

Summary of UAW-UW 2021-2024 Collective Bargaining Agreement

CONTRACT PROVISION	SUMMARY OF CHANGES
Preamble	No Change: Maintained existing contract language
Article 1 – Purpose and Intent	No Change: Maintained existing contract language
Article 2 – Recognition	No Change: Maintained existing contract language
Article 3 – Definitions	No Change: Maintained existing contract language
Article 4 – Appointment and Reappointment Notification and Job Description	Updates: New language which adds UW Benefits Office and LifeWise contact Information to what is included in ASE offer letters.
Article 5 – Childcare	Updates: New language increasing an eligible ASEs payment to \$1350 (previously \$1250) per quarter for child care expenses. The University increased its commitment to \$70,200 per year for the purpose of ASE child care (previously \$60,000).
Article 6 – Discipline or Dismissal	No Change: Maintained existing contract language
Article 7 – Fee and Tuition Waivers	No Change: Maintained existing contract language
Article 8 – Grievance Procedure	No Change: Maintained existing contract language
Article 9 – Health and Safety	No Change: Maintained existing contract language
Article 10 – Holidays	No Change: New language updates Native American Heritage Day (previously Day after Thanksgiving). Updated language includes that holidays will be recorded and tracked in Workday and requested by departmental policy.
Article 11 – Hourly Pay Scale Transparency	Housekeeping Updates: The parties agreed to remove a past date that is no longer valid.
Article 12 – Intellectual Property and Scholarly Misconduct	No Change: Maintained existing contract language

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Article 13 – Insurance Programs	Updates: The parties agreed to remove expired language which included bargaining unforeseen changes in law or regulation. New language includes that the University will provide the Union with UW GAIP eligibility files and UW GAIP preliminary files with ASE social security numbers redacted.
Article 14 – Job Posting	No Change: Maintained existing contract language
Article 15 – Job Titles and Classifications	No Change: Maintained existing contract language
Article 16 – Layoff	Housekeeping Updates: The parties agreed to remove reference to the University Handbook, which no longer exists.
Article 17 – Leaves of Absence	<p>Updates: New language clarifies the sick time off awarded to salary ASEs. A salaried ASE appointment 50% FTE for the academic year will receive 28 hours of paid sick time off. A salaried ASEs appointment greater than 50% FTE for the academic year or longer will receive prorated sick time off based on that FTE. A salaried ASE whose appointment is 50% FTE for less than the academic year will receive prorated sick time off based on that FTE. A salaried ASE whose appointment is greater or less than 50% FTE for any duration during an academic year will receive prorated sick time off based on that FTE.</p> <p>Sick time off is available for use immediately, once awarded and all sick time off requests must be submitted according to departmental policy and effective September 16, 2022, time off must be recorded in Workday. Unused sick time off is not paid at separation, does not transfer once an ASE is no longer part of the bargaining unit, and is not eligible for shared leave donation. Unused sick time off does not rollover from one academic year to another and expires at the end of each annual appointment period.</p>
Article 18 – Management Rights	No Change: Maintained existing contract language
Article 19 – No Strikes, No Lockouts	No Change: Maintained existing contract language
Article 20 – Non-discrimination and Harassment	<p>Updates: New language clarifies that Executive Order 31 is the University’s policy that applies to discrimination and harassment and a reference to EO 31 was added with a link to the University’s definitions for discrimination, harassment and sexual harassment. Additionally, language was added to include that ASEs shall not be subject to discrimination or harassment on the basis of immigration status or citizenship.</p> <p>Added language to section 2 - Sexual Harassment, that Sexual Harassment is characterized by other verbal or physical conduct of a sexual nature and that the purpose or effect of unreasonably interfering with an</p>

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	<p>individuals academic or work performance. EO 31 also includes reference to acts of sexual violence, sexual assault and sexual exploitation in the definition of sexual harassment. Added language that upon request, the Union and the University shall meet. Added language includes harassment in complaints.</p> <p>Additional language in section 6 - Equity Survey to clarify underrepresented groups as defined by the University's Affirmative Action Plan and removed the reference to the University Handbook.</p> <p>Added language to section 8 – lactation, including the University policy and a reference to APS 46.7.</p>
Article 21 – Parking and Transit	No Change: Maintained existing contract language
Article 22 – Personnel Files	No Change: Maintained existing contract language
Article 23 – Severability	No Change: Maintained existing contract language
Article 24 – Subcontracting	No Change: Maintained existing contract language
Article 25 – Summer Non-registered Graduate Research Student Assistants	No Change: Maintained existing contract language
Article 26 – Training	No Change: Maintained existing contract language
Article 27 – Travel	No Change: Maintained existing contract language
Article 28 – Union-Management Committee	No Change: Maintained existing contract language
Article 29 – Union Rights	No Change: Maintained existing contract language
Article 30 – Union Security	Updates: New language that the Union will transmit via electronic web-based reporting to the Employer and that the Employer will provide instructions and templates for the web based electronic reporting system including a calendar with payroll cut-off dates.
Article 31 – Voluntary Community Action Program (VCAP)	No Change: Maintained existing contract language
Article 32 – Vacation	Updates: New language includes ASEs with a 50% or greater FTE appointment for 12 months to receive a minimum of 20 hours per quarter of paid vacation time off awarded on a quarter-by-quarter basis, including

