of transfer, employees may apply for an additional
40 transfer with the approval of their supervisor.

41 **5.8.1 Ongoing Increase in Hours.** It would be the intent of the Employer that ongoing
42 increased hours of work on a specific department or unit and shift that are not the result
43 of temporary leaves, scheduling requests for time off, or temporary increases in work

1 load would be made available for current staff on the specific unit and shift to increase
 2 their FTE in accordance with Section 5.8. If such ongoing increased hours of work
 3 persist for a period in excess of three (3) months,

- 4 A. hospital employee may request in writing to the Director of Human Resources
 5 that these hours be posted. The Director of Human Resources or designee within
 6 her or his sole discretion will determine the appropriateness of the request based
 7 on the above criteria and respond within fourteen (14) days of the request for
 8 review.
- 9 B. a clinic employee may request in writing to their manager for a review of hours
 10 worked relative to FTE. The manager will work with operations, leadership and
 11 HR to determine at the employer’s sole discretion the appropriateness of the
 12 request and respond within fourteen (14) days of the request for review.

13 **5.8.2 Trial Service Period**

- 14 A. Paid or unpaid time off taken during a trial service period shall extend the length
 15 of the trial service period on a day-for-a-day basis for any day(s) that the
 16 employee takes paid time off, unpaid time off, or shared leave, except for leave
 17 taken for military service.
- 18 B. An employee who obtains a position in a new classification pursuant to Section
 19 5.8 shall serve a six (6) month trial service period in their new assignment. An
 20 employee serving a trial service period may voluntarily revert to their former
 21 permanent position within six (6) weeks of the appointment, provided that the
 22 position has not been filled or a written offer has not been made to an applicant.
 23 After six (6) weeks employees may revert to their former position with Employer
 24 approval. In the event the former position has been filled with a permanent
 25 employee, the employee will be placed on the rehire list.
- 26 C. An employee who voluntarily moves from one position in the bargaining unit to
 27 another within the same job classification (excluding shift changes on a given
 28 work unit) shall have a trial service period of six (6) weeks. During the trial
 29 service period either the employee or the employer may elect for the employee to
 30 return to their position without notice and without recourse to the grievance
 31 procedure. In the event the former position has either been filled with a
 32 permanent employee or a written offer of employment has been made, the
 33 employee will be placed on the rehire list.

34 **5.9 Additional Hours.** Employees desiring to work additional shifts may notify the department
 35 manager or designee of their availability in writing or by email. Part-time employees will be given
 36 priority for additional shift assignments, unless it puts the employee in an overtime position.

37 **5.10 Parking.** Parking rates listed in 5.10.2. below will not be changed unless changed for all
 38 employees. The Employer will, upon request, meet and confer with the Union prior to
 39 implementation of changes in hospital parking rates. Hospital employees on-call shall be
 40 provided free parking within close proximity to the hospital.

1 **5.10.1** The Employer will provide thirty (30) days' advance notice if practicable of a
2 change in parking rates to the Union.

3 **5.10.2** Employee Parking Rates – Northwest Campus

4 Over .5 FTE

5 1st Shift = 81.90 Per Month

6 2nd Shift = 60.06 Per Month

7 3rd Shift = 38.22 Per Month

8
9 .5 FTE or Less

10 1st Shift= 60.06 Per Month

11 2nd Shift = 38.22 Per Month

12 3rd Shift = 27.30 Per Month

13
14 Effective 9/1/2025

15 1st Shift = 85.18 Per Month

16 2nd Shift = 62.46 Per Month

17 3rd Shift = 39.74 Per Month

18
19 .5 FTE or Less

20 1st Shift= 62.46 Per Month

21 2nd Shift = 39.74 Per Month

22 3rd Shift = 28.38 Per Month

- 23
- 24 ● ~~\$78~~ — 1st Shift .5 FTE or higher
- 25 ● ~~\$57.20~~ — 1st Shift less than .5 FTE/intermittent and nonpermanent
- 26 ● ~~\$57.20~~ — 2nd Shift .5 FTE or higher
- 27 ● ~~\$36.40~~ — 2nd Shift less than .5 FTE/intermittent and nonpermanent
- 28 ● ~~\$36.40~~ — 3rd Shift .5 FTE or higher
- 29 — ~~\$26~~ — 3rd Shift less than .5 FTE/intermittent and nonpermanent

30 **5.11. Movement between positions within the University.** Movement Between Positions
31 within the University: Employees who transfer, promote, move laterally, or voluntarily demote
32 shall serve a trial service period. Paid or unpaid time off taken during the trial service period

1 shall extend the length of the trial service period on a day-for-a-day basis for any day(s) that the
 2 employee takes paid time off, unpaid time off, or shared leave, except for absences taken for
 3 military service. Either the Employer or the employee may end the appointment by providing
 4 notice. Both the trial service requirement and reversion rights (Employer and employee) apply
 5 to employees accepting positions represented by a different Union.

6 **5.11 Intermittent and Nonpermanent Employees.** Every three (3) months the Employer will
 7 provide to the union a list of intermittent and nonpermanent employees including their job
 8 classification, department and their hours worked, by pay period. When the Union believes an
 9 employee classified as intermittent and nonpermanent has been working regular full or part-time
 10 hours for a period of over three (3) months that are nonpermanent, (i.e., not for a specified
 11 project or for a specified period of time, including but not limited to FMLA leave, sick leave,
 12 vacations or other projects of temporary duration), the Union can submit a request to post a
 13 regular position to the department director for justification and approval. All approved positions
 14 will be posted according to Article 5.8 no later than forty five (45) days of the Union's
 15 submission.

Tentatively Agreed To:

For the Union:

For the Employer:

Date 9/24/2025

Date 8/28/2025

DocuSigned by:
Rolin Wyss
 9A736501FAAE4A8...

DocuSigned by:
Kristi Aravena
 255BCC783CD346E...

ARTICLE 6 – SENIORITY, LAYOFF, RESTRUCTURE

6.1 Seniority. Layoff seniority is defined as the continuous length of service in calendar days with the Employer from the most recent date of hire. Service of less than full time shall be considered full time. Permanent employees who are veterans or their unmarried widows/widowers shall have added to their seniority the veteran's active military service to a maximum of five (5) years credit. Time spent on military duty leave, paid or unpaid, or time spent on leave without pay to work for the union, is included in seniority calculation. Probationary employees are not vested with seniority credits until successfully completing the probationary period.

Seniority shall be lost following a break in service including resignation, termination for cause, failure to return from a leave of absence, expiration of rehire rights. Employees returning from placement on the rehire list will have no break in service. Employees who enter into the bargaining unit from other positions at the University of Washington shall be credited with layoff seniority for all seniority earned in the State classified service while employed at the University. Employees who enter into the bargaining unit from other state agencies and institutions of higher education shall earn layoff seniority from the first day of coverage under this Agreement.

6.1.1 Department Seniority. Department seniority is defined as continuous length of service in calendar days within the employee's department and where applicable, shall be used for internal department processes, such as vacation and schedule bids.

6.1.2 Layoff Seniority Tiebreaker. For the purposes of layoff only, when it is necessary to determine the order of seniority among bargaining unit members whose contract seniority is identical, a random chance method will be employed to select the names of those employees one at a time. The University shall inform the Union every time this method is necessary and will provide proof of the seniority tie.

When selecting among employees whose seniority is identical, the Union may be represented by any individual it chooses, and will draw the names. The University will be represented by a manager/administrator from the Department involved and a representative from Human Resources.

The first employee selected will be considered the most senior; the last employee selected will be considered the least senior.

6.2 Layoff. Whenever it becomes necessary for the Employer to reduce its workforce due to lack of work, lack of funds, or good faith reorganization for efficiency purposes, the Employer shall use the following procedure. The Employer will notify the Union of impending layoffs thirty (30) calendar days in advance of implementation so that reasonable alternative proposals can be considered. Whenever possible the Employer will provide more than minimum notice. The Employer shall not lay off bargaining unit employees in lieu of disciplinary action. Employees will be laid off in accordance with seniority, as defined in Article 6.1.~~4~~.

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26
27
28
29
30
31
32
33
34
35
36
37
38
39
40
41
42

6.2.1 Employment Option. The employee affected by the reduction in force shall be offered ~~the a~~ following employment options in descending order, provided they meet the essential skills (defined as the minimum qualifications listed in the job description for the classification and any specific position requirements or credentialing) of the offered position:

~~A.~~ A funded vacant position within the same job classification and layoff unit ~~and~~ within .2 FTE of the employee being affected by the reduction in force.

a. Employee can reject a position and move to the next option if any of the following are true:

i. The position is more than a .2 FTE change

ii. The position is a different shift not within 2 hours of start time.

iii. The position is a more than ten (10) mile from their previous work location.

~~.b.~~

B. The opportunity to replace the most junior employee within the layoff/seniority unit in the same classification and in an FTE status and shift within .2 FTE status of the employee affected by the reduction in force. (For example, if a .8 FTE position is being abolished, the employee affected is eligible to replace the most junior individual in a .6 to 1.0 FTE position)

C. The opportunity to replace the most junior employee in the same classification with a lower FTE status but same shift than their own within the layoff/seniority unit.

D. The opportunity to replace the most junior employee within the same department who is:

i. In a lower classification in the same series as the employee affected by the reduction in force; and

ii. Within .2 FTE of the employee affected by the reduction in force.

E. If none of the above options are ~~is~~ available, a funded vacant position in the same job classification and within the bargaining unit will be presented to the impacted employee as the option, provided they meet the essential skills (defined as the minimum qualifications listed in the job description for the classification and any specific position requirements or credentialing) of the offered position.

Employees may request to be laid off with the right to be placed on the rehire list for 24 months instead of accepting an employment option above.

6.2.2 Layoff Units. Same job titles are eligible to bump into same job titles or lower job classifications within the job series providing skill, competence and ability are considered substantially equal in the opinion of the Employer. Layoff shall be by seniority within the layoff unit, least senior employee first. The following are the layoff units at UWMC-NW:

1 UWMC-NW Hospital

2 UWMC-NW All Clinics

3 **6.2.32 Notice.** The Employer shall identify the positions to be abolished and the
4 employee(s) to be affected and shall notify employees in these positions, with notice to
5 the union, not less than thirty (30) calendar days prior to the abolishment of the
6 positions, pay the employee in lieu of notice, or combine pay and notice. Whenever
7 possible the Employer will provide more than minimum notice. The notice shall include:

- 8 A. The effective date of the layoff and a reference to the employee's rights under
9 this Article, and
10 B. Identification of the employment option being offered, if applicable.

11 In accordance with 6.2.1 above, if the incumbent in a position to be abolished has an
12 opportunity to replace the most junior employee within the layoff/seniority unit, the
13 incumbent will be given up to three (3) calendar days to determine if they want to replace
14 the junior employee or be placed on the rehire list. Vacant positions or those held by
15 probationary employees within the layoff/seniority unit will be considered a more junior
16 position.

17 **6.2.43 FTE Increase or Reduction.** An employee in a position that is not abolished but
18 is increased or reduced in FTE status and who will remain benefit eligible after the
19 reduction or increase will have the choice of staying in the reduced or increased position
20 and going on the rehire list for the position and FTE status held by the employee
21 immediately prior to the increase or reduction or exercising available layoff rights under
22 Article 6. The employee must exercise this choice within three (3) working days of the
23 increase or reduction notice.

24 **6.2.54 Voluntary Layoff.** Appointing authorities will allow an employee in the same job
25 classification and department where layoffs will occur to volunteer to be laid off provided
26 that the employee is in a position requiring the same skills and abilities, as a position
27 subject to layoff. Any volunteer for layoff shall have no formal layoff option. If the
28 appointing authority accepts the employee's voluntary request for layoff, the employee
29 will submit a non-revocable letter stating they are accepting a voluntary layoff from the
30 University. The employee will be placed on all applicable rehire lists.

31 **6.2.65 Rehire.** Employees without employment options may request to be placed on the
32 rehire list(s) designated by the employee for twenty-four (24) months. The Employer
33 shall make a concerted effort to re-employ bargaining unit members on the rehire list.
34 Bargaining unit members on the rehire list are eligible to take all Professional &
35 Organizational Development (POD) courses on a space available basis upon payment of
36 designated fees. ~~Employees without employment options will be placed on the rehire~~
37 ~~list(s) designated by the employee for twenty-four (24) months.~~ In addition to the rehire
38 list for the classification and FTE status from which the employee was laid off,
39 employees identified for layoff may request placement on the following rehire lists:

- 40 A. For positions of a lower FTE status in the classification from which the employee
41 was laid off (or equivalent if prior classification has been abolished); and

- 1 B. For positions in other classifications in which the employee previously held
- 2 permanent status; and
- 3 C. Lower classes in the series from which the employee was laid off.
- 4 The Employer will refer an employee from the designated rehire list(s) for any
- 5 open positions in the bargaining unit for which the laid off employee possesses
- 6 the essential skills. For classifications which have separate job codes in the
- 7 Campus-wide and Harborview Bargaining Units, Rehire lists will include both job
- 8 codes. Employees referred from the rehire list(s) who possess the essential skills
- 9 needed for a vacant position will be offered the position prior to the Employer
- 10 posting for competitive recruitment. From among these employees, offers will be
- 11 made in seniority order, most senior person first. Job requests for positions for
- 12 which there are employees on rehire list(s) may not be withdrawn solely to avoid
- 13 hiring laid off employees.
- 14 D. The Employer will provide a copy of the Rehire List to the Union upon request.

15 ~~D-E.~~ Employees contacted from the rehire list(s) who possess the essential skills
 16 needed for a vacant position in the bargaining unit will be offered the position prior
 17 to the University offering it to any other applicant. The University will contact and
 18 rehire employees from the rehire list(s) in order of seniority, most senior employee
 19 on the list first.

20 **6.2.6 Rehire Trial Period.** Employees placed into vacant positions from the rehire list
 21 will serve a three (3) month rehire trial period. During the rehire trial period either party
 22 may, at its sole discretion and without resort to the grievance procedure, initiate return to
 23 the rehire list. Time spent in a rehire trial period will not count toward the twenty-four (24)
 24 month rehire list period. The three (3) month rehire trial period will be adjusted to reflect
 25 any paid or unpaid time off taken during the period.

26 **6.2.7 Corrective Action.** Final Counseling that occurs within the six (6) months prior to
 27 the layoff will be considered in effect should the employee be rehired. The employee will
 28 continue to be subject to any consequences of not following the directives and/or action
 29 plan(s) specified in the current corrective action.

30 **6.2.8 Removal from List.** Removal from the rehire list(s) will occur for any of the
 31 following circumstances:

- 32 A. If placement does not occur within twenty-four (24) months,
- 33 B. If the employee refuses two (2) offers of placement for a position having the
- 34 same pay, FTE status, geography (within 10 miles from their previous working
 35 location) and shift as the position from which the employee was laid off. In such
 36 case, the employee will be removed from all other rehire lists and will have
 37 exhausted their rehire rights.
- 38 C. If the employee was placed into two (2) vacant positions for which the employee
 39 has failed to complete the rehire trial period.
- 40 D. If the employee accepts any offer of placement from any rehire list and completes
 41 the rehire trial service period for a position with the same FTE status and pay as
 42 the position from which the employee was laid off.

1 E. Employees who reject two (2) offers of placement from a list for a position of a
 2 lower FTE status than that which the employee held immediately prior to layoff
 3 will be removed from that list.

4 F. Employees who reject one (1) offer of placement from a list within .2 FTE status
 5 or geography (within 10 miles from their previous work location), for a position in
 6 a classification other than that from which the employee was laid off will be
 7 removed from that list.

8 **6.2.9 Rehire List Crossover.** Employees within an SEIU 1199NW_ represented
 9 bargaining unit may, in accordance with this Article, be placed on the rehire list for
 10 positions in another SEIU 1199NW_ represented bargaining unit.

11 **6.3 Rehire Wages and Increment Date.** When employees are rehired from layoff status the
 12 progression start date and vacation accrual date will be reestablished and extended by an
 13 amount of time in calendar days equal to the period of time spent on the rehire list prior to
 14 rehire. Employees placed from the rehire list into positions with the same salary range held at
 15 the time of layoff shall be placed at the same step in the range held at the time of layoff.
 16 Employees placed from the rehire list into positions with a lower salary range than held at the
 17 time of layoff shall be placed in a salary step nearest to, but not in excess of, the salary held at
 18 time of layoff.

19 ~~6.4. Affirmative action goals may be considered at any point during the layoff or rehire process.~~

20 **6.5. Benefits and Temporary Services.** Employees on the rehire list who follow the rules
 21 prescribed by Temporary Services may be referred to intermittent and nonpermanent positions
 22 and can receive employer paid health benefit coverage if they meet the eligibility requirements
 23 as determined by the State.

24 **6.6 Department/Unit Restructure.** In the event of a merger of two (2) or more units into a
 25 single unit or a restructuring of an existing department or unit, the Employer will determine the
 26 number of full-time and part-time FTEs by shift required for the new or restructured department
 27 or unit. Prior to implementation of the schedule, the Employer will meet with the employees of
 28 the affected department(s) or unit(s) to discuss the reconfiguration of the FTEs in the
 29 department(s) or unit(s) and the new work schedules. A listing of the FTEs for each shift on the
 30 new/restructured department(s) or unit(s), including any qualification requirements, shall be
 31 posted on the department(s) or unit(s) for at least ten (10) days. Other vacant bargaining unit
 32 positions will also be posted on the department(s) or unit(s) at that time. By the end of the
 33 posting period, each employee shall have submitted to the Employer a written list which
 34 identifies and ranks the employee's preferences for all available positions (first to last). Based
 35 upon these preference lists, the Employer will assign employees to positions on the
 36 new/restructured department(s) or unit(s) based upon seniority, providing skill, competence, and
 37 ability are considered substantially equal in the opinion of the Employer.

38 **6.7 Low Census.** Low census is defined as a decline in patient care requirements or workload
 39 in a particular department or unit resulting in a temporary staff decrease. Prior to implementing
 40 the low census procedure within a job classification, the Employer will float the surplus staff
 41 (including members of the float team) to other areas of the Hospital if the Employer determines
 42 the need exists. ~~During temporary periods of low census after canceling any overtime hours on~~

~~the department or unit affected, the Employer will ask for volunteers within the job classification to take time off before determining and implementing the reduced staffing schedule required. In the event there are no volunteers, the Employer will endeavor to rotate low census equitably among all employees on the shift starting with the least senior employee first, providing skills, competence, ability and availability are considered equal as determined by the Employer.~~

6.7.1 During temporary periods of low census, employees within a job classification ~~on a unit and shift~~ will be released from work in the following order:

- A. Send home agency workers;
- B. Cancel overtime shifts;
- C. Ask for volunteers;
- D. Cancel intermittent and nonpermanent staff;
- E. Cancel part-time employees working above their assigned FTE;
- F. Rotate regular full-time and part-time employees by seniority within the Low Census grouping starting with the least senior employee first, providing skills, competence and ability are not overriding factors considered equal as determined by the Employer.

Prior to being mandatorily low censused, employees will have the opportunity to complete up to two (2) hours per year of required UW Medicine annual competency training.

REMOVE APPENDIX G JOB SERIES

Tentatively Agreed To:	
For the Union:	For the Employer:
<p>DocuSigned by: <i>Robin Wyss</i></p> <p>9A736501FAAE4A8...</p>	<p>DocuSigned by: <i>Jade Hersch</i></p> <p>ED538CDB172F42B...</p>
Date 10/9/2025	Date 10/9/2025

ARTICLE 7 – HOURS OF WORK AND OVERTIME

1
2
3 **7.1 Work Day.** The normal work day shall consist of eight (8) hours, ~~ten (10) hours, or twelve~~
4 ~~(12) hours.~~ ~~work to be completed within eight and one-half (8 1/2) consecutive hours (or, for~~
5 ~~clinic employees, nine (9) hours when a one-hour lunch is scheduled)~~

6 **7.2 Work Period.** The normal work period shall consist of forty (40) hours of work within a
7 designated seven (7) day period or ~~eight~~-eighty (8/80) hours of work within a designated
8 fourteen (14) day period.

9 **7.3 Innovative Work Schedules.** An innovative schedule is defined as a work schedule that
10 requires a change, modification or waiver of any provisions of this Employment Agreement. Any
11 shift that is not eight (8), ten (10), or twelve (12) hours shall be considered an Innovative Work
12 Schedule (see 7.3). Innovative work schedules may be established in writing by mutual
13 agreement between the Employer and the employee involved. Prior to the implementation of a
14 new innovative work schedule, the Employer and the Union will review and determine conditions
15 of employment relating to that work schedule. ~~Where innovative schedules are utilized by the~~
16 ~~Employer (including those innovative schedules set forth as addenda to this Agreement), the~~
17 ~~Employer retains the right to revert back to the eight (8) hour day schedule or the work schedule~~
18 ~~which was in effect immediately prior to the innovative work schedule, after at least forty five~~
19 ~~(45) days' advance notice to the employee. At the time of execution of this Agreement, agreed~~
20 ~~innovative schedules are those set out in Appendices C, D, E and F.~~

21 **7.4 Work Schedules.** It is recognized and understood that deviations from the foregoing normal
22 hours of work may occur from time to time, resulting from several causes, such as but not
23 limited to vacations, leave of absence, weekend and holiday duty, absenteeism, employee
24 requests, temporary shortage of personnel, low census and/or other emergency conditions. The
25 Employer retains the right to adjust work schedules to maintain a safe, efficient and orderly
26 operation. Monthly work schedules shall be posted at least ten (10) days prior to the beginning
27 of the scheduled work period. Except for emergency conditions involving patient care and low
28 census conditions, individual scheduled hours of work set forth on the posted work schedules
29 may be changed only by mutual consent.

30 **7.5 Overtime.** Overtime shall be compensated for at the rate of one and one-half (1-1/2) times
31 the regular rate of pay for time worked beyond the employees regular scheduled work day
32 (minimum of eight (8) hours) or the hours in excess of the normal full-time work period. Hours
33 worked after twelve (12) consecutive hours within the twenty-four (24) hour period shall be paid
34 at the rate of double time (2x) the employee's regular rate of pay. ~~Employees working twelve~~
35 ~~(12) hour shift will receive time and one half (1-1/2) after twelve (12) hours and double time (2x)~~
36 ~~after fourteen (14) hours.~~ Time paid for but not worked shall not count as time worked for
37 purposes of computing overtime pay. All overtime must be approved by supervision. Overtime
38 shall be computed to the nearest quarter hour. There shall be no pyramiding or duplication of
39 overtime pay or other premium pay paid at the rate of time and one-half (1-1/2). The Employer
40 and the Union agree that overtime should be minimized. If in the Employer's opinion overtime is
41 necessary, volunteers will be sought first and if there are insufficient volunteers or an excess of
42 volunteers, reasonable overtime may be assigned equitably.

1 All time compensated at time and one-half (1-1/2) or double time (2x) will be considered
 2 overtime whether designated as premium pay or overtime.

3 A. Compensatory Time: As an option to wage payment of either Overtime or Double-Time,
 4 an employee may request the option to accrue compensatory time based on one and
 5 one-half the amount of overtime, or double-time worked, as applicable. The approval of
 6 the compensatory time option may be approved by the employing official, based on
 7 department needs, and consideration of the employee's request.

8 B. The use of accrued compensatory time may be approved by the employing official with
 9 consideration being given to the needs of the department and the wishes of the
 10 employee.

11 C. Compensatory time must be used or paid for by June 30th of each fiscal year, unless the
 12 balance exceeds 240 hours prior to June 30th, then that excess amount will be cashed
 13 out to bring the balance back to 240 hours. The employee's unused compensatory time
 14 balance will be cashed out to zero every June 30th or when the employee leaves
 15 University employment for any reason. The employee's compensatory time balance may
 16 also be cashed out when the employee:

- 17 i. Transfers within their department to a position with a different budget or funding
- 18 source, or
- 19 ii. Transfers to a position in another department

20 **7.6 Overtime Placement:** Hospital Employees will automatically be placed into a weekly-daily
 21 overtime work rule upon within two weeks of hire. ~~Those wishing~~ Employees may to opt into a
 22 daily-weekly overtime work rule must by submitting a request to their manager. Clinic employees
 23 will automatically be placed into a weekly overtime work rule upon hire. Those wishing to opt
 24 into a daily overtime work rule must submit a request to their manager.

25 ~~C-and the changes for hospital and clinic employees~~ will be effective the beginning of the next
 26 workweek and will not be retroactive.

27 **7.7 Meal/Rest Periods.** The provisions of section 7.7 and Side Letter D are agreed upon
 28 pursuant to RCW 49.12.187. To the extent these provisions differ from any statutes and
 29 regulations relating to rest and meal breaks, and the right to wages and overtime for missed rest
 30 and meal breaks (including but not limited to RCW 49.12.480, 49.46.020I, 49.46.090 and
 31 49.52.050, and WAC 296-126-092), the provisions of section 7.7 and Side Letter D vary and
 32 supersede such statutes and regulations These policies will follow the minimum standards for
 33 working conditions of RCW 49.12 and WAC 296-126-092, unless such rights are waived by the
 34 employee.

35 Employee health and safety will be considered when scheduling rest and meal periods.
 36 Employees may not alter their scheduled rest or meal periods without prior supervisor approval.
 37 Employees who are unable to take scheduled rest or meal periods must report to their shift
 38 supervisor or designee (e.g. Charge RN, Charge RT, etc.) as soon as possible, but no later than
 39 the end of the shift in which they missed their rest or meal period. Additionally, the Employee
 40 must document the missed rest or meal break during the actual shift the rest or meal period was
 41 missed. A missed rest break or meal period that is not documented will be considered as taken
 42 for the purposes of this section.

1 A. Rest Periods. Employees will be provided with paid 15-minute rest periods for every four
2 (4) hours worked. Employees must take scheduled rest periods, and it is the employer's
3 responsibility to provide uninterrupted rest periods. In the event the employee is unable
4 to complete the 15-minute paid rest period because they are required to remain on duty,
5 including as defined in Side Letter D, are required to remain on-call on the premises, or if
6 they're called back to work thus interrupting the rest period, the employee shall be
7 entitled to complete their uninterrupted rest period as soon as possible. If a full rest
8 period is unable to be completed when scheduled, they will be appropriately
9 compensated for the entire rest period, unless the timing is waived. Rest periods may
10 not be used for late arrival or early departure from work.

11
12 B. Unpaid Meal Period. Employees will be provided with one unpaid meal period of at least
13 30 minutes during any shift that exceeds five hours in length. When an employee's
14 unpaid meal period is interrupted by work duties, the employee will be allowed to resume
15 their unpaid meal period following the interruption, if possible, and to complete the 30-
16 minute unpaid meal period. In the event the employee is unable to complete the 30-
17 minute unpaid meal period because they are required to remain on duty, including as
18 defined in Side Letter D, are required to remain on-call on the premises, or if they're
19 called back to work thus interrupting the meal period, the employee shall be entitled to
20 appropriate compensation for the entire 30-minute unpaid meal period.

21
22 An employee whose shift exceeds ten (10) hours (excluding unpaid meal periods) or is
23 extended at least three (3) hours beyond their scheduled shift will be entitled to a second
24 30-minute unpaid meal period. If the Employee chooses to waive the second meal
25 period requirement, they are responsible for initiating and submitting a waiver. It must be
26 documented that the waiver was completed prior to waiving the meal period.

27
28 C. Paid Meal Period. Employees who are required to work or remain on duty during a meal
29 period must be paid for the entire meal period, regardless of the number of interruptions.
30 Employees must be paid for meal periods if:

- 31 • They are required to remain on duty, including as defined in Side Letter D.
- 32 • The employer requires them to remain on-call on the premises or work site in
33 the interest of the employer, even if they are not called back to duty.
- 34 • They are called back to work, interrupting the meal period.

35
36 D. Combining Rest and Meal Periods: For any work period for which an employee is
37 entitled to one or more meal periods and more than one rest period, the employee and
38 the employer may agree that meal and rest periods may be combined. This agreement
39 may be revoked at any time by the employee. If the employee is required to remain on
40 duty during the combined meal and rest period, the time shall be paid. If the employee is
41 released from duty for an uninterrupted combined meal and rest period, the time
42 corresponding to the meal period shall be unpaid, but the time corresponding to the rest
43 period shall be paid.

44 Timing: Hospital employees subject to RCW 49.12.480 may also choose to waive the
45 timing of their rest and meal periods if combining. If the Employee chooses to combine
46 rest and meal periods, they are responsible for initiating and submitting an agreement to

1 waive the timing of their meal and rest periods for management's approval. It must be
2 documented that the waiver was completed prior to combining the rest and meal
3 periods. Absent documentation of a waiver, it is deemed that the Employee took their
4 meal period as required unless otherwise documented in KRONOS. When combining
5 rest and meal periods, the break period is deemed in order of when the rest or meal
6 period would have occurred. Example, if a meal period is combined with a later rest
7 period, the meal period is first, and then the rest period.

8 Health care workers identified on the applicable job profile list have specific meal and
9 rest period requirements. UW Medicine has a Meal & Rest Breaks Policy for Covered
10 Health Care Workers who Provide Direct Patient Care which is located at the following
11 link: [Add link](#). This provision does not apply to UW Medicine Primary Care.

12 E. Committee Work: In recognition that meal and rest breaks are an important part of a
13 healthy and safe work environment and in order to fully implement the provisions of
14 RCW 49.12, WAC 296-126-092, and this agreement, SEIU Healthcare 1199NW and
15 UWMC-NW agree to the establishment of a UWMC-NW Joint Labor Management
16 Committee to meet at least on a monthly basis from January 1, 2025 through July 1,
17 2025 and on a quarterly basis thereafter until July 1, 2026 for one hour. With mutual
18 agreement, monthly committee meetings may be extended past July 1, 2025. This
19 committee will consist of at least five (5) members designated by the Union and at least
20 five (5) Management representatives. The committee will be co-chaired by an ACNO, or
21 designee, and a member designated by the Union. The Employer will provide paid
22 release for members to attend the meetings of the committee, including a half hour pre-
23 caucus and a half hour post-caucus.

24 **7.8 Report Pay.** Employees who report for work as scheduled (unless otherwise notified in
25 advance) and are released from duty by the Employer because of low need shall receive a
26 minimum of four (4) hours' work at the regular rate of pay. This commitment shall not apply
27 when the Employer has made a good faith effort to notify the employee at least one and one-
28 half (1 1/2) hours in advance of the scheduled shift. It shall be the responsibility of the employee
29 to notify the Employer of the employee's current address and telephone number.

30 **7.9 Weekends.** The Employer will make a good faith effort to schedule all regular full and part-
31 time employees for at least every other weekend off. Any position which will include weekdays
32 will be posted with at least every other weekend off as per this section. In the event an
33 employee works two (2) successive weekends, all time worked on the second weekend shall be
34 paid at the rate of time and one half (1 1/2) the regular rate of pay. The third regularly scheduled
35 weekend shall be paid at the employee's regular rate of pay. Every other weekend off cycles
36 may be altered with at least ten (10) days' notice prior to the start date of the next posted work
37 schedule. Subject to advance approval by their Manager, employees may request the trading of
38 weekends, providing the schedule change does not place the Employer into an overtime pay
39 condition or premium pay condition. The weekend shall be defined for first (day) and second
40 (evening) shift employees as Saturday and Sunday. For third (night) shift employees, the
41 weekend shall be defined as Friday night and Saturday night. This section shall not apply to
42 employees who request the trading of weekends, to employees whose regular schedule is for
43 recurring weekend positions (i.e., Saturday and/or Sunday), or volunteer for more frequent
44 weekend duty. Weekend only positions may be posted for every Saturday and Sunday.

1 Unscheduled weekend is defined as a shift that is in addition to the employees posted
2 scheduled shifts after the schedule is posted. Premium pay provided for in this section shall not
3 apply to time spent for educational purposes.

4 ~~Weekend only positions may be posted for every Saturday and Sunday. Any position which will~~
5 ~~include weekdays will be posted with at least every other weekend off as per this section.~~

6 **7.10 Rest Between Shifts.**

7 **7.10.1** In scheduling work assignments, the Employer will make a good faith effort to
8 provide each employee with at least ~~twelve~~ eleven (11) hours off duty between regularly
9 scheduled shifts. In the event an employee is required to work with less than ~~twelve~~
10 eleven (11) hours off duty between shifts, all time worked within this ~~twelve~~ eleven (11)
11 hour period shall be at time and one-half (1 1/2). This includes time worked from
12 callback or standby situations. The section shall not apply to standby and callback
13 assignments performed pursuant to Article 9.

14 **7.11 Shift Rotation.** Routine shift rotation is not an approach to staffing endorsed by the
15 Employer. Except for emergency situations where it may be necessary to provide safe patient
16 care, shift rotation will not be utilized without mutual consent. If such an occasion should ever
17 occur, volunteers will be sought first. If no one volunteers, the Employer will rotate shifts on an
18 inverse seniority basis until the staff vacancies are filled.

19 **7.12 Reduction in FTE Status.** If a reduction in FTE is determined by the Employer to be
20 necessary, the Employer will first seek volunteers from the department or unit and shift to
21 accomplish these changes. If there are insufficient volunteers, the least senior employee(s) in
22 the affected classification, department or unit and shift will receive the FTE reduction unless that
23 employee possesses a specific qualification(s) necessary to the operation of the department or
24 unit in the opinion of the Employer. Any employee subject to an involuntary reduction in their
25 FTE will be given preference up to the employee's prior position (FTE) if the Employer seeks to
26 expand the hours of an existing FTE in the same classification on the employee's department or
27 unit and shift, providing there is no conflict between their current schedule and the schedule
28 related to the posted hours.

29 **7.13 ~~Clinic Closure~~Emergency Conditions and Inclement Weather.**

30 The parties recognize that natural disasters, emergency conditions and inclement weather are
31 likely events which require planning and shared understandings. Advanced plans will be
32 updated yearly as needed and shared with all employees on a yearly basis. A central
33 communication hub will be updated with accurate information.

34
35 **7.13.1 Inclement Weather.** When any Clinic is in operation but an employee requests
36 time off to deal with unanticipated problems related to natural disaster or severe weather
37 conditions, ~~if granted~~ the employee may charge the absence as provided below.
38 Employees designated as essential must make all reasonable efforts to report to work as
39 scheduled.

