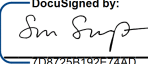
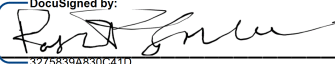



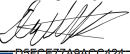
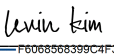
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PREAMBLE

This Agreement is made and entered into by and between the University of Washington, hereinafter referred to as the “University” or the “Employer” and the International Union, United Automobile, Aerospace and Agricultural Implement Workers of America (UAW), AFL-CIO and its Local Union 4121 hereinafter referred to as the “UAW” or the “Union.” It is the intent and purpose of this collective bargaining agreement (the “Agreement”) to provide a harmonious and cooperative relationship between both parties.

Tentatively Agreed To:	
For the Union:	For the Employer:
 <small>DocuSigned by: 7DB725B192E74AD...</small>	 <small>DocuSigned by: 3276839A830C41D...</small>
Date: 3/25/2021	Date: 3/26/2021

Union Members:

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DocuSigned by:
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 David Parsons, Date: 3/24/2021
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 Mike Miller, Date: 3/31/2021
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 Douglas Avella, Date: 4/5/2021
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 Amzi Jeffs, Date: 3/24/2021
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 Levin Kim, Date: 4/5/2021

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2 *Kyle Kubler*
3 62EDB046D231437...
4 Kyle Kubler, Date: 3/24/2021

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6 *Jacob O'Connor*
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8 Jacob O'Connor, Date: 4/5/2021

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10 *Nayon Park*
11 D80163A673854FB...
12 Nayon Park, Date: 3/24/2021

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14 *S*
15 7CDF237414BB4B5...
16 Samantha Thompson, Date: 3/23/2021

17 DocuSigned by:
18 *Momona Yamagami*
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20 Momona Yamagami, Date: 3/24/2021

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22 *Solmaz Shakerifard*
23 9E1D00ED7D4E473...
24 Solmaz Shakerifard, Date: 5/3/2021

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26 *Marissa Parker*
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28 Marissa Parker, Date: 3/24/2021

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1 **Article 1 – Purpose and Intent**

2 **Section 1.** It is the purpose of this Agreement to provide for the wages, hours and terms
3 and conditions of employment of the employees covered by this Agreement, to
4 recognize the continuing joint responsibility of the parties to provide efficient and
5 uninterrupted services and satisfactory employee conduct to the public, and to provide
6 an orderly, prompt, peaceful and equitable procedure for the resolution of differences
7 between employees and the Employer.

8 **Section 2.** The University will not engage in any activity or enter an agreement or
9 otherwise discuss with any other group or individual for the purpose or effect of
10 undermining the Union as the representative of individuals in the unit. The parties
11 recognize the importance of the shared governance practices developed at the
12 University of Washington. The parties do not intend to restrict, limit, or prohibit the
13 exercise of the functions of the faculty councils, and the Handbook of the University of
14 Washington; nor do the parties intend to restrict, limit, or prohibit the exercise of the
15 functions of the Graduate and Professional Student Senate, the Associated Students of
16 the University of Washington, or any other student organization in matters not covered
17 by this Agreement.

18 **Section 3.** If, during its term, the parties hereto should mutually agree to modify, amend
19 or alter the provisions of this Agreement, in any respect, any such changes shall be
20 effective only if reduced to writing and executed by the authorized representatives of
21 the University and the International Union, UAW and its Local Union.

22 **Section 4.** The University will not enter into any agreement with employees in the unit
23 for the purpose of undermining the Union in its role as the representative of unit
24 employees. No individual or group of individuals acting independently of the authorized
25 representatives of the University or the International Union and its Local Union may
26 alter, amend, or modify any provisions of this Agreement.

27 **Section 5.** Transitioned Maintenance of Benefits.

- 28 A. All material benefits to employees attributable to the ASE positions and which are
29 set forth in written University policy existing as of the date of the Agreement shall
30 be continued unless involving a subject covered by the terms of this Agreement.
31 B. Any prior benefit not the subject of a written University policy shall be treated as
32 written if such prior benefit has been:
33 1. a consistent and ascertainable course of conduct;
34 2. engaged in for some reasonable length of time;

- 1 3. of which both parties (the University and the Union) are aware;
- 2 4. which does not alter the written terms of this Agreement or otherwise
- 3 restrict the rights of the University under this Agreement;
- 4 5. which is in respect to a given set of specific circumstances and conditions;
- 5 and
- 6 6. involves a group of employees in a department or hiring unit.
- 7 C. The burden is on the Union to establish a maintained benefit as described above.

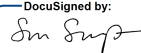
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9 Tentatively Agreed To:

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11 For the Union:

For the Employer:

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 15 Date: 3/25/2021


Date: 3/26/2021

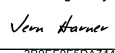
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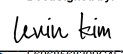
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 20 Mike Miller, Date: 3/31/2021

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 22 Douglas Avella, Date: 4/5/2021

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 24 Vern Harner, Date: 3/24/2021

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 26 Amzi Jeffs, Date: 3/24/2021

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4 Kyle Kubler, Date: 3/24/2021

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7 Jacob O'Connor, Date: 4/5/2021

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18 Solmaz Shakerifard, Date: 5/3/2021

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19 *Marissa Parker*
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21 Marissa Parker, Date: 3/24/2021

Article 2 – Recognition

In accordance with PERC Case No. 16288-E-02-2699, PERC Decisions 8315-PECB and 8315-B, and RCW 41.56.203, the University of Washington hereby recognizes the International Union, United Automobile, Aerospace and Agricultural Implement Workers of America (UAW), AFL-CIO and its Local Union as exclusive bargaining representative for all regular part-time student employees included in the bargaining unit.

Tentatively Agreed To:

For the Union:

For the Employer:

DocuSigned by:
Sam Supt
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DocuSigned by:
Paul S. Miller
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Date: 3/25/2021

Date: 3/26/2021

Union Members:

DocuSigned by:
David Parsons
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David Parsons, Date: 3/24/2021

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Mike Miller
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Mike Miller, Date: 3/31/2021

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Momona Yamagami, Date: 3/24/2021

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Solmaz Shakerifard, Date: 5/3/2021

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Marissa Parker, Date: 3/24/2021

Article 3 – Definitions

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Section 1. The term "ASE" (Academic Student Employee) shall mean employees covered by this Agreement.

Section 2. The term "Salaried ASE" shall mean an ASE who is appointed on a percentage FTE basis. Appointment percentages may vary, but are normally fifty percent (50%) for at least one academic quarter.

Section 3. The term "Hourly ASE" shall mean an ASE who is engaged in projects or assignments for the University on an hourly basis.

Section 4. The term "Academic Year" shall mean the Autumn, Winter, and Spring quarters according to the University calendar.

Tentatively Agreed To:

For the Union:

For the Employer:

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Sam Supt
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Robert...
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Date: 3/25/2021

Date: 3/26/2021

Union Members:

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David Parsons
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David Parsons, Date: 3/24/2021

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Mike Miller, Date: 3/31/2021

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7 Kyle Kubler
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10 Jacob O'Connor
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13 Nayon Park
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22 Solmaz Shakerifard
23 Solmaz Shakerifard, Date: 5/3/2021

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25 Marissa Parker
26 Marissa Parker, Date: 3/24/2021

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1 **Article 4 – Appointment and Reappointment Notification and Job Description**

2 **Section 1.** When sufficient funding is available, offers of 50% FTE appointment and
3 reappointment for positions that are not open hire will be for one academic year
4 (Autumn, Winter, and Spring) or longer. It is recognized that differences in course load
5 between academic quarters and the need to spread available support among students
6 (e.g., three students get two quarters) are among legitimate reasons for offering less
7 than a full academic year of support. An ASE has the right to be released from any
8 quarter(s) of an appointment provided that the ASE gives at least 30 days notice prior to
9 the beginning of the quarter and the nature of the job duties does not require
10 continuity of service by the ASE.

11 **Section 2.** The University shall provide a written letter or email offering an individual an
12 appointment or reappointment.

- 13 A. Incoming students shall be notified of their appointments no later than April 1st,
14 and will have until April 15th to respond to the offer.
- 15 B. Continuing students whose appointments begin in Autumn Quarter shall be
16 notified of their appointments no later than June 1st and will have two weeks to
17 respond to the offer, except in exceptional situations as outlined in Section 3.
- 18 C. Students whose appointments begin in any other quarter shall be notified at least
19 30 days prior to the beginning of the work assignment and will have one week to
20 respond to the offer, except in exceptional situations as outlined in Section 3.

21 **Section 3.** Exceptional situations, for purposes of this Article, are those situations in
22 which the appointment cannot be filled by the notification deadline, or those situations
23 in which an appointment has been filled but vacated due to an unforeseeable
24 circumstance. The parties recognize that the need for hourly employees may not be
25 consistent with the above schedule. In exceptional situations, students will be notified of
26 their appointments as soon as practicable. These situations shall not result in a
27 reduction in the compensation of a reassigned ASE's accepted appointment, as provided
28 in Article 16 (Layoff) in this Agreement.

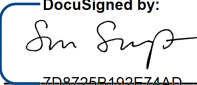
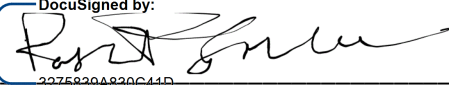
29 **Section 4.** Applicants who are not initially offered appointment or reappointment, but
30 who are placed on an alternate list, will be provided a written notice of their status as
31 alternate candidates in accordance with the notification deadlines in Section 2.

32 **Section 5.** The letter offering appointment will include the following information:

- 33 • Appointment title (if known)

- 1 • Appointment % FTE (when applicable) or expected hours for hourly employees
- 2 • Effective dates and duration of appointment (when applicable)
- 3 • Hiring unit
- 4 • Hiring unit contact
- 5 • A summary of the nature of required duties
- 6 • Salary/wages
- 7 • Health and other applicable benefits
- 8 • UW Benefits Office and LifeWise contact Information
- 9 • Costs of tuition or fees that are required as a condition of employment, if any
- 10 • Tuition and fee waiver or exemption information
- 11 • Response requirements, if any
- 12 • A statement that the position is covered by this collective bargaining agreement
- 13 • The current collective bargaining contract website address
- 14 • The University shall include in all ASE appointment letters a link to the Union’s
- 15 website.

16 **Section 6. Job Description.** At least three weeks prior to the commencement of each
 17 quarter, the University shall provide ASEs with documentation that will set forth the
 18 specific duties of the appointment for that quarter, including assigned course, lab, or
 19 research project (if applicable), the faculty member or supervisor to whom the ASE will
 20 report, procedures used for evaluation (if any), course meeting times and location (if
 21 applicable), the maximum number of students for which the ASE will be responsible (if
 22 applicable), office hours (if applicable), training programs (if applicable), work location,
 23 the curricular purpose of the assignment (if applicable), and a statement encouraging
 24 ASEs and supervisors to discuss time estimates for the specific duties of the assignment.
 25 In the case of an ASE whose job description is not expected to change for at least a year,
 26 the documentation may be provided once at the beginning of the appointment, and
 27 thereafter when duties change. In exceptional situations, ASEs will be given a job
 28 description (or changes to a job description) as soon as practicable, but no later than
 29 the first day of the work assignment or reassignment.

30 Tentatively Agreed To:	
31 For the Union:	For the Employer:
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34 Date: 4/29/2021	Date: 5/25/2021

1 Union Members:

2 DocuSigned by:

3 *David Parsons*

4 David Parsons, Date: 5/2/2021

5 DocuSigned by:

6 *Mike Miller*

7 Mike Miller, Date: 5/2/2021

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9 *Douglas Avella*

10 Douglas Avella, Date: 5/26/2021

11 DocuSigned by:

12 *Vern Harner*

13 Vern Harner, Date: 4/29/2021

14 DocuSigned by:

15 *Amzi Jeffs*

16 Amzi Jeffs, Date: 5/2/2021

17 DocuSigned by:

18 *Levin Kim*

19 Levin Kim, Date: 5/3/2021

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21 *Kyle Kubler*

22 Kyle Kubler, Date: 5/3/2021

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24 *Jacob O'Connor*

25 Jacob O'Connor, Date: 4/29/2021

26 DocuSigned by:

27 *Nayon Park*

28 Nayon Park, Date: 4/29/2021

29 DocuSigned by:

30 *Samantha Thompson*

31 Samantha Thompson, Date: 5/1/2021

32 DocuSigned by:

33 *Momona Yamagami*

34 Momona Yamagami, Date: 4/29/2021

35 DocuSigned by:

36 *Solmaz Shakerifard*

37 Solmaz Shakerifard, Date: 5/3/2021

38 DocuSigned by:

39 *Marissa Parker*

40 Marissa Parker, Date: 5/24/2021

1 **Article 5 – Childcare**

2 **Section 1.** ASEs will continue to be eligible to apply for the Childcare Assistance
3 Program, which provides eligible student parents with direct financial assistance to
4 cover basic childcare costs.

5 **Section 2.** If the University has an active contract for Backup and Sick Child-~~C~~care
6 Services, qualifying ASEs shall be eligible to participate.

7 **Section 3.** An ASE representative, with preference given to student parents, will be
8 appointed annually to the Childcare Advisory Committee to further the goal of
9 improving access to affordable on-site childcare for ASEs and to address equity in
10 eligibility for the Childcare Assistance Program.

11 **Section 4.**

12 A. Beginning July 1, 2015 aEffective Fall Quarter 2021, all eligible ASEs shall receive
13 up to \$~~1250-1350~~ per quarter for childcare expenses incurred during the ASE's
14 appointment period. The University agrees to commit no more than \$~~60,000~~
15 **70,200** per year for the purpose of ASE childcare expenses.

16 B. Effective Fall Quarter 2022, all eligible ASEs shall receive up to \$1350 per
17 quarter for childcare expenses incurred during the ASE's appointment
18 period. The University agrees to commit no more than \$70,200 per year for
19 the purpose of ASE childcare expenses.

