

University of Washington – Teamsters 117 Police

07/01/19 – 06/30/21 Collective Bargaining Agreement Summary

This summary is provided by the Employer in accordance with RCW 43.88.583. Please note that this is a summary only, and is not intended to be a substitute for reviewing the complete contract. This summary was drafted upon ratification, so please consult the main PDF contract on the LR website for the most up to date contract version.

Information Requested	Responsive Information
The term of the agreement	July 1, 2019 – June 30, 2021
The bargaining units covered by the agreement by state agency	Teamsters 117 Police Officers Bargaining Unit
Base compensation	<u>Article 25 - Wages</u>
Provisions for and rate of overtime pay	<u>Article 15 – Hours of Work and Overtime</u>
Provisions for and rate of compensatory time	<u>Article 16 – Compensatory Time Off</u>
Provisions for and rate of any other compensation including, but not limited to, shift premium pay, on-call pay, stand-by pay, assignment pay, special pay, or employer-provided housing or meals	<ul style="list-style-type: none"> • <u>Article 20 – Longevity and Premiums</u> • <u>Article 25 – Wages</u> • <u>MOU – Across-the-Board Increases Contingent Upon State Funding</u>
Provisions for and rate of pay for each paid leave provision	<ul style="list-style-type: none"> • <u>Article 7 – Union Business Activities Absences</u> • <u>Article 9 – Sick Leave</u> • <u>Article 10 – Vacations</u> • <u>Article 11 – Holidays</u> • <u>Article 12 – Leaves – General</u>
Provisions for and rate of pay for any cash out provisions for compensatory time or paid leave	<u>Article 16 – Compensatory Time Off</u>
Temporary layoff provision	N/A
Any impasse procedure subject to bargaining	N/A
Health care benefits provisions expressed as a percentage of cost or as a dollar amount, or in the case of contributions to a third-party	<u>Article 12 – Leaves - General</u>

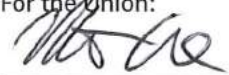


Information Requested	Responsive Information
benefit fund, the hourly contribution rate to the fund	
Any retirement benefit subject to bargaining, or in the case of contributions to a third-party benefit fund, the hourly contribution rate to the fund	N/A
For compensation or fringe benefits with an anticipated cost of fifty thousand dollars or more, a brief description of each component and its cost that comprises the amount funded by the legislature to implement in accordance with RCW 41.80.010(3)	<p>Attachment A includes costing information for implementation of the collective bargaining agreement</p> <p>Base Pay Increases: All Teamsters 117 represented employees will receive a two percent (2%) across the board wage increase on July 1, 2019 and a two percent (2%) across-the-board wage increase on July 1, 2020.</p> <p>Additionally, the agreement includes a provision for an additional two percent (2%) across-the-board increase on July 1, 2019 and a two percent (2%) across-the-board increase on July 1, 2020. The increases are both contingent on the state appropriating new, permanent state funding from a non-University source to cover the full cost, including marginal benefit funding, of the across-the-board for employees (regardless of funding source).</p> <p>Longevity Pay Rates: The longevity pay schedule will be adjusted as follows:</p> <ul style="list-style-type: none"> • 3 years: 1% • 6 years: 3% • 10 years: 5% • 15 years: 6% • 20 years: 8% • 25 years or more: 10%
Number of bargaining unit members covered by the agreement as of the date submitted to the office of financial management	Approximately 30

Information Requested	Responsive Information
Content of any agency-specific supplemental agreements affecting (a) through (m) of this subsection	N/A
Any contract provisions that allow the contract to be reopened during the contract term	<u>Article 25 - Wages</u>

ARTICLE 1 - PREAMBLE

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- 1.1 Pursuant to RCW 41.80, this Agreement is made by and between the Board of Regents of the University of Washington, hereinafter referred to as the "University" or "Employer," and Teamsters Local Union No. 117, affiliated with the International Brotherhood of Teamsters, hereinafter referred to as the "Union."
- 1.2 The Employer agrees to recognize the Union's Business Representative or his/her designee as the sole negotiator for the Union and will discuss contract proposals only with that Business Representative or his/her designee.

Tentatively Agreed To:	
For the Union:  _____	For the Employer:  _____
Date: 	Date:

ARTICLE 2 - NON-DISCRIMINATION

1
2
3 2.1 The parties individually agree that they will not engage in any act or practice or pursue
4 any policy which is discriminatory against any employee on the basis of age, sex, marital
5 status, status as an ~~honorably discharged veteran, disabled veteran, or Vietnam era~~
6 veteran a protected veteran, military status, sexual orientation, gender identity or
7 expression, race, national origin, color, creed, religious or political beliefs or affiliation,
8 being as a victim of domestic violence, sexual assault, or stalking, genetic information,
9 pregnancy, any real or perceived sensory, mental or physical disability, or membership
10 or non-membership in a labor organization. ~~The parties agree that~~Unlawful
11 harassment, including sexual harassment, is a form of prohibited discrimination
12 and will not be tolerated within the workplace in accordance with Executive Order
13 31 on Nondiscrimination and Affirmative Action.
14

15 2.2 Employees are encouraged to raise complaints of unlawful discrimination through internal
16 prescribed University complaint procedures (Administrative Policy Statement 46.3).
17 Employees may also seek relief through the appropriate local, state, or federal agency
18 charged with investigating such matters. ~~Such~~The process or findings of external
19 complaints shall not be subject to the Grievance Procedure of this Agreement;
20 provided that nothing shall preclude an employee from filing a grievance over an
21 alleged violation of Section 2.1 of this Agreement.
22


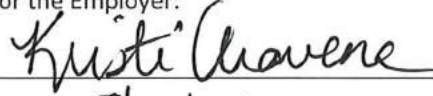
23
24 Tentatively Agreed To:
25
26 For the Union: For the Employer:
27  
28 _____
29 Date: 6/14/18 Date: 6/14/18
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1 **ARTICLE 3 - MANAGEMENT RIGHTS AND RESPONSIBILITIES**
2

3 3.1 The Employer, through its designated management personnel, has the right and
4 responsibility, except as expressly modified by this Agreement and federal and state
5 law, to control, change, and supervise all operations, and to direct and assign all
6 employees work appropriate for their classification. Such right and responsibility shall
7 include, by way of illustration but not limited to, the selection and hiring of employees,
8 discipline (involuntary demotion, suspension, reduction in pay, written reprimand)
9 and discharge for just cause, layoff, promotion, reassignment or transfer, training of
10 employees, establishment of work schedules in accordance with this Agreement,
11 allocation of all financial and other resources, and control and regulation of the use of
12 all equipment and other property of the University. The Employer shall determine
13 the method, technological means, number and kind, and qualifications of personnel by
14 and for which operations are to be carried out. The Employer shall take action as may
15 be necessary to carry out its responsibilities in any emergency situation.
16

17 3.2 Except as otherwise provided in this Agreement and this Article, nothing contained
18 herein is intended to nor shall be construed as a waiver of the Union's right to compel
19 bargaining prior to changes in any mandatory subject of bargaining in accordance with
20 law, rules, and precedent.
21

22 3.3 The Employer may temporarily reassign work from outside this unit to bargaining unit
23 members or may temporarily reassign bargaining unit work from this unit into the
24 UWPMA bargaining unit. Temporary is defined as reassignment of work for three (3)
25 weeks or less due to unexpected absences or unexpected overtime opportunities. Under
26 no circumstance shall the unit's bargaining unit work be reassigned for more than three
27 (3) weeks unless mutually agreed to by the Union and the Employer. For the purposes
28 of this Article, unexpected shall be defined as the Employer becoming aware with less
29 than one (1) week's notice. ~~Should any such reassignment result in the layoff of~~
30 ~~bargaining unit members, the University agrees to bargain with the Union prior to~~
31 ~~making the reassignment, except in cases of emergency.~~

Tentatively Agreed To:	
For the Union:  Date: 8-8-18	For the Employer:  Date: 8/8/18

ARTICLE 4 - JOINT LABOR/MANAGEMENT COMMITTEE

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3 4.1 The Joint Labor/Management Committee shall normally be composed of three (3)
4 members designated by the Union and one (1) Union staff representative. The
5 Employer shall be represented by a like number on the Committee. The Union staff
6 representative shall be the sole decision maker to determine whether his/herttheir
7 attendance is necessary at the Joint Labor/Management Committee.
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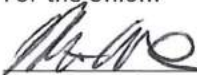
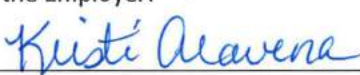
9 4.2 The purpose of the Committee is to provide a forum for communication between the
10 parties to this Agreement to deal with personnel matters of general Labor/Management
11 concern. The agenda shall be limited to items which are of a group rather than an
12 individual interest or concern and shall not include individual grievances properly
13 processed under the Grievance Procedure Article.
14

15 4.3 Meetings of the Committee will be held quarterly unless held as needed mutually agreed
16 upon by both parties. Issues of an emergent nature shall be given agenda priority.
17 Meetings of the Labor/Management Committee shall normally be held during
18 University business hours and at a mutually agreeable time and date. Participants shall
19 experience no loss in salary for participating in the meetings; however, such time is not
20 construed as work time, and no overtime shall be claimed or paid for meetings attended
21 outside of an employee's regular work hours.
22

23 4.4 The Labor/Management Committee shall have no bargaining authority; however, any
24 agreements reached through this process shall be reduced to writing and supported by
25 the Union representatives and management.
26

27 ~~4.5 Copies of agreed upon minutes shall be furnished to each member of the Committee.~~
28

29 4.56 Disposition of matters covered in a Labor/Management Committee shall not contradict,
30 add to, or otherwise modify the terms and conditions of the Agreement unless otherwise
31 mutually agreed to in writing by the Employer and the Union.
32

33 Tentatively Agreed To:
34
35 For the Union: For the Employer:
36  
37 _____
38 Date: 6-14-18 Date: 6/14/18
39
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1 **ARTICLE 5 - UNION RECOGNITION, UNION SECURITY, AND DUES DEDUCTION**
2

3 5.1 In accordance with the Public Employment Relations Commission's Certification,
4 issued October 3, 2011, the Employer recognizes the Union as the sole and exclusive
5 bargaining representative for all full-time and regular part-time Police Officers of the
6 University of Washington; see, University of Washington, Decision 11185 (PSRA,
7 2011). This Agreement covers the employees in the bargaining unit and the work
8 performed by such employees.

9 5.2 Dues Deduction.

10 Upon written authorization to the union by an individual employee to become a
11 member of the union and pay membership dues or have a deduction for an
12 initiation fee, DRIVE, the Legal Defense Fund, etc., the Employer shall provide for
13 the semi-monthly payroll deductions of union dues and deductions which are
14 uniformly applied to all members in those bargaining units in which the Union is
15 the exclusive bargaining agent.