40 **7.13.2 Suspended Operations.** If any Clinic determines it is advisable due to
41 emergency conditions to suspend the operation of all or any portion of the institution,

1 requiring only employees in essential positions to report to work the following will govern:
2 When prior notification of suspended operations has not been given, non-essential
3 employees released until further notice after reporting to work shall receive a minimum
4 of four (4) hours' pay for the first day. Non-essential employees who do not work for the
5 balance of the closure during suspended operations have the following options to
6 account for hours not worked:

- 7 • Using vacation time off; or;
- 8 • Accrued compensatory time and/or holiday credit; or.
- 9 • Using personal holiday. An employee must use personal holiday time as a full
10 day or shift; or.
- 11 • Using unpaid time off.
- 12 • ~~Employees who lose unpaid time as a result of suspended operation may~~
13 ~~request to work additional hours during the sixty (60) day period immediately~~
14 ~~following the suspended operation as follows: If unpaid time off is used, up to~~
15 ~~sixty (60) calendar days after operations resume to make up work time lost~~
16 ~~provided the following:~~
 - 17 ▪ Employees must request makeup time within five (5) working days after
18 operations resume, and
 - 19 ▪ Reasonable work must exist, and the supervisor must approve the
20 request to work.
 - 21 ▪ Make up time worked by overtime-eligible full-time employees is
22 calculated at time and one half (1-½).

23 Employees using time off in accordance with this and other applicable policies may not
24 be subject to corrective action for use of such time off.

25 7.13.3 Essential Personnel. The Employer will make every effort to provide equitable and
26 free access to available resources including sleep spaces, clean linens and shower
27 access. No employee will be required to work more than sixteen (16) consecutive hours.

28 **7.13.3 Clinic Closure/ Reassignment to another open clinic.** When any Clinic is
29 closed management will make reasonable effort to assign employees to work out of that
30 clinic or temporarily at another location.

31 **7.13.4 Public Health Suspended Operations.** Accrued sick time off may also be used
32 for the suspension of operations when the employee's workplace has been closed by a
33 public health official for any health-related reason or after the declaration of an
34 emergency by a local or state government or agency, or by the federal government.

35 **7.13.5 Other Applicable Provisions.** See Report Pay, Low Census and other
36 applicable employer policies, procedures and practices.

37 7.13.6 UW parking in unrestricted spaces shall be provided at each campus for which
38 suspended operations have been declared for any staff member designated by their
39 supervisor as essential. Restricted spaces include but are not limited to: disability stalls,
40 time limited stalls, load/unload stalls, pay by space stalls (restricted to pay station
41 parking), university vehicle stalls, metered stalls (restricted to pay meter parking) carpool
42 stalls, UCAR Only stalls, electric vehicle charging stalls, motorcycle stalls, and

1
2
3
4
5

department reserved stalls. Employees qualified to use a restricted space (for example disabled stalls) shall be able to use the appropriate space.

7.14.7 Onsite Work. In the case of inclement weather or suspended operations, telework arrangements are encouraged for positions which are conducive to telework.

Tentatively Agreed To:

For the Union:

For the Employer:

Date 11/14/2025

DocuSigned by:
Robin Wyss
9A736501FAAE4A8...

Date 11/13/2025

DocuSigned by:
Jade Hersch
ED538CDB172F42B...

6

ARTICLE 8 – COMPENSATION

8.1 Wage Rates. Employees covered by this Agreement shall be paid in accordance with the schedule of classification rates of pay attached as Appendix B to this Agreement.

8.1.1 Progression start dates will be maintained as follows:

Annually the salary of employees covered by the UWMC-NW bargaining units will be increased by one step based on the employee's progression start date until the employee has reached the top step of the appropriate salary range. For purposes of periodic salary step increases, the progression start date will be determined as follows:

- a. The first of the current month for actions occurring between the first and the fifteenth of the month; or,
- b. The first of the following month for actions occurring between the sixteenth and the end of the month.

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

When a progression start date coincides with a promotional date, the appointment to a new salary range, and/or a market adjustment, the progression start date will be applied first.

~~The University, at its discretion, may approve additional progression increases at any time. Such additional progression increases will not change an employee's progression start date.~~

8.2 Date of Implementation. Wage increases and increases in other forms of compensation set forth in this Agreement shall become effective at the beginning of the first full payroll period on or after the calendar dates designated.

8.3 Recognition for Past Experience: All employees ~~hired on or after July 1st 2021~~, shall be given year per year credit for relevant past work experience in an equivalent role, as determined by the Employer. Employees are encouraged to speak with their manager if they believe they are not on the appropriate step based on years of experience. The manager may request a recruitment and retention increase per Article 8.8 and will follow up with a response to the employee.

8.4 Job Descriptions. The Employer shall furnish the Union with a description for each bargaining unit classification and shall furnish each employee with a copy of the employee's job description.

8.5 Pay on Promotion. An employee promoted to a higher paid position will be placed at the step of the wage schedule applicable to the new position that provides the employee a minimum wage increase of three percent (3%) not to exceed the maximum for the new position. The new progression start date shall be the first of the current month for effective dates falling between

1 the first and fifteenth of the month and the first of the following month for effective dates falling
2 between the sixteenth and the end of the month.

3 8.6 Withdrawn

4 ~~8.76 Job Profile Recruitment/Retention Compensation Increases.~~ The Employer may
5 increase the salary of classifications that are experiencing recruitment/retention problems, upon
6 thirty (30) days' notice to the union and the opportunity for the union to bargain.

7 ~~8.8 Employee Recruitment and Retention (R&R) Step Increases. The University, at its discretion,~~
8 ~~may approve additional progression step increases at any time. Such additional~~
9 ~~progression Employee R&R step increases will not change an employee's progression start~~
10 ~~date.~~

11

12 **8.97 SALARY SCHEDULES**

13 A. Effective July 1, 202~~5~~³, each classification represented by the Union will continue to be
14 assigned to the same Pay Table and Salary Range as it was assigned on June 30,
15 202~~5~~³. Effective July 1, 202~~5~~³, each employee will continue to be assigned to the same
16 Salary Range and Step that they were assigned on June 30, 202~~5~~³ unless otherwise
17 agreed. Employees who are paid above the maximum for their range on June 30, 202~~5~~³
18 will continue to be paid above the maximum range on July 1, 202~~5~~³ unless otherwise
19 agreed.

20 ~~B. Effective July 1, 2023, all Salary Ranges described in Section A will be increased four~~
21 ~~percent (4%). This increase will be based upon the salary schedule in effect on June 30,~~
22 ~~2023.~~

23 ~~B. Effective July 1, 2024, all Salary Ranges described in Section A will be increased three~~
24 ~~percent (3%). This increase will be based upon the salary schedule in effect on June 30,~~
25 ~~2024. If ratified by November 1, 2025, effective January 1, 2026 December 1, 2025,~~
26 ~~Effective on the first available pay period after ratification as determined by the~~
27 ~~Employer¹, all Salary Ranges described in Section A will be increased by three percent~~
28 ~~(3%). This increase will be based upon the salary schedule in effect on December 31,~~
29 ~~2025 on the date of ratification.~~

30 ~~C. Effective July 1, 2026, all Salary Ranges described in Section A will be increased by two~~
31 ~~percent (2%). This increase will be based upon the salary schedule in effect on June 30,~~
32 ~~2026.~~

33 ~~D. Effective January 1, 2027, all Salary Ranges described in Section A will be increased by~~
34 ~~two percent (2%). This increase will be based upon the salary schedule in effect on~~
35 ~~December 31, 2026.~~

36

¹ May take up to 90 days to implement.

2025-2027 SEIU 1199NW UWMC-NW CBA
Tentative Agreement

3

- 1 Employees who are paid-Y-rated above the maximum for their range on the effective date of the
- 2 increase described in B and C above will not receive the specified increase to their current pay
- 3 unless the new range encompasses their current rate of pay.

Tentatively Agreed To:

For the Union:

For the Employer:

DocuSigned by:
Robin Wyss
9A736501FAAE4A8...
Date 11/14/2025

DocuSigned by:
Jade Hersch
ED538CDB172F42B...
Date 11/13/2025

4

ARTICLE 9 – OTHER COMPENSATION

9.1 Shift Differential.

9.1.1

A. Service and Maintenance Bargaining Unit Shift Differential: Unless noted in 9.1.1(B), employees assigned to work the majority of hours in the second (3-11 p.m.) shift shall be paid a shift differential of one dollar and thirty five cents (\$1.~~50~~35) over the hourly contract rate of pay specified in Appendix B. Employees assigned to work the majority of hours in the third (11 p.m. – 7 a.m.) shift shall be paid a shift differential of ~~two dollars~~five dollars (\$2.~~25~~05.00) per hour over the hourly contract rate of pay specified in Appendix B. See Appendix A for those job classifications that are grandfathered with higher shift differentials. ~~Employees shall be paid shift differential for those hours worked on a second and third shift if four (4) or more hours are worked on the designated shift, provided this section shall not apply to clinic employees regularly scheduled to commence work before 1:00 p.m.~~

~~Shift differential shall be paid for the entire shift which qualifies. When an employee works an equal number of hours during day shift and evening shift, or evening shift and night shift, the employee shall be entitled to the greater shift differential for the entire shift. When an employee is regularly assigned to an afternoon or evening shift that qualifies for shift differential, the employee shall continue to receive the shift differential during temporary assignment, not to exceed five (5) working days, to a shift that does not qualify.~~

~~A.B. _____ Certified Nursing Assistants assigned to work the second (3-11pm) shift shall be paid a shift differential of one dollar and fifty cents (\$1.50) over the hourly contract rate of pay specified in Appendix B and Certified Nursing Assistants assigned to work the third shift shall be paid two dollars and twenty-five cents (\$2.25) over the hourly rate of pay specified in Appendix B.~~

9.1.2 Professional Technical and Radiology Supervisor Bargaining Unit Shift

Differential: Employees assigned to work the majority of hours in the work the second (3-11 p.m.) shift shall be paid a shift differential of one dollar seventy-five cents (\$1.75) over the hourly contract rate of pay specified in Appendix B. Employees assigned to work the majority of hours in the third (11 p.m. – 7 a.m.) shift shall be paid a shift differential of two five dollars and (\$2.~~50~~5.00) over the hourly contract rate of pay specified in Appendix B. ~~The pharmacists' second shift premium shall be \$1.75 and the third shift premium shall be 4.00.~~

9.1.3 Employees who are assigned to and who work the third shift and who continue working into the first (1st) shift shall continue to receive the third shift differential for all hours worked on the first (1st) shift.

1 **9.1.4.** Employees who are assigned to and who work the second (2nd) shift and who are
2 assigned to start their shift between 1 p.m. and 3 p.m. shall receive second (2nd) shift
3 differential for hours worked on the first shift between 1 p.m. and 3 p.m.

4 **9.1.5.** Employees who are assigned to and who work the third shift and who are
5 assigned to start their shift between 9 p.m. and 11 p.m. shall receive third shift
6 differential for hours worked on the second (2nd) shift between 9 p.m. and 11 p.m.

7 **9.2 Low Census Standby Pay.** Employees placed on standby status off hospital premises as a
8 result of low census shall be compensated at the rate of ~~three dollars and seventy-five ce four~~
9 ~~dollarsnts~~ (\$~~3.754.00~~) per hour. Standby hours shall be counted as hours worked for purposes
10 of computing seniority and benefits. Employees called back to work while on standby status
11 shall be paid shift differential for those hours worked on a second or third shift and shall be
12 compensated at the regular rate of pay when called to their regular shift with a minimum
13 guarantee of four (4) hours in addition to standby pay.

14 **9.3 Callback Pay.** Employees assigned to be on call during the hours outside the employee's
15 scheduled shift shall be paid seven dollars (\$7.00) per hour for all standby. When called back,
16 the employee shall receive time and one-half (1-1/2) for a minimum of three (3) hours in addition
17 to on-call pay. Travel time to and from the hospital and/or a clinic shall not be considered time
18 worked. The minimum callback hours shall not apply when the employee reports for work in
19 advance of an assigned shift. On-call hours shall not count toward seniority or benefit accrual.
20 Employees in the Service and Maintenance bargaining unit on callback shall be provided with
21 signal devices for the time the employee is on standby. Employees who are on low census shall
22 not be required to be on standby for that low census shift. Call back from standby does not
23 apply until after forty-five (45) minutes after the end of the scheduled shift. The minimum
24 callback hours shall not apply more than once in a sixty (60) minute period.

25 **9.3.1 Callback Guidelines.** ~~On-call Standby~~ shall not be used to avoid filling vacant
26 positions. The Employer will schedule procedures in the best interests of the patient and
27 will make a good faith effort to schedule such patient procedures so that callback is not
28 required. ~~Within ninety (90) days of ratification, the Employer will develop a reporting tool~~
29 ~~to track and review patterns in call utilization and stand-by hours.~~

30 Standby shall not be used to avoid filling vacant positions. The Employer will schedule procedures
31 in the best interests of the patient and will make a good faith effort to schedule such patient
32 procedures so that callback is not required. The Employer will follow RCW 49.28.140 regarding non-
33 urgent work, as determined by the Provider.

34 ~~**9.3.2** The following provision applies to hospital employees only. The Call Staffing~~
35 ~~Committee has a Management Co-Chair and a Union-appointed Co-Chair. The~~
36 ~~committee shall have an equal number of representatives from management and staff~~
37 ~~from units with mandatory call. The Union shall appoint the staff representatives. The~~
38 ~~Chief Nursing Officer or their designee shall serve on this committee. The committee~~
39 ~~shall meet on a monthly basis to develop a charter and develop criteria to evaluate the~~
40 ~~effectiveness of on-call processes. The Call Staffing Committee will review and discuss~~
41 ~~the data from the tracking tool and may also mutually agree to review additional data as~~
42 ~~needed. The Committee may also make recommendations around call staffing and may~~

~~mutually agree to mechanisms to authorize incentives to respond to urgent staffing needs.~~

~~**9.3.3 On-Call Standby Hours.** The maximum mandatory scheduled on-call hours will be implemented within ninety (90) days of ratification of the 2021-2023 contract. When the monthly average on-call standby hours for a group of employees or an individual (who have/has an expectation to share in the unit's collective on-call) meets or exceeds one hundred twenty (120) hours per month, the Call Staffing Committee, upon request of the employee or the Union, will meet to determine a course of action to lower the on-call standby hours. Management, with the committee, will endeavor to immediately lower the overall mandatory on-call standby hours. The committee will continue to meet to determine a course of action to lower on-call standby hours long term. If, after sixty (60) days, the mandatory scheduled on-call standby hours remain over the established mandatory maximum, the next level of management for the department will participate in the committee's work to facilitate a course of action to lower the on-call standby hours.~~

Callback Tracking. The Employer will provide a reporting tool that tracks call utilization and stand-by hours. The report will be provided to the Union on a quarterly basis for the bargaining units sorted in order of the highest to lowest call utilization. Following distribution of the reporting tool, the Union or Employer may request a meeting to discuss any specific unit or department they have concerns about. When a meeting is requested, topics for discussion will be identified as well as attendees.

Ad Hoc Call Staffing Committee. Committee meetings will be attended by at least one management representative from each designated unit or department. The Union will have up to two (2) representatives per unit or department. From ratification to July 1, 2026, the committee will meet monthly if requested by either the Union or the Employer. After July 1, 2026, the committee will meet on a quarterly basis when requested by either the Union or Employer for at least one (1) hour. When a meeting is needed, employees will be paid the appropriate rate of pay for the meeting time. Employees will be provided thirty (30) minutes of paid time to pre-meet before a committee meeting.

Within 3 months of ratification, a Call Committee meeting including the UWMC CEO will take place. Topics for discussion and other attendees will be identified one month before the meeting.

9.3.4 Callback Relief. Subject to patient care considerations, the Employer will make a good faith effort to provide relief for an employee who requests the immediate next scheduled shift off or offer a change in the employee's start time or end time for the immediate next scheduled shift when the employee has been called in from standby and working on-call within eight (8) hours of the start of their next scheduled shift. At the employee's request, a vacation day can be used. This schedule adjustment will not count as an occurrence per the Employer's Dependability Policy.

9.3.5 Standby Low Census. An employee who is on standby who is and called back to work can be released and put back on stand-by due to low census prior to seeking volunteers.

1 9.35. Pre-Scheduled Voluntary Overtime. Once the initial schedule bid is incorporated
2 and posted, the Employer may offer pre-scheduled overtime. Pre-scheduled overtime
3 work must be approved in advance by the Employer and will be considered an “extra
4 shift.” Pre-scheduled overtime shifts will be paid at the appropriate rate of pay and
5 offered to all SEIU1199NW employees covered in this CBA, including intermittent and
6 nonpermanent employees. Staff must be scheduled to meet their FTE or
7 intermittent/non-permanent minimum work availability requirement before qualifying for
8 pre-scheduled overtime shift.

9 a. Any pre-scheduled overtime shifts worked above the employees FTE will be
10 compensated at the rate of time and one-half (1.5x) the regular rate of pay plus an
11 additional two (2) hours of extra pay for the shift.

12 i. Shift differential pay shall be paid for hours worked.

13 ii. The additional pay shall be compensated at the regular rate of pay.

14 b. If the shift is canceled at least one (1) hour prior to the start of the shift, the premium
15 will not be paid.

16 c. Failure by the Employer to notify or attempt to notify staff of cancellation at least one
17 (1) hour in advance of the shift will result in the staff member receiving the premium pay
18 (time and one-half (1.5x) the staff member’s regular rate) for a minimum work period of
19 three (3) hours.

20 d. This premium pay is in addition to all other compensation contained in the CBA except
21 this compensation cannot be bundled with call back.

22 After the initial scheduled bid s incorporated and posted, the Employer may also offer
23 extra shifts at straight time (up to 1.0 FTE).

24 9.4 Custodian Lead Assignment. Custodians assigned lead duties by the Employer will
25 be paid two dollars (\$2.00) per hour for the duration of the assignment. A lead is one
26 who is assigned lead responsibilities as defined by management but does not have
27 supervisory authority. A lead assignment is delegated responsibility for training,
28 assigning, organizing, and scheduling work and reviewing completed work assignments.
29 Lead assignment pay may be for an indefinite period, solely determined by the employer
30 and it shall not provide the basis for an allocation or reallocation under Article 30.

31 ~~**9.4 Lead Pay.** A lead primarily performs the same work as others in the classification; in~~
32 ~~addition, they are directly accountable for monitoring and reviewing work assignments of other~~
33 ~~employees, checking work for accuracy, assisting in and independently making daily work~~
34 ~~assignments, assisting with and independently developing work schedules, or giving advice and~~
35 ~~work instructions to other employees.~~

36 ~~**9.4.1 Service and Maintenance Bargaining Unit Lead Pay:** An employee temporarily~~
37 ~~assigned by the Employer to fill in for a lead employee or supervisor shall receive one dollar and~~
38 ~~twenty five cents (\$1.25) per hour over the regular rate of pay for all hours worked in the lead~~
39 ~~position.~~

1 ~~**9.4.2 Professional Technical Bargaining Unit Lead Pay:** An employee temporarily assigned~~
2 ~~by the Employer to fill in for a lead employee or supervisor shall receive two dollars (\$2.00) per~~
3 ~~hour while working as a lead.~~

4 **9.5 Work in Advance of Shift.** When an employee is required to report for work in advance of
5 their assigned shift and continues working during the scheduled shift, all hours worked prior to
6 the scheduled shift shall be paid at time and one-half (1-1/2) the regular rate of pay. Work
7 performed during the scheduled shift shall be paid at the regular rate of pay. An employee who
8 reports to work in advance of the assigned shift will not be released from duty prior to the
9 completion of that scheduled shift for the purpose of avoiding overtime pay unless there is
10 mutual consent or low census.

11 **9.6 Temporary Assignment to a Higher Position (now used for substitute lead pay).** The
12 employing official may temporarily assign a regular monthly employee the duties and
13 responsibilities of a higher-level class for up to one (1) year. Such appointments shall be made
14 in increments of no more than six (6) months. The employee shall be paid a temporary hourly
15 increase (THI) at the salary step which represents of at least a five percent (5%) increase over
16 the present salary but not to exceed the maximum of the range for the higher classification.
17 Such increase shall be effective the first day of the assignment when approved.

18 **9.7 Weekend Premium.** The weekend shall be defined as all hours between 11:00 p.m. Friday
19 and 11:00 p.m. Sunday. Premium pay provided for in this section shall not apply to time spent
20 for educational purposes.

21 **9.7.1 Service and Maintenance Bargaining Unit Weekend Premium:** An employee
22 required to work a weekend shift shall receive ~~one dollar and fifty cents~~four dollars
23 ~~(\$4.001.50)~~ per hour premium pay for each hour worked on the weekend in addition to
24 the employee's regular rate of pay.

25 **9.7.2 Professional Technical Bargaining Unit Weekend Premium:** An employee
26 required to work a weekend shift shall receive ~~two dollars and fifty cents~~four dollars
27 ~~(\$2.504.00)~~ per hour premium pay for each hour worked on the weekend in addition to
28 the employee's regular rate of pay.

29 ~~**9.8 Sunday Night Premium.** Any employee who works a Sunday night shall receive three dollars~~
30 ~~(\$3.00) per hour premium pay for each hour worked on the Sunday night shift in addition to the~~
31 ~~nurse's regular rate of pay. Sunday night shall be defined as 7:00 p.m. on Sunday through 7:00~~
32 ~~a.m. on Monday. Employees shall be paid the Sunday Night premium if the majority of hours are~~
33 ~~worked during the designated timeframe. This premium cannot be combined with any Weekend~~
34 ~~Premium.~~

35
36 **9.8 Preceptor Premium.** All employees who work as preceptors as defined in Article 4.6 shall
37 receive ~~one dollar and fifty cents~~two dollars ~~(\$1.502.00)~~ per hour premium pay for each hour
38 they precept. This is in addition to any and all other premiums. Leads are not eligible for this
39 premium.

1 **9.9 CNA and Unit Secretary Float Pool Premium Pay.** CNAs and Unit Secretaries assigned to
2 the Float Pool will be paid two dollars twenty-five cents (\$2.25) per hour for hours worked in the
3 Float Pool.

4 **9.10 Certification Pay Professional/Technical Classifications.** Employees certified in a
5 specialty area by a national or state organization and working in that area of certification shall
6 be paid a premium of one dollar and twenty-five cents (\$1.25) per hour, provided the particular
7 certification has been approved by the Director, or designee, and further provided that the
8 employee continues to meet all educational and other requirements to keep the certification
9 current and in good standing. A certified employee is eligible for only one certification premium,
10 regardless of other certifications the employee may have. Certified employees will notify their
11 respective Director, or designee, in writing at the time certification is received, providing a copy
12 of the original certification document. Certification pay will be effective the first full pay period
13 after the date documentation is received by the Supervisor. Certification pay will not be paid for
14 certifications that are not applicable to the employee's current area of
15 responsibility. Certification pay will not be paid for certifications that are required as a minimum
16 qualification for their position. Licensed Social Workers listed in 9.11 are excluded from
17 certification pay.

18 **9.11 Social Worker Licensure Pay.** License Pay in the amount of one dollar and fifty cents
19 (\$1.50) per hour will be provided to all Social Workers who are licensed by the State of
20 Washington as an Advanced Social Worker or Independent Clinical Social Worker. License Pay
21 will be provided on the first available pay period after the Social Worker has provided proof of
22 licensure to the appointing authority or designee.

23 9.12 Field Training Officer. When a Hospital Security Officer has been designated as a Field Training
24 Officer for a new employee they will receive a seven percent (7%) increase for all the hours they
25 provide direct training/instruction. This is paid as a temporary hourly increase (THI).

26

27 **9.1~~32~~ Modality Pay**

- 28 A. Modality Pay 1 - A premium of \$1.25/hour for staff actively participating in a new training
29 program for a new modality.
- 30 B. Modality Pay 2 - A premium of \$1.50/hour for staff assigned to conduct
31 examinations/studies in a modality other than that described in the current classification
32 of the position. For two modalities where the employee is scheduled for at least forty
33 percent (40%) in the second modality, the premium pay will be for all hours worked.
34 Where the employee is scheduled for less than forty percent (40%) in the second
35 modality, the premium will apply for all hours worked in a shift.
- 36 C. Modality Pay 3 - A premium of ~~\$1.75~~2.00/hour for staff assigned as a preceptor to other
37 staff. Leads are not eligible for this premium.
- 38 D. The parties agree that Modality Premium Pay will be applicable only to the job titles
39 below.

Job Code	Temporary Job Code	Job Title
21321	21521	DIAGNOSTIC MEDICAL SONOGRAPHER
21407	21607	DIAGNOSTIC MEDICAL SONOGRAPHER LEAD
21384	21584	IMAGING TECHNOLOGIST
21886	21887	IMAGING TECHNOLOGIST TRAINEE
21317	21517	IMAGING TECHNOLOGIST-COMP TOMO
21320	21520	IMAGING TECHNOLOGIST-LEAD
21369	21569	IMAGING TECHNOLOGIST-MAG-RES IMAGING
21405	21605	IMAGING TECHNOLOGIST-MAMMO
21349	21549	INTERVENTIONAL TECH
21371	21571	NUCLEAR MED TECHNOLOGIST 1
21386	21586	RADIOLOGY TECH LEAD
21416	21616	SPEC MAMMO & BRST US TECH
21392	21592	SPEC MAMMOGRAPHY TECH

1

23037	Advanced Cardiac Technologist (NE H NI SEIU 1199NW UWMC Northwest Professional)	Add
21408	Advanced Cardiac Technologist (NE H SEIU 1199NW UWMC Northwest Professional)	Add
22972	Advanced Cardiac Technologist Lead (NE H NI SEIU 1199NW UWMC Northwest Professional)	Add
21303	Advanced Cardiac Technologist Lead (NE H SEIU 1199NW UWMC Northwest Professional)	Add
22958	Diagnostic Medical Sonographer (NE H NI SEIU 1199NW UWMC Northwest Professional)	
21321	Diagnostic Medical Sonographer (NE H SEIU 1199NW UWMC Northwest Professional)	
23036	Diagnostic Medical Sonographer Lead (NE H NI SEIU 1199NW UWMC Northwest Professional)	
21407	Diagnostic Medical Sonographer Lead (NE H SEIU 1199NW UWMC Northwest Professional)	
23015	Imaging Technologist (NE H NI SEIU 1199NW UWMC Northwest Professional)	
21384	Imaging Technologist (NE H SEIU 1199NW UWMC Northwest Professional)	
23101	Imaging Technologist Trainee (NE H NI SEIU 1199NW UWMC Northwest Professional)	
21886	Imaging Technologist Trainee (NE H SEIU 1199NW UWMC Northwest Professional)	
22954	Imaging Technologist-Comp Tomo (NE H NI SEIU 1199NW UWMC Northwest Professional)	
21317	Imaging Technologist-Comp Tomo (NE H SEIU 1199NW UWMC Northwest Professional)	
22957	Imaging Technologist-Lead (NE H NI SEIU 1199NW UWMC Northwest Professional)	
21320	Imaging Technologist-Lead (NE H SEIU 1199NW UWMC Northwest Professional)	
23000	Imaging Technologist-Mag Res Imaging (NE H NI SEIU 1199NW UWMC Northwest Professional)	

2025-2027 SEIU 1199NW UWMC-NW CBA
Tentative Agreement

21369	Imaging Technologist-Mag Res Imaging (NE H SEIU 1199NW UWMC Northwest Professional)	
23034	Imaging Technologist-Mammo (NE H NI SEIU 1199NW UWMC Northwest Professional)	
21405	Imaging Technologist-Mammo (NE H SEIU 1199NW UWMC Northwest Professional)	
22982	Interventional Tech (NE H NI SEIU 1199NW UWMC Northwest Professional)	
21349	Interventional Tech (NE H SEIU 1199NW UWMC Northwest Professional)	
23002	Nuclear Med Technologist 1 (NE H NI SEIU 1199NW UWMC Northwest Professional)	
21371	Nuclear Med Technologist 1 (NE H SEIU 1199NW UWMC Northwest Professional)	
23017	Radiology Tech Lead (NE H NI SEIU 1199NW UWMC Northwest Professional)	
21386	Radiology Tech Lead (NE H SEIU 1199NW UWMC Northwest Professional)	
23042	Spec Mammo & Brst US Tech (NE H NI SEIU 1199NW UWMC Northwest Professional)	
21416	Spec Mammo & Brst US Tech (NE H SEIU 1199NW UWMC Northwest Professional)	
23022	Spec Mammography Tech (NE H NI SEIU 1199NW UWMC Northwest Professional)	
21392	Spec Mammography Tech (NE H SEIU 1199NW UWMC Northwest Professional)	

1

Tentatively Agreed To:

For the Union:

For the Employer:

DocuSigned by:
Robin Wyss
Date 11/14/2025
9A736501FAAE4A8...

DocuSigned by:
Jade Hersch
Date 11/13/2025
ED538CDB172F42B...

2

ARTICLE 10 – HOLIDAY

10.1 Holidays. The present holiday schedule includes the following eleven (11) days with pay.

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

~~Holidays are prorated for part time employees. See~~

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.

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

10.2.1 Full Time Employee:

1. Holiday Premium

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.

2. Holiday Pay

a. 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 off, holiday credit, vacation ~~leave~~time off, or ~~leave without pay~~unpaid time off to complete the regularly scheduled work hours for the day.

b. When the holiday falls on the employee’s regularly scheduled day off, the employee will receive eight (8) hours of holiday credit.

10.2.2 Part Time Employee:

1. Holiday Premium

a. 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.

2. Holiday Pay

a. 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.

b. When the holiday falls on the employee’s regularly scheduled day off, the employee will receive a prorated amount of holiday credit based on their FTE. If the employee’s shift is more than the prorated to full-time number of hours earned for the paid holiday, the employee will be allowed to use compensatory time off, holiday credit, vacation time off, or unpaid time off to complete the regularly scheduled work hours for the day.

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

10.2.4. Holiday Credit Use and Payment:

- A. Holiday credit will be used and scheduled by the employee in the same manner as vacation time off in Article 11. Holiday credit must be used before vacation ~~leave-time off~~ unless doing so would cause the employee to exceed the two hundred eighty (280) hour vacation time off accrual limit.
- B. Holiday Credit Cash Out. All holiday credit must be used by June 30th of each year. The employee’s holiday credit balance will be cashed out every June 30th or when the employee leaves University employment for any reason. The employee’s holiday credit balance may also be cashed out when the employee:
 - i. Transfers to a position in their department with different funding sources or,
 - ii. Transfers to a position in another department.

10.3. Personal Holiday. Each employee may select one (1) personal holiday each calendar year in accordance with the following:

- A. The employee has been continuously employed by the University for more than four (4) months;
- B. The employee has requested and been approved to take the personal holiday in accordance with Article 10 Holiday ~~and,~~

10.3.1 It is the employee’s responsibility to schedule the Personal Holiday before December 31st each year, if not requested it is forfeited.

10.3.2 Entitlement to the holiday will not lapse when it is cancelled by the Employer and cannot be rescheduled before December 31st.

1
2
3
4
5
6
7
8
9

10.3.3 Full-time employees shall receive eight (8) hours of regular pay for the personal holiday. Part-time employees shall be entitled to a pro-rated number of paid hours on a Personal Holiday. Any differences between the scheduled shift for the day and ~~eight (8)~~ the amount earned as Personal Holiday hours may be adjusted by ~~use of~~ use of compensatory time, holiday credit, ~~use of~~ vacation ~~leave~~time off, or ~~leave without pay~~unpaid time off.

~~**10.3.4** Part time employees shall be entitled to a pro-rated number of paid hours on a Personal Holiday based on their FTE.~~

Tentatively Agreed To:

For the Union:

For the Employer:

DocuSigned by:
Robin Wyss
Date 7/25/2025 9A736501FAAE4A8...

DocuSigned by:
kristi Aravena
Date 7/27/2025 255BCC783CD346E...

10
11

ARTICLE 11 – VACATION TIME OFF

1
2
3
4
5
6

7
8
9
10
11
12
13
14
15
16

11.1. Policy. To the degree possible vacation time off shall be scheduled in accordance with the preference of the employee.

11.2. Accrual. Employees will accrue vacation time off during the new hire probationary period. The current accrual schedule for full-time employees is as follows:

1 st year	12 days
2 nd year	13 days
3 rd year	14 days
4 th year	15 days
5 th year	16 days
6 th year	17 days
7 th year	18 days
8 th year	19 days
9 th year	20 days
10 th year	21 days
11 th year	22 days
12 th - 19 th year	23 days
20 th - 24 th year	24 days
25 th year or more	25 days

11.3 The annual vacation schedule for use of vacation time off in each department shall be established in the existing departmental manner if adequate or in the following manner:

Twice each year, on or about April 1 and October 1, a vacation request sheet shall be circulated by the department to the bargaining unit employees. Each employee shall indicate their preferences of a vacation time period. In the event that two (2) or more employees request the same vacation period and supervision must limit the number of persons who may take vacation leave at one (1) time due to work requirements, preference shall be determined by departmental seniority. If departmental seniority is equal, the determination will be decided by lot.

Supervision shall post the vacation schedule by May 1 and November 1, which shall remain in effect for each succeeding six (6) months; that is, June 1 through November 30 and December

1 1 through May 31, respectively. Individual vacation periods may be changed at any time by
2 mutual agreement between the employee(s) concerned and supervision. However, in no case
3 shall an employee's scheduled vacation interfere with the necessary work of the organization,
4 the determination of which shall rest with supervision.

5 **11.3.1** Employees may make supplemental vacation requests (requests made outside
6 the provisions of 11.3.a) at any time. However, such supplemental requests shall not
7 take precedence over requests scheduled in accordance with 11.3.a. Individual vacation
8 periods may be changed at any time by mutual agreement between the employee(s)
9 concerned and supervision; however, in no case shall an employee's scheduled vacation
10 interfere with the necessary work of the organization, the determination of which shall
11 rest with supervision. An employee who makes a supplemental vacation request will be
12 notified whether the request is approved or denied within a reasonable period of time,
13 but in no case more than fourteen (14) calendar days after the supplemental vacation
14 request is submitted.

15 **11.3.2** Any bargaining unit employee who may transfer into a department shall alter their
16 preferred vacation period for that year if in conflict with a previously established vacation
17 schedule for that department and the affected employees and department are unable to
18 mutually resolve the conflict.

19 **11.3.3 Vacation Denial.** When an employee's vacation cannot be approved, the
20 supervisor shall schedule the employee's vacation at the next earliest date requested by
21 the employee and deemed possible by the supervisor. If an employee's request for
22 vacation leave is denied, the Employer, upon request, must provide the reason for
23 denying vacation leave electronically or in writing.

24 **11.3.4 Vacation Cancellation.** In the event that the University cancels an employee's
25 scheduled vacation, leaving no time to reschedule such vacation before the employee's
26 maximum balance will be reached, the employee's vacation balance will be permitted to
27 exceed the allowable maximum and the employee will continue to accrue vacation for a
28 period of up to six (6) months in order to allow rescheduling of the employee's vacation.

