

SEIU 925 2017-2019 Contract Ratification Summary

Working Together

10,000 UW workers in SEIU 925 and WFSE 1488 have won their biggest contract settlement in over 10 years!

After over a thousand of workers picketed on September 20th and the threat of action at the Freshman Convocation, management bargained with us for 57 hours to reach a settlement at 9pm last Friday.

The Most Important Victory

We have learned that by acting together, we have power and make a difference. Our unity was very powerful and must continue.

Wages

Three Across the Board Raises, matching the state standard:

- July 1, 2017- 2%,
- July 1, 2018 – 2%
- January 1, 2019 -2%

Pay Parity

Effective October 1, 2017- WFSE and SEIU pay tables will be equalized. Members of both unions who are paid less than workers doing the same job will see increases to make sure they go to the highest pay. This is approximately a 1% increase for those members.

Dignity and Respect

- *Effective December 1, 2016* - **New enforceable Workplace Conduct** article that protects members from bullying and harassment.
- **New Employee Rights Article** protecting your right to be represented by a steward and your right to be protected from harassment based on your life outside of work.
- New **Privacy Article** includes both protection for your personal contact information from outside demands for it, and notice when your information is requested.
- We also stopped the employer from **Mandatory Drug Testing**.

Healthcare

We held the line and UW will continue to pay 85% of healthcare premiums.

Vacation

- *Effective July 1, 2017* – We won additional vacation days: one at the start of your 20th year, and another when you start your 25th year.
- Previous state service counts for vacation accrual

CEGP Reform

We won a new trackable system for these steps that will document when they are granted and denied and why. It affirms the right to initiate the process yourself, creates a right to appeal to your supervisor's supervisor and the right to file letters of recommendation.

Upgrades

January 1, 2017:

- New top step for the **Hospital Professional, Technical and Lab Med Unit** (won through our parity agreement with SEIU Healthcare 1199NW in the current contract). This step is added at the top so that members who have been at the top step for more than one year will move to new highest step on January 1.
- **Maintenance Supervisors**- members will be placed at the step on the new range which is equal to or greater than their current salary, plus one step. They will then move up on the new range as they had before:
 - The pay scale for Maintenance Construction Coordinator A, Maintenance Supervisor 1, Maintenance Supervisor 2 and Facilities Project Cost Engineer will move up six ranges approximately 14% room to grow.
- **OTA/PTA Series** - members will be placed at the step on the new range which is equal to or greater than their current salary. They will then move up on the new range as they had before:
 - Occupational Therapy Assistant series will move 8 ranges, approximately 8% room to grow.
 - Physical Therapy Assistant Series will move 6 ranges, approximately 6% room to grow.

July 1, 2017:

- Employees will be placed at the step on the new range which is equal to or greater than their current salary. They will then move up on the new range as they had before:
 - Animal Tech series moves up 2 ranges, approximately 5% room to grow.
 - Scientific Instructional Tech series and the Instruction Tech series moves 4 ranges, approximately 10% room to grow.
 - Editor - Research Publications Series will increase 4 ranges, approximately 10 % room to grow.

- Editor - Publications will increase 4 ranges, approximately 10 % room to grow.
- Media Technician Series will increase 2 ranges, approximately 5 % room to grow.
- TV/Video Equipment Operator 2 will increase 2 ranges, approximately 5% room to grow.
- Broadcast Technician Series will increase 2 ranges, approximately 5 % room to grow
- Photographer 2 will increase 2 ranges, approximately 5 % room to grow.
- Systems Analyst/Programmer series will increase 2 ranges, approximately 5 % room to grow.
- Recreation Coordinator 2 will increase 5 ranges, approximately 12.5 % room to grow.
- Manager - Swimming Pools will increase 5 ranges, approximately 12.5 % room to grow.
- **Phlebotomist series-** members will be placed at the step on the new range which is equal to or greater than their current salary, plus one step. They will then move up on the new range as they had before moves. Series 4 ranges, approximately 4% room to grow.

July 1, 2018 -

- **New Administrative Assistant Series** -Members will be placed at the step on the new range which is equal to or greater than their current salary, plus one step. They will then move up on the new range as they had before: Upgrades of 1 to 5 ranges, approximately 2.5% to 12.5% room to grow, as 26 jobs are consolidated into 5 new classes of Administrative Assistant.
- **Program Series-** Members will be placed at the step on the new range which is equal to or greater than their current salary. They will then move up on the new range as they had before: Program Assistants, Program Coordinators, and Program Support Supervisors I and II 2 will move 2 ranges, approximately 5% room to grow.