16 The employer will refer the member(s) to the Shop Stewards and/or Union
17 Representative regarding any Union paperwork regarding membership,
18 deductions, Legal Defense Fund, etc. The Employer will not engage member(s)
19 regarding such paperwork other than to refer the member(s) to the Shop Stewards
20 and/or Union Representative.

21
22 A. The Union shall transmit to the Employer by the cut-off date for each payroll
23 period, the name and Employee ID number of employees who have, since
24 the previous payroll cut-off date, provided authorization for deduction of dues
25 or have changed their authorization for deduction.
26
27

28 5.3 Revocation

29 An employee may cancel their authorization for payroll deduction of payments to
30 the Union by written notice to the Employer and the Union in accordance with the
31 Union Constitution, Bylaws, and the terms and conditions of their signed
32 membership card. The Union will provide the Employer with a monthly list of all
33 employees who are eligible for cancellation. The cancellation will become
34 effective on the second payroll after receipt of the notice from the Union. An
35 employee leaving paid status should notify the Union and receive a withdrawal
36 card for the duration of absence from paid status and/or the bargaining unit.
37
38

39 5.4 Once each month the Employer's Payroll Office will transmit the total deducted amount
40 of dues and deductions, to the Union's office. Twice each month the Employer will
41 electronically transmit a list of current members on Union dues deduction, gross
42 straight-time pay, and any additions and deletions for that month.
43

44 5.5 Twice each month, the Employer shall submit to the Union a report containing the

1 following data in electronic format, if maintained by the Employer, for all employees in
2 the bargaining unit, for all employees who enter or leave the bargaining unit, and
3 for all employees who stop or start deductions:
4

- 5 a. Employee Identification Number
- 6 b. Employee name
- 7 c. Mailing address (Home and UW Box number)
- 8 d. Work phone number (if maintained by the University Payroll System)
- 9 e. Job class code
- 10 f. Job class title
- 11 g. Begin date in job class code
- 12 h. Salary range
- 13 i. Salary step
- 14 j. Part-time percent (FTE)
- 15 k. Separation date
- 16 l. Gross salary

17
18 The Union will maintain the confidentiality of all employee-mailing addresses.
19 Information provided pursuant to this Section will be maintained by the Union in
20 confidence according to the law. The Union will indemnify the Employer for any
21 violations of employee privacy committed by the Union in connection with the data
22 received by the Union pursuant to this Section
23

24 5.6 A copy of the Collective Bargaining Agreement will be made available online to all
25 bargaining unit employees. The Employer and the Union are responsible for their own
26 reproduction costs. The Union will be responsible for any printed contracts for their
27 members.
28

29
30 5.7 The Union will indemnify and hold the Employer harmless from all claims, demands,
31 suits, or other forms of liability that may arise against the Employer for actions taken by
32 the Employer under this Article, including any issues related to the deduction of
33 dues, the initiation fee, DRIVE the Union Legal Defense Fund, or other deductions
34 initiated by the union. In all such cases, the Employer's reasonable attorney fees
35 will be paid by the Union.

36 5.8 There will be no discrimination against any employee because of lawful Union
37 membership activity or status, or non-membership activity or status.
38

39 5.9 The Employer agrees to deduct from the wages of any employee who is a member
40 of the Union a Teamsters Legal Defense Fund deduction, as provided for in a
41 written authorization. Such authorization must be executed by the employee and
42 may be revoked by the employee at any time by giving written notice to both the
43 Employer's Payroll Office and the Union. Notification received by the 15th day of
44 the month will be processed for the payday on the 25th of that month. Notification
45 received after the 15th day of the month and by the last day of the month will be
46 processed for the payday on the 10th of the following month. The Employer agrees

1 to remit any deductions made pursuant to this provision to the Union together with
2 a report showing:
3

- 4 1. Employee name
 - 5 2. Employee Identification Number (EID)
 - 6 3. Amount deducted
- 7

8 The parties agree this Section satisfies the Employer's obligations and provides
9 for the deduction authorized under RCW 41.04.230(6).
10

11 5.10 When UWPD new employee orientation meetings are held, the Union will be
12 allowed thirty (30) minutes of presentation time to speak to the employee(s) on
13 matters concerning the rights of employees, responsibilities of the Union, and
14 services available to the membership. The Union Business Representative will be
15 notified of all new employee orientation meetings, and such notice will be provided
16 no later than fourteen (14) calendar days prior to the presentation date. In the
17 absence of a Business Representative, a Union Shop Steward may conduct the
18 presentation without a loss in compensation; provided, the presentation time will
19 not be considered as "time worked" for the purposes of overtime.

ARTICLE 6 - UNION BUSINESS/REPRESENTATIVES

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2
3 6.1 The Employer recognizes the right of the Union to designate Business Representatives
4 and Shop Stewards who shall be permitted to represent bargaining unit employees. The
5 Union will inform the Office of Labor Relations of the names of Union representatives and
6 Shop Stewards.

7
8 6.2 Paid release time for the designated Shop Stewards will be provided for representing
9 employees at grievance meetings (including informal attempts at resolution) attended by
10 both parties, for participating in Joint Labor/Management Committee meetings, for pre-
11 disciplinary/pre-determination meetings, and for collective bargaining meetings. When
12 designated Shop Stewards are granted paid release time they shall experience no loss
13 in pay, however such time shall not be construed as work time and overtime will not be
14 paid when meetings extend beyond the employee's regular work hours. Paid release
15 time shall be granted by supervision following a request but in consideration of any
16 job responsibilities. If permission for time off cannot be immediately granted, the
17 supervisor will arrange for time off at the earliest reasonable time thereafter

18
19 6.3 The Union shall prevail upon all employees in the bargaining unit, and especially Shop
20 Stewards, to make a diligent and serious attempt to resolve complaints at the lowest
21 possible level. The Employer, likewise, shall prevail upon its supervisory personnel to
22 cooperate fully with the Union's representatives in the speedy resolution of any
23 grievances that may arise.

24
25 6.4 Bulletin Boards. The Employer shall designate a bulletin board for use by the Union for
26 the posting of notices relating to official Union business and provide space for that
27 purpose. At the Union's option, the Employer provided bulletin board(s) may be
28 replaced by the Employer with a locked, covered bulletin board furnished by the
29 Union. The Union will supply the Employer with a key to the bulletin board. Any
30 costs associated with replacement, upkeep, or installation will be paid for by the
31 Union. Location of bulletin board to be determined by the Employer.

32
33 6.5 Union Access. Union business such as investigating grievances and other legitimate
34 routine matters may be conducted on Police Department premises, provided that such
35 business does not interfere with Police Department operations. The Employer shall
36 provide reasonable access to Department premises to authorized Union
37 representatives for the purpose of handling grievances and other legitimate Union
38 business, provided that such access does not interfere with the work and duties of
39 Union employee representatives or of other on-duty employees. Scheduled Union
40 meetings may be held in Police Department facilities, provided that such meetings do not
41 interfere with Police Department operations and are approved in advance by the Police
42 Chief.

43

1 6.6 A Union representative with three (3) day's written notice to the Police Chief or
2 designee may present information prior to start of a shift , up to a maximum of
3 once per month for each shift and may be cancelled by the Employer due to
4 operational necessity The presentation will not exceed ten (10) minutes in length.
5 The Shift Supervisor reserves the right to terminate the presentation in order to
6 complete roll call in a timely fashion.
7

8 6.7 All requests for information regarding the bargaining unit by the Union will be
9 submitted in writing to the Office of Labor Relations. Requests will clearly identify
10 what information is being sought and include the reason for the request. Requests
11 will not normally extend more than twenty-four (24) months prior to the date of the
12 request. When the Union submits a request for information that the Employer
13 believes is unclear or unreasonable, or which requires the creation or compilation
14 of a report, the Employer will contact the Union and the parties will discuss the
15 scope and costs associated with the request and the amount the Union will pay for
16 receipt of the information.
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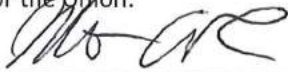
21 Tentatively Agreed To:
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23 For the Union:  _____
24
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26 Date: 6-19-18
27
28 For the Employer:  _____
Date: 6/19/18

1 **ARTICLE 7 - UNION BUSINESS ACTIVITIES LEAVE/ABSENCES**

- 2
- 3 7.1 Employees who desire to attend Union business functions or programs shall request
4 leave-time off at least fourteen (14) calendar days prior to the planned absence. The
5 Chief, or designee, shall determine if the leave-absence will be approved. If approved,
6 the leave-time off will either be accrued and unused annual-vacation time off/leave-time,
7 unused compensatory time, or leave-without pay/unpaid time off.
- 8
- 9 7.2 Union Shop Stewards shall be allowed a total of thirty-two (32) working hours per year
10 without loss of pay to participate in Union training seminars. Upon request, additional
11 time off may be granted. Said time off must be approved in advance by the Chief
12 of Police or designee and will be contingent upon the department's ability to provide
13 proper work coverage during the requested time off.
- 14
- 15 7.3 The Employer agrees to release Shop Stewards for the Union's annual Shop
16 Steward Seminar, without a loss of pay. The Seminar will be conducted on a single
17 day in March of each year, unless mutually agreed otherwise. The Union will give
18 thirty (30) calendar days advance notice of the Shop Steward Seminar. Time spent
19 attending the Shop Steward Seminar will be credited against the thirty-two (32)
20 hours referenced in 7.2.
- 21
- 22 7.4 Employees may, at the discretion of the Chief of Police, be granted leave-without
23 pay/unpaid time off to participate in employment with the Union on projects or
24 activities of a specified duration, upon request of the Secretary-Treasurer or
25 designee to the Police Chief. The request will be submitted in writing at least thirty
26 (30) calendar days in advance and cite the duration of the assignment. No more
27 than one (1) employee will be released at any given time. At the beginning of the
28 project or activity, upon request by the Employer, the employee will surrender all
29 employer-issued items to the Department. Any employee participating in such
30 employment with the Union must submit a Request for Approval of Outside
31 Professional Work for Compensation form in advance of such employment
32 consistent with Administrative Policy Statement (APS) 47.3.

Tentatively Agreed To:

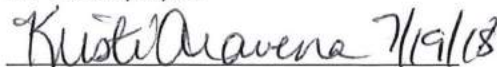
For the Union:



Date:

7/19/18

For the Employer:



Date:

ARTICLE 8 - EMPLOYEE FILES

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3 8.1 Employee Personnel & Department Files. For purposes of this agreement, "department
4 file" shall refer to the employee personnel file maintained by the University of Washington
5 Police Department. The employee and/or Union representative may schedule a time to
6 examine the employee's official personnel file located in the Human Resources Office
7 upon written request of the employee to the Human Resources Representative. The
8 employee and/or Union representative may schedule a time to examine the
9 employee's department file located in the University of Washington Police
10 Department upon written request to their department manager. A representative
11 of HR or management will be present as appropriate. The Human Resources
12 Representative or designee (official personnel file) or the department manager
13 (department file) may remove any documents in an employee's file which were
14 obtained through assurances of any confidentiality to a third party at the time of
15 original appointment.

16
17 However, the employee and/or Union representative shall have access to any such
18 information in the file to be utilized in a formal grievance filed under this Agreement. A
19 copy of any correspondence or letters issued and intended to be included in an employee's
20 official or department personnel file shall be mailed or given to the employee prior to
21 becoming a permanent part of the official or department files. The employee shall
22 receive a copy of all materials placed in the employee's official or department personnel
23 files other than routine personnel items such as payroll documents. An employee shall
24 have the right to include his/her comments and supporting documentation with materials
25 in either the official or department personnel files.

26
27 Employees may request that certain materials in their official and department personnel
28 files be reviewed for possible removal. ~~Employees may request that t~~The Employer
29 shall remove evidence of Written Reprimands from the ~~official and UW and all~~
30 department ~~personnel~~ files after three (3) years, upon officer request, provided no similar
31 violations have occurred within the thirty-six (36) months from the date of the Reprimand.
32 Once removed, the evidence of the Written Reprimand may not be used for further
33 discipline nor introduced into arbitration by the Employer as evidence against the
34 employee. Records of Suspensions will be removed from an employee's official
35 and department personnel file after ~~seven five (57)~~ years if:

- 36
37 a. Circumstances do not warrant a longer retention period;
38 b. There has been no subsequent discipline; and
39 c. The employee submits a written request for removal.
40

41 Nothing in this Section will prevent the Employer from agreeing to an earlier
42 removal date, unless to do so would violate prevailing Washington State law.

43
44 Medical information related to employment will be kept separate from all other

1 employment files and confidential in accordance with state and federal law. A
2 record will be retained in the HR personnel file of the names of individuals outside
3 of HR who have reviewed the personnel file who do not have written authorization
4 from the employee, except requests for records in accordance with the Public
5 Records request process.
6

7 Unauthorized parties shall not have access to any employee's personnel file or
8 department file.
9

10 8.2 Destruction or retention of information.

11
12 (1) Information shall be retained by the Employer as long as it has a reasonable
13 bearing on the employee's job performance or upon the efficient and effective
14 management of the institution.
15

16 (2) Adverse material or information related to employee misconduct or alleged
17 misconduct which is determined to be false, and all such information in situations
18 where the employee has been fully exonerated of wrong doing, will be kept in a
19 confidential file and shall not be released to the public or a prospective employer
20 without the consent of the employee except as required by law.
21

22 (3) Adverse material related to employee misconduct or alleged misconduct which
23 is sustained may be released if required under a Public Records Act (PRA)
24 request or as otherwise required by law. If released, the name of the employee
25 will be deleted from the document, unless the name of the officer has already
26 been made public or if disclosure is otherwise required by law.
27

28 (4) Documents in a supervisory file will not be placed in the official personnel
29 file or Department file unless they are incorporated as part of an official
30 action (such as a performance evaluation or a corrective action), which
31 should then be retained in the appropriate personnel file or department file.
32 All material in the supervisory file of non-probationary employees, absent
33 unusual circumstances, will be removed in conjunction with the employee's
34 annual performance evaluation.
35

36 (5) Names of employees will not be released unless required by law, and
37 names of employees will be deleted from the Department's Annual Report.
38

39 (6) Prior to release of any information about an employee pursuant to a PRA
40 request, the employee will be notified of the request and, to the extent possible,
41 allowed ~~four~~ ten (104) business days to seek an injunction before the information
42 is released.
43

44 8.3 Indemnification. The Employer will indemnify and hold harmless employees for activities
45 arising out of and/or duties assigned during their employment in accordance with

1 University policy.
2

3 8.4 Performance Evaluations. Performance evaluations will be conducted on a regular
4 basis in accordance with Departmental policy. Employees will have the right to submit
5 rebuttals to performance evaluations and have the rebuttals attached to the evaluation.
6 Evaluations will not be provided to outside agencies without written authorization from the
7 employee, unless subject to legal process. Employees may seek reconsideration of
8 their performance evaluation in accordance with Department Policy and will
9 receive a written response.

10
11 8.5 Third Party Requests for Information. Labor Relations will notify the Union of public
12 records requests for information received by the UW Office of Public Records that
13 directly concern and encompass Teamster 117 members. Notification will be
14 provided in order to allow for a ten (10) day protest period.

Tentatively Agreed To:

For the Union:



Date:

8-20-18

For the Employer:



Date:

8/20/18

ARTICLE 9 - SICK LEAVE

9.1 Sick Leave - Accrual.

- (1) Full-time classified employees shall accrue eight (8) hours of sick leave ~~credit~~ for each month of completed classified service. Paid sick leave may not be used in advance of accrual.
- (2) Employees working less than a full time schedule shall accrue sick leave credit on the same prorated basis that their employment schedule bears to a fulltime schedule.
- (3) Sick leave ~~credits shall not~~ accrues at a rate of one (1) hour for every forty (40) hours worked when during a leave of absence without pay which exceeds ten (10) eighty (80) working days hours (prorated for part-time) in any calendar month.

9.2 Sick Leave - Use.

- (1) Sick leave shall be allowed an employee under the following conditions:
 - a. Because of and during illness, disability, or injury which has incapacitated the employee from performing required duties.
 - b. By reason of exposure of the employee to a contagious disease during such period as attendance on duty would jeopardize the health of fellow employees or the public.
 - c. To care for a spouse, or same or opposite sex domestic partner, child (including a child residing in the employee's home through foster care, legal guardianship or custody), parent, sister, brother, parent-in-law, grandchild or grandparent of the employee who has a serious health condition or emergency health condition, in compliance with State and Federal law. Because of a health condition of a family member that requires treatment or supervision, or that requires the presence of the employee to make arrangements for extended care. The Vice President for Human Resources Operations may authorize sick leave use as provided in this subsection for other than family members.
Family member is defined as the employee's spouse or same or opposite sex domestic partner, child, parent, grandparent, grandchild, and sibling. Family member also includes individuals in the following relationships with the employee's spouse or domestic partner: child, parent, or grandparent. Child also includes a child of a legal guardian or de facto parent, regardless

1 of age or dependency status and those to whom the employee is "in loco
2 parentis" or "de facto" parent as well as a child of a legal guardian or de
3 facto parent. Parent and Parent-in-law also includes de facto parent, foster
4 parent, stepparent, or legal guardian.
5

6 d. Except as provided in subsection (1)(c) of this Section, because of
7 emergencies caused by serious illness or injury of a family member that
8 require the presence of the employee to provide immediate necessary
9 care of the patient or to make arrangements for extended care. ~~The~~
10 ~~Chief of Police or his/her designee may authorize sick leave use as~~
11 ~~provided in this subsection for other than family members.~~—The
12 applicability of "emergency," "necessary care," and "extended care"
13 shall be made by the Chief or ~~his/her~~ designee.
14

15 e. To care for the employee's child ~~under the age of eighteen (18)~~ with a
16 health condition that requires treatment or supervision, or to make
17 arrangements for extended care.
18

19 f. Because of illness or injury of a family member who is ~~a person of~~
20 ~~disabilitydisabled~~ and requires the employee's presence to provide short-
21 term care of to make arrangements for extended care.
22

23 g. To provide emergency child care for the employee's child. Such use of sick
24 leave is limited to three (3) days in any calendar year, unless extended
25 by the personnel officer.
26

27 ~~h. — Because of a family member's or household member's death that~~
28 ~~requires the assistance of the employee in making arrangements for~~
29 ~~interment of the deceased.~~
30

31 ~~h.i.—~~ For personal medical, dental, or optical appointments or for family
32 members' appointments when the presence of the employee is
33 required, if arranged in advance with the employing official or
34 designee.
35

36 (2) Sick leave may be granted for condolence or bereavement of a family or
37 household member.
38

39 (3) Use of Vacation Leave or Compensatory Time Off for Sick Leave Purposes. An
40 employee who has used all accrued sick leave shall be allowed to use accrued
41 vacation leave and/or compensatory time off for sick leave purposes when
42 approved in advance or authorized by the employee's supervisor.
43

44 9.3 Sick Leave - Reporting Verification.
45

1 (1) Employees shall report illness or disability to the immediate supervisor at the
2 beginning of any period of sick leave and daily thereafter unless prearranged.
3 The employee is not required to provide the details of the condition except
4 as required by law.

5
6 (2) ~~Upon returning to work, the employee may be required by the University to~~
7 ~~submit medical certification consistent with University policy. Verification of sick~~
8 ~~leave usage may only be requested if an employee uses or requests to use paid~~
9 ~~leave after absences of three consecutive scheduled work days.~~

10
11 9.4 Worker's Compensation - Leave.

12
13 (1) Employees who suffer a work related injury or illness that is compensable under
14 the State workers' compensation law may select time loss compensation
15 exclusively, leave payment exclusively, or a combination of time loss
16 compensation and accrued paid leave.

17
18 (2) Employees taking sick leave during a period in which they receive workers'
19 compensation under the industrial insurance provisions for a work related illness or
20 injury shall receive fully sick leave pay, less any industrial insurance payments for
21 time loss during the sick leave period.

22
23 a. Until eligibility for workers' compensation is determined by the Department
24 of Labor and Industries, the Employer may pay full sick leave, provided
25 that the employee shall return any overpayment when the salary
26 adjustment is determined.

27
28 b. Sick leave hours charged to an employee who receives workers'
29 compensation, as a result of the time loss, shall be proportionate to that
30 portion of the employee's salary paid by the institution during the claim
31 period.

32
33 (3) During a period when an employee receives pay for vacation leave,
34 compensatory time off, or holidays, and also receives workers' compensation for
35 time loss, ~~he/she-the employee~~ is entitled to both payments without any
36 deduction for the industrial insurance payment.

37
38 (4) When an employee receives workers' compensation payment for time loss and
39 is on leave without pay, no deductions will be made for the industrial
40 insurance payment.

41
42 (5) An employee who sustains an industrial injury, accident, or illness, arising from
43 employment shall, upon written request and proof of continuing disability, be
44 granted leave of absence without pay for up to six (6) months without loss of layoff
45 seniority or change in annual increment date. Leave without pay exceeding six

1 (6) months without loss of layoff seniority or change in annual **increment**
2 **progression** date may be granted at the option of the UWPD.
3

4 9.5 Sick Leave - Compensation for.
5

6 (1) Employees shall be eligible to receive monetary compensation for accrued
7 sick leave as follows:
8

9 a. In January of each year, and at no other time, an employee whose year-
10 end sick leave balance exceeds four hundred eighty (480) hours may
11 choose to convert sick leave hours earned in the previous calendar
12 year, minus those used during the year, to monetary compensation.
13

14 i. No sick leave hours may be converted which would reduce
15 the calendar year-end balance below four hundred eighty
16 (480) hours.

17 ii. Monetary compensation for converted hours shall be paid at the
18 rate of twenty-five percent (25%) and shall be based upon the
19 employee's current salary.

20 iii. All converted hours will be deducted from the employee's sick
21 leave balance.

22 iv. Hours which are accrued, donated, and returned from the
23 shared leave program in the same calendar year, may be
24 included in the converted hours for monetary compensation.
25

26 b. Employees who separate from state service on or after September 1,
27 1979, due to retirement or death shall be compensated for their unused
28 sick leave accumulation at the rate of twenty-five percent (25%).
29 Compensation shall be based upon the employee's salary at the time
30 of separation. The twenty-five percent (25%) will be put into the
31 employee's VEBA. For the purpose of this subsection, retirement shall
32 not include "vested out-of-service" employees who leave funds on deposit
33 with the retirement system.
34

35 (2) Compensation for unused sick leave shall not be used in computing the retirement
36 allowance; therefore no contributions are to be made to the retirement system for
37 such payments, nor shall such payments be reported as compensation.
38

39 (3) An employee who separates from the classified service for any reason other than
40 retirement or death shall not be paid for accrued sick leave.
41

42 9.6 Sick Leave - Former Employees.
43

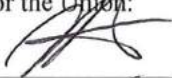
44 (1) In accordance with state law, former eligible employees who are re-
45 employed shall be granted all unused sick leave credits, if any, to which

1 ~~they were entitled at the time of separation. Former state employees who~~
2 ~~are reemployed within three (3) years of separation shall have their former sick~~
3 ~~leave balance restored when requested by the employee.~~
4

- 5 (2) Upon subsequent retirement or death of a retired State employee who has
6 returned to State service, only that unused sick leave accrued since the original
7 retirement minus that taken within the same period may be compensated; this
8 restriction shall not apply to other returning employees.

Agreed To:

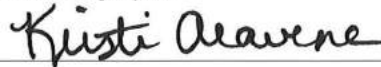
For the Union:



Date:

8-20-18

For the Employer:



Date:

8/20/18

ARTICLE 10 - VACATIONS

10.1 Vacation Leave - Accrual. Full-time employees eligible for vacation leave shall accrue vacation leave, to be credited monthly, at the following rates:

<u>During</u>	<u>Paid Vacation Days</u>	<u>Hours</u>
1 st year	12	96
2 nd year	13	104
3 rd year	14	112
4 th year	15	120
5 th year	16	128
6 th year	17	136
7 th year	18	144
8 th year	19	152
9 th year	20	160
10 th year	21	168
11 th year	22	176
12 th -19 th year	23	184
20 th -24 th year	24	192
25 th year or more	25	200

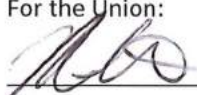

10.2 ~~Employees may accumulate maximum vacation balances not to exceed two hundred forty (240) hours. Exceptions shall be made in conjunction with University policy. Employees may accumulate maximum vacation balances not to exceed the statutory limits in accordance with RCW 43.01.040 (currently two hundred forty (240) hours). However, there are two (2) exceptions that allow vacation leave to accumulate above the maximum:~~

A. If an employee's request for vacation leave is denied by the Appointing Authority or designee, and the employee has not exceeded the vacation leave maximum (currently two hundred forty (240) hours), the Employer shall grant an extension for each month that the Employer defers the employee's request for vacation leave.

B. An employee may also accumulate vacation leave days in excess of the statutory limit (currently two hundred forty (240) hours) as long as the employee uses the excess balance prior to his or her anniversary date. Any leave in excess of the maximum that is not deferred in advance of its accrual as described above, will be lost on the employee's anniversary date.

- 1
- 2 10.3 Employees working less than full-time schedules shall accrue vacation leave **credit** on
- 3 the same prorated basis that their appointment bears to a full-time appointment.
- 4
- 5 10.4 The scheduled period of cyclic year position leave of absence without pay shall not be
- 6 deducted for purposes of computing the rate of vacation leave accrual for cyclic year
- 7 position employees.
- 8
- 9 10.5 Vacation leave credits shall not accrue during a leave of absence without pay which
- 10 exceeds ten (10) working days in any calendar month, nor shall credit be given toward the
- 11 rate of vacation leave accrual except during military leave without pay.
- 12
- 13 10.6 Scheduling. Seniority for purposes of establishing the annual vacation schedule only shall
- 14 be defined as length of service from most recent date of hire in State service.
- 15
- 16 A. Vacation Bidding:
- 17 1. Vacation bidding will occur annually. The bidding process will begin
- 18 immediately following shift selections as defined in Section 15.9.
- 19 2. Bidding will occur in seniority order.
- 20 3. Employees may select a maximum of two (2) **consecutive**-scheduled work
- 21 weeks during the bidding process.
- 22
- 23 B. Supplemental Leave Requests:
- 24 1. Once the vacation bidding process is complete employees may submit
- 25 additional leave requests.
- 26 2. Requests shall be granted on a first-come-first-served basis.
- 27 3. In the event multiple requests are submitted for the same dates at the
- 28 same time the requests will be awarded based on seniority.

Tentatively Agreed To:

For the Union:	For the Employer:
	
Date: 8-20-18	Date: 8/20/18

1 **ARTICLE 11 - HOLIDAYS**

2 11.1 Designated Holidays. The present holiday schedule includes the following eleven (11)
3 days with pay:

- 4
- 5 • New Year's Day
- 6 • Martin Luther King Jr.'s Birthday (Third Monday of January)
- 7 • Veteran's Day
- 8 • President's Day (Third Monday of February)
- 9 • Memorial Day
- 10 • Independence Day
- 11 • Labor Day
- 12 • Thanksgiving Day
- 13 • Native American Heritage Day (Day After Thanksgiving)
- 14 • Christmas Day
- 15 • One (1) Personal Holiday
- 16

17 11.2 Work on Holidays.

- 18
- 19 (a) Classified employees working twelve-month schedules or cyclic year position
20 employees who work full monthly schedules throughout their work year shall
21 receive the number of holidays for which they qualify during their scheduled work
22 year as set forth in this Section. Qualification is determined by being in pay status
23 To be paid for a holiday not worked, Employees must be in pay status for at least
24 four (4) hours on the workday-last scheduled work shift preceding the holiday(s).
25
- 26 (b) Cyclic year position employees scheduled to work less than full monthly schedules
27 throughout their work year qualify for holiday compensation if they ~~work or~~ are in
28 pay status on their last regularly scheduled working day preceding the holiday(s)
29 in that month.
30
- 31 (c) Part-time classified employees shall be entitled to the number of paid hours on
32 a holiday that their monthly schedule bears to a full time schedule.
33
- 34 (d) Full-time alternate work schedule employees shall receive eight (8) hours of
35 regular holiday pay per holiday. Any differences between the scheduled shift for
36 the day and eight hours may be adjusted by use of vacation leave, use or
37 accumulation of compensatory time as appropriate, or leave without pay.
38
- 39 (e) When a holiday falls on an employee's regularly scheduled day off, ~~he/she~~ the
40 employee shall receive a day of compensatory time off holiday credit.
41

- 1 (f) Holiday time worked shall be compensated as follows:
 - 2
 - 3 i. When full-time employees work on a designated holiday, they shall
 - 4 receive their regular eight (8) hours of pay plus premium pay at time and
 - 5 one-half for all hours worked on such holiday. **Compensatory time off may**
 - 6 **be granted by the institution in lieu of monetary payment.**
 - 7
 - 8 ii. When classified employees working less than a full-time schedule work
 - 9 on a designated holiday, they shall receive their regular holiday pay on
 - 10 the same pro rata basis that their monthly schedule bears to a full-time
 - 11 schedule, plus premium pay at time and one-half for all hours worked on
 - 12 such holiday. **Compensatory time off may be granted by the institution in**
 - 13 **lieu of monetary payment.**
 - 14
- 15 (g) The Employer will not adjust any employee's regularly scheduled holiday
- 16 work hours without thirty (30) days written notice.

Tentatively Agreed To:

For the Union:	For the Employer:
	
Date: 9-7-18	Date: 9/7/18

1
2
3
4

ARTICLE 12 – LEAVES-GENERAL

PLACEHOLDER

The provisions of the agreement on this article are currently under dispute.

ARTICLE 13 - UNIFORMS/PERSONAL ITEMS

13.1 Uniforms/Equipment. The Department shall issue to each employee the following items:

Name Tags	2
Shirts	3 long sleeve, 3 short sleeve
Trousers	3 pair
Trousers Belt	1
Hat	1
Ties	2
Tie Bar	1
Flat Badge with wallet	1
Shoulder Patches	7 pair
Badges	3 (1 hat, 1 uniform, 1 wallet)
Rain Coat	1
Jacket (with liner)	1
Gun Belt and Holster	1
Ammunition Holders	3
Handcuffs and holder	1
Handgun	1
Chemical Irritant	2
Body Armor	1
Defensive Baton	1
Taser (as available/if necessary)	1
Load Bearing Suspenders	(based on Officer request)
Jumpsuit	(after completion of probationary period)

Other equipment, including safety equipment, is provided in department vehicles in addition to the uniforms and personal equipment described in this article.

In accordance with Department policy, the Employer agrees to replace items on the above list when they become damaged or worn. In addition, the Employer agrees to provide all equipment necessary for specialized assignments.

13.2 Personal Items. In accordance with Departmental policy, employees will be reimbursed for personal items lost, damaged, or destroyed in the line of duty.

13.3 Cleaning Allowance. The University will pay for the cleaning of Department issued uniforms, as well as for necessary work clothing requiring cleaning worn by Officers assigned to non-uniform assignments. Officers who request a jumpsuit will be responsible for cleaning the jumpsuit.

1 13.4 Non-Uniformed Assignment Clothing Allowance. The University will provide a
2 clothing allowance of three hundred dollars (\$300) per calendar year for Officers
3 while they are assigned to non-uniform assignments.
4

5 13.5 When uniform-related issues arise, a uniform committee shall be convened with
6 three (3) Union members and two (2) other employees selected by the
7 Department. The committee will make recommendations regarding uniform
8 selection.
9

10 The uniform committee will meet to discuss safety equipment and other uniform
11 issues. The committee will consider health and safety impacts, as well as the
12 appropriateness of the equipment for the environment and work performed.
13
14

Tentatively Agreed To:	
For the Union:  _____	For the Employer:  _____
Date: 9-24-18	Date: 9/24/2018

ARTICLE 14 - SENIORITY AND LAYOFF

1
2
3 14.1 Seniority. Seniority for purposes of layoff shall be defined as the number of
4 calendar days an employee has been continuously employed in the classified
5 service. Classified service of less than full time shall be considered full-time
6 service. Authorized leave of absence without pay shall not constitute a break in
7 service; however, the time spent on such leave shall not be included in computing
8 seniority, except for employees in cyclic year positions. Permanent employees
9 who are veterans or their unmarried widows/widowers shall have added to their
10 unbroken service the veteran's active military service to a maximum of five (5)
11 years' credit. Bargaining unit (UWPOA and Teamsters Local 117) seniority shall
12 be used for internal department use (e.g., selection of days off, shift selection, and
13 vacation scheduling) where applicable.

14
15 14.2 Seniority List. In the event of an impending layoff, the Employer will inform the
16 Union of the least senior employees to be affected. The Employer will provide the
17 Union a list of bargaining unit employees with their Departmental seniority.

18
19 14.3 Layoff. Layoff Definition: Layoff shall be defined as a reduction in the number of
20 positions covered by this Agreement that is intended to be permanent or
21 prolonged. Layoff will be in reverse order of seniority, i.e., last hired is first to be
22 laid off.

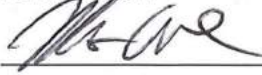
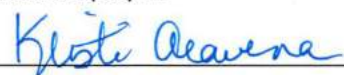
23
24 In the event an employee covered by this Agreement accepts a permanent position
25 at the UWPD that is not covered by this Agreement and subsequently returns to
26 the bargaining unit, bargaining unit seniority shall be restored (bridged) and
27 seniority accrual shall resume. Employees who qualify to bridge seniority may
28 exercise their former seniority to obtain a bargaining unit position, if laid off from a
29 current UWPD position.

30
31 Layoff Notification: The Employer will notify the employee of the position to be
32 eliminated and the Union at least thirty (30) calendar days in advance of the date of
33 the projected layoff. During the notice period the Employer will do the following,
34 in order, as specified below:

- 35
36 1. Officers laid off will be put on the rehire list for twenty-four (24)
37 months.
38 2. Officers on the rehire list will be offered re-employment, in reverse
39 order of seniority, before outside applicants are offered the position.
40 3. Officers offered re-employment from the rehire list shall be given up
41 to one (1) week to determine if he/she wants the position; and if
42 accepted, such Officers shall be given up to one (1) additional week
43 to report to work.

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14

For purposes of layoff, if a current employee is called to service in the military the service will count toward seniority.

Tentatively Agreed To:	
For the Union:  _____	For the Employer:  _____
Date: 6-19-18	Date: 6/19/18

ARTICLE 15 - HOURS OF WORK AND OVERTIME

15.1 Standard Workday/Regular Work Schedule. The standard workday/schedule for full-time bargaining unit employees shall consist of ten (10) hours of work over four (4) consecutive days within a seven (7) day period. The only exception is that the Administrative Officer shall have a standard work schedule of eight (8) hours of work over five (5) consecutive days within a seven (7) day period. Modifications to schedules shall be negotiated between the parties.

15.2 Temporary deviation from the regular work schedules will be allowed in ~~difficult scheduling situations~~ cases of emergency or unexpected absences which reduce staffing below minimum staffing levels; however, it is the intent of the Department to avoid such changes if not voluntarily requested by the employee and mutually agreed upon by the employee and supervisor. If the Department must alter a shift, the employee must be given a minimum of seven (7) calendar days' notice of the change. All hours that deviate from the regular work schedule with less than seven (7) days' notice will be compensated at one and one-half (1.5) times the regular rate of pay unless mutually agreed upon by the employee and the supervisor.

15.3 Rest/Lunch Periods. Employees in the bargaining unit shall be granted a paid fifteen (15) minute rest period within each half of the workday, and a paid lunch period of thirty (30) minutes. Rest and lunch periods will be considered work time and overtime will not apply. Employees shall remain on duty, in radio contact, and within the geographical boundaries designated in the Policy and Procedures Manual.

15.4 Overtime. Employees qualify for overtime compensation under the following conditions:

1. Work in excess of the number of hours in the assigned work shift, or work in excess of forty (40) hours in the UW FLSAa work week.
2. All time that the employee is in a pay status, such as sick leave or vacation leave or compensatory time use, shall be considered time worked ~~used~~ for purposes of calculating the workday and workweek overtime.
3. Overtime work must be approved in advance by the Employer and shall be paid at the rate of one and one-half (1.5) times the employee's regular rate. Overtime shall be compensated on a salary basis unless the employee requests compensatory time and the request is in compliance with Article 16.
4. The Employer may establish FLSA Section 7(k) work periods for members of the bargaining unit. If the work period involves a schedule other than as provided in Section 15.1, mutual agreement shall be required to establish the new work period.

1
2 5. Overtime shall be earned at a minimum of four (4) hours per assignment for
3 planned overtime or similar "re-charge" or overtime events that are not contiguous
4 starting or ending, with an officer's regularly scheduled shift or a minimum of two (2)
5 hours when the overtime is contiguous to an officer's regularly scheduled shift.
6 Recharge events are defined as having a cost charged to any University department
7 for services provided by the UWPD including, but not limited to, police services,
8 security, or public safety. The UWPD will make a good faith effort to mandate "re-
9 charge" overtime assignments as infrequently as practical.

10
11 6. Employees will be compensated at straight time for overtime shifts cancelled with
12 less than seventy-two (72) hours notice.

13
14 15.5 Call Back Pay. When an employee has left the University and is called to return to the
15 work station outside of regularly scheduled hours to handle emergency situations which
16 could not be anticipated, he/shethe employee shall receive two (2) hours of bonus "call back
17 pay" plus time actually worked. The bonus call-back pay shall be compensated at the
18 regular rate; while the actual time worked shall be compensated at one and one-half
19 (1.5) times the regular rate of pay. Time worked immediately preceding the regular shift
20 does not constitute call back, provided the time worked does not exceed two (2) hours
21 or notice of at least eight (8) hours has been given. An employee on standby status
22 called to return to the work station does not qualify for call back pay.

23
24 15.6 Standby Pay. Compensation for a scheduled or nonscheduled work period employee
25 required to restrict off-duty activities to be available for duty will be three dollars and
26 seventy-five cents (\$3.75) per hour.

27
28 15.7 Scheduled Administrative Assignments. When employees are required to be available
29 for proceedings in a criminal court, civil court, administrative hearing, student conduct
30 board, or Department of Licensing hearing either in person or telephonically during
31 off duty hours as a result of their employment with the Employer, they will receive payment
32 as follows:

33
34 (a) For an administrative assignment that requires the officer's physical
35 presence that is not contiguous with the officer's regularly scheduled shift, starting
36 or ending, the officer will receive a minimum of four (4) hours pay at the
37 applicable rate. When the assignment is contiguous with the officer's regularly
38 scheduled shift, the officer shall receive the applicable rate for all hours of the
39 assignment with no minimum.

40
41 (b) For an administrative assignment that only requires the officer to be present
42 telephonically that is not contiguous with the officer's regularly scheduled
43 shift, the officer will receive a minimum of two (2) hours pay at the applicable
44 rate. When the telephonic assignment is contiguous with the officer's
45 regularly scheduled shift, the officer will receive the applicable rate for all

1 hours of the assignment with no minimum. Officers will be expected to be
2 present telephonically for administrative assignments where possible.

- 3
4 (c) There is no minimum if the assignment falls during the officer's regularly
5 scheduled shift. When the assignment falls during the officer's regularly scheduled
6 shift, the assignment shall be considered a normal part of work.

7
8 15.8 Overtime Assignments. General overtime needs shall be determined and scheduled
9 by the Employer.

- 10
11 1. Voluntary Overtime Assignments: Patrol Officers shall have the first
12 right of refusal to all patrol officer overtime. Overtime shall be posted
13 as early as possible to provide adequate time for officers to volunteer.
14 If there are no volunteers after all officers have had the opportunity to
15 volunteer for the overtime, the Employer may utilize the mandatory
16 overtime process or a resource outside of the bargaining unit for the
17 assignment.

18
19 2. Mandatory Overtime Assignments:

- 20 a) Posted "Pre-Scheduled" Mandatory Overtime Shift
21 Assignments. The current mandatory overtime process will be
22 maintained. Officers required to work "Pre-Scheduled"
23 mandatory overtime will be given a minimum of seventy-two
24 (72) hours' notice. More advanced notice will be provided when
25 possible.

- 26
27 a)b) Shift Extensions. Shift extension overtime shall be
28 offered in seniority order among those on the shift and
29 mandated in inverse seniority order.

30
31 Football Events. Assignments for football events shall be awarded based on seniority.
32 Employees shall choose work locations prior to outside agencies being assigned
33 whenever feasible. If no officer desires the assignment, the overtime will be assigned on
34 a rotating basis. All officers will routinely be assigned to work football events unless such
35 assignment is specifically changed by the Chief or the Chief's designee. Officers who
36 are assigned to a shift the night immediately before a football event or the night
37 immediately after the event will not be required to work the football event.

- 38
39 a) All employees on overtime who are assigned to work any duties related
40 to football game operations will receive double time for all hours worked.
41
42 b) For those employees who are on regular duty or straight time, they will be
43 compensated for what will be equivalent to double time, their time
44 commencing at the start of the first roll call through the end of the game.
45

1
2 15.9 Shift Selection. Employee assignments within the Patrol Bureau will occur between
3 approximately April 1-3015 and shall be awarded based upon seniority. Approximately
4 three (3) months before then the Department will publish a call for written requests on
5 shift assignment. Employees will make their first three (3) choices known. Employees
6 will learn of the assignment, including days off associated with their assignment,
7 immediately after the bidding process is completed. Assignments will take effect on the
8 schedule immediately following July 1st.
9

10 Residence Hall assignments will be made prior to all others. No officer will be required
11 to work a Residence Hall assignment in consecutive years. Assignment of the remaining
12 officers will begin with selection(s) for day and night shifts. The bid for assignments will
13 continue until all positions are filled. The following general rules apply to assignments:
14

- 15 1. During the term of this Agreement, no employee will be reassigned to a
16 different shift other than the shift awarded by seniority except in situations
17 where the University cannot continue to provide police services. In the event
18 a shift reassignment must occur, it will be offered to volunteers based on
19 seniority. If there are no volunteers it will be assigned to the least senior
20 officer in the department.
21
- 22 2. Shift selection shall be an appropriate subject for the Joint
23 Labor/Management Committee.
24
- 25 3. If a shift becomes available as a result of trainees being released for duty,
26 and if there is at least four (4) months until the next shift change, the shift
27 will be posted and awarded by seniority. The new trainee released for
28 duty will take the senior officers shift. If no employee desires the shift,
29 the trainee scheduled for assignment will be assigned that shift. The
30 parties recognize that for the betterment of the Department it may be
31 necessary to assign a trainee to a specific shift.
32
- 33 4. Voluntary shift trades will be allowed as long as overtime costs are
34 not incurred.
35
- 36 5. Except in a bona fide emergency, no employee shall be assigned to
37 work more than sixteen (16) hours in a twenty-four (24) hour period,
38 provided however employees may volunteer to work up to eighteen
39 (18) hours in a twenty-four (24) hour period.
40

41 15.10 Posted "Pre-Scheduled" Mandatory Overtime Shift Assignments. The current
42 mandatory overtime process will be maintained. Officers required to work "Pre-
43 Scheduled" mandatory overtime will be given a minimum of seventy-two (72)
44 hours' notice.

Tentatively Agreed To:

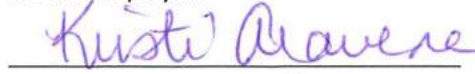
For the Union:



Date:

9/24/18

For the Employer:



Date:

9/24/2018

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ARTICLE 16 - COMPENSATORY TIME OFF

16.1 Accrual/Accumulation. Employees may accrue up to two hundred forty (240) hours of compensatory time. ~~All overtime or holiday time worked which would result in a compensatory time accumulation of more than two hundred forty (240) hours, and all overtime generated as a result of football games, can be paid or taken as compensatory time. Any hours worked which would result in the accumulation of over two hundred forty (240) hours of compensatory time will be paid as overtime pay.~~

16.2 Use/Cashout. Employee requests to use compensatory time off shall be made reasonably in advance and approved when the employee's absence will not unduly disrupt operations. Up to two hundred forty (240) hours of compensatory time may be carried over into the next fiscal year.

16.3 Employees may only cash out up to a total of one hundred (100) hours of compensatory time semi-annually each fiscal year on December 30th and June 30th. Employees shall be allowed to schedule compensatory time off pursuant to the CBA. Cash out limits shall not apply if an employee separates employment for any reason.

Tentatively Agreed To:


For the Union:



Date:

9.24.18

For the Employer:



Date:

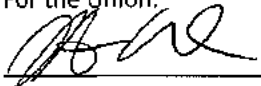
9/24/2018

ARTICLE 17 - DISCIPLINE AND DISMISSAL

- 1
2
3 17.1 Discipline and dismissal shall be for just cause. The Employer shall engage in
4 progressive discipline, although both parties recognize that some conduct is
5 serious enough to warrant suspension or discharge for the first offense.
6
7 17.2 Upon request, disposition of Internal Investigation reports and supporting
8 documents will be removed from employee's official and department personnel
9 files after three (3) years if no similar incidents have occurred from the date of
10 issuance.
11
12 17.3 Forms of discipline include written reprimand, reduction in pay, suspension,
13 involuntary demotion, and discharge. Rejections during the probationary period
14 are not subject to the grievance procedure.
15
16 17.4 The probationary period of employees shall be in accordance with RCW 41.08.100.
17 Probationary period rejections shall be in writing. Rejections during the probationary
18 period are not subject to the grievance procedure.

Tentatively Agreed To:

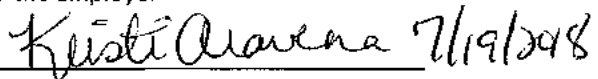
For the Union:



Date:

7-19-18

For the Employer:



Date:

ARTICLE 18 - GRIEVANCE PROCEDURE

1
2
3 18.1 Definition. A grievance, within the meaning of this Agreement, shall be defined
4 as any alleged misapplication or misinterpretation of the terms of this Agreement.
5

6 The content of performance evaluations, letters of counsel, and verbal reprimands
7 shall not be subject to the grievance procedure. Employees may submit rebuttals
8 to performance evaluations, letters of counsel, and verbal reprimands, which will
9 be attached to the applicable document(s). Records of verbal reprimands and
10 letters of counsel will be maintained in an employee's supervisory file only and
11 purged in accordance with Section 8.2 (4) of the CBA.
12

13 It is the desire and intent of the parties, through the following grievance procedure,
14 to provide an orderly and timely adjudication of grievances. Within this spirit, the
15 procedure is not a substitute for or in any way to inhibit open communications
16 between the employee and supervision. In the presentation of grievances, the
17 employee shall be safe from restraint, interference, discrimination, or reprisal.
18

19 Grievances may be filed by individual members of the bargaining unit, groups of
20 employees, or the Union.
21

22 18.2 Employee Representation. The Union, as exclusive representative of bargaining unit
23 employees, is the responsible representative of said employees in grievance matters. Only
24 the Union may take a matter to arbitration.
25

26 18.3 Time Limitations. An extension of the time limitations, as stipulated in the respective
27 steps below, may be obtained by mutual consent of the parties. Failure of the employee
28 to comply with the time limitations without a request for time extension shall constitute
29 withdrawal of the grievance. Failure of the Employer to comply with the time limitations
30 without a request for time extension shall establish the right of the employee to proceed
31 to the next step of the grievance procedure. All references to days shall be considered
32 calendar days and the parties shall have until 5:00pm on the first working day following
33 a Saturday, Sunday or Holiday to meet their grievance procedure obligations should a
34 time requirement in the grievance procedure end on a Saturday, Sunday or Holiday.
35

36 18.4 Meetings. Meetings and discussions on the grievance held between the parties in
37 connection with steps one through three shall normally be held during the Employer's
38 regular business hours, or as mutually agreeable, and no deduction in pay status shall be
39 made for the grievant and Union representative for reasonable time spent in this regard
40 during the employee's scheduled duty hours.
41

42 18.5 Steps of Grievance Procedure. All grievances shall be processed in accordance with the
43 following procedure:

- 1
2 A. Step One – Department Resolution. Within ~~fourteen (14)~~thirty (30) calendar
3 days of the occurrence (or knowledge of the occurrence or when the grievant
4 reasonably should have known of the occurrence) of a situation, condition, or action
5 which caused the grievance, the employee(s) affected, the shop steward, and/or
6 the Union representative shall present the written grievance to the appropriate
7 supervisor for resolution. The written grievance will include a description of the
8 issue being grieved, including the relevant facts, the contract section(s) alleged to
9 have been violated, and the remedy sought. The parties shall meet and
10 attempt to resolve the grievance within ~~fourteen (14)~~fifteen (15) calendar
11 days of the time the grievance is filed. The Department shall provide a written
12 response within ~~fourteen (14)~~fifteen (15) calendar days of the actual
13 meeting date, or in the event no meeting occurred, within ~~twenty-eight~~
14 ~~(28)~~thirty (30) calendar days from when the grievance was filed. If the
15 Department fails to provide a written response, the grievance shall be
16 deemed automatically moved to Step 2.
17
- 18 B. Step Two – Labor Relations Resolution. If a satisfactory settlement is not
19 reached in Step 1, and the Union wishes to pursue the matter further, the
20 written grievance shall be referred electronically to the University's Office
21 of Labor Relations within ~~fourteen (14)~~fifteen (15) calendar days after the
22 written response is received or due from Step 1. The parties shall meet and
23 attempt to resolve the grievance within ~~fourteen (14)~~fifteen (15) calendar
24 days following the date of the written Step 2 submittal. The University's
25 Office of Labor Relations shall provide a written response within thirty
26 ~~(30)~~~~fourteen (14)~~ calendar days of the actual meeting date, or in the event
27 no meeting occurred, within thirty (30) ~~twenty-eight (28)~~ calendar days from
28 when the grievance was referred to Step 2. If the University's Office of Labor
29 Relations fails to provide a written response, the grievance shall be deemed
30 automatically moved to Step 3.
31
- 32 C. Step Three - Mediation. In the event the grievance is not resolved within
33 the required time period above, the written grievance may then be
34 submitted to the University's Office of Labor Relations for mediation within
35 ~~fourteen (14)~~thirty (30) calendar days after the Step 2 written response is
36 received or due. Within fourteen (14) calendar days of the request for
37 mediation, the Union may either submit the matter to the PERC for
38 appointment of a mediator (copied to the Employer), or decline in writing to
39 utilize mediation. If the University's Office of Labor Relations fails to
40 respond to the request for mediation, the grievance shall be deemed
41 automatically moved to Step 4.
42
- 43 D. Step Four - Arbitration. If mediation fails to resolve the grievance within a
44 reasonable time, or if the University declines mediation, the grievance may
45 be submitted to arbitration, unless withdrawn by the Union. The Union must

1 submit the request for arbitration to the University's Office of Labor
2 Relations within thirty (30) calendar days from the final date of mediation,
3 or receipt of the University's rejection of mediation. The arbitration process
4 will be administered by the PERC using a list of nine arbitrators from either
5 Washington or Oregon. The parties will select an arbitrator using the
6 alternate strike method.
7

8 18.6 Decisions made by an arbitrator will be final and binding on both parties. The cost
9 of arbitration shall be borne equally by the parties, and each party shall bear the
10 full cost of presenting its own case, including any expert or attorney's fees and
11 costs. The arbitrator shall have no authority to add to, subtract from, or modify any
12 provision of this Agreement.
13

14 18.7 Grievance documents shall be maintained separately from employee personnel
15 files. Employee personnel files will accurately reflect the final outcome of a grievance.
16

17 18.8 All formal grievance correspondences as outlined in this Article will include UW
18 Labor Relations as a party to the correspondence.

Tentatively Agreed To:

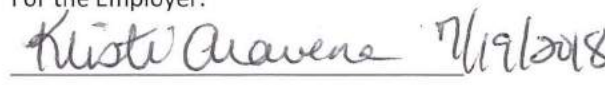
For the Union:



Date:

7/19/18

For the Employer:



Date:

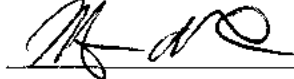
ARTICLE 19 - EMPLOYEE RIGHTS

- 1
2
3 19.1 The public has a right to expect efficient, fair, and impartial law enforcement.
4 Therefore, any alleged misconduct by an employee of the UWPD must be
5 thoroughly investigated to assure the maintenance of these qualities. Employees,
6 too, must be protected against false allegations of misconduct and have the
7 assurance that internal investigations will be conducted in a manner conducive to
8 good order and discipline.
9
- 10 19.2 Every employee who is the subject of an internal affairs investigation or who is
11 interviewed relating to a matter that could lead to discipline (dismissal, demotion,
12 suspension without pay, reduction in pay, written reprimand, or verbal reprimand)
13 of him/her shall be entitled to be represented by a designated Union
14 representative of his/her choice. The employee to be interviewed shall be
15 afforded reasonable time prior to the interview to consult with the Union
16 representative.
17
- 18 19.3 Every employee who becomes the subject of an internal investigation shall be
19 advised at the time of the interview who is in charge of the investigation and who
20 will be conducting the interview.
21
- 22 19.4 The investigator shall apprise the employee of the complaint made against
23 him/her, and allow the employee to read the allegations contained in the
24 complaint. A sanitized copy of the complaint ~~may~~ shall be provided to the
25 employee and the Union, upon request.
26
- 27 19.5 The interview of any employee shall be at a reasonable hour, preferably when the
28 employee is on duty, unless the exigency of the interview dictates otherwise.
29 Whenever possible, interviews will be scheduled during the normal workday of the
30 employee.
31
- 32 19.6 The employee or the Employer may request that the interview be recorded, either
33 mechanically or by a stenographer. There can be no "off the record" questions.
34 Upon request, the employee shall be provided an exact copy of any written
35 statement the employee has signed, a copy of the audio recording, or a verbatim
36 transcript of any interview. Upon written authorization from the employee, the
37 Employer will provide to the Union a copy of any signed statement, copy of the
38 audio recording, or verbatim transcript provided to the employee. The transcript will
39 be provided if a transcript is made.
40
- 41 19.7 Interviewing shall be completed within a reasonable time and the employee shall
42 be entitled to reasonable breaks for personal necessities, meals, telephone calls,
43 consultant with the Union, and rest periods.
44

- 1 19.8 All interviews shall be limited in scope to activities, circumstances, or events which
2 pertain to the employee's conduct or acts which may form the basis for disciplinary
3 action.
4
- 5 19.9. The employee will not be threatened with dismissal or other disciplinary action as
6 a guise to obtain his/her resignation, nor shall he/she be subject to abusive or
7 threatening language or intimidating in any other manner. No promises or rewards
8 shall be made as an inducement to answer questions.
9
- 10 19.10 No employee shall be required to unwillingly submit to a polygraph examination.
11
- 12 19.11 The Employer agrees to provide the employee with the entire contents of the
13 employee's investigation file prior to the imposition of any personnel action which
14 could result in discipline or dismissal. Upon written authorization from the
15 employee, the Employer will provide the Union a copy of the investigation file.
16
- 17 19.12 Assigned storage space may be searched by the University. An employee's
18 personal property may not be searched relative to an internal investigation without
19 a search warrant.
20
- 21 19.13 When an employee, whether on duty or off duty, uses deadly force which results
22 in the injury or death of a person, the employee shall not be required to make a
23 formal written or recorded statement for forty eight (48) hours after the incident.
24 The employee will provide any other information necessary to secure evidence,
25 identify witnesses, or apprehend suspects. When the employee is required to make
26 a formal written statement or recorded statement, the employee shall be afforded
27 all protections afforded by this agreement.
28
- 29 19.14 When an employee is required to make a verbal, written, or recorded statement,
30 the employee shall be afforded all protections afforded by this Agreement,
31 Washington State law, and the Constitutions of both the United States and State of
32 Washington, including but not limited to, his/her Miranda, Garrity, and Weingarten
33 rights.
34
- 35 19.15 The procedures regarding the, "Use of Force Resulting in Serious Injury or Death,"
36 shall be in accordance with internal department policy (CALEA 1.3.8). This policy
shall be subject to the grievance procedure (Article 18).

Tentatively Agreed To:

For the Union:



Date:

9-7-18

For the Employer:



Date:

9/7/18

ARTICLE 20 - LONGEVITY AND PREMIUMS

20.1 Longevity. Effective July 1, ~~2015~~2019, employees will receive longevity pay in accordance with the following schedule:

3 years	One percent (1%)
65 years	Two-Three percent (32 %)
10 years	Three-Five percent (35 %)
15 years	Five-Six percent (65 %)
20 years or more	Six-Eight percent (68 %)
<u>25 years or more</u>	<u>Ten percent (10%)</u>

20.2 FTO Assignments: Field Training Officers (FTOs) will receive a three (3) step increase for hours worked performing FTO responsibilities. When assigning FTOs, the Department will make a request for volunteers. If there are no volunteers, the Department will assign an FTO. The Department will make a good faith effort to equalize situations where employees are mandated to perform FTO responsibilities, unless the Department determines that a particular assignment will benefit the training needs of the trainee.

20.3 The K-9 Officer shall receive a seven and a half percent (7.5%) premium.

20.4 Certified instructors assigned to provide training, other than an FTO assignment, will receive a seven and a half percent (7.5%) premium for the entire day if they spend at least four (4) hours of their shift providing training. Time spent preparing training materials will not count as time spent training for the purposes of this section.

20.5 The Department will provide parking for employees when they are required to work at football games.

20.6 Working Out of Classification. Whenever an employee is assigned the principal duties and responsibilities of an employee in a higher classification for a single shift or greater period of time, that employee shall be paid three (3) steps above his/her present salary, or shall receive the salary at the bottom of the range for the classification in which s/he is working, whichever is greater, for all such time worked.

20.7 Multilingual/Sign Language/Braille Premium Pay. Whenever a classified position has a bona fide requirement for regular use of competent skills in more than one (1) language, and/or sign language (ASL), and/or Braille, as identified by the Chief, the employee shall receive premium pay of two (2) steps above the level normally assigned for that position, except for those instances where the position is allocated to a class that specifies these skills.

1
2 20.8 Educational Incentive. Base pay for Officer classifications shall be increased by
3 the following educational incentive schedule to be paid on the first paycheck in
4 July:

5	Annual Payment	Degree
6	\$500 1000	Bachelor's Degree
7	\$750 1200	Advanced Degrees (e.g MA, MBA, JD)
8		

Tentatively Agreed To:

For the Union:



Date:

9-24-18

For the Employer:



Date:

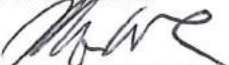

9/24/2018

ARTICLE 21 - CONTRACTING OUT

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21.1 The Employer will not contract out work which results in the layoff of bargaining unit employees. The Employer will provide bargaining unit members the first opportunity to volunteer for extra work opportunities prior to utilizing other police agencies to augment Departmental staff.

21.2 Rather than implement the competitive contracting provisions of the Personnel System Reform Act of 2002, the parties agree to engage in collaborative process and quality improvement teams. When either party identifies an issue pertaining to cost, productivity, or work quality that could lead to/or result in specific cost savings, a team will be commissioned to review the specific work involved and the cycle times, cost, and quality of the work, looking for steps that may be modified/eliminated and opportunities for increased efficiency and quality. The team will make recommendations regarding changes in systems, equipment, resources, processes, and training to enable employees to improve the work. The team may also discuss these matters with other unions when issues relating to jurisdiction or distribution of work create barriers to work improvements.

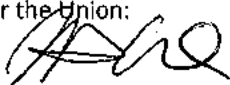

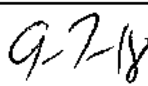
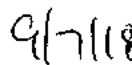
Tentatively Agreed To:	
For the Union:  _____	For the Employer:  _____
Date: 6/19/18	Date: 6/19/18

1 **ARTICLE 22 - PERFORMANCE OF DUTY/STRIKE/LOCKOUT**

2
3 22.1 The Employer and the Union recognize that the public interest requires the efficient and
4 uninterrupted performance of police services and pledge their best efforts to avoid or
5 eliminate any conduct contrary to this objective. Nothing in this Agreement shall be
6 construed to grant an employee the right to strike or to refuse to perform his or her duties
7 to the best of his or her abilities.

8
9 22.2 During the term of this Agreement, the Union and/or membership shall not cause,
10 engage in, or sanction any work stoppage, strike, walkout, sit-down, stray-in, slowdown,
11 sick-in, curtailment of work, or interference with University operations at any location
12 whatsoever; provided, that nothing herein shall be interpreted as to prohibit lawful
13 informational picketing.

14
15 22.3 The Employer shall not institute any lockout of employees during the term of this
16 Agreement.

Tentatively Agreed To:	
For the Union:  _____	For the Employer:  _____
Date: 	Date: 

ARTICLE 23 - TUITION EXEMPTION

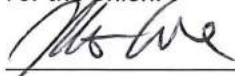
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3 23.1 Employees may participate in the University's tuition exemption program as
4 authorized by RCW 28B.15.558 and in accordance with guidelines approved by
5 the Board of Regents. The following guidelines are applicable at the time of
6 executing this Agreement; however, changes to the program may occur as a result
7 of legislative action or guideline modifications made by the Board of Regents.

- 8
9 A. Employees must be regular monthly .5 FTE or more for six (6) or more
10 consecutive months.
11 B. The employee must be admitted as a student to the University.
12 C. The employee must pay a fee for each quarter enrolled when taking
13 courses.
14 D. No more than six (6) credits will be eligible for tuition exemption during the
15 quarter in which the exemption is granted.
16 E. Participants are not eligible for student benefits.
17 F. Employees must secure approval of their supervisor for release time to
18 attend course sessions, or make appropriate arrangements with their
19 supervisor to reschedule work hours to accommodate course schedules.

20
21 23.2 Understanding the essential nature of emergency services and subject to
22 operational needs and management discretion, supervisors will make a good faith
23 effort to allow the use of flex time for employees who wish to take a class during
24 their scheduled shift.
25

Tentatively Agreed To:

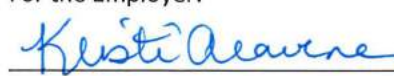
For the Union:



Date:

6/19/18

For the Employer:



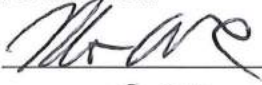
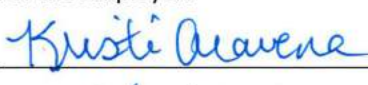
Date:

6/19/18

ARTICLE 24 - SEVERABILITY

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- 24.1 In the event that any provision of this Agreement is held invalid by any tribunal of competent jurisdiction, the remaining provisions of this Agreement shall not be held invalid and shall remain in full force and effect.
- 24.2 The Union and the Employer shall immediately meet and attempt to renegotiate any provision found invalid.

Tentatively Agreed To:	
For the Union:  _____	For the Employer:  _____
Date: 6/19/18	Date: 6/19/18

ARTICLE 25 - WAGES

1
2
3 25.1 Increment Increases. Employees will receive an annual salary adjustment on their
4 periodic increment date until such time as the employee reaches the top step of the
5 salary range. Employees shall continue to receive increment increases at the rate of
6 two (2) steps each twelve (12) months unless they are newly hired at step A, in which
7 case they will receive a two (2) step increase at six (6) months then two (2) steps annually
8 thereafter.

9
10 25.2 Increment Adjustments. In support of the Department's efforts to strengthen police
11 officer retention, employees at step E shall receive three (3) steps on their annual
12 increment date.

13 25.3 Base Wage Rate Adjustment: For the purposes of recruiting and retention, the
14 parties agree to a market adjustment for officers. The adjustment will be made in
15 the form of across-the-board wage increases as follows:


16 ~~1. In accordance with the 2015-2017 Agreement between the parties, the~~
17 ~~temporary wage increases during that timeframe set to expire effective~~
18 ~~6/30/17 will be made permanent. These increases include the three percent~~
19 ~~(3%) increase on 7/1/15 and the two percent (2%) increase on 7/1/16.~~

- 20 1.
21 2. Effective July 1, 201~~9~~7, all employees will receive a ~~ten~~two percent (~~40~~2%)
22 base wage increase.
23 3. Effective July 1, 20~~0~~20~~18~~, all employees will receive a ~~ten~~two percent (~~40~~2%)
24 base wage increase.

25 The parties agree that this agreement is made pursuant to the terms of RCW
26 41.80, including the financial feasibility requirements in RCW 41.80.010.

Tentatively Agreed To:

For the Union:



Date:

9/24/18

For the Employer:



Date:

9/24/2018

ARTICLE 26 - RESIGNATION AND ABANDONMENT

- 1
2
3 26.1 Resignation. Employees are encouraged to provide at least two weeks' notice of
4 resignation in writing. A written resignation may be withdrawn within twenty-four (24)
5 hours excluding the employee's scheduled days off, after submitting the resignation.
6 The employee may only withdraw one resignation per position held. The Employer
7 may permit withdrawal of resignation at any time.
8
9 26.2 Presumption of Resignation/Abandonment.
- 10 a. An employee who fails to appear for work and report absence to the supervisor,
11 in accordance with departmental policy, on three (3) consecutive scheduled
12 workdays, shall be deemed to have resigned. Notice of separation will be sent to
13 the employee's last known address on record with the University's Payroll Office
14 via certified mail after the third (3rd) consecutive day of absence. Prior to sending
15 the notice, the Employer will attempt to contact the employee through current
16 home telephone and emergency contact numbers on record in Employee Self-
17 Service and departmental records.
- 18 b. Within ten (10) calendar days of mailing the separation notice and upon proof
19 that the failure to report absent could not reasonably have been avoided, an
20 employee may submit to the Chief of Police a written petition for reinstatement.
21 The Employer's decision to not reinstate may be grieved according to the
22 grievance procedure in Article 18.
- 23
24 26.3 Separated employees have the right to compensation for accrued vacation leave
25 according to University policy.
26

Tentatively Agreed To:

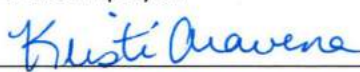
For the Union:



Date:

6/19/18

For the Employer:



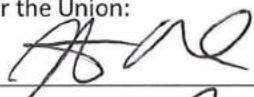


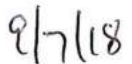
Date:

6/19/18

ARTICLE 27 - DURATION

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7

- 27.1 This Agreement shall become effective on July 1, 201~~9~~⁷ and shall remain in full force and effect until June 30, 20~~19~~²¹.
- 27.2 Nothing in this Agreement shall be construed to limit or reduce the rights and privileges of the parties except where specifically modified herein.

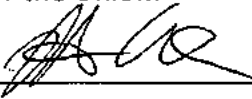

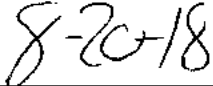

Tentatively Agreed To:	
For the Union:  _____	For the Employer:  _____
Date: 	Date: 

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1 **NEW ARTICLE -- TRAINING**

2
3 Xx The Department will designate two (2) peer support Officers and provide training for the
4 designated Officers.

5
6 Xx Each officer shall receive fifty (50) practice rounds per month.

Tentatively Agreed To:	
For the Union:  _____	For the Employer:  _____
Date: 	Date: 

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APPENDIX A

~~Fitness Incentive Program~~

~~Within the first six (6) months of this Agreement, the Employer and the Union will form an Ad Hoc Joint Labor/Management Committee to discuss a Pilot Fitness Incentive Program.~~

Health Care Benefits

- A. The agreement reached at the State bargaining table concerning health care benefits shall be applicable to bargaining unit employees.
- B. For the ~~2019-2021~~~~2017-2019~~ biennium, the Employer will contribute an amount equal to eighty-five percent (85%) of the total weighted average of the projected ~~medical health care~~ premium for each bargaining unit employee eligible for insurance each month, as determined by the Public Employees Benefits Board (PEBB). The projected ~~medical health care~~ premium is the weighted average across all plans, across all tiers.
- C. The point-of-service costs of the Classic Uniform Medical Plan (deductible, out-of-pocket maximums and co-insurance/co-payment) may not be changed for the purpose of shifting health care costs to plan participants, but may be changed from the 2014 plan under two (2) circumstances:
1. In ways to support value-based benefits designs; and
 2. To comply with or manage the impacts of federal mandates.
- Value-based benefits designs will:
1. Be designed to achieve higher quality, lower aggregate health care services cost (as opposed to plan costs);
 2. Use clinical evidence; and
 3. Be the decision of the PEB Board.
- D. Appendix A: Health Care Benefits section (C) will expire June 30, ~~2021~~~~2019~~.
- ~~E. The PEB Program shall provide information on the Employer Sponsored Insurance Premium Payment Program on its website and in an open enrollment publication annually.~~
- E. The Employer will pay the entire premium costs for each bargaining unit employee for basic life, basic long-term disability and dental insurance coverage.
- F. If the PEB Board authorizes stand-alone vision insurance coverage, then the Employer will pay the entire premium costs for each bargaining unit employee.

1
2 G. Wellness

- 3 1. To support the statewide goal for a healthy and productive workforce,
4 employees are encouraged to participate in a Well-Being Assessment survey.
5 Employees will be granted work time and may use a state computer to
6 complete the survey.
7
8 2. The Coalition of Unions agrees to partner with the Employer to educate their
9 members on the wellness program and encourage participation. Eligible,
10 enrolled subscribers who register for the Smart Health Program and complete
11 the Well-Being Assessment will be eligible to receive a twenty-five dollar (\$25)
12 gift certificate each calendar year. In addition, eligible, enrolled subscribers
13 shall have the option to earn an annual one hundred twenty-five dollars
14 (\$125.00) or more wellness incentive in the form of reduction in deductible or
15 deposit into the Health Savings Account upon successful completion of
16 required Smart Health Program activities. During the term of this Agreement,
17 the Steering Committee created by Executive Order 13-06 shall make
18 recommendations to the PEBB regarding changes to the wellness incentive or
19 the elements of the Smart Health Program.
20

21 H. The PEB Program shall provide information on the Employer sponsored
22 Insurance Premium Payment Program on its website and in an open enrollment
23 publication annually.
24

25 I. The health care grievance procedure adopted at the State negotiations table shall
26 be deemed adopted under this Agreement.
27

28 J. VEBA Medical Reimbursement Plan. The Employer will offer a VEBA Medical
29 Reimbursement Plan for all members of the bargaining unit. The bargaining unit
30 will vote to authorize the Employer to contribute an agreed upon amount to the
31 VEBA Medical Reimbursement Plan. Such contributions will be based on a
32 percentage of gross income and may range from no contribution to a maximum of
33 one point five percent (1.5%). Should the bargaining unit vote to amend their
34 compensation in favor of a VEBA Medical Reimbursement Plan contribution, all
35 members of the bargaining unit must contribute equally and the percentage
36 contribution amount may only be changed by vote and on an annual basis.
37 Individuals may not change contribution rates at any time. In addition to any
38 contributions made pursuant to a vote by the bargaining unit to amend their
39 compensation as provided for in this section, the Employer, on behalf of each
40 bargaining unit member, will contribute one and two-tenths percent (1.2%) of
41 regular pay to the VEBA Medical Reimbursement Plan.

Tentatively Agreed To:

For the Union:



Date:

09-27-18

For the Employer:



Date:

09.27.18

**MEMORANDUM OF UNDERSTANDING
BETWEEN
THE UNIVERSITY OF WASHINGTON (UNIVERSITY)
AND
TEAMSTERS LOCAL 117 (UNION)**

1

2 MOU – ACROSS-THE-BOARD INCREASES CONTINGENT UPON STATE FUNDING

3

4 During negotiations for the 2019-2021 successor agreement, the parties agreed to the
5 following:

6 The University will implement an additional 2% across-the-board on July 1, 2019 and a
7 2% across-the-board on July 1, 2020, both contingent upon the state appropriating new,
8 permanent and on-going General Fund-State to cover the full cost, including marginal
9 benefit funding, of these across-the-board increases for all employees regardless of
10 funding source.


11 This MOU will expire on June 30, 2021.

12

13 Tentatively Agreed To:

14

15 For the Union:

16 
17 _____

18 Date: 9/24/18

19

For the Employer:



Date: 9/24/2018

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**MEMORANDUM OF UNDERSTANDING
BETWEEN
THE UNIVERSITY OF WASHINGTON (UNIVERSITY)
AND
TEAMSTERS LOCAL 117 (UNION)**

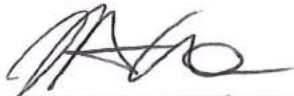
MOU: UNIFORM PORTFOLIO

9 During negotiations for the 2019-2021 successor agreement, the parties reached agreement on
10 the following regarding uniforms:
11

12 Beginning July 1, 2019, the Employer will engage in discussions with the Union regarding
13 Officers' entire uniform portfolio to include the potential ability to wear addition of an external or
14 load bearing vests. Discussions will occur during scheduled Uniform Committee Meetings and
15 any recommendations will require final approval from the Police Chief. The Union members on
16 the Committee will be selected by the Union.

Tentatively Agreed To:

For the Union:



Date:

9/24/18

For the Employer:



Date:

9/24/2018