29 **11.3.5 Holiday Rotation.** Vacation requests filed in accordance with 11.3.a for the week
30 including Thanksgiving and the weeks including Christmas Day and New Year's Day
31 shall be granted on a rotating basis. The rotation will begin with the most senior person
32 and shall proceed in that order until all staff wishing to take vacation leave during those
33 holiday periods have done so. No employee shall be granted more than one (1) of the
34 aforementioned weeks in a single year, unless there are no other interested employees
35 and the department is able to grant the request based on operational needs.

36 **11.4. Vacation Time Off Accumulation.** An employee may accumulate a vacation balance,
37 which normally shall not exceed two hundred and eighty (280) hours. An employee may elect to
38 accrue in excess of two hundred and eighty (280) hours but must receive approval to use the
39 excess balance prior to the next anniversary date or lose those hours accrued in excess of two
40 hundred and eighty (280).

1 **11.5. Vacation Time Off Cash Payment.** Any employee who has been employed for at least six
2 (6) continuous months, who either resigns or retires, is laid-off or is terminated by the University
3 shall be entitled to accrued vacation pay.

4

Tentatively Agreed To:	
For the Union:	For the Employer:
<p>DocuSigned by: <i>Robin Wyss</i> 9A736501FAAE4A8...</p>	<p>DocuSigned by: <i>Kristi Aravena</i> 255BCC783CD346E...</p>
_____ Date 10/12/2025	_____ Date 8/28/2025

5

ARTICLE 12 – SICK TIME OFF

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26
27
28
29
30
31
32
33
34
35
36
37
38
39

12.1. Sick Time Off Accrual. Full-time employees (prorated for part-time) accrue eight (8) hours of sick time off for each month of completed ~~regular~~ monthly service. Employees with ~~leave without pay~~ unpaid time off 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.

12.2 Definition of Family Member. “Family members” includes biological, adoptive, de facto, or foster parent, stepparent, or legal guardian of an employee or the employee’s spouse or domestic partner, or a person who stood in loco parentis when the employee was a minor child; sibling, spouse, state registered domestic partner, grandparent, grandchild, grandchild of a spouse, or child, regardless of age or dependency status, including a biological, adopted or foster child, stepchild, child’s spouse, or a child to whom the employee stands in loco parentis, is a legal guardian, or is a de facto parent. Family members include those persons in a “step” relationship. Family member also includes any individual who regularly resides in the employee’s home or where the relationship creates an expectation that the employee care for the person, and that individual depends on the employee for care. Family member does not include an individual who simply resides in the same home with no expectation that the employee care for the individual.

12.32 Sick -Time- Off –Use. Sick time off shall be allowed ~~an employee~~ under the following conditions.

- a. Because of and during illness, disability or injury which has incapacitated the employee from performing required duties.
 - a. 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.
 - b. 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.
- c. 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. ~~Family members includes biological, adoptive, de facto, or foster parent, stepparent, or legal guardian of an employee or the employee’s spouse or domestic partner, or a person who stood in loco parentis when the employee was a minor child; sibling, spouse, state registered domestic partner, grandparent, grandchild, grandchild of a spouse, or child, regardless of age or dependency status, including a biological, adopted or foster child, stepchild, child’s spouse, or a child to whom the employee stands in loco parentis, is a legal guardian, or is a de facto parent. Family members include those~~

~~persons in a “step” relationship. Family member also includes any individual who regularly resides in the employee's home or where the relationship creates an expectation that the employee care for the person, and that individual depends on the employee for care. Family member does not include an individual who simply resides in the same home with no expectation that the employee care for the individual.~~

d. Sick time off may also be used to provide emergency family care or because of condolence or bereavement (as in Article 18).

d.e. If the employee or the employee’s family member is a victim of domestic violence, sexual assault, or stalking as defined in RCW 49.76.020. The Employer may require the request for leave for this purpose be supported by verification per Administrative Policy Statement 46.8.

f. 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 Employer.

g. The closure of the place of employment by order of a public official for any health-related reason.

e.h. During furlough for benefits maintenance only if the employee has previously exhausted all other paid time off balances.

12.43 Use of Vacation Time Off, Holiday Credit or Compensatory Time Off for Sick Time Off Purposes. An employee who has used all accrued sick time off may be allowed to use accrued vacation time off, holiday credit, and/or compensatory time off for sick time off purposes when approved in advance or authorized by the employee’s departmental supervisor. All available compensatory time must be used prior to accrued vacation time off, unless this will result in the loss of vacation time.

12.4 Restoration of Vacation Time Off. In the event of an incapacitating illness or injury during vacation time off, the employee’s supervisor may authorize the use of sick time off and the equivalent restoration of any vacation time off otherwise charged. Such requests shall be in writing, and a medical certificate may be requested.

12.5 No Abuse of Sick Time Off. Both parties agree that neither the abuse nor the arbitrary denial of sick time off will be condoned. The Employer and the Union agree to work cooperatively toward the resolution of mutually identified problems regarding the use of sick time off.

12.6 Sick Time-Off Verification. The Employer will not require verification for absences of ~~less than~~ three (3) consecutive work days or fewer. Such verification or proof may be given to the supervisor/manager or Human Resources according to departmental policy. The Employer will not make unreasonable requests for sick time off verification.

12.7. Sick Time Off Cash Out. Eligible employees may elect to receive monetary compensation for accrued sick time off as follows:

1 In January of each year an employee whose sick time off balance at the end of the previous
2 year exceeds four hundred and eighty (480) hours may elect to convert the sick time off hours,
3 earned in the previous calendar year, minus those hours used during the year, to monetary
4 compensation. No sick time off hours may be converted which would reduce the calendar year
5 end balance below four hundred and eighty (480) hours. Monetary compensation shall be paid
6 at the rate of twenty-five percent (25%) and shall be based upon the employee's current salary.
7 All converted hours will be deducted from the employee's sick time off balance.

8 Employees who separate from University-State service due to retirement or death ~~shall must~~ be
9 compensated for the unused sick time off accumulation ~~from the date of most recent hire in a~~
10 ~~time-off eligible position with the State of Washington~~ at the rate of twenty-five percent (25%).
11 The employer will deposit the equivalent funds into a Health Reimbursement Account (HRA)
12 through Voluntary Employee's Beneficiary Associate (VEBA) which complies with WAC 357-31-
13 375. Compensation will be based on the employee's wage at the time of separation. For the
14 purpose of this subsection, retirement does not include "vested out-of-service" employees who
15 leave funds on deposit with the Department of Retirement Systems (DRS). Furthermore, no
16 contributions will be made to the DRS, nor any other retirement system, for payments under this
17 subsection, nor are such payments reported as compensation for retirement purposes.

18 ~~Compensation shall be based upon the employee's wage at the time of separation. For the~~
19 ~~purpose of this section, retirement shall not include vested out of service employees who leave~~
20 ~~funds on deposit with the retirement system.~~

21 Former eligible employees who are re-employed within ~~three-five~~ (35) years of their separation
22 from service shall be granted all unused sick time off credits, if any, to which they are entitled at
23 time of separation.

24 **12.8. Family Care Leave.** In accordance with RCW 49.12 and WAC 296-130, employees shall
25 be allowed to use any or all ~~of~~ their choice of sick ~~leave-time off~~ or other paid time off to care for
26 a family member (as defined above) who has a serious health condition or an emergency
27 condition. Employees shall not be disciplined or otherwise discriminated against because of
28 their exercise of these rights.

29 **12.9 NWH Carryover.** NWH Carryover may be used in the same way as UW Sick Time Off,
30 except that NWH Carryover cannot be cashed out at retirement, will not be considered in the
31 Annual Attendance Incentive Program, does not transfer to positions outside UW Medicine, and
32 will not transfer if the employee takes a job with another state agency. Employees who have
33 NWH Carryover ~~will be encouraged to should~~ use it to cover absences when appropriate before
34 using UW Sick Time Off.

35

36

37

38

39

Tentatively Agreed To:

For the Union:

For the Employer:

DocuSigned by:
Robin Wyss
Date 7/25/2025
9A736501FAAE4A8...

DocuSigned by:
Kristi Dravena
Date 7/27/2025
255BCC783CD346E...

ARTICLE 13 – MEDICAL AND INSURANCE BENEFITS

13.1

- a. For the 202~~53~~-202~~75~~ 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 (PE~~EB~~B). In no instance will the employee contribution be less than two percent (2%) of the EMC per month.
- b. 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 PE~~EB~~B-~~Board~~.

Article 13.1 (B) will expire June 30, 202~~75~~.

13.2

- 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.~~

13.3 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.

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

9 **13.4** The ~~PEBB Program~~ shall provide information on the Employer sponsored Insurance
10 Premium Payment Program on its website and in an open enrollment publication annually.

11 **13.5 Medical-Flexible Spending Arrangement**

- 12 a. During January 202~~6~~4 and again in January 202~~7~~5, the Employer will make available
13 ~~two-three~~ hundred ~~fifty~~ dollars (~~\$250~~~~300~~) in a ~~medical-f~~lexible ~~S~~pending ~~a~~rrangement
14 (FSA) account for each bargaining unit member represented by a Union in the Coalition
15 described in RCW 41.80.020(3), who meets the criteria in Subsection 13.5 (b) below.
- 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 1. Is occupying a position that has an annual full-time equivalent base salary of
19 sixty ~~eight~~ thousand ~~and four hundred~~ dollars (~~\$680,400~~~~0~~) or less on November 1
20 of the year prior to the year the Employer FSA funds are being made available;
21 and
 - 22 2. Meets PEBB program eligibility requirements to receive the employer contribution
23 for PEBB medical benefits on January 1 of the plan year in which the Employer
24 FSA funds are made available, is not enrolled in a high-deductible health plan,
25 and does not waive enrollment in a PEBB medical plan except to be covered as
26 a dependent on another PEBB non-high deductible health plan.
 - 27 3. Hourly employees' annual base salary shall be the base hourly rate multiplied by
28 two thousand eighty-eight (2088).
 - 29 4. Base salary excludes overtime, shift differential and all other premiums or
30 payments.
- 31 c. ~~An-medical~~ FSA will be established for all employees eligible under this Section who do
32 not otherwise have one. An employee who is eligible for Employer FSA funds may
33 decline this benefit but cannot receive cash in lieu of this benefit.
- 34 d. The provisions of the State's salary reduction plan will apply. In the event that a federal
35 tax that takes into account contributions to a FSA is imposed on PEBB health plans, this
36 provision will automatically terminate. The parties agree to meet and negotiate over the
37 termination of this benefit.

38

39

Tentatively Agreed To:

For the Union:

DocuSigned by:

Robin Wyss

9A736501FAAE4A8...

Date 7/25/2025

For the Employer:

DocuSigned by:

Kristi Aravena

255BCC783CD346E...

Date 7/27/2025

1

2

ARTICLE 14 – UNPAID ABSENCE

14.1. Unpaid Absence. In addition to the circumstances specified elsewhere in this Agreement, the Employer, in its discretion may approve an unpaid absence for the following reasons specified below. Unpaid absences 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.

14.2. Unpaid absences 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 leave with pay (see Article 14.4)
- e. Education
- f. Formal collective bargaining
- g. Leave taken voluntarily to reduce the effect of a layoff
- ~~h. Union project activities~~ Temporary Employment with the Union (see Article 2.9)
- h. Faith or conscience**
- ~~i. To accommodate annual work schedules of employees occupying cyclic year positions~~
- j.i. As otherwise provided for in this Agreement

14.3. Unpaid absences for the following reasons are not covered by this Article:

- a. Compensable work-related injury or illness
- b. Military service
- c. Leave for serious health condition taken under the provisions of the Family and Medical Leave article
- d. Leave authorized by the Employer as part of a plan to reasonably accommodate a person of disability
- e. Disability due to pregnancy or childbirth
- f. Parental leave
- ~~g. Union activities~~

14.4. Conditions Applicable to Unpaid Absence. Employees must submit any request for an unpaid absence in writing when feasible prior to the unpaid absence being used. Except as required by law, a request for unpaid absence 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 unpaid absence
- c. The unpaid absence must not, ~~at~~ the discretion of the University, interfere with operational needs.

1 **14.5. Cancellation of Unpaid Absence.** The Employer may cancel an unpaid absence upon
2 finding that the employee is using the unpaid absence for purposes other than those specified at
3 the time of approval, or where there are extreme circumstances requiring the employee's return
4 to work. The Employer will provide written notice to the employee that an unpaid absence has
5 been cancelled. The notice will set a date for the employee's return to work. Unless mutually
6 agreed, the employee's failure to return to work on the date prescribed will be considered job
7 abandonment.

8 **14.6. Benefits During Unpaid Absence.** Employees are encouraged to contact the ~~Integrated~~
9 ~~Service Center~~Benefits Office prior to any unpaid absence to understand impact on benefits and
10 learn about other points to consider.

11 **14.7. Returning Employee Rights.** Employees returning to work following approved unpaid
12 absence will be returned to the position they held prior to the unpaid absence pay or to another
13 position in the same classification in the same geographical area unit and organizational unit. In
14 the event the employee's position is substantially impacted during the time the employee is on
15 unpaid absence, they will be notified in writing and provided a time in which to exercise any
16 rights available pursuant to this Agreement.

17 **14.8. Reasons Unpaid Time Off Can Be Taken**

18 **a. Educational Time Off.** After applicable accrued time off has been exhausted, unpaid time off
19 may be granted for the duration of actual attendance in an educational program.

20 **14.9b. Government Service Time Off.** After applicable accrued time off has been exhausted,
21 unpaid 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 **14.10c. Volunteer or Community Service Time Off.** After applicable accrued time off has been
24 exhausted, unpaid time off may be granted for community volunteerism or service.

25 **14.11d. Formal Collective Bargaining Time Off.** Unpaid time off may be granted to participate
26 in formal collective bargaining sessions authorized by RCW 41.80 as mutually agreed by the
27 parties.

28 ~~**14.12. Disability Leave.** Disability leave may be a combination of the employee's accrued sick
29 time off, vacation time off, personal holiday, compensatory time, and/or unpaid time off, the
30 combination of which may be determined by the employee. If disability leave is taken as an
31 unpaid absence, the employee may apply eight (8) hours of accrued paid time off per month
32 during at least the first four (4) months of disability leave to provide for continuation of employer
33 paid health benefits. The interspersed paid time off will be applied to the first working day of the
34 month.~~

35 **e. Leave taken voluntarily to reduce the effect of a layoff**

36 **f. Union project activities**

37 **g. Faith or conscience: Under RCW 1.16.050, all employees have the option to take up to two**
38 **unpaid holidays per calendar year for reasons of faith or conscience or for an organized activity**
39 **conducted by a religious denomination, church, or religious organization.**

1

Tentatively Agreed To:

For the Union:

For the Employer:

Date 9/24/2025

DocuSigned by:

Robin Wypa

9A736501FAAE4A8...

Date 8/28/2025

DocuSigned by:

Kristi Aravena

255BCC783CD346E...

2

ARTICLE 15 – FAMILY MEDICAL LEAVE ACT AND PARENTAL LEAVE

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

- a. parental leave to care for a newborn or newly placed adopted or foster child; or
- b. personal medical leave due to the employee's own serious medical condition that requires the employee's absence from work; or
- c. family medical leave to care for a family member who suffers from a serious medical condition that requires care or supervision by the employee. Family Member is defined as: the employee's spouse or same or opposite sex domestic partner, child, parent, grandparent, grandchild, sister, or brother. It also includes individuals in the following relationships with the employee's spouse or domestic partner: child, parent, and grandparent. "Child" also includes any child residing in the employee's home through foster care, legal guardianship or custody. Family members include those persons in a "step" relationship.

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

- a. While on leave covered by FMLA, the employee must use accrued paid time off before unpaid time off for the absence unless it runs concurrently with Washington Family and Medical Leave (PFML). With respect to employees who receive workers' compensation time-loss benefits, employees may elect to receive time-loss exclusively, or may elect to receive a combination of time-loss and accrued leave. All other provisions of Article 15 shall apply to work-related injury leave that is designated as FMLA leave.
- b. The Employer will not require the use of paid time off such that it would result in the employee having fewer than eighty (80) hours of accrued vacation time off or eighty (80) hours of accrued sick time off, counted separately, upon return to work. Vacation and sick time off that has been requested and approved prior to the request for the use of FMLA will not be considered when requiring employees to use time off during FMLA-covered leave. This does not apply during an absence covered by the Washington Family and Medical Leave Program (PFML).

15.3. The University will continue the employee's existing employer-paid health insurance benefits during the period of leave covered by FMLA. If necessary, due to continued personal medical or parental leave approved beyond the FMLA period, or if the employee is not eligible

1 for FMLA, the employee may elect to use eight (8) hours of accrued applicable paid leave for
2 continuation of employer paid health insurance benefits for the duration of the approved leave of
3 absence. The interspersed paid leave will be applied to the first working day of the month.

4 **15.4.** FMLA leave may be taken intermittently or as part of a reduced work schedule when
5 medically necessary

6 **15.5. Parental Leave.** Parental leave is defined as: up to six (6) months of leave taken after the
7 birth of a child to the employee, spouse or domestic partner, or because of the placement of a
8 child with the employee or domestic partner through adoption or foster care, including time
9 covered by the FMLA, during the first year after the child's birth or placement. Leave beyond the
10 period covered by FMLA may only be denied by the Employer due to operational necessity.
11 Extensions beyond six (6) months may be approved by the Employer. For birth parents,
12 temporary disability leave for pregnancy is in addition to parental leave.

13 To be paid during Parental leave the employee must use accrued vacation time off, sick time off
14 up to eighteen (18) weeks (720 hours), personal holiday, holiday credit, or compensatory time,
15 the combination of which may be determined by the employee. Employees must use all
16 applicable accrued time off prior to going on unpaid time off, unless it runs concurrently with
17 Washington Paid Family and Medical Leave (PFML).

18

Tentatively Agreed To:

For the Union:

For the Employer:

DocuSigned by:
Robin Wyss
9A736501FAAE4A8...
Date 10/12/2025

DocuSigned by:
Kristi Aravena
255BCC783CD346E...
Date 8/28/2025

19

ARTICLE 16 – WASHINGTON PAID FAMILY AND MEDICAL LEAVE PROGRAM

16.1 Washington Paid Family Medical and 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 outlines~~ 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 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 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.15.060(2), the University has elected to offer supplemental benefits in the form of sick time off, vacation time off, personal holiday, holiday credit, holiday taken, bereavement time off, or compensatory time off.

Employees requesting PFML benefits through the Employment Security Department must provide notice to the University as outlined under RCW 50A.15.030.

Tentatively Agreed To:	
For the Union:	For the Employer:
<p>DocuSigned by: <i>Robin Wyss</i></p> <p>Date 7/25/2025</p> <p>9A736501FAAE4A8...</p>	<p>DocuSigned by: <i>Kristi Aravena</i></p> <p>Date 7/27/2025</p> <p>255BCC783CD346E...</p>

2025-2027 SEIU 1199NW UWMC-NW CBA
Tentative Agreement
July 30, 2025

Tentatively Agreed To:

<p>For the Union:</p> <p>_____</p> <p>Date 10/12/2025</p>	<p>For the Employer:</p> <p>_____</p> <p>Date 8/28/2025</p>
---	---

DocuSigned by:

Robin Wyss

9A736501FAAE4A8...

DocuSigned by:

Kristi Aravena

255BCC783CD346E...

ARTICLE 18 – 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 monies (including, but not limited to shift differential and assignment pay) and benefits.

18.1. Civil Duty. Paid time off will be granted for jury duty, to serve as trial witnesses, or to exercise other subpoenaed civil duties such as testifying at depositions. Employees are not entitled to civil time off for civil legal actions that they initiate or when named as a defendant in a private legal action that is unrelated to their University employment. The employee will notify the Employer as soon as they becomes 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.

18.2. Bereavement Time Off. An employee shall be granted up to ~~three-five (53)~~ continuous or non-continuous days of bereavement time off, as requested by the employee, for each death of a family member or loss of pregnancy. Bereavement time off beyond ~~three-five (53)~~ 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-five (53)~~ days: sick, vacation, comp time, or unpaid time off.

Family member is defined as the employee's spouse or same or opposite sex state registered domestic partner, child, child's spouse, parent, grandparent, grandchild, or sibling. Family member also includes individuals in the following relationships with the employee's spouse or domestic partner: child, grandchild, 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. Family member also includes any individual who regularly resides in the employee's home or where the relationship creates an expectation that the employee care for the person, and that individual depends on the employee for care. Family member does not include an individual who simply resides in the same home with no expectation that the employee care for the individual.

1 ~~Family member is defined as a biological, adoptive, de facto, or foster parent, stepparent, or~~
 2 ~~legal guardian of an employee or the employee's spouse or domestic partner, or a person who~~
 3 ~~stood in loco parentis when the employee was a minor child; sibling, spouse, domestic partner,~~
 4 ~~grandparent, grandchild, or child, regardless of age or dependency status, including a biological,~~
 5 ~~adopted or foster child, stepchild, or a child to whom the employee stands in loco parentis, is a~~
 6 ~~legal guardian, or is a de facto parent. Family members include those persons in a "step"~~
 7 ~~relationship.~~
 8

Tentatively Agreed To:

<p>For the Union:</p> <p style="text-align: center;">DocuSigned by: <i>Robin Wypa</i></p> <hr style="width: 100%;"/> <p>Date 7/25/2025 9A736501FAAE4A8...</p>	<p>For the Employer:</p> <p style="text-align: center;">DocuSigned by: <i>Kristi Aravena</i></p> <hr style="width: 100%;"/> <p>Date 7/27/2025 255BCC783CD346E...</p>
--	---

9

10

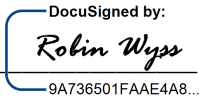

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22

ARTICLE 19 – 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 requests 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.~~

~~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:	
For the Union:	For the Employer:
 <small>DocuSigned by: Robin Wypa 9A736501FAAE4A8...</small>	 <small>DocuSigned by: Kristi Aravena 255BCC783CD346E...</small>
Date 10/12/2025	Date 8/28/2025

23

ARTICLE 20 – COMMITTEES

20.1 Labor/Management Committee. The Employer, jointly with employees selected by the Union, shall establish a Labor/Management Committee to assist with personnel and other mutual problems. The purpose of the Labor/Management Committee shall be to foster improved communication between the Employer and the staff and to improve working conditions and patient and employee satisfaction. The Committee may address staffing issues, including issues related to low census and including developing possible solutions to mitigate low census in specific work areas. The Union may request data to assist in its low census review, and the Employer will in good faith make such information available subject to the availability of information and any Employer confidentiality concerns. Management and the Union agree to study the use of intermittent and nonpermanent employees and investigate the reasons for their employment and utilization. The function of the Committee shall be limited to an advisory rather than a decision-making capacity. The Committee will recommend solutions to identified problems. The Committee shall be established on a permanent basis and shall consist of not more than eight (8) representatives of the Employer and not more than eight (8) bargaining unit employees, with not more than one (1) employee from each job classification and/or department. The Committee will be representative of ~~hospital work areas. The number of Committee participants may be expanded by the mutual agreement of the Employer and the Union.~~ a variety of job classes and departments.

The Committee may meet more or less frequently as mutually agreed upon between the parties, but the Committee shall schedule on a predetermined basis a meeting every other month and otherwise as needed. Meetings will be scheduled for sixty (60) minutes in duration. A Committee meeting shall normally be held during the day shift and at a mutually agreeable time and date. The Committee shall operate under guidance of co-chairs, one to be selected by the Employer and one by the Union. The co-chairs shall prepare a common written agenda for each meeting to be distributed to all Committee members at least three (3) days in advance of the meeting; however, failure to place an item on the agenda shall not preclude the Committee from addressing any issue. Topics for discussion can include, but are not limited to: department specific topics, customer service collaboration, health and safety, training fund collaboration, annual engagement survey process and results. The parties will make a joint plan to record the agenda, action items and decisions with an approval process.

20.1.1 Clinics Labor/Management Committee. The Parties agree there shall be a Labor/Management Committee specifically for the UWMC-NW Clinics within the current bargaining units. The Union shall have up to seven (7) representatives. Management shall have up to seven (7) representatives.

~~**20.2 Customer Service Collaboration.** The Union and Employer recognize that the commitment of UWMC Northwest and its employees to customer service is fundamental to both the hospital's status in the local community and its long term financial stability. Customer satisfaction is only made possible through the commitment of every employee.~~

~~Within thirty (30) days after signing this Agreement, the Labor Management Committee will meet to collaboratively assess how best to further this mission. The members of the Labor Management Committee will be asked to come up with suggested improvements in the processes utilized by unit employees, focusing on ways to improve customer service. Employees participating receive paid release time from their work duties.~~

20.3 Committees in General. The above-referenced committees, although advisory in nature, will be expected to assist in the development of positive change which can be implemented by the Employer with successful results. Each committee will review its progress and effectiveness annually. Minutes will be kept of each meeting for distribution to all members of the committee. Arrangements for and scheduling of meeting rooms will be performed by representatives of the Employer.

20.4 Compensation. ~~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 regular rate of pay. Time worked on Employer established committees and committees mentioned in this contract will not count towards the Rest Between Shift/Shift Break Premium.~~ Employees shall be compensated at their regular rate of pay for all time spent on Employer-established committees and contract committees set forth in this ~~Article 20~~ contract when as members of the committee, they are required to attend committee meetings, or are serving on ad hoc or sub-committees established by the standing committees, and with prior approval, for time spent in preparation and presentation of projects required by the Employer. Paid release time, including 30 minutes for caucus pre-meet time, and thirty (30) minutes for post meeting caucus time. ~~However, meeting times are not construed as work time for purposes of calculating overtime and no overtime shall be claimed or paid for meeting attendance.~~

20.5 Hospital Staffing Committee. Pursuant to RCW 70.41.420, ~~the Parties will follow the Charter agreed to by the members of the Hospital Staffing Committee and filed with the Department of Health. Members of the Hospital Staffing Committee shall be compensated at the applicable rate of pay for all time spent in committee meetings.~~

20.6 Joint UW and SEIU Healthcare 1199NW Strategic Quarterly Labor Management Meetings. ~~The parties will establish a Steering Committee consisting of UW Medicine and Harborview senior level leadership along with SEIU Healthcare 1199NW President and Executive Board Union leadership to meet for the purpose of developing the joint work to be conducted by the Steering Committee. The first tasks of the Steering Committee will be to identify areas of mutual interest to the parties, determine what the goals and scope of the Steering Committee are, establish a decision-making process, introduce reporting out of the committee's work, set the meeting agendas and location, and determine what, if any, training is needed. The Steering Committee shall meet quarterly for one year (or more often if mutually agreeable), discuss the progress of the group, and then decide if/how future work should be organized. The Steering Committee shall not engage in collective bargaining nor shall it supplant or duplicate contract negotiations. The parties may employ the services of a neutral consultant/facilitator.~~

41

42

Tentatively Agreed To:

<p>For the Union:</p> <p>_____</p> <p>Date 9/24/2025</p>	<p>For the Employer:</p> <p>_____</p> <p>Date 8/28/2025</p>
--	---

DocuSigned by:

Robin Wyss

9A736501FAAE4A8...

DocuSigned by:

Kristi Dravena

255BCC783CD346E...

ARTICLE 21 – HEALTH AND SAFETY COMMITTEE

21.1 Employee Health and Safety Committee. The Employer will maintain a safe and healthful work place in compliance with Federal, State and local laws applicable to the safety and health of its employees. The Employer will continue its Employee Safety Committee in accordance with regulatory requirements. The purpose of this Committee shall be to investigate safety and health issues and to advise the Employer of education and preventative health measures for the work place and its employees. The Union may appoint one (1) member to the Committee. Employees are encouraged to report any unsafe conditions to their supervisors and to the Safety Committee and/or the Hospital's Risk Manager by utilizing a Quality Assurance Memo.

21.1.1 Because back and musculoskeletal injuries are a major occupational hazard to healthcare workers, in the interest of prevention, the Committee shall have the authority to consider and make recommendations to the Occupational Medicine Committee regarding the prevention of musculoskeletal injuries, the identification of workplace risks and prevention techniques, including the use of lift teams and mechanical lifting devices, as well as practices already in place in the workplace.

21.2 Tuberculosis Exposure Control Program. At the time of employment, the Employer shall provide a two (2) step Tuberculin PPD screening test at no cost to the employee. In the event of a positive reaction to the test, the Employer will provide a chest x-ray at no cost. The Employer will continue to provide annual PPD screening to all employees at no cost to the employee. Employees may be screened more frequently on an as needed basis. Upon request of a health care provider, a routine blood examination and urinalysis will be provided at no cost to the employee once each year.

21.3 Health and Safety. The Employer remains committed to providing education, products and equipment, work practice controls, and engineering controls to minimize employee risks from occupational injury or exposure. The Employer shall also continue to provide confidential twenty-four (24) hour information and referral for employees sustaining occupational injury or exposure.

21.4 Prevention of Workplace Violence. The Health and Safety Committee shall make recommendations to the Occupational Medicine Committee on hazards and risk factors including training, reporting, incident response and program evaluation.

21.5 Product Evaluation. The Employer's Product Improvement Committee will continue to review and evaluate medical devices that reduce or help prevent employee exposure to blood and/or body fluids. The Committee's evaluation of products will include consideration of cost, applicability and effectiveness, with applicability and effectiveness being primary considerations.

21.6 Hepatitis B Vaccine. Because Hepatitis B is a serious occupational hazard and since some employees are at risk to exposure to patient bodily fluids and blood, in the interest of prevention, the Employer will continue to provide, free of charge, the Hepatitis B vaccine to those employees whose may have occupational exposure to bodily fluids and blood. Within two

1 (2) months after completion of Hepatitis B vaccine series, the Employer shall provide, free of
2 charge, a titer and if necessary will repeat the Hepatitis B vaccination series.

3 **21.7 Injuries at Work.** In the event an employee sustains an injury while at work which requires
4 medical attention, the Employer will continue to provide emergency medical attention either at
5 the facility or arrange for transportation to a suitable medical facility pursuant to the Employer's
6 Worker's Compensation Program. The University's workers' compensation program is insured
7 through the State of Washington. On the Effective Date, Employees will become covered by the
8 University's program for work-related injuries or illnesses that occur while employed by the
9 University.

10

Tentatively Agreed To:

For the Union:

For the Employer:

DocuSigned by:

Robin Wyss

DocuSigned by:

Kristi Aravena

Date 10/12/2025

9A736501FAAE4A8...

Date 8/28/2025

255BCC783CD346E...

11

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26
27
28
29
30
31
32
33
34
35
36
37
38
39

ARTICLE 22 – STAFF DEVELOPMENT

22.1 Orientation. The objectives of orientation shall be to familiarize new employees with the objectives and philosophy of the Employer and its services, to orient new employees to hospital policies and procedures, and to instruct new employees as to their functions and responsibilities as defined in job descriptions. Orientation will consist of a basic comprehensive program in which the employee will be oriented through a combination of instructional conferences, floor and/or shift work and self-directed learning experiences.

22.2 Inservice Education. A regular and ongoing inservice education program shall be maintained and made available to all shifts and to all personnel with programs posted in advance. The posting will indicate if attendance is mandatory. Employees required by the Employer to attend in-service education during off duty hours will be paid at their regular rate of pay, or overtime, if applicable.

22.3 Job Related Study. After one (1) year of continuous employment, permission may be granted for leave of absence without pay for job related study, without loss of accrued benefits, providing such leave does not jeopardize hospital service.

22.4 Approved Expenses. When the Employer requires the employee to participate in an educational program (which shall exclude programs for maintaining licensure and specialty certification), the Employer will pay approved expenses that are directly related to the program.

22.5 Education Leave.

- 1. Employees in the Service and Maintenance bargaining unit whose position requires the maintenance of a license or certification may be allowed up to twenty-four (24) hours of paid educational professional leave per year (prorated for part-time employees);
- 2. Employees in the Professional Technical bargaining unit whose position requires the maintenance of a license or certification may be allowed up to forty-eight (48) hours of paid educational professional leave per year (prorated for part-time employees);
- 2-3. Union delegates in the Service and Maintenance or Professional Technical bargaining units may use their education leave for union provided training.

Such leave shall be subject to budgetary considerations, scheduling requirements of the Employer and approval by the Department Manager of the subject matter to be studied. Where the Employer intends to deny a substantial amount of educational leave for budgetary reasons, the Employer will, upon request, present the budgetary reasons in Labor/Management Committee and will discuss alternatives to the denial of educational leave. Programs enhancing the professional growth of an employee at the Employer and participating in meetings of employee or employee’s related organizations will be considered for the use of professional/educational leave. As between employees who request it, educational/professional leave shall be approved in an equitable manner.

2025-2027 SEIU 1199NW UWMC-NW CBA
Tentative Agreement
July 29, 2025

Tentatively Agreed To:

For the Union:

For the Employer:

DocuSigned by:
Robin Wyss
9A736501FAAE4A8...
Date 9/24/2025

DocuSigned by:
Kristi Aravena
255BCC783CD346E...
Date 8/28/2025

ARTICLE 23 – GRIEVANCE PROCEDURE

23.1 Grievance Defined. A grievance is defined as an alleged breach of the terms and conditions of this Agreement. It is the desire of the parties to this Agreement that grievances be adjusted informally wherever possible and at the first level of supervision.

23.2 Time Limits. Time limits set forth in the following steps may only be extended by mutual written consent of the parties hereto. A time limit which ends on a Saturday, Sunday or a holiday designated in paragraph 10.1 hereof shall be deemed to end at 4:30 p.m. on the next following business day. Failure of an employee to file a grievance on a timely basis or to timely advance a grievance in accordance with the time limits set forth below will constitute withdrawal of the grievance. Failure of the Employer to comply with the time limits set forth below shall result in the grievance being automatically elevated to the next step without any action necessary on the part of the employee, provided that the Union must specifically request arbitration as provided in Step 4.

23.3 Contents. The written grievance shall include the following information:

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

23.4 Pay Status – Meetings. Meetings and discussions on the grievance held with the Employer in connection with this grievance procedure shall normally be held during the University’s regular business hours, or as mutually agreeable, and no deduction in pay status shall be made for the grievant or steward for reasonable time spent in such meetings or discussions during the employee’s scheduled duty hours. The work schedule of the grievant will be seriously considered in the scheduling of the grievance meetings. Time off for employees and stewards shall be granted by supervision following a request, but in consideration of job responsibilities. If the requested time off cannot be granted, the parties shall arrange for time off at the earliest possible time thereafter.

23.4 Grievance Withdrawal. A grievance may be withdrawn by the Union in writing at any time, and if withdrawn shall not be resubmitted.

23.5 Resolution. If the Employer provides the requested remedy or a mutually agreed-upon alternative, the grievance will be considered resolved and may not be moved to the next step.

1 **23.6 Consolidation.** Grievances arising out of the same set of facts may be consolidated by
 2 written agreement.

