

Summary of WFSE-UW 2017-2019 Master Agreement

CONTRACT PROVISION	SUMMARY OF CHANGES
Preamble	No Changes: The parties agreed to maintain existing contract language.
Article 1 - Union Recognition	No Changes: The parties agreed to maintain existing contract language.
Article 2 - Non-Discrimination	<p>Harmonization: This provision was fully harmonized between the SEIU 925 and WFSE contracts.</p> <p>Updates: The parties will update the list of protected classes against which neither party will discriminate, and new language memorializes that retaliation for reporting discrimination/harassment concerns is prohibited. New language also captures the parties' agreement that nothing in the contract will prevent implementation of an approved affirmative action plan.</p>
Article 3 - Reasonable Accommodation of Employees with Disabilities	Harmonization: The parties agreed to harmonize language between the SEIU 925 and WFSE contracts, using WFSE's language as the basis. New language memorializes the parties' commitment to providing reasonable accommodation to employees with disabilities.
Article 4 - Affirmative Action	Harmonization: The parties agreed to merge components from both the SEIU 925 and WFSE contracts into harmonized language.
Article 5 - Management Rights and Responsibilities	Harmonization: The parties agreed to harmonize language between the SEIU 925 and WFSE contracts, adding SEIU 925 language noting that this article does not preclude use of the grievance procedure.
Article 6 - Joint Union/Management Committees	No Changes: The parties agreed to maintain existing contract language.
Article 7 - Union Dues Deduction and Union Security	(Mostly harmonized between SEIU 925 and WFSE and consolidated into New Article - Union Membership, Fair Share and Dues Deduction)
Article 8 - Contract Publication	<p>Harmonization: This provision was mostly harmonized between the SEIU 925 and WFSE contracts.</p> <p>Contract Accessibility: New language establishes that each HR operations office will maintain a paper copy of the contract accessible to union members during normal business hours, and that UW will allow contract distribution through campus mail as needed. Prior to publishing the new UW-WFSE contract, UW will send the union an electronic version of the contract.</p>
Article 9 - Union Activities, Rights, and Stewards	<p>Harmonization: The parties agreed to harmonize language on union activities, rights, and stewards between the SEIU 925 and WFSE contracts, using existing language from the WFSE contract as the basis.</p> <p>Staff Representatives: Union staff representative meetings with employees are to be restricted to non-working time unless otherwise authorized, and will not interfere with the employee's work assignment. The parties also</p>

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	<p>memorialized the union’s right to engage in de minimis conversations with employees provided the employee does not object and that it does not disturb operations or compromise patient health information.</p> <p>Steward Work Time: A record of steward work time spent on union activity will be maintained, which UW and the union could discuss further if it is determined that an unreasonable amount of work time is being used for such activities.</p> <p>Jurisdictions: New language clearly delineates jurisdictions for union stewards, and allows for Lead Stewards, Chief Stewards, and Local/Chapter officers to have broader jurisdictions.</p> <p>Use of Facilities: New language captures current practice, memorializing the right of union staff representatives to reserve and use rooms per UW policies, and that such requests are subject to availability and applicable fees.</p>
Article 10 - Employee Rights	<p>Harmonization: This provision was fully harmonized between the SEIU 925 and WFSE contracts.</p> <p>Employee Rights: New language memorializes employees’ right to an interpreter if requested at an investigatory meeting, and that joint labor-management meetings qualify for paid release time.</p>
Article 11 - Employee Facilities	<p>Harmonization: This provision was fully harmonized between the SEIU 925 and WFSE contracts.</p> <p>Adequate Facilities: The parties agreed to language memorializing that adequate facilities will be available to employees, including dressing rooms or lockers where UW requires a change of clothing. Adequacy of employee facilities is a proper subject for discussion at JLM committees.</p> <p>Gender-specific Facilities: New language memorializes that UW will allow individuals to use gender-specific facilities such as restrooms and locker rooms consistent with their gender expression/identity.</p>
Article 12 - Uniforms and Special Clothing	<p>No Changes: The parties agreed to maintain existing contract language.</p>
Article 13 - Employee Assistance Program	<p>Harmonization: This provision was fully harmonized between the SEIU 925 and WFSE contracts.</p> <p>No Changes: The parties agreed to maintain existing contract language.</p>
Article 14 - Privacy	<p>Harmonization: This provision was fully harmonized between the SEIU 925 and WFSE contracts.</p> <p>Privacy: New language establishes that for public disclosure requests for information from a named employee’s</p>