Transportation

Unions will work together with the University to overhaul the U-Pass beginning in October 2016, targeted for January 2017. We reaffirmed our right to bargain if we cannot resolve the problems with the University Transportation Committee.

We won protection from discipline and forced leave without pay if your bus or other public transportation is delayed. We also won free parking if you are assigned to work at a football game.

Classification Reviews

We won a thorough review of the Program series which will include the creation of more appropriate job classifications for positions. Patient Financial Services and Lab Med billing will be reviewed by December 1, 2016.

A joint labor/management review will update ALL job classifications over 2.5 years with member participation.

Safe Staffing

The university offered a public commitment to safe staffing levels and a stronger contract language to challenge both day to day workload challenges and long term changes in workload and changes in duties.

Certification and Modality Pay

These are new articles in our contract. Surgery Technologists are added to the certification bonus of \$1 per hour. Vascular Sonographers and some Imaging Technicians are added as well.

Education and Tuition

- We won tuition exempt classes and the right to register earlier with Access students. This is on the same timeline as seniors who audit classes; it's an improvement but not on the same schedule as tuition paying students.
- Starting for academic year 2019-2020 there will be a new \$100,000 Medical Centers Scholarship fund (capped at \$4,000 per employee per year) for hospital members to train for certification in higher level hospital careers

Mandatory Subjects Bargaining

We will have stronger language requiring management to notify and bargain with the union over changes

Union and Member Rights

We won:

- A clearer, cleaner contract with articles titled to make things easier to find
- Stronger grievance procedure
- Increase in occurrences of emergency childcare leave from 3 to 9, three days each of sick leave, vacation leave, and leave with pay
- Removal of final warnings at the member's request after 3 years
- Right to have interpretation in disciplinary meetings
- Parental leave minimum extended to six months and the right to use up to 30 days of sick leave toward parental leave
- Stronger seniority protection and broader rehire rights
- Joint Labor Management Meetings with WFSE quarterly
- Monthly UW-wide labor management meetings to resolve problems
- Stronger protection from discrimination for veterans, service members, and trans members; and clearer affirmative action language.

- Clearer language on work related injury leave and accommodation for people with disabilities.
- Post contract bargaining over overtime rules overtime exempt supervisors

Contact Center

- End the ban on blue jeans
- Continue monthly labor management meeting on standards.

New Employees

All new employees will begin having a mandatory benefit orientation January 1, 2017. No one will be denied the chance to get full pension and healthcare information while they can still make decisions. They will also hear about their union rights at these meetings. All UW new employees will start receiving a full day orientation in 2018.

We defeated UW proposals to:

- Allow 30 day layoffs of classified staff when management's budget mistakes lead to shortfalls.
- Allow management to outsource your work and lay you off permanently.
- Require hospital janitors and others exposed to hazardous materials to take home and launder contaminated uniforms.
- Mandate drug testing for all employees, not just members who are truck drivers with commercial drivers' licenses.
- Remove any standards or protections in the employee evaluation process.
- Impose probation periods of six months on promotions and transfers.
- Impose one to three year probationary programs

Challenges

Like Titles - The employer refused to continue the "like titles" agreement covering some technical workers UWMC. This agreement kept pay the same between similar technical titles at HMC and UWMC. We will have to be vigilant and demand parity between the hospitals in the future.

Top Steps - We were not able to win more steps at the top this time around. Management admitted on the record that this was a serious problem. This problem is only going to get worse as even more of our members will be topped out over the next two years. This is going to be our most significant challenge going forward.

What is Next? How do we get this contract funded?

Under the law, once members ratify the contract goes to the Governor so he can include it in his state budget proposal. He will then present that to the state legislature to be included in the state budget.

The corporate-controlled senate tried to block our last two contracts, wanting to put the money into corporate tax giveaways instead of workers' wages or public services. We must plan to force them to support our contract.

The good news? Half the Senate is up for election right now. There are races that can change the balance of power. We need a more accountable Senate (and House).

This means knocking on doors and phone banking in key/swing races between now and November 8.

It means voting.

It means contributing to COPE, our political action fund.

And it means going to Olympia for our lobby day.

And lastly, it means sticking together every day and enforcing this great contract. Please let your organizer know if you are interested in stewarding, worksite communicating or becoming a reclassification expert.

Sign up today!