3 **23.7 Filing and Processing**

4 a. Filing A grievance must be filed within thirty (30) days of the occurrence giving rise to the
 5 grievance, or the date the grievant knew or could reasonably have known of the
 6 occurrence. When possible the thirty (30) day periods above should be used to attempt
 7 to informally resolve the dispute. The union steward or staff representative will indicate
 8 when a discussion with the Employer is an attempt to informally resolve a dispute.

9 b. Alternative Resolution Methods Any time during the grievance process, by mutual
 10 consent, the parties may use alternative methods to resolve the dispute. If the parties
 11 agree to use alternative methods, the time frames in this Article are suspended. If the
 12 selected alternative method does not result in a resolution, the Union may return to the
 13 grievance process and the time frames resume. Any expenses and fees of alternative
 14 methods will be shared equally by the parties.

15 c. Processing The Union and the Employer agree that in-person meetings are preferred at
 16 all steps of the grievance process and will make efforts to schedule in-person meetings,
 17 if possible.

18
 19 **23.8 Grievance Procedure.** A grievance shall be submitted in accordance with the following
 20 procedure. Upon mutual agreement, Step One, Two or Three may be skipped. Grievances over
 21 final counseling or dismissal will begin at Step Two.

22 Step 1. Employee and Supervisor, Manager, or Designee.

23 If the issue is not resolved informally, the Union may file a written grievance to the
 24 supervisor or designee, and the Labor Relations office (laborrel@uw.edu). The Employer
 25 will designate a supervisor, manager or designee who will meet in person or confer by
 26 telephone with a Union Delegate and/or staff representative and the grievant. The date
 27 of the meeting will be mutually agreed upon within fifteen (15) calendar days of receipt of
 28 the grievance and when possible the meeting will take place within the aforementioned
 29 fifteen (15) calendar days. The format (face to face or by telephone) for the meeting will
 30 be by mutual agreement. The employer will respond in writing to the Union within fifteen
 31 (15) calendar days after the meeting. The Human Resources Consultant may also
 32 attend, if desired by the University. If the grievance is directed against the employee's
 33 immediate supervisor, the grievance may be presented to the next higher level of
 34 supervision. In the event the employee's immediate supervisor does not have authority
 35 to resolve the grievance, the grievance will be presented at the level having authority to
 36 act as determined by the Employer.

37 Step 2.

38 If a satisfactory settlement is not reached in Step One, said grievance may be moved to
 39 the Step Two by filing the written grievance, including a copy of the Step One decision to
 40 department head, designee, or to the next appropriate level of management and the
 41 Office of Labor Relations within fifteen (15) calendar days after the decision from Step
 42 One. The date of the meeting will be mutually agreed upon within fifteen (15) calendar
 43 days after notice of the filing at Step Two and when possible the meeting will take place

1 within the aforementioned fifteen (15) calendar days. The grievant may be represented
2 by a Union Delegate and a Union staff representative. The University will be represented
3 by the appropriate management official(s) or designee(s), a representative from the
4 Office of Labor Relations, and a Human Resources Consultant, if desired by the
5 University. The University will respond in writing within fifteen (15) calendar days after
6 the meeting.

7 Step 3. Grievance Mediation.

8 If the grievance is not resolved at the Step Two, the Union may file a request for
9 mediation with the Public Employment Relations Commission (PERC) in accordance
10 with WAC 391-55-020, with a copy to the Labor Relations Office within thirty (30) days of
11 receipt of the Step Two decision. In addition to all other filing requirements, the request
12 must include a copy of the grievance and all previous responses. The Employer will
13 inform the Union, in writing, and PERC within thirty (30) days of receipt of Mediation
14 request if they are not in agreement. If those services are unavailable on a timely basis,
15 the parties may request a list of grievance mediators from the Federal Mediation and
16 Conciliation Service (FMCS) or other agreed upon mediation provider. The cost of the
17 mediation shall be borne equally by both parties.

18 Step 4. Arbitration.

19 If a satisfactory settlement is not reached at the prior step, or the step was skipped,
20 either of the signatory parties to this Agreement may submit the grievance to binding
21 arbitration. Such submittal must be made within thirty (30) calendar days following the
22 written notice that the employer does not agree to Step Three (3) Mediation or the
23 conclusion of the prior step. The Union and the University must begin the arbitration
24 scheduling process and provide availability to the arbitrator within thirty (30) calendar days
25 of the Union advancing the grievance to arbitration.

26 Panel of Arbitrators:

- 27 A. Within sixty (60) calendar days of the execution of the Agreement, the parties,
28 SEIU 1199, and the Employer, agree to meet to establish a permanent panel of
29 six (6) arbitrators. If the parties do not meet or if there is no agreement on the
30 panel, the current panel will remain.
- 31 B. These arbitrators shall be assigned cases by the parties on a rotating basis. If the
32 arbitrator is not available to hear the case within sixty (60) calendar days of being
33 contacted to request available arbitration dates either party may elect to go to the
34 next arbitrator in the rotation. If no arbitrator can hear the case within sixty (60)
35 calendar days of being contacted, the case will be assigned to the arbitrator who
36 can hear the case on the earliest date.
- 37 C. The appointment to the panel will be for the life of the Agreement. If an arbitrator
38 decides to remove their name from the panel the parties will meet to decide
39 whether to substitute an additional name(s).

40
41 No later than seven (7) working days prior to the scheduled arbitration meeting, the
42 parties will submit questions of arbitration eligibility to the arbitrator for preliminary
43 determination, share the name of each witness intending to testify at the hearing, and

1 attempt to agree upon the issue statement. A copy of written materials submitted to the
 2 arbitrator will be provided to the opposing party.

3 If either party raises an issue of procedural arbitrability, i.e. that any step of the grievance
 4 process or movement to arbitration was not pursued within the time limits proscribed in
 5 this article, the arbitrator shall make a determination on the arbitrability issue prior to
 6 proceeding to a hearing on the merits of the grievance. If the arbitrator determines the
 7 grievance is not arbitrable, then no hearing on the merits of the grievance will be held.

8 Authority of the Arbitrator

9 The parties agree that the arbitrator shall have no power to render a decision that adds
 10 to, subtracts from, alters or modifies in any way the terms and conditions of the
 11 Agreement. The parties further agree that the decision of the arbitrator will be final and
 12 binding upon all parties.

13 The Union or the Employer will have the right to request the arbitrator to require the
 14 presence of witnesses and/or documents. The arbitrator’s decision shall be made in
 15 writing and the arbitrator shall be encouraged to render the decision within thirty (30)
 16 calendar days of the close of the arbitration.

17 In cases where a grievance is moved to arbitration and the Employer did not agree to
 18 Step Three: Grievance Mediation, either party may request a pre-arbitration settlement
 19 conference. These conferences shall not delay the arbitration process, and may be held
 20 with or without the presence of the arbitrator, at the option of the moving party. In the
 21 event that an arbitrator is present, the cost of the arbitrator’s participation shall be borne
 22 equally by the parties.

23 **23.9 Arbitration Costs**

- 24 1. The fees and costs of the arbitrator, and the cost (if any) of the hearing room, will be
 25 shared equally by the parties.
- 26 2. If the arbitration hearing is postponed or canceled because of one party, that party will
 27 bear the cost of the postponement or cancellation. The costs of any mutually agreed
 28 upon postponements or cancellations will be shared equally by the parties.
- 29 3. If either party desires a record of the arbitration, a court reporter may be used. If that
 30 party purchases a transcript, a copy will be provided to the arbitrator free of charge. If
 31 the other party desires a copy of the transcript, it will pay for half of the costs of the fee
 32 for the court reporter, the original transcript and a copy.
- 33 4. Each party is responsible for all fees and costs of its staff representatives, attorneys,
 34 experts, witnesses –and all other costs related to the development and presentation of
 35 their case. Every effort will be made to avoid the presentation of repetitive witnesses.

36 **23.10 Files.** Grievance documents shall be maintained separately from employee personnel
 37 files. Employee personnel files will accurately reflect the final outcome of a grievance.

38

2025-2027 SEIU 1199NW UWMC-NW CBA
Tentative Agreement
July 31, 2025

Tentatively Agreed To:

<p>For the Union:</p> <p>_____</p> <p>Date 9/24/2025</p>	<p>For the Employer:</p> <p>_____</p> <p>Date 8/28/2025</p>
--	---

DocuSigned by:

Robin Wyss

9A736501FAAE4A8...

DocuSigned by:

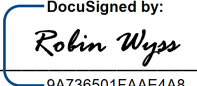
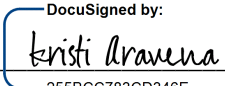
kristi Aravena

255BCC783CD346E...

ARTICLE 24 – MANAGEMENT RESPONSIBILITIES

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23

The Union recognizes that the Employer has the obligation of serving the public with the highest quality of patient care and customer satisfaction, efficiently and economically, and/or meeting medical emergencies. The Union further recognizes the right of the Employer to operate and manage the hospital including but not limited to the right to require standards of performance and to maintain order and efficiency; to direct employees and to determine job assignments and working schedules; to determine the materials and equipment to be used; to implement improved operational methods and procedures; to determine staffing requirements; to determine the kind and location of facilities; to determine whether the whole or any part of the operation shall continue to operate; to select and hire employees; to promote and transfer employees; to discipline, demote or discharge employees for just cause, provided however, the Employer reserves the right to discharge any employee deemed to be incompetent based upon reasonably related established job criteria and exercised in good faith; to lay off employees for lack of work; to recall employees; to require reasonable overtime work of employees; and to promulgate rules, regulations and personnel policies, provided that such rights shall not be exercised so as to violate any of the specific provisions of this Agreement. The parties recognize that the above statement of management responsibilities is for illustrative purposes only and should not be construed as restrictive or interpreted so as to exclude those prerogatives not mentioned which are inherent to the management function. All matters not covered by the language of this Agreement shall be administered by the Employer in accordance with such policies and procedures as it from time to time shall determine.

Tentatively Agreed To:	
For the Union:	For the Employer:
 <small>DocuSigned by: Robin Wyss 9A736501FAAE4A8...</small>	 <small>DocuSigned by: Kristi Aravena 255BCC783CD346E...</small>
Date 10/12/2025	Date 8/28/2025

24

1 **ARTICLE 25 – SUBCONTRACTING, SALE, OR TRANSFER**

2

3 **25.1** The Employer will give the Union ninety (90) days’ advance written notice of its intent to
4 sell or transfer any part of its operations covered by this Agreement which will result in the
5 replacement of bargaining unit employees. During that ninety (90)-day period, the Employer will
6 participate with the Union in meaningful discussions of alternatives to the sale or transfer.

7 **25.2** If, as a result of the anticipated sale or transfer, the bargaining unit work affected by the
8 action will continue to be performed at the UWMC Northwest, the Employer’s agreement with
9 the buyer or transferee will provide:

10 **25.2.1** That the new employer will hire UWMC Northwest employees in bargaining unit
11 positions, in order of seniority, to perform the work, providing, skill, competence and
12 ability are considered substantially equal in the opinion of the Employer.

13 **25.2.2** That, in setting the initial terms of employment of those UWMC Northwest
14 employees hired according to this provision, the new employer will provide that the
15 employees will receive the same wages as those they enjoy under this collective
16 bargaining agreement. For purposes of this provision, “wages” includes the hourly wage
17 rate, premium pay and overtime provisions;

18 **25.2.3** That, also in setting the initial terms of employment of those UWMC Northwest
19 employees hired according to this provision, the new employer will cover the employees
20 with its existing basic medical plan. For the first (6) six months of their employment, the
21 new employer will pay the full cost of the employee premium for all employees .6 FTE
22 and above or increase the employee wage to cover the full cost of the employee
23 premium. If the new employer does not have an existing basic medical plan for which the
24 employees are eligible, the Employer will pay the employees’ costs to main coverage for
25 the first six (6) months of their employment with the new employer, subject to the
26 employee making monthly payment of any required contribution for dependents;

27 **25.2.4** That the new employer will not hire new employees or assign its own employees
28 to perform bargaining unit work unless or until it has exhausted the list of UWMC
29 Northwest bargaining unit employees under 25.2.1 above and vacant positions or
30 unassigned bargaining unit work remain;

31 **25.2.5** That the new employer will provide the Union with a copy of all terms and
32 conditions of employment of the employees who perform the bargaining unit work
33 subject to the sale or transfer; and

34 **25.2.6** That the new employer will recognize the Union as the representative of the
35 employees who perform the bargaining unit work, and negotiate for a successor
36 collective bargaining agreement.

37 **25.3** If, as a result of the anticipated sale or transfer, the bargaining unit work will be performed
38 at a location other than the UWMC Northwest campus and if the new employer will hire new
39 employees, the University’s agreement with the subcontractor, buyer or transferee will provide:

1 **25.3.1** That the new employer will give preference in hiring to those UWMC Northwest
2 employees who perform bargaining unit work under this collective bargaining agreement
3 who make timely application; and

4 **25.3.2** That the new employer will give effect to this hiring preference for thirty (30) days
5 from the effective date of the sale or transfer.

6 **25.4** No less than thirty (30) days prior to the effective date of a sale or transfer of operations,
7 the Employer will provide the Union with a copy of the agreement with the buyer or transferee,
8 which is signed by all parties to the agreement, which contains the applicable provisions of this
9 clause.

10 **25.5** There shall be no subcontracting of any bargaining unit work for the life of the contract.
11 This shall not apply to work that is done on an occasional or temporary basis by non-bargaining
12 unit personnel or contractors, existing work that has been customarily and historically
13 subcontracted, to work requiring specialized and unique skills and/or equipment not generally
14 available within the unit and where training cannot reasonably be provided, to overload work
15 (providing such work does not result in a reduction of the FTE status or layoff of any bargaining
16 unit member), and new work that cannot feasibly be performed by bargaining unit employees.

17 In the event there is significant opportunity identified for expense reduction through
18 subcontracting, the Union will meet and negotiate ways to mitigate the expense variance, with
19 subcontracting included as a possible alternative. Except as otherwise provided in the
20 paragraph above, subcontracting would only be by mutual agreement.

21 The preceding two paragraphs shall not apply to a transfer, combination, or integration of any
22 part of the Employer's operations covered by this Agreement to or with UW Medicine or any
23 unit, department or affiliate.

24

Tentatively Agreed To:	
For the Union:	For the Employer:
<p>DocuSigned by: <i>Robin Wyss</i> 9A736501FAAE4A8...</p>	<p>DocuSigned by: <i>Kristi Aravena</i> 255BCC783CD346E...</p>
Date 10/12/2025	Date 8/28/2025

25

1

ARTICLE 26 – UNINTERRUPTED PATIENT CARE

2

3 It is recognized that UWMC Northwest is engaged in a public service requiring continuous
4 operation and it is agreed that recognition of such obligation of continuous service is imposed
5 upon both the employee and the Union. During the term of this Agreement, neither the Union
6 nor its members, agents, representatives, employees or persons acting in concert with them
7 shall incite, encourage or participate in any strike, sympathy strikes, picketing (including
8 informational picketing), walkout, slowdown or other work stoppage of any nature
9 whatsoever. In the event of any such activity or a threat thereof, the Union and its officers will
10 do everything within their power to end or avert same. Any employee participating in any such
11 activity will be subject to immediate dismissal. The Employer agrees that during this same time
12 period, there shall be no lockouts.

13

Tentatively Agreed To:

For the Union:

For the Employer:

DocuSigned by:

Robin Wyss

9A736501FAAE4A8...

Date 10/12/2025

DocuSigned by:

Kristi Dravena

255BCC783CD346E...

Date 8/28/2025

14

1 **ARTICLE 27 – TRAINING AND UPGRADING FUND**

2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26
27
28
29
30
31
32
33
34
35
36
37

27.1 Establishment of Fund and Contribution Rate. A Training and Upgrading Fund to be known as the Joint Employer Training and Education Fund (the "Fund") will be established for the purpose of creating a program for addressing the workforce needs of participating employers (collectively "Participating Employers") as well as the career, knowledge and skill aspirations of SEIU Healthcare 1199NW bargaining unit employees. The Employer agrees to become a Participating Employer in the Fund, which will be established by an Agreement and Declaration of Trust ("Trust Agreement").

27.1.1 The contribution to the Fund shall be an amount equal to one percent (1.0 %) percent of the gross payroll of the Service & Maintenance bargaining unit employees.

27.1.2 The contribution to the Fund shall be an amount equal to one-half of one percent (0.5 %) percent of the gross payroll of the Professional bargaining unit employees.

27.1.3 Gross payroll shall be defined as the amount included on Box 5 of the W-2 form report of the Employer, excluding per diem/on call/intermittent/nonpermanent.

27.2 Fund Trustees, Programs, Staff. The Trustees of the Fund shall be composed of an equal number of representatives designated by the Union and by the employers contributing to the Fund. While acting in a manner consistent with the Fund Principles established between the Union and Participating Employers, the Trustees will determine the overall parameters for these programs, and the staffing needed to carry out the purposes of the Fund.

27.3 Trust Agreement. The Employer and Union agree to abide by the Trust Agreement.

27.4 Availability of Onsite Rooms. In order to facilitate employees' access to education and training, the Employer will make a good faith effort to make rooms available on-site for conducting training, counseling and other activities of the Fund.

27.5 Fund Contributions, Records and Collections. The Employer shall remit the Fund contributions required under this Article on either a monthly or pay period basis, based upon the payroll for the previous month or pay period. Payments shall be due no later than thirty (30) days following the end of the month or pay period on which they are based. The Employer shall submit regular reports with its contributions in such form as may be necessary for the sound and efficient administration of the Fund and/or to enable the Fund to comply with the requirements of Federal and applicable State law and for the collection of payments due pursuant to the Fund.

The Employer agrees to make available to the Fund, in accordance with Fund policy, such records of employees which the Fund may require in connection with the sound and efficient operation of the Fund or that may be so required in order to determine the eligibility of employees for Fund benefits.

The Employer agrees that the collection of delinquent Employer contributions shall be subject to the collection policy established by the Trustees of the Fund.

1 **27.5.1.** The Union will provide the University quarterly with the same reports Training Fund
2 trustees get regarding utilization and participation. The reports will include the job class of
3 employees participating, utilization and associated cost.

4 **27.6 Training Fund Committee.** While the Joint Employer Training and Education Fund is
5 being established, the Labor Management Training Committee will meet at intervals determined
6 by the Committee to assess the needs of bargaining unit employees related to education/career
7 advancement interests and needs, and to promote the advantages of and participation in this
8 Fund and all of the Fund's specific programs.

9 Information collected regarding training interests and needs and any barriers will be forwarded
10 to the multi-employer Training and Education Fund Staff

11 Once the Training and Education Fund is fully operational, the Labor Management Training
12 Committee will evaluate the need for any additional meetings.

13

Tentatively Agreed To:	
For the Union:	For the Employer:
<p>DocuSigned by: <i>Robin Wyss</i></p> <p>9A736501FAAE4A8...</p>	<p>DocuSigned by: <i>Kristi Aravena</i></p> <p>255BCC783CD346E...</p>
Date 10/12/2025	Date 8/28/2025

14

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26
27
28
29
30
31
32
33
34
35
36
37
38

ARTICLE 28 – GENERAL PROVISIONS

28.1 State and Federal Laws. This Agreement shall be subject to all present and future applicable federal and state laws, executive orders of the President of the United States or the Governor of the State of Washington, and rules and regulations of governmental authority. Should any provision or provisions become unlawful by virtue of the above or by declaration of any court of competent jurisdiction, such action shall not invalidate the entire Agreement. Any provisions of this Agreement not declared invalid shall remain in full force and effect for the term of the Agreement. If any provision is held invalid, the Employer and Union shall enter into immediate negotiations for the purpose, and solely for the purpose, of arriving at a mutually satisfactory replacement for such provision.

28.2 Amendments. Any change or amendments to this Agreement shall be in writing and duly executed by the parties hereto.

28.3 Past Practices. Any and all agreements, written and verbal, previously entered into between the parties hereto are mutually cancelled and superseded by this Agreement. Unless specifically provided herein to the contrary, past practices of any nature whether operational or employee benefit shall not be binding on the Employer. The Employer will not make any changes in past practices or employee benefit that would have the effect of discriminating solely against members of the bargaining unit. The Employer will communicate any changes in past practices, or employee benefit to the staff in advance of the change.

28.4 Successors. This Agreement shall be binding upon any successor Employer. The Employer shall have the affirmative duty to call this provision to the attention of any successor organization.

28.5 Complete Understanding. The parties acknowledge that during the negotiations which resulted in this Agreement each party had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter not removed by law from the area of collective bargaining, and that the understandings and agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this Agreement. Therefore, the Employer and the Union, for the term of this Agreement, each voluntarily and unqualifiedly waives the right, and each agrees that the other shall not be obligated to bargain collectively with respect to any subject or matter not specifically discussed during negotiations or covered in this Agreement. The parties further agree, however, that this Agreement may be amended by the mutual consent of the parties in writing at any time during its term.

Tentatively Agreed To:

For the Union:

For the Employer:

DocuSigned by:
Robin Wyss
9A736501FAAE4A8...
Date 10/12/2025

DocuSigned by:
Kristi Dravena
255BCC783CD346E...
Date 8/28/2025

1

ARTICLE 29 – DURATION

2

3 **29.1 Duration and Renewal.** This Agreement shall become effective July 1, 202~~5~~³ and shall
4 continue in full force and effect through and including 11:59 p.m. on June 30, 202~~7~~⁵, and shall
5 continue in full force from year to year thereafter unless notice of desire to amend the
6 Agreement is served by either party upon the other at least ninety (90) days prior to the date of
7 expiration. If notice to amend is given, negotiations shall commence within thirty (30) days
8 following the notice, and this Agreement shall remain in effect until the terms of a new or
9 amended Agreement are agreed upon; provided, however, that if notice to amend is timely
10 given, either party may at any time thereafter notify the other in writing of its desire to terminate
11 this Agreement as of the date stated in such notice to terminate, which date shall be subsequent
12 to July 1, of the year in which such notice to amend is timely given and at least sixty (60) days
13 subsequent to the giving of such notice to terminate.

14

Tentatively Agreed To:	
For the Union:	For the Employer:
<p>DocuSigned by: <i>Robin Wyss</i> 9A736501FAAE4A8...</p>	<p>DocuSigned by: <i>Kristi Aravena</i> 255BCC783CD346E...</p>
Date 10/12/2025	Date 8/28/2025

15

ARTICLE 30 – CLASSIFICATIONS AND RECLASSIFICATIONS

30.1. The Employer will allocate positions on a “best fit” basis to the most appropriate classification at the University of Washington. Allocations shall be based on a position’s duties, responsibilities, or qualifications.

30.2. Reallocations shall be based on a permanent and substantive change in the duties, responsibilities, or qualifications of a position or application of the professional exemption criteria set forth in RCW 41.06.070(2).

30.3.

a. Should the University decide to create, eliminate or modify class specifications which does not involve a major restructure to the overall classification system, 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 forty-five (3045) 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 be placed at a step on the new range closes to but not less than below their current rate of pay, up to maximum auto step. ~~If an employee’s current salary is above maximum auto step the employee’s salary will be y-rated (frozen) until the new range catches up. The Progression Start Date (PSD) will remain unchanged. 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 Progression Start Date (PSD) shall be the first of the current month for effective dates falling between the first and fifteenth of the month and the first of the following month for effective dates falling between the sixteenth and the end of the month. ~~The 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 per Article 30, or modify class specifications for bargaining unit positions, the Union may file an appeal with the Classification Review Hearing Officer selected under Article 30.6 of this contract, to determine if the salary assigned to the classification is appropriate.

30.4. 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. The Union and the Compensation office will meet and discuss the proposal within sixty (60) days. This review is not grievable.

1 **30.5.** The University agrees to notify the Union of any proposed reclassifications of occupied
2 bargaining unit positions into non-bargaining unit positions at least thirty (30) days prior to
3 implementation.

4 **30.6.** Professional Staff Exemptions:

5 a. The University will make reallocations based on application of the professional staff
6 exemption criteria set forth in RCW 41.06.070 (including any permanent and substantive
7 change in the duties, responsibilities, or qualifications of the position).

8 b. The Union and the University agree to a procedure that includes the provision of
9 information by the University and a meeting with the Union to discuss and resolve issues
10 regarding the transfer of work from the bargaining unit within four (4) weeks of the
11 University's initial notice to the union for a proposed professional staff exemption.

12 c. All negotiations regarding transfer of any work from the bargaining unit shall be
13 concluded by the meeting described above, unless both parties agree to an extension.

14 d. Disputes regarding professional staff exemptions shall be resolved by the classification
15 review hearing officer. The Hearing Officer shall make their decision based on the criteria
16 outlined in Subsection 30.6.a above. If the employee appeals the exemption
17 determination in any other forum the Union cannot pursue the determination through the
18 process outlined in this Article.

19 **RECLASSIFICATIONS**

20 **30.7. Policy.** Positions shall be allocated to the appropriate classification. Requests to reclassify
21 should be based on a belief that the duties, responsibilities, or qualifications of a position are
22 such that it is inappropriately classified.

23 **30.8 Position Review Process.**

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

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

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

36 D. The University reviewer will investigate the position and issue a written response to the
37 employee or employee representative within sixty (60) calendar days from receipt, by
38 Human Resources, of the completed request. A completed request is defined as the
39 employee completing all employee portions of the reclassification forms. The response

1 will include notification of the class and salary assigned when the position is reallocated,
2 or notification of the reasons the position does not warrant reallocation when the request
3 is not approved. Reclass requests may be submitted at either the departmental level or
4 directly to Human Resources. Reclass requests submitted at the departmental level
5 must be forwarded to Human Resources within thirty (30) calendar days.

6 E. The effective date of allocations or reallocations initiated by the University shall be
7 determined by the University. The effective date of a reallocation resulting from an
8 employee or employee representative request for position review will be established as
9 the 1st or the 16th of the month which precedes the date that the completed request was
10 filed with Human Resources or the employee's direct supervisor or department,
11 whichever date is earliest. The date of receipt must be appropriately documented.

12 F. An employee may request reconsideration following receipt of the University's
13 determination. Requests for reconsideration will not hold the timeframe for filing an
14 appeal under 44-530.9.

15 **30.9 Position Review Appeal Process.** If the Union wishes to appeal the decision of the
16 University, it may appeal to the Classification Review Hearing Officer within thirty (30) calendar
17 days following the date of the University's written response.

18 **30.10 Hearing Officer.** The Hearing Officer shall be jointly selected by the parties within thirty
19 (30) days of the execution of this contract and shall serve for a minimum of one (1) year from
20 the date of selection. At that time the parties may choose to re-appoint the Hearing Officer or
21 select a different Hearing Officer who will also serve for a minimum of one (1) year from date of
22 selection.

23 **30.11 Hearings.** The Hearing Officer shall hold hearings on a quarterly basis unless there are
24 no appeals to hear or the parties agree to pend any open appeals. All materials considered in
25 the position review shall be submitted to the Hearing Officer prior to the hearing and neither
26 party will submit evidence at the hearing that was not submitted during the position review. The
27 Hearing Officer shall endeavor to hold multiple hearings each day, and shall issue a concise
28 decision which shall be final and binding. The Hearing Officer shall have no authority to alter the
29 terms and conditions of this contract. Employees may be represented at the hearing and will be
30 released from work with no loss of pay to attend the hearing. The Hearing Officer's fees and
31 expenses shall be shared equally by the parties.

Tentatively Agreed To:	
For the Union:	For the Employer:
<p>DocuSigned by: <i>Robin Wyss</i> 9A736501FAAE4A8...</p>	<p>DocuSigned by: <i>Kristi Aravena</i> 255BCC783CD346E...</p>
Date 9/24/2025	Date 8/28/2025

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26
27
28
29
30
31

ARTICLE 31 – NEW EMPLOYEE ORIENTATION

31.1 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 hospital's philosophy, policies and procedures, together with nursing functions and responsibilities as defined in the appropriate class specification. Such orientation program shall include both classroom training and supervised clinical experience.

31.2 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. The Employer will advise and encourage new employees to attend the paid SEIU 1199NW Union orientation, which is part of the Employer's New Employee Orientation program (NEO). The Employer will schedule the SEIU 1199NW Union orientation in the same location and at a time within or immediately adjacent to the Employer's orientation program. The Employer will provide clear signage and direction of the location of the SEIU 1199NW Union portion of NEO. The Union portion of NEO will be shown on the New Employee Orientation agenda given to all new employees. Employer representatives shall not be present during the Union presentation.

31.3 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 for the orientation. This list shall include the employee's ID number, last name, first name, middle initial, campus/location, position cost center description, position start date, job code, job title, starting line, NEO webinar date, union orientation date, UW NetID, primary home phone number, and primary home email if available of each new employee attending the orientation.

31.4 If the University conducts orientation on-line, the Union will be permitted to display a reasonable amount of information as part of the program.

31.5 For employees hired into the bargaining unit who do not attend the orientation described in 41.1 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 access will be provided at the employee's regular worksite, or at a location mutually agreed to by the Employer and the Union and will be for no less than thirty (30) minutes.

Tentatively Agreed To:	
For the Union:	For the Employer:
<p>DocuSigned by: <i>Robin Wyss</i></p> <hr/> <p>Date 10/12/2025</p> <p>9A736501FAAE4A8...</p>	<p>DocuSigned by: <i>Kristi Aravena</i></p> <hr/> <p>Date 8/28/2025</p> <p>255BCC783CD346E...</p>

ARTICLE 32 – SALARY OVERPAYMENT RECOVERY

Salary Overpayment Recovery

I. 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:

- A. The amount of the overpayment,
- B. The basis for the claim,
- C. A demand for payment, and
- D. 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. The overpayment amount will result in net pay.

Salary Overpayment Recovery process will not be used to retaliate against employees.

II. Method of Payback

A. Active Employees

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

- i. Voluntary wage deduction
- ~~ii. Cash, or~~
- ~~2. Check (separated employee).~~
- ii. Vacation (if under 2840 hours only) or Compensatory time balances

B. Separated Employees

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

- i. Cash, or
- ii. Check

~~3.2.~~

B-C. 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

- 1 different overpayment amount than specified in the overpayment notice or to a
- 2 method other than a deduction from wages for repayment of the overpayment
- 3 amount.
- 4 ~~G.D.~~ If the employee fails to choose one (1) of the four (4) options described
- 5 above, within thirty (30) days of written notice of overpayment, the Employer will
- 6 deduct the overpayment owed from the employee's wages or the amount due
- 7 may be placed with a collection agency. This overpayment recovery will not be
- 8 more than five percent (5%) of the employee's disposable earnings in a pay
- 9 period. Disposable earnings will be calculated in accordance with the Attorney
- 10 General of Washington's guidelines for Wage Assignments.
- 11 ~~D.E.~~ Any overpayment amount still outstanding at separation of employment
- 12 will be deducted from their final pay.
- 13 III. Neither A nor B above are required for employee reported overpayments and/or
- 14 employee corrected time including leave submittal corrections. All employee initiated
- 15 overpayment corrections may be collected from the next available pay check.
- 16 IV. Appeal Rights: Any dispute concerning the occurrence or amount of the overpayment
- 17 will be resolved through the grievance procedure in Article 6 of this Agreement. The
- 18 Employer will suspend attempts to collect an alleged overpayment until the grievance
- 19 process has concluded.
- 20

Tentatively Agreed To:

<p>For the Union:</p> <p style="text-align: center;">DocuSigned by: <i>Robin Wyss</i></p> <p>Date 9/24/2025</p> <p style="text-align: center;"><small>9A736501FAAE4A8...</small></p>	<p>For the Employer:</p> <p style="text-align: center;">DocuSigned by: <i>Kristi Dravena</i></p> <p>Date 8/28/2025</p> <p style="text-align: center;"><small>255BCC783CD346E...</small></p>
--	---

ARTICLE 33 – NON-DISCRIMINATION

33.1 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 sexual assault or stalking, or because of their military status, or because of age, sex, 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.

"Race" is inclusive of traits historically associated or perceived to be associated with race including, but not limited to, hair texture and protective hairstyles. "Protective hairstyles" includes, but is not limited to, such hairstyles as afros, braids, locks, and twists.

33.2 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.

33.3 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 member of the University community is responsible.

A formal complaint may be filed with the Civil Rights Investigation Office ([CRIO](#)). Employees may also file discrimination, harassment or retaliation complaints with appropriate federal or state agencies or through the grievance process in accordance with Article 23 of this Agreement. In cases where an employee files both a grievance and an internal complaint regarding the alleged discrimination, harassment or retaliation, with mutual agreement, the grievance may be suspended until the internal complaint process has been completed. If the ~~UCIRO~~ [CRIO](#) investigation exceeds sixty (60) days, the Union may request a status update from Labor Relations (laborrel@uw.edu).

The Civil Rights Investigation Office shall include a statement in the initial e-mail they send out to all complainants that says, "Union members may have rights under their respective Collective Bargaining Agreements. For more information you may contact your union or Labor Relations at laborrel@uw.edu or <https://hr.uw.edu/labor/unions>."

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.

Both parties agree that nothing in this Agreement will prevent the implementation of an approved affirmative action plan.

33.4 A grievance alleging a violation of this article must be submitted within one hundred eighty (180) days of an alleged occurrence.

1 **33.5** When a grievance or complaint is filed, the University will implement interim measures as
2 appropriate.

3 **33.6 Bathroom Equity.** Whenever feasible, the Employer will provide single-use gender-neutral
4 bathrooms that are available to any individual desiring privacy.

5 **33.7 Lactation.** The Employer will comply with relevant State law regarding **availability**
6 **reasonable access to**of lactation ~~stations~~ **spaces** and reasonable time for the expression of milk.

7

Tentatively Agreed To:

For the Union:

For the Employer:

DocuSigned by:

Robin Wyss

DocuSigned by:

Kristi Dravena

Date 7/25/2025

9A736501FAAE4A8...

Date 7/27/2025

255BCC783CD346E...