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	personnel file, UW will copy the union on its attempt to notify the employee.
Article 15 - Polygraph Testing	(Replaced by Side Letter XX - Polygraph Testing)
Article 16 - Drug Testing	<p>Harmonization: This provision was fully harmonized between the SEIU 925 and WFSE contracts.</p> <p>No Changes: The parties agreed to maintain existing contract language.</p>
Article 17 - Contracting	No Changes: The parties agreed to maintain existing contract language on contracting out work.
Article 18 - Tuition Exemption Program	Registration for Classes: The parties agreed that employees will be allowed to register for tuition-exempt classes on the same timeline as Access students.
Article 19 - Training and Professional Development	No Changes: The parties agreed to maintain existing contract language.
Article 20 - Licensure and Certification	No Changes: The parties agreed to maintain existing contract language.
Article 21 - Performance Evaluation	No Changes: The parties agreed to maintain existing contract language.
Article 22 - Personnel Files	Harmonization: This provision was fully harmonized between the SEIU 925 and WFSE contracts.
Article 23 - Corrective Action	<p>Harmonization: This provision was fully harmonized between the SEIU 925 and WFSE contracts.</p> <p>Representation: The parties incorporated language from the SEIU 925 contract committing management to notify employees that upon request they will be entitled to have a representative present during formal counseling, final counseling, or dismissal. The language memorializes employees' right to meet with management whenever corrective action is issued. While attendance of a representative cannot unduly delay the corrective action process, all parties will make every possible effort to allow for union representation.</p> <p>Coaching: New language establishes that coaching is not considered a form of corrective action for purposes of the corrective action process.</p> <p>Grieving Formal Counseling: New language establishes that formal counseling may be grieved beginning at Step One or Step Two of the grievance procedure and up to Step 3 (mediation).</p> <p>Removal of Records: The parties adopted SEIU 925's language on removal of records from an employee's personnel file, establishing that formal or final counseling records (except those for workplace violence or UW policies against harassment, discrimination, or retaliation) will be removed from an employee's personnel file</p>

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	after 3 years upon written request if there has been no subsequent corrective action and circumstances do not warrant longer retention.
Article 24: Grievance Procedure	<p>Harmonization: The parties will harmonize the provisions of each union's existing grievance procedure into one standardized process. If management does not request an extension within the defined time limits, a grievance will automatically be moved to the next step.</p> <p>Filing Step One Grievances: New language clarifies that Step One grievances are to be filed with the department as well as Labor Relations.</p> <p>Panel of Arbitrators: New language commits UW, SEIU 925, and WFSE to meet to establish a permanent panel of 6 arbitrators, to be assigned cases on a rotating basis.</p> <p>Representation at Steps One and Two: The parties removed language from the WFSE contract allowing an employee to be self-represented or select a representative outside the union membership for Step One and Step Two.</p>
Article 25 - Staffing Concerns	<p>Harmonization: This provision was fully harmonized between the SEIU 925 and WFSE contracts.</p> <p>Individual Staffing Concerns: The parties memorialized that employees are strongly encouraged to bring workload concerns to the attention of management who will provide direction upon request (may include setting priorities and adjusting workload).</p> <p>Assignment of Additional Duties: An employee assigned the duties of a vacant position on a long term basis on top of their existing duties may meet with management to discuss the situation, and can request a subsequent meeting with the union present.</p>
Article 26 - Health and Safety	<p>Harmonization: This provision was fully harmonized between the SEIU 925 and WFSE contracts.</p> <p>Health and Safety: New language includes a commitment for any departmental health and safety committee to appropriately involve bargaining unit employees.</p>
Article 27 - Holidays	<p>Harmonization: This provision was fully harmonized between the SEIU 925 and WFSE contracts.</p> <p>Use of Holidays: The parties agreed to more clear language on use of personal holiday. The parties also agreed to more detailed language delineating holiday pay rules and processes for full-time, part-time, and night shift employees.</p>

