



#### SEATTLE FIELD OFFICE

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March 4, 2014

TO: Members of the Metropolitan King County Council

FM: Rod Palmquist, Higher Ed Coordinator  
Washington Federation of State Employees

RE: Implementation of Premium Pay for Harborview Custodians

During negotiations for the 2013-2015 Collective Bargaining Agreement, our union collaborated together with the University of Washington to establish a \$1 per hour infection control premium for UW Medicine custodial staff. The custodial staff eligible for this premium pay includes UW custodians working at Harborview Medical Center.

The purpose of this premium pay was to recognize the higher level duties performed by UW Medicine custodians, as well as to reward their hard work. WFSE and the UW both share a mutual conviction that infection control is vital to the health and safety of all Harborview Medical Center patients, employees and visitors.

In the course of implementing the premium pay for UW Medicine custodians at Harborview, some challenges presented themselves. Our union has since met with the UW and discussed the on-going implementation of premium pay for Harborview custodians. Both WFSE and UW Medicine have reached fair and mutually satisfactory modifications to our original agreement, which resolves outstanding challenges.

Moving forward, WFSE and the UW will act in partnership to identify and resolve any implementation issues related to premium pay for Harborview custodians through the labor-management process.

FOR MORE INFORMATION, PLEASE CONTACT:

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