8

1

APPENDIX A – JOB CLASSIFICATIONS

2

3 **Service and Maintenance Unit**

Job Code	NI Hourly Job Code	Job Profile	Pay Table	Salary Range
21300	22944	ADMINISTRATIVE ASSISTANT (NE H SEIU 1199NW Northwest Service and Maintenance)	BU	52
21427	23045	ALLERGY TECH (NE H SEIU 1199NW Northwest Service and Maintenance)	BU	63
21368	22999	CARDIAC MONITOR TECHNICIAN (NE H SEIU 1199NW Northwest Service and Maintenance)	BU	41
21306	22949	CASE MGMT ASST (NE H SEIU 1199NW Northwest Service and Maintenance)	BU	57
21299	22943	CERT NURSING ASST (NE H SEIU 1199NW Northwest Service and Maintenance)	BU	44
21309	22952	CHILD CARE TEACHER (NE H SEIU 1199NW Northwest Service and Maintenance)	BU	33
21310	22953	CHILD CARE TEACHERS AIDE (NE H SEIU 1199NW Northwest Service and Maintenance)	BU	5
21318	22955	CULINARY ASSOCIATE (NE H SEIU 1199NW Northwest Service and Maintenance)	BU	30
21343	22976	CUSTODIAN (NE H SEIU 1199NW Northwest Service and Maintenance)	BU	22
21344	22977	CUSTODIAN LEAD (NE H SEIU 1199NW Northwest Service and Maintenance)	BU	31
		DEPARTMENT ASST I		
21319	22956	DEPARTMENT ASST II (NE H SEIU 1199NW Northwest Service and Maintenance)	BU	23
		DEPARTMENT ASST LEAD		

2025-2027 SEIU 1199NW UWMC-NW CBA
Tentative Agreement
July 30, 2025

2

Job Code	NI Hourly Job Code	Job Profile	Pay Table	Salary Range
21322	22959	DIETARY UNIT CLERK (NE H SEIU 1199NW Northwest Service and Maintenance)	BU	26
21323	22960	DIETETIC TECHNICIAN (NE H SEIU 1199NW Northwest Service and Maintenance)	BU	38
21327	23964	EEG END TECHNICIAN (NE H SEIU 1199NW Northwest Service and Maintenance)	BU	67
21328	22965	EKG TECH IN HOUSE CERT (NE H SEIU 1199NW Northwest Service and Maintenance)	BU	34
21329	22966	ELECTRICIAN LEAD (NE H SEIU 1199NW Northwest Service and Maintenance)	BU	85
21330	22967	FACILITY & PROPERTY COORD (NE H SEIU 1199NW Northwest Service and Maintenance)	BU	55
21334	22970	FOOD SERVICE LEAD (NE H SEIU 1199NW Northwest Service and Maintenance)	BU	38
21335	22971	FOOD SERVICE WORKER (NE H SEIU 1199NW Northwest Service and Maintenance)	BU	13
		GARDENER 1		
21337	22973	GARDENER II (NE H SEIU 1199NW Northwest Service and Maintenance)	BU	34
21338	22974	GARDENER LEAD (NE H SEIU 1199NW Northwest Service and Maintenance)	BU	41
23266	23267	HOSPITAL SECURITY OFFICER - UWMC-NW (NE H SEIU 1199NW UWMC Northwest Service and Maintenance)	BU	43
23259	23265	HOSPITAL SECURITY SERGEANT - UWMC-NW (NE H SEIU 1199NW UWMC Northwest Service and Maintenance)	BU	67
21345	22978	HVAC MECHANIC (NE H SEIU 1199NW Northwest Service and Maintenance)	BU	85
21346	22979	IMPLANT MATERIALS SPECLST (NE H SEIU 1199NW Northwest Service and Maintenance)	BU	60

2025-2027 SEIU 1199NW UWMC-NW CBA
Tentative Agreement
July 30, 2025

3

Job Code	NI Hourly Job Code	Job Profile	Pay Table	Salary Range
21347	22980	INSTRUMENT TECH (NE H SEIU 1199NW Northwest Service and Maintenance)	BU	46
21348	22981	INSTRUMENT TECH LEAD (NE H SEIU 1199NW Northwest Service and Maintenance)	BU	53
21350	22983	INVENTORY COORD (NE H SEIU 1199NW Northwest Service and Maintenance)	BU	55
21354	22985	LAB ASSISTANT (NE H SEIU 1199NW Northwest Service and Maintenance)	BU	40
21355	22986	LAB ASSISTANT LEAD (NE H SEIU 1199NW Northwest Service and Maintenance)	BU	54
21356	22987	LAB ASST TECHNICAL (NE H SEIU 1199NW Northwest Service and Maintenance)	BU	47
		LAB ASST TECHNICAL LEAD		
21359	22990	MAINTENANCE ENGINEER LEAD (NE H SEIU 1199NW Northwest Service and Maintenance)	BU	82
21358	22989	MAINTENANCE ENGINEER (NE H SEIU 1199NW Northwest Service and Maintenance)	BU	68
21360	22991	MAINTENANCE WORKER (NE H SEIU 1199NW Northwest Service and Maintenance)	BU	38
		MATERIALS HNDLG AIDE I (NE H SEIU 1199NW Northwest Service and Maintenance)		
21361	22992	MAINTENANCE HNDLG AIDE II (NE H SEIU 1199NW Northwest Service and Maintenance)	BU	20
21362	22993	MAINTENANCE HNDLG AIDE III (NE H SEIU 1199NW Northwest Service and Maintenance)	BU	41
21308	22951	MEDICAL ASST – CERT (NE H SEIU 1199NW Northwest Service and Maintenance)	BY	47
23683	23684	Medical Assistant-Procedure (NE H SEIU 1199NW UWMC Northwest Service and Maintenance)	BY	51

Job Code	NI Hourly Job Code	Job Profile	Pay Table	Salary Range
21415	22041	MEDICAL ASST – CERT LD (NE H SEIU 1199NW Northwest Service and Maintenance)	BY	55
21363	22994	MEDICAL ASST – REG (NE H SEIU 1199NW Northwest Service and Maintenance)	BY	41
21437	23051	MEDICAL ASST APPRENTICE (NE H SEIU 1199NW Northwest Service and Maintenance)	BU	57
		MOBILITY AIDE (NE H SEIU 1199NW Northwest Service and Maintenance)		
		NURSING ASSISTANT REG (NE H SEIU 1199NW Northwest Service and Maintenance)		
21373	23004	OR SECRETARY (NE H SEIU 1199NW Northwest Service and Maintenance)	BU	38
21374	23005	OR/ED ASSISTANT (NE H SEIU 1199NW Northwest Service and Maintenance)	BU	23
21376	23007	PARKING CONTROL ATTENDANT (NE H SEIU 1199NW Northwest Service and Maintenance)	BU	13
21432	23049	PATIENT CARE COORDINATOR (NE H SEIU 1199NW Northwest Service and Maintenance)	BU	48
21421	23043	PATIENT SERVICES SPECIALIST II (NE H SEIU 1199NW Northwest Service and Maintenance)	BU	32
21409	23038	PATIENT SERVICES SPECIALIST III (NE H SEIU 1199NW Northwest Service and Maintenance)	BU	43
21422	23044	PATIENT SERVICES SPECIALIST LD (NE H SEIU 1199NW Northwest Service and Maintenance)	BU	49
21383	23014	PHYSICAL THERAPY TECH (NE H SEIU 1199NW Northwest Service and Maintenance)	BU	16
21385	23016	RADIOLOGY TECH ASST (NE H SEIU 1199NW Northwest Service and Maintenance)	BU	34
21389	23019	RETAIL ASSOC - GIFT SHOP (NE H SEIU 1199NW Northwest Service and Maintenance)	BU	13

Job Code	NI Hourly Job Code	Job Profile	Pay Table	Salary Range
23404	23405	RETAIL CLERK LEAD (NE H SEIU 1199NW Northwest Service and Maintenance)	BU	21
21390	23020	SCHEDULER - DI/OR (NE H SEIU 1199NW Northwest Service and Maintenance)	BU	41
21391	23021	SCHEDULER LEAD (NE H SEIU 1199NW Northwest Service and Maintenance)	BU	48
21397	23026	SR CARPENTER (NE H SEIU 1199NW Northwest Service and Maintenance)	BU	78
21398	23027	SR MAINTENANCE ENGINEER (NE H SEIU 1199NW Northwest Service and Maintenance)	BU	75
21399	23028	SR PAINTER (NE H SEIU 1199NW Northwest Service and Maintenance)	BU	74
21402	23031	TELEMETRY/UNIT SEC (NE H SEIU 1199NW Northwest Service and Maintenance)	BU	38
		TRANSPORTER		
		TRANSPORTER LEAD		
21404	23033	UNIT SECRETARY (NE H SEIU 1199NW Northwest Service and Maintenance)	BU	34

1

2 Professional Unit

Job Code	NI Hourly Job Code	Job Profile	Pay Table	Salary Range
21302	23102	ANESTHESIA TECH (NE H SEIU 1199NW UWMC Northwest Professional)	BU	74
21899	23102	ANESTHESIA TECH LEAD (NE H SEIU 1199NW UWMC Northwest Professional)	BU	74
21406	23035	BEREAV/SPIRITUAL SVCS CRD (NE H SEIU 1199NW UWMC Northwest Professional)	BU	78

Job Code	NI Hourly Job Code	Job Profile	Pay Table	Salary Range
21408	23037	ADVANCED CARDIOVASCULAR TECH (NE H SEIU 1199NW UWMC Northwest Professional)	BU	111
21303	22972	ADVANCED CARDIAC TECHNOLOGIST LEAD (NE H SEIU 1199NW UWMC Northwest Professional)	BU	116
21307	22950	CERTIFIED HAND THERAPIST (NE H SEIU 1199NW UWMC Northwest Professional)	BU	108
21321	22958	DIAGNOSITC MEDICAL SONOGRAPHER (NE H SEIU 1199NW UWMC Northwest Professional)	BH	62
21407	23036	DIAGNOSTIC MEDICAL SONOGRAPHER LEAD (NE H SEIU 1199NW UWMC Northwest Professional)	BH	73
21324	22961	DIETITIAN REG (NE H SEIU 1199NW UWMC Northwest Professional)	BD	52
21411	23039	ECHO AND VASCULAR TECH (NE H SEIU 1199NW UWMC Northwest Professional)	BH	60
21326	22963	ECHOCARDIOGRAPHER (NE H SEIU 1199NW UWMC Northwest Professional)	BH	59
21325	22962	ECHOCARDIOGRAPHER LEAD (NE H SEIU 1199NW UWMC Northwest Professional)	BH	70
21433	23050	ELECTROCARDIOGRAPH TECHNICIAN 2 (NE H SEIU 1199NW UWMC Northwest Professional)	BU	54
21317	22954	IMAGING TECHNOLOGIST – COMPUTED TOMOGRAPHY	BH	51
21320	22957	IMAGING TECHNOLOGIST – LEAD (NE H SEIU 1199NW UWMC Northwest Professional)	BH	70

Job Code	NI Hourly Job Code	Job Profile	Pay Table	Salary Range
21405	23034	IMAGING TECHNOLOGIST – MAMMO (NE H SEIU 1199NW UWMC Northwest Professional)	BH	51
21369	23000	IMAGING TECHNOLOGIST – MAS RES IMAGING (NE H SEIU 1199NW UWMC Northwest Professional)	BH	63
21384	23015	IMAGING TECHNOLOGIST (NE H SEIU 1199NW UWMC Northwest Professional)	BH	42
21886	23101	IMAGING TECHNOLOGIST – TRAINEE (NE H SEIU 1199NW UWMC Northwest Professional)	BH	18
21349	22982	INTERVENTIONAL TECH (NE H SEIU 1199NW UWMC Northwest Professional)	BH	60
21357	22988	LPN (NE H SEIU 1199NW UWMC Northwest Professional)	BY	61
21413	23040	LPN LD (NE H SEIU 1199NW UWMC Northwest Professional)	BY	71
21367	22998	MEDICAL TECHNOLOGIST (NE H SEIU 1199NW UWMC Northwest Professional)	BU	91
21364	22995	MEDICAL LAB TECHNICIAN (NE H SEIU 1199NW UWMC Northwest Professional)	BU	69
21366	22997	MEDICAL TECH LEAD (NE H SEIU 1199NW UWMC Northwest Professional)	BU	98
21370	23001	NEUROPHYSIOLOGY TECHNOLOGIST (NE H SEIU 1199NW UWMC Northwest Professional)	BU	86
21371	23002	NUCLEAR MEDICINE TECHNOLOGIST I (NE H SEIU 1199NW UWMC Northwest Professional)	BH	62
21372	23003	OCCUPATIONAL THERAPIST (NE H SEIU 1199NW UWMC Northwest Professional)	BU	102



2025-2027 SEIU 1199NW UWMC-NW CBA
 Tentative Agreement
 July 30, 2025

Job Code	NI Hourly Job Code	Job Profile	Pay Table	Salary Range
21298	22942	OPERATING ROOM TECH CERT (NE H SEIU 1199NW UWMC Northwest Professional)	BU	66
21375	23006	OSC RESOURCE COORDINATOR (NE H SEIU 1199NW UWMC Northwest Professional)	BU	75
21430	23047	PEDORTHIST (NE H SEIU 1199NW UWMC Northwest Professional)	BU	75
21377	23008	PHARMACIST (NE H SEIU 1199NW UWMC Northwest Professional)	BU	138
21396	23220	PHARMACIST LEAD(NE H SEIU 1199NW UWMC Northwest Professional)	BU	143
21378	23009	PHARMACY PURCHASING TECH (NE H SEIU 1199NW UWMC Northwest Professional)	BD	27
21379	23010	PHARMACY TECHNICIAN (NE H SEIU 1199NW UWMC Northwest Professional)	BD	17
21380	23011	PHARMACY TECHNICIAN LEAD (NE H SEIU 1199NW UWMC Northwest Professional)	BD	27
21381	23012	PHYS THERAPY ASST (NE H SEIU 1199NW UWMC Northwest Professional)	BU	66
21382	23013	PHYSICAL THERAPIST (NE H SEIU 1199NW UWMC Northwest Professional)	BU	105
21386	23017	RADIOLOGY TECH LEAD (NE H SEIU 1199NW UWMC Northwest Professional)	BH	50
21388	23018	RESPIRATORY THERPST REG ((NE H SEIU 1199NW UWMC Northwest Professional)	BU	92
21400	23029	SOCIAL WORKER, SENIOR (NE H SEIU 1199NW UWMC Northwest Professional)	BD	58

Job Code	NI Hourly Job Code	Job Profile	Pay Table	Salary Range
21416	23042	SPEC MAMMO & BRST US TECH (NE H SEIU 1199NW UWMC Northwest Professional)	BH	57
21392	23022	SPEC MAMMOGRAPHY TECH (NE H SEIU 1199NW UWMC Northwest Professional)	BH	52
21393	23023	SPEECH PATHOLOGIST (NE H SEIU 1199NW UWMC Northwest Professional)	BU	99
21395	23025	SR ANESTHESIA TECH (NE H SEIU 1199NW UWMC Northwest Professional)	BU	66
21401	23030	SURG SVCS RESOURCE TECH (NE H SEIU 1199NW UWMC Northwest Professional)	BU	70
21403	23032	THER RECR SPLST CERT (NE H SEIU 1199NW UWMC Northwest Professional)	BU	81

VASCULAR TECH

Tentatively Agreed To:

<p>For the Union:</p> <p>DocuSigned by:  Date 12/6/2025</p> <p>9A736501FAAE4A8...</p>	<p>For the Employer:</p> <p>DocuSigned by:  Date 8/28/2025</p> <p>255BCC783CD346E...</p>
---	--

1
2
3
4
5
6
7

APPENDIX B – PAY TABLES

- [Pay Table BD](#)
- [Pay Table BH](#)
- [Pay Table BU](#)
- [Pay Table BY](#)

Tentatively Agreed To:	
For the Union:	For the Employer:
<p>DocuSigned by: <i>Robin Wypa</i></p> <p>_____</p> <p>Date 12/6/2025</p> <p>9A736501FAAE4A8...</p>	<p>DocuSigned by: <i>Kristi Dravena</i></p> <p>_____</p> <p>Date 8/28/2025</p> <p>255BCC783CD346E...</p>

8

APPENDIX C – 9-HOUR WORK SCHEDULE

- ~~1. A “9 hour” work schedule shall refer to any employee who has voluntarily signed a 9 hour innovative schedule agreement and is regularly scheduled to work one (1) or more nine (9) hour shifts per week.~~
- ~~2. 9 hour employees required to work on a holiday shall be paid one and one half (1 1/2) times the regular rate of pay.~~
- ~~3. 9 hour employees shall accumulate vacation and sick leave based upon FTE. Sick leave benefits shall accumulate from date of hire. For purposes of sick leave and vacation, nine (9) hours constitutes one (1) work day.~~
- ~~4. 9 hour employees working four (4) or more hours between the hours of 15:00 and 23:00 for hospital employees and 17:00 and 23:00 for clinics employees on the evening shift shall be paid evening shift differential for those hours worked on the second shift. Employees assigned to work four (4) or more hours between the hours of 23:00 and 7:00 on the night shift shall be paid a night shift differential for those hours worked on the third shift.~~
- ~~5.1. _____ 9 hour employees shall be paid overtime compensation in accordance with Section 7.5 of the Employment Agreement for all time worked beyond nine (9) consecutive hours per day or any hours worked beyond forty (40) hours in the designated seven (7) day period.~~
- ~~6. In scheduling work assignments, the Employer will make a good faith effort to provide each employee with at least ten (10) hours off duty between shifts. The section shall not apply to standby and callback assignments performed pursuant to Article 9.~~
- ~~7. The Employer retains the right to discontinue this innovative schedule and to revert back to a normal eight (8) hour per day schedule after at least forty five (45) days’ advance notice to the employee. 9 hour employees who would like to discontinue working an established nine (9) hour work schedule and whose performance has been satisfactory shall be guaranteed the first available eight (8) hour position for which the employee is qualified, provided that a more senior, qualified employee has not requested the position.~~
- ~~8. The 9 hour staffing pattern may be utilized within the hospital with the consent of the individual employee and unit manager affected.~~
- ~~9. Provisions of the Employment Agreement inconsistent with the foregoing are hereby superseded with respect to employees working the 9 hour work schedule. All other benefits and provisions not inconsistent with the foregoing shall apply to 9 hour employees.~~

2025-2027 SEIU 1199NW UWMC-NW CBA
Tentative Agreement
July 30, 2025

Tentatively Agreed To:

<p>For the Union:</p> <p>DocuSigned by: <i>Robin Wyss</i></p> <p>_____ Date 12/6/2025</p> <p>9A736501FAAE4A8...</p>	<p>For the Employer:</p> <p>DocuSigned by: <i>Kristi Aravena</i></p> <p>_____ Date 8/28/2025</p> <p>255BCC783CD346E...</p>
---	--

APPENDIX D – 10-HOUR WORK SCHEDULE

- ~~1. A “10 hour” work schedule shall refer to any employee who has voluntarily signed a 10 hour innovative schedule agreement and is regularly scheduled to work one (1) or more ten (10) hours shifts per week.~~
- ~~2. 10 hour employees required to work on a holiday shall be paid one and one half (1-1/2) times the regular rate of pay.~~
- ~~3. 10 hour employees shall accumulate vacation and sick leave based upon FTE. Sick leave benefits shall accumulate from date of hire. For purposes of sick leave and vacation, ten (10) hours constitutes one (1) work day.~~
- ~~4. 10 hour employees working four (4) or more hours between the hours of 15:00 and 23:00 for hospital employees and 17:00 and 23:00 for clinics employees on the evening shift shall be paid evening shift differential for those hours worked on the second shift. Employees assigned to work four (4) or more hours between the hours of 23:00 and 7:00 on the night shift shall be paid a night shift differential for those hours worked on the third shift.~~
- ~~5. 10 hour employees shall be paid overtime compensation in accordance with Section 7.5 of the Employment Agreement for all time worked beyond ten (10) consecutive hours per day or any hours worked beyond forty (40) hours in the designated seven (7) day period.~~
- ~~6. In scheduling work assignments, the Employer will make a good faith effort to provide each employee with at least ten (10) hours off duty between shifts. The section shall not apply to standby and callback assignments performed pursuant to Article 9.~~
- ~~7. The Employer retains the right to discontinue this innovative schedule and to revert back to a normal eight (8) hour per day schedule after at least forty five (45) days’ advance notice to the employee. 10 hour employees who would like to discontinue working an established ten (10) hour work schedule and whose performance has been satisfactory shall be guaranteed the first available eight (8) hour position for which the employee is qualified, provided that a more senior, qualified employee has not requested the position.~~
- ~~8. The 10 hour staffing pattern may be utilized within the hospital with the consent of the individual employee and unit manager affected.~~
- ~~9. Provisions of the Employment Agreement inconsistent with the foregoing are hereby superseded with respect to employees working the 10 hour work schedule. All other benefits and provisions not inconsistent with the foregoing shall apply to 10 hour employees.~~

2025-2027 SEIU 1199NW UWMC-NW CBA
Tentative Agreement
July 30, 2025

2

Tentatively Agreed To:

For the Union:

For the Employer:

DocuSigned by:
Robin Wyss
Date 12/6/2025 9A736501FAAE4A8...

DocuSigned by:
Kristi Dravena
Date 8/28/2025 255BCC783CD346E...

1

APPENDIX E – 12-HOUR WORK SCHEDULE

- ~~1. A “12 hour” work schedule shall refer to any employee who has voluntarily signed a 12 hour innovative schedule agreement and is regularly scheduled to work one (1) or more twelve (12) hour shifts per week.~~
- ~~2. 12 hour shift employees required to work on a holiday shall be paid one and one half (1-1/2) times the regular rate of pay.~~
- ~~3. 12 hour employees shall accumulate vacation and sick leave based upon FTE. Sick leave benefits shall accumulate from date of hire. For purposes of sick leave and vacation, twelve (12) hours constitutes one (1) work day.~~
- ~~4. 12 hour employees working four (4) or more hours between the hours of 15:00 and 23:00 for hospital employees and 17:00 and 23:00 for clinics employees on the evening shift shall be paid evening shift differential for those hours worked on the second shift. Employees assigned to work four (4) or more hours between the hours of 23:00 and 7:00 on the night shift shall be paid a night shift differential for those hours worked on the third shift.~~
- ~~5. 12 hour employees shall be paid overtime compensation in accordance with Section 7.5 of the Employment Agreement for all time worked beyond twelve (12) consecutive hours per day or any hours worked beyond forty (40) hours in the designated seven (7) day period.~~
- ~~6. In scheduling work assignments, the Employer will make a good faith effort to provide each employee with at least ten (10) hours off duty between shifts. The section shall not apply to standby and callback assignments performed pursuant to Article 9.~~
- ~~7. The Employer retains the right to discontinue this innovative schedule and to revert back to a normal eight (8) hour per day schedule after at least forty five (45) days’ advance notice to the employee. 12 hour employees who would like to discontinue working an established twelve (12) hour work schedule and whose performance has been satisfactory shall be guaranteed the first available eight (8) hour position for which the employee is qualified, provided that a more senior, qualified employee has not requested the position.~~
- ~~8. The 12 hour staffing pattern may be utilized within the hospital with the consent of the individual employee and unit manager affected.~~
- ~~9.1. _____ Provisions of the Employment Agreement inconsistent with the foregoing are hereby superseded with respect to employees working the 12 hour work schedule. All other benefits and provisions not inconsistent with the foregoing shall apply to 12 hour employees.~~

2025-2027 SEIU 1199NW UWMC-NW CBA
Tentative Agreement
August 12, 2025

2

Tentatively Agreed To:

For the Union:

For the Employer:

DocuSigned by:
Robin Wyss
Date 12/6/2025 9A736501FAAE4A8...

DocuSigned by:
kristi Aravena
Date 8/28/2025 255BCC783CD346E...

1

APPENDIX F – LESS THAN 8-HOUR WORK SCHEDULE

- ~~1. A “less than 8 hour” work schedule shall refer to any employee who has voluntarily signed an innovative schedule agreement and is regularly scheduled to work one (1) or more shifts of less than eight (8) hour shifts per day.~~
- ~~2. Less than 8 hour shift employees required to work on a holiday shall be paid one and one half (1 1/2) times the regular rate of pay.~~
- ~~3. Less than 8 hour shift employees shall accumulate vacation and sick leave based upon hours worked. Sick leave benefits shall accumulate from date of hire. For purposes of sick leave and vacation, the employee’s regular day schedule constitutes one (1) work day.~~
- ~~4. Less than 8 hour shift employees working four (4) or more hours between the hours of 15:00 and 23:00 for hospital employees and 17:00 and 23:00 for clinics employees on the evening shift shall be paid evening shift differential for those hours worked on the second shift. Employees assigned to work four (4) or more hours between the hours of 23:00 and 7:00 on the night shift shall be paid a night shift differential for those hours worked on the third shift.~~
- ~~5. Less than 8 hour shift employees shall be paid overtime compensation in accordance with Section 7.5 of the Employment Agreement for all time worked beyond eight (8) consecutive hours per day or any hours worked beyond eighty (80) hours in the designated fourteen (14) day period.~~
- ~~6. In scheduling work assignments, the Employer will make a good faith effort to provide each employee with at least twelve (12) hours off duty between shifts. The section shall not apply to standby and callback assignments performed pursuant to Article 9.~~
- ~~7. The Employer retains the right to discontinue this innovative schedule and to revert back to a normal eight (8) hour per day schedule after at least forty five (45) days’ advance notice to the employee. Less than 8 hour shift employees who would like to discontinue working their established work schedule and whose performance has been satisfactory shall be guaranteed the first available eight (8) hour position for which the employee is qualified, provided that a more senior, qualified employee has not requested the position.~~
- ~~8. The less than 8 hour staffing pattern may be utilized within the hospital with the consent of the individual employee and unit manager affected.~~
- ~~9. Provisions of the Employment Agreement inconsistent with the foregoing are hereby superseded with respect to employees working less than 8 hour work schedule. All other benefits and provisions not inconsistent with the foregoing shall apply to less than 8 hour employees.~~

2025-2027 SEIU 1199NW UWMC-NW CBA
Tentative Agreement
July 30, 2025

Tentatively Agreed To:	
For the Union:	For the Employer:
<p>DocuSigned by: <i>Robin Wyss</i></p> <p>_____</p> <p>Date 12/6/2025</p>	<p>DocuSigned by: <i>Kristi Aravena</i></p> <p>_____</p> <p>Date 8/28/2025</p>

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26

APPENDIX G – JOB SERIES

Nursing Departments

~~Same job titles are eligible to bump into same job titles, job class position with lesser skill set required, providing skill, competence and ability are considered substantially equal in the opinion of the Employer, CNA, Unit Secretary, Techs (including ER Techs) Administrative Assistants, Secretary~~

UWMC-NW Hospital

UWMC-NW Ambulatory Clinics

UWM Primary Care Clinics

Medical Records

~~Job classes that have one bump ability, all within the Department:~~

~~Coder Analyst, Med Tech (ART) Med Records I and II~~

Admitting/Admit ER

~~Job classes that have one bump ability, all within the Department:~~

~~Admit Rep, Admit Lead, Financial Counselor, Dep. Assistant II, Sr. Admit Rep., Outpatient Reg. Rep.~~

Laboratory/Outreach Phlebotomy

~~Job classes that have one bump ability, all within the Department:~~

~~Lab Assistant II and III, Purchasing Coordinator, Transcriber, Medical, Department Assistant I and II, Lab Assistant Lead, Client Services Rep I, Courier, Lab Billing Rep/Project Assistant, Department Assistant Lead.~~

Administrative Assistants (All Departments, except Nursing)

~~Single job class, across departments.~~

~~Other departments under this Agreement.~~

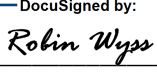
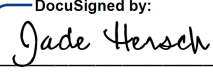
~~Lay-off “bump” allowable only within job classifications in the following listed Departments:~~

Grounds	Plant Ops
Northwest Outpatient Imaging	Diagnostic Imaging
Food and Nutrition	Switchboard

Environmental Services	EEG
Daycare	EKG
GS/Endoscopy/OR Ancillary Support/OR/CBG	Materials Management/Purchasing
Seattle Breast Center	Parking

1

Tentatively Agreed To:

For the Union:	For the Employer:
 Date 12/6/2025	 Date 12/3/2025
<small>DocuSigned by: 9A736501FAAE4A8...</small>	<small>DocuSigned by: ED538CDB172F42B...</small>

2

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20

MOU – APPRENTICESHIP PROGRAM

During negotiations for the 202~~53~~-202~~75~~ collective bargaining agreement, the parties agreed to the following regarding the Apprenticeship Program:

~~If UWMC-NW or UWMPCC elect to utilize an apprenticeship program for Medical Assistants (MA) during the next two years, t~~The Employer agrees to use the Healthcare Apprenticeship Consortium administered by the SEIU Healthcare 1199NW Multiemployer Training Fund, if an applicable program is available.

~~_ for one (1) Medical Assistant (MA) cohort at UWMC Northwest/Clinics during the next two (2) years.~~ The parties agree that the Mentor/Coach Premium Rate for the program will be \$1.50/hour. ~~Sixty (60) days advanced notice will be provided to the Union to negotiate the remainder of the terms of the apprenticeship.~~

The parties may mutually agree to add additional MA cohorts and/or extend the apprenticeship program to other job classifications.

~~If the Employer decides to utilize an apprenticeship program that is not administered by the SEIU Healthcare 1199NW Multi-Employer Training Fund for a classification other than MA and that classification is represented by the Union, the Employer will notify the Union of its decision as soon as possible. After notification, the Union will have thirty (30) days to bargain the impacts of that decision.~~

This MOU expires on June 30, 202~~75~~.

Tentatively Agreed To:	
For the Union:	For the Employer:
<p>DocuSigned by: <i>Robin Wys</i></p> <hr/> <p>Date 7/25/2025</p> <p>9A736501FAAE4A8...</p>	<p>DocuSigned by: <i>Kristi Aravena</i></p> <hr/> <p>Date 7/27/2025</p> <p>255BCC783CD346E...</p>

21

1
2
3
4
5
6
7
8
9
10

MOU – ARTICLE 7.8

~~This Memoranda of Understanding is by and between the University of Washington (“Employer” or “University”) and Service Employees International Union District 1199 NW (“Union”).~~

~~Article 7.8:~~

~~Weekend-only positions may be posted for every Saturday and Sunday.~~

~~Any position which will include weekdays will be posted with at least every other weekend off as per Article 7.8~~

~~This Agreement shall not affect any current positions.~~

Tentatively Agreed To:

For the Union:

For the Employer:

DocuSigned by:
Robin Wyss
Date 12/6/2025
9A736501FAAE4A8...

DocuSigned by:
kristi dravena
Date 8/28/2025
255BCC783CD346E...

11

1
2
3
4
5
6
7
8
9
10
11
12

MOU – ARTICLE ~~19-25~~ SUBCONTRACTING

This Memoranda of Understanding is by and between the University of Washington (“Employer” or “University”) and Service Employees International Union District 1199 NW (“Union”).

1. Article ~~1925~~- Subcontracting, Sale or Transfer. Regarding Article 19.2.6, the Union will not seek a remedy from UW Medicine/~~Northwest Hospital & Medical Center~~ in the event a buyer or transferee under Article ~~1925~~.2 causes a breach of Article ~~2519~~.2.6. The Union will seek its remedies against the new employer in that regard.
2. The Union may post materials on the public bulletin board outside of the cafeteria after obtaining approval from the HR Director or designee. The parties share the intent of maintaining orderly department break rooms and staff lounges.

Tentatively Agreed To:	
<p>For the Union:</p> <div style="text-align: center; margin-top: 20px;"> <p><small>DocuSigned by:</small></p> <p><i>Robin Wyss</i></p> <hr style="width: 100%;"/> <p><small>9A736501FAAE4A8...</small></p> </div> <p>Date 12/6/2025</p>	<p>For the Employer:</p> <div style="text-align: center; margin-top: 20px;"> <p><small>DocuSigned by:</small></p> <p><i>Kristi Dravena</i></p> <hr style="width: 100%;"/> <p><small>255BCC783CD346E...</small></p> </div> <p>Date 8/28/2025</p>

13

MOU – CAMPUS SECURITY GUARDS AND SERGEANTS
CLASSIFICATIONS AND WAGES

~~This agreement between the University of Washington (“UW”) and SEIU 1199NW (“Union”) pertains to the Campus Security Guards and Campus Security Sergeants represented by the Union at the University of Washington Medical Center-NW (UWMC-NW). The parties agree to implement the following on (date to be determined):~~

~~I. The existing bargaining unit represented by SEIU 1199NW at UWMC-NW shall be modified to include Campus Security Officers and Campus Security Sergeants at UWMC-NW:~~

~~All full-time and regular part-time Campus Security Officers and Campus Security Sergeants working at the University of Washington Medical Center—Northwest Campus and all full-time, part-time, and reserve employees employed by the University of Washington at its facilities located at the University of Washington Medical Center—Northwest Campus, located at 1550 N 115th St, Seattle, and at the UW Neighborhood Clinics located at 1455 NW Leary Way, Suite 250, Seattle (Ballard); 2505 DECISION 13548—PSRA PAGE 6 2nd Ave., Suite 200, Seattle (Belltown); 13231 SE 36th St., Suite 110, Bellevue (Factoria); 32018 23rd Ave. South, Federal Way (Federal Way); 1740 NW Maple St., Suite 100, Issaquah (Issaquah); 23213 Pacific Hwy South, Kent (Kent/Des Moines); 103 Washburn Place—PO Box 10, Lopez Island (Lopez Island); 314 NE Thornton Place, Seattle (Northgate); 7 Deye Lane, Eastsound (Orcas Island); 4915 25th Ave. NE, Suite 300-W, Seattle (Ravenna); 1355 N. 205th St., Shoreline (Shoreline); 750 Republican St, Building F, Floor 2, Seattle (South Lake Union); and 17638 140th Ave. NE, Woodinville (Woodinville) in the following job classifications: Resident EKG Tech; Medical Asst Apprentice; Materials Hndlg Aide I; Child Care Teachers Aide; Housekeeper I; Courier; Courier Lab; Food Service Worker; Parking Control Attendant; Retail Assoc—Gift Shop; Transporter; Housekeeper I (Green); Department Asst I; Medical Records Clk I; Physical Therapy Tech; Switchboard Operator; Materials Hndlg Aide II; Nursing Assistant, Reg; Transporter Lead, Department Asst II; Medical Records Clk II; HIM Clerk II; OR/ED Assistant; Housekeeper II; Groundskeeper I; Diet Clerk; Housekeeper II (Green); Clinic Pt Svcs Spec I; Cert Nursing Asst; Mobility Aide; Cert Nursing Asst Float; Department Asst Lead; Film Librarian Lead; Secretary; Culinary Associate; Medical Records Specialist; HIM Specialist; Housekeeper Lead; DI Outpatient Registration Rep; Admitting Rep; Clinic Pt Svcs Spec II; Child Care Teacher; Client Services Rep; Groundskeeper II; Lab / DI Billing Rep; Medical Asst—Reg; Radiology Tech Asst; EKG Tech (In House Cert); Lab Assistant; Unit Secretary; Unit Secretary Float; HIM Specialist II; OR Secretary; Secretary Lead; Telemetry/Unit Sec; Transcriber, Medical; Instrument Tech; Diet Technician; Maintenance Worker; Food Service Lead; Medical Asst—Cert; DI Support Svcs Lead; Sr Admitting Rep; Admitting Rep Ld; Scheduler, DI / OR; Groundskeeper Lead; Materials Hndlg Aide III; Client Services Rep Lead; Lab/DI Billing Rep Lead; Monitor Technician; Lab Account Specialist; Lab Assistant Technical; Financial Counselor; Admitting; Clinic Pt Svcs Spec III; HIM ROI Tech; Transcriber~~

1 ~~Lead; Instrument Technician Lead; Lab Assistant Lead; Scheduler Lead; Clinic Patient~~
 2 ~~Care Coord; Lab Asst Technical Lead; Medical Asst - Cert Ld; Financel Counselr-Admitg~~
 3 ~~Ld; Clinic Pt Srvcs Spec Ld; HIM ROI Tech II; Administrative Assistant; Buyer; Facilities,~~
 4 ~~Properties, Constr Coord; Inventory Coord; Case Mgmt Asst; Implant Materials~~
 5 ~~Specialist; Maintenance Engineer; Sr Buyer; Allergy Tech; Coder/Analyst; EEG (END)~~
 6 ~~Technician; Sr Maintenance Engineer; Sr Painter; Maintenance Engineer Lead; Coding~~
 7 ~~Specialist; Sr Carpenter; Coding Specialist Lead; Electrician Lead; HVAC Mechanic;~~
 8 ~~Plumbing Specialist; and EXCLUDING confidential employees, supervisors, registered~~
 9 ~~nurses, and all other employees.~~

10 ~~II. Current UWMC-NW Campus Security Officers will map into:~~

11 ~~Hospital Security Officer—UWMC-NW assigned to Pay Table BU, Range 43~~

12 ~~III. Current UWMC-NW Campus Security Sergeants will map into:~~

13 ~~Hospital Security Sergeant—UWMC-NW assigned to Pay Table BU, Range 67~~

14 ~~IV. Current UWMC-NW Campus Security Officers and UWMC-NW Campus Security~~
 15 ~~Sergeants will be placed on the pay range as described below:~~

16 ~~Employees will be placed on the corresponding SEIU 1199NW pay range at the same~~
 17 ~~step plus 1 step, not to exceed top step. Progression Start Dates will not change.~~

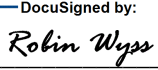
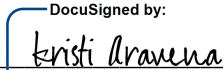
18 ~~V. Classification and Wages~~

19 ~~a. Class specifications for the Campus Security Officers and Campus Security~~
 20 ~~Sergeants are displayed in Attachment A.~~

21 ~~VI. Field Training Officer. When a Public Safety Officer has been designated as a Field~~
 22 ~~Training Officer for a new employee, he/she will receive a seven percent (7%) premium~~
 23 ~~for all the hours they provide direct training/instruction.~~

24 ~~VII. When no sergeant is present, a Security Officer may be assigned to that role and~~
 25 ~~receive the lead premium.~~

26

Tentatively Agreed To:	
For the Union:	For the Employer:
<p>DocuSigned by:  9A736501FAAE4A8...</p>	<p>DocuSigned by:  255BCC783CD346E...</p>
Date 10/12/2025	Date 8/28/2025

27

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19

MOU – CRITICAL RECRUITMENT AND RETENTION WAGE INCREASES

The parties agreed to recruitment and retention wage increases for the job profiles listed on Attachment A:

1. Regular employees will be placed on their current step on the new range. Progression Start Date (PSDs) will not be impacted by these increases.
2. Nonpermanent Intermittent employees will be placed on their current step on the new range. PSDs will not be impacted by these increases.
3. If applicable, temporary hourly employees who are currently paid on steps will be placed on their current step on the new range. If applicable, temporary hourly employees who are not currently paid on steps will receive an increase if their current hourly rate falls below the new range minimum.
4. If agreement is reached by August 16, 2022, the effective date will be August 1, 2022. If agreement is reached later than August 16, 2022, the effective date will be the first available pay period after agreement is reached as determined by the employer.
5. Increases may take up to 90 days to implement but retro pay back to the effective date will be provided.