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Article 28 - Vacations	<p>Vacation: The parties will increase vacation accruals during later years of service, as follows:</p> <ul style="list-style-type: none"> • 20-24 Years: 24 days/192 hours. • 25+ Years: 25 days/200 hours.
Article 29 - Sick Leave	<p>Harmonization: The parties agreed to harmonize language between the SEIU 925 and WFSE contracts, using existing language from the WFSE contract as the basis.</p> <p>Using Compensatory Time: In cases where an employee is authorized to use vacation or compensatory time off for sick leave purposes, all available compensatory time must be used prior to accrued vacation leave, unless it would result in the loss of vacation time.</p>
Article 30 - Work Related Injury Leave	<p>No Changes: The parties agreed to maintain existing contract language.</p>
Article 31 - Family Medical Leave Act and Parental Leave	<p>Harmonization: The parties agreed to harmonize language between the SEIU 925 and WFSE contracts, memorializing that the amount of family medical leave available to an employee is determined by using a rolling 12 month period. The language clarifies that employees must use accrued leave before leave without pay while on leave covered by FMLA, but that employees may retain 80 hours of vacation leave or 80 hours of sick leave.</p> <p>Parental Leave: New language allows for parental leave to extend up to 6 months (including time covered by FMLA) during the first year after a child's birth or placement, and extensions beyond 6 months may be approved by management. The parties agreed to new language allowing for use of up to 30 days of sick leave for parental leave.</p>
Article 32 - Child/Dependent Care	<p>No Changes: The parties agreed to maintain existing contract language.</p>
Article 33 - Shared Leave	<p>Harmonization: This provision was fully harmonized between the SEIU 925 and WFSE contracts.</p> <p>No Changes: The parties agreed to maintain existing contract language.</p>
Article 34 - Inclement Weather and Suspended Operations	<p>Harmonization: The parties agreed to harmonize language between the SEIU 925 and WFSE contracts, using WFSE's language as the basis.</p> <p>Make-up Time: New language clarifies how employees who use leave without pay may make up work time, and that make-up time worked by overtime-eligible full-time employees is calculated at time and one-half.</p> <p>Parking during Suspended Operations: New language establishes in both contracts that UW parking in</p>

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	unrestricted spaces will be provided at each campus for which suspended operations have been declared for any employee designated by management as essential.
Article 35 - Civil/Jury Duty Leave and Bereavement Leave (Formerly “Miscellaneous Paid Leaves”)	Harmonization: The parties agreed to harmonize language on bereavement leave and civil duty leave between the SEIU 925 and WFSE contracts, using existing language from the WFSE contract as the basis, including articulating clear definitions of “family member.”
Article 36 - Military Leave	<p>Harmonization: The parties agreed to harmonize language between the SEIU 925 and WFSE contracts, using WFSE’s language as the basis.</p> <p>Language Updates: New language memorializes that employees who are spouses of military members will be released per RCW 49.77 when their spouse has been notified of an impending call to active duty or when on leave from deployment.</p>
Article 37 - Miscellaneous Leave (Formerly “Leave Without Pay”)	<p>Harmonization: The parties agreed to harmonize language on various uses of leave without pay between the SEIU 925 and WFSE contracts, using WFSE’s language as the basis.</p> <p>New Language: Leave without pay may be granted to accommodate annual work schedules of employees occupying cyclic year positions, and applicable accrued leave is to be exhausted prior to using leave without pay for educational, government service, and volunteer/community service leave.</p>
Article 38 - Employee Leave Records	Provision Stricken: The parties agreed to remove outdated contract language.
Article 39 - Hours of Work and Work Schedules	Shift Schedule/Assignment Notice: The parties agreed to increase the advance notice to an employee required when management directs a permanent change in work shift assignment or work schedule from 10 days to 14.
Article 40 - Overtime	<p>Overtime: The parties agreed to clarify language to memorialize that one of the following constitute overtime: work exceeding a daily shift, work exceeding 40 hours in a week, or work exceeding eight hours in a 24 hour period or 80 hours in a 14 day period.</p> <p>Voluntary Overtime for Public Safety Officers: New language establishes that management will ask for volunteers from officers currently on shift or scheduled for the next shift before mandatory overtime is assigned.</p>
Article 41 - Wages and Other Pay Provisions	Harmonization: The parties agreed to harmonize much of the structure and language of the SEIU 925 and WFSE compensation articles.

