A panoramic view of the Seattle skyline at sunset. The Space Needle is prominent on the left, and various skyscrapers are visible. In the background, a large mountain with snow-capped peaks is visible under a hazy, orange-tinted sky.

UWHA General Membership Meeting

January 16, 2018

What has UWHA done for you?

- All Residents
 - 3% year-over-year salary increase x3 years
 - Transportation stipend = \$750/year
 - Housing stipend = \$1150/year
 - Professional Development Fund = \$350/year
 - License, USMLE Step, etc reimbursement = >\$1000
 - 1 Paid, 2 unpaid personal holidays per year
 - Administrative and legal support (individual and program level)
- UWHA Members Only
 - Bike and Childcare funds
 - Housestaff Research Awards
 - UWHA Supplemental Safe Ride Home Program
 - Do your part

Weingarten Rights

Weingarten Rights

- 1975 Supreme Court Decision – NLRB vs Weingarten, Inc. (420 U.S. 251)
- Applies to situation where an employee might be disciplined, including termination
- Is only in force if the employee specifically requests the right to be in force
 - The employer has no obligation to prompt the employee to invoke their right

What Are Your Rights?

- You have the right to **representation from the union be present** in conversations or actions related to discipline
- You have the right to **ask for a specific union representative** if they are available
- You have the right to **delay a meeting** until representation can be present
- You have the right to **refuse to answer questions or take drug tests** that may lead to discipline until a representative is available
- You have the right to **meet with a union representative prior** to the meeting with the employer

What Do You Do?

"If this discussion could in any way lead to my being disciplined or terminated, or affect my personal working conditions, I respectfully request that my union representative, officer, or steward be present at this meeting. Until my representative arrives, I choose not to participate in this discussion."

Next Steps

- Email execboard@uwhousestaff.com (preferred) or uwha@uw.edu immediately
 - In the Subject line put “URGENT – Need Help!”
 - Explain what happened and who your meeting was with
 - Please include a way to contact you quickly (ex: cell phone number), and a good time
 - If you would like to request a specific Union Representative please cite this in your email

Weingarten Rights

- Be aware that the union representative has the right to:
 - Know the subject of the investigation before the hearing
 - Meet with the employee prior to the hearing
 - Speak and participate in the hearing
- Be aware that the union representative DOES NOT have the right to:
 - Bargain with the employer (i.e. no arguing the case)

Grievances

Internal Moonlighting

- The GME is attempting to create a 3rd moonlighting pathway called “Extra Pay for Extra Duty”
 - This covers activities that we consider Internal Moonlighting within one’s own department
 - Sudden, unexpected coverage needs
 - Graduation coverage
 - Training of ancillary staff or mid-level providers

Internal Moonlighting

- The UWHA is arguing that “Extra Pay for Extra Duty” is actually Internal Moonlighting
 - Protected benefit covered by the Collective Bargaining Agreement (CBA)
 - If a resident is denied Internal Moonlighting then the program must cite the reason for denial
 - Our argument will result in all residents who want to moonlight in their own department will have to apply for internal moonlighting each year

Internal Moonlighting

- Filed July 13, 2017
- Step 1 waived (we had already discussed in HAC meeting)
- Step 2 held September 25, 2017
- Step 2 ruled in Favor of GME on October 9, 2017
- UWHA Appealed step 2 Ruling on October 18, 2017 and requested PERC mediation
- Next Steps:
 - Step 3: PERC Mediation scheduled for February 16, 2018

Full Reimbursement for Licensure

- The GME has allowed programs to reimburse residents for the cost of a limited license even if the resident obtained a full license
- CBA Article 21(4)
 - “Residents will be completely reimbursed for Washington State Medical license fees”
- The UWHA position is that the full cost of the license must be reimbursed

Full Reimbursement for Licensure

- Filed September 8, 2017
- Step 1 Waived (we have already discussed in HAC meeting)
- Step 2 held November 14, 2017
- Step 2 ruled in favor of GME on December 6, 2017
- UWHA appealed step 2 ruling on December 13, 2017 and requested a GMEC subcommittee meeting
- Next Steps:
 - Hold Step 3 meeting in GMEC subcommittee, date TBD
 - Anticipate that this will result in Step 4 to arbitration regardless of step 3 result

Childcare and Bike Fund

- Reminder that we filed grievances regarding the childcare and bike funds, these were ruled in favor of the UWHA at Step 2

General Info

- Grievance can be filed for either contract issues or specific resident issues (discipline)
 - Our CBA gives the program broad power over academic discipline which is difficult to grieve
- Other similar unions at UWHA file ~20 grievances a year, 90% of these related to contract issues
- We can't file grievance without first hearing from our members about issues

UWHA Liaisons Program

Goals:

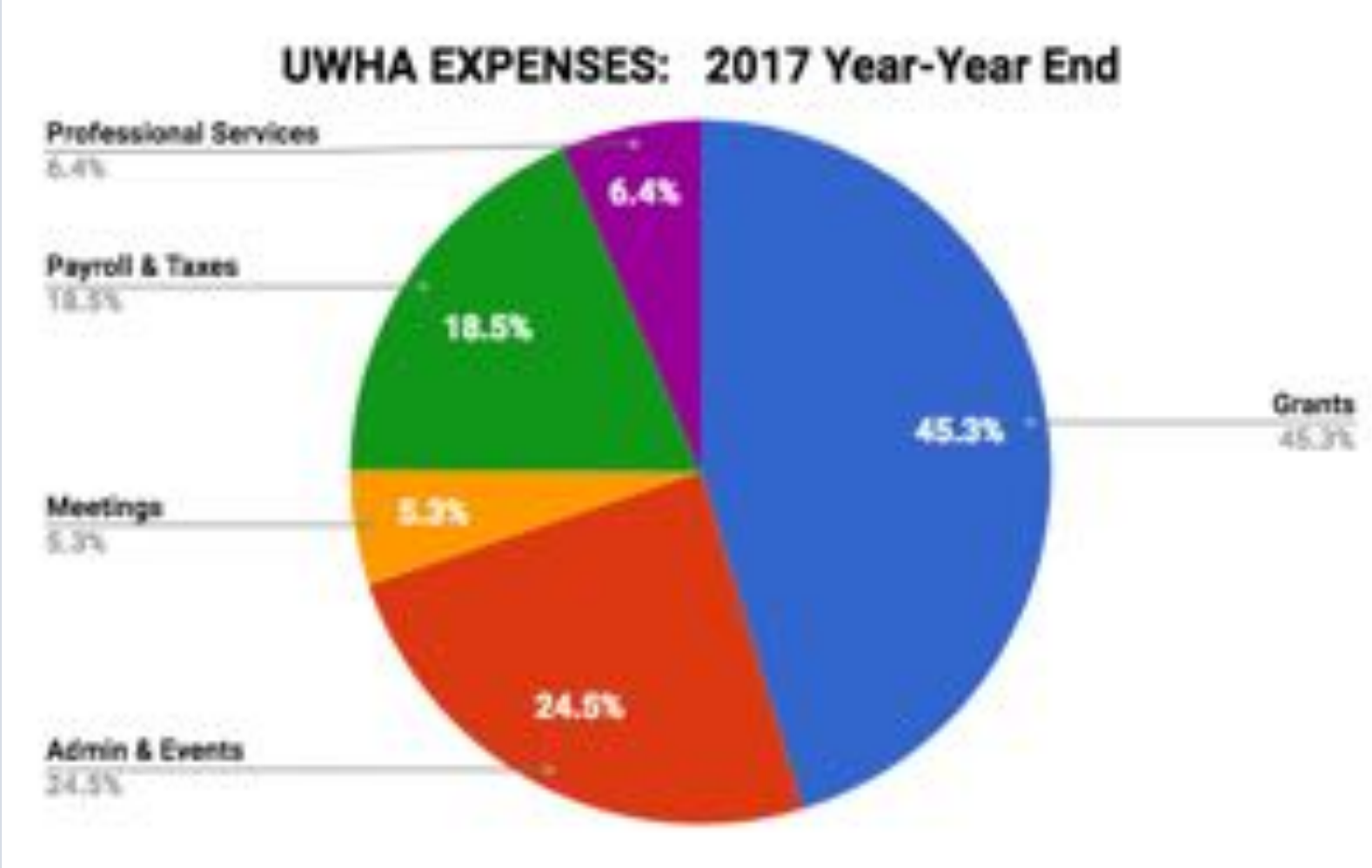
- bringing more housestaff into with the uwha leadership
- creating a better framework for outreach to the front lines
- identifying a group of housestaff interested in contributing to future projects

Roles:

- raising awareness
- points of contact
- eyes and ears
- opportunities

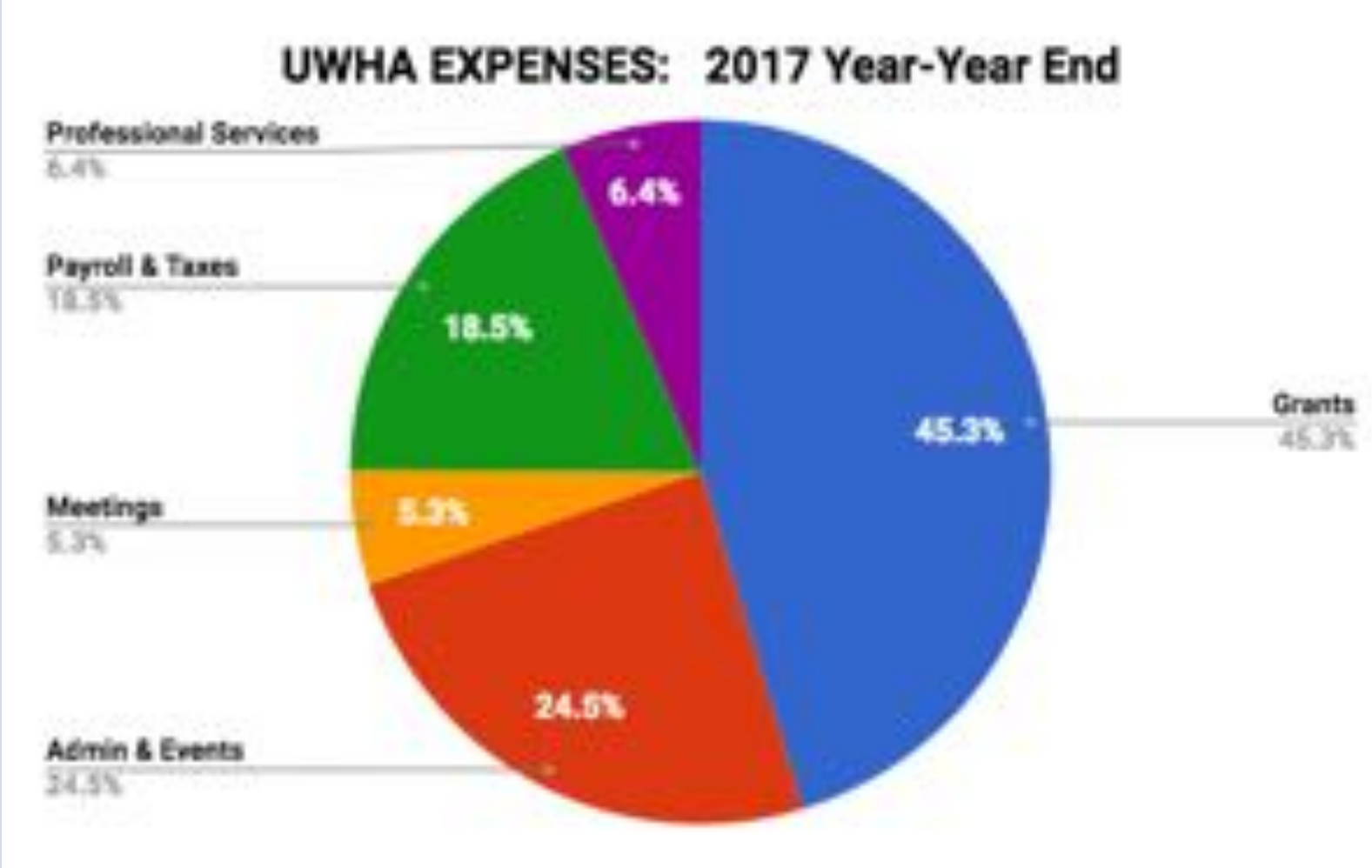
Financial Report

UWHA EXPENSES



UWHA EXPENSES

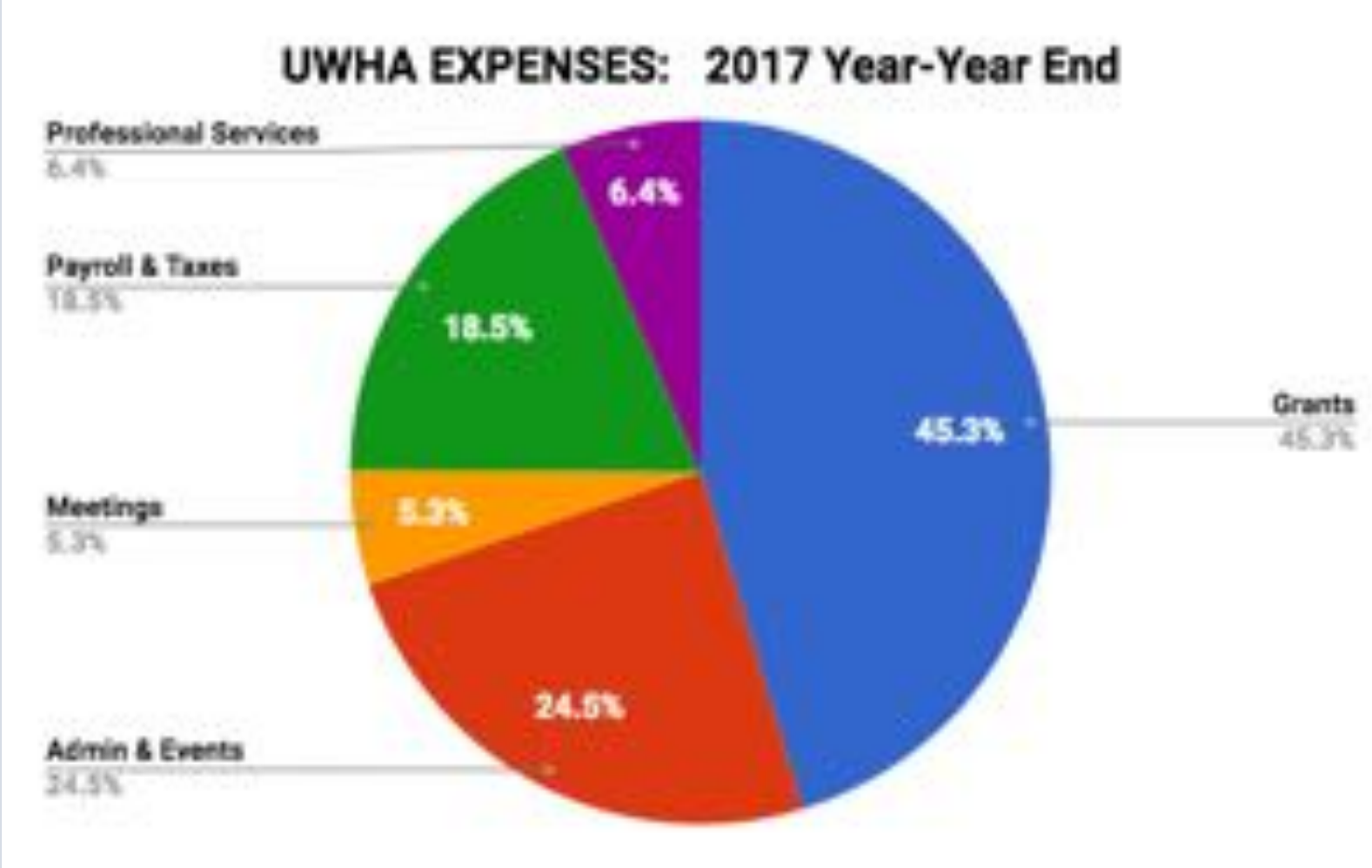
UWHA Grants:



UWHA EXPENSES

UWHA Grants:

- Research Grants awarded to our very own UW residents and fellows!