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	<p>summer quarter for a total of 80 hours per 12 months on the effective date of appointment. ASEs with an appointment for less than 12 months shall receive prorated vacation time off on effective date of appointment. A salaried ASE with an appointment of less than 50% FTE will receive a prorated amount of vacation time off, awarded each quarter that the ASE has a start date in Workday and effective on the date of appointment. A salaried ASE with an appointment greater than 50% FTE of any duration will receive prorated vacation time off with a start date in Workday effective on the date of the appointment.</p> <p>Added language includes that all vacation time off must be submitted according to the departmental policy and effective September 16, 2022, will be recorded, and tracked in Workday. Unused vacation time off is not eligible to be paid at separation, does not roll over from one academic year to another, and is not eligible for shared leave donation. Vacation time off does not expire until the end of the annual appointment and is available for salaried ASEs who move in and out of represented positions within an annual appointment period.</p>
Article 33 – Wages	Updates: The parties agreed to base rate and minimum ASE hourly rate market adjustments of 3% on July 1, 2021, 3% on July 1, 2022, and 3% on July 1, 2023.
Article 34 – Washington Family Medical Leave Program	Updates: The parties agreed to language for the Washington Paid Family and Medical Leave Program (PFML) to include the provisions of Title 50A RCW that apply to eligible bargaining unit employees. Approval of leave eligibility are described under the PFML Program in accordance with RCW 50A.15.
Article 35 – Workload	Updates: Clarified language that workload expectation will not be reduced by holiday or the use of paid vacation time off; however, use of paid sick time off per Article 17 during the academic quarter is included in total 220 hours workload per quarter.
Article 36 – Workspace and Materials	No Change: Maintained existing contract language
Article 37 – Duration	<p>Updates: The parties agreed to an agreement in effect from the date of membership ratification or May 1, 2021 whichever is later, until April 30, 2024, unless mutually extended by the parties.</p> <p>The initial bargaining session will take place no later than February 1, 2024.</p>
Letter of Understanding A: Workers Compensation	No Change: Maintained existing contract language

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Letter of Understanding B: U-PASS Coalition Bargaining	Housekeeping Updates: The parties agreed to remove an outdated letter of understanding.
MOU – Immigration Status and Work Authorization	Updates: The parties agreed to extend the terms and that the Union and University shall meet upon request up to four times per calendar year to discuss issues arising from academic student employment.
MOU – Empowering Prevention and Inclusive Communities (EPIC)	<p>Updates: The parties agreed to update the MOU title to Empowering Prevention and Inclusive Communities – EPIC (previously Sexual Harassment and Prevention Training). The parties agreed to extend the terms for the 2021-2024 agreement, which would expire on April 30, 2024 unless mutually agreed by the parties.</p> <p>Added language includes that the University will hire three (3) 50% FTEs each quarter to jointly administer EPIC training with the University thru Spring quarter 2024, funding will be provided by the University.</p> <p>The University will strongly encourage all incoming ASEs to attend EPIC training.</p>
MOU – Lump Sum Payment	Housekeeping Updates: The parties agreed to remove an outdated memorandum of understanding.
Appendix 1 – GAIP Group Medical Plan Summary	Updates: The parties agreed that outpatient out-of-network mental health charges would be paid at 80%. In addition, the parties agreed to an expansion of coverage for medically necessary transgender surgery services and procedures, as well as for gender affirming medical services.
New MOU – Time Off Tracking in Workday	<p>New MOU: New language states that parties reached agreement to Time off tracking in Workday, effective September 16, 2022 and upon request during Fall Quarter 2021, either party may initiate discussions regarding the implementation of requesting, recording, and tracking of holidays, vacation and leaves.</p> <p>Added language includes that the parties will agree upon the language that the University will use to communicate to departments and hiring units, regarding requesting, recording, and tracking holidays, vacation, and leaves. The parties agreed to make good faith efforts to produce the language to provide communication to departments and hiring units prior to Fall Quarter 2022.</p>

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New MOU – U-PASS	<p>New MOU: The parties agreed to extend the fully subsidized U-PASS to eligible bargaining unit employees through Spring Quarter 2024.</p>
New Appendix II – PBFs at IHME	<p>New Appendix:</p> <p>The parties agreed to incorporate the previously agreed to “material benefits” under Article 1 – Purpose and Intent, Section 5 – Transitioned Maintenance of Benefits and the previously agreed to MOU regarding Vacation as a part of Appendix II.</p> <p>Added language includes eligible employees in Appendix II will continue to receive wages identified as agreed to by the parties during 2020 negotiations.</p> <p>Added language includes a fully subsidized U-PASS through Spring Quarter 2024.</p>