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	<p>General Wage Increases: The parties agreed to the following across-the-board wage increases for WFSE-represented employees:</p> <ul style="list-style-type: none"> • 7/1/17: 2% increase. • 7/1/18: 2% increase. • 1/1/19: 2% increase. <p>Merit Steps: The parties agreed to add merit-based Career Enhancement Growth Program (CEGP) steps to the top of WFSE pay tables as well as SEIU 925 tables that currently do not have them.</p> <p>Increment Dates: New language clarifies how employees progress through the pay range on their periodic increment dates, including that when an increment date coincides with a wage increase the increment will be applied first. This provision was harmonized between the SEIU 925 and WFSE contracts.</p> <p>Promotions: The parties agreed that upon promotion or reallocation to a position with a higher salary range within the union, employees will receive a minimum increase of 3 steps (previously 2 steps). This provision was harmonized between the SEIU 925 and WFSE contracts.</p> <p>Translating Steps to Percentage: In anticipation of UW's upcoming HR/Payroll system, the parties agreed to translate several temporary pay increases that are currently captured in terms of steps to be in terms of a percentage, including:</p> <ul style="list-style-type: none"> • Work Out of Class: From 2 steps to 5%. • Multilingual/Sign Language/Braille Premium: From 2 steps to 5%. <p>Skilled Trades Language: The parties agreed to incorporate language on skilled trades compensation into the contract's main compensation article.</p>
Article 42 - Appointments and Positions	(Mostly harmonized between SEIU 925 and WFSE and consolidated into New Article - Hiring/Appointments/Promotions/Transfers)
Article 43 - Vacancies	(Mostly harmonized between SEIU 925 and WFSE and consolidated into New Article - Hiring/Appointments/Promotions/Transfers)
Article 44 - Probationary Period	(Mostly harmonized between SEIU 925 and WFSE and consolidated into New Article - Hiring/Appointments/Promotions/Transfers)
Article 45 - Promotions/Transfers	(Mostly harmonized between SEIU 925 and WFSE and consolidated into New Article - Hiring/Appointments/Promotions/Transfers)

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Article 46 - Inter-System Movement	<p>Harmonization: This provision was fully harmonized between the SEIU 925 and WFSE contracts.</p> <p>State Service Vacation Transfer: New language establishes that permanent state employees who join UW from another state agency without a break in service will be allowed to use vacation leave during their probationary period or first 6 months of employment at the UW.</p>
Article 47 - Allocation/ Reallocation	(Harmonized between SEIU 925 and WFSE and consolidated into New Article - Classifications and Reclassifications)
Article 48 - Classification	(Harmonized between SEIU 925 and WFSE and consolidated into New Article - Classifications and Reclassifications)
Article 49 - Seniority, Layoff, Rehire	<p>Harmonization: The parties agreed to harmonize SEIU 925 and WFSE contract language everywhere except for Rehire Trial Period (SEIU 925's rehire trial period will remain 3 months, WFSE's will remain 6 weeks).</p> <p>Seniority Calculations: New language clarifies that time spent on military duty leave (paid or unpaid) or time spent on leave without pay to work for the union is included in the calculation of seniority. This provision was harmonized between the SEIU 925 and WFSE contracts.</p> <p>State Service Credit: The parties also incorporated language from the SEIU 925 contract memorializing that employees who enter into the bargaining unit from other UW positions will be credited with layoff seniority for all seniority earned in the State classified service while employed at UW. This provision was harmonized between the SEIU 925 and WFSE contracts.</p> <p>Layoff Tiebreaker: The parties incorporated the SEIU 925 contract's methodology for determining a layoff tiebreaker into the WFSE contract. This provision was harmonized between the SEIU 925 and WFSE contracts.</p> <p>Voluntary Layoff: New language allows for an employee in a job classification and department that will experience layoffs to volunteer to be laid off (provided the employee is in a position requiring the same skills and abilities as a position subject to layoff). Such volunteers would not have a formal layoff option, but would be placed on all applicable rehire lists. This provision was harmonized between the SEIU 925 and WFSE contracts.</p> <p>Joint Rehire List: New language establishes that employees who are laid off from a job class that is represented by both SEIU 925 and WFSE will be placed on the rehire list for that specific job class for both unions. This provision was harmonized between the SEIU 925 and WFSE contracts.</p>

