

Agency: 360 University of Washington
Decision Package Code/Title: BD Inlandboatmen's Union (IBU)
Budget Period: 2013-15
Budget Level: PL - Performance Level

Recommendation Summary Text:

Under the provisions of the Personnel System Reform Act of 2002, the University of Washington has negotiated a collective bargaining agreement with employees represented by the Inlandboatmen's Union (IBU).

Fiscal Detail

Operating Expenditures	<u>FY 2014</u>	<u>FY 2015</u>	<u>Total</u>
001-1 General Fund - Basic Account-State	0	0	0
Total Cost	0	0	0

Package Description:

Under the provisions of the Personnel System Reform Act of 2002, the University of Washington has negotiated a collective bargaining agreement with employees represented by the Inlandboatmen's Union (IBU).

All of the employees covered by this agreement are paid from sources other than General Fund State (or other appropriated funds). Thus, no General Fund State support is requested for implementation of this agreement.

Contract Details:

July 1, 2013

- 2.0 percent across-the- board increase for all employees

July 1, 2014

- 2.0 percent across-the- board increase for all employees

This package proposal is contingent upon the Union's acceptance of all provisions of the package. The University of Washington makes its final economic offer conditional on the following:

1. Consistent with RCW 41.80, the Office of Financial Management must determine this agreement as being financially feasible;
2. The Governor must include the agreement into the biennial budget;
3. The Legislature must approve the agreements;
4. All of the general operating funds required must be appropriated;
5. The agreement must be approved and appropriations granted in whole, across all bargaining units represented by the IBU.

Agency: 360 University of Washington
Decision Package Code/Title: BG SEIU 1199 - HMC Health Care Special
Budget Period: 2013-15
Budget Level: PL - Performance Level

Recommendation Summary Text:

Under the provisions of the Personnel System Reform Act of 2002, the University of Washington has negotiated a collective bargaining agreement with health care specialists and social workers/assistants at Harborview Medical Center represented by SEIU District 1199NW.

Fiscal Detail

Operating Expenditures	<u>FY 2014</u>	<u>FY 2015</u>	<u>Total</u>
001-1 General Fund - Basic Account-State	0	0	0
Total Cost	0	0	0

Package Description:

Under the provisions of the Personnel System Reform Act of 2002, the University of Washington has negotiated a collective bargaining agreement with health care specialists and social workers/assistants at Harborview Medical Center represented by SEIU District 1199NW.

Note: All of the employees covered by this agreement are paid from sources other than General Fund State (or other appropriated funds) and to that end, no GFS support is requested for implementation of this agreement.

As of the date of this document, the University of Washington is still negotiating a collective bargaining agreement for health care specialists and social workers/assistants at Harborview Medical Center represented by SEIU 1199NW. As provided under RCW 41.80.010, this contract carries with it no appropriated state fund expenditures and therefore, will not be submitted to the Legislature by the Governor.

Agency: 360 University of Washington
Decision Package Code/Title: BF SEIU 1199 - HMC Registered Nurses
Budget Period: 2013-15
Budget Level: PL - Performance Level

Recommendation Summary Text:

Under the provisions of the Personnel System Reform Act of 2002, the University of Washington has negotiated a collective bargaining agreement with registered nurses at Harborview Medical Center represented by SEIU District 1199NW.

Fiscal Detail

Operating Expenditures	<u>FY 2014</u>	<u>FY 2015</u>	<u>Total</u>
001-1 General Fund - Basic Account-State	0	0	0
Total Cost	0	0	0

Package Description:

Under the provisions of the Personnel System Reform Act of 2002, the University of Washington has negotiated a collective bargaining agreement with registered nurses at Harborview Medical Center represented by SEIU District 1199NW.

Note: All of the employees covered by this agreement are paid from sources other than General Fund State (or other appropriated funds). Thus, no General Fund State support is requested for implementation of this agreement.

