

UW – SAG-AFTRA 2026 – 2029 CBA Summary Table

CONTRACT PROVISION	SUMMARY OF CHANGES
Mission Statement and Preamble	The parties agreed to current contract language.
Article 1 - Union Recognition	The parties agreed to update the bargaining unit definition to include temporary employees.
Article 2 - Management Rights	The parties agreed to current contract language.
Article 3 - Non-discrimination and Diversity	The parties agreed to housekeeping edits, to remove language regarding information provided in rosters, and to remove reference to a committee that no longer exists.
Article 4 - Prayer and Lactation Accommodations	The parties agreed to housekeeping edits only.
Article 5 - Flexible Work Agreements/Arrangements	The parties agreed to current contract language.
Article 6 - Grievance and Arbitration Procedure	The parties agreed to strike the limitation that grievance meetings should happen in person. The parties also agreed to increase the calendar days in which the Employer could respond to a Step One grievance from 15 days to 30 days.
Article 7 - Union Security	The parties agreed to include language reflecting the contents of reports provided to the Union by the Employer every pay period.
Article 8 - Work Week, Word Day, Meal Breaks, and Rest Breaks	The parties agreed to current contract language.
Article 9 - Overtime	The parties agreed to language clarifying that overtime applies to non-exempt employees, and to further clarify existing overtime rules and definitions. Additionally, the parties agreed to new language stating that at the employee's request, and by mutual agreement, individual employees and their supervisors may agree to a temporary modified weekly schedule. This schedule allows employees to alter their regular daily working hours within a work week without generating the payment of overtime (unless the employee works beyond forty (40) hours in the employee's regular work week). Such scheduling will not be considered a regularly recurring alternative schedule.
Article 10 - Rest Between Shifts	The parties agreed to current contract language.
Article 11 - Minimum Call	The parties agreed to current contract language.
Article 12 - On-Call	The parties agreed to current contract language.
Article 13 - Definition of Full-Time and Part-Time Employee	The parties agreed to current contract language.
Article 14 - Temporary Hourly Fill-In Employees and project appointments	The parties agreed to strike this article in favor of their newly crafted Article – Represented Temporary Employees.

UW – SAG-AFTRA 2026 – 2029 CBA Summary Table

CONTRACT PROVISION	SUMMARY OF CHANGES
Article 15 - Fellowship	The parties agreed to strike this article.
Article 16 - Bona Fide Independent Contractors	The parties agreed to housekeeping edits only.
Article 17 - Professional Development	The parties agreed to current contract language.
Article 18 - Safety and Health	The parties agreed to housekeeping edits and to include language regarding the UPASS which was previously found in Side Letter A.
Article 19 - Benefits	The parties agreed to current contract language.
Article 20 - Leaves and Time Offs	The parties agreed to housekeeping edits. The parties also agreed to expand bereavement days off from 3 to 5. Additionally, the parties agreed to match the definition of Family Member to what is listed in Article 41 – Sick Time Off. Finally, the parties agreed to replace outdated language regarding professional leave with pay to a link on UW's professional leave website that includes the current process.
Article 21 - Holidays	The parties agreed to housekeeping edits and language that clarifies the order of operations with regards to accrued paid time off when using Holiday Credit.
Article 22 - Vacation Time Off	The parties agreed to add language encouraging employees to keep vacation time-off balances below 280 hours although there is no cap. Additionally, they included language clarifying current policy that an employee who had been employed by UW for at least six months would be entitled to vacation pay out for up to 280 hours accrued upon separation.
Article 23 - Minimum Terms and Conditions	The parties agreed to current contract language.
Article 24 - Subordination of Agreement and Savings Clause	The parties agreed to current contract language.
Article 25 - Successors and Assigns	The parties agreed to current contract language.
Article 26 - No Strike/Lockout	The parties agreed to current contract language.
Article 27 - Newsroom Firewall	The parties agreed to current contract language.
Article 28 - Corrective Action/Dismissal	The parties agreed to current contract language.
Article 29 - Length of Service	The parties agreed to current contract language.
Article 30 - Layoff	The parties agreed to housekeeping edits. The parties also agreed to language stating that temporary layoffs may be required because of events at the institutional or employing unit level resulting in a