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	<p>Removal from Rehire List: Language from the SEIU 925 contract establishes that an employee may be removed from the rehire list if they refuse 2 offers of placement for a position having the same pay, FTE status, and shift (previously refusing any offer could trigger this). This provision was harmonized between the SEIU 925 and WFSE contracts.</p>
Article 50 - Voluntary Employee Beneficiary Associations	<p>No Changes: The parties agreed to maintain existing contract language.</p>
Article 51 - Resignation and Abandonment	<p>Harmonization: The parties agreed to harmonize language between the SEIU 925 and WFSE contracts, using WFSE's language as the basis.</p> <p>Resignation Withdrawal: New language acknowledges that holidays off (in addition to scheduled days off) will not count toward the 24 hour period in which an employee may withdraw their resignation.</p> <p>Petition for Reinstatement: An employee who is presumed to have resigned may submit a written petition for reinstatement within 14 calendar days of the mailing of the separation notice.</p>
Article 52 - No Strike/Lockout	<p>No Changes: The parties agreed to maintain existing contract language.</p>
Article 53 - Commute Trip Reduction and Parking	<p>(Harmonized between SEIU 925 and WFSE and consolidated into New Article - Transportation)</p>
Article 54 - Board of Regents	<p>No Changes: The parties agreed to maintain existing contract language.</p>
Article 55 - Subordination of Agreement and Saving Clause	<p>No Changes: The parties agreed to maintain existing contract language.</p>
Article 56 - Mandatory Subject	<p>Harmonization: This provision was fully harmonized between the SEIU 925 and WFSE contracts.</p> <p>Bargaining/Info Requests: New language establishes that the parties will begin bargaining within 30 days of receipt of a request to bargain. In cases where a union information request coincided with the bargaining request, the 30 days would not begin until the information request has been fulfilled.</p>
Article 57 - Term of Agreement	<p>2017-19 Biennium: The parties agreed to harmonized language regarding contract renewal and specifying that this contract will be effective from 7/1/17 to 6/30/19.</p>
Article 58 - Trades Apprenticeship Program	<p>No Changes: The parties agreed to maintain existing contract language.</p>
Article 59 - Union Skilled	<p>(Consolidated into Article 9 - Union Activities, Rights, and Stewards)</p>

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Trades Shop Stewards	
Article 60 - Skilled Trades Wages and Other Pay Provisions	(Consolidated into Article 41 - Wages and Other Pay Provisions)
Article 61 - Trades Supplemental	No Changes: The parties agreed to maintain existing contract language.
Appendix I - Job Classifications	Housekeeping Updates: The parties agreed to housekeeping updates to the contract's list of job classifications.
Appendix II - Layoff Units	No Changes: The parties agreed to maintain existing contract language.
Appendix III-IX - Pay Tables	Housekeeping Updates: The parties will update pay tables per the contract terms.
Appendix X - Shift Differentials	No Changes: The parties agreed to maintain existing contract language.
Appendix XI - Health Care Benefit Amounts	Language Updates: The parties incorporated the healthcare language agreed to at the state level by the Coalition of Unions for the 2017-19 biennium.
Appendix XII - Overtime Exempt Job Classes	No Changes: The parties agreed to maintain existing contract language.
Appendix XIII - Regular Temporary Employees	Holidays: The parties agreed to align the holidays for which regular temporary employees qualify for holiday pay with those of regular staff (only for hours worked on qualifying holidays).
MOU - Custodian Compensation	No Changes: The parties agreed to maintain existing contract language.
MOU - Kronos Implementation	No Changes: The parties agreed to maintain existing contract language.
MOU - HR/Payroll System Bargaining	Housekeeping Updates: The parties agreed to remove outdated language regarding the anticipated structure of UW's upcoming HR/Payroll system.
MOU - Market Wage Adjustments Effective 7/1/15	Housekeeping Updates: The parties agreed to remove an outdated memorandum of understanding.
MOU - Medical Assistant Wages	Housekeeping Updates: The parties agreed to remove outdated language.
New Article - Childcare Emergencies	<p>Harmonization: The parties agreed to harmonize language between the SEIU 925 and WFSE contracts using the SEIU 925 contract's existing definition of a childcare emergency.</p> <p>Language Updates: New language memorializes that employees may apply vacation leave, sick leave, or leave</p>