As of the date of this document, the University of Washington is still negotiating a collective bargaining agreement with registered nurses at Harborview Medical Center represented by SEIU 1199NW. As provided under RCW 41.80.010, this contract carries with it no appropriated state fund expenditures and therefore, will not be submitted to the Legislature by the Governor.

Agency: 360 University of Washington
Decision Package Code/Title: BE SEIU District 1199 HMC Techs
Budget Period: 2013-15
Budget Level: PL - Performance Level

Recommendation Summary Text:

Under the provisions of the Personnel System Reform Act of 2002, the University of Washington has negotiated a collective bargaining agreement with imaging and respiratory/anesthesiology techs at Harborview Medical Center represented by SEIU District 1199NW.

Fiscal Detail

Operating Expenditures	<u>FY 2014</u>	<u>FY 2015</u>	<u>Total</u>
001-1 General Fund - Basic Account-State	0	0	0
Total Cost	0	0	0

Package Description:

Under the provisions of the Personnel System Reform Act of 2002, the University of Washington has negotiated a collective bargaining agreement with imaging and respiratory/anesthesiology techs at Harborview Medical Center represented by SEIU District 1199NW.

Note: All of the employees covered by this agreement are paid from sources other than General Fund State and to that end, no General Fund State support is requested for implementation of this agreement.

As of the date of this document, the University of Washington is still negotiating a collective bargaining agreement imaging and respiratory/anesthesiology techs at Harborview Medical Center represented by SEIU 1199NW. As provided under RCW 41.80.010, this contract carries with it no appropriated state fund expenditures and therefore, will not be submitted to the Legislature by the Governor.

Agency: 360 University of Washington
Decision Package Code/Title: BA SEIU Local 925
Budget Period: 2013-15
Budget Level: PL - Performance Level

Recommendation Summary Text:

Under the provisions of the Personnel System Reform Act of 2002, the University of Washington has negotiated a collective bargaining agreement with employees represented by SEIU Local 925.

Fiscal Detail

Operating Expenditures	<u>FY 2014</u>	<u>FY 2015</u>	<u>Total</u>
001-1 General Fund - Basic Account-State	618,688	1,256,492	1,875,180
608-1 Accident Account-State	664	1,342	2,006
609-1 Medical Aid Account-State	645	1,302	1,947
Total Cost	619,997	1,259,136	1,879,133

Package Description:

Under the provisions of the Personnel Reform Act of 2002, the University of Washington has negotiated a collective bargaining agreement with employees represented by SEIU Local 925.

There are several contracts under the master agreement with SEIU Local 925. Those are:

1. SEIU Local 925 Clerical Non Supervisory
2. SEIU Local 925 Clerical Supervisory
3. SEIU Local 925 Healthcare Professional/Laboratory Technical and HMC Technical
4. SEIU Local 925 Research Technologist
5. SEIU Local 925 Research Technologist Supervisor

For costing purposes, figures presented in this decision package are provided under one summary, covering all units.

A copy of contract terms that have changed is attached.

The estimated General Fund State, Medical Aid Account, and Accident Account costs include incremental wage and marginal benefit costs other than health benefits and retirement benefits. In these calculations, it is assumed that incremental GFS costs for health and retirement benefits that are associated with this agreement will be handled separately as part of the standard maintenance level adjustments for health and retirement benefits. In addition, for represented employees paid from GFS resources, it is assumed that the entire incremental cost is covered by additional GF resources.

Contract Details:

Wage Increase/Cost of Living Adjustment: All SEIU Local 925-represented employees will receive a 2 percent across-the-board wage increase each year, for both years of the 2013-2015 biennium. These across-the-board wage increases are contingent on successful completion of a sequence of events in the Washington State government, including a finding of

financial feasibility by the Washington State Office of Financial Management (OFM), followed by approval by the Legislature, and concluding with appropriation of the state portion of funding for the increases in the 2013-2015 state budget.

