

Resolution of Board of Directors of
University of Wisconsin Hospitals and Clinics Authority

Proposed February 9, 2011

WHEREAS, bargaining negotiations between Service Employees International Union (SEIU) and the University of Wisconsin Hospitals and Clinics Authority (UWHCA) commenced March 29, 2010; and

WHEREAS, a tentative agreement was reached December 15, 2010; and

WHEREAS, the SEIU members ratified the agreement on December 23, 2010;

WHEREAS, the Executive Committee of this Board of Directors approved the tentative agreement on December 23, 2010

NOW, THEREFORE, BE IT RESOLVED that, the Board of Directors of University of Wisconsin Hospitals and Clinics Authority ratifies the approval of the agreement.

**UNIVERSITY OF WISCONSIN HOSPITALS AND CLINICS
AUTHORITY**

Meeting Minutes of the Executive Committee of the Board of Directors

Open Session

December 23, 2010

Room H4/811 – UW Clinical Sciences Center

Members Present: David Walsh (Chair) (by phone), Roger Axtell (by phone), Michael Spector (by phone), Michael Weiden (by phone), Donna Katen-Bahensky (non-voting)

Members Absent: Dean Robert Golden, MD, Chancellor Carolyn (Biddy) Martin, George Wilding, M.D.

Staff: Jim Dechene, Secretary, Jan Bultema.

1. Call to Order

Chair David Walsh called the duly noticed meeting of the Executive Committee of the Board of Directors of the University of Wisconsin Hospitals and Clinics Authority to order at 2:35 p.m. A roll call was taken, with the four members identified above, constituting a quorum, present.

2. Approval of November 15, 2010, Open Session Minutes

Mr. Spector moved, and Mr. Weiden seconded, approval of the Executive Committee open session meeting minutes of November 15, 2010, which motion passed unanimously.

3. SEIU Contract

Jan Bultema discussed the recently concluded contract negotiations between University of Wisconsin Hospital and Clinics Authority (UWHCA) and the Service Employees International Union (SEIU). UWHCA entered into contract negotiations with SEIU on March 29, 2010. UWHCA and SEIU reached a tentative agreement December 15, 2010. SEIU employee ratification voting started December 21, 2010 and concludes December 23, 2010. Because UWHCA has not heard the final results of that voting, the Executive Committee is being asked to pass a resolution to approve the tentative agreement, subject to and contingent upon the final approval and ratification by the SEIU members.

The new contract has a 4-year term commencing July 1, 2010, with a Spring 2012 wage re-opener. Key terms include the following:

- Across-the-board increases of 1.5% each year for nurses, physical therapists and per diems; and 1.0% each year for occupational therapists, therapists, and dieticians. Combined with the existing wage grids with anniversary

steps, the average wage lift will be on average 3.26% in year one and 3.16% in year two. These increases will be effective December 19, 2010, and will not be retroactive.

- One time, non-recurring contract implementation bonus prorated by FTE with a maximum payment of \$325 for those working full time.
- UWHCA and SEIU will review a potential Clinical Advancement program during the first two contract years and discuss any associated wage issues at the 2012 wage re-opener.
- Revised Tuition Reimbursement program to require that eligible courses focus on workforce needs or are job related, and includes both a waiting period for eligibility and payback requirements.
- Excluded Physical, Occupational, and other Therapists from float pay provisions with the exception of certain designated float staff positions, and these exceptions will expire in 2012.
- Effective with coverage beginning July 1, 2010, increased employee contributions to health insurance premiums will be tied to rates determined by the State of Wisconsin Group Insurance Board. In subsequent years, increased employee contributions to health insurance premiums will continue to be tied to rates determined by the State of Wisconsin Group Insurance Board subject to a cap of 15% on the annual increase each year.

Mr. Spector moved approval of the attached Resolution of the Executive Committee approving the Tentative Agreement. Mr. Axtell seconded the Motion, which was passed unanimously.

4. Adjournment

Upon motion made by Mr. Weiden, seconded by Mr. Axtell, the meeting was adjourned at 2:53 p.m.

Respectfully Submitted,

James C. Dechene
Secretary

RESOLUTION OF THE EXECUTIVE COMMITTEE OF THE BOARD OF
DIRECTORS OF THE UNIVERSITY OF WISCONSIN HOSPITALS AND
CLINICS AUTHORITY

December 23, 2010

WHEREAS, bargaining negotiations between Service Employees International Union (SEIU) and the University of Wisconsin Hospitals and Clinics Authority (UWHCA) commenced March 29, 2010; and

WHEREAS, a tentative agreement was reached December 15, 2010; and

WHEREAS, the SEIU members will be finalizing their vote to ratify the agreement the afternoon of December 23, 2010;

NOW, THEREFORE, BE IT RESOLVED that, the Executive Committee of the UWHCA Board hereby approves the tentative agreement that has been negotiated between the UWHCA and SEIU subject to and contingent upon the final approval and ratification by the SEIU members. The Executive Committee of the UWHCA Board hereby authorizes UWHCA to execute the contract and other documents necessary to memorialize and implement the contract following ratification by SEIU.