

## VII. STANDING COMMITTEES

## A. Academic and Student Affairs Committee

Washington State Nurses Association  
Collective Bargaining Agreement – UW RatificationRECOMMENDED ACTION:

It is the recommendation of the Administration that the Board of Regents approve the Collective Bargaining Agreement between the University of Washington and Washington State Nurses Association/Registered Nurses that covers approximately 1,207 employees at the University of Washington Medical Center. The duration of the Agreement is from July 1, 2007 through June 30, 2009.

BACKGROUND:

This is a successor Agreement for this bargaining unit negotiated under the Personnel System Reform Act of 2002.

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

Efficiencies:

- Balanced pay rates between RN 2 and RN 3 to guarantee consistent promotional increases
- Maintained all management rights and clarified the layoff process

Compensations:

## January 1, 2007

- 2 percent across-the-board increase (this is in addition to the 2 percent across-the-board increase negotiated in the previous contract also to be effective on January 1, 2007)

## July 1, 2007

- 2 percent across-the-board increase to the RN 2 compensation scale, RN 3 scale becomes 8 percent higher at each corresponding step
- New step at 24 years
- Payment of a \$756 lump sum (as required by State Healthcare Coalition grievance settlement)

## January 1, 2008

- 2 percent across-the-board increase to the RN 2 compensation scale, RN 3 scale retains 8 percent differential

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July 1, 2008

- 2 percent across-the-board increase to the RN 2 compensation scale, RN 3 scale retains 8 percent differential

June 16, 2009 (final pay period of contract cycle)

- New 26 year step

Premium Pay Increases:

July 1, 2007

- Evening Differential \$2.50 per hour (\$.25 increase)
- Night Differential \$4.25 per hour (\$.25 increase)
- Charge Nurse \$2.00 per (\$.50 increase)
- Standby \$4.00 per hour (\$.25 increase)
- STAT Nurse \$4.00 per hour (\$1.00 increase)

July 2, 2008

- Charge Nurse \$2.25 per hour (\$.25 increase)