

We Did It! We Ratified Our New Contract

We've led with our values in bargaining and secured the best agreement we've had at Northwest Hospital and Clinics. We've secured improvements and we remain committed to continue building a great place to work and receive care.

The vast majority of us are members of our union. That's why we had the unity and power to make UW Medicine do what they didn't want to do. Together, we wore stickers, signed petitions, marched together, engaged our community, picketed and even prepared for a strike vote. It was those actions together, combined with working with SEIU Healthcare 1199NW members across UW Medicine, that resulted in our new contract.

We led on our values and goals:

- *Wage increases to recruit and retain*
- *Safe staffing and addressing the illegal use of mandatory call*
- *Wage parity within UW Medicine so those of us who do the same work are valued the same*
- *Equity and Racial Justice to lead and embrace a culture of belonging*
- *COVID Relief and Recovery to value our risks and sacrifices*

We were clear. It was time for UW Medicine to: **Respect Us, Protect Us, Pay Us**

Taking action for the win



"I'm feeling excited that this is finally over and with an outcome that is better than expected! So proud of our union for staying strong to get everyone some well deserved recognition and appreciation. Too soon we will be back to the table again so I hope we can keep this positive momentum going." **Aimee Forquera, Pharmacist, Pharmacy**



"We are very proud to have bargained an amazing contract with overwhelming vote approval! All of our hard work together throughout this negotiation has paid off!" **Jessica Hawtree, PSS, Hepatology Clinic**



"I am incredibly excited for what this contract means for staff and for our patients and our community. We are going to have adequate staffing, we won safety measures, we won compensation for people that have worked more than hard enough for it already. We got bonuses, we had no takeaways, we had multiple wins on equity, diversity and inclusion. This is only because of everyone making their voices heard, taking many, many, many brave actions and ensuring UW Medicine knows people want to stay because they care and this package will allow people to stay and not have to look for other jobs." **Jessica Riddle, Administrative Assistant, Adult Psych**

Respect Us, Protect Us, Pay Us

Our Contract Moves Us Forward

Wages that recruit and retain

We set out to reach parity in our jobs within UW Medicine and to raise our wages so we can recruit into open positions and keep as many of us in our jobs as possible in a competitive wage market.

Everyone will be receiving anywhere from 6% to 12% throughout this 2 year agreement.

NEW! Elimination of all ghost steps on every wage scale

NEW! Commitment to place us at the right step on our wage scales

STAY TUNED for more information about how to request review!

- For 30 days in April, we can submit our past experience for a review on our step placement
- Anyone who is placed at the wrong step will be moved to the right step upon review
- Also – all job classes will now get 1:1 credit for past experience

Retention Bonuses for every job class*

- Everyone gets \$2,000 retention bonus
- Additional \$1,000 for MAs, OR techs, and some Radiology job classes
- Additional \$3,000 for Respiratory Therapists

**must sign a 2 year retention agreement, pro rated by FTE and coming within 60 days of ratification*

Please refer to the job class wage table on the next page for more information!

Lump Sum Bonus*:

- \$1,000 for everyone .6 FTE and above
- \$600 for below .6 FTE
- \$300 for all per diems

**coming within 60 days of ratification*

Premium Increases:

NEW! Clinic float pay \$1.50/hour every time we are floated

- Standby pay increase to \$4.00/hr for all standby hours up to 30 in a pay period and \$6.00/hr for all standby hours after 30 in a pay period

NEW! Modality pay for Radiology job classes:

- o \$1.25/hr when we are training for a new modality
- o \$1.50/hr for working a second modality
- o \$1.75/hr for precepting a coworker in a new modality

- Certification pay increased to \$1.25/hr (increase of \$0.75 an hour!)

- Preceptor premium increased to \$1.50/hr (increase of \$0.50)

- Weekend premium for everyone increased by 25c (PRO \$2.50/hr and SVC \$1.50)

- Pharmacist Night Shift Premium increased to \$4/hr (increase of \$0.75)

NEW! \$4/hr float pay when volunteering to float to UWMC-Montlake

Safe Staffing

We are guided by our commitment to safe patient care and we won new contract language to improve staffing

NEW! Double Time Shift Incentive - a 100% increase when we pick up double time shifts

- Offered for every job class
- For the next 60 days, when the schedule is short more than one person, all shifts but one will be offered at double time
- During that time, our delegates and management will create together guidelines for posting double time shifts going forward

NEW! Equal voice with management and RNs on the Nurse Staffing Committee

- 5 CNA positions on the staffing committee

NEW! Commitment to uninterrupted breaks for all job classes

- Management has a responsibility to ensure staffing allows uninterrupted breaks and lunches
- If we are carrying a pager or a phone on our break or lunch, it is considered a missed break