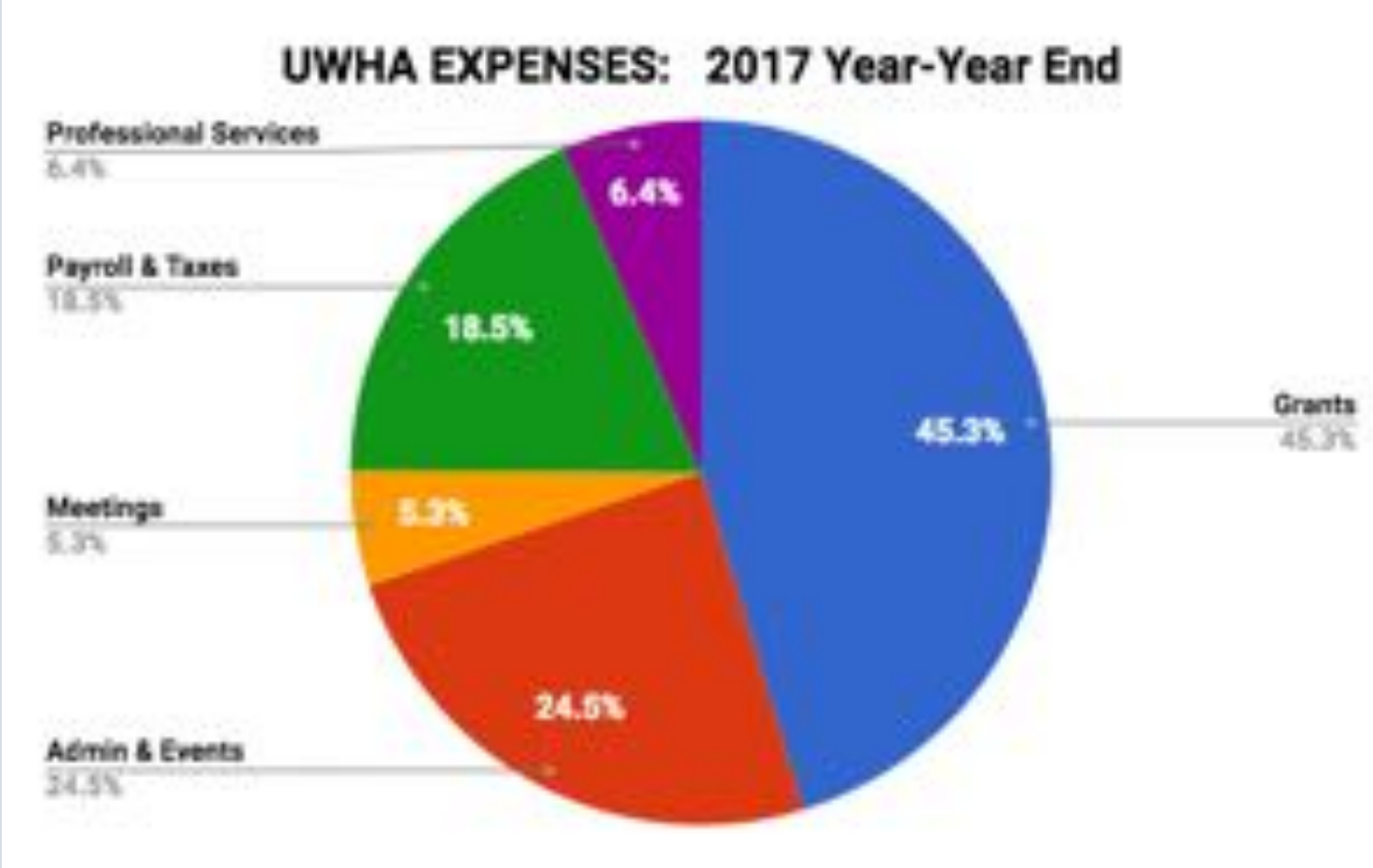


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Professional Services:



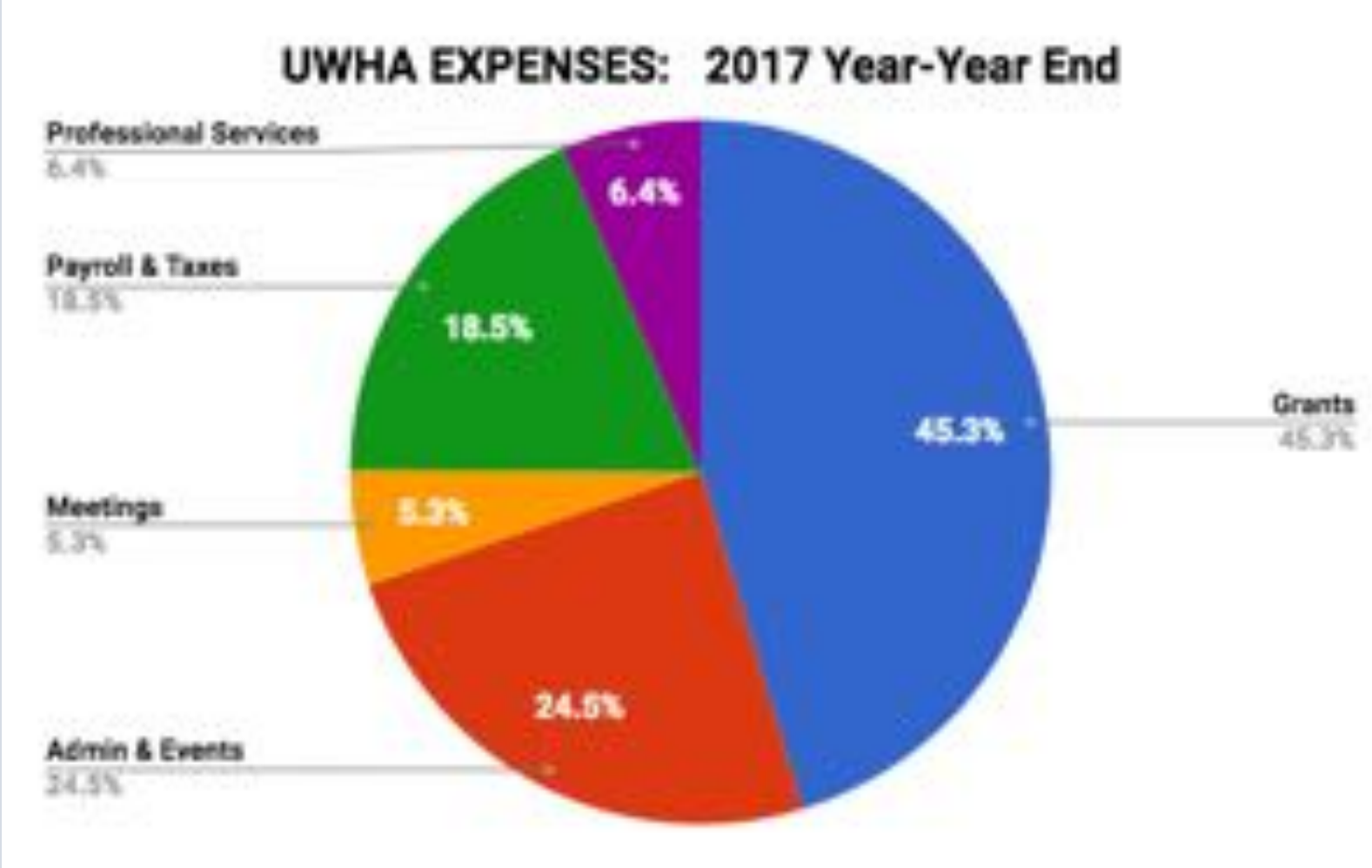
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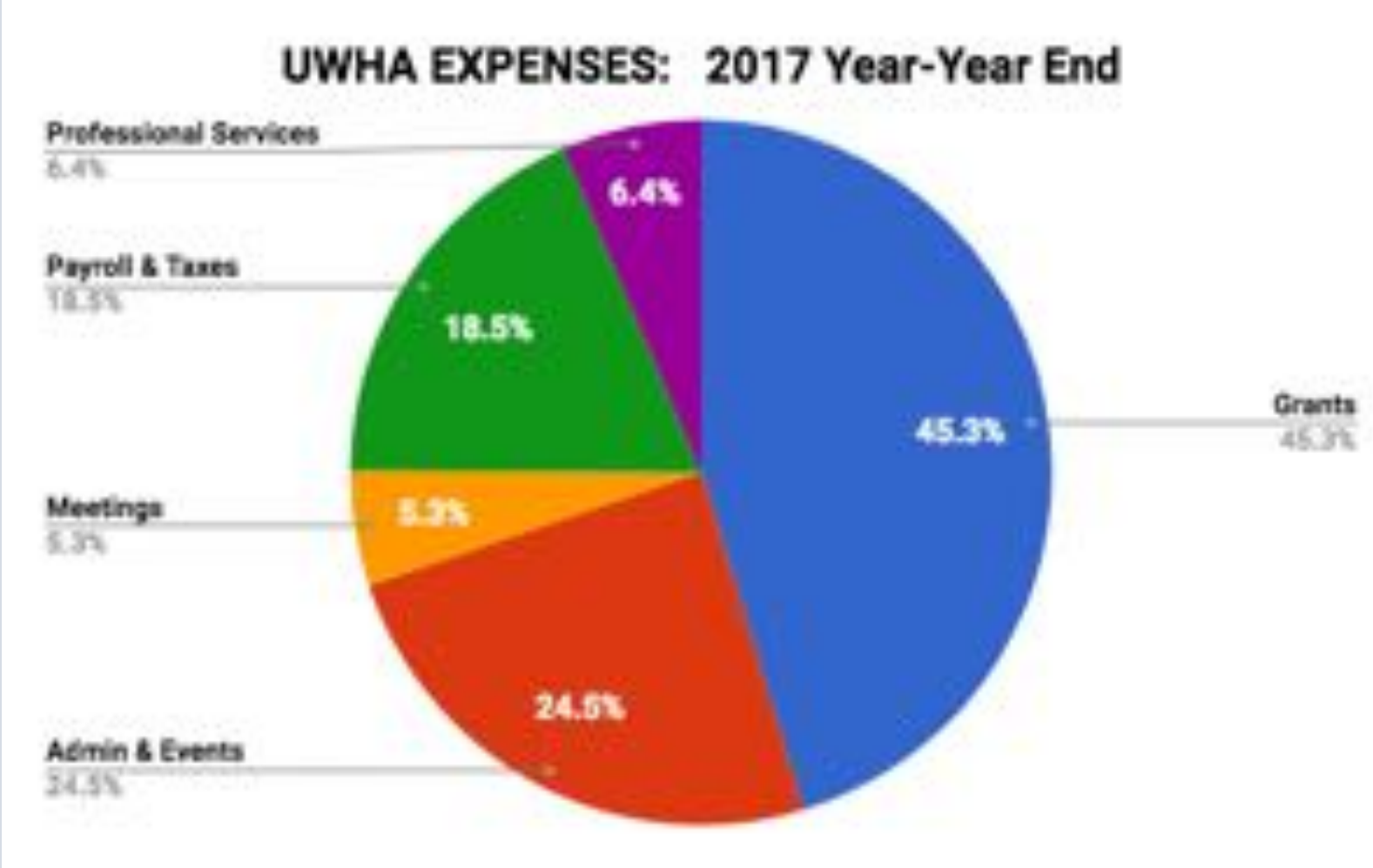
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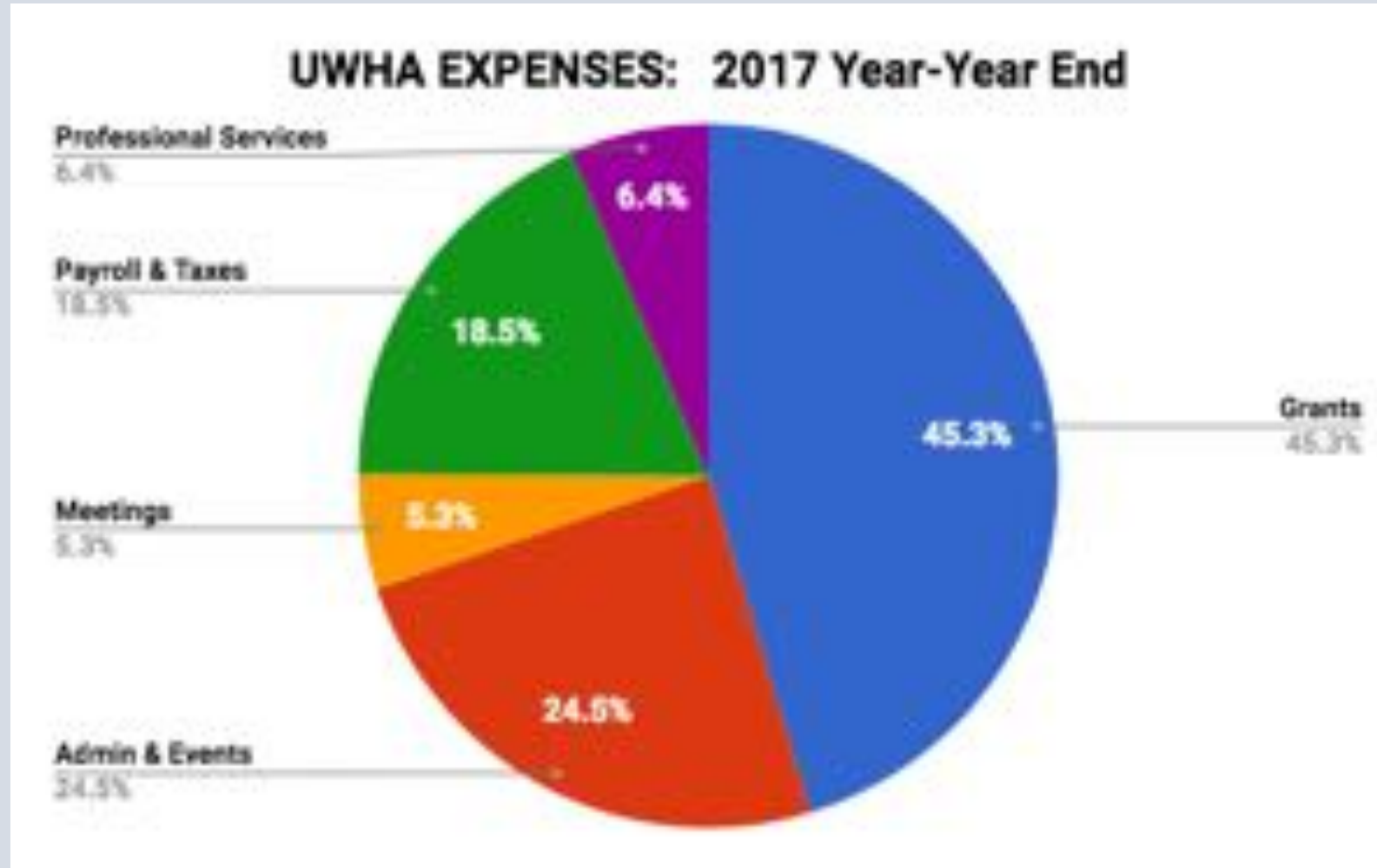
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Payroll & Taxes:



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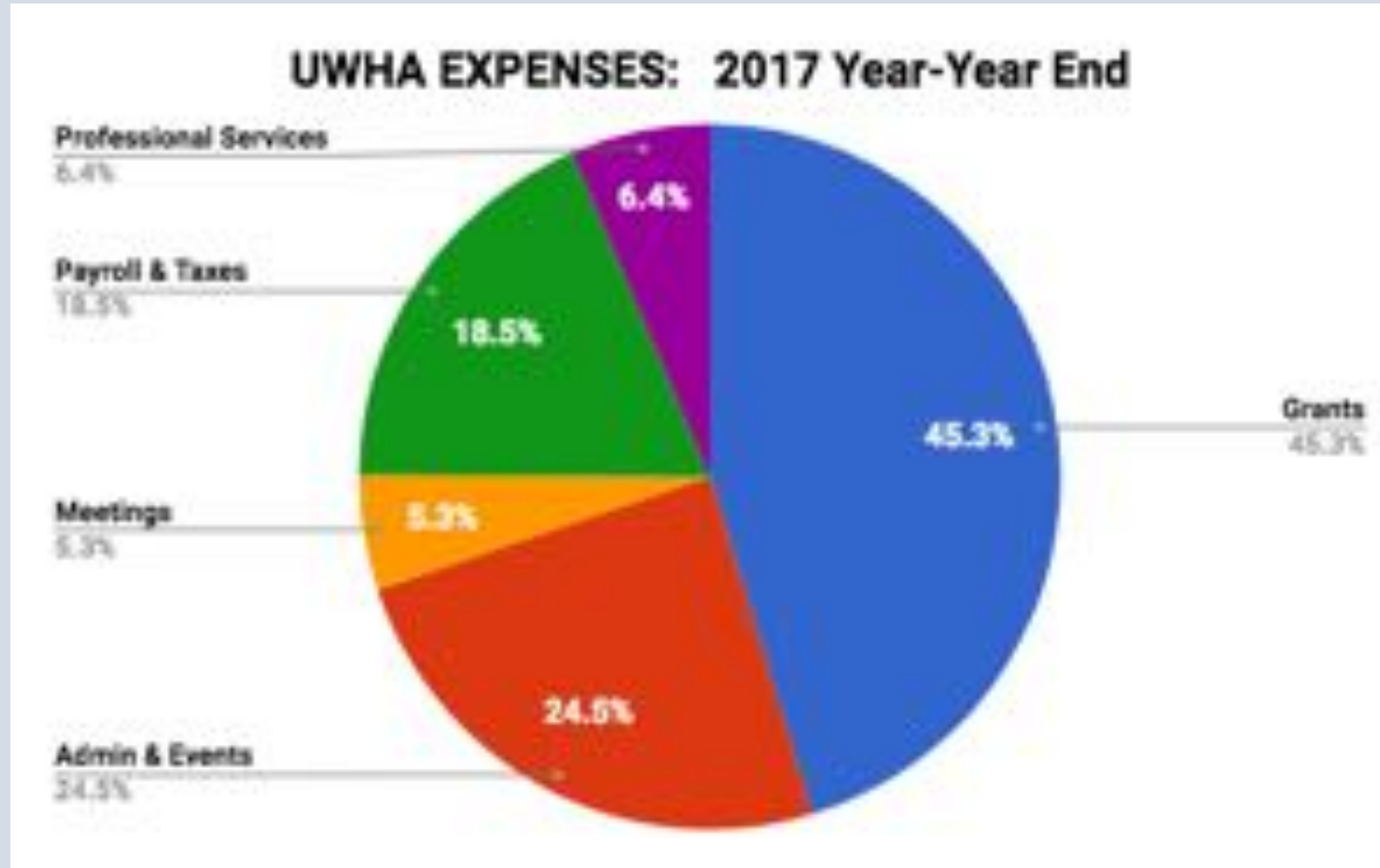
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Payroll & Taxes:

- Employee - Jordan Chamberlain



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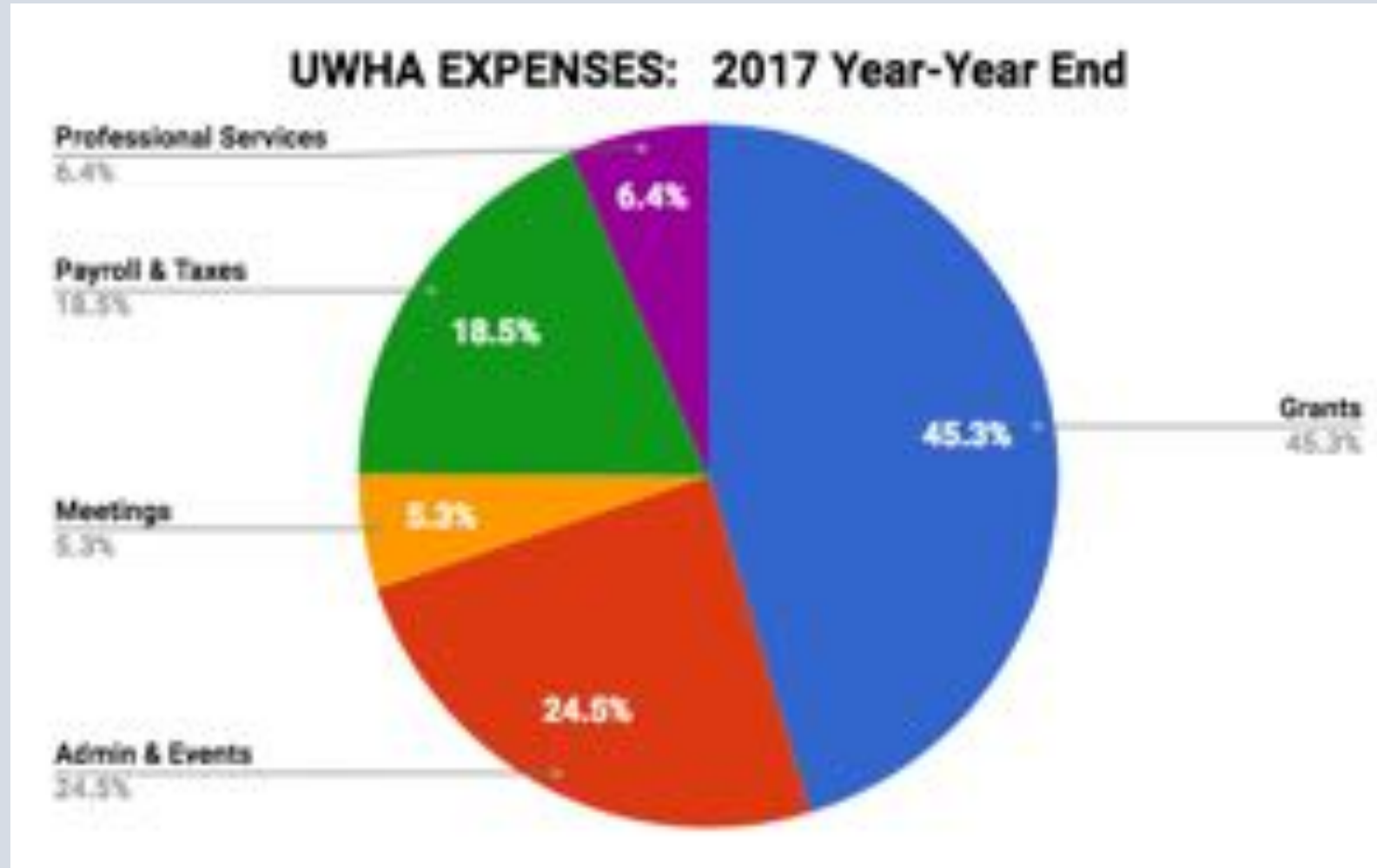
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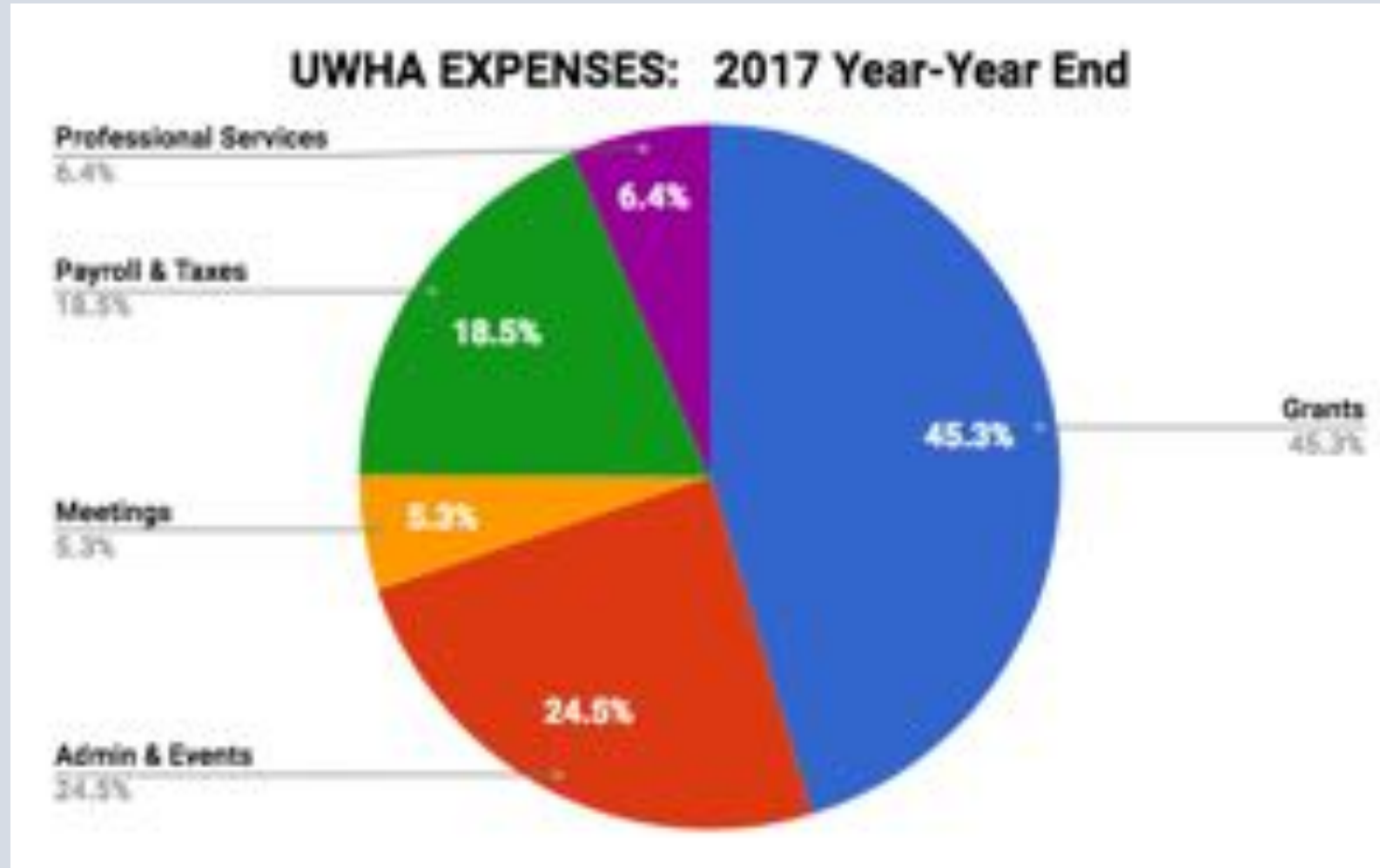
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Administrative and Events:



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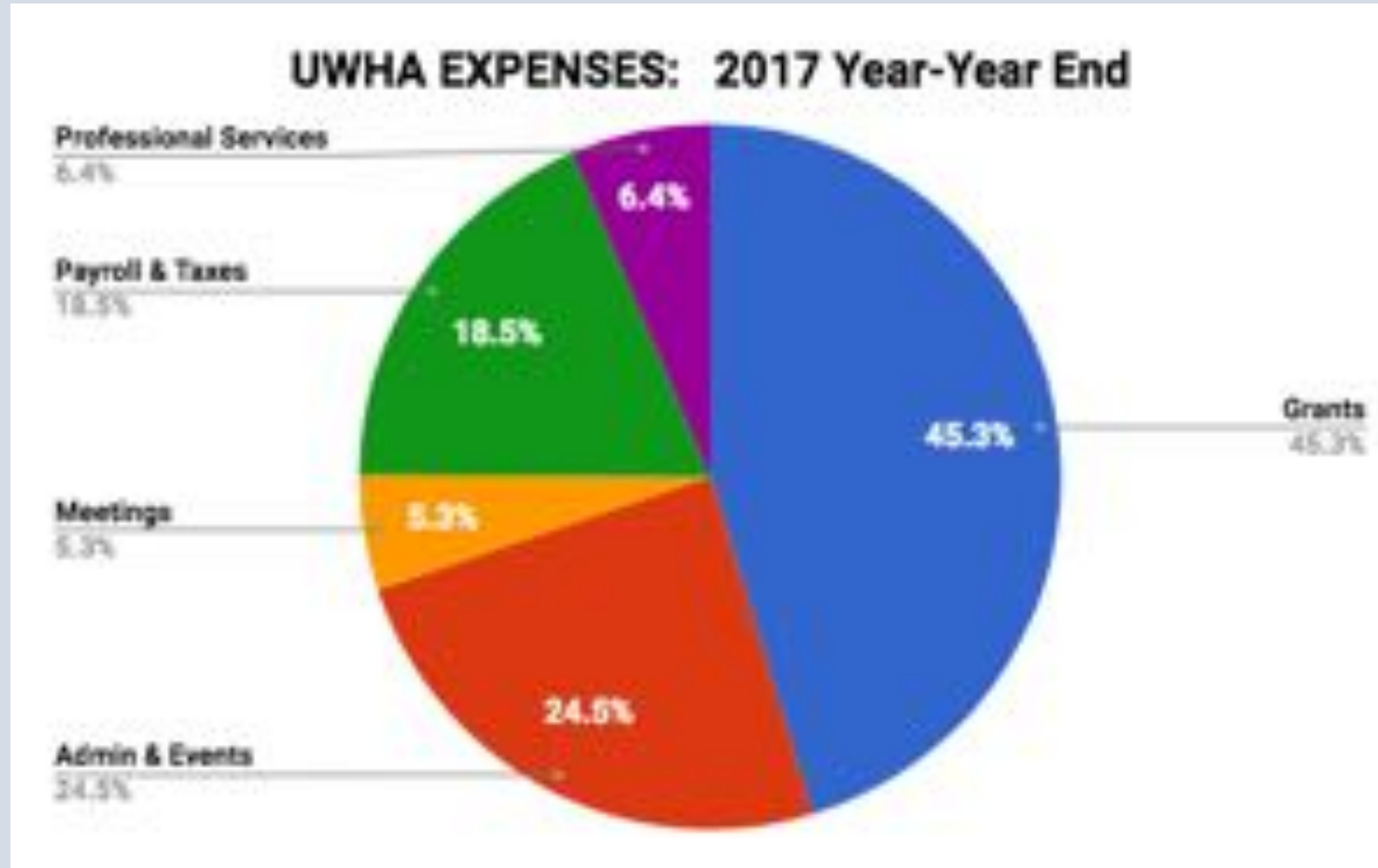
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Administrative and Events:

- Website and technology services



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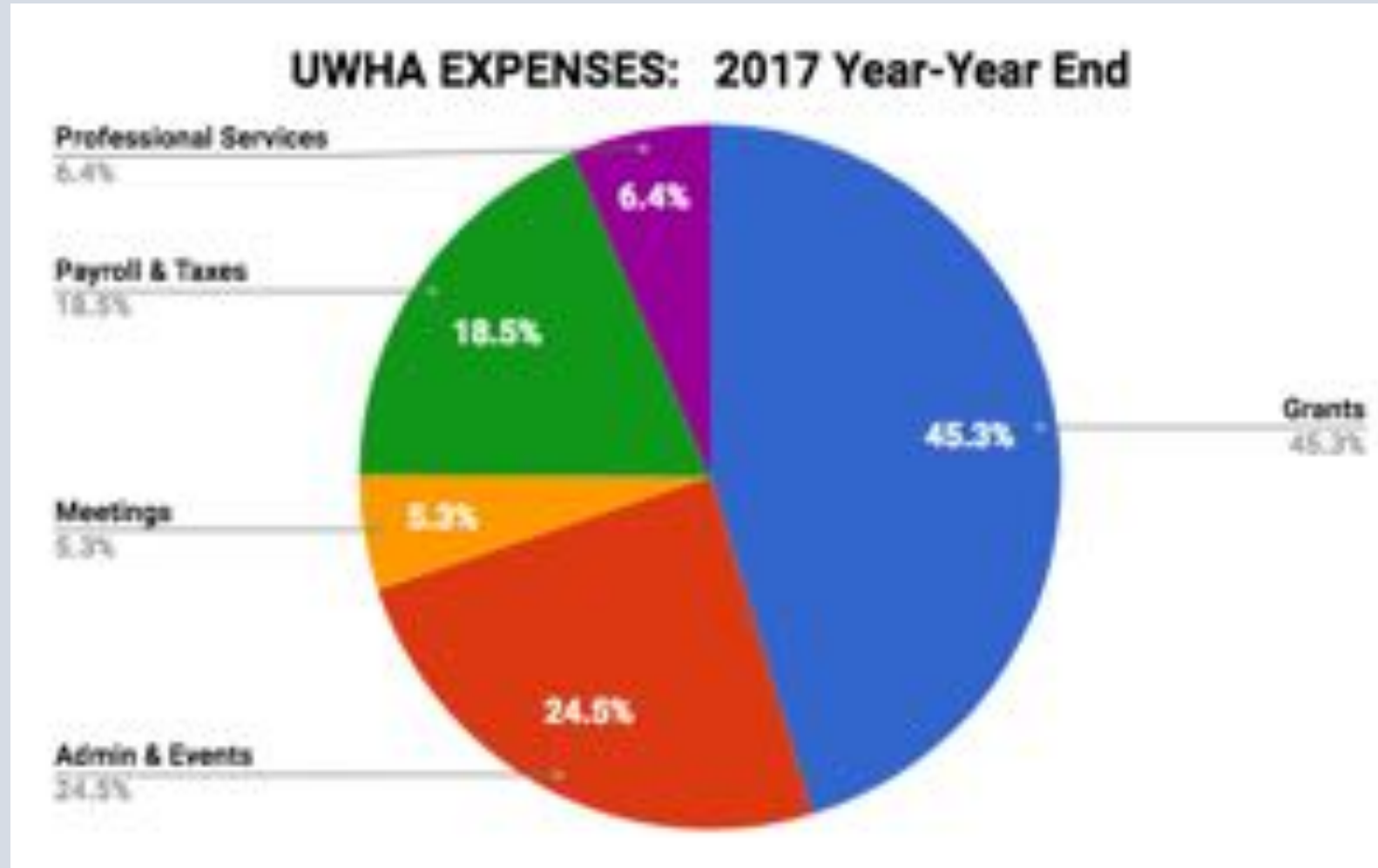
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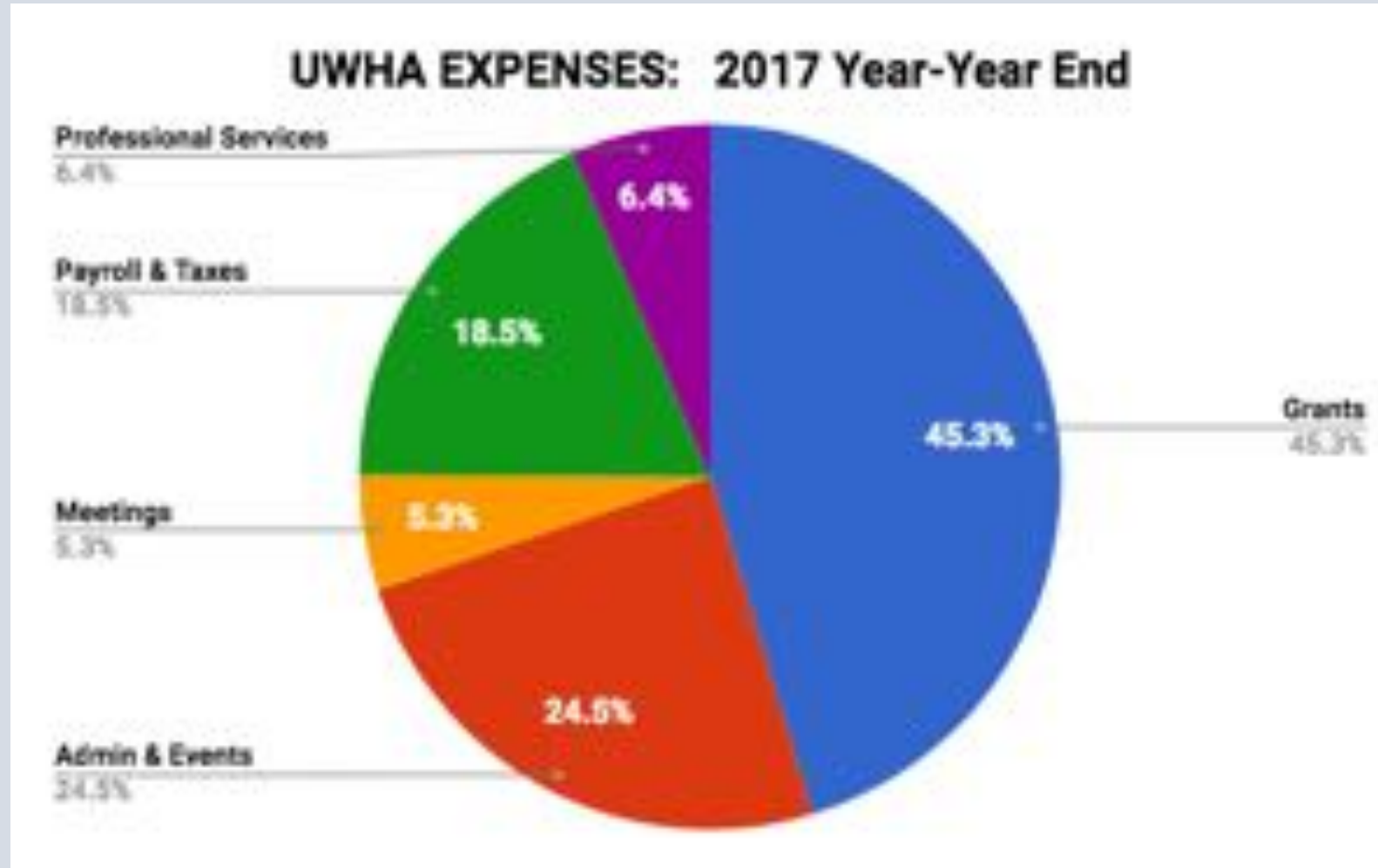
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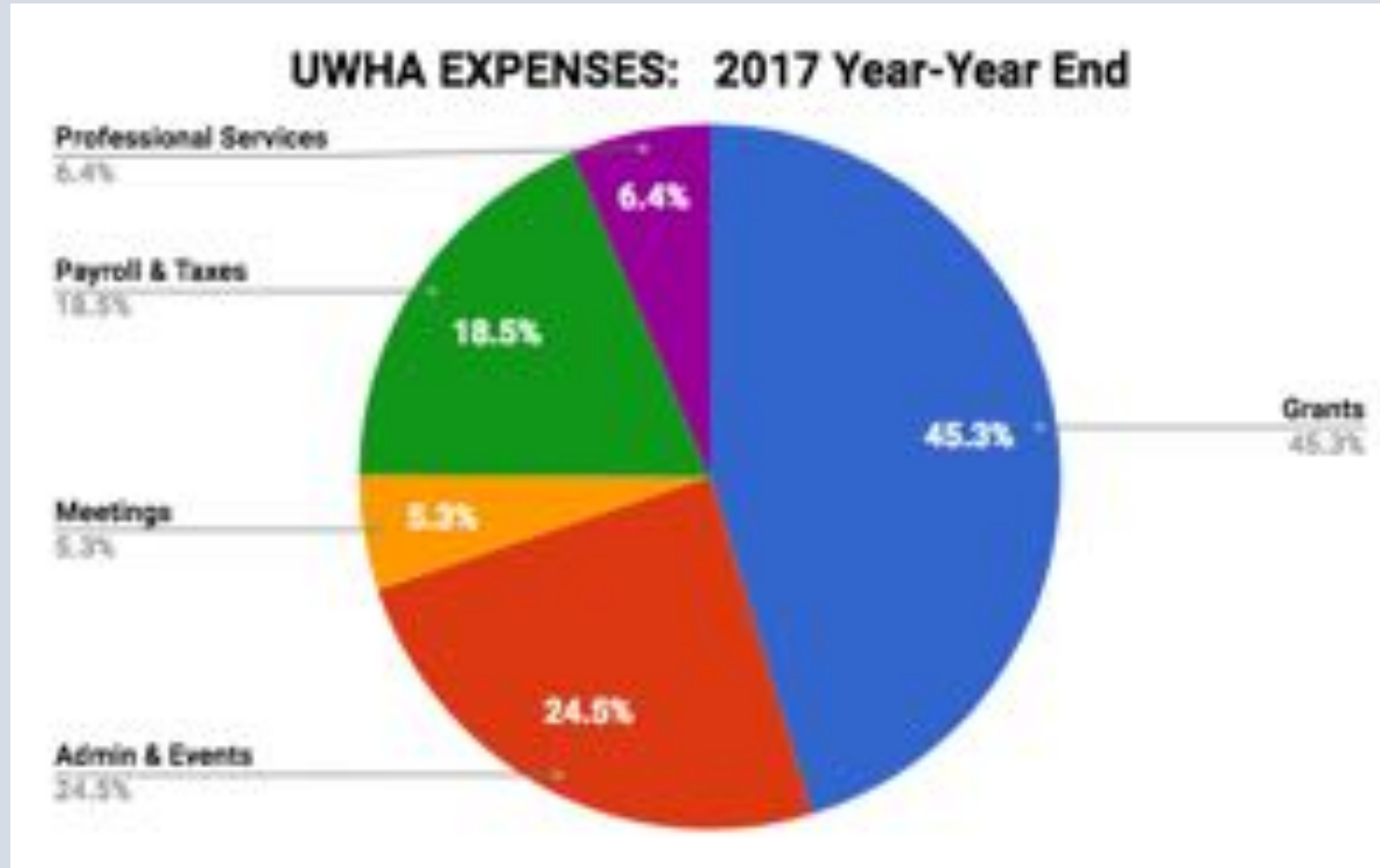
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Meetings:



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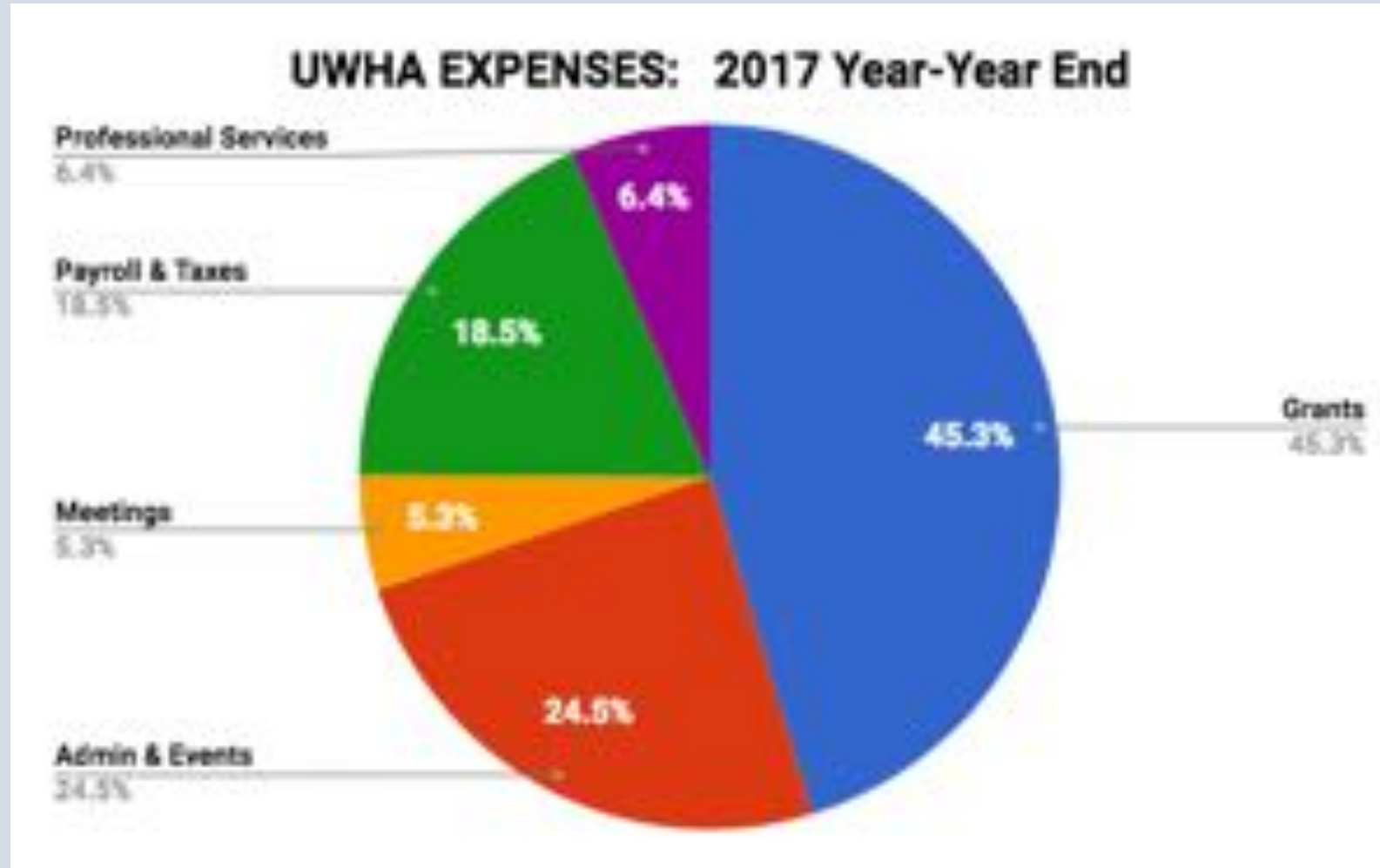
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Administrative and Events:

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Meetings:

- General and Executive board



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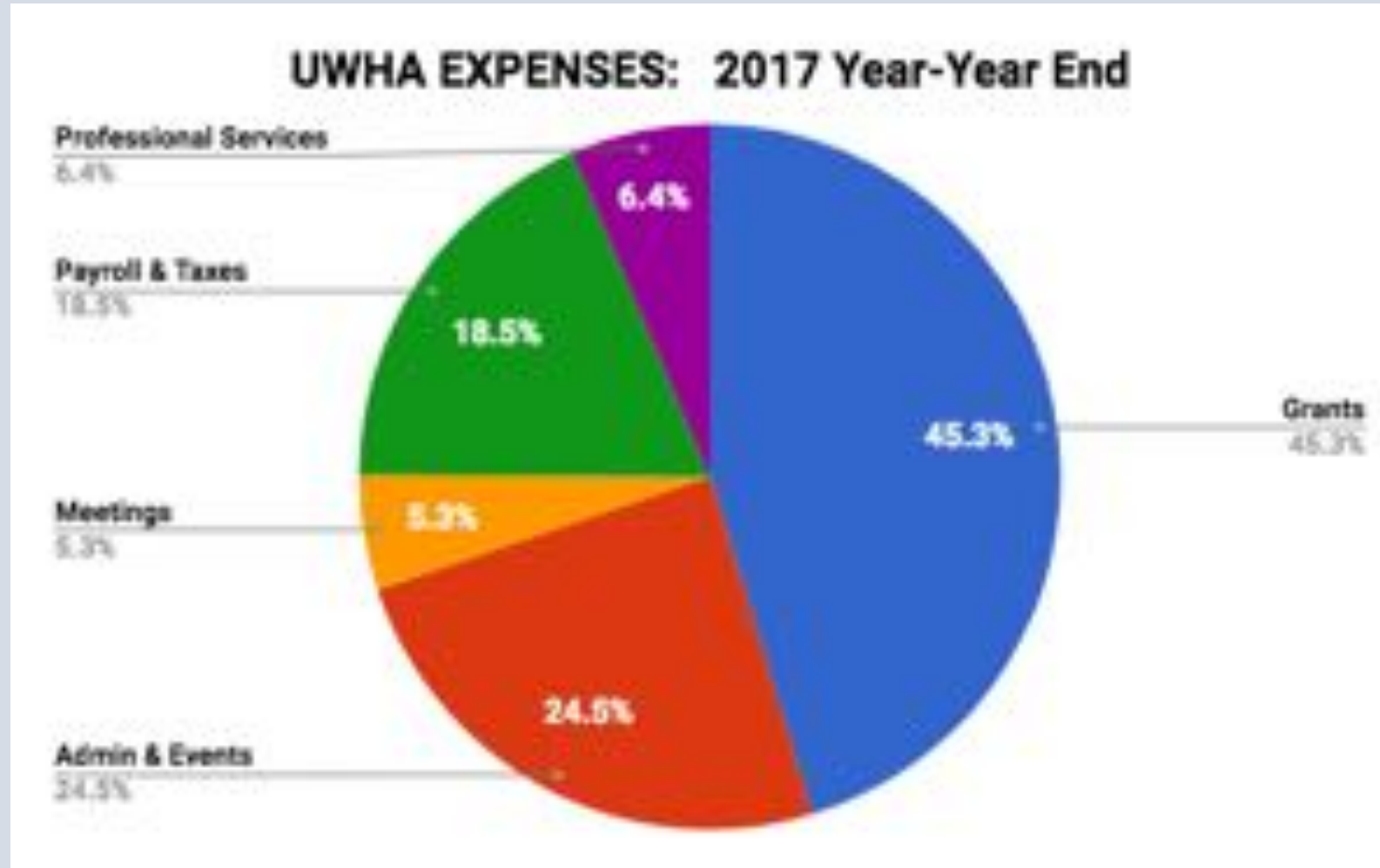
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Administrative and Events:

- Website and technology services
- Office and admin supplies
- Social Events

Meetings:

- General and Executive board
- GME and Program Directors



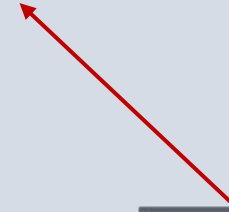
UWHA INCOME

Membership Dues: \$6.67/pay period
(Bimonthly)

=\$160/year

**Your
Investment:
\$160/yr**

Housestaff Stipend:
3% salary increase



**Your
Investment:
\$160/yr**

Housestaff Stipend:
3% salary increase

**Your
Investment:
\$160/yr**

Professional Development:
\$350/yr Education Fund
\$350 Medical License
\$850 USMLE STEP 3

Housestaff Stipend:
3% salary increase

**Your
Investment:
\$160/yr**

Professional Development:
\$350/yr Education Fund
\$350 Medical License
\$850 USMLE STEP 3

Transportation:
\$750/yr for parking
\$100/yr for bike maintenance
Free bike helmet

Housestaff Stipend:
3% salary increase

Home Call Stipend:
AY17 – \$900
AY18 – \$1150
AY19 – \$1150

**Your
Investment:
\$160/yr**

Professional Development:
\$350/yr Education Fund
\$350 Medical License
\$850 USMLE STEP 3

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Free bike helmet

Housestaff Stipend:
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Home Call Stipend:
AY17 – \$900
AY18 – \$1150
AY19 – \$1150

**Grievance/legal
counsel/Advocate**

Childcare

**Your
Investment:
\$160/yr**

Future Negotiations

Moonlighting

Professional Development:
\$350/yr Education Fund
\$350 Medical License
\$850 USMLE STEP 3

Transportation:
\$750/yr for parking
\$100/yr for bike maintenance
Free bike helmet

New Benefits

Discounted Contract Review

- Applies to first job out of residency
- Only for contracts in WA State
 - We are actively trying to expand this benefit
- Send your contract to the UWHA and we will forward it to our Lawyers
- Cost to the Trainee: \$300-400
 - We are still determining if the program will be supplemented by the UWHA or not, thus the range

Proposal for a New Membership Benefit

- We propose the creation of the UWHA Supplemental Emergency/Safe Ride Home Program
- GME has a program which is essentially only in effect when buses are not available
- The UWHA feels this is not sufficient

The Program

- All trainees will be afforded at least 1 emergency ride home for up to \$30
 - Can be used for roundtrip expenditures
 - Can be used for a return trip if the GME safe ride home program was used to get home
 - Additional ride benefits granted (up to \$30) on a case-by-case basis

Financial Impact

- If all residents use this program once it will represent a \$40,000 cost to the UWHA
- Most likely scenario:
 - One-half of trainees use this program each year
 - 10% of the trainees use the program multiple times (5x)
 - This also represents a \$40,000 cost to the UWHA
 - This may become the single most expensive benefit the UWHA provides

Questions?

VOTE

Get involved with UWHA

- Board positions
 - Executive board: President, Vice President, Secretary, Treasurer, Social Chair
 - General Board Member: X spots, take on 1-2 projects, 1 meeting every 2 months
- Negotiating Committee
 - Represent your program's interests!
 - Shape the next UWHA contract

Question and Answer

- Can you tell me more about contract negotiations? When will they be? What will we try to negotiate for?
 - Negotiations will likely take place January 2019. As a board we will meet this spring to discuss how to approach the contract. We have many things we want to include in the next contract: increasing the housing stipend, childcare, use of education funds, parking.
- Could you talk about education funds and what we can do to make them more equitable and useful?
 - GME has disallowed education funds on boards even when a resident is in training. The professional development fund period is too brief. UWHA would like \$500 a year (to roll over \$1500) and for programs to cover up to \$1500 for one conference every three years.
 - Differences between programs is too great (some programs have way more money). So anything that is giving money from the GME level will decrease variation between programs.
- I don't think I got reimbursed for my medical license? How can we audit the reimbursement process?
 - We would like to see a more standardized response to reimbursements (which is something we will bring up with GME in negotiations). For now, first ask the program about reimbursement. If they refuse to reimburse your license, or refuse to tell you if they reimbursed your license, contact the UWHA. We can move to have that information available and if they refuse to reimburse your license we can file a grievance.