UW – SAG-AFTRA 2026 – 2029 CBA Summary Table

CONTRACT PROVISION	SUMMARY OF CHANGES
	temporary lack of funds or work, in accordance with University Policy. Temporary layoffs do not require the same notice period as regular layoffs in this Article.
Article 31 - Rehire Rights	The parties agreed to housekeeping edits only.
Article 32 - Status Notification Forms	The parties agreed to current contract language.
Article 33 - Postings	The parties agreed to update the language regarding what is contained in job postings to align with RCW 49.58.110 .
Article 34 - Probationary Period	The parties agreed to current contract language.
Article 35 - Union Representatives and Stewards	The parties agreed to housekeeping edits as well as paid release time for three bargaining unit members in future contract bargaining negotiation sessions.
Article 36 - Cell Phone Policy	The parties agreed to current contract language.
Article 37 - Meal Policy	The parties agreed to current contract language.
Article 38 - Broadcast Host Premium	The parties agreed to strike this article and include the Broadcast Host Premium in the list of one-time payments described in Article 39 – Compensation.
Article 39 - Compensation	<p>The parties agreed to increase salary range minimums by 3.5% for each year of the agreement on February 1, 2026, February 1, 2027, and February 1, 2028. Additionally, the parties agreed that for each year of the agreement, on the same dates listed above, all members of the bargaining unit will receive 2% across-the-board increases.</p> <p>The parties agreed to housekeeping edits and additional language clarifying current practice for salary practices when moving between positions, in-grade salary adjustments, story incentive one-time payments, and temporary pay/salary increase.</p> <p>Finally, the parties agreed to new one-time payments for work performed by regular employees temporarily assigned to the roles of newscaster, podcast hosts, editor/supervising producer in addition to increasing the amount for the already existing broadcast host. One-time payments are earned following each fifth working day (Broadcast Host, Newscaster, Editor/Supervising Producer), fifth podcast episode (Podcast (Daily) Host and Podcast (Weekly) Host), or each podcast episode (Podcast (Limited Run) Host). Payment amounts are listed below:</p> <ul style="list-style-type: none"> • Broadcast Host - \$400 • Newscaster - \$250 • Podcast (Daily) Host - \$400

UW – SAG-AFTRA 2026 – 2029 CBA Summary Table

CONTRACT PROVISION	SUMMARY OF CHANGES
	<ul style="list-style-type: none"> • Podcast (Weekly) Host - \$750 • Podcast (Limited Run) Host - \$500 • Editor/Supervising Producer - \$325
Article 40 - Duration	The parties agreed to language stating that the successor agreement is effective upon ratification or February 1, 2026, whichever is later, and will remain in effect for three years.
Article 41 - Sick Time Off	The parties agreed to housekeeping edits as well as expanding sick time off to include victims of hate crimes in alignment with updates to SB 5101 .
Article 42 - Classification and Reclassification	The parties agreed to housekeeping edits only.
Article 43 – Salary Overpayment Recovery	The parties agreed to housekeeping updates as well as including language that would add clarity to methods of paying back overpayments for both active employees and separated employees.
Appendix I	The parties agreed to a new job profile structure listed in the Appendix, and corresponding new job class specifications. The Appendix includes the minimum monthly pay amounts as of February 1, 2026, and includes a column for hourly job codes.
MOU – Seattle Locality Premium	The parties agreed to strike this expired MOU.
MOU – Job Class Specification Review	The parties agreed to strike this expired MOU.
MOU - Lump Sum Payment	The parties agreed to strike this expired MOU.
Side Letter - UPASS	The parties agreed to strike this side letter and include language regarding the UPASS into Article 18.
New Article – Represented Temporary Employees	The parties agreed to craft a new article that applies to SAG-AFTRA represented temporary employees. This article details which other CBA articles apply to these employees and constitutes the whole agreement between the parties related to represented temporary employees.
New MOU – Additional Base Pay Increase	The parties agreed that for every year of the contract’s duration, on February 1, 2026, February 1, 2027, and February 1, 2028, employees in this bargaining unit would receive an additional 1.5% base pay increase.
New MOU – Digital Editor/Reporter 3 job Profile Review	The parties agreed that within 90 days of ratification, the UWHR Compensation will respond to the Union’s proposal for a new job profile, Digital Editor/Reporter 3.
New MOU – Fleet Vehicle	The parties agreed that within 90 days of ratification, the Employer will provide employees access to one fleet vehicle, to be used in accordance with existing station and UW policy.
New MOU – Host Voiced Advertisements	The parties agreed that individuals in the Host job profile could be asked to voice advertisements for podcast programming in the amount of \$75 for every workweek assigned. Hosts could also decline voicing these advertisements without discipline.

UW – SAG-AFTRA 2026 – 2029 CBA Summary Table

CONTRACT PROVISION	SUMMARY OF CHANGES
New MOU – Represented Temporary Employees Transition	The parties agreed to include an MOU detailing their joint petition to PERC for SAG-AFTRA’s bargaining unit to represent temporary job profiles at KUOW doing work described in the existing bargaining unit description. This MOU describes what would happen after PERC approves the unit clarification.