Improvements on reducing call and standby

NEW! Monthly Call Committee to address the problem of excessive call and review Call data

NEW! Call Committee can make recommendations on call staffing and authorize call shift incentives

NEW! 2 call rooms so those of us on call can rest between call backs

Wage Chart

		Within 60 days of ratification			July 1, 2022	
Job Class	Name Change	Year 1: Across the Board	Year 1: Market Adjustment	Year 1: Total	Year 2: Across the Board	TOTAL
Anesthesia Tech	Senior Anesthesia Tech	2%	3%	5%	2%	7%
Bereav/Spiritual Care		2%	2%	4%	2%	6%
Cardiac EP Tech		2%	2%	4%	2%	6%
Cardiac Periph		2%	2%	4%	2%	6%
CV Tech	Cardiac Pheriph Tech	2%	3%	5%	2%	7%
Hand Therapist		2%	2%	4%	2%	6%
CT Tech	Imaging Tech - Comp Tomo	2%	5%	7%	2%	9%
Diag Img Tech lead	Imaging Tech Lead	2%	5%	7%	2%	9%
Diag Ultra Son		2%	5%	7%	2%	9%
Diag Ultra Son Lead		2%	5%	7%	2%	9%
Dietitian		2%	2%	4%	2%	6%
Echo + Vasc Tech Lead		2%	5%	7%	2%	9%
Echo + Vasc Tech		2%	5%	7%	2%	9%
Echocardiographer		2%	5%	7%	2%	9%
Geropsych SW	Senior Social Worker	2%	2%	4%	2%	6%
Interventional Tech		2%	5%	7%	2%	9%
LPN		2%	2%	4%	2%	6%
LPN Lead		2%	2%	4%	2%	6%
Mammo Tech	Imaging Tech - Mammo	2%	8%	10%	2%	12%
Medical Lab Tech		2%	2%	4%	2%	6%
Medical Lab Tech Lead		2%	2%	4%	2%	6%
Medical Tech		2%	2%	4%	2%	6%
MRI Tech	Imaging Tech - Mag Res Imaging	2%	5%	7%	2%	9%
Neurophys Tech		2%	2%	4%	2%	6%
Nuc Med Tech	Nuc Med Tech I	2%	3%	5%	2%	7%
Occupational Therapist		2%	2%	4%	2%	6%
OR Tech Cert		2%	4%	6%	2%	8%
OSC Resource Coord		2%	4%	6%	2%	8%
Pedorthist		2%	2%	4%	2%	6%
Pharmacist		2%	2%	4%	2%	6%
Pharmacy Purchasing Tech		2%	3%	5%	2%	7%
Pharmacy Tech		2%	3%	5%	2%	7%
Pharmacy Tech Lead		2%	3%	5%	2%	7%
Physical Therapy Assistant		2%	2%	4%	2%	6%
Physical Therapist		2%	2%	4%	2%	6%
Rad Tech Reg	Imaging Tech	2%	5%	7%	2%	9%
Rad Tech Lead		2%	5%	7%	2%	9%
Respiratory Therapist		2%	5%	7%	2%	9%
Spec Mammo + US Tech		2%	8%	10%	2%	12%
Spec Mammo Tech		2%	8%	10%	2%	12%
Speech Pathologist		2%	2%	4%	2%	6%
Sr. Anesthesiology Tech		2%	3%	5%	2%	7%
Sr. Social Worker		2%	2%	4%	2%	6%
Surg Svcs. Resource Tech		2%	4%	6%	2%	8%
Ther Recr Splst Cert		2%	2%	4%	2%	6%
CNA		2%	2%	4%	2%	6%
Administrative Assistant		2%	2%	4%	2%	6%
Admitting Rep		2%	2%	4%	2%	6%
Case Management Assistant		2%	2%	4%	2%	6%
MA - Cert		2%	7%	9%	2%	11%
Child Care Teacher		2%	2%	4%	2%	6%
Child Care Teacher's Aide		2%	2%	4%	2%	6%
Culinary Associate		2%	2%	4%	2%	6%
Department Assistant II		2%	2%	4%	2%	6%
Diet Clerk	Dietary Unit Clerk	2%	2%	4%	2%	6%
Diet Technician	Dietic Clerk	2%	2%	4%	2%	6%
EEG END Tech		2%	2%	4%	2%	6%
EKG Tech In-House Cert		2%	2%	4%	2%	6%
Electrician Lead		2%	2%	4%	2%	6%
Facility + Property Coord		2%	2%	4%	2%	6%
Float CNA		2%	2%	4%	2%	6%
Float Unit Sec.		2%	2%	4%	2%	6%
Food Svc. Lead		2%	2%	4%	2%	6%
Food Svc. Worker		2%	2%	4%	2%	6%
Groundskeeper II	Gardener 2	2%	2%	4%	2%	6%
Groundskeeper Lead	Gardener Lead	2%	2%	4%	2%	6%
Housekeeper I	Custodian	2%	3%	5%	2%	7%
Housekeeper II	Custodian	2%	2%	4%	2%	6%
Housekeeper Lead	Custodian Lead	2%	2%	4%	2%	6%
HVAC Mechanic		2%	2%	4%	2%	6%
Implant Materials Spec.		2%	2%	4%	2%	6%
Instrument Tech		2%	4%	6%	2%	8%
Instrument Tech Lead		2%	4%	6%	2%	8%
Inventory Coord.		2%	2%	4%	2%	6%
Lab Account Spec.		2%	2%	4%	2%	6%
Lab Assistant		2%	2%	4%	2%	6%
Lab Assistant Lead		2%	2%	4%	2%	6%
Lab Assistant Tech		2%	2%	4%	2%	6%
Maintenance Engineer + Lead		2%	2%	4%	2%	6%
Maintenance Worker		2%	2%	4%	2%	6%
Materials Handling II		2%	2%	4%	2%	6%
Materials Handling III		2%	2%	4%	2%	6%
MA - Reg		2%	7%	9%	2%	11%
Medical Records Clerk II		2%	2%	4%	2%	6%
Monitor Tech	Cardiac Monitor Tech	2%	2%	4%	2%	6%
OR Secretary		2%	2%	4%	2%	6%
OR/ED Secretary		2%	2%	4%	2%	6%
Parking		2%	2%	4%	2%	6%
Physical Therapy Tech		2%	2%	4%	2%	6%
Radiology Tech Assistant		2%	2%	4%	2%	6%
Retail Gift Shop		2%	2%	4%	2%	6%
Scheduler: DI/OR		2%	2%	4%	2%	6%
Scheduler Lead		2%	2%	4%	2%	6%
Senior Admitting Rep		2%	2%	4%	2%	6%
Senior Carpenter		2%	2%	4%	2%	6%
Senior Maintenance		2%	2%	4%	2%	6%
Senior Painter		2%	2%	4%	2%	6%
Tele Unit Sec		2%	2%	4%	2%	6%
Unit Sec.		2%	2%	4%	2%	6%
Clinic Pt. Services Spec III		2%	2%	4%	2%	6%
MA - Cert Ld.		2%	7%	9%	2%	11%
Clinic Pt. Services Spec II		2%	2%	4%	2%	6%
Clinic Pt. Services Spec Lead		2%	2%	4%	2%	6%
Allergy Tech		2%	2%	4%	2%	6%
Clinic Pt. Services Spec. I		2%	2%	4%	2%	6%
Clinic Medical Scribe		2%	2%	4%	2%	6%
Clinic Pt. Care Coord		2%	2%	4%	2%	6%
ECT Tech 2		2%	2%	4%	2%	6%
MA Apprentice		2%	2%	4%	2%	6%

