

# **UWHA Contract Implementation**

With the ratification of the UW-UWHA collective bargaining agreement (CBA), we wanted to share with you some of the key operational issues related to the economic components of the new contract that takes effect November 1, 2016.

# Scope

The contract does not apply to all residents and fellows, but only to a subset, agreed upon by the UW and the UWHA, and certified by the Washington Public Employment Relations Commission (PERC) in October 2014. Members of the collective bargaining unit, who will receive the benefits of this agreement, are:

- All Residents and Fellows in ACGME-accredited programs, including:
  - Residents,
  - Fellows,
  - Chief Residents (except those in Internal Medicine, Pediatrics and Family Medicine)
  - Resident/Senior Fellow Trainees dual appointments, and
  - Fellow/Senior Fellow Trainee dual appointments,
- All Dental Residents
- Research Residents in General Surgery, Otolaryngology, and Urology
- Fellows in Anesthesiology-Emergency Medicine Critical Care, Gynecologic Oncology and Pediatric Dermatology

**\*The GME office will provide a list of eligible trainees to each department.**

# Funding of Benefits

Benefit	Description of Benefit	Funding Responsibility/Action
1. Stipend	Stipend recalibration with a 3% increase each year for three years; the first increase takes effect on November 1, 2016.	<ul style="list-style-type: none"> <li>• Standard funds flow applies.*</li> <li>• GME Finance office will update stipend rate table .</li> <li>• Increased stipend rates will be reflected in trainees' paychecks on 11/25/16 .</li> </ul>
2. Grant-funded stipend supplements	Trainees in required research years will be advanced in PGY-level, and paid according to the UW GME Stipend Schedule.	Departments: <ul style="list-style-type: none"> <li>• Will need to fund difference between grant-funded stipend and resident stipend schedule</li> </ul>
3. Ratification Bonus	The contract provides for a one-time payment based on R level: R1-R5 \$455, R5-R6 \$715, R8 and those trainees progressing an R level \$1,430	Standard funds flow applies.* <ul style="list-style-type: none"> <li>• Allocated based on % of total FTEs</li> <li>• This transaction will be handled by central payroll and will appear in trainees' paychecks on 11/10/16</li> </ul>

# Funding of Benefits (cont'd)

Benefit	Description of Benefit	Funding Responsibility/Action
4. Home call stipend	\$900/year lump sum payment for all trainees for the first year of the agreement, \$1,150/year lump sum payment for the second and third years	<ul style="list-style-type: none"> <li>• Standard funds flow applies.*</li> <li>• Allocated based on % of total FTEs</li> <li>• This transaction will be handled by central payroll and will appear in trainees' paychecks on 11/10/2016.</li> </ul>
5. Transportation Allowance	\$750/year lump sum travel allowance to help with each trainee's transportation costs, in lieu of mileage reimbursement.	<ul style="list-style-type: none"> <li>• Standard funds flow applies *</li> <li>• Allocated based on % of total FTE's</li> <li>• This transaction will be handled by central payroll and will appear in trainees' paychecks on 11/10/2016.</li> </ul>
6. Professional Development Fund	\$350/trainee/year; trainees may roll over unused professional development funds up to \$1,000.	<p>Departments:</p> <ul style="list-style-type: none"> <li>• Will be responsible for tracking annual Professional Development fund allocations and reimbursements funded</li> </ul>

# Funding of Benefits (cont'd)

Benefits	Description of Benefit	Funding Responsibility/Action
7. Licensing Fees	Trainees will be reimbursed for their required State Medical license fees	Departments: <ul style="list-style-type: none"> <li>• Will be responsible for reimbursing, with copy of license</li> </ul>
8. Required certifications	Trainees will be reimbursed for required certifications not provided by the residency program (such as USMLE Step III, ACLS, PALS, etc.)	Departments: <ul style="list-style-type: none"> <li>• Will be responsible for reimbursing upon receipt of proof of payment</li> </ul>
9. Transportation -- Bike Fund	An annual \$50,000 allotment will be provided to support a bike program open to all trainees. UWHA will define the parameters of this program.	GME Central Office: <ul style="list-style-type: none"> <li>• The GME Office will manage this program.</li> </ul>
10. Child Care Fund	An annual \$50,000 allotment to support childcare needs of Residents who qualify for the program. UWHA will define the parameters of this program.	GME Central Office: <ul style="list-style-type: none"> <li>• The GME Office will manage this program.</li> </ul>