If any one of the contingencies is not met, the across-the-board increases will not occur and the parties will resume collective bargaining on financial matters.

Pay Step Increases: UW will establish wage increases for steps on certain wage scales that currently do not provide an increase from the previous step.

For pay scales B7, BG, and BH, steps I, J, and L will each be worth 1 percent more than the previous step, effective July 1, 2013. All healthcare pay tables will increase steps N and O by 1 percent steps more than the previous step, effective July 1, 2014.

MOU: SEIU 1199/WSNA "Me-too" Agreement - If UW agrees to across-the-board salary or general increases for an SEIU 1199 or WSNA bargaining unit during negotiations for the 2013-2015 biennium that are more favorable than those negotiated by SEIU Local 925, UW will apply the same treatment to the salary schedules of SEIU Local 925-represented employees.

Efficiencies:

- For the 2013-15 biennium, all bargaining units were included under one master contract.
- SEIU Local 925 HMC Technical is now included as part of the SEIU Local 925 Healthcare Professional/Laboratory Technical bargaining unit (as indicated in the package description section).

Agency: 360 University of Washington
Decision Package Code/Title: BC Teamsters 117 - UW Police Officers
Budget Period: 2013-15
Budget Level: PL - Performance Level

Recommendation Summary Text:

Under the provisions of the Personnel System Reform Act of 2002, the University of Washington has negotiated a collective bargaining agreement with employees represented by the Teamsters 117 - UW Police Officers.

Fiscal Detail

Operating Expenditures	<u>FY 2014</u>	<u>FY 2015</u>	<u>Total</u>
001-1 General Fund - Basic Account-State	34,850	70,877	105,727
Total Cost	34,850	70,877	105,727

Package Description:

Under the provisions of the Personnel System Reform Act of 2002, the University of Washington has negotiated a collective bargaining agreement with employees represented by the Teamsters 117 - UW Police Officers.

The estimated General Fund State cost only includes incremental wage and marginal benefit costs other than health benefits and retirement benefits. In these calculations, it is assumed that incremental General Fund State costs for health and retirement benefits that are associated with this agreement will be handled separately as part of the standard maintenance level adjustments for health and retirement benefits. In addition, for represented employees paid from GFS resources, it is assumed that the entire incremental cost is covered by additional GFS resources.

A copy of contract terms that have changed is attached.

Contract Detail:

Wage Increases: All Teamsters -represented employees will receive a 2 percent across-the-board wage increase for both years of the 2013-2015 biennium, effective July 1 of 2013 and 2014.

These across-the-board wage increases are contingent on successful completion of a sequence of events in the Washington State government, including a finding of financial feasibility by the Washington State Office of Financial Management (OFM), followed by inclusion in the governor's proposed budget for the 2013-2015 biennium, followed by approval by the Legislature, and concluding with appropriation of the state portion of funding for the increases in the 2013-2015 state budget. The across-the-board increases will not occur if any one of the contingencies is not met.

Agency: 360 University of Washington
Decision Package Code/Title: BB WFSE
Budget Period: 2013-15
Budget Level: PL - Performance Level

Recommendation Summary Text:

Under the provisions of the Personnel System Reform Act of 2002, the University of Washington has negotiated a collective bargaining agreement with employees represented by the Washington Federation of State Employees.

Fiscal Detail

Operating Expenditures	<u>FY 2014</u>	<u>FY 2015</u>	<u>Total</u>
001-1 General Fund - Basic Account-State	482,180	946,135	1,428,315
Total Cost	482,180	946,135	1,428,315

Package Description:

Under the provisions of the Personnel System Reform Act of 2002, the University of Washington has negotiated a collective bargaining agreement with employees represented by the Washington Federation of State Employees.