Critical Recruitment and Retention Wage Increases – Attachment A

Union	Job Profile	Table	Current Range	Proposed Range	EE Count	Average % Increase
SEIU 1199 ALNW	Flight Nurse	BR	002	002	82	5%
SEIU 1199 ALNW	Flight Nurse, Senior	BR	003	003	14	5%
SEIU 1199 HMG	Electroneurodiagnostic Technologist 1	BS	042	047	1	5%
SEIU 1199 HMG	Electroneurodiagnostic Technologist 2	BS	052	057	6	5%
SEIU 1199 HMG	Electroneurodiagnostic Technologist 3	BS	059	064	9	5%
SEIU 1199 HMG	Pharmacy Technician 1	BG	012	017	54	5%

Union	Job Profile	Table	Current Range	Proposed Range	EE Count	Average % Increase
SEIU 1199 HMC	Pharmacy Technician-2	BC	017	022	35	5%
SEIU 1199 HMC	Pharmacy Technician-Lead	BC	022	027	10	5%
SEIU 1199 HMC	Registered Nurse-2	BR	002	002	1143	5%
SEIU 1199 HMC	Registered Nurse-3	BR	003	003	128	5%
SEIU 1199 HMC	Social Worker	BC	053	058	103	5%
SEIU 1199 UWMC-NW	Advanced Cardiac Technologist Lead	BU	290	290	0	2%
SEIU 1199 UWMC-NW	Advanced Cardiac Technologist	BU	274	274	2	2%
SEIU 1199 UWMC-NW	Cert Nursing Asst	BU	166	170	130	4%
SEIU 1199 UWMC-NW	Float Cert Nursing Asst	BU	163	171	28	4%
SEIU 1199 UWMC-NW	Instrument Tech	BU	183	183	9	5%
SEIU 1199 UWMC-NW	Instrument Tech Lead	BU	194	194	1	5%
SEIU 1199 UWMC-NW	Medical Assistant-Certified	BY	042	047	211	5%
SEIU 1199 UWMC-NW	Medical Assistant-Certified Lead	BY	050	055	21	5%
SEIU 1199 UWMC-NW	Medical Assistant Apprentice	BU	125	125	0	5%

Union	Job Profile	Table	Current Range	Proposed Range	EE Count	Average % Increase
SEIU 1199 UWMC-NW	Medical Asst - Reg	BY	036	041	27	5%
SEIU 1199 UWMC-NW	Operating Room Tech Cert	BU	209	209	13	5%
SEIU 1199 UWMC-NW	OSC Resource Coordinator	BU	217	227	4	5%
SEIU 1199 UWMC-NW	Pharmacy Purchasing Tech	BD	022	027	1	5%
SEIU 1199 UWMC-NW	Pharmacy Technician	BD	012	017	16	5%
SEIU 1199 UWMC-NW	Pharmacy Technician Lead	BD	022	027	1	5%
SEIU 1199 UWMC-NW	Social Worker, Senior	BD	053	058	31	5%
SEIU 1199 UWMC-NW	Surg Svcs Resource Tech	BU	215	215	8	5%

1

2

Tentatively Agreed To:

For the Union: For the Employer:

DocuSigned by:
Robin Wyss
9A736501FAAE4A8...

DocuSigned by:
Kristi Aravena
255BCC783CD346E...

Date 10/12/2025 Date 8/28/2025

3

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15

MOU – EARLY CRITICAL RECRUITMENT AND RETENTION WAGE INCREASES

~~During negotiations for the 2023-2025 successor agreement, the parties agreed to the following recruitment and retention wage increases for health care classifications:~~

- ~~1. Effective beginning of the pay period following 90 days after ratification all job profiles assigned to pay tables BD, BH, BU, BY will receive a four percent (4%) increase. This increase will be based upon the salary schedule in effect on October 1, 2022.~~
- ~~2. July 1, 2023, all job profiles assigned to pay tables BD, BH, BU, BY will receive a five percent (5%) increase.~~
- ~~3. Employees who are paid above the maximum for their range on the effective date of the increase described in 1 or 2 above will not receive the specified increase to their current pay unless the new range encompasses their current rate of pay.~~
- ~~4. Progression start dates are not impacted by these increases~~

Tentatively Agreed To:

For the Union:

For the Employer:

DocuSigned by:
Robin Wyss

 Date 10/12/2025

DocuSigned by:
kristi Aravena

 Date 8/28/2025

16

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26
27
28
29
30
31
32
33
34
35
36
37
38
39
40

MOU – ELECTION AGREEMENT

The Parties, SEIU Healthcare 1199NW (“Union”) and the University of Washington (“University” or “Employer”) enter into the following Election Procedure Agreement (EPA) for employees working for UWMC Northwest.

1. Neutrality

The Employer (including its administrators, supervisors, agents or other representatives) will remain neutral and will not oppose attempts by employees to organize or select a collective bargaining representative and will not take any action or make any statement that directly or indirectly states or implies any opposition by the Employer to the selection by the employees of a collective bargaining representative. The Employer will provide information to employees when requested by an employee regarding their rights under federal law, may respond to factual inaccuracies should that occur, and answer any other related employee questions without offering an opinion for or against union representation.

2. Notice

The Union shall provide to the Employer in writing a “Notice of Intent” in order to commence organizing. The notice shall identify the non-represented classification or bargaining unit of the employees that the Union is seeking to represent.

3. Notice List

Within five (5) business days (Monday through Friday, excluding holidays) of receipt by the Employer of the Union’s Notice of Intent, the Employer shall provide the Union with an Employee List for the requested employees, in electronic format. The list shall contain for each employee, name, job title/department, shift (where applicable), facility, home address, home telephone number, and hours worked per pay period for the previous four pay periods.

4. PERC Election

If the Union files a petition with the PERC for an election and the petition is supported by a showing of interest of 30 percent as required by the PERC for the filing of a valid petition, the Employer shall agree to an expedited union election process to be conducted within fifteen (15) calendar days by entering into a PERC election agreement. The petitioned-for unit will be a stand-alone bargaining unit unless otherwise agreed to by the parties. The Employer agrees to submit an Excelsior list to the PERC, and to mutually agree with the Union for a date, time and place(s) for the election (or, by mutual agreement, to utilize a mail ballot election), within two (2) business days of the election agreement being filed.

5. Post-Election

Following the election, if the parties agree to allow inclusion into an existing bargaining unit, and if a majority of the employees voting elect to be included in an existing collective bargaining unit, the parties will promptly meet to bargain any outstanding

1 issues and determine how best to incorporate the employees into an existing bargaining
2 agreement.

3 Also, following the election, if the parties agree to allow inclusion into an existing
4 bargaining unit, and if a majority of the employees voting elect to be covered by an
5 existing collective bargaining agreement, these employees shall be included in the
6 bargaining unit and shall become and remain members of the Union consistent with the
7 parties' historical practice on membership.

8 6. Access

9 Within twenty-four hours of the management communication, the Employer will provide
10 the Union with access to non-work areas (as consistent with existing practice) for the
11 purpose of communicating with employees on non-work time. Organizers will conduct
12 themselves in a manner that respects employees' rights and in no way interferes with
13 patient care delivery or services.

14 In accordance with University policy, the Union may use designated meeting rooms of
15 the Employer for meetings, providing sufficient advance request of the facility is made
16 through the Human Resources Department in accordance with University policies and
17 procedures and space is available.

18 7. Arbitration

19 If the parties are unable to resolve a dispute arising under the terms of this EPA, either
20 party may submit the unresolved dispute about compliance with or construction of this
21 EPA for final and binding resolution by a mutually agreed permanent arbitrator selected
22 for deciding any dispute under the EPA. The Arbitrator shall have discretion to establish
23 procedures for the resolution of such disputes that may include submission of evidence
24 by the parties, and is authorized to develop and order remedies. All such disputes shall
25 be resolved within fourteen days of submission of the issue, unless the issue concerns
26 an alleged violation pertaining to conduct raised before the election, in which case the
27 Arbitrator shall rule within twenty-four hours of the submission of the issue to the
28 Arbitrator. The parties waive any and all rights they might otherwise have to appeal or in
29 any way contest the decision of the Arbitrator.

30 8. Costs Associated with Arbitration

31 Each party shall bear one-half of the fee of the arbitrator. All other expenses, including
32 but not limited to legal fees, deposition costs, witness fees, and any and every other cost
33 related to the presentation of the party's case in this or any other forum, shall be borne
34 by the party incurring them, and neither party shall be responsible for the expenses of
35 witnesses called by the other party.

36

37

38

39

40

Tentatively Agreed To:

For the Union:

For the Employer:

DocuSigned by:
Robin Wyss
9A736501FAAE4A8...
Date 10/12/2025

DocuSigned by:
Kristi Aravena
255BCC783CD346E...
Date 8/28/2025

1 **MOU – GROUND RULES FOR THE 2025-2027 AGREEMENT**

2
3 Regarding negotiations for the 202~~75~~-202~~97~~ successor agreement only:

- 4 A. The parties will exchange at least ten (10) available dates for bargaining by January 15,
5 202~~75~~. The parties will begin bargaining by March 30, 202~~75~~.
- 6 B. The Employer will provide paid release time for up to fifteen (15) Union designated
7 bargaining team members, for ~~up to eight (8) hours per session~~any hour missed during a
8 scheduled shift, up to the amount of hours the employee participated in bargaining.
- 9 C. The Union will provide the names and hours of the designated negotiating team
10 members on paid release time to the employer prior to the end of each bargaining
11 session.
- 12 D. The Union will provide the names of all designated negotiating team members to the
13 Office of Labor Relations at least three weeks prior to the beginning of negotiations.
- 14 E. The employer will notify managers of the names of the members to be released for
15 bargaining.
- 16 F. All employees wishing to participate in bargaining must request time off in accordance
17 with normal leave policies. Release time (paid time for hours that the Employee would
18 have been at work) is contingent on approval by the employee’s manager or designee
19 and shall not be considered as work hours for purposes of payment of overtime.
- 20 G. All representatives for both Parties (Employer and Union) in attendance at each session
21 will sign a Sign-In Sheet prepared by the Employer. Both Parties will be provided a copy
22 of the Sign-In Sheet.
- 23 H. Days of negotiations will be established by mutual agreement. The parties will provide as
24 much notice as possible of the need to cancel or reschedule a negotiation session.
- 25 I. All proposals and counter proposals will be sent electronically within a reasonable
26 amount of time. The proposals will be typed, with track changes and line numbers,
27 based upon the current contract language, so that the changes between the former and
28 the latter proposal will be evident.
- 29 J. There will be no recording devices at the bargaining sessions. Each side is responsible
30 for keeping its own notes.
- 31 K. Bargaining sessions will be closed to the press and the public unless mutually agreed
32 otherwise.
- 33 L. When sidebars are called by the parties, bargaining team members will attend the
34 sidebar to report the discussion to other team members.
- 35 M. Healthcare Coalition Bargaining- The Employer will provide paid release time for two (2)
36 bargaining team members to attend Statewide Healthcare Coalition Bargaining.
- 37
38
39
40

2025-2027 SEIU 1199NW UWMC-NW CBA
Tentative Agreement
August 13, 2025

2

Tentatively Agreed To:	
For the Union:	For the Employer:
<hr/>	<hr/>
<i>Robin Wyss</i>	<i>Kristi Aravena</i>
Date 10/2/2025	Date 8/28/2025

1

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20

**MOU – INTERMITTENT, NONPERMANENT, AND REPRESENTED
TEMPORARY EMPLOYEES**

~~The parties have reached agreement on the following regarding Intermittent, Nonpermanent, and Represented Regular Temporary employees and appointments.~~

~~A. Transition of employees:~~

- ~~1. On August 1, 2022, the Employer will move all existing Represented Temporary employees to new Intermittent, Nonpermanent Fixed Duration, or Nonpermanent Hourly positions.~~
- ~~2. All employees placed in the new appointment types will be placed on a step within the range for the classified title that is closest too but not less than their current rate of pay.~~
- ~~3. The employee’s company service date, position entry date, progression start date and time off service date will be set as August 1, 2022. Where applicable, there will be no change to the employee’s end date.~~

~~B. Once the employees described in Section A have been placed in Intermittent, Nonpermanent Hourly, or Nonpermanent Fixed Duration appointments, the Employer will sunset the usage of temporary appointments for classifications represented by the Union.~~

Tentatively Agreed To:	
For the Union:	For the Employer:
<p>DocuSigned by: <i>Robin Wyss</i> 9A736501FAAE4A8...</p>	<p>DocuSigned by: <i>kristi dravena</i> 255BCC783CD346E...</p>
Date 10/12/2025	Date 8/28/2025

21

1
2
3
4
5
6
7
8
9
10

MOU – JLMS

~~This Memoranda of Understanding is by and between the University of Washington (“Employer” or “University”) and Service Employees International Union District 1199 NW (“Union”).~~

~~The parties agree there shall be one Labor/Management Committee for both bargaining units. The Union shall have up to eight (8) representatives. Management shall have up to eight (8) representations.~~

Tentatively Agreed To:

For the Union:

For the Employer:

Date 10/12/2025

DocuSigned by:
Robin Wyss
9A736501FAAE4A8...

Date 8/28/2025

DocuSigned by:
kristi dravena
255BCC783CD346E...

11

1
2
3
4
5
6
7
8
9
10
11

MOU – MARKET-BASED INCREASES

~~During negotiations for the 2023-25 successor agreement, the parties reached agreement on the following market-based increases effective November 16, 2022:~~

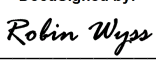
Job Code	Job Profile	Table	Range	New Table	New Range
21354	Lab Assistant	BU	170	BU	040
21355	Lab Assistant Lead	BU	190	BU	054
21356	Lab Asst Technical	BU	180	BU	047
21364	Medical Lab Technician	BU	207	BU	069

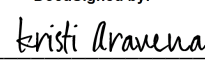
~~Nonpermanent and temporary hourly versions of the job profiles listed above will receive the same range increase.~~

~~Employees who are on a step as of the effective date will remain on their same step when placed on the new range. Employees who are not on a step as of the effective date will receive an increase if their rate of pay falls below the new range minimum. Progression Start Dates (PSDs) are not impacted.~~

Tentatively Agreed To:

For the Union: For the Employer:

DocuSigned by:

9A736501FAAE4A8...

DocuSigned by:

255BCC783CD346E...

Date 10/12/2025 Date 8/28/2025

12

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17

MOU – PANEL OF ARBITRATORS

This Memorandum of Understanding is by and between the University of Washington (“Employer” or “University”) and Service Employees International Union Local 1199 NW (“Union”).

The Parties agree to the following regarding the Panel of Arbitrators as set forth in Article 23.8 Grievance Procedure, Step Four Arbitration.

The following arbitrators shall comprise the Panel of Arbitrators:

- Howell L. Lankford
- Alan R. Krebs
- Timothy Williams
- Catherine Harris
- Aubrey Eide
- Charlene McMillan

This MOU expires on June 30, 202~~7~~⁵.

Tentatively Agreed To:	
For the Union:	For the Employer:
<p>DocuSigned by: <i>Robin Wyss</i></p> <p>9A736501FAAE4A8...</p>	<p>DocuSigned by: <i>kristi dravena</i></p> <p>255BCC783CD346E...</p>
Date 10/12/2025	Date 8/28/2025

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17

MOU – PAY TABLE BU

~~During negotiations for the 2023-2025 successor agreement, the parties reached agreement on the following regarding Pay Table BU:~~

~~Effective October 16, 2022, the Employer will restructure pay table BU to create 1% increments between ranges. The lowest range will be referred to as Range 1 and subsequent ranges will increase by 1% up through Range 145 as illustrated in Attachment A. The number of steps, A to S, will not change.~~

~~Employees allocated to the classification Float Cert Nursing Asst (21332) will be re-allocated to the classification Cert Nursing Asst (21299) and will receive \$2.25/hour float pay for all hours paid. Employees allocated to the classification Float Unit Secretary (21333) will be re-allocated to the classification Unit secretary (21404) and will receive \$2.25/hour for all hours paid.~~

~~All other existing job profiles will be assigned to a new range with step values that are equal to or greater than their current step values as shown in Attachment B.~~

~~Regular, intermittent, and non-permanent employees will remain on their current step. Progression Start Dates (PSDs) will not change.~~

Tentatively Agreed To:

For the Union:

For the Employer:

DocuSigned by:
Robin Wysa
9A736501FAAE4A8...

Date 10/12/2025

DocuSigned by:
kristi dravena
255BCC783CD346E...

Date 8/28/2025

18

**MOU – PRE-SCHEDULED VOLUNTARY DOUBLE-TIME SHIFT
INCENTIVE FOR CRITICAL STAFFING NEEDS**

~~During negotiations for the 2023-2025 successor agreement, the parties reached agreement on the following regarding Pre-Scheduled Voluntary Double-Time.~~

~~After the initial scheduled bid is incorporated and posted, and the employer has sent out notice for staff, including Per Diems, the Employer may offer pre-scheduled voluntary double-time shifts for any classification. The determination of critical staffing needs and the double-time shift incentive is at the sole discretion of the Employer.~~

~~The shifts shall be compensated at the rate of two times (2X) the regular rate of pay for all hours worked. Pre-scheduled double-time shifts will be considered Extra Shifts and will not be guaranteed, but once scheduled are expected to be worked unless it is determined that they are not needed. Staff members calling in sick on voluntary double-time shifts will not receive sick pay.~~

~~All staff, once scheduled, are expected to honor the commitment, with the exception of illness or serious emergency. Notification of absence is required at least two (2) hours before the beginning of all shifts.~~

~~Failure by the Employer to notify or attempt to notify staff of cancellation at least two (2) hours in advance of the shift will result in the employee being assigned to a unit for two (2) hours.~~

Tentatively Agreed To:

For the Union:

For the Employer:

Date 11/14/2025

Date 11/13/2025

DocuSigned by:
Rolin Wyss
9A736501FAAE4A8...

DocuSigned by:
Jade Hersch
ED538CDB172F42B...

1
2
3
4
5
6
7
8
9
10
11
12
13
14

MOU – RECRUITMENT AND RETENTION INCREASES: LPN

~~During negotiations for the 2023-25 successor agreement, the parties reached agreement on the following recruitment and retention increases effective November 16, 2022:~~

Job Code	Job Profile	Table	Range	New Table	New Range
21357	Licensed Practical Nurse	BU	202	BY	064
21413	LPN-Ld	BU	213	BY	071
21403	Ther Recr Splst Cert	BU	227	BU	084
21393	Speech Pathologist	BU	253	BU	099

~~Employees will be placed on the new range at their same step as of the effective date. Progression Start Dates (PSDs) are not impacted.~~

~~Nonpermanent and temporary hourly versions of the job profiles listed above will receive the same range increase.~~

~~Employees in the LPN series who are on Top Step S of Table BU will move to Top Step R of Table BY.~~

~~Increases may take up to 90 days to implement but retro pay back to the effective date of 11/16/22 will be provided.~~

~~This MOU will expire upon implementation.~~

Tentatively Agreed To:

For the Union: For the Employer:

DocuSigned by:
Robin Wyss
9A736501FAAE4A8...
DocuSigned by:
Kristi Aravena
255BCC783CD346E...

Date 10/12/2025
Date 8/28/2025

15

1 **MOU – RECRUITMENT AND RETENTION INCREASES: MAINTENANCE**
2 **ENGINEER**

3
4 ~~During negotiations for the 2023-25 successor agreement, the parties reached agreement on~~
5 ~~the following recruitment and retention increases effective November 16, 2022:~~

Job Code	Job Title	Table	Range	New Range as of 11/16/22	New Range as of 7/1/23
21358	MAINTENANCE ENGINEER	BU	211	68	73
21398	SR MAINTENANCE ENGINEER	BU	217	75	80
21359	MAINTENANCE ENGINEER LEAD	BU	224	82	87

6 ~~Employees will be placed on the new range at their same step as of the effective date.~~
7 ~~Progression Start Dates (PSDs) are not impacted.~~

8 ~~Nonpermanent and temporary hourly versions of the job profiles listed above will receive the~~
9 ~~same range increase.~~

10 ~~Increases may take up to 90 days to implement but retro pay back to the effective date of~~
11 ~~11/16/22 will be provided.~~

12 ~~This MOU will expire upon implementation.~~

13

Tentatively Agreed To:

<p>For the Union:</p> <p style="text-align: center;">DocuSigned by: <i>Robin Wyss</i></p> <p>_____ Date 10/12/2025</p> <p style="text-align: center; font-size: small;">9A736501FAAE4A8...</p>	<p>For the Employer:</p> <p style="text-align: center;">DocuSigned by: <i>Kristi Aravena</i></p> <p>_____ Date 8/28/2025</p> <p style="text-align: center; font-size: small;">255BCC783CD346E...</p>
--	--

14

1
2
3
4
5
6
7
8
9
10

MOU – RECRUITMENT AND RETENTION INCREASES: MEDICAL TECHNOLOGIST

~~During negotiations for the 2023-25 successor agreement, the parties reached agreement on the following recruitment and retention increases effective November 16, 2022:~~

Job Code	Job Profile	Table	Range	New Table	New Range
21377	Medical Technologist	BU	263	BU	094
21366	Medical Tech Lead	BU	247	BU	098

~~Employees will be placed on the new range at their same step as of the effective date. Progression Start Dates (PSDs) are not impacted.~~

~~Nonpermanent and temporary hourly versions of the job profiles listed above will receive the same range increase.~~

Tentatively Agreed To:

For the Union: For the Employer:

 Date 10/12/2025

 DocuSigned by:
Robin Wysp
 9A736501FAAE4A8...

 Date 8/28/2025

 DocuSigned by:
Kristi Aravena
 255BCC783CD346E...

11

1
2
3
4
5
6
7
8

MOU – RECRUITMENT AND RETENTION: RADIOLOGY

~~During negotiations for the 2023-25 successor agreement, the parties reached agreement on the following recruitment and retention increases effective November 16, 2022~~

Job Code	Job Title	Table	Range	New Range
21321	Diagnostic Medical Sonographer	BH	057	062
21407	Diagnostic Medical Sonographer Lead	BH	068	073
21325	Echo and Vasc Tech Lead	BH	059	070
21411	Echo and Vascular Tech	BH	055	060
21326	Echocardiographer	BH	053	059
21384	Imaging Technologist	BH	037	042
21386	Radiology Tech Lead	BH	045	050
21886	Imaging Technologist Trainee	BH	013	018
21317	Imaging Technologist Comp Tomo	BH	046	051
21320	Imaging Technologist Lead	BH	065	070
21369	Imaging Technologist Mag Res Imaging	BH	058	063
21405	Imaging Technologist Mammo	BH	046	051
21349	Interventional Tech	BH	055	060
21371	Nuclear Med Technologist 1	BH	057	062
21416	Spec Mammo & Brst US Tech	BH	052	057
21392	Spec Mammography Tech	BH	047	052

~~Employees will be placed on the new range at their same step as of the effective date. Progression Start Dates (PSDs) are not impacted. Nonpermanent and temporary hourly versions of the job profiles listed above will receive the same range increase.~~

1 ~~Increases may take up to 90 days to implement but retro pay back to the effective date of~~
2 ~~11/16/22 will be provided.~~

3 ~~This MOU will expire upon implementation.~~

4

Tentatively Agreed To:

For the Union:

For the Employer:

Date 10/12/2025

DocuSigned by:
Robin Wys
9A736501FAAE4A8...

Date 8/28/2025

DocuSigned by:
Kristi Dravena
255BCC783CD346E...

5

MOU – SEATTLE MINIMUM WAGE

1

2

3 During negotiations for the 202~~53~~-202~~75~~ successor agreement, the parties reached agreement
4 on the following regarding the Seattle Minimum Wage

5 Contract classified pay tables will be updated to reflect the current Seattle minimum wage after
6 an across-the-board increase or a minimum wage adjustment made by the City of Seattle.

7 Steps falling below the new minimum wage will be inactivated and employees will be moved, if
8 needed, to the new minimum step of the range. If an across-the-board increase brings steps
9 back above the current Seattle minimum wage, those steps will be reactivated and available for
10 use. Whenever steps are reactivated, no employees will be moved to lower steps.

11 When a minimum wage increase results in a pay range with less than three (3) active steps, the
12 parties agree that job profiles assigned to those ranges will be placed on the next available pay
13 range in the same table. Incumbents will be placed on the new range at their current step. PSDs
14 will not be impacted by this movement.

15 This MOU expires on June 30, 202~~75~~.

16

Tentatively Agreed To:

For the Union:

For the Employer:

DocuSigned by:

Robin Wypa

DocuSigned by:

Kristi Aravena

Date 10/12/2025

9A736501FAAE4A8...

Date 8/28/2025

255BCC783CD346E...

17

1

MOU – STAFFING

2

3 This Letter of Understanding is by and between the University of Washington (“Employer” or
4 “University”) and Service Employees International Union District 1199 NW (“Union”).

5 The Union and the Employer acknowledge that together the parties endeavor to provide a level
6 of staffing consistent with safe patient care and the service the parties provide to the community.

7 The parties are committed to the proposition that adequate staffing is necessary to meet the
8 needs of our patients and to provide quality care.

9 Both parties acknowledge that changes in patient acuity, census and staff availability and
10 workload requirements can happen rapidly, requiring mutual understanding and communication
11 and flexibility.

12 Employee(s) who have concerns about staffing or workloads are encouraged to address the
13 issues directly with their supervisor. Many staffing/workload issues, if addressed with the
14 supervisor at the time of occurrence, can be resolved through adjustments in assignments or
15 through the use of other staffing resources by documenting the concerns on the appropriate
16 form.

17 The employee(s) involved in the staffing concern may request the issue be presented to the
18 Labor/Management Committee when:

- 19 a. The supervisor has not responded to a documented concern within fourteen (14) days,
20 or
21 b. Persistent staffing concerns (e.g., 6 weeks) continue to exist and have been
22 documented, with the documentation given to the supervisor involved.

23 If the Labor/Management Committee determines that there is a genuine staffing issue, the
24 committee may direct the manager/supervisor of the department to convene a departmental
25 working group to review the issue and develop a recommendation(s) to the Labor/Management
26 Committee. The departmental working group shall ensure that the employee(s) identifying
27 concerns, the union delegate for the Department or Department designee and the
28 manager/supervisor of that department are members of the working group, so that they may
29 make presentations and present solutions to their concerns. The departmental working group
30 will endeavor to complete the review within thirty (30) days. Employees on the committee will
31 receive paid release time while attending committee meetings. Regular monthly staff meetings
32 of that department may be utilized for the working group at the next meeting following notice of
33 review.

34 An interdepartmental working group will be convened if the staffing concerns affect more than
35 one department. The departmental working group or interdepartmental working group shall
36 report to the Labor/Management Committee on their results and recommendations for resolving
37 the staffing concerns.

38 The Labor/Management Committee shall review the report of the working group and make such
39 recommendations as it deems advisable and submit a final report to administration within

1 fourteen (14) days of receipt of the report of the working group. The CEO/designee shall make
2 its decision known to the Labor/Management Committee within three (3) weeks of receipt of the
3 final report. The parties recognize the final decision on staffing issues rest with Hospital
4 Administration whose responsibility it is to ensure that an appropriate level of care is provided.

5 The determination of staffing (mix of employees, ratios, numbers) shall not be subject to
6 grievance and arbitration, Article 23.

7 ~~One CNA from each of the following units will be selected by the union to participate in the~~
8 ~~hospital wide staffing committee:~~

- 9 ~~a. Surgical Unit~~
- 10 ~~b. Medical Unit~~
- 11 ~~c. ICU/CCU, SCU/TEL~~
- 12 ~~d. Adult Psych~~
- 13 ~~e. 2 East/DSU~~
- 14 ~~f. MSE~~

15

Tentatively Agreed To:

For the Union:

For the Employer:

Date 9/24/2025

Date 8/28/2025

DocuSigned by:
Robin Wyss
9A736501FAAE4A8...

DocuSigned by:
Kristi Aravena
255BCC783CD346E...

16

1
2
3
4
5
6
7
8
9

MOU – UNIT CLARIFICATION INTERMITTENT AND NONPERMANENT EMPLOYEES

~~A. Within 30 days the parties will jointly petition PERC to clarify the following bargaining units to include employees working in intermittent and nonpermanent positions.~~

- ~~1. Service and Maintenance Bargaining Unit~~
- ~~2. Professional Bargaining Unit~~

~~B. The impacted job classifications are listed in Appendix I (attached).~~

Tentatively Agreed To:	
For the Union:	For the Employer:
<p>DocuSigned by: <i>Robin Wyss</i></p> <p>9A736501FAAE4A8...</p>	<p>DocuSigned by: <i>Jade Hersch</i></p> <p>ED538CDB172F42B...</p>
Date 10/12/2025	Date 11/13/2025

10

1 **MOU – UWMC-NW AND PRIMARY CARE CLINICS FLOATING**

2

3 During negotiations for the 202~~53~~-202~~75~~ collective bargaining agreement, the parties agreed to
4 the following:

5 Clinic workers that are assigned to float from their home clinic to a different clinic location than
6 their home clinic will receive an additional one dollar and fifty cents (\$1.50) per hour for all hours
7 worked at the assigned clinic.

8 The Employer will make a good faith effort to seek volunteers for floating before mandatorily
9 floating any employee.

10 Employees will be reimbursed for travel, mileage, and parking at the second site per university
11 policy, and will be provided with the appropriate forms and instructions that will allow them to
12 submit the forms for reimbursement.

13

Tentatively Agreed To:	
For the Union:	For the Employer:
<p>DocuSigned by: <i>Robin Wyss</i></p> <p>_____ Date 12/6/2025</p> <p>9A736501FAAE4A8...</p>	<p>DocuSigned by: <i>Kristi Dravena</i></p> <p>_____ Date 8/28/2025</p> <p>255BCC783CD346E...</p>

14

1 **MOU – VOLUNTARY FLOAT BETWEEN UWMC-NW AND MONTLAKE**
2 **CAMPUSES FOR BARGAINING UNITS REPRESENTED BY SEIU 1199,**
3 **SEIU 925, AND WFSE**
4

5 During negotiations for the 202~~51~~-202~~73~~ collective bargaining agreement, the parties agreed to
6 the following:

7 When there is low patient volume in a specific unit or department, and there is another unit or
8 department in need, management may float staff between UWMC-NW and UWMC-Montlake if
9 the employee agrees to float.

10 Employees who agree to float between UWMC-NW and UWMC-Montlake will receive adequate
11 orientation. Appropriate resources will be available as follows:

- 12 a. Introduction to the appropriate unit leader for the shift;
- 13 b. Review of emergency procedures for that unit;
- 14 c. Tour of the physical environment and location of supplies and equipment;
- 15 d. Review of the patient assignment and unit routine.

16 Employees shall not be required to perform new procedures without proper supervision.

17 Employees shall seek supervisory guidance for those tasks or procedures for which they have
18 not been trained. Employees who encounter difficulties related to floating should report these to
19 the appropriate unit leader. There will be no adverse consequences for an employee filing a
20 concern. The home department/unit leader (or designee) will seek volunteers among the
21 employees to float. Employees who volunteer to float will receive an assignment taking into
22 account the employee's training and experience.