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	without pay (up to a maximum of 3 days each) in case of a childcare emergency.
New Article - Classifications and Reclassifications	<p>Harmonization: This provision was fully harmonized between the SEIU 925 and WFSE contracts.</p> <p>New Classifications: New language commits UW Compensation and the union to meet within 60 days when the union proposes new job classifications.</p> <p>Reclassifications: New language commits UW to notify the union of any proposed reclassifications of occupied bargaining unit positions into non-bargaining unit positions at least 30 days prior to implementation.</p>
New Article - Domestic Violence Leave	<p>Harmonization: This provision was fully harmonized between the SEIU 925 and WFSE contracts.</p> <p>Language Updates: The parties agreed to language establishing that the UW and the union will continue work to promote knowledge of the rights of employees who are (or are related to) victims of domestic violence, sexual assault, or stalking.</p>
New Article - Hiring, Appointments, Promotions, and Transfers	<p>Harmonization: The parties agreed to harmonize much of the structure and language of the SEIU 925 and WFSE Hiring, Appointments, Promotions, and Transfers articles.</p> <p>Probationary Period: New language outlines the parties' 6 month probationary period, and allows for management to extend a probationary period for an individual employee up to a maximum of 12 months. Such employees would be given a written explanation, and such extensions will not be a normal practice. This provision was harmonized between the SEIU 925 and WFSE contracts.</p> <p>Converting Appointments: New language allows management to convert a non-permanent appointment into a permanent appointment if a competitive process was used, or if the appointment was filled using a veteran placement program. Such employees will serve a probationary or trial service period. This provision was harmonized between the SEIU 925 and WFSE contracts.</p> <p>Cyclic Employees: The parties removed language that previously allowed denial of a cyclic employee with a final counseling in the last 6 months to work during periods of leave without pay.</p> <p>Temporary Appointments: Language memorializes that management may end a temporary appointment at any time and such decision is not subject to the grievance procedure.</p>
New Article - New Employees	Harmonization: This provision was fully harmonized between the SEIU 925 and WFSE contracts.

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	<p>Dues Deduction Cards: UW will distribute dues deduction cards for each new employee (previously upon request).</p> <p>Unions at Orientation: New language memorializes that union representatives will be guaranteed up to 30 minutes with employees during UW's new employee orientation to address matters such as employee rights and obligations and the role of the union. If orientation is online, the union may incorporate a reasonable amount of information into the program.</p>
New Article - Transportation	<p>Harmonization: The parties agreed to harmonize language between the SEIU 925 and WFSE contracts, such as language memorializing the committees through which UW and the unions may discuss parking and transportation issues as well as language on departmental plans for flexible schedules to assist in commute trip reduction.</p> <p>Football Parking: New language establishes that UW will provide parking for employees when they are required to work at football games.</p>
New Article - Union Membership, Fair Share and Dues Deduction	<p>Harmonization: This provision was fully harmonized between the SEIU 925 and WFSE contracts.</p> <p>Union Membership: The parties agreed that employees will have 30 days from hire or the effective date of the contract (whichever is later) to execute union membership and payroll deduction. UW will notify each employee within 30 days of hire into a bargaining unit position of the union shop requirement, either via job posting, new employee orientation, or appointment letter, and will provide a membership application with their employment materials.</p> <p>Authorized Use of Employee Lists: New language delineates how unions may use information that they request on employees they represent, and memorializes that UW will transmit any such data in a secure format.</p> <p>Reporting of Employee Lists: Work location data will be made available within 30 days of the effective date of the 2017-19 contract. The parties also agreed to language delineating the employee information that will be regularly reported to the unions effective 6 months after the implementation of UW's upcoming HR/Payroll system.</p>
New Article - Unpaid Holidays for a Reason of Faith or Conscience	<p>Harmonization: This provision was fully harmonized between the SEIU 925 and WFSE contracts.</p> <p>Language Restructuring: The parties agreed to move existing language on leave without pay for a reason of</p>

