

UW's Last, Best and Final Contract Offer

SEIU 925 July 2019-June 2021 Collective Bargaining Agreement SUMMARY

Economics

- Guaranteed across-the-board raises of 2% July 1, 2019, and 2% July 1, 2020.
- Additional “locality” pay of 2% July 1, 2019, and 2% July 1, 2020, contingent upon the legislature funding the additional increase, including for the Medical Centers. Union members must commit to lobby in partnership with the Employer to win these funds.
- FREE UPass for all bargaining unit employees beginning July 1, 2019.
- Beginning January 2020, the Employer will provide members in a position that has an annual full-time equivalent base salary of \$50,004 or less \$250 in a medical flexible spending account.
- The Employer will adhere to the Seattle minimum wage laws.
- Some titles receive recruitment, retention, or market adjustments [see back].
- Stand-by pay increased to \$2.00/hour for non-Health Care Professional/Laboratory Technical Unit titles, and to \$3.75/hour for the Health Care Professional/Laboratory Technical Unit titles.
- Employer to pay Washington Family Medical Leave premium only as required by law. Employee to pay amount required by law. [Deduction begins January 1, 2019. Benefit available January 1, 2020.]
- Lump sum payment of \$100 for .75 FTE or above on July 1, 2019, and \$50 for less than .75 FTE.

Addressing Institutional Racism

- Progress toward ending institutional racism. While we did not win our comprehensive proposals in their entirety, we made our first real progress in moving the University to address institutional racism including:
 - Expanded non-discrimination language which includes a 180-day time line in which to file a grievance (versus 30 days for other contract violations.)
 - Interim measures to protect complainant while an investigation is conducted.
 - Accountability in tracking and reporting by Employer to Union incidents of suspected bias, discrimination, harassment, and retaliation.
 - Module on implicit bias and diversity in the hiring process for required for new supervisors and managers as part of the University's Strategic Leadership Program.
 - Creation of a position in UW Human Resources Recruitment dedicated to designing, developing, and implementing innovative outreach programs using diversity and inclusion best practices in support of UW's strategic initiatives.
 - Union seat on the UW Diversity Council.

Job Protections and other language

- Our “No Contracting Out which results in layoffs” language remains intact—we fought back and won!
- Layoff Seniority Units decreased from 94 units to 35 units. [Fewer units means more opportunity for job security in the event of a layoff.]
- Pregnancy Accommodation to comply with state law (Article 3).

- Bullying specifically identified as unacceptable workplace behavior (Article 4).
- Updated promotional trial period language to conform to state law. 6-months probation includes preemptive right to previous position during first 2 months.
- Employer must demonstrate business or operational need to implement reoccurring vacation blackout periods.
- To conform with existing policy, paid leave must be applied on the first day of the month to maintain health insurance benefits during medical or parental leave not connected for FMLA.
- Shared leave updated to conform to state law.
- Elder care emergency leave.
- The Employer will provide reasonable safety accommodations for domestic violence, sexual assault, or stalking victims. Employees may also be granted time off to assist a family member who is a victim of domestic violence, sexual assault, or stalking.
- Members shall have 60 days (reduced from 90) to make up time loss during suspended operations.
- Military leave updated to comply with the law.
- Opportunities for telework included in the contract, making it an appropriate topic for labor-management meetings.
- Updated evaluation processes to comply with current practice. Implementation of alternative performance evaluation models is an appropriate topic for labor-management meetings.
- Enhanced New Employee Union Orientation language.
- For Temporary Employees: Article 3 – Reasonable Accommodation of Employees with Disabilities and Article 12 – Advance Certification Registration Pay will now apply to Temporary Employees. Agreement to bargain any effects of House Bill 2669 which removes the exemption of part-time employees from state civil service rules. This is awaiting finalization of details at the state level.
- In conformance with state law regarding the process for the employer to recover salary overpayment, employees may propose a repayment plan, be provided an interpreter if requested, and the process is grievable.
- Documentation may be required when late to work due to public transportation delays.

Recruitment, Retention, Market Adjustments

Advanced Cardiac Technologists
 Former Administrative Assistant B
 Public Safety Sergeant Restraint Premium
 Broadcast Technicians
 Electronic Media Producers
 Media Engineers
 Media Laboratory Coordinator
 Media Services
 Media Technicians
 TV/Video Equipment Operators
 Medical Airlift Communications
 Medical Interpreters
 Phlebotomists
 Sports Equipment Managers
 Surgical Technologists
 Social Work Assistant 2

Dialysis/Pheresis Technicians

Additional Top Steps added for:

END Techs
 Anesthesia Techs
 Respiratory Care Titles
 Imaging Techs (also includes Angiography, QA)
 Nuc Med Techs (also includes Pet CT)
 Cardiac Sonographers
 CT Techs
 Diagnostic Med Sonographers
 MRI Techs
 Mammography Tech
 Vascular Sonographers

Pay Table Parity with WFSE