The estimated General Fund State cost only includes incremental wage and marginal benefit costs other than health benefits and retirement benefits. In these calculations, it is assumed that incremental GFS costs for health and retirement benefits that are associated with this agreement will be handled separately as part of the standard maintenance level adjustments for health and retirement benefits. In addition, for represented employees paid from GF resources, it is assumed that the entire incremental cost is covered by additional GF resources.

A copy of contract terms that have changed is attached.

Contract Detail:

Wage Increases: All WFSE-represented employees will receive a 2 percent across-the-board wage increase for both years of the 2013-2015 biennium, effective July 1 of 2013 and 2014.

These across-the-board wage increases are contingent on successful completion of a sequence of events in the Washington State government, including a finding of financial feasibility by the Washington State Office of Financial Management (OFM), followed by inclusion in the governor's proposed budget for the 2013-2015 biennium, followed by approval by the Legislature, and concluding with appropriation of the state portion of funding for the increases in the 2013-2015 state budget. The across-the-board increases will not occur if any one of the contingencies is not met.

MOU: "Me-too" with SEIU 925 Salary Increases - If, during negotiations for the 2013-15 biennium, the UW agrees to across-the-board salary increases for any SEIU 925 bargaining unit that are more favorable than those negotiated by WFSE, UW will grant the same salary increases to WFSE-represented employees. Also, UW and WFSE will meet at least quarterly to address and bargain issues involving wages relative to market rates, recruitment and retention, and/or wage compression.

MOU: Custodial Infection Control Premium - Effective January 1, 2014, a premium pay of \$1 per hour will become available to positions in the

custodial series at both Harborview and UW Medical Centers that work in patient care areas. Custodians at the medical centers will be evaluated to demonstrate that they meet all required competencies in order to qualify for the premium. There are no state funds associated with the new premium for infection control premiums.

For custodians across the UW, the classification of "lead" will be converted to an assignment, and will yield an hourly pay premium of \$1.65.

Additionally, custodial supervisors across the UW will be placed on higher pay ranges.

Professional Development: Surgical technologists and hospital central services technicians will be granted up to three days of leave and \$200 per full-time equivalent each year for educational/professional development purposes.

Preceptor Pay: Surgical technologists will be eligible for a preceptor pay premium of \$1 per hour for all time spent engaged in a preceptor capacity with newly hired surgical technologists or perioperative registered nurses

Family Medical Leave and Parental Leave : Consistent with other union contracts, UW has reserved the right to move from calculating employees' Family and Medical Leave Act (FMLA) entitlement using a calendar year to using a "rolling" 12 month period, which is measured backward from the date an employee uses any FMLA.

Employees absent on FMLA leave will use their accrued paid leave in the following order before taking leave without pay: sick leave, compensatory time, and then vacation time. Employees may choose to retain up to 80 hours of vacation leave while absent on FMLA.

Agency: 360 University of Washington
Decision Package Code/Title: BI WSNA - WA State Nurses Association
Budget Period: 2013-15
Budget Level: PL - Performance Level

Recommendation Summary Text:

Under the provisions of the Personnel System Reform Act of 2002, the University of Washington has negotiated a collective bargaining agreement with nurses covered by the Washington State Nurses Association.

Fiscal Detail

Operating Expenditures	<u>FY 2014</u>	<u>FY 2015</u>	<u>Total</u>
001-1 General Fund - Basic Account-State	0	0	0
Total Cost	0	0	0

Package Description:

Under the provisions of the Personnel System Reform Act of 2002, the University of Washington has negotiated a collective bargaining agreement with nurses covered by the Washington State Nurses Association.

Note: All of the employees covered by this agreement are paid from sources other than General Fund State. Thus, no General Fund State support is requested for implementation of this agreement.

As of the date of this document, the University of Washington is still negotiating a collective bargaining agreement with registered nurses at the University of Washington Medical Center represented by WSNA. As provided under RCW 41.80.010, this contract carries with it no appropriated state fund expenditures and therefore, will not be submitted to the Legislature by the Governor.