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	faith or conscience into its own article.
New Article - Workplace Behavior	<p>Harmonization: This provision was fully harmonized between the SEIU 925 and WFSE contracts.</p> <p>Respect and Workplace Behavior: A new article memorializes the parties' commitment to foster an environment of shared respect. The language encourages employees to report instances where they feel subjected to inappropriate workplace behavior, and commits management to investigate and take appropriate action as necessary. The parties agreed to a temporary memorandum to make this language effective on 12/31/16.</p>
New MOU - Administrative Classification Title Consolidation	<p>Reclassification and Range Increases: The parties agreed to reclassify numerous administrative job titles into a consolidated series, which includes providing pay range increases for a variety of staff to make room for more wage growth. Effective 7/1/18, affected employees will be placed on the step in the new pay range nearest (but not less than) the value of their current step plus 1 additional step.</p>
New MOU - Coalition JLM	<p>PERC Training: The parties will participate in joint training on union-management committee participation provided by the Public Employment Relations Commission (PERC).</p> <p>Coalition JLM Pilot: The parties agreed to create a UW JLM Communication Committee comprising SEIU 925 (up to 6 members on paid release), WFSE (up to 6 members on paid release), and UW, for the duration of the 2017-19 contracts (expires 6/30/19). The committee will provide a forum to discuss matters and policies that affect both unions. Meeting time will be considered work time but meetings and pre-meeting time will not qualify for overtime.</p> <p>Departmental JLM: JLM meetings may be scheduled for individual unions at the departmental level, and agenda items may include concerns about staffing or other working conditions in particular departments.</p> <p>WFSE Standing JLMs: New language changes the structure of WFSE JLMs. WFSE will have 8 JLM meetings annually, including up to 3 WFSE members on paid release and 2 WFSE staff members. The language delineates JLMs by area rather than job class (Facilities Services, Housing & Food Services, UW Medical Center, and Harborview). This new structure expires on 6/30/19.</p>
New MOU - Consolidated Laundry Infection Control Pay	<p>Premium: The parties agreed to a \$1/hour premium for washroom equipment operators for hours worked in the Soiled Linen room (includes laundry operators on temporary assignment as washroom equipment operators).</p>
New MOU - Custodian Series Range Increases	<p>Range Increases: The parties agreed to provide increases of 4 pay ranges for a variety of custodial job classes to make room for more wage growth, effective 7/1/17. Affected employees will be moved to the pay step on the</p>

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	new range nearest (but not less than) their current pay.
New MOU - Expedited Arbitration Pilot	Pilot: The parties agreed to an expedited arbitration pilot between 1/1/17 and 6/30/19. Expedited hearings will be held within 60 days of a request being accepted, and the award will be completed within 7 business days of the hearing or submission of the briefs.
New MOU - FLSA Changes	FLSA Changes: New language memorializes that if the union demands to bargain impacts of the Department of Labor Fair Labor Standards Act changes, the union may raise policy questions.
New MOU - Hospital Central Services Techs Cert Pay	Certification Pay: Hospital central services technicians who obtain a CRCST certification will be eligible for a \$1/hour certification pay premium for all hours in paid status, effective 7/1/17.
New MOU - Housing & Food Services Range Increases	Range Increases: The parties agreed to provide pay range increases for a variety of housing and food services job classes to make room for more wage growth, effective 7/1/17. Affected employees will be moved to the pay step on the new range nearest (but not less than) their current pay.
New MOU - Laundry Series Range Increases	Range Increases: The parties agreed to provide increases of 2 pay ranges for a variety of laundry and washroom equipment operator job classes to make room for more wage growth, effective 7/1/17. Affected employees will be moved to the pay step on the new range nearest (but not less than) their current pay.
New MOU - Leave of Absence WFSE President	Union Officer Leave: The parties agreed on language providing for leave without pay for up to 36 months to an employee accepting a position as a Union Officer (such as AFSCME/WFSE Council 28 President or VP).
New MOU - New Employee Orientation	Mandatory Orientation: All campus employees will be required to attend new employee benefits orientation starting 1/1/17. On 1/1/18 or 6 months after HRP go-live (whichever is later) new employees will be required to attend a full-day new employee orientation, which will include a benefits orientation, to ensure that staff receive full and consistent information.
New MOU - Panel of Arbitrators	2015-17 Panel: Within 90 days of the contract's ratification, the parties will meet to establish a permanent panel of 6 arbitrators for the remainder of the 2015-17 contract.
New MOU - Pay Table Parity	Pay Table Harmonization: The parties agreed to harmonize wages on several SEIU 925 and WFSE pay tables on 10/1/17, in order to better align pay for employees doing similar work across both unions.
New MOU - Program Series Pay Range Increases	Range Increases: The parties agreed to provide pay range increases for various program assistant, program coordinator, and program support supervisor job classes to make room for more wage growth. Effective 7/1/18, affected employees will be placed on the step in the new pay range nearest (but not less than) the value of their current step.
New MOU - Public Records Requests	Union-related Records Requests: Beginning 30 days after the contract's ratification, UW Labor Relations will notify the union of public records requests received by the UW Office of Public Records that directly concern and encompass the union's members. Notification will be provided to allow for a 10 day protest period.