23 Employees will not float more than once per shift.

24 If an employee agrees to float to an entity other than the employee's home entity, the employee
25 will receive a four dollar (\$4.00) per hour premium for all hours worked outside the employee's
26 home entity. This premium will apply to employees already receiving a premium for being in the
27 float team but cannot otherwise be stacked with any other float premiums.

28 Employees will be reimbursed for travel, mileage, and parking at the second site per university
29 policy, and will be provided with the appropriate forms and instructions that will allow them to
30 submit the forms for reimbursement.

31 The employee's "Home Entity" Collective Bargaining Agreement applies while floating to other
32 facilities.

33 Employees will receive appropriate and timely training on the equipment, practices, and work
34 area orientation at the non-home location to which they are floated.

35

36

2025-2027 SEIU 1199NW UWMC-NW CBA
Tentative Agreement
July 30, 2025

Tentatively Agreed To:

<p>For the Union:</p> <p>_____</p> <p>Date 10/12/2025</p>	<p>For the Employer:</p> <p>_____</p> <p>Date 8/28/2025</p>
---	---

DocuSigned by:

Robin Wyss

9A736501FAAE4A8...

DocuSigned by:

Kristi Aravena

255BCC783CD346E...

MOU – WAGE DISCUSSION

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19

~~During negotiations for the 2023-2025 successor agreement, the parties reached agreement on the following:~~

~~At least one (1) year prior to contract expiration, the parties agree to discuss the 2025 bargaining process to assist in planning for wage discussions in future negotiations.~~

~~The parties will explore shared interests and collaborative problem solving by discussing wage concerns at UW Medicine:~~

- ~~• Equity~~
- ~~• Options and approaches to address both parties' interests regarding wages~~
- ~~• Systems change to support options to address wage concerns~~

~~The discussions may result in potential opportunities for addressing wages in the 2025-2027 bargaining. Participants in these discussions will include relevant stakeholders for each party, including an EDI leader from each party. Each party may bring up to seven participants. During the life of this agreement, the parties will schedule at least three meetings to discuss with the option to mutually agree to more meetings. Employees will be paid release time for time spent in the meetings.~~

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

Tentatively Agreed To:	
For the Union:	For the Employer:
<p>DocuSigned by: <i>Robin Wyss</i></p> <p>Date 10/12/2025</p> <p>9A736501FAAE4A8...</p>	<p>DocuSigned by: <i>Kristi Aravena</i></p> <p>Date 8/28/2025</p> <p>255BCC783CD346E...</p>

20

1
2
3
4
5
6
7

SIDE LETTER A – U-PASS

The parties agree to the following regarding U-PASS:

~~Effective July 1, 2022~~, NWH bargaining unit employees with an active permanent appointment FTE will not be charged a fee for a U-PASS.

This MOU expires June 30, 2027

Tentatively Agreed To:

For the Union:

For the Employer:

DocuSigned by:
Robin Wyss
Date 12/6/2025
9A736501FAAE4A8...

DocuSigned by:
kristi Aravena
Date 8/28/2025
255BCC783CD346E...

8

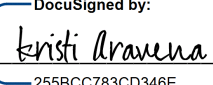
1
2
3
4
5
6
7
8
9
10
11

SIDE LETTER B – CALL ROOM ACCESS

The parties agree to the following regarding Call Room Access at Northwest Hospital:

In an effort to support employees who are required to be on standby/call, ~~within sixty (60) days of ratification,~~ the Employer will make one (1) call room available for employees to utilize while on standby/call. Clean linens will be provided for the call room. Employees will contact EVS if the room is lacking clean linens.

~~On or before January 1, 2023, the Employer will make one (1) additional standby/call room available.~~

Tentatively Agreed To:	
For the Union:	For the Employer:
_____	_____
Date	Date 8/28/2025
	<small>DocuSigned by:</small>  <small>255BCC783CD346E...</small>

SIDE LETTER B – CALL ROOM ACCESS

1
2
3
4
5
6
7
8
9
10

The parties agree to the following regarding Call Room Access at Northwest Hospital:

In an effort to support employees who are required to be on standby/call, ~~within sixty (60) days of ratification,~~ the Employer will make ~~one~~ two (12) call room available for employees to utilize while on standby/call. Clean linens will be provided for the call room. Employees will contact EVS if the room is lacking clean linens.

~~On or before January 1, 2023, the Employer will make one (1) additional standby/call room available.~~

Tentatively Agreed To:	
For the Union:	For the Employer:
<p>DocuSigned by: <i>Robin Wyss</i></p> <hr/> <p>Date 12/6/2025</p> <p>9A736501FAAE4A8...</p>	<p>DocuSigned by: <i>Jade Hensch</i></p> <hr/> <p>Date 12/3/2025</p> <p>ED538CDB172F42B...</p>

11

1
2
3
4
5
6
7
8
9
10

SIDE LETTER C – EDI COMMITTEES

The parties agree to the following regarding Equity, Diversity and Inclusion Committees:

In an effort to support Equity, Diversity and Inclusion at Northwest Hospital, the Union may appoint four (4) employee members to serve on the existing UWMC Equity, Diversity & Inclusion (EDI) Committee.

~~Within thirty (30) days of ratification, the UWMC Director of Equity, Diversity, and Inclusion will meet with Union delegates to build relationship, share the vision of EDI at UWMC, and hear the experiences of union members at UWMC Northwest and Clinics.~~

Tentatively Agreed To:	
For the Union:	For the Employer:
<p>DocuSigned by: <i>Robin Wyss</i></p> <p>9A736501FAAE4A8...</p>	<p>DocuSigned by: <i>Kristi Aravena</i></p> <p>255BCC783CD346E...</p>
Date 12/6/2025	Date 8/28/2025

11

1

SIDE LETTER E – VIRTUAL NEW EMPLOYEE ORIENTATION

2

3 The parties agree to the following regarding Online New Employee Orientation:

4 If the New Employee Orientation is conducted online, up to thirty (30) minutes of paid release
5 time shall be provided to one (1) Union delegate to attend orientation meetings conducted
6 virtually via Zoom. The Employer will continue to provide the Union with a list of all employees
7 scheduled for orientation prior to the beginning of NEO. The Employer will continue to include
8 the union orientation portion of NEO in the agenda. The Union will provide a link for the
9 orientation which the Employer will then make available to new employees.

10 In situations where an employee would not otherwise have been scheduled to attend the New
11 Employee Orientation webinar, the Employer will provide the employee with information and
12 instructions on the Union portion of the virtual New Employee Orientation on the day that best
13 aligns with the effective date of the employee’s job change.

14 This information will be provided in the following instances:

- 15 1. The Employee is moving from a non-bargaining unit job to a bargaining unit job; or
- 16 2. The Employee is moving between unions.

17

18

Tentatively Agreed To:

For the Union:

For the Employer:

DocuSigned by:
Robin Wyss

 Date 10/12/2025

DocuSigned by:
Kristi Aravena

 Date 8/28/2025

19

1
2
3
4
5
6
7
8
9
10

SIDE LETTER F – WORK EXPERIENCE REVIEW

~~The parties agree to the following regarding Work Experience Review:~~

~~Between April 1 and 30, 2022, employees who were hired on or before June 1, 2019, who believe they have been placed on the incorrect step based on their past work experience, will have a one-time opportunity to provide their information to leadership for review. Leadership will review their experience based on the criteria for credit for past experience and will place them at the correct step, as determined by the Employer, according to their past experience.~~

~~Any increase will be effective back to the date the review request was submitted.~~

Tentatively Agreed To:

For the Union:

For the Employer:

DocuSigned by:
Robin Wyss

Date 12/6/2025 9A736501FAAE4A8...

DocuSigned by:
Kristi Aravena

Date 8/28/2025 255BCC783CD346E...

11

1 **Article XX – Nonpermanent and Intermittent Employees**

2 Only the following language in this Article applies to the Nonpermanent and Intermittent
3 Employees and shall constitute the whole agreement between the Union and the University
4 regarding these employees.

5 **XX.1 Definition.** A Nonpermanent position can be created when any of the following conditions
6 are met:

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

14 **XX.2 Types of Nonpermanent Positions:**

- 15 A. Nonpermanent Hourly
16 B. Nonpermanent Fixed Duration

17 **XX.3 Nonpermanent Hourly and Nonpermanent Fixed Duration Appointments.**

- 18 A. The initial duration of a Nonpermanent Hourly and Nonpermanent Fixed Duration
19 appointment cannot exceed twelve (12) months from the hire date but may be extended
20 to no more than twenty-four (24) months if the conditions in XX.1 A-E still exist.
21 Individuals may receive consecutive Nonpermanent Fixed Duration or Hourly
22 appointments as long as any subsequent appointment is to a different position.
23 B. Conclusion of the appointment will be at the discretion of the University, including
24 termination of appointment prior to its originally intended expiration date, and will not be
25 subject to Articles 23 (Grievance Procedure) and Article 6 (Seniority, Layoff, Rehire) of
26 the contract.
27 C. If the employee is not a permanent state employee, the employer must give one work
28 days' notice prior to conclusion of the appointment. A Nonpermanent appointment may
29 be terminated immediately with pay in lieu of the one work day of notice required for
30 Nonpermanent Employees.
31 D. If at any time during a Nonpermanent appointment, a short-term workload peak or other
32 short term need becomes ongoing and permanent in nature, the Employer must take
33 action to fill the position on a permanent basis.

34 **XX.4 Intermittent Positions.** An Intermittent position exists when the nature of the work is
35 sporadic and does not fit a particular pattern.

36 **XX.5 Hours of Work and Overtime.**

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

1 B. When the Union believes an employee classified as intermittent and nonpermanent has
 2 been working regular full or part-time hours for a period of over three (3) months that are
 3 nonpermanent, (i.e., not for a specified project or for a specified period of time, including
 4 but not limited to FMLA leave, sick leave, vacations or other projects of temporary
 5 duration), the Union can submit a request to post a regular position to the department
 6 director for justification and approval. All approved positions will be posted according to
 7 Article 5.8 no later than forty-five (45) days of the Union’s submission.

8 C. Minimum Work Availability.

9 1. Intermittent and Nonpermanent Employees: Appointments may be ended due
 10 to a lack of work or employee availability.

11 2. Intermittent and Nonpermanent Employees

12 i. Minimum Work Availability. The minimum work availability for
 13 intermittent/non-permanent employees is four (4) shifts per four (4)
 14 week period. The four (4) shifts of availability must match the open
 15 shift needs of the department if the information regarding availability is
 16 known to the employee at the time of shift selection. If an employee
 17 withdraws availability, the shift does not count towards the minimum
 18 requirement. All hourly staff, once scheduled, are expected to honor
 19 the commitment, with the exception of illness or serious emergency. If
 20 an employee is unable to report to work as scheduled, the employee
 21 shall notify the Staffing Office or their Supervisor at least two (2) hours
 22 in advance of the scheduled shift. Temporary/intermittent employees
 23 are only eligible for premium shifts after meeting the minimum
 24 availability requirements.

25 ii. Holiday Availability. In areas where staffing is required on holidays,
 26 non-permanent/intermittent staff are expected to commit to at least
 27 one (1) shift on Thanksgiving Day, Christmas, or New Year holidays.

28 iii. Notification of cancelled shift. Failure to notify or attempt to notify staff
 29 of cancellation within the appropriate time limits will result in the
 30 employee being assigned to a unit for a minimum of two (2) hours.
 31 Shifts cancelled by the Employer count as an available shift.

32 iv. Employees who call in sick on a shift for which they were scheduled,
 33 that shift counts toward one of their available shifts.

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

35 **XX.6 Probationary Period Upon Movement from Nonpermanent or Intermittent to Regular.**

36 A. A Nonpermanent or Intermittent Employee hired into a regular bargaining unit position is
 37 required to serve a probationary period.

38 B. A Nonpermanent or Intermittent Employee who is hired into a regular position in the
 39 same job classification in the same unit without a break in service through open
 40 recruitment may have their Nonpermanent or Intermittent hours of service apply toward
 41 their probationary period for that position up to a maximum of three (3) months of the six
 42 (6) month probationary period, as determined by the Employer. Employees may request
 43 a meeting to review the determination of hours credit received.

44 C. The Employer may convert a Nonpermanent or Intermittent position into a permanent
 45 position if the Employer used a competitive process to fill the Nonpermanent. In such

1 circumstances the employee will serve a probationary or trial service period, whichever
2 is applicable.

3 **XX.7 Compensation.**

4 A. The rate of pay for employees under this Article must be placed on a salary step within
5 the range for the classified title that best fits the work.

6 B. The progression start date shall be established as follows:

7 1. The first of the current month for actions occurring between the first and the
8 fifteenth of the month; or,

9 2. The first of the following month for actions occurring between the sixteenth and
10 the end of the month.

11 C. **Annual Salary Adjustment.** Annual salary adjustments up to the top automatic step will
12 be administered the same as regular positions in the same classification. Employees are
13 encouraged to speak with their manager if they believe they are not on the appropriate
14 step based on years of experience. The manager may request a recruitment and
15 retention increase per **Article XX.7.g45.4** and will follow up with a response to the
16 employee.

17 D. **Shift Differential.** Employees assigned to work the evening (3:00 pm – 11:00 pm) shift
18 shall be paid a shift differential in accordance to Section 9.1 of this agreement over the
19 hourly contract rates of pay. Employees assigned to work the night shift (11:00 pm – 7:00
20 am) shall be paid a shift differential in accordance to Section 9.1 of this agreement over
21 the regular rate of pay. Employees shall be paid shift differential on second or third shift if
22 the majority of hours are worked during the designated shift.

23 a. Clinic Employees Only: Employees shall be paid shift differential for those hours
24 worked on a second and third shift if four (4) or more hours are worked on the
25 designated shift, provided this section shall not apply to clinic employees
26 regularly scheduled to commence work before 1:00 p.m.

27 E. **Certification Pay Professional/Technical Classifications Only.** Employees certified in
28 a specialty area by a national organization and working in that area of certification shall
29 be paid a premium provided the particular certification has been approved by the
30 Associate Administrator for Patient Care, or designee, and further provided that the
31 employee continues to meet all educational and other requirements to keep the
32 certification current and in good standing. A certified employee is eligible for only one (1)
33 certification premium regardless of other certifications the employee may have. Certified
34 employees will notify their respective Director/Manager in writing at the time certification
35 is received, providing a copy of the original certification document. Certification pay will
36 be effective the first full pay period after the date documentation is received by the
37 Director/Manager. Social Workers are excluded from Certification Pay.

38 F. Certification Pay – Imaging Technologist Supervisors who obtain and maintain their
39 registration through the American Registry of Radiologic Technologists (ARRT) in more
40 than one (1) modality will be paid certification pay.

41 G. Social Worker Licensure Pay. License Pay in the amount of one dollar and fifty cents
42 (\$1.50) per hour will be provided to all Social Workers who are licensed by the State of
43 Washington as an Advanced Social Worker or Independent Clinical Social Worker.
44 License Pay will be provided on the first available pay period after the Social Worker has
45 provided proof of licensure to the appointing authority or designee.

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26
27
28
29
30
31

H. **Standby Premium.** Off-duty standby assignments shall be determined in advance by supervision. Pursuant to RCW 49.28.140 no employee may be required to work overtime, including overtime resulting from prescheduled mandatory on-call time when that on-call time is being used to staff for regular changes in patient census or acuity or expected increases in the number of employees not reporting for predetermined scheduled shifts. Employees required to restrict their off-duty activities in order to be immediately available for duty when called, will be compensated for time spent in standby status. An employee called to work will be paid at time and one-half (1-1/2) and shall be paid for a minimum of three ~~two and one half (3 1/2)~~ hours. Call back from standby does not apply until forty-five (45) minutes after the end of the scheduled shift. The minimum callback hours shall not apply more than once in a sixty (60) minute period.

I. **Preceptor.** An intermittent or nonpermanent employees will have the same eligibility for preceptor premium as employees in regular positions in the same classification.

J. **Weekend Premium.** An intermittent or nonpermanent employee will have the same eligibility for weekend premium as employees in regular positions in the same classification.

K. **Modality Pay.** An intermittent or nonpermanent employee will have the same eligibility for modality premium as employees in regular positions in the same classification.

L. **Low Census Standby.** An intermittent or nonpermanent employee will have the same eligibility for low census standby as employees in regular positions in the same classification according to Article 9.2.

M. **Cross Entity Float.** An intermittent or nonpermanent employee will have the same eligibility for Cross Entity Float premium as employees in regular positions in the same classification.

N. **Float.** Intermittent or nonpermanent employees are ~~not~~ eligible for float premium.

O. PREMIUMS

Nonpermanent and Intermittent Employees

Professional Bargaining Unit	-
<u>Certification</u>	<u>1.25</u>
<u>Cross Entity (Bargaining Unit) Float</u>	<u>4.00</u>
<u>Evening Shift</u>	<u>1.75</u>
<u>Night Shift</u>	<u>2.505.00</u>
<u>Night Shift Pharmacist</u>	<u>4.005.00</u>

<u>Licensure - Social Workers</u>	<u>1.50</u>
<u>Low Census Standby</u>	<u>3.754.00</u>
<u>Modality Pay 1*</u>	<u>1.25</u>
<u>Modality Pay 2*</u>	<u>1.50</u>
<u>Modality Pay 3*</u>	<u>1.752.00</u>
<u>Standby Pay – all classifications except Social Workers</u>	<u>7.00</u>
<u>Standby Pay - Social Workers</u>	<u>4.00</u>
<u>Temp Salary Increase (at least 5%)</u>	<u>5%</u>
<p><i>*Modality Pay applies to the following: Advanced Cardiac Technologist and Lead Diagnostic Medical Sonographer & Lead Imaging Tech - Trainee, Comp Tomo, Lead, Mag Res Imaging & Mammo Interventional Tech Nuclear Med Technologist 1 Radiology Tech Lead Spec Mammo & Brst US Tech Spec Mammography Tech</i></p>	

Service & Maintenance Bargaining Unit	
<u>Cross Entity Float Bargaining Unit Float</u>	<u>4.00</u>
<u>Evening Shift (except as listed below)</u>	<u>1.35</u>
<u>Evening Shift (Cert Nursing Asst.)</u>	<u>1.50</u>
<u>Evening Shift (Allergy Tech, Dietetic Technician, EEG END Tech, EKG Tech In House Cert, Implant Materials Specialist, Instrument Tech, Inventory Coord, Medical Assistant – Cert, Medical Assistant – Cert Lead, Medical Assistant – Procedure, Medical Assistant Apprentice, Medical Assistant Registered)</u>	<u>1.75</u>
<u>Night Shift (except as listed below)</u>	<u>2.005.00</u>

<u>Night Shift (Cert Nursing Asst.)</u>	<u>2,255.00</u>
<u>Night Shift (Allergy Tech, Dietetic Technician, EEG END Tech, EKG Tech In House Cert, Implant Materials Specialist, Instrument Tech, Inventory Coord, Medical Assistant – Cert, Medical Assistant – Cert Lead, Medical Assistant – Procedure, Medical Assistant Apprentice, Medical Assistant Registered)</u>	<u>2,505.00</u>
<u>Low Census Standby</u>	<u>3,754.00</u>
<u>Standby Pay</u>	<u>7.00</u>
<u>Preceptor</u>	<u>1,502.00</u>
<u>Weekend</u>	<u>1,504.00</u>
<u>Temp Salary Increase (at least 5%)</u>	<u>5%</u>

Radiology Supervisors Bargaining Unit	-
<u>Certification</u>	<u>1.25</u>
<u>Evening Shift</u>	<u>1.50</u>
<u>Night Shift</u>	<u>2,255.00</u>
<u>Modality Pay 1</u>	<u>1.25</u>
<u>Modality Pay 2</u>	<u>1.50</u>
<u>Modality Pay 3</u>	<u>1.75</u>
<u>Standby Pay</u>	<u>3,757.00</u>
<u>Weekend</u>	<u>2,504.00</u>
<u>Temp Salary Increase (at least 5%)</u>	<u>5%</u>

1 P. Employee Recruitment and Retention (R&R) Step Increases. The University, at its
2 discretion, may approve additional step increases at any time. Employee R&R step
3 increases will not change an employee's progression start date.

4 Q. Temporary Salary/Hourly Increases (TSI/THI). An intermittent or nonpermanent
5 employee will have the same eligibility for THI as employees in regular positions in the
6 same classification, according to Article 9.6.

7 ~~R. Employees are encouraged to speak with their manager if they believe they are not on~~
8 ~~the appropriate step based on years of experience.~~

9 **XX.8 Training.**

10 Intermittent and Nonpermanent Employees shall be appropriately trained and or certified prior to
11 being assigned to perform work requiring such training or certification, e.g., work with asbestos,
12 lead, blood borne pathogens, and all other appropriate training required for safety and efficiency
13 in the unit.

14 Intermittent and Nonpermanent Employees that are required to schedule and participate in
15 mandatory education by their department will be compensated at the appropriate rate of pay.

16 **XX.9 Sick Time Off**

17 A. Employees in Nonpermanent Fixed Duration positions will accrue sick time off per Article
18 12 Sick Leave.

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

23 **XX.10 Vacation Time Off**

24 A. Employees in Nonpermanent Fixed Duration positions will accrue and use vacation time
25 off per Article 11 Vacation Schedule.

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

29 C. Employees in Intermittent positions will receive vacation time off accrual rate increases
30 in accordance with the accrual schedule in Article 11 Vacation Time Off.

31 D. Employees in Nonpermanent and Intermittent positions are subject to the maximum
32 vacation time off accrual rules as outlined in RCW 43.01.044 for classified employment.

33 **XX.11 Holidays and Holiday Credit**

34 A. Employees in Nonpermanent Fixed Duration positions will be paid for holidays and
35 receive holiday credit per Article 10 Holiday.

36 B. Holiday credit is a balance of time off that is received in lieu of holiday compensation for
37 employees in Nonpermanent Hourly and Intermittent positions. Holiday credit accrual is
38 proportionate to the number of hours in pay status (excluding overtime hours) in the
39 same month of the holiday to that required for full-time (1.0 FTE) employment, excluding
40 all holiday hours. Holiday credit accrual will be calculated at the end of the month.

Employees in Nonpermanent Hourly and Intermittent positions hired during the month of the holiday will not receive credit for holidays that occur prior to their hire date.

C. Employees in Nonpermanent Hourly and Intermittent positions shall be paid for holiday credit in accordance with Article 10 Holiday.

XX.12 Holidays Premium. If an employee works one of the following holidays, they will receive time and one half (1 ½) for all hours worked on that holiday: New Year’s Day, Martin Luther King Jr. Day, Presidents’ Day, Memorial Day, Juneteenth, Independence Day, Labor Day, Veterans’ Day, Thanksgiving Day, Native American Heritage Day, and Christmas Day.

XX.13 Personal Holiday

A. Employees in Nonpermanent Fixed Duration positions will receive a personal holiday per Article 10.3 Personal Holiday.

B. Employees in Nonpermanent Hourly and Intermittent positions earn a personal holiday at a rate proportionate to the number of hours in pay status (excluding overtime hours) in the same month when the personal holiday is scheduled to that required for full-time (1.0 FTE) employment, excluding all holiday hours. The value of the Personal Holiday cannot exceed eight (8) hours.

XX.14 Corrective Action

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

B. Appointments may end due to a lack of work.

C. **ENDING EMPLOYMENT.** Intermittent and nonpermanent employees planning to resign shall make a good faith effort to give at least thirty (30) calendar days’ notice of intention to terminate. All resignations shall be final unless the Employer agrees to rescind the resignation.

XX.15 Family Medical Leave Act and Miscellaneous Leave. If eligible, the Employer will continue to provide Family and Medical Leave (Article 15), Domestic Violence Leave (Article XX), Civil Duty Leave (as unpaid release time) (Article 18), Leave Without Pay for Reason of Faith or Conscience (Article 19), and paid Military Leave in accordance with University Policy and Article XX.

XX.16 OTHER PROVISIONS. In addition to what is noted above the following Articles in this Agreement apply to intermittent and nonpermanent employees:


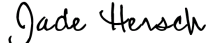
- Article 1 Recognition
- Article 2 Union Dues Deduction
- Article 3 Union Representatives (union activities)
- Article 4 (4.4 and 4.5 only)
- Article 5 Employment Practices (5.4, 5.5, 5.6, 5.7 and 5.10 only)
- Article 7 Hours of Work and Overtime (7.7, 7.13)
- Article 13 Medical and Insurance Benefits (if qualified per PEBB)
- Article 20 Committees (only 20.1 and 20.1.1)
- Article 21 Health and Safety

- 1 • Article 23 Grievance Procedure
- 2 • Article 24 Management Responsibilities
- 3 • Article 26 Uninterrupted Patient Care
- 4 • Article 28 General Provisions
- 5 • Article 29 Duration
- 6 • Article 31 New Employee Orientation
- 7 • Article 32 Salary Overpayment Recovery
- 8 • Article 33 Non-Discrimination
- 9 • Article XX Mandatory Subject

10 Only the following sections of Article 5 apply, as described below:

- 11 ○ 5.4 – Personnel File (except section A)
- 12 ○ 5.6 – Evaluations
- 13 ○ 5.10 Parking

14

Tentatively Agreed To:	
<p>For the Union:</p> <div style="text-align: center; margin-top: 20px;"> <p><small>DocuSigned by:</small></p>  <p><small>9A736501FAAE4A8...</small></p> </div> <p>Date 11/14/2025</p>	<p>For the Employer:</p> <div style="text-align: center; margin-top: 20px;"> <p><small>DocuSigned by:</small></p>  <p><small>ED538CDB172F42B...</small></p> </div> <p>Date 11/13/2025</p>

15

1 **ARTICLE XX - CORRECTIVE ACTION AND DISMISSAL**

2

3 **XX.1 Corrective Action/Dismissal.** The Employer and the Union will follow the “Corrective
4 Action/Dismissal Process” below for all corrective action/dismissal actions in order to utilize a
5 corrective rather than punitive approach.

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

11 **XX.2 Representation During Investigations.**

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

16 B. The role of the union representative in regard to Employer-initiated investigation is to
17 provide assistance and counsel to the employee and not interfere with the Employer’s
18 right to conduct the investigation. Every effort will be made to cooperate in the
19 investigation.

20 C. An employee placed on an alternative assignment during an investigation will not be
21 prohibited from contacting their union representative unless there is a conflict of interest,
22 in which case the employee may contact another union representative. This does not
23 preclude the Employer from restricting an employee’s access to the Employer’s
24 premises.

25 D. An interpreter can be requested by either party and will be provided.

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

29 **XX.3 Written Action Plans.** Written action plans shall identify problem area(s), performance
30 objectives and suggestions for remedying and shall include reasonable timelines for completion.
31 When an employee has chosen to be represented by the Union during the Corrective
32 Action/Dismissal Process, the representative will be involved in developing the written action
33 plan. At the conclusion of the counseling session, the Employer will inform the employee when
34 the employee may reasonably expect to receive the written action plan.

35 **XX.4 Corrective Action/Dismissal Process.** The Employer will make clear the Step of the
36 process being conducted.

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

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

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

13 Grievability/Arbitrability. Informal Coaching of the Corrective Action/Dismissal Process above is
14 not grievable. Formal counseling may be grieved through Step Three Mediation of the grievance
15 procedure only. Final counseling and dismissal may be grieved through every step of the
16 grievance procedure beginning at Step Two.

17 **XX.5 Representation.** All employees upon request shall be entitled to have a representative
18 present during all steps of the Corrective Action/Dismissal Process. All employees upon request
19 shall be entitled to have a representative present during meetings that are investigatory in
20 nature and may reasonably be expected to result in implementation of the Corrective
21 Action/Dismissal Process at Formal Counseling or higher.

22 **XX.6 Investigations.**

23 A. The Employer will notify the employee upon scheduling of the investigation meeting of
24 the subject of the investigation. At the conclusion of an investigation, where the
25 Employer elects not to take corrective action, the employee will be provided with a
26 notification that the investigation is completed and that no corrective action will be
27 imposed.

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

33 **XX.7 Off the Job Activities.** The private and personal "off the job" lifestyle and activities of an
34 employee shall not be legitimate grounds for disciplinary action initiated by the Employer except
35 where such lifestyle or activities constitute a direct conflict of interest as set forth in RCW 42.18
36 or are directly detrimental to the employee's work performance.

37 **XX.8 Presumption of Resignation/Abandonment.**

38 a. An employee who fails to appear for work and report absence to the supervisor, in
39 accordance with departmental policy, on three (3) consecutive scheduled workdays,
40 shall be deemed to have resigned. Notice of separation will be sent to the employee's

1
2
3
4
5
6
7
8
9
10

last known address on record with the UW Payroll Office via certified mail after the third (3rd) consecutive day of absence. Prior to sending the notice, the Employer will attempt to contact the employee through current home telephone and emergency contact numbers on record in Employee Self-Service **Workday** and departmental records.

b. Within fourteen (14) calendar days of mailing the separation notice and upon proof that the failure to report absent could not reasonably have been avoided, an employee may submit to the supervisor or their representative a written petition for reinstatement. The Employer's decision to not reinstate may be grieved according to the grievance procedure in Article 23.

Tentatively Agreed To:

For the Union:

For the Employer:

Date 9/24/2025
DocuSigned by:
Robin Wyss
9A736501FAAE4A8...

Date 8/28/2025
DocuSigned by:
Kristi Aramena
255BCC783CD346E...

11

New Article – Leave Due to Family Care Emergencies

XX.1 There are two (2) 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.

XX.2 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, and unpaid time off. Employees may also use their personal holiday. Use of any of the above leave categories is dependent upon the employee’s eligibility to use such leave. The employee upon returning from such leave shall designate to which leave category the absence will be charged.

XX.3 Accrued sick time off in excess of three (3) days may be used when the employee’s child’s school or day care has been closed by a public official for any health related reason.

Tentatively Agreed To:

For the Union:

For the Employer:

DocuSigned by:
Robin Wysp
Date 7/25/2025 9A736501FAAE4A8...

DocuSigned by:
Kristi Aravena
Date 7/27/2025 255BCC783CD346E...

Article XX – Mandatory Subject

XX.1. Existing practices not contained in this contract which have a bearing on employee wages, hours and working conditions shall not be modified or eliminated without providing the union notice and opportunity to bargain, as prescribed by law.

A. The Employer will notify the Union of these changes in writing. The written notice must include:

1. A description of the intended change, including information relevant to the impacts of the change on employees and a list of the job classifications and names of affected employees if known;
2. Where the change will occur; and
3. The date the Employer intends to implement the change.

B. Within thirty (30) calendar days of receipt of the written notice the Union may request negotiations over the changes. The timeframe for filing a demand to bargain will begin after the Employer has provided written notice to the Union. The thirty (30) calendar day period may be used to informally discuss the matter with the Employer and to gather information related to the proposed change. The written notice requesting bargaining must be filed with Human Resources Labor Relations (LR) at laborrel@uw.edu and shall include at least three (3) available dates and times to meet.

C. In the event the Union does not request negotiations within thirty (30) calendar days of receipt of the notice, the Employer may implement the changes without further negotiations.

D. There may be emergency or mandated conditions that are outside of the Employer's control requiring immediate implementation, in which case the Employer will notify the Union as soon as possible.

XX.2. Unless agreed otherwise, the parties agree to begin bargaining within thirty (30) calendar days of receipt of the request to bargain. 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. The parties shall agree to the location and time for the discussions and/or negotiations. Each party is responsible for choosing its own representatives for these activities. The Union will

2025-2027 SEIU 1199NW UWMC-NW CBA
Tentative Agreement
July 31, 2025

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.

Release Time

A. The Employer shall approve paid release time for up to four (4) employee representatives who are scheduled to work during the time meetings or 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 without pay 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.~~

~~C. The Union is responsible for paying any travel or per diem of employee representatives. Employee representatives may not use a state vehicle to travel to and from a bargaining session, unless authorized by the Employer for Business Purposes.~~

Tentatively Agreed To:

For the Union:

For the Employer:

Date 9/24/2025

DocuSigned by:
Robin Wyss
9A736501FAAE4A8...

Date 8/28/2025

DocuSigned by:
Kristi Dravena
255BCC783CD346E...

New Article – Reasonable Accommodation of Employees with Disabilities

XX.1 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 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.

XX.2 An employee who believes that they suffer a disability and require a reasonable accommodation to perform the essential functions of their position may request such an accommodation through the Disability Services Office form or otherwise informing the employee's supervisor and/or department of the need for accommodation.

XX.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.

XX.4 The Employer will determine whether an employee is eligible for a reasonable accommodation and the final form of any accommodation to be provided.

XX.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.

XX.6 An employee who is unable to perform the essential function of their position may be provided a leave of absence in accordance with XX as an accommodation.

XX.7 Disability Leave. Disability leave may be a combination of the employee's accrued sick time off, vacation time off, personal holiday, holiday credit, compensatory time, and/or unpaid time off, the combination of which may be determined by the employee. If disability leave is taken as unpaid, the employee may apply eight (8) hours of accrued paid time off per month during the duration of the approved 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.

XX.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:

2025-2027 SEIU 1199NW UWMC-NW CBA
Tentative Agreement
June 10, 2025

1. Providing more frequent, longer, or flexible restroom breaks;
 2. Modifying a no food or drink policy;
 3. Providing seating or allowing the employee to sit more frequently if ~~the~~ her ~~their~~ them job requires her ~~them~~ to be standing; and
 4. Restricting lifting to seventeen pounds (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:	
For the Union:	For the Employer:
<p>DocuSigned by: <i>Robin Wyss</i></p> <p>9A736501FAAE4A8...</p>	<p>DocuSigned by: <i>Kristi Aravena</i></p> <p>255BCC783CD346E...</p>
Date 7/25/2025	Date 7/27/2025

**MEMORANDUM OF UNDERSTANDING
 BETWEEN
 THE UNIVERSITY OF WASHINGTON (UNIVERSITY)
 AND
 SEIU 1199NW UWMC-NW (UNION)**

MOU: BU TABLE PAY RANGES 1-22

During negotiations for the 2025-27 successor agreement, the parties reached agreement on the following:

Effective July 1, 2026, for all classifications on the BU Table in Pay Ranges 1-22 as of June 30, 2026, the Employer will implement the following:

- A. 1% recruitment and retention increase by range increase.
- B. An additional step for all employees not at the top step.

