

SEIU 925 UW-Wide Contract Highlights (July 1, 2025-June 30, 2027)

Compensation

- 5% raise over 2 years (3% raise on July 1, 2025, 2% raise on July 1, 2026)
- \$10 million to address recruitment and retention issues for lowest paid groups
- Expanded eligibility and increased rates for premium, callback, standby, shift differentials, and weekend pay.
- Standby pay increased to \$4/hr (from \$2) for some units and \$7/hr (from \$6) for others.
- Overtime: Compensatory time off at 1.5x or 2x of hours worked, by the employee's request.

Benefits & Education

- Healthcare: Maintained 85/15 insurance split and increased FSA eligibility and contributions.
- Scholarship Fund: Up to \$5,000 for Medical Center employees.
- Increased funds for continuing education for various job titles (e.g., Surgical Techs, PTs, Respiratory Therapists).
- Expanded eligibility for advanced education pay.

Staffing, Workload & Career Development

- Supervisors' Responsibility: Must adjust workloads when issues are raised.
- Supervisors required to provide updated job descriptions.
- Hours of Work: Supervisors must provide written notice for schedule changes.
- Promotions: UW must interview at least two union candidates for open positions.
- Employer covers all fees for required training; time provided for continuing education.

Remote Work & Transportation

- Telework: Protections added, including 30 business days' notice for termination of agreements and ability to request additional transition time.
- Commute: Free U-Pass included; expanded protections for transportation delays.

Job Security & Union Rights

- Artificial Intelligence: UW commits to involving union members in planning around AI.
- Contracting: Union members have the right to discuss implementing alternatives to contracting our work

Workplace Safety & DEI

- Health & Safety: language that recognizes climate change may impact our work and paths to address extreme weather and heat
- Diversity, Equity & Inclusion: measures to address discrimination and bias, Union seats in decision-making spaces, language about racialized workplace behaviors