Summary of WFSE-UW 2017-2019 Master Agreement

New MOU - Scholarship Fund for Medical Centers	Scholarship Fund (Hospital Staff): An annual pool of \$100,000 (shared between SEIU 925 and WFSE) will be available to help qualifying hospital staff (max \$4,000/employee) attain a degree or certification required for employment in a healthcare field within the hospital (for academic years 2017-18 and 2018-19).
New MOU - Seniority FMLA	FMLA Seniority: Upon request by either party, the parties will meet during the 2017-19 contract and following implementation of the HR/Payroll modernization program to discuss the new system's potential effects on the calculation of seniority as it pertains to unpaid leave under the Family Medical Leave Act.
New MOU- Skilled Trades Compensation	Trades Compensation: The parties agreed to restructure skilled trades pay ranges to add 6 steps to the top, in order to make room for more wage growth. Effective 1/1/17, affected employees will be placed on the step in the new pay range nearest (but not less than) the value of their current step plus 1 additional step.
New MOU - Student Loan Debt	Loan Forgiveness Info: Within 90 days of the contract's effective date, the parties will send a joint email to all bargaining unit employees containing information from the UW Benefits website on the Public Service Loan Forgiveness (PSLF) program, and information on the PSLF will be included in the UW Benefits orientation.
New MOU - Supply Chain Materials Management Reclassification	Reclassification and Range Increases: The parties agreed to reclassify numerous medical center supply chain job titles into a consolidated series, which includes providing pay range increases for a variety of staff to make room for more wage growth. Effective 1/1/17, affected employees will be placed on the step in the new pay range nearest (but not less than) the value of their current step plus 1 additional step.
New MOU - Surgical Tech Cert Pay	Certification Pay: Surgical technologists who obtain a CST certification will be eligible for a \$1/hour certification pay premium for all hours in paid status, effective 7/1/17.
New MOU - Transportation Subcommittee	Union Transportation Subcommittee: The parties agreed to establish a subcommittee of the University Transportation Committee for unions representing UW classified employees. The subcommittee will meet twice monthly, and will design and review items including transit integration, parking costs, and shuttle service.
New MOU - Updating Classifications	Updating Classifications: The parties will establish a joint committee to review and potentially update and revise classification specifications across SEIU 925 and WFSE, beginning 1/1/17. The committee will meet quarterly, and may establish subcommittees specific to each union. UW Compensation will review and accept, reject, or modify union classification change proposals.
New MOU - Workplace Behavior	(Initiates the above provision "New Article - Workplace Behavior" earlier)
New Side Letter - New Contract Joint Communication	Joint Communication: The parties agreed to create a joint communication with links to the new contract, to be emailed to employees when the agreement is published online.
New Side Letter - Polygraph Testing	Language Relocation: Existing contract language memorializing that UW will follow state law on polygraph testing was moved to a side letter.

Summary of WFSE-UW 2017-2019 Master Agreement

New Side Letter - Regular Temporary Employees	Appendix Consolidation: New language commits the UW to work with the union to consolidate the regular temporary employee appendix.
New Side Letter - Staffing Workplaces	Safe Staffing: New side letter memorializes UW's intent to safely staff all workplaces and assign manageable workloads.
New Side Letter - Transportation Delays	Transportation Delays: New language establishes that employees who arrive late to work due to unforeseen or unavoidable delays in public transportation will not be subject to corrective action, and may use accrued compensatory time, vacation leave, or leave without pay (in that order). Management may adjust an employee's schedule to make up for missed time, which will not trigger overtime unless the employee works in excess of the hours they were originally scheduled to work.