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Our Contract Moves Us Forward (continued)

Advancing racial justice through Equity, Diversity, and Inclusion (EDI)

It will take everyone of us working together to achieve a culture of belonging at Northwest Hospital and Clinics. Our new contract gives us processes to do this.

NEW! Non-discrimination article to address discrimination and sexual harassment

- Expands list of protected groups we are in that are protected from discrimination and harassment
- Definition of prohibited microaggressions
- A process for filing complaints about discrimination and harassment and more time to file a grievance
- Commitment to gender-neutral bathrooms
- Access to lactation stations and additional break time for new parents who are breastfeeding

NEW! Strong Union voice on the EDI committee

- 4 Union positions on the UWMC EDI committee and meeting with the UWMC EDI Director

NEW! Juneteenth (June 19th) is now a paid holiday

Advancement in our careers and security in our pay

NEW! MA apprenticeships thorough our Training Fund

- Commitment to jointly create an MA apprenticeship program
- Mentors and Coaches receive \$1.50/hour
- Additional apprenticeship programs through the Training Fund through mutual agreement

NEW! Salary Overpayment Protections

- Management cannot automatically collect overpayments and payment plans cant be more than 5% in a pay period
- We have a right to grieve overpayments and management cannot collect anything while the grievance is ongoing

NEW! Having a Strong Union is our Power

NEW! NEO article that guarantees paid time for delegates to speak to new employees at their orientation, whether in person or virtually

NEXT STEPS:

•The contract documents will be carefully reviewed, signed by both parties and distributed as both print and electronic copies when complete.

•We will be in touch over the coming weeks about next steps to implement our groundbreaking contract and establish our committees.



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