

VII. STANDING COMMITTEES**B. Finance, Audit and Facilities Committee**Washington Federation of State Employees Collective Bargaining Agreement –
UW RatificationRECOMMENDED ACTION

It is the recommendation of the Administration that the Board of Regents approve a Master Collective Bargaining Agreement between the University of Washington and the Washington Federation of State Employees (WFSE) that covers approximately 2,900 employees in six bargaining units at the University of Washington, UW Medical Center and Harborview Medical Center. The duration of the Agreement is from July 1, 2013 through June 30, 2015.

BACKGROUND

This is a successor Agreement negotiated for these bargaining units under the Personnel System Reform Act of 2002 and pursuant to RCW 41.80.

Following is a summary of the critical elements of the Master Agreement:

Efficiencies:

- 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.
- Employees on the rehire lists will remain on the list for up to 24 months. This is consistent with other union contracts and a reduction from 36 months.
- An employee whose position is reallocated into a class with a lower salary range maximum will no longer retain the salary of their former position.
- In keeping with the UW's green initiative and as a cost savings, contracts will be made available online. Paper copies will no longer be generated for each bargaining unit employee.

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- UW Labor Relations office will no longer automatically notify new employees of their responsibility to join the union. These notifications will instead come from the online job announcement, offer letter or new employee orientation.

Wages – All Bargaining Units:

July 1, 2013

- 2 percent across-the-board wage increase

July 1, 2014

- 2 percent across-the-board wage increase

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.

“Me-too” Agreement – If UW agrees to across-the-board salary or general increases for an SEIU 925 bargaining unit during negotiations for the 2013 biennium that are more favorable than those negotiated by WFSE, UW will apply the same treatment to the salary schedules of WFSE represented employees.

Wages – Classification Specific:

Custodial Classifications

July 1, 2013

- Custodian Lead Assignment – For custodians across the University, the lead classification will be converted to an assignment, and will yield an hourly pay premium of \$1.65.

January 1, 2014

- Infection Control Premium – premium pay of \$1 per hour will become available to positions in the custodial series at both Harborview and UW

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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.

Custodian Supervisor 1 and 2

July 1, 2013

- Placed in higher pay ranges. Custodian Supervisor 1 will increase from pay range 33 to range 37. Custodian Supervisor 2 will increase from range 37 to 41.

Surgical Technologists

July 1, 2013

- 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.
- Granted up to three days of paid release time annually and \$200 each fiscal year, prorated for part-time employees, for educational/professional development purposes.

Hospital Central Services Technicians

July 1, 2013

- Granted up to three days of paid release time annually and \$200 each fiscal year, prorated for part-time employees, for educational/professional development purposes.