20 C. Effective Fall Quarter 2023, all eligible ASEs shall receive up to \$1350 per
21 quarter for childcare expenses incurred during the ASE's appointment
22 period. The University agrees to commit no more than \$70,200 per year for
23 the purpose of ASE childcare expenses.

24

25

26 A.D. An ASE is considered eligible if they have one or more dependents and have
27 not received an award from the UW Child Care Assistance Program.

28 B.E. The parties shall maintain the currently agreed-upon system for application,
29 decision and notification of awards, and any changes shall be agreed to by
30 both parties.

1 **Section 5.** At the request of either party, the Union and the University will continue
2 to meet and discuss, through the Union-Management Committee or through other
3 means, childcare-related improvements for ASE parents.

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Tentatively Agreed To:	
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David Parsons, Date: 5/19/2021

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Solmaz Shakerifard, Date: 5/19/2021

DocuSigned by:
Marissa Parker
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Marissa Parker, Date: 5/18/2021

1 **Article 6 – Discipline or Dismissal**

2 **Section 1.** ASEs shall only be subject to discipline or dismissal for just cause.

3 **Section 2.** It is recognized that ASE appointments cease at the end of a designated
4 period, and the cessation of such an appointment is not subject to the just cause
5 requirement. Discipline or dismissal as used in this Article refers to actions taken
6 involving job related misconduct or job related poor/non-performance and does not
7 include any action based on academic performance. No decision made by the University
8 concerning academic discipline or dismissal of a student are subject to this Agreement.

9 **Section 3.** In the event disciplinary action will not result in a suspension or dismissal, the
10 ASE and the union shall be provided with a copy of the disciplinary action. The ASE may
11 request a conference with a Union representative and the supervisor to discuss the
12 discipline prior to the disciplinary action being placed in the ASE's file, but not later than
13 fourteen (14) days from the receipt of the copy of the disciplinary action.

14 **Section 4.** In the event that suspension or dismissal of an ASE is contemplated, the
15 University shall:

- 16 1. Notify the ASE and the union in writing of the contemplated action. The notice shall
17 include a statement of reasons for the contemplated action, which shall include the
18 nature of the alleged violation, the level of discipline contemplated, notice of a
19 right to a conference, and notice of the right to Union representation. Upon
20 request, the ASE shall be entitled to any materials (such as an investigative report)
21 that have been prepared, although confidential information and witness statements
22 may be withheld; and
- 23 2. Offer a disciplinary conference to be held with the Department Chair (or designee)
24 or Hiring Unit Director (or designee) at least three (3) business days after the
25 written notice.

26 **Section 5.** The ASE shall be entitled to Union representation at the conference, at which
27 the Union representative shall be afforded the opportunity to speak on behalf of the
28 employee and shall otherwise be entitled to represent the employee.

29 **Section 6.** During the conference, the ASE shall be apprised of the charges and shall
30 have an opportunity to respond to the charges.

1 **Section 7.** An ASE who is disciplined or discharged shall be entitled to file a grievance at
2 the second step of the grievance procedure. The ASE shall have fourteen (14) calendar
3 days from the date of the action to file a grievance.

4 **Section 8.** The Union shall be promptly notified in writing of any disciplinary action
5 taken against an ASE.

6 **Section 9.** Administrative Leave:

7 A. The University may place an ASE on paid administrative leave without prior notice,
8 in order to investigate allegations of misconduct or dereliction of duty which, in the
9 judgment of the University, warrant immediately relieving the ASE from all work
10 duties and/or require removing the ASE from the premises.

11 B. The Union will be promptly notified of when an ASE is placed on paid
12 administrative leave.

13 C. Paid administrative leave is not discipline.

14 D. At the conclusion of an investigation of an ASE placed on administrative leave,
15 where the Employer elects not to take disciplinary action, the ASE will be provided
16 with a notification that the investigation is completed and that no discipline will be
17 imposed.

18 E. If no disciplinary action is taken, no record of administrative leave will be placed in
19 the ASE’s personnel file.

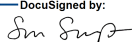
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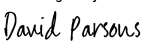
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27 Date: 4/29/2021

Date: 5/25/2021

28 Union Members:

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David Parsons, Date: 5/2/2021

1 DocuSigned by:
2 Mike Miller
3 Mike Miller, Date: 5/2/2021

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5 Douglas Avella
6 Douglas Avella, Date: 5/26/2021

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8 Vern Harner
9 Vern Harner, Date: 4/29/2021

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11 Amzi Jeffs
12 Amzi Jeffs, Date: 5/2/2021

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14 Levin Kim
15 Levin Kim, Date: 5/3/2021

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17 Kyle Kubler
18 Kyle Kubler, Date: 5/3/2021

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26 Samantha Thompson
27 Samantha Thompson, Date: 5/1/2021

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30 Momona Yamagami, Date: 4/29/2021

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32 Solmaz Shakerifard
33 Solmaz Shakerifard, Date: 5/3/2021

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35 Marissa Parker
36 Marissa Parker, Date: 5/24/2021

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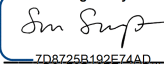
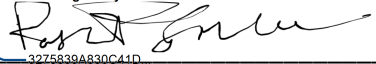
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Article 7 – Fee and Tuition Waivers


Section 1. ASEs with a 50% FTE appointment will receive a waiver for the operating fee, building fee and technology fee. Except as otherwise provided in this Article, tuition and fee waivers for ASEs with a 50% FTE appointment will be maintained at their current rates/level.

Section 2. In the event there is a new fee imposed by the Students, the Union will be given notice and the opportunity to bargain over the impacts.


Tentatively Agreed To:

<p>For the Union:</p> <p>DocuSigned by:  <small>7D8725B192E7AAD</small></p> <p>Date: 5/18/2021</p>	<p>For the Employer:</p> <p>DocuSigned by:  <small>3275839A830C41D</small></p> <p>Date: 5/18/2021</p>
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Union Members:

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22 Solmaz Shakerifard, Date: 5/19/2021

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25 Marissa Parker, Date: 5/18/2021

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1 **Article 8 – Grievance Procedure**

2 **Section 1.** The parties recognize that disputes may occasionally arise concerning
3 the terms and conditions of this Agreement and such disputes shall be resolved
4 through this grievance procedure.

5 **Section 2.** A grievance is a claim by an employee or group of employees covered by
6 this Agreement, or by the Union, that the University has violated a specific provision
7 of this Agreement.

8 Contents — The written grievance shall include the following information:

- 9 a. The type of grievance (individual, group, union).
10 b. The following information about the grievant(s) (if applicable):
11 a. Name
12 b. Contact information
13 c. Department/Hiring Unit
14 d. Job Classification
15 e. Immediate Supervisor's name, job classification, and contact information
16 c. The following information about any representative (if applicable):
17 a. Name
18 b. Contact information
19 d. The date of the violation
20 e. The specific Article(s) and Section(s) of the Agreement violated
21 f. A description of the violation with pertinent facts (as known at the time of
22 filing)
23 g. Remedy requested
24 h. The signature of each grievant (or representative)

25 **Section 3.** The parties support the resolution of problems at the lowest possible
26 level and to that end encourage informal discussions to resolve problems without
27 the grievance procedure. Prior to initiating a grievance, the aggrieved party is
28 encouraged to discuss the matter with the immediate supervisor. If requested, a
29 Union representative may be involved in the discussion. Resolutions from pre-
30 grievance discussions, although final, shall not be precedential.

31 **Section 4.**

32 **Step One** — Step One is optional, grievances may be filed and immediately
33 proceed to Step Two. A grievance must be filed in writing by the Union in the Office

1 of the Department Chair, with a copy to the Assistant Vice President of Labor
2 Relations. For grievances involving Hourly ASEs that are not working in a
3 Department, the grievance shall be filed with their hiring unit director (such as the
4 manager of the tutoring center they work at, etc.). The grievance shall state the
5 pertinent facts of the case with reasonable particularity, including the section(s) of
6 the Agreement allegedly violated, and the remedy or desired outcome that is
7 sought. The date of filing is the date the grievance is received at the Office.

8 The grievance must be filed within twenty-one (21) calendar days from the
9 occurrence of the events giving rise to the grievance, or from the time at which the
10 aggrieved individual should reasonably have become aware of the grievance. The
11 Chair (or designee) or hiring unit director (or designee) shall meet with the grievant
12 and the Union within fourteen (14) calendar days of receiving the grievance. The
13 Chair (or designee) or hiring unit director (or designee) shall issue a written
14 response to the grievance within seven (7) calendar days of the meeting.

15 Resolutions at the First Step, although final, shall not be precedential.

16 **Step Two** — If the Union bypasses Step One or is not satisfied with the Step One
17 response, it may appeal in writing within seven (7) calendar days after receipt of the
18 Step One decision or in the case where Step One is bypassed, within twenty-one
19 (21) calendar days from the occurrence of the events giving rise to the grievance, or
20 from the time at which the aggrieved individual should reasonably have become
21 aware of the grievance. The Step 2 appeal shall be made to the Dean of the
22 Graduate School, with a copy sent to the Assistant Vice President of Labor
23 Relations. The Union recognizes that the Dean may choose to designate other
24 appropriate University personnel to act as the University's representative for
25 purposes of this Step 2. The Dean (or designee) and the Assistant Vice President of
26 Labor Relations (or designee) shall meet with the Union and grievant within
27 fourteen (14) calendar days of receiving the Step 2 appeal, and issue a written
28 response to the grievance within seven (7) calendar days of the meeting. The
29 requirement of a meeting may be waived by mutual agreement.

30 If a satisfactory settlement is not reached at Step Two, upon mutual agreement, the
31 Employer and the Union may request, within fourteen (14) calendar days, grievance
32 mediation services of the Public Employment Relations Commission (PERC). These
33 services shall run concurrent with Step Three and shall not prevent nor delay the
34 scheduling of an arbitration hearing.

1 Step Three — Arbitration

- 2 1. In the event the parties are unable to resolve the grievance in Step 2, the
3 matter may be appealed to an impartial arbitrator for resolution within
4 fourteen (14) calendar days of receiving the Step 2 decision. The submission of
5 the matter to arbitration shall be provided to the Assistant Vice President of
6 Labor Relations, and shall state the issue to be arbitrated, and the remedy that
7 is sought.
- 8 2. Selection of an arbitrator.
 - 9 a. The parties agree to mutually select a panel of five (5) arbitrators who
10 will preside over complaints appealed to arbitration.
 - 11 b. In the event the parties are unable to mutually select a panel, the parties
12 shall request a panel of Academy qualified arbitrators from Washington
13 or Oregon from the American Arbitration Association.
 - 14 c. Either party may request that a panel member be removed provided a
15 30-day notice is given to the other party.
 - 16 d. Grievances appealed to arbitration shall be rotated between the panel
17 members, except that, in the event scheduling problems exist, either
18 party may request that the panel member next scheduled may be
19 passed over.
- 20 3. Arbitration hearings shall be scheduled within 60 days of the appeal to
21 arbitration whenever possible.
- 22 4. The arbitrator shall conduct a hearing in accordance with the rules of the
23 American Arbitration Association. The arbitrator shall render a decision on the
24 grievance within 30 days of the close of the hearing.
- 25 5. The decision of the arbitrator shall be binding on all parties.
- 26 6. The expenses and fees of the arbitrator shall be shared equally by the Union
27 and the University.
- 28 7. The parties agree that the arbitrator shall not have the power or jurisdiction to
29 render a decision that adds to, subtracts from, alters, amends or modifies in
30 any way the terms and conditions of Agreement. The arbitrator shall have no
31 jurisdiction or authority to substitute their judgment for any academic
32 judgment made by the University.
- 33 8. In disciplinary cases, the remedy available to the arbitrator shall not exceed
34 making the employee whole for the remainder of the individual's appointment
35 period.
- 36 9. Each party shall bear its own fees and expenses in presenting its case,
37 including the costs of legal representation.

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2 The parties agree to Regularly Scheduled Arbitration Hearings as described below:

- 3 I. Arbitration Hearings will be scheduled for every August, November, February,
4 and May.
- 5 II. It is the intention of the parties that any grievances appealed to arbitration at
6 least ninety (90) days prior to the date of a regularly scheduled arbitration
7 hearing be heard by the arbitrator at that hearing.
- 8 III. 45 days prior to the arbitration hearing, the parties will mutually agree upon
9 the cases to be heard. Unless agreed to by the parties, no case shall be
10 deferred more than one regularly scheduled arbitration dates.
- 11 IV. By mutual agreement, the parties may expedite the proceedings.
- 12 V. Any and all fees due to the arbitrator, including those for the cancelation
13 and/or rescheduling or any arbitration, will be split by both parties regardless
14 of fault.

15 **Section 5. Time Limits.** Failure to file or appeal a grievance within the specified
16 time periods shall constitute a waiver of the grievance, and the matter shall be
17 deemed resolved. By mutual written agreement, the parties may extend any and all
18 time limits.

19 **Section 6.** The failure by the Employer to give a decision within the prescribed time
20 limits under this Article shall permit the Union to proceed with the appeal to the
21 next level. Notwithstanding this process, the Employer fully accepts its good faith
22 obligation to process grievances, confer with grievant(s) and UAW representatives,
23 and issue written decisions in accordance with the procedure described above.

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25 Tentatively Agreed To:

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27 For the Union:

For the Employer:

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30 Date: 5/18/2021

Date: 5/18/2021

1 Union Members:

2 DocuSigned by:
3 *David Parsons*
4 2CF7701798DD422...
5 David Parsons, Date: 5/19/2021

6 DocuSigned by:
7 *Mike Miller*
8 87629A182F3D473...
9 Mike Miller, Date: 5/19/2021

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11 *[Signature]*
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13 Douglas Avella, Date: 5/19/2021

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17 Vern Harner, Date: 5/18/2021

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21 Amzi Jeffs, Date: 5/19/2021

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25 Levin Kim, Date: 5/19/2021

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45 Momona Yamagami, Date: 5/19/2021

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47 *Solmaz Shakerifard*
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49 Solmaz Shakerifard, Date: 5/19/2021

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51 *Marissa Parker*
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53 Marissa Parker, Date: 5/18/2021

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1 **Article 9 – Health and Safety**

2 **Section 1.** In compliance with campus health and safety policies and procedures, the
3 University shall make reasonable efforts to maintain in safe working condition the
4 workplace and equipment required to carry out assigned duties.