The classification currently on the BU Table in Pay Ranges 1-22 are:

JC	Job Profile Name	Current Table	Current Range	New Table	New Range
21310	Child Care Teachers Aide (NE H SEIU 1199NW UWMC Northwest Service and Maintenance)	BU	5	BU	6
22953	Child Care Teachers Aide (NE H NI SEIU 1199NW UWMC Northwest Service and Maintenance)	BU	5	BU	6
21437	Medical Assistant Apprentice (NE H SEIU 1199NW UWMC Northwest Service and Maintenance)	BU	7	BU	8
23051	Medical Assistant Apprentice (NE H NI SEIU 1199NW UWMC Northwest Service and Maintenance)	BU	7	BU	8
21335	Food Service Worker (NE H SEIU 1199NW UWMC Northwest Service and Maintenance)	BU	13	BU	14
21376	Parking Control Attendant (NE H SEIU 1199NW UWMC Northwest Service and Maintenance)	BU	13	BU	14
21389	Retail Assoc - Gift Shop (NE H SEIU 1199NW UWMC Northwest Service and Maintenance)	BU	13	BU	14
22971	Food Service Worker (NE H NI SEIU 1199NW UWMC Northwest Service and Maintenance)	BU	13	BU	14
23007	Parking Control Attendant (NE H NI SEIU 1199NW UWMC Northwest Service and Maintenance)	BU	13	BU	14
23019	Retail Assoc - Gift Shop (NE H NI SEIU 1199NW UWMC Northwest Service and Maintenance)	BU	13	BU	14
21383	Physical Therapy Tech (NE H SEIU 1199NW UWMC Northwest Service and Maintenance)	BU	16	BU	17
23014	Physical Therapy Tech (NE H NI SEIU 1199NW UWMC Northwest Service and Maintenance)	BU	16	BU	17
23638	Parking Control Attendant Lead (NE H SEIU 1199NW UWMC Northwest Service and Maintenance)	BU	18	BU	19
23639	Parking Control Attendant Lead (NE H NI SEIU 1199NW UWMC Northwest Service and Maintenance)	BU	18	BU	19

21361	Materials Hndlg Aide II (NE H SEIU 1199NW UWMC Northwest Service and Maintenance)	BU	20	BU	21
22992	Materials Hndlg Aide II (NE H NI SEIU 1199NW UWMC Northwest Service and Maintenance)	BU	20	BU	21
23404	Retail Clerk Lead (NE H SEIU 1199NW UWMC Northwest Service and Maintenance)	BU	21	BU	22
23405	Retail Clerk Lead (NE H NI SEIU 1199NW UWMC Northwest Service and Maintenance)	BU	21	BU	22
21343	Custodian (NE H SEIU 1199NW UWMC Northwest Service and Maintenance)	BU	22	BU	23
22976	Custodian (NE H NI SEIU 1199NW UWMC Northwest Service and Maintenance)	BU	22	BU	23

1
2 Employees will be placed on their same step on their new range. Progression start dates
3 (PSDs) will not be changed.

4
5 This MOU will expire upon implementation.

6

Tentatively Agreed To:

<p>For the Union:</p> <p style="text-align: center;">DocuSigned by: <i>Robin Wypa</i></p> <hr style="width: 100%;"/> <p style="text-align: center;">11/14/2025 Date</p> <p style="text-align: center; font-size: small;">9A736501FAAE4A8...</p>	<p>For the Employer:</p> <p style="text-align: center;">DocuSigned by: <i>Jade Hersch</i></p> <hr style="width: 100%;"/> <p style="text-align: center;">11/13/2025 Date</p> <p style="text-align: center; font-size: small;">ED538CDB172F42B...</p>
--	--

7

1 **MEMORANDUM OF UNDERSTANDING**
 2 **BETWEEN**
 3 **THE UNIVERSITY OF WASHINGTON (UNIVERSITY)**
 4 **AND**
 5 **SEIU 1199NW UWMC-NW (UNION)**

6 **MOU: CASE MGMT ASST RECRUITMENT AND RETENTION**
 7

8 During negotiations for the 2025-27 successor agreement, the parties reached agreement on
 9 the following recruitment and retention increase for Case Mgmt Asst.

10 Effective no more than forty-five (45) days following ratification and on the first available pay
 11 period as determined by the Employer.
 12
 13

JC	Job Profile	New Job Profile Name	Current Table	Current Range	New Table	New Range
21306	Case Mgmt Asst (NE H SEIU 1199NW UWMC Northwest Service and Maintenance)	Social Work Assistant (NE H SEIU 1199NW UWMC Northwest Service and Maintenance)	BU	57	BD	32
22949	Case Mgmt Asst (NE H NI SEIU 1199NW UWMC Northwest Service and Maintenance)	Social Work Assistant (NE H NI SEIU 1199NW UWMC Northwest Service and Maintenance)	BU	57	BD	32

14 The class specification is attached.

15
 16
 17 Employees will be placed on the new range ~~at the step that provides at least 5% increase as~~
 18 ~~follows:~~

<u>Employee ID</u>	<u>Employee</u>	<u>Current Step</u>	<u>New Step/Table</u>	<u>BD/R32</u>	<u>% Increase</u>
<u>813007071</u>	<u>Broussard, Julie Ann</u>	<u>S</u>	<u>RU</u>		<u>5-815.7%</u>
<u>814004862</u>	<u>Grieve, Diane</u>	<u>S</u>	<u>RU</u>		<u>5-815.7%</u>
<u>819009966</u>	<u>Milholland, KC</u>	<u>Q</u>	<u>QU</u>		<u>6-219.6%</u>

19
 20 Progression Start Dates (PSDs) are not impacted.

21
 22 This MOU will expire upon implementation.
 23

1 **Social Work Assistant 2**

2 **UW CODE AND REPRESENTATIVE GROUP**

Representative group	Job codes
SEIU Local 925 Healthcare Prof/Lab Tech	18112 (NE S SEIU 925 HCP/LT) 22515 (NE H NI SEIU 925 HCP/LT)
SEIU 1199NW HMC Social Worker and Dietitian	18942 (NE S SEIU 1199NW HMC SW/Dietitian) 23211 (NE H NI SEIU 1199NW HMC SW/Dietitian)

3
 4 **Social Work Assistant**

5 **UW CODE AND REPRESENTATIVE GROUP**

<u>SEIU 1199NW UWMC Northwest Professional</u>	<u>21306 (NE H SEIU 1199NW UWMC Northwest Service and Maintenance)</u> <u>22963 (NE H NI SEIU 1199NW UWMC Northwest Professional)</u>
--	--

6
 7 **BASIC FUNCTION**

8 ~~As a member of the social services team, p~~Provide direct task-oriented social work services to
 9 clients/patients, families, and others; ~~and/or participate in the practicum instruction of social work~~
 10 ~~assistant students.~~

11
 12 **DISTINGUISHING CHARACTERISTICS**

13 Under general supervision, provide direct task-oriented social work services ~~and/or participate in the~~
 14 ~~practicum instruction of social work assistant students.~~

15
 16 **TYPICAL WORK**

17 ~~Provide discharge planning for clients/patients and client/patient families; Assist clients/patients, families,~~
 18 ~~and others with discharge planning; coordinate with other staff members; explain program requirements~~
 19 ~~(such as Medicaid, Medicare, Social Security Disability) to potential participants and referrers;~~
 20 ~~Coordinate placement, home-based care services, transportation, lodging, and follow-up appointments.~~
 21 ~~Coordinate patient's Durable Medical Equipment needs;~~
 22 ~~Provide notary public services for documentation required to complete coordination of care planning;~~
 23 ~~Provide timely, clear and concise documentation of interventions. Assist in updating and maintaining~~
 24 ~~department database/spreadsheets.~~
 25 ~~Provide client/patient advocacy; act as liaison with community agencies/resources. Ensure community~~
 26 ~~information is up to date related to changes in programs/resources;~~
 27 ~~Provide task-oriented assessment for purpose of limited intervention;~~
 28 ~~Assist clients/patients, families, and others with specific planning needs as well as assist with completion~~
 29 ~~of forms;~~
 30 ~~Assist in information gathering from clients/patients, groups, and agencies.~~
 31 ~~Participate in department committees and coordinate tasks as assigned;~~
 32 ~~Participate in practicum instruction of social work assistant students;~~
 33 ~~Teach clients/patients, families, and staff task focused aspects of discharge planning;~~
 34 ~~Perform the work of Social Work Assistant I's;~~
 35 ~~Perform other duties as assigned. related duties as required.~~

36
 37 **MINIMUM QUALIFICATIONS**

38 Bachelor of Social Work or a Bachelor's Degree in the behavioral sciences AND two years experience in
 39 the social work field ~~as a Social Work Assistant I or equivalent.~~

40 OR

1 an Associate of Arts Degree in the behavioral sciences AND four years of work experience in the social
2 work field as a Social Work Assistant I or equivalent.
3 Equivalent education and/or experience may substitute for minimum qualifications except when there are
4 legal requirements, such as a license, certification, and/or registration.
5

6 **CLASSIFICATION HISTORY**

7 01/18/1988: New Class
8 07/02/1990: Revise MQ
9 06/01/2005: CSR Class Conversion
10 07/01/2009: Revise MQ
11 XX/XX/XXXX: Revise Basic Function, Distinguishing Characteristics, Typical Work and Minimum
12 Requirements.
13 XX/XX/XXXX: For SEIU1199NW UWMC-NW, this body of work used to be allocated in Class# 21306
14 Case Mgmt Asst (SEIU 1199NW UWMC Northwest Service and Maintenance).
15

Tentatively Agreed To:

For the Union:

For the Employer:

Date 11/14/2025
DocuSigned by:
Robin Wyss
9A736501FAAE4A8...

Date 11/13/2025
DocuSigned by:
Jade Hersch
ED538CDB172F42B...

- 1 **New MOU – CNA Floating Discussions**
- 2 During negotiations for the 2025-2027 successor agreement, the parties agreed to the following
- 3 regarding floating discussions:
- 4 Within 30 days of ratification, the Parties will meet in a Joint Labor Management (JLM) meeting
- 5 to discuss CNA floating practices throughout the hospital, including CNA schedules and patient
- 6 volumes, to ensure adequate CNA staffing.

7
8

Tentatively Agreed To:

<p>For the Union:</p> <p style="text-align: center;">DocuSigned by: <i>Robin Wyss</i></p> <hr style="width: 80%; margin: auto;"/> <p>Date 10/20/2025</p> <p style="text-align: center; font-size: small;">9A736501FAAE4A8...</p>	<p>For the Employer:</p> <p style="text-align: center;">DocuSigned by: <i>Jade Hersch</i></p> <hr style="width: 80%; margin: auto;"/> <p>Date 10/17/2025</p> <p style="text-align: center; font-size: small;">ED538CDB172F42B...</p>
--	--

9

1 **MEMORANDUM OF UNDERSTANDING**
2 **BETWEEN**
3 **THE UNIVERSITY OF WASHINGTON (UNIVERSITY)**
4 **AND**
5 **SEIU 1199NW (UNION)**

6
7 **MOU: FACILITATED MEDIATION RE: SYSTEM WIDE FLOAT POOL**
8


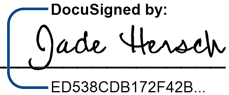
9 During negotiations for the 2025-2027 collective bargaining agreement, the parties
10 agreed to the following:

11
12 To address census fluctuations while supporting a healthy work environment for our
13 staff, increase recruitment and retention through growth opportunities, and ensure
14 quality patient care, the parties agree to request facilitated mediation from PERC within
15 90 days of ratification to develop a tiered system wide float pool for clinical staff. The
16 goal would be to create an equitable and effective method of responding to changes in
17 staffing needs across HMC and UWMC (ML and NW). The parties commit to meeting at
18 least monthly with the facilitator/mediator, for up to 12 months, to fully discuss the
19 concept and if agreeable and work together to develop a process. Up to 5 employees
20 (selected by the Union) at each campus would be provided paid time to attend each
21 session.
22

23 ~~Goals of the floating tool:~~

- 24 ~~• Reduce our dependency on Agency staff.~~
- 25 ~~• Provide UW Medicine staff with development opportunities to increase~~
- 26 ~~recruitment and retention. Enable staff to see growth opportunities within UW~~
- 27 ~~Medicine instead of seeking those elsewhere.~~
- 28 ~~• Build a tiered system wide float pool that compensates staff depending on~~
- 29 ~~availability, competency, assigned location, clinical groupings, and level of~~
- 30 ~~support needed.~~
- 31 ~~• Ability to address high/low census and unexpected leaves and resignations~~
- 32 ~~across UW Medicine and ensure adequate staffing to comply with the Staffing~~
- 33 ~~Law.~~
- 34 ~~• Ability to have coverage in areas where we traditionally have relied on call or~~
- 35 ~~overtime for high/low census periods.~~
- 36 ~~• Increase staff satisfaction and patient care across UW Medicine.~~
- 37

38
39
40
41
42
43
44

Tentatively Agreed To:	
For the Union:	For the Employer:
<hr/>	<hr/>
Date 10/20/2025	Date 10/17/2025
	
9A736501FAAE4A8...	ED538CDB172F42B...

**MEMORANDUM OF UNDERSTANDING
 BETWEEN
 THE UNIVERSITY OF WASHINGTON (UNIVERSITY)
 AND
 SEIU 1199NW UWMC-NW (UNION)**

MOU: LAB ASSISTANT SERIES

During negotiations for the 2025-27 successor agreement, the parties reached agreement on the following classification alignment.

Effective no more than sixty (60) days following ratification and on the first available pay period as determined by the Employer, employees in UWMC-NW LabMed department allocated to the Lab Assistant series will be placed in the new Clinical Laboratory Technician series.

JC	Job Profile	Current Table/Range	New JC	New Job Profile Name	New Table/Range
22985	Lab Assistant (NE H NI SEIU 1199NW UWMC Northwest Service and Maintenance)	BU/R40	XXXXX	Clinical Laboratory Technician 1 (NE H NI SEIU 1199NW UWMC Northwest Service and Maintenance)	No change
21354	Lab Assistant (NE H SEIU 1199NW UWMC Northwest Service and Maintenance)	BU/R40	XXXXX	Clinical Laboratory Technician 1 (NE H SEIU 1199NW UWMC Northwest Service and Maintenance)	No change
22987	Lab Asst Technical (NE H NI SEIU 1199NW UWMC Northwest Service and Maintenance)	BU/R47	XXXXX	Clinical Laboratory Technician 2 (NE H NI SEIU 1199NW UWMC Northwest Service and Maintenance)	No change
21356	Lab Asst Technical (NE H SEIU 1199NW UWMC Northwest Service and Maintenance)	BU/R47	XXXXX	Clinical Laboratory Technician 2 (NE H SEIU 1199NW UWMC Northwest Service and Maintenance)	No change
22986	Lab Assistant Lead (NE H NI SEIU 1199NW UWMC Northwest Service and Maintenance)	BU/R54	XXXXX	Clinical Laboratory Technician Lead (NE H NI SEIU 1199NW UWMC Northwest Service and Maintenance)	BU/R57
21355	Lab Assistant Lead (NE H SEIU 1199NW UWMC Northwest Service and Maintenance)	BU/R54	XXXXX	Clinical Laboratory Technician Lead (NE H SEIU 1199NW UWMC Northwest Service and Maintenance)	BU/R57

Employees in the Lab Assistant Lead classification will be placed on the new range at their same step as of the effective date. Progression Start Dates (PSDs) are not impacted.

The class specifications will align with the class specifications used by UWMC-ML SEIU 925 Clinical Laboratory Technician series.

This MOU will expire upon implementation.

Tentatively Agreed To:

For the Union:

For the Employer:

Date 11/17/2025

DocuSigned by:
Robin Wyss
9A736501FAAE4A8...

Date 10/21/2025

DocuSigned by:
Jade Hersch
ED538CDB172F42B...

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

The Employer, UW Medicine, and SEIU 1199, hereby referred to as the Parties, make the following agreements and upon signing of this MOU Agreement the referenced matter is considered resolved and closed. The Parties agree to the following regarding the Multilingual/Sign Language/Braille Premium Pay otherwise known as Language Pay Differential:

A. Eligibility:

Language Pay Differential is a premium payment above the base salary when the Employer has determined that the duties of the position require regular use of competent skills in more than one language, and/or sign language (AMESLAN), and/or Braille. This is calculated on base pay only and does not include premium payments.

Definitions:

- a. Formal Bilingual Staff – A staff member who is fluent in one of the top five languages used at each entity, in addition to English, and chooses to “self identify” as Bilingual. The Employee has successfully completed the required training and is approved by the Employer to use their language skills in their role for direct patient contact.
- b. Required Bilingual Staff – A staff member who is hired or promoted into a role where being fluent in a specific language in addition to English is required.
- c. Medical Interpreter: A certified dedicated interpreter who formally interprets interactions between patients, families and care givers.
- d. Approved Languages – The Employer will determine the top 5 languages used at each hospital. The Employer may identify additional languages for specific departments that specialize in serving specific language groups.

- a. ~~The need for regular use of competent skills in more than one language, and/or sign language, and/or braille will be determined by the Employer.~~
- b. ~~The Employer will implement a proficiency testing requirement for employees.~~
- c. ~~When adding the Multilingual/Sign Language/Braille Premium Pay to a current employee, the Employer will require the employee to complete and pass the proficiency test prior to receiving the premium.~~

- 2. ~~As a condition of employment, new employees hired or promoted into a position that requires skills in more than one language, and/or sign language, and/or braille must complete and pass the proficiency test within thirty (30) days of hire or promotion.~~

1 ~~— The Employer will determine the top 5 languages used at each hospital. The Employer may~~
2 ~~identify additional languages for specific departments that specialize in serving specific~~
3 ~~language groups.~~

4 **1. Required Bilingual Staff Approval Process**

5 a. ~~Whenever a classified position is required to regularly use competent skills in more~~
6 ~~than one language and or sign language and/or braille, the employee shall receive a~~
7 ~~premium pay of five (5%) percent above the level normally assigned for that~~
8 ~~position, determined by the Employer. The Employee is not eligible for the one-time~~
9 ~~language stipend.~~

10 b. ~~When the Employer determines the Multilingual/Sign Language/Braille Premium~~
11 ~~Pay should be provided to a current employee, the employer will require the~~
12 ~~employee to complete and pass the proficiency test prior to receiving the premium.~~
13 ~~The employee is responsible to take and pass the LMS module annually.~~

14 c. ~~If an employee receiving language pay transfers or is promoted into a positive which~~
15 ~~also necessitates the use of the employee’s language skills, as determined in writing~~
16 ~~by the employer, the language pay benefit will contribute to be paid as a premium.~~
17 ~~If they are transferring to a position which does not necessitate the use of the~~
18 ~~employee’s language skills, as determined in writing by the employer, the language~~
19 ~~pay benefit will be discontinued.~~

20 d. ~~As a condition of employment, new employees hired or promoted into a position~~
21 ~~that requires skills in more than one language and/or sign language, and or braille~~
22 ~~must complete and pass the proficiency test within thirty (30) days of hire or~~
23 ~~promotion.~~

24 e. ~~Employee initiated request for required bilingual staff designation.~~

25 ~~If a bilingual employee, who has passed the language proficiency and required LMS~~
26 ~~language specific training, believes their bilingual language usage has become a~~
27 ~~permanent requirement of their position, they can pursue the required bilingual~~
28 ~~staff designation and premium by following the Position Review Process in Article 30~~
29 ~~Classifications and Reclassification, Section 30.8 Position Review Process (Article 44,~~
30 ~~Section 44.4 in HMC CBA). If the requirement is added to the position, the~~
31 ~~employee is no longer eligible for the one-time-language stipend.~~

32
33 **2. Formal bilingual staff Approval Process**

34 a. ~~For the duration of the 2025-2027 contract, employees who have Effective within 90~~
35 ~~days of ratification October 21, 2024, whenever a classified position has competent~~
36 ~~skills in one of the approved languages as defined above and chooses to “self-~~
37 ~~identify” as bilingual, the employee shall receive a one-time-language stipend of~~
38 ~~\$800600500, upon successful completion of program requirements of the bilingual~~
39 ~~staff program including a language proficiency test and required LMS language~~
40 ~~specific training. Those employees who have successfully passed the test and~~

completed the program requirements as of October 21, 2024, will qualify. The employee is not eligible to receive the 5% language premium.

b. The Employer will utilize a language proficiency testing requirement for employees.

c. The Employer will require the employee to complete and pass the proficiency test prior to receiving the stipend. The employee is also responsible for completing any required LMS language specific training.

d. Employees who pass the proficiency test would be expected to use their language skills while conducting their own job and are not authorized to interpret as a third party.

e. If the language skill requirement is not included in the employee’s job description, the employee may refuse to use their language skills and will not be subjected to corrective action for their refusal.

Required Bilingual Staff and Formal Bilingual staff will utilize their bilingual skills while conducting their own job and are not authorized to interpret as a third party.

B. Legacy:

1. The following employees who are currently receiving the Multilingual/Sign Language/Braille Premium Pay have passed fluency tests or demonstrated proficiency and will continue to receive the premium:

Castro, Rogeric
Garces, Christina
Hersi, Kadra K.
Pelaez, Mary Grace R
Alvarez Rubio, Leydi L
Astudillo, Erik S
Kack, Luis
Kukhotskiy, Andrey V

Metzger, Yuliya V.
SANTIAGO SIGALA, MARIA E
Sky, Natalya
Wolak, Tatiana
Gates, Heather Irene
Diaz, Heather J
Duressa, Meti L.
Ettinger-Avila, Jocelyn B

Gonzalez, Jeniffer
Leyva Vera, Christopher Alexis
Martinez-Rodriguez, Miguel A
Nolasco, Jessica
Nugusie, Yosief G
Rojas, Marivel
Selfu, Nigist Worku
Arevalo, Diana M

21

2. The following employee who is currently receiving the Multilingual/Sign Language/Braille Premium Pay will continue to receive the premium:

Gizaw, Lulu Mulugeta	873001757
----------------------	-----------

3. If the employee listed in Section 2 above leaves their current position, the Multilingual/Sign Language/Braille Premium Pay will be ended, and they will be subject to the eligibility requirements listed above.

C. Language Needs and Mission Population

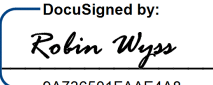
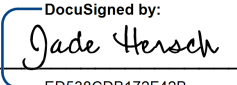
1 The employer and the union agree that multilingual staff bring important skills and experience to the
2 healthcare setting and jointly commit to further communication regarding language skill needs.
3
4

Agreed To:

For the Union:	For the Employer:
<hr/>	<hr/>
<i>Robin Wyss</i>	<i>Jade Hersch</i>
<small>DocuSigned by: 9A736501FAAE4A8...</small>	<small>DocuSigned by: ED538CDB172F42B...</small>
Date 10/20/2025	Date 10/17/2025

5

1
2
3
4
5
6
7

Tentatively Agreed To:	
For the Union:	For the Employer:
	
11/14/2025	11/13/2025
Date:	Date:

**MEMORANDUM OF UNDERSTANDING
 BETWEEN
 THE UNIVERSITY OF WASHINGTON (UNIVERSITY)
 AND
 SEIU 1199NW UWMC-NW (UNION)**

MOU: MEDICAL TECHNOLOGIST SERIES

During negotiations for the 2025-27 successor agreement, the parties reached agreement on the following classification alignment.

Effective no more than sixty (60) days following ratification and on the first available pay period as determined by the Employer, employees allocated to the Medical Technologist series will be placed in the new Medical Laboratory Scientist series.

JC	Job Profile	Current Table/Range	New JC	New Job Profile Name	New Table/Range
	n/a	n/a	XXXXX	Medical Laboratory Scientist-Trainee (NE H SEIU 1199NW UWMC Northwest Professional)	BU/R80
	n/a	n/a	XXXXX	Medical Laboratory Scientist 1 (NE H SEIU 1199NW UWMC Northwest Professional)	BU/R84
21367	Medical Technologist (NE H SEIU 1199NW UWMC Northwest Professional)	BU/R91	21367	Medical Laboratory Scientist 2 (NE H SEIU 1199NW UWMC Northwest Professional)	No change
21366	Medical Tech Lead (NE H SEIU 1199NW UWMC Northwest Professional)	BU/R98	21366	Medical Laboratory Scientist Lead (NE H SEIU 1199NW UWMC Northwest Professional)	No change

The Medical Laboratory Scientist-Trainee and Medical Laboratory Scientist 1 classifications will be created to promote a career pathway.

The Medical Technologist class will be renamed as Medical Laboratory Scientist 2. Employees in this classification will remain allocated to Table BU/Range 91. There will be no impact to pay or PSD.

The Medical Technologist Lead class will be renamed as Medical Laboratory Scientist Lead. Employees in this classification will remain allocated to Table BU/Range 98. There will be no impact to pay or PSD.

The class specifications will align with the class specifications used by UWMC-ML SEIU 925 Medical Laboratory Scientist series.

This MOU will expire upon implementation.

Tentatively Agreed To:

For the Union:

For the Employer:

Date 11/17/2025

DocuSigned by:
Robin Wyss
9A736501FAAE4A8...

Date 10/21/2025

DocuSigned by:
Jade Hersch
ED538CDB172F42B...

**MEMORANDUM OF UNDERSTANDING
BETWEEN
THE UNIVERSITY OF WASHINGTON (UNIVERSITY)
AND
SEIU 1199NW UWMC-NW (UNION)**


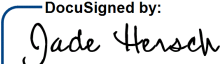
MOU: Pay Table BH

During negotiations for the 2025-27 successor agreement, the parties reached agreement on the following pay table change effective January 16, 2026.

JC	Job Profile	Current Table	Current Range	New Table	New Range
23025	Sr Anesthesia Tech (NE H NI SEIU 1199NW UWMC Northwest Professional)	BU	066	BH	015
21395	Sr Anesthesia Tech (NE H SEIU 1199NW UWMC Northwest Professional)	BU	066	BH	015
23102	Anesthesia Tech Lead (NE H NI SEIU 1199NW UWMC Northwest Professional)	BU	074	BH	023
21899	Anesthesia Tech Lead (NE H SEIU 1199NW UWMC Northwest Professional)	BU	074	BH	023
23001	Neurophysiology Technologist (NE H NI SEIU 1199NW UWMC Northwest Professional)	BU	086	BH	035
21370	Neurophysiology Technologist (NE H SEIU 1199NW UWMC Northwest Professional)	BU	086	BH	035
23615	Respiratory Care Lead (NE H NI SEIU 1199NW UWMC Northwest Professional)	BU	106	BH	055
21387	Respiratory Care Lead (NE H SEIU 1199NW UWMC Northwest Professional)	BU	106	BH	055
23018	Respiratory Therpst Reg (NE H NI SEIU 1199NW UWMC Northwest Professional)	BU	097	BH	046
21388	Respiratory Therpst Reg (NE H SEIU 1199NW UWMC Northwest Professional)	BU	097	BH	046

~~The proposed table/range assignments have top steps that are closest but not less than the top steps of the current table/range assignments.~~ Employees will be placed on the new table and range at the step that is closest but not less than their current rate. Progression Start Dates (PSDs) are not impacted.

This MOU will expire upon implementation.

Tentatively Agreed To:	
For the Union:  Date 11/14/2025	For the Employer:  Date 11/13/2025

New MOU regarding Employee Feedback to Supervisors

During negotiations for the 2025-2027 successor agreement, the parties agreed to the following regarding employee feedback to supervisors:

The parties support compassionate department leadership and healthy dynamics among staff. The University provides tools to help understand the functionality of a department include grievance tracking, employee workforce surveys and performance reviews.

Workforce Survey: The Annual Engagement Survey will may be available in multiple languages, as determined by the Employer. The Employer commits to working with the vendor to provide alternative languages as possible. Employees will have clarity on who they are evaluating in the engagement survey. The results will be shared with employees at the department level meetings and the numeric data will be available to the union, upon request, to view by department or through other job class and system level data sorts.

Managers will hold department meetings with employees to review and discuss the survey results and workday review data. When employees believe more support is needed, they can request a meeting with a higher level of management

Performance Reviews: Employees will may have the opportunity to evaluate their direct supervisor, manager and director in their chain of command through Workday during annual performance reviews. The data from Workday reviews will be available at a department level. Employees may request to evaluate their direct supervisor, manager or director by emailing their leaders' direct supervisor.

Employees will be able to view their chain of command in Workday but in circumstances where its unclear, employees can contact labor relationsHuman Resources to confirm.

No employee will experience retaliation as a result of participation.

This MOU expires June 30, 2027

Tentatively Agreed To:

For the Union:

For the Employer:

DocuSigned by:

Robin Wyss

9A736501FAAE4A8...

Date 9/24/2025

DocuSigned by:

Kristi Aravena

255BCC783CD346E...

Date 8/28/2025

**MEMORANDUM OF UNDERSTANDING
 BETWEEN
 THE UNIVERSITY OF WASHINGTON (UNIVERSITY)
 AND
 SEIU 1199NW UWMC-NW (UNION)**

MOU: Rest Between Shift Standby Pay

During negotiations for the 2025-27 successor agreement, the parties reached agreement on the following regarding Rest Between Shift Standby Pay:

For the classifications listed below, in the event an employee is called in from Standby and is required to work with less than eleven (11) hours off duty, all time up to 8 hours worked on the following shift shall be at time and one-half (1 1/2):

JC	Job Profile Name
23037	Advanced Cardiac Technologist (NE H NI SEIU 1199NW UWMC Northwest Professional)
21408	Advanced Cardiac Technologist (NE H SEIU 1199NW UWMC Northwest Professional)
22972	Advanced Cardiac Technologist Lead (NE H NI SEIU 1199NW UWMC Northwest Professional)
21303	Advanced Cardiac Technologist Lead (NE H SEIU 1199NW UWMC Northwest Professional)
23102	Anesthesia Tech Lead (NE H NI SEIU 1199NW UWMC Northwest Professional)
21899	Anesthesia Tech Lead (NE H SEIU 1199NW UWMC Northwest Professional)
22958	Diagnostic Medical Sonographer (NE H NI SEIU 1199NW UWMC Northwest Professional)
21321	Diagnostic Medical Sonographer (NE H SEIU 1199NW UWMC Northwest Professional)
23036	Diagnostic Medical Sonographer Lead (NE H NI SEIU 1199NW UWMC Northwest Professional)
21407	Diagnostic Medical Sonographer Lead (NE H SEIU 1199NW UWMC Northwest Professional)
22963	Echocardiographer (NE H NI SEIU 1199NW UWMC Northwest Professional)
21326	Echocardiographer (NE H SEIU 1199NW UWMC Northwest Professional)
22962	Echocardiographer Lead (NE H NI SEIU 1199NW UWMC Northwest Professional)
21325	Echocardiographer Lead (NE H SEIU 1199NW UWMC Northwest Professional)
22964	EEG END Technician (NE H NI SEIU 1199NW UWMC Northwest Service and Maintenance)
21327	EEG END Technician (NE H SEIU 1199NW UWMC Northwest Service and Maintenance)
23015	Imaging Technologist (NE H NI SEIU 1199NW UWMC Northwest Professional)
21384	Imaging Technologist (NE H SEIU 1199NW UWMC Northwest Professional)
22957	Imaging Technologist-Lead (NE H NI SEIU 1199NW UWMC Northwest Professional)
21320	Imaging Technologist-Lead (NE H SEIU 1199NW UWMC Northwest Professional)
23000	Imaging Technologist-Mag Res Imaging (NE H NI SEIU 1199NW UWMC Northwest Professional)
21369	Imaging Technologist-Mag Res Imaging (NE H SEIU 1199NW UWMC Northwest Professional)
22982	Interventional Tech (NE H NI SEIU 1199NW UWMC Northwest Professional)
21349	Interventional Tech (NE H SEIU 1199NW UWMC Northwest Professional)
23025	Sr Anesthesia Tech (NE H NI SEIU 1199NW UWMC Northwest Professional)
21395	Sr Anesthesia Tech (NE H SEIU 1199NW UWMC Northwest Professional)

This MOU will expire on June 30, 2027.

Tentatively Agreed To:

For the Union:

Date 11/14/2025

DocuSigned by:

Robin Wyss

9A736501FAAE4A8...

For the Employer:

Date 11/13/2025

DocuSigned by:

Jade Hersch

ED538CDB172F42B...

1 **New MOU Safety Boot Reimbursement**

2 As determined by the Employer, individual departments may reimburse employees up to one
3 hundred fifty dollars (\$150) per year during the life of this agreement for protective footwear
4 meeting the performance requirements of ASTM F2413-11 relative to impact or compression or
5 the toe or metatarsal, puncture resistance or electrical hazards or static dissipation, if required
6 as personal protective equipment.

7

Tentatively Agreed To:	
For the Union:	For the Employer:
<hr/>	<hr/>
<small>DocuSigned by:</small> <i>Robin Wyss</i>	<small>DocuSigned by:</small> <i>Jade Hersch</i>
<small>9A736501FAAE4A8...</small>	<small>ED538CDB172F42B...</small>
Date 9/19/2025	Date 9/18/2025

8

9

10

1 **New MOU Workplace Violence Prevention**

2 During negotiations for the 2025-2027 successor agreement, the parties agreed to the following
3 regarding promoting a safe workplace:

4 The employer agrees to allow one (1) employee selected by SEIU 1199NW to participate in the
5 Workplace Violence Prevention Committee. Such participation shall be on paid time.

6
7

Tentatively Agreed To:

For the Union:

For the Employer:

DocuSigned by:
Robin Wyss
9A736501FAAE4A8...
Date 9/19/2025

DocuSigned by:
Jade Hersch
ED538CDB172F42B...
Date 9/18/2025

8

**MEMORANDUM OF UNDERSTANDING
BETWEEN
THE UNIVERSITY OF WASHINGTON (UNIVERSITY)
AND
SEIU 1199NW UWMC-NW (UNION)**

Sports Medicine or OB/GYN Layoffs

In the event of a reduction in force (layoff) in the Sports Medicine or the OB/GYN service lines, the employee(s) identified for layoff will have an option of replacing the least senior employee in the respective service line at the least senior employee's primary location. The replaced employee's layoff options will be identified per Article 6.2 Layoffs. If the identified employee does not want to relocate to that location the layoff will be handled per Article 6.2 Layoffs.

This MOU expires on June 30, 2027.

Tentatively Agreed To:	
For the Union:	For the Employer:
<p>DocuSigned by: <i>Robin Wyss</i></p> <hr/> <p>Date 10/9/2025</p> <p>9A736501FAAE4A8...</p>	<p>DocuSigned by: <i>Jade Hersch</i></p> <hr/> <p>Date 10/9/2025</p> <p>ED538CDB172F42B...</p>

1
2
3
4
5
6
7
8
9

NEW SIDE LETTER XX – BREAKS AND STAFFING PLAN COMPLIANCE

The parties agree to the following regarding Breaks and Staffing Plan Compliance:

If the Department of Health or Department of Labor and Industries notifies the Employer that the “break buddy” system violates staffing plan compliance where “break buddies” are used at the time of this agreement, the issue will be addressed by the Hospital Staffing Committee.

Tentatively Agreed To:

For the Union:

For the Employer:

Date 10/20/2025

DocuSigned by:
Robin Wyss
9A736501FAAE4A8...

Date 10/17/2025

DocuSigned by:
Jade Hersch
ED538CDB172F42B...

10