

We Ratified Our Tentative Agreement for Our Transition Into the University of Washington

After coming together to vote, we have nearly unanimously ratified the tentative agreement our bargaining team reached with the UW administration for our transition into the UW-NWH bargaining unit.

This agreement protects our most important priorities, such as retirement, our wages, our PTO/EIB hours and more. Kudos to our bargaining team that did an amazing job at making sure our union voice was heard at the table.

Our Bargaining Team!

Jada Jefferson
CMA, Federal Way

Kim Williams
CMA, Woodinville

Oksana Kurkov
PSR/PSS, UWNC Issaquah

Erin Larsen
Health Navigator, Smokey Point

Jodi Lewis
BOCC, Northgate

Sharon Fast
CMA, Shoreline

Rosie Perez
CMA, Ballard



“Congratulations to all of us for winning a great transitional contract! We couldn’t have done it without the support of all our coworkers!” **Rosie Perez, Medical Assistant, Ballard Clinic**



“We did it! On behalf of you, our coworkers, the bargaining team successfully negotiated the values YOU said were important to us! We are keeping our EIB, our PTO and our seniority as we transition to UWMC-NWH! This experience was eye-opening for us all.

Thank you members for continuing to support the bargaining team.” **Kim Williams, CMA, Woodinville Clinic, SEIU Healthcare 1199NW Executive Board Member and Union Delegate, Bargaining Team Member**

What We Won

Wages

Upon accretion into the UWMC-NW Bargaining Units, except outlined below, the Accreted Employees shall be placed on the new ranges in the applicable UWMC-NW CBA at a step closest to, but not less than, their current rate of pay. Further movement on the pay scale shall be as described below and in the applicable UWMC-NW CBA. Accreted Employees paid above the max automatic step of their new pay range will be y-rated (frozen) at their pre-Effective Date rate of pay until the UWMC-NW pay range catches up to their rate of pay.

Accreted Employees in the Medical Assistant and Back Office Clinical Coordinator classifications will receive a one-step increase effective November 29, 2020. Accreted Employees in the Medical Assistant and Back Office Clinical Coordinator classifications will be placed on the new ranges in the applicable UWMC-NW CBA at a step closest to, but not less than, their current rate of pay. If this step placement results in placement on a non-monetary step, the employee will be moved up the range to the last non-monetary step in that non-monetary step series.

Seniority

Commencing with the Effective Date, Accreted Employees’ length of service for seniority and toward a higher vacation accrual rate will be calculated according to UWMC-NW practice, **applying their employment date currently used by UWNC.**

EIB

All accrued but unused remaining EIB as of the Effective Date will be converted, on an hour for hour basis, into a new time off plan called the UWNC Carryover. UWNC Carryover may be used in the same way as UW Sick Time Off, except that UWNC Carryover cannot be cashed out at retirement, death or other separation, cannot be donated as shared leave, will not be considered in the Annual Attendance Incentive Program, does not transfer to positions outside UW Medicine Health System, and will not transfer if the employee takes a job with another state agency. Employees may use UWNC Carryover and UW Sick Time Off on their first absence. Accreted Employees who have this time off will be encouraged to use it to cover absences when appropriate before using UW Sick Time Off.

Transition Bonus

Permanent Accreted Employees with an active SEIU 1199NW appointment at UWNC and in pay status during the pay period in which the contract is ratified through May 31, 2021, shall receive a one-time lump sum payment. The amount of the one-time payment is dependent on the number of eligible employees and is based on an employee’s FTE as of May 31, 2021. \$73,500 will be divided among eligible employees; employees with FTEs above .6 will receive 2x the lump sum as employees with FTEs at or below .6. The lump sum payment will be rounded to the nearest whole dollar. The lump sum payments described above will be paid by the Employer on June 25, 2021. The lump sum amount is income subject to applicable withholdings.

PTO

Accreted Employees with an FTE of 0.5 or higher who have accrued unused PTO as of the Effective Date shall have such amount transfer to UW on the Effective Date as Vacation Time Off. UWNC employees with PTO time in excess of 240 hours when they become UW employees shall be permitted to keep and utilize the vacation time until June 30, 2021. On July 1, 2021, vacation time off accrual limits will be managed per the UWMC-NW CBA and UW practices. **Scheduled vacations that have been approved by UWNC prior to the Effective Date may be taken.**

401K Vestment

Vesting will accelerate at that time to 100% for all Accreted Employees. On the date of the Plan Termination (January 1st) all plan participants will become fully vested in their account balance, regardless of the Plan’s vesting schedule.

State Pension Plan

PER’s 1 & PER’s (more detailed information coming on Pension Plans & Medical Benefits in our October informational meetings. We have until March, 2021 to sign up for Pension plans.