5 **Section 2.** The University shall provide first aid kits, information, and training for all ASEs
6 in workplaces that involve the use of or exposure to hazardous materials or who work in
7 a hazardous environment.

8 **Section 3.** ASEs shall not be required to work in conditions that pose an imminent
9 threat to health and safety. All work by an ASE shall be performed in conformity with
10 applicable safety standards. Should an ASE become aware of a condition they believe is
11 unhealthy or dangerous, they shall immediately report the condition to a supervisor
12 and/or the Environmental Health and Safety Department.

13 **Section 4.** The University shall supply and maintain all equipment, tools, and materials
14 needed to carry out job duties safely.

15 **Section 5.** The University shall make reasonable effort to provide and maintain safe
16 buildings and facilities. The University shall assess the hazards to which ASEs are
17 exposed and provide appropriate personal protective equipment, including protective
18 safety glasses where necessary.

19 **Section 6.** The University shall make available training to all ASEs in first aid, CPR, use of
20 fire extinguishers, and disaster preparedness.

21 **Section 7.** The University will provide as much advance notice as possible to ASEs likely
22 to be affected by an asbestos removal project.

23 **Section 8.** The University shall provide the Union with a position on the University-wide
24 health and safety committee. The Union-Management Committee shall also be
25 empowered to discuss health and safety issues.

26 **Section 9.** For ASEs with a disability, the University will provide job related furniture and
27 equipment that would constitute a reasonable accommodation for the disability.

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For the Union:

For the Employer:

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Robert...
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Date: 3/25/2021

Date: 3/26/2021

Union Members:

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David Parsons
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David Parsons, Date: 3/24/2021

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Mike Miller
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Mike Miller, Date: 3/31/2021

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2 *Momona Yamagami*
3 Momona Yamagami, Date: 3/24/2021

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5 *Solmaz Shakerifard*
6 Solmaz Shakerifard, Date: 5/3/2021

7 DocuSigned by:
8 *Marissa Parker*
9 Marissa Parker, Date: 3/24/2021

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Article 10 – Holidays

Section 1. ASEs shall not be required to work on the following holidays which occur during the term of their appointment, except as provided in Section 4 of this Article.

- New Year’s Day
- Martin Luther King, Jr. Day
- Presidents’ Day
- Memorial Day
- Independence Day
- Labor Day
- Veterans’ Day
- Thanksgiving Day
- ~~Day after Thanksgiving~~ Native American Heritage Day
- Christmas Day
- Any other UW established holidays

These holidays will be observed on the date designated by the University for the University community.

Section 2. ASEs employed 50% FTE for three or more quarters during the 12-month period starting September 16th shall be entitled to one personal holiday during that 12-month period. Personal holidays must be requested in advance and require that the ASE find an acceptable substitute for scheduled work activities, if any.
Personal holidays will be requested per departmental policy and all holidays will be recorded and tracked in Workday effective September 16, 2022.

Section 3. The University recognizes that there are religious holidays that are not currently UW holidays. The University shall make every good faith effort to accommodate an ASE who wishes to observe other recognized religious holidays.

Section 4. Any ASE required by the University to work on a University holiday may arrange with the appropriate supervisor for a mutually agreeable alternative within the same quarter.

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Tentatively Agreed To:

<p>For the Union:</p> <p>DocuSigned by: <i>Sam Sings</i> 7D6725B192E74AD...</p> <p>Date: 5/18/2021</p>	<p>For the Employer:</p> <p>DocuSigned by: <i>Rosa Gomez</i> 3275830A830C41D...</p> <p>Date: 5/18/2021</p>
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Union Members:

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David Parsons, Date: 5/19/2021

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Article 11 –Hourly Pay Scale Transparency

Section 1.

The University shall post all hourly pay rates on department or hiring unit websites ~~beginning Fall 2018.~~

Tentatively Agreed To:

For the Union:

For the Employer:

DocuSigned by:
Sam Sapp
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Forrest G. Miller
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Date: 4/29/2021

Date: 5/25/2021

Union Members:

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David Parsons, Date: 5/2/2021

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Marissa Parker, Date: 5/24/2021

1 **Article 12 – Intellectual Property and Scholarly Misconduct**

2 **Section 1.** Executive Order No. 36 (“Patent, Invention and Copyright Policy”) shall be
3 incorporated into this Agreement in its entirety.

4 **Section 2.** Executive Order No. 61 (“Scientific and Scholarly Misconduct”) shall be
5 incorporated into this Agreement in its entirety.

6 **Section 3.** The Union and the University shall work together to develop a plain language
7 summary of these policies to be distributed to ASEs at every applicable orientation.

8 **Section 4.** ASEs may, at their option, request the Union to advise and assist them in the
9 processes outlined in these policies.

10 **Section 5.** The University retains the right to amend, change or alter these policies at
11 any time. The University will notify the Union of any substantive changes.

12 **Section 6.** The parties agree that the only time the Grievance Procedure of this
13 Agreement will apply to these policies is in the event of dismissal or discipline of an ASE
14 as a result of these policies.

15 **Section 7.** The Union Management Committee shall be empowered to discuss
16 intellectual property.

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18 Tentatively Agreed To:

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20 For the Union:

For the Employer:

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22 *Sm Singh*
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24 Date: 3/25/2021

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1 Union Members:

2 DocuSigned by:
3 *David Parsons*
4 2CF7704799DD422...
5 David Parsons, Date: 3/24/2021

6 DocuSigned by:
7 *Mike Miller*
8 87629A182F30473...
9 Mike Miller, Date: 3/31/2021

10 DocuSigned by:
11 *Douglas Avella*
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13 Douglas Avella, Date: 4/5/2021

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15 *Vern Harner*
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17 Vern Harner, Date: 3/24/2021

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19 *Amzi Jeffs*
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21 Amzi Jeffs, Date: 3/24/2021

22 DocuSigned by:
23 *Levin Kim*
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25 Levin Kim, Date: 4/5/2021

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27 *Kyle Kubler*
28 82EDB048D231437...
29 Kyle Kubler, Date: 3/24/2021

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31 *Jacob O'Connor*
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33 Jacob O'Connor, Date: 4/5/2021

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35 *Nayon Park*
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37 Nayon Park, Date: 3/24/2021

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39 *Samantha Thompson*
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41 Samantha Thompson, Date: 3/23/2021

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Momona Yamagami, Date: 3/24/2021

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Solmaz Shakerifard, Date: 5/3/2021

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Marissa Parker, Date: 3/24/2021

1 **Article 13 – Insurance Programs**

2 Section 1.

3 **Section 1.** The current Graduate Appointee Insurance Plan (GAIP) shall be
4 continued with the following conditions:

5 A. Both parties agree that the medical, dental and vision benefits will be based on
6 the plan design as attached in Appendix 1. GAIP shall utilize the provider
7 network(s) available through the selected insurer. The University shall not
8 request that the insurer create any custom network(s).

9 B. The University will provide the Union with utilization reports as they become
10 available. During the annual renewal period in March, the University will
11 provide the Union with access to relevant information including an annual
12 review of the plan, experience summary reports, plan census information, and
13 trend information relating to GAIP. Pertinent information shall not include
14 proprietary data or formulas and such information is not relevant or necessary.

15 1. Unforeseen changes to federal and state law or direction from
16 regulators may necessitate modifications to the GAIP plan in order to
17 ensure legal compliance. The University agrees to provide notice to the
18 Union when changes are necessary and to comply with applicable
19 bargaining obligations, after which, the University will follow any changes
20 mandated by regulators as required under federal or state law.

21 ~~2. For the 2019-20 and 2020-21 plan years, the parties agree to meet and~~
22 ~~bargain the impacts of unforeseen changes in law or regulation that will~~
23 ~~result in a material increase (e.g. — reasonably expected to be more~~
24 ~~than 1% per year) to GAIP fees, taxes, penalties or mandated benefits. If~~
25 ~~after sixty (60) days of bargaining the parties are unable to reach~~
26 ~~agreement, the matter shall be submitted to interest arbitration to be~~
27 ~~conducted on an expedited basis. If the parties are unable to agree on~~
28 ~~selection of an arbitrator, the parties shall request a panel of five (5)~~
29 ~~Academy qualified arbitrators from Washington or Oregon from the~~
30 ~~American Arbitration Association, and alternately strike names until one~~
31 ~~remains. The provisions of the parties' grievance procedure, Article 8,~~
32 ~~Step Three — Arbitration, numbers 3, 4, 5, 6, and 9, shall apply to the~~
33 ~~arbitration. The scope of bargaining will be limited to addressing the~~
34 ~~impacts of the unforeseen changes.~~

35 C. The parties will meet in December and June of each year to discuss the status
36 of GAIP. At the December meeting, the parties will discuss whether to

1 automatically renew the GAIP plan or initiate a Request for Proposals (RFP). The
2 final determination will be made by the University. If the University initiates an
3 RFP to determine the GAIP plan insurer, the University will begin work
4 immediately, with input from the Union. The University will provide the Union
5 with the renewal plan documents and related filings with the Washington State
6 OIC.

7 D. The University may automatically renew the GAIP plan annually if the plan
8 benefits identified in Appendix 1 do not change.

9 **Section 2. Joint Health Care Committee.** A Joint Employer-UAW Health Care
10 Committee shall be continued to discuss quality, administrative, and service
11 matters pertaining to GAIP. The Joint Health Care Committee (JHCC) will be
12 comprised of appropriate representatives of both the UAW and the University with
13 other specialists to be invited as required to conduct JHCC business. The JHCC will
14 meet at least once per year and can meet as necessary by mutual agreement of the
15 parties.

16 **Section 3.** Both the University and the Union will designate a contact to
17 communicate with and cooperate in assisting in the prompt resolution of identified
18 challenges. However, this does not supersede the GAIP plan document rules. Both
19 the Union and the University will maintain issue-tracking logs, which will be shared
20 periodically. Both parties will remain mindful of HIPAA obligations.

21

22 **Section 4.** Each pay period except for the final pay period of each quarter, the
23 University will provide the Union with the UW GAIP eligibility files. The University
24 will also provide the Union with the UW preliminary file, which is generated once
25 per year for the upcoming plan year (Oct 1 – Sept 30). ASE Social Security numbers
26 will be removed from the file prior to the file being sent to the Union.

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Tentatively Agreed To:

<p>For the Union:</p> <p>DocuSigned by: <i>Sam Supt</i> 7D8725B192E74AD</p> <p>Date: 5/18/2021</p>	<p>For the Employer:</p> <p>DocuSigned by: <i>Rosa Garcia</i> 3275699A030C41D...</p> <p>Date: 5/18/2021</p>
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- Union Members:
- DocuSigned by:
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- David Parsons, Date: 5/19/2021
- DocuSigned by:
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- Mike Miller, Date: 5/19/2021
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- Douglas Avella, Date: 5/19/2021
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13 Momona Yamagami, Date: 5/19/2021

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16 Solmaz Shakerifard, Date: 5/19/2021

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17 Marissa Parker
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19 Marissa Parker, Date: 5/18/2021

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1 **Article 14 – Job Posting**

2 **Section 1.** The University shall post information on a university jobs website such as UW
3 Hires, Husky Jobs or GFIS regarding open hire ASE positions. Open hire positions are
4 those positions not used to fulfill a commitment of support made to a student, either (a)
5 at the time of admission or (b) under an existing advising relationship with a faculty
6 member(s). The University shall notify the Union of the address of any such website
7 within 30 days of ratification of this Agreement.

8 **Section 2.** Open hire positions may be announced to all eligible applicants within a
9 Department or Hiring Unit without being posted to a University website. The application
10 deadline for Departmental or Hiring Unit postings shall be one week, except in
11 emergency situations. If the position is not filled after two weeks, it shall be posted to a
12 University website.

13 **Section 3.** Application deadlines for positions posted to a University website shall be
14 two weeks after jobs are posted, except in emergency situations. Notification shall take
15 place for appointments not more than two weeks after applications are due.

16 **Section 4.** All postings or re-postings shall contain the following information:

- 17 A. An employment non-discrimination statement.
18 B. Classification and job descriptions.
19 C. Procedures regarding the application and re-application process including the
20 name and location of the office where inquiries and applications may be made.
21 D. Hiring criteria.
22 E. Job requirements and qualifications.
23 F. Deadlines for application, acceptance and notification.

24 **Section 5.** The determination of job requirements and qualifications shall be made by
25 the University. Once the University has determined the hiring criteria, they shall not be
26 modified to be more restrictive within the same hiring period.

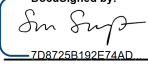
27 **Section 6.** Re-posted positions shall remain posted at a University website for no less
28 than one week. The application deadline shall be no less than one week from the time of
29 re-posting.

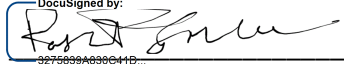
30 **Section 7.** For the purpose of this Article an emergency situation is one in which the
31 beginning of the appointment period must begin less than a week after the position is
32 posted.

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For the Union: For the Employer:

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Date: 4/29/2021 Date: 5/25/2021

Union Members:

- DocuSigned by:

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 David Parsons, Date: 5/2/2021
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 Samantha Thompson, Date: 5/1/2021

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Momona Yamagami, Date: 4/29/2021

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ARTICLE 15 – JOB TITLES AND CLASSIFICATIONS

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Section 1. Effective Autumn Quarter 2004, ASEs will be placed into titles and pay classifications based on the nature of job duties and qualifications as follows:

Title/Pay Classification	Occupation Code	Salary	Job Duties	Standard Qualifications
Reader/Grader	10886	Hourly Range	Non-teaching/research academic assistance	Undergraduate or Graduate Student
Tutor	10887	Hourly Range	Tutoring	Undergraduate or Graduate Student
UG Teaching Assistant	10868	Hourly Range	Assist in teaching	Undergraduate Student
UG Research Assistant	10869	Hourly Range	Assist in research	Undergraduate Student
Stipend Grad Trainee C	10859	Stipend per Grant	Research	Graduate
Teaching Assistant	10817	Base	Teaching	Premaster
Predoctoral Teaching Associate I	10817	Base + 7.5%	Teaching	Postmaster or equivalent
Predoctoral Teaching Associate II	10817	PDTA I + 7.5%	Teaching	Candidate
Predoctoral Instructor	10804	PDTA II Minimum	Teaching own class	Premasters, postmaster or Candidate
Research Assistant	10847	Base	Research	Premaster
Predoctoral Research Associate I	10847	Base + 7.5%	Research	Postmaster or equivalent

Predocctoral Research Associate II	10847	PDRA I + 7.5%	Research	Candidate
Staff Assistant	10857	Base	Non-teaching/research academic assistance	Premaster
Predocctoral Staff Associate I	10857	Base + 7.5%	Non-teaching/research academic assistance	Postmaster or equivalent
Predocctoral Staff Associate II	10857	PDRA I + 7.5%	Non-teaching/research academic assistance	Candidate
Summer Only Graduate Research Student Assistant	10854	Hourly Rate based on equivalent %FTE Rate*	Research	Graduate

1 *The GRSA Rate shall be calculated by multiplying the monthly salary for a %FTE
2 Research Assistant by three and then dividing the product by 220.

3 Section 2. ASEs shall be appointed to the highest title and pay classifications for which
4 they are eligible based on job duties, degree standing and experience, as described in
5 Section 1. ASEs may be appointed to a higher title and pay classification at the discretion
6 of the Department or Hiring Unit. In making promotional decisions, Departments and
7 Hiring Units are encouraged to take an ASE's job experience and performance into
8 account as well as degree standing.

9 Section 3. ASEs who meet the standard qualifications described above and who are
10 assigned to teach their own courses shall be classified for that quarter in the Pre-doctoral
11 Instructor title and pay classification.

12 Section 5. Variable rates are those established at or above PDTAII/PDRAII/PDSAII
13 levels. Nothing in this Agreement is intended to limit the University's right to add new
14 variable rates in all pay classifications or to change existing variable rates.

15 Section 6. No modifications or deletions shall be made to the bargaining unit pay
16 classifications and job titles in Section 1 unless they are agreed to by both parties.

17 Section 7. The parties recognize that certain funding agencies do not allow tuition to
18 be charged to the agency grant or contract. In such cases, the University may
19 compensate the ASE at a pay rate equal to the appropriate salary level plus the

1 operating fee portion of tuition. The ASE will be responsible for payment of tuition to the
2 University.

3

4 Tentatively Agreed To:

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6 For the Union:

For the Employer:

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Sam Supt
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Rosa [Signature]
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10 Date: 4/29/2021

Date: 5/25/2021

11 Union Members:

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2 Samantha Thompson
3 Samantha Thompson, Date: 5/1/2021

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5 Momona Yamagami
6 Momona Yamagami, Date: 4/29/2021

7 DocuSigned by:
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9 Solmaz Shakerifard, Date: 5/3/2021

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11 Marissa Parker
12 Marissa Parker, Date: 5/24/2021

1 **Article 16 – Layoff**

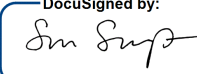

2 **Section 1.** If an individual accepts appointment to an ASE position for one or more
3 quarters in an academic year and the position offered is eliminated or reduced for
4 some reason other than an emergency layoff, the University shall notify the
5 affected individual and the Union one month in advance or as soon as practicable.
6 Furthermore, the University will ensure that the individual:

- 7 A. Is given an appointment in a bargaining unit classification and will be paid
- 8 equivalent compensation to that of the original appointed position, or
- 9 B. Receives equivalent compensation in lieu of the position for the term of the
- 10 appointment. For Hourly ASEs with an appointment period, equivalent
- 11 compensation shall be for the number of hours in the appointment that were
- 12 not completed. If the number of uncompleted hours for an Hourly ASE cannot
- 13 be determined from the letter offering appointment or other correspondence,
- 14 the ASE and the Department or Hiring Unit shall mutually agree upon the
- 15 number of uncompleted hours based on the typical workload of appointees
- 16 doing the same kind of work assignment.

17 For purposes of this Article, the term appointment refers to the commitment made
18 to the ASE in the appointment letter.

19 **Section 2.** An emergency layoff is the suspension of an appointment to which an
20 ASE is assigned or is working due to acts of nature or financial emergency. ~~as~~
21 ~~defined in the University Handbook.~~

22 **Section 3.** An ASE that has been released from one or more quarters of the
23 appointment (consistent with Section 1 of Article 4) does not forfeit the provisions
24 of this Article for any remaining quarters.

25 Tentatively Agreed To:	
26 For the Union:	26 For the Employer:
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28 7D8725B492E74AD...	28 3275830A830C41D...
29 Date: 5/18/2021	29 Date: 5/18/2021

1 Union Members:

2 DocuSigned by:
3 David Parsons
4 David Parsons, Date: 5/19/2021

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7 Mike Miller, Date: 5/19/2021

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10 Douglas Avella, Date: 5/19/2021

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12 Vern Harner
13 Vern Harner, Date: 5/19/2021

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34 Momona Yamagami, Date: 5/17/2021

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37 Solmaz Shakerifard, Date: 5/18/2021

38 DocuSigned by:
39 Marissa Parker
40 Marissa Parker, Date: 5/19/2021

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1 **ARTICLE 17 – LEAVES OF ABSENCE**

2
3 Section 1. Medical Leave/Family Leave/Childbirth/Adoption. The University will grant
4 an ASE’s reasonable request for leave of absence for appropriate duration due to:

- 5
6 A. personal illness and/or disability;
7 B. care of a family member as defined below in Section 2, childbirth, or adoption;
8 C. bereavement due to the death of a family member as defined in Section 2.
9 D. family member’s military deployment or service-related injury.

10
11 Appropriate documentation may be required for leaves under Section 1 (A) (B) (C) and
12 (D).

13
14 Section 2. Definition of Family Member. Family member is defined as the employee’s
15 spouse or same or opposite sex domestic partner, child, parent, grandparent, grandchild,
16 sibling. Family member also includes individuals in the following relationships with the
17 employee’s spouse or domestic partner: child, parent and grandparent. “Child” also
18 includes a child of a legal guardian or de facto parent, regardless of age or dependency
19 status and those to whom the employee is “in loco parentis” or “de facto” parent as well
20 as a child of a legal guardian or de facto parent. Parent and Parent in-law also includes
21 de facto parent foster parent, stepparent, or legal guardian.

22
23 Section 3. Sick ~~Leave-Time Off~~ Usages and Accruals for Salaried ASEs.

24
25 (1) Sick ~~Leave-Time Off~~ Use: Sick ~~leave-time off~~ shall be allowed an employee under
26 the following conditions. The Employer will not require verification for absences of
27 less than 3 consecutive work days. Such verification or proof may be given to the
28 supervisor/manager or Human Resources according to departmental policy.

- 29
30 a) Because of and during illness, disability or injury which has
31 incapacitated the employee from performing required duties.
32 b) By reason of exposure of the employee to a contagious disease during
33 such period as attendance on duty would jeopardize the health of fellow
34 employees or the public.
35 c) Because of a health condition of a family member that requires
36 treatment or supervision or that requires the presence of the employee
37 to make arrangements for extended care. The Employer may authorize
38 sick leave use as provided in this subsection for other than family
39 members. The applicability of "emergency," "necessary care" and
40 "extended care" shall be made by the Employer.
41 d) To provide emergency child care for the employee's child.
42 e) Because of a family member's death that requires the assistance of the
43 employee in making arrangements for interment of the deceased.

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- f) For personal medical, dental, or optical appointments or for family members' appointments when the presence of the employee is required, if arranged in advance with the employing official or designee.
- g) ~~When For the suspension of operations when~~ the employee's workplace has been closed by a public ~~health~~ official for any health related reason.
- h) When the employee's child's school or ~~day place of~~ care has been closed by a public ~~health~~ official for any health related reason.
- i) For reasons related to domestic violence, sexual assault or stalking that affect the employee, the employee's family member or a person with whom the employee has a dating relationship.
- j) For condolence or bereavement.

~~(2) Sick time off award: The period of paid sick leave under Section 2 (1)(a-i) shall generally be no more than seven (four hour) days per year for an ASE whose appointment is 50% FTE for the academic year or longer.~~

~~a. A salaried ASE whose appointment is 50% FTE for the academic year or longer will receive twenty-eight (28) hours of paid sick time off per year awarded annually at the start of each annual appointment period. An eligible ASE will be awarded sick time off on the effective date of the appointment.~~

~~b. A salaried ASE whose appointment is greater than 50% FTE for the academic year or longer will receive a prorated ~~reward~~ award of paid sick time off per year awarded annually at the start of each annual appointment period based on that FTE. An eligible ASE will be awarded sick time off on the effective date of the appointment.~~

~~c. A salaried ASE whose appointment is 50% FTE for less than the academic year will receive a prorated award of paid sick time off based on that FTE. An eligible ASE will be awarded sick time off on the effective date of the appointment.~~

~~d. A salaried ASE whose appointment is greater or less than 50% FTE for any duration during an academic year will receive a prorated award of paid sick time off based on that FTE. An eligible ASE will be awarded sick time off on the effective date of the appointment.~~

1 ~~(2)~~(3) Sick time off availability and usage: Once awarded, sick time off is available for
2 use immediately. All sick time off requests must be submitted according to
3 departmental policy and effective July 1, 2022September 16, 2022, time off
4 used must be recorded and tracked in Workday. Unused sick time off is not
5 paid at separation, does not transfer between employment programsonce an
6 ASE is no longer part of the bargaining unit, and is not eligible for shared leave
7 donation. Unused sick time off does not roll over from one academic year to
8 another and expires at the end of each annual appointment period.

9
10 Section 4. Sick Leave Accrual and Usage for Hourly ASEs.

11 Hourly ASEs are eligible for paid sick leave as covered in Section 3(1)(a-i). The accrual
12 rate will be one (1) hour for every 40 hours worked (0.025 per hour). Sick leave accrues
13 at the end of the month and is available for use the following month. Employees may only
14 carryover a maximum of forty (40) hours of accrued sick leave each calendar year.
15 Accrued sick leave is not paid at separation.

16
17 Hourly ASEs can use sick leave in accordance with Section 3(1)(a-i).

18
19 If changes to federal or state law occur during the life of the contract, the parties will meet
20 and confer as the law requires.

21
22 Section 5. Unpaid Leave. Unpaid leave may be granted for periods beyond the terms
23 of leaves in Section 3, but shall not exceed the end of the appointment period. These
24 leaves may be paid (in whole or in part) for reasons as defined in Section 1 and at the
25 sole discretion of the Department or Hiring Unit. An ASE whose appointment is 50%
26 FTE for the academic year or longer shall be eligible to use up to twelve (12) weeks of
27 unpaid leave, during which the University shall provide health insurance coverage, for
28 circumstances identified in Section 1 (A) and (B). For ASEs who are employed for fewer
29 than three quarters, the amount of unpaid leave as covered under Section 1 (A) and (B)
30 will be prorated. ASEs shall not be required to register for any tuition credits during their
31 leave period. During the leave period the ASE will continue to be responsible for their
32 portion of the dependent coverage premium.

33
34 Section 6. Child Care Emergency. A child care emergency is defined as a situation
35 causing an employee's inability to report for or continue scheduled work because of
36 emergency child care requirements such as unexpected absence of regular care provider,
37 unexpected closure of the child's school, or unexpected need to pick up child at school
38 earlier than normal. ASEs shall be authorized to use paid sick leave (as specified in
39 Section 2 above) for child care emergencies.

40
41 Section 7. Coverage During Leave. In order to ensure proper coverage, it is the
42 responsibility of the ASE to contact the appropriate faculty member or other supervisor in
43 advance of the leave, unless not possible. If applicable, such notification will include

1 appropriate medical documentation and projected return date. While it is the University's
2 responsibility to make alternative arrangements to cover the assignment, the ASE will
3 assist as reasonably possible.
4

5 Section 8. Military Leave. An ASE shall have those rights provided by law for military
6 leave.
7

8 Section 9. Jury Duty. An ASE shall not have any reduction of stipend or pay due to
9 jury duty service, or if subpoenaed to serve as a witness in a legal proceeding in which
10 the ASE is not a party to the dispute. To the extent permitted by law, an ASE shall request
11 a postponement of jury service if requested to do so by their department or program. An
12 ASE shall advise their supervisor of their receipt of notice for jury service as soon as
13 reasonably possible.
14

15 Section 10. Other Leaves. The determination of whether to approve other requests for
16 an unpaid leave shall be made by the University.
17

18 Section 11. Appropriate usage of any of the above leaves shall have no impact on
19 decisions concerning re-appointment or transfer of an ASE.
20

21 Section 12. Leave Without Pay for Reasons of Faith or Conscience

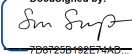
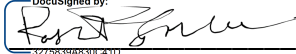
22 Leave without pay will be granted for reasons of faith and/or conscience for up to two
23 (2) workdays per year as provided below:
24

- 25 a) Leave without pay will be granted for up to two (2) workdays per calendar year
26 for reasons of faith and/or conscience and/or an organized activity conducted
27 under the auspices of religious denomination, church (or other religious
28 organization), or other organizations of conscience. Leave without pay may only
29 be denied if the employee's absence would impose an undue hardship on the
30 Employer as defined by Chapter 82-56 WAC or if the employee is necessary to
31 maintain public safety.
- 32 b) The Employer will allow an employee to use a personal holiday (if eligible per
33 Article 10, Section 2), or vacation leave in lieu of leave without pay. All requests
34 to use a personal holiday or vacation leave must indicate that the leave is being
35 used in lieu of leave without pay for a reason of faith or conscience.
- 36 c) Personal Holidays may only be used in eight (8) hour increments (or pro-rated
37 hours based on FTE).
- 38 d) Employees will only be required to identify that the request for leave is for a
39 reason of faith or conscience.
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
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
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
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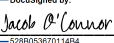
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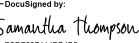
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49 Samantha Thompson, Date: 5/18/2021

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53 Momona Yamagami, Date: 5/19/2021

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57 Solmaz Shakerifard, Date: 5/19/2021

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Article 18 – Management Rights

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Section 1. Management of the University is vested exclusively in the University. Except as otherwise provided in this Agreement, the Union agrees that the management rights of the University include, but are not limited to, the right to establish, plan, direct and control the University’s missions, programs, objectives, activities, resources and priorities; to establish and implement Affirmative Action plan and goals; to establish, revise and administer procedures, reasonable rules and regulations, and direct and control University operations; to alter, extend, or discontinue existing equipment, facilities, and location of operations; to determine or modify the number, qualifications, scheduling, responsibilities and assignment of ASEs; to evaluate, to determine the content of evaluations, and to determine the processes and criteria by which the performance of ASEs are evaluated; to establish, maintain, modify or enforce standards of performance, conduct, order and safety; to discipline or dismiss for just cause; to establish or modify the academic calendars, including holidays and holiday scheduling; to assign work locations; to schedule hours of work; to recruit, hire, or transfer; to determine how and by whom instruction is delivered; and to introduce new methods of instruction.

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Section 2. The University has the sole and exclusive authority to make all decisions involving academic matters, including, but not limited to, who is taught, what is taught, how it is taught and who does the teaching. All matters including academic judgment shall be made at the sole discretion of the University.

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Section 3. The determination of whether duties will be assigned to ASEs or other individuals, or reassigned from ASEs to other individuals, will be made by the University.

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5 David Parsons, Date: 3/24/2021

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17 Vern Harner, Date: 3/24/2021

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1 **Article 19 – No Strikes, No Lockouts**

2 **Section 1.** The Employer and the Union acknowledge that this Agreement provides,
3 through the grievance procedure and through other administrative remedies, for
4 an orderly settlement of grievances or disputes which may arise between the
5 parties. Accordingly, the parties agree that the public interest requires the
6 uninterrupted performance of all University services and to this end pledge to
7 prevent or eliminate any conduct contrary to that objective. Therefore, during the
8 life of the Agreement, the Employer shall not lock out any of the employees as a
9 result of a labor dispute or grievance or disputes on personnel matters; nor shall
10 the Union in any way authorize, assist, condone, participate in, or lend support to
11 any work stoppage, work slowdown or any other curtailment of work in the
12 bargaining unit.

13 **Section 2.** The Union shall act immediately to prevent and bring about an end to
14 activity in violation of this Article. Actions shall include, but not be limited to,
15 advising employees through direct contact, written and/or electronic notice, that
16 engaging in prohibited activity may lead to disciplinary action, and stating that
17 individuals so engaged must cease such activity and return to work. Copies of such
18 notice shall be provided to the University.

19 **Section 3.** Should employees engage in any unauthorized concerted action, then
20 once the employees have returned to work and continue working, a Joint
21 Union/Management Committee shall immediately meet in a good faith effort to
22 resolve the dispute.

23 **Section 4.** Any action of the Employer in closing the University during a general
24 strike, riot, or civil disturbance for the protection of the institution, its property, or
25 its employees shall not be deemed a lockout.

26 **Section 5.** Nothing herein constitutes a waiver of the University's right to seek
27 appropriate legal relief in the event of a violation of this Article.

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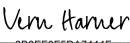
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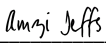
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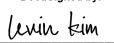
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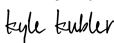
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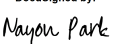
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ARTICLE 20 - NON-DISCRIMINATION AND HARASSMENT

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3 Section 1. ~~Non-Discrimination and Harassment. No employee shall be subjected to~~
4 ~~discrimination or harassment. Executive Order No. 31 (EO 31) is the University's policy~~
5 ~~that applies to discrimination and harassment. EO 31 currently defines discrimination~~
6 ~~as conduct that treats a person less favorably because of the person's race, color,~~
7 ~~creed, religion, national origin, citizenship, sex, pregnancy, age, marital status, sexual~~
8 ~~orientation, gender identity or expression, genetic information, disability or veteran~~
9 ~~status. In addition, no employee shall be subjected to discrimination or harassment~~
10 ~~based on ethnic origin, political affiliation, medical condition or membership or non-~~
11 ~~membership in a union.~~

12 Neither the Employer nor the Union shall discriminate against any employee by
13 reason of the following status: age, sex (except where age or sex is a bona fide
14 occupational qualification), race or ethnic origin, color, creed, national origin,
15 religion, disability, disabled or Vietnam era veteran status, political affiliation, marital
16 status, sexual orientation, gender expression or identity, pregnancy status, HIV
17 status, immigration status, citizenship, or membership or non-membership in a
18 union. The definitions for discrimination and harassment under EO31 can be found
19 here: <https://www.washington.edu/admin/rules/policies/PO/EO31.html>. The
20 University prohibits retaliation against any ASE who reports concerns regarding
21 discrimination or harassment, who cooperates with or participates in any
22 investigation of allegations of discrimination, harassment, or retaliation, or any
23 individual who is perceived to have engaged in any of these actions. Executive Order
24 No. 31 (EO 31) is the University's policy that applies to discrimination and
25 harassment. The University's definitions for discrimination, harassment, and sexual
26 harassment under EO31 can be found here:
27 <https://www.washington.edu/admin/rules/policies/PO/EO31.html>.

28
29 Section 2. Sexual Harassment. No employee shall be subjected to discrimination in
30 the form of sexual harassment, ~~currently defined in the University of Washington~~
31 ~~Handbook (Volume 4, Part 1, Chapter 2) EO 31 currently defines Sexual Harassment~~
32 ~~as a form of harassment characterized by: as~~ (1) unwelcome sexual advances, or
33 requests for sexual favors, or other verbal or physical conduct of a sexual nature by a
34 person who has authority over the recipient when (a) submission to such conduct is
35 made either an implicit or explicit condition of the individual's employment, academic
36 status, or ability to use University facilities and services, or (b) submission to or rejection
37 of the conduct is used as the basis for a decision that affects tangible aspects of the
38 individual's employment, academic status, or use of University facilities; or (2)
39 unwelcome and unsolicited language or conduct by a member of the University
40 community that is of a sexual nature or is based on the recipient's sex and that is
41 sufficiently offensive or pervasive that it could reasonably be expected to create an
42 intimidating, hostile, or offensive University environment, or has the purpose or effect of
43 unreasonably interfering with an individual's academic or work performance. as defined
44 under EO31: <https://www.washington.edu/admin/rules/policies/PO/EO31.html> EO31

1 This also includes acts of sexual violence, such as sexual assault and sexual
2 exploitation in the definition of sexual harassment.

3
4 Section 3. Micro-aggressions. Micro-aggressions are everyday exchanges— including
5 words and actions—that denigrate and exclude individuals based on their membership
6 in a group or class of individuals.

7
8 The Union and University shall meet, as requested upon request, up to three (3) times
9 per calendar years ~~2018, 2019 and 2020~~ to evaluate progress on the joint goal of
10 eliminating micro- aggressions against ASEs and discuss plans to advance that goal.

11
12 Section 4. The University shall provide ASEs with information about its non-
13 discrimination and harassment policies.

14
15 Section 5. Complaints. A discrimination or harassment complaint may be filed with the
16 University Complaint Investigation and Resolution Office (UCIRO) and/or as a
17 grievance in accordance with Article 8 of this Agreement. Employees may also file
18 discrimination complaints with appropriate federal or state agencies. The parties agree
19 to encourage the filing of discrimination complaints through the University Complaint
20 Investigation and Resolution Office.

21
22 Timeline: A grievance alleging a violation of this article must be submitted within 180
23 days of an alleged occurrence.

24
25 Interim Measures: When a grievance or complaint is filed, the University will implement
26 interim measures as appropriate. Such measures shall be designed to allow the ASE
27 to learn and work in an environment free from discrimination.

28
29 Remedies: The University shall implement appropriate remedies if a complaint and/or
30 grievance is sustained. Such remedies/measures shall be designed to allow the ASE
31 to continue learning and working in an environment free from discrimination.

32
33 Representation: ASEs shall have the right to be represented by an advocate of their
34 choice, including a Union representative, in the grievance or arbitration process.

35
36 UCIRO shall include a statement in the initial e-mail they send out to all complainants
37 that says “Union members may have rights under their respective Collective Bargaining
38 Agreements. For more information you may contact your union or Labor Relations at
39 laborrel@uw.edu or <https://hr.uw.edu/labor/unions>.”

40
41 Section 6. Equity Survey. The Union and the University are committed to a diverse ASE
42 workforce. Therefore, the parties will establish a joint committee to discuss methods of
43 recruiting and retaining, and encouraging career development of, ASEs who belong to
44 underrepresented groups (e.g. minorities, women) as well as individuals with

1 ~~disabilities, and veterans, and underrepresented groups as defined in the University~~
2 ~~Handbook underutilized groups as defined by the University's Affirmative Action Plan:~~
3 ~~<http://ap.washington.edu/eoaa/affirmative-action-plan-and-resources/>~~. The parties
4 will also discuss and develop ways of improving the climate of ASE workplaces,
5 particularly in cases when ASEs perceive disparate treatment (for example, as a result
6 of native language/dialect or parental status).

7
8 Starting in Academic Year 2018-2019 and every year thereafter, the Union and the
9 University shall jointly administer an equity survey for all ASEs focused on ASE-specific
10 concerns. In the first Quarter following ratification, the University and the Union shall
11 jointly agree upon baseline questions to be used through the life of the contract. In Fall
12 Quarter of each year the survey shall be distributed through a ~~low cost~~ platform
13 (Catalyst Google, Survey Monkey, etc.) to all ASEs. In addition, any department or
14 hiring unit may decide, on a volunteer basis, to jointly develop a department-specific
15 survey, with additional questions to be distributed by a Department Chair or designee
16 and an ASE in the Department designated by the Union. Responses from all surveys
17 shall be available to the Union and the University. Once the surveys have closed and
18 no later than the end of Spring quarter of that year, the Union and the University shall
19 hold a Joint Labor Management meeting to discuss results and strategize further steps
20 for promoting equity, inclusion, transparency, and accountability.

21
22 Section 7. Workplace Behavior. The Employer and the Union agree that all employees
23 should work in an environment that fosters mutual respect and professionalism. The
24 parties agree that all employees should be free from everyday exchanges—including
25 words and actions—that denigrate or exclude individuals based on their membership
26 in a group or class. The parties agree that such inappropriate behavior in the workplace
27 does not further the University's business needs, employee well-being, or productivity.
28 All employees are responsible for contributing to such an environment and are
29 expected to treat others with courtesy and respect.

30
31 Inappropriate workplace behavior by ASEs, Faculty, supervisors and/or managers will
32 not be tolerated.

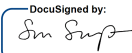

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34 Section 8. Lactation. University policy is to provide employees with reasonable
35 accommodation necessitated by pregnancy or pregnancy-related health conditions,
36 including the need to express breast milk (see APS 46.7 Reasonable Accommodation
37 of Pregnant Employees). -The University shall provide a reasonable amount of break
38 time for an ASE to express breast milk for the nursing child each time such employee
39 has need to express the milk. The University shall provide a space, other than a public
40 bathroom, that is clean, shielded from view, and free from intrusion from coworkers and
41 the public, in reasonable proximity to the lactating parent's work location which may be
42 used to express breast milk. The University shall ensure that employees have access
43 to adequate space to store a pump and an insulated food container.

44


1 The University shall maintain a webpage listing the established lactation stations of
2 which the University is aware, to include access instructions, and what equipment is
3 available at each station (e.g., sink, refrigerator). It is understood that the lactation
4 stations listed on this webpage do not represent a comprehensive list. The parties may
5 add lactation stations to this webpage periodically, which will be discussed at the
6 request of either party. These lactation stations will be available to all ASEs. The
7 website address for the lactation stations will be included in ASE appointment letters.
8


9 Section 9. Bathroom Equity. The University shall provide that -all ASEs have adequate
10 access to all-gender bathrooms. Adequate access may include a reasonable amount
11 of travel time.
12


13 The University shall publicize the location of every ~~all-gender~~all-gender bathroom on
14 campus on a website.
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
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
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
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Nayon Park, Date: 5/18/2021

DocuSigned by:
Samantha Thompson
7C40727E708B8C
Samantha Thompson, Date: 5/18/2021

DocuSigned by:
Momona Yamagami
1E158A8D400047A
Momona Yamagami, Date: 5/19/2021

DocuSigned by:
Solmaz Shakerifard
8E10B0ED7D4E473
Solmaz Shakerifard, Date: 5/19/2021

DocuSigned by:
Marissa Parker
75801F28F07C80B
Marissa Parker, Date: 5/18/2021

1 **Article 21 – Parking and Transit**

2 ASEs shall have the option to participate in the on-campus parking program. ASEs shall
3 have the same parking related services that are available to, and on the same basis as,
4 full-time staff of the University. These parking related services include but are not
5 limited to individual commuter tickets and quarterly parking permits.

6

7 Tentatively Agreed To:

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9 For the Union:

For the Employer:

10 DocuSigned by:

11 *Sm Sup*

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DocuSigned by:

11 *Rose G...*

3275839A830C41D...

13 Date: 4/29/2021

Date: 5/25/2021

14

15 Union Members:

16 DocuSigned by:

17 *David Parsons*

2CF7701F99DD422...

18 David Parsons, Date: 5/2/2021

19 DocuSigned by:

20 *Mike Miller*

87629A182F30473...

21 Mike Miller, Date: 5/2/2021

22 DocuSigned by:

23 *Douglas Avella*

D5FCE77A9ACC424...

24 Douglas Avella, Date: 5/26/2021

25 DocuSigned by:

26 *Vern Harner*

3B0EF0F5DA7444F...

27 Vern Harner, Date: 4/29/2021

28 DocuSigned by:

29 *Amzi Jeffs*

F3AFF8502F9540D...

30 Amzi Jeffs, Date: 5/2/2021

31 DocuSigned by:

32 *Levin Kim*

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33 Levin Kim, Date: 5/3/2021

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2 *Kyle Kubler*
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4 82ED9048D231437...
5 Kyle Kubler, Date: 5/3/2021

6 DocuSigned by:
7 *Jacob O'Connor*
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9 5286053670114B4...
10 Jacob O'Connor, Date: 4/29/2021

11 DocuSigned by:
12 *Nayon Park*
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14 D60163A673854FB...
15 Nayon Park, Date: 4/29/2021

16 DocuSigned by:
17 *Samantha Thompson*
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19 7CDF237414BB4B5...
20 Samantha Thompson, Date: 5/1/2021

21 DocuSigned by:
22 *Momona Yamagami*
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24 B358A8DD403047A...
25 Momona Yamagami, Date: 4/29/2021

26 DocuSigned by:
27 *Solmaz Shakerifard*
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29 9E1D60ED7D4E473...
30 Solmaz Shakerifard, Date: 5/3/2021

31 DocuSigned by:
32 *Marissa Parker*
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35 Marissa Parker, Date: 5/24/2021

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Article 22 – Personnel Files

Section 1. ASEs and the Union shall be notified of the identity of the custodian of their personnel files. A notice specifying the location of the official personnel file(s) shall be posted in each Department or comparable unit. The personnel file should exclude all academic records and academic applications submitted to the University.

Section 2. ASEs shall have the right to examine all materials contained in their personnel file and, upon request, shall be provided a copy of any materials in that file. The personnel file shall be made available for review within three (3) working days of the request.

Section 3. ASEs shall have the right to request removal or correction of inaccurate materials from their personnel files, attach a concise statement in response to any item in the files, and/or seek removal of inappropriate material from the files.

Section 4. No reference to grievances shall be placed in an individual’s personnel file.

Section 5. All materials in the personnel file of an ASE, including supervisory job performance evaluations, shall be confidential except as required to be publicly available under State and/or Federal law. The University will limit access to student evaluations to those undergraduate, graduate, and professional students, and faculty, with UW Net ID.

Section 6. The Union shall be provided access to bargaining unit member personnel files with the written consent of the individual ASE. A copy shall be provided upon request.

Section 7. Rights established in this Article are conferred on the ASE while in the bargaining unit, regardless of current employment status as an ASE.

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Tentatively Agreed To:

<p>For the Union:</p> <p>DocuSigned by: <i>Sm Sup</i> 7D8725B192E74AD...</p> <p>Date: 4/29/2021</p>	<p>For the Employer:</p> <p>DocuSigned by: <i>Rosa Gomez</i> 3275839A830C41D...</p> <p>Date: 5/25/2021</p>
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Union Members:

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David Parsons
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David Parsons, Date: 5/2/2021

DocuSigned by:
Mike Miller
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Mike Miller, Date: 5/2/2021

DocuSigned by:
Douglas Avella
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Douglas Avella, Date: 5/26/2021

DocuSigned by:
Vern Harner
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Vern Harner, Date: 4/29/2021

DocuSigned by:
Amzi Jeffs
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Amzi Jeffs, Date: 5/2/2021

DocuSigned by:
Levin Kim
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Levin Kim, Date: 5/3/2021

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Kyle Kubler
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Kyle Kubler, Date: 5/3/2021

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Jacob O'Connor
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Momona Yamagami
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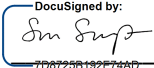
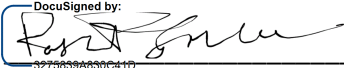
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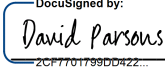

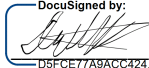
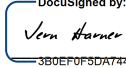
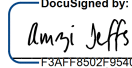
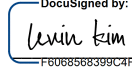
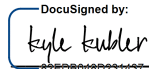
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Article 23 – Severability

If any provision of this Agreement is found to be contrary to law by a court of competent jurisdiction, such provision shall be of no force or effect; but the remainder of this Agreement shall continue in full force and effect. The parties shall negotiate in good faith with respect to any provision found to be in contravention of the law.

Tentatively Agreed To:	
For the Union:	For the Employer:
 <small>DocuSigned by: 7D6725B192E74AD...</small>	 <small>DocuSigned by: 3275839A630C41D...</small>
Date: 3/25/2021	Date: 3/26/2021

Union Members:

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DocuSigned by:
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 David Parsons, Date: 3/24/2021
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DocuSigned by:
87629A162F30473...
 Mike Miller, Date: 3/31/2021
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DocuSigned by:
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 Douglas Avella, Date: 4/5/2021
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DocuSigned by:
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 Vern Harner, Date: 3/24/2021
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 Amzi Jeffs, Date: 3/24/2021
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 Levin Kim, Date: 4/5/2021
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DocuSigned by:
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 Kyle Kubler, Date: 3/24/2021

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Jacob O'Connor, Date: 4/5/2021

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Samantha Thompson, Date: 3/23/2021

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Momona Yamagami, Date: 3/24/2021

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Solmaz Shakerifard
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Solmaz Shakerifard, Date: 5/3/2021



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Marissa Parker
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Marissa Parker, Date: 3/24/2021

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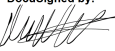
Article 24 – Subcontracting

Section 1. If the University plans to subcontract unit work, the University shall provide reasonable advance notice to the Union. Any subcontracting must be done in good faith.

Section 2. The University shall, upon request, meet and confer with the Union over the effects of subcontracting on the unit.

Tentatively Agreed To:	
For the Union:	For the Employer:
DocuSigned by:  7D8725B192E74AD...	DocuSigned by:  3275839A839C44D...
Date: 4/29/2021	Date: 5/25/2021

Union Members:

- DocuSigned by:
David Parsons
2CF7701798DD422...
David Parsons, Date: 5/2/2021
- DocuSigned by:
Mike Miller
87629A182F30473...
Mike Miller, Date: 5/2/2021
- DocuSigned by:

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Douglas Avella, Date: 5/26/2021
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Vern Harner
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Vern Harner, Date: 4/29/2021
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Amzi Jeffs
F3AFF8502F9540D...
Amzi Jeffs, Date: 5/2/2021
- DocuSigned by:
Levin Kim
F6068568399C4F3...
Levin Kim, Date: 5/3/2021

1 DocuSigned by:
2 Kyle Kubler
3 Kyle Kubler, Date: 5/3/2021

4 DocuSigned by:
5 Jacob O'Connor
6 Jacob O'Connor, Date: 4/29/2021

7 DocuSigned by:
8 Nayon Park
9 Nayon Park, Date: 4/29/2021

10 DocuSigned by:
11 Samantha Thompson
12 Samantha Thompson, Date: 5/1/2021

13 DocuSigned by:
14 Momona Yamagami
15 Momona Yamagami, Date: 4/29/2021

16 DocuSigned by:
17 Solmaz Shakerifard
18 Solmaz Shakerifard, Date: 5/3/2021

19 DocuSigned by:
20 Marissa Parker
21 Marissa Parker, Date: 5/24/2021



1 **Article 25 – Summer Non-registered Graduate Research Student Assistants**

2 **Section 1.** In the limited number of Departments or Hiring units where it had been
3 past practice before the 2004 UAW Local 4121—University of Washington contract
4 to pay non-registered graduate ASEs to perform hourly research work during
5 Summer Quarter (June 16th through September 15th), Departments or Hiring Units
6 will appoint such ASEs according to the following terms.

- 7 A. Departments will place ASEs who have not registered for Summer Quarter, but
8 who are performing research work, into a Graduate Research Student Assistant
9 (GRSA) job classification (10854). Departments shall not use this job
10 classification at any time other than Summer Quarter (June 16th through
11 September 15th);
- 12 B. The minimum hourly rates of payment made to non-registered ASEs
13 performing research work during the Summer Quarter shall be based on a 220
14 hour quarterly workload;
- 15 C. In cases where an individual ASE’s only way to have paid health insurance
16 coverage during Summer Quarter is by registering and working in a Graduate
17 Student Service Appointee (GSSA) title at .50 FTE, the department shall notify
18 the ASE in advance of their option to do so. In the event the ASE wishes to be
19 covered by health insurance, the University and the Union will work together to
20 make sure the ASE is covered.

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Tentatively Agreed To:	
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30 Union Members:

1 DocuSigned by:
2 David Parsons
3 David Parsons, Date: 5/2/2021

4 DocuSigned by:
5 Mike Miller
6 Mike Miller, Date: 5/2/2021

7 DocuSigned by:
8 Douglas Avella
9 Douglas Avella, Date: 5/26/2021

10 DocuSigned by:
11 Vern Harner
12 Vern Harner, Date: 4/29/2021

13 DocuSigned by:
14 Amzi Jeffs
15 Amzi Jeffs, Date: 5/2/2021

16 DocuSigned by:
17 Levin Kim
18 Levin Kim, Date: 5/3/2021

19 DocuSigned by:
20 Kyle Kubler
21 Kyle Kubler, Date: 5/3/2021

22 DocuSigned by:
23 Jacob O'Connor
24 Jacob O'Connor, Date: 4/29/2021

25 DocuSigned by:
26 Nayon Park
27 Nayon Park, Date: 4/29/2021

28 DocuSigned by:
29 Samantha Thompson
30 Samantha Thompson, Date: 5/1/2021

31 DocuSigned by:
32 Momona Yamagami
33 Momona Yamagami, Date: 4/29/2021

34 DocuSigned by:
35 Solmaz Shakerifard
36 Solmaz Shakerifard, Date: 5/3/2021

37 DocuSigned by:
38 Marissa Parker
39 Marissa Parker, Date: 5/24/2021

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Article 26 – Training

Section 1. The University shall provide training necessary to fulfill ASE duties.





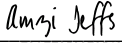
Section 2. All training shall be considered as part of the required workload.

Section 3. The content and delivery of training is reserved to and determined by the University.

Section 4. The Union-Management Committee shall make recommendations to the University to address overlapping or insufficient training concerns brought to its attention by ASEs.

Tentatively Agreed To:	
For the Union:	For the Employer:
DocuSigned by:  <small>7D8726B192E74AD...</small>	DocuSigned by:  <small>3275839A830C41D...</small>
Date: 4/29/2021	Date: 5/25/2021

Union Members:

- DocuSigned by:

David Parsons, Date: 5/2/2021
- DocuSigned by:

Mike Miller, Date: 5/2/2021
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Amzi Jeffs, Date: 5/2/2021

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2 *Levin Kim*
3 Levin Kim, Date: 5/3/2021

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5 *Kyle Kubler*
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13 DocuSigned by:
14 *Samantha Thompson*
15 Samantha Thompson, Date: 5/1/2021

16 DocuSigned by:
17 *Momona Yamagami*
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24 Marissa Parker, Date: 5/24/2021

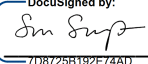
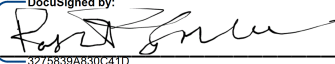
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Article 27 – Travel


Section 1. The University shall reimburse ASEs for travel and per diem expenses required for employment. Prior approval of the ASE’s Department Chair (or designee) must be attained. Unpaid travel shall not be required.

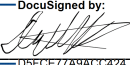
Section 2. Reimbursement rates and methods shall be those provided to other University employees.


Tentatively Agreed To:	
For the Union:	For the Employer:
<small>DocuSigned by:</small>  <small>7D8725B192E74AD...</small>	<small>DocuSigned by:</small>  <small>3275839A830C41D...</small>
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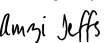
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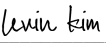
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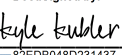
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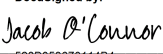
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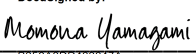
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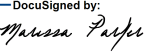
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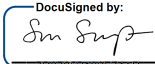
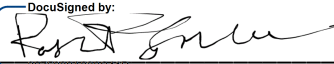
1 **Article 28 – Union-Management Committee**

2 A joint Union-Management Committee shall be formed to address issues that are not
3 the subject of an active grievance. This Committee will consist of five (5) individuals
4 designated by the UAW and five (5) individuals designated by the University. Meetings
5 will be held once an academic quarter (Autumn, Winter, Spring) at mutually agreed
6 upon times and on an ad hoc basis as needed. Summer quarter meetings shall be
7 arranged upon mutual agreement. Agendas shall be mutually agreed upon at least five
8 (5) business days prior to the meeting.

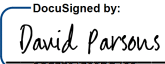
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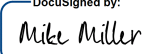
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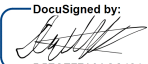
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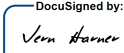
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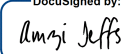
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20 David Parsons, Date: 3/24/2021

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23 Mike Miller, Date: 3/31/2021

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26 Douglas Avella, Date: 4/5/2021

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29 Vern Harner, Date: 3/24/2021

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32 Amzi Jeffs, Date: 3/24/2021

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5 *Kyle Kubler*
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Kyle Kubler, Date: 3/24/2021

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23 *Marissa Parker*
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Marissa Parker, Date: 3/24/2021

1 **Article 29 – Union Rights**

2 **Section 1. Each pay period UW shall provide the following four reports**
3 **electronically in EXCEL format**

4 **A. Total Compensation and deductions ***

- 5 Name
- 6 Home Address
- 7 Home phone
- 8 Cell phone
- 9 Work phone
- 10 Work location (building)
- 11 Work location (address)
- 12 Work station or office (suite and/or number)
- 13 Employee ID number
- 14 Personal Email
- 15 UW email
- 16 UW mailbox
- 17 Employment status
- 18 Employment status effective date
- 19 Job classification
- 20 Department
- 21 Pay grade
- 22 Pay step
- 23 Pay rate salary
- 24 Hourly rate
- 25 Supervisor
- 26 Supervisor email
- 27 Race
- 28 Gender
- 29 DOB
- 30 Date of hire
- 31 Job title
- 32 Job class code
- 33 Shift
- 34 Deduction amount dues
- 35 Deduction amount fees
- 36 Deduction amount other
- 37 Deduction amount VCAP

- 1 Total wages for the pay period
- 2 Total base pay for pay period
- 3 Total overtime pay for pay period
- 4 Total overtime hours per pay period
- 5 Total hours worked in the pay period
- 6 Days in the pay period
- 7 Total hours for each class/type of differential and or/ premium pay for the pay
- 8 period
- 9 Total wages for each class/type of differential and or/ premium pay for the pay
- 10 period
- 11 Total wages year to date.
- 12 Pension plan enrollment (which plan)
- 13 Position number
- 14 Medical plan enrollment (which plan)
- 15 Bargaining Unit
- 16 Total FTE
- 17 Anniversary date (step date)
- 18 Employment status (regular fulltime, regular part time, hourly, fixed duration part
- 19 time, fixed duration full time)
- 20 *The parties desire a one line report per employee for this report. We should
- 21 discuss how to reconcile multiple appointments

22 **B. All appointment list**

- 23 All information above with wages and codes organized by appointment including:
- 24 a. Id by each worker.
 - 25 b. Appointment budget number(s)
 - 26 c. Beginning date
 - 27 d. End date
 - 28 e. Department and /or hiring unit
 - 29 f. College/Org name
 - 30 g. Job Classification
 - 31 h. Job Classification Code
 - 32 i. Full time salary or hourly rate
 - 33 j. Appointment/FTE Percentage
 - 34 k. Appointment status
 - 35 l. Appointment term
 - 36 m. Distribution line information.
 - 37 n. Position number
 - 38 o. Earnings in last pay cycle
 - 39 p. Hours worked in last pay cycle

1 q. FTE in last pay cycle

2 C. **Change Report**

3 Name

4 Job classification

5 Job classification code

6 Department

7 Employee id

8 Original hire date

9 Status change date

10 Termination/separation date if any

11 Reason for status change, nature of status change

12 Reason for termination/separation

13 LOA effective date

14 Nature of LOA

15 New hire date

16 New Hire

17 D. **Vacancy Report**

18 Position Number

19 Job Classification

20 Date of vacancy

21 Elimination date of vacancy

22 Reason for elimination (filled, deleted, transferred to a different classification/status)

23

24 **Section 2.** The Union will have the same access to the University mail system as all other
25 unions representing University employees.

26 **Section 3.** Following ratification and approval by the parties, the University shall publish
27 the Agreement on a designated website.

28 **Section 4.** In accordance with University/Department policy on access, representatives
29 of the UAW shall be permitted access to employees' work spaces for the performance of
30 official union business, provided the University policy shall be non-discriminatory and
31 shall be enforced in a non-discriminatory manner. Union representatives will not engage
32 in any disruption of University operations, interfere with the assignment and direction of
33 employees, or in any way impede the discharge of any employee's duties and
34 responsibilities.

1 **Section 5.** Union orientation is a part of the orientation and onboarding process for
2 new ASEs. The Union shall be provided 30 minutes for Union orientation at any
3 University, Hiring Unit, or Department wide orientation for new ASEs, to distribute
4 materials, including Union membership application and dues deduction authorization.
5 Such meetings shall count toward the 220 hours expectation. Upon request from the
6 Union and not more than once per quarter, departments will provide time and space for
7 a 30 minute Union orientation with newly hired ASEs that have not previously attended
8 a University, Hiring Unit or department wide orientation for new ASEs. Such orientation
9 time shall count toward the 220 hour expectation or be paid according to the ASE's
10 hourly wage. Departments will encourage new ASEs to attend these orientations. The
11 University and the Union shall meet semi-annually to discuss the efficacy of this
12 provision.

13 **Section 6.** The University agrees to furnish conference and/or meeting rooms for Union
14 meetings upon prior request by the Union in accordance with University policy and cost.

15 **Section 7.** The Union may designate a number of stewards appropriate to the size of
16 the unit who shall be members of the bargaining unit. A steward who is processing a
17 grievance in accordance with the grievance procedure of this Agreement shall be
18 permitted reasonable paid release time to meet with University representatives and
19 process the grievance. Time off for processing a grievance shall be granted to a steward
20 by a supervisor following a request, but in consideration of job responsibilities. If
21 permission for time off can not be granted, the University shall arrange for time for
22 release time off at the earliest possible time thereafter. The University will work in good
23 faith to find ways to allow ASEs designated as stewards the time necessary to perform
24 their responsibilities, which may include a reduced work assignment for the ASE. The
25 Union will work in good faith with the University in the designation of stewards so as to
26 avoid appointing a steward in situations that would create a hardship to the University.

27 **Section 8.** The Union will submit to the Office of Labor Relations the name of each
28 steward and the assigned jurisdiction of the steward. In the event of a re-designation of
29 stewards, notice shall be provided to the University at least two days prior to the date
30 such steward is recognized. Stewards will only process grievances within their steward
31 jurisdiction, unless otherwise mutually agreed.

32 **Section 9.** The University shall provide paid release time for up to five (5) ASEs
33 designated by the Union for the purpose of bargaining a replacement agreement.

34 **Section 10.** The University will provide a bulletin board space for the Union in those
35 Departments where ASEs work.

1 **Section 11.** The University shall furnish an electronic copy to the Union of the Annual
2 Graduate Student Financial Support Summary Report (ethnic breakdown).

3 **Section 12. New ASE Rights.**

4 A. The University shall provide each new ASE, at the same time as providing forms
5 required for new employment (e.g. W4 and I9), introductory materials from the
6 Union, including a Union Membership Election Form and Voluntary Community
7 Action Program (VCAP) form.

8 B. In exceptional situations where the ASE has completed other required employment
9 forms before they are hired into the bargaining unit, the University shall provide
10 introductory materials from the Union, including a Union Membership Election
11 Form and Voluntary Community Action Program (VCAP) form, at the time they are
12 hired into the bargaining unit.

13 C. The University will make every reasonable effort to have completed Membership
14 Election Forms and VCAP forms returned to the Union within ten (10) calendar days
15 of receipt and to notify the Union within ten (10) calendar days of all new ASEs
16 hired to include name, home department/hiring unit, job code, home address, mail
17 stop, Employee Identification Number, and appointment start date. The University
18 shall meet with the Union to develop the method of notification.

19 **Section 13. Training.** Prior to the start of Fall Quarter 2018, the parties will jointly
20 develop training for management summarizing changes from the prior collective
21 bargaining agreement. The University and Union shall meet quarterly to discuss any
22 training needs related to contract administration.

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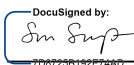
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26 For the Union:

For the Employer:

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1 Union Members:

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David Parsons
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David Parsons, Date: 5/19/2021

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Levin Kim
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Levin Kim, Date: 5/19/2021

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Samantha Thompson, Date: 5/18/2021

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Momona Yamagami, Date: 5/19/2021

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Solmaz Shakerifard
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Solmaz Shakerifard, Date: 5/19/2021

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Marissa Parker
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Marissa Parker, Date: 5/18/2021

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1 **Article 30 – Union Security**

2 **Section 1.** Union Membership. Employees who are covered under this Agreement may
3 choose to execute a Union membership and payroll deduction form. The UAW will
4 provide the University with the formula for calculating the dues and initiation fees.

5 **Section 2.** Upon ratification of this Agreement, the Union shall notify all ASEs of the
6 option that they may join the Union. The notice shall include an application for Union
7 membership card and a dues authorization card. The notice shall be provided to all ASEs
8 both electronically and in hard copy.

9 A. The Union shall transmit to the Employer via a web based electronic reporting
10 system, by the cut-off date for each payroll period, the name and Employee ID
11 number of employees with new or changed deduction authorizations. The
12 Employer will provider instructions and templates for the web based electronic
13 reporting system and provide a calendar of required payroll cut-off dates.

14 **Section 3.** Upon notification from the Union of an ASE's written authorization, the
15 University shall deduct Union dues from each paycheck, and remit the same together
16 with a list of names of the ASEs from whom deductions were made. The list shall
17 contain: the employee's name, unique ID number, home department, amount of
18 dues/initiation fees/VCAP deducted and gross wages. The University shall transmit this
19 data in electronic format.

20 **Section 4.** Payroll deduction notifications will be processed in the pay period received.
21 Payroll deduction notifications received by the deduction cutoff deadline for a pay
22 period will be processed for the payday that corresponds to that pay period. The
23 University is not required to make retroactive deductions if an employee is out on an
24 unpaid leave of absence or other unpaid status. The University will determine the
25 deduction cutoff deadline for each pay period and inform the Union in writing of all
26 such deadlines, or changes to deadlines, as soon as is practicable but no later than two
27 (2) weeks prior to the implementation of a new deadline.

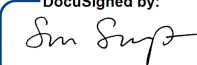

28 **Section 5.** The University shall electronically transmit to the Union on the first bank
29 working day after each payday all dues, initiation fees, and VCAP deducted for that pay
30 period.

31 **Section 6.** The Union specifically agrees that the University shall assume no obligation
32 other than that specified in this Article, or any financial liability, including the payment of
33 any retroactive dues/service fees, arising out of the provisions of this Article. Further, the

1 Union agrees that it will reimburse the University for any costs, and indemnify and hold
2 the University harmless from any claims, actions, or proceedings by any person or entity
3 arising from any deductions made or other actions taken under this Article. This
4 indemnification includes the cost of representation.


5 **Section 7.** If an ASE contacts the University to request that payroll deduction be ended,
6 the University will promptly refer the ASE to the Union to process the request. The
7 University may request a copy of an employee’s signed card at any time.

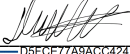
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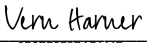
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14 Union Members:


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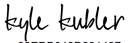
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32 Levin Kim, Date: 5/3/2021

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35 Kyle Kubler, Date: 5/3/2021
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4 Jacob O'Connor, Date: 4/29/2021

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8 Nayon Park, Date: 4/29/2021

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12 Samantha Thompson, Date: 5/1/2021

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16 Momona Yamagami, Date: 4/29/2021

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18 *Solmaz Shakerifard*
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20 Solmaz Shakerifard, Date: 5/3/2021

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22 *Marissa Parker*
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24 Marissa Parker, Date: 5/24/2021

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1 **Article 31 – Voluntary Community Action Program (VCAP)**

2 Upon presentation of a legible signed authorization form executed by an ASE, the
3 University agrees to provide a voluntary check off for the UAW Voluntary
4 Community Action Program (VCAP) in accordance with the following provisions:

- 5 1. The authorization form must be mutually agreed upon by the parties and
6 contain specific UW payroll language as determined by the University. If the
7 authorization form is not legible, as determined at the sole discretion of the
8 University, the form will be returned for clarification.
- 9 2. The ASE must be an active dues paying member for the VCAP deduction to
10 occur.
- 11 3. The VCAP deduction must be in a flat dollar amount and shall either be
12 deducted from the ASE's first paycheck of the month, or will be divided equally
13 between the two monthly paychecks, as determined by the University.
- 14 4. This provision is for regular recurring payroll deductions and shall not be used
15 for one-time deductions.
- 16 5. An ASE may discontinue the VCAP deductions at any time upon written
17 notification to the Payroll Office.
- 18 6. The UAW shall be responsible for any reasonable initial and ongoing
19 processing costs associated with setting up and maintaining this additional
20 check off. Costs will be determined at the sole discretion of the University
21 consistent with charges made for other similar deductions. VCAP collections
22 less any processing charges will be remitted to the UAW VCAP on a monthly
23 basis. The remittance listing for this deduction will be added to the Union
24 deduction information already provided to the Union.
- 25 7. The Union and each ASE authorizing the assignment of wages for the payment
26 of voluntary political action contributions hereby undertakes to indemnify and
27 hold the University harmless from all claims, demands, suits or other forms of
28 liability that may arise against the University on account of any deduction
29 made from the wages of such ASE.

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Tentatively Agreed To:

<p>For the Union:</p> <p>DocuSigned by: <i>Sm Supt</i> 7D8726B492E74AD...</p> <p>Date: 4/29/2021</p>	<p>For the Employer:</p> <p>DocuSigned by: <i>Rosa...</i> 3275839A830C41D...</p> <p>Date: 5/25/2021</p>
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Union Members:

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David Parsons
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David Parsons, Date: 5/2/2021

DocuSigned by:
Mike Miller
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Mike Miller, Date: 5/2/2021

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16 Solmaz Shakerifard, Date: 5/3/2021

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18 Marissa Parker
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20 Marissa Parker, Date: 5/24/2021

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ARTICLE 32 – VACATION

Section 1.

(a) ASEs with a 50% or greater FTE appointment for twelve months will receive a have a minimum of twenty (20) hours per quarter of paid vacation time off to be awarded on a quarter-by-quarter basis, including summer quarter, for a total 12-month minimum award of 80 hours of paid vacation time off. Vacation time off will be awarded each quarter during an annual appointment period in which the ASE has a start date in Workday. An eligible ASE will be awarded vacation time off on the effective date of the appointment.

~~(b) four weeks (20 business days) of vacation time off during those twelve months. A salaried ASE will be awarded vacation time off during those twelve months. ASEs with a 50% appointment for less than twelve months or who are appointed for less than 50% FTE shall have vacation time off prorated based on that FTE. There will be no reduction in pay or benefits for this time off. Vacation time off will be awarded each quarter during an annual appointment period in which the ASE has a start date in Workday. An eligible ASE will be awarded vacation time off on effective date of the appointment.~~

(c) A salaried ASE with an appointment of less than 50% FTE of any duration will receive an award of paid vacation time off prorated based on that FTE. Vacation time off will be awarded each quarter during an annual appointment period in which the ASE has a start date in Workday. An eligible ASE will be awarded vacation time off on the effective date of the appointment.

~~Hourly ASEs shall not receive vacation time off.~~

(d) A salaried ASE with an appointment is greater than 50% FTE of any duration will receive an award of paid vacation time off prorated based on that FTE. Vacation time off will be awarded each quarter during an annual appointment period in which the ASE has a start date in Workday. An eligible ASE will be awarded vacation time off on the effective date of the appointment.

Section 2. There will be no reduction in pay or benefits for this vacation time off. Hourly ASEs shall not receive vacation time off. Vacation time off shall be taken during academic quarter breaks, except when used as a Paid Family and Medical Leave (PFML) supplemental benefit, or as otherwise mutually agreed to by the ASE and a supervisor. All vacation time off requests must be submitted according to departmental policy and effective July 1, 2022/September 16, 2022, time off use must be recorded and tracked using Workday. Unused vacation time off is not paid at separation (termination of employment) and is not eligible for shared leave donation. Vacation time off does not expire until the end of the annual appointment period; it is available for salaried ASEs who move in and out of represented positions within an annual appointment period so long as they are within the bargaining unit described herein.

1 ~~Unused vacation time off;~~
2 ~~Unused vacation ;~~
3 ~~I, and is not eligible for shared leave donation;.~~
4 ~~Unused vacation time off doDtime off does not roll over from one academic year to~~
5 ~~another and ; and~~
6 ~~and eExpires at the end of each annual appointment period.~~
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9 Tentatively Agreed To:

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11 For the Union:

12 DocuSigned by:
13 *Sam Supt*
14 7D67235192E74AD...

15 Date: 5/18/2021

For the Employer:

DocuSigned by:
[Signature]
827C89A8886C41D...

Date: 5/18/2021

16
17 Union Members:

18
19 DocuSigned by:
David Parsons
2C37701890D2422
20 David Parsons, Date: 5/19/2021

21 DocuSigned by:
Mike Miller
67629A182F30473
22 Mike Miller, Date: 5/19/2021

23 DocuSigned by:
[Signature]
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24 Douglas Avella, Date: 5/19/2021

25 DocuSigned by:
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26 Vern Harner, Date: 5/18/2021

27 DocuSigned by:
Amzi Jeffs
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28 Amzi Jeffs, Date: 5/19/2021

29 DocuSigned by:
Levin Kim
F66B8568398C4F3
30 Levin Kim, Date: 5/19/2021

31 DocuSigned by:
Kyle Kubler
624C183482C31437
32 Kyle Kubler, Date: 5/19/2021

33 DocuSigned by:
Jacob O'Connor
528B05367011484
34 Jacob O'Connor, Date: 5/18/2021

35 DocuSigned by:
Nayon Park
136716381F385D11E
36 Nayon Park, Date: 5/18/2021
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1 DocuSigned by:
2 Samantha Thompson
3 Samantha Thompson, Date: 5/18/2021
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5 DocuSigned by:
6 Momona Yamagami
7 Momona Yamagami, Date: 5/19/2021
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9 DocuSigned by:
10 Solmaz Shakerifard
11 Solmaz Shakerifard, Date: 5/19/2021
12
13 DocuSigned by:
14 Marissa Parker
15 Marissa Parker, Date: 5/18/2021

Article 33 – Wages

Section 1. The University shall increase compensation for ASEs over the life of the agreement as follows:

A. Effective July 1, 2021:

- 1. The base rate shall be increased by a market adjustment of 3%.
- 2. The minimum ASE hourly rates shall be increased by a market adjustment of 3%.

B. Effective July 1, 2022:

- 1. The base rate shall be increased by a market adjustment of 3%.
- 2. The minimum ASE hourly rates shall be increased by a market adjustment of 3%.

C. Effective July 1, 2023:

- 1. The base rate shall be increased by a market adjustment of 3%.
- 2. The minimum ASE hourly rates shall be increased by a market adjustment of 3%.

~~Effective July 1, 2021:~~

~~ASEs with a 50% FTE appointment shall receive the greater of either: a market adjustment to 90% of the median as of July 1, 2021, of the Global Challenge States (GCS)⁺ or a base rate increase of 0.5%. In no case shall the market adjustment be less than 0.5%.~~

~~Effective July 1, 2022:~~

~~ASEs with a 50% FTE appointment shall receive the lesser of either: a market adjustment to 90% of the median as of July 1, 2021, of the Global Challenge States (GCS) or a base rate increase of 1%. In no case shall the market adjustment be less than 1%.~~

⁺ ~~The peer institutions in the Global Challenge States are Rutgers University; the University of California – Davis; University of California – Irvine; University of California – Los Angeles; the University of California – San Diego; the University of Colorado – Boulder; the University of Connecticut; the University of Maryland – College Park; the University of Massachusetts – Amherst; and the University of Virginia.~~

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- ~~— Effective July 1, 2023:~~
- ~~— ASEs with a 50% FTE appointment shall receive the lesser of either: a market adjustment to 90% of the median as of July 1, 2022, of the Global Challenge States (GCS)² or a base rate increase of 1%. In no case shall the market adjustment be less than 1%.~~
- ~~— In calculating the gap between UW and the median of the GCS the parties will compare gross base wages for half-time (or equivalent) graduate Academic Student Employee positions paid at the minimum base rate.³~~
- ~~— The University will raise the minimum hourly rate for ASE hourly employees in effect as of July 1, 2021, by 0.5% as a market adjustment.~~
- ~~— The University will raise the minimum hourly rate for ASE hourly employees in effect as of July 1, 2022, by 1% as a market adjustment.~~
- ~~A. The University will raise the minimum hourly rate for ASE hourly employees in effect as of July 1, 2023, by 1% as a market adjustment.~~

~~Effective July 1, 2018:~~

- ~~1. The base rate shall be increased by 2%.~~
- ~~2. All ASE variable rates shall be increased by 2% or the percentage needed to match the corresponding 2018/19 salaried non-variable rate, or the departmental increase, whichever is greater.~~
- ~~3. All ASE hourly rates shall be increased by 2%.~~

~~B. Effective July 1, 2019:~~

- ~~1. The base rate shall be increased by 2%.~~
- ~~2. All ASE variable rates shall be increased by 2% or the percentage needed to match the corresponding 2019/20 salaried non-variable rate, or the departmental increase, whichever is greater.~~
- ~~3. All ASE hourly rates shall be increased by 2%.~~

~~C. Effective July 1, 2020:~~

- ~~1. The base rate shall be increased by 2%.~~

~~² The peer institutions in the Global Challenge States are Rutgers University; the University of California – Davis; University of California – Irvine; University of California – Los Angeles; the University of California – San Diego; the University of Colorado – Boulder; the University of Connecticut; the University of Maryland – College Park; the University of Massachusetts – Amherst; and the University of Virginia.~~

~~³ UW job codes 10817, 10847 and 10857 under the Regular Salary Schedule~~

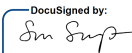

1 ~~2. All ASE variable rates shall be increased by 2% or the percentage needed~~
 2 ~~to match the corresponding 2020/21 salaried non-variable rate, or the~~
 3 ~~departmental increase, whichever is greater.~~
 4 ~~3. All ASE hourly rates shall be increased by 2%.~~

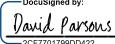
5 In the event the Washington State Legislature invalidates a provision of this section,
 6 the parties will meet and negotiate over the invalidated provision, pursuant to RCW
 7 41.56.

8 **Section 2.** ASEs shall be eligible to receive automatic pay increases in accordance
 9 with Article 14 (Job Titles and Classifications). Any such increases shall be in addition
 10 to the wage increases described above.

11 **Section 3.** The University will continue its existing practice with regard to Summer
 12 Quarter stipends, except that stipends for TA's hired for two (2) months during the
 13 summer will be 20% higher than during other quarters of the Academic Year.

14 **Section 4.** ASEs shall continue to have access to the University of Washington's
 15 Section 403b Voluntary Investment Program.

16
 17 Tentatively Agreed To:
 18
 19 For the Union: For the Employer:
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 21  
 22
 23 Date: 5/18/2021 Date: 5/18/2021

24
 25 Union Members:
 26
 27 
 28 David Parsons, Date: 5/19/2021

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DocuSigned by:
Mike Miller
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Mike Miller, Date: 5/19/2021

DocuSigned by:
Douglas Avella
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Douglas Avella, Date: 5/19/2021

DocuSigned by:
Vern Harner
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Vern Harner, Date: 5/18/2021

DocuSigned by:
Amzi Jeffs
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Amzi Jeffs, Date: 5/19/2021

DocuSigned by:
Levin Kim
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Levin Kim, Date: 5/19/2021

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Kyle Kubler
62CUB8482231437

Kyle Kubler, Date: 5/19/2021

DocuSigned by:
Jacob O'Connor
22885597011481

Jacob O'Connor, Date: 5/18/2021

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Nayon Park
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Nayon Park, Date: 5/18/2021

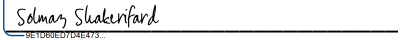
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Samantha Thompson
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Samantha Thompson, Date: 5/18/2021

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Momona Yamagami
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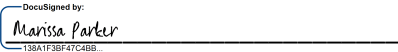
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Solmaz Shakerifard
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3 Solmaz Shakerifard, Date: 5/19/2021

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6 Marissa Parker, Date: 5/18/2021

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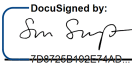
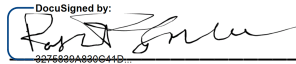
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ARTICLE 34 – WASHINGTON PAID FAMILY AND MEDICAL LEAVE PROGRAM

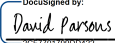
34.1 Washington Paid Family and Medical Leave Program (PFML) effective January 1, 2020

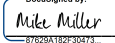
The parties ~~recognize that~~ agree that the provisions of Title 50A RCW *et seq.* apply to the application of the Washington PFML program to eligible bargaining unit employees. ~~the Washington State Paid Family and Medical Leave Program (RCW 50A.0504) is in effect beginning January 1, 2020 and~~ An employee's eligibility for and approval of leave for purposes as described under ~~that the~~ PFML Program shall be in accordance with RCW 50A.1504. In the event that the legislature amends all or part of RCW 50A.0504, those amendments are considered by the parties to be incorporated herein. In the event that the legislature repeals all or part of RCW 50A.0504, those provisions that are repealed are considered by the parties to be expired and no longer in effect upon the effective date of their repeal.

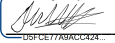
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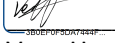
<p>For the Union:</p> <p><small>DocuSigned by:</small>  <small>708725B402E74AD...</small></p> <p>Date: 5/18/2021</p>	<p>For the Employer:</p> <p><small>DocuSigned by:</small>  <small>327689A830C41D...</small></p> <p>Date: 5/18/2021</p>
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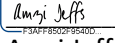
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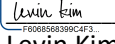
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David Parsons, Date: 5/19/2021

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Mike Miller, Date: 5/19/2021

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Douglas Avella, Date: 5/19/2021

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Vern Harner, Date: 5/18/2021

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Amzi Jeffs, Date: 5/19/2021

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Levin Kim, Date: 5/19/2021

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Kyle Kubler
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Kyle Kubler, Date: 5/19/2021

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Jacob O'Connor
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Nayon Park
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Solmaz Shakerifard
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Solmaz Shakerifard, Date: 5/19/2021

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Marissa Parker
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Marissa Parker, Date: 5/18/2021

ARTICLE 35 – WORKLOAD

1
2
3 Section 1. At the time of appointment, the University will inform the ASE of the
4 percentage FTE of their appointment or, for hourly employees, the hours expectation of
5 their appointment.
6

7 Section 2. ASEs with a 50% FTE appointment will not be required to work for more
8 than 220 hours per quarter. ASEs with a 50% FTE appointment shall not be required to
9 work more than an average of 20 hours a week, and shall not exceed 30 hours in a given
10 week except by the ASE's consent. Alternate percentage appointments will be directly
11 proportional to the 50% FTE appointment in relationship to workload per week and per
12 quarter. The 220 hour workload expectation will not be reduced by holidays (including
13 personal holidays) or the use of paid vacation time off. For unusual work assignments,
14 such as those associated with research conducted in remote locations or those where the
15 nature of the job duties requires the use of specialized instrumentation at specific intervals
16 of time, an ASE may expect greater variations within a given week's work schedule
17 provided the ASE has been notified in their appointment letter of the unusual nature of
18 their job duties.
19

20 Section 3. Assigned workload is measured by how many hours the University could
21 reasonably expect an ASE to take to satisfactorily complete the work assignment so as
22 to maintain excellence in teaching, research, and service. An ASE should initiate
23 discussions with their supervisor as soon as the ASE anticipates any workload related
24 issues that would result in working more than 220 hours in a quarter. Before workload
25 hours are exceeded, the Department will offer the ASE additional paid hours for the
26 excess workload or relieve the ASE of the excess workload.
27

28 Section 4. Any work assignment, prep work, training, job-specific orientation, required
29 meetings, required conferences, and tutee no-shows (including duties that occur outside
30 of the academic term) shall be included in the total workload for the quarter. Workload
31 does not include courses in general pedagogy or remedial courses required to meet
32 minimum eligibility requirements (e.g. ESL 102) in which ASEs are required to be enrolled
33 for credit. The use of paid sick time off per Article 17 during the academic quarter is
34 included in the total workload of 220 hours per quarter. The use of paid vacation time off
35 per Article 32 – Vacation is not included in the total workload expectation of 220 hours
36 per quarter. Hourly ASEs who participate in any training and job-specific orientation that
37 is required as a condition of their employment shall be paid at their normal hourly rate.
38

39 Section 5. Required meetings will be held during the normal work hours at an on-
40 campus or off-campus site in proximity to where the ASE usually works, or at a location
41 agreed to in advance by the ASE.
42

1 Section 6. In the case of change of ASE job assignment, any work completed in the
2 original assignment will count toward the hour limit for the quarter.
3

4 Section 7. Both parties understand that the published University calendar governs the
5 work of all bargaining unit members, and in some academic quarters examination
6 schedules may conclude several days beyond the last pay period of the three month
7 appointment. ASEs appointed in these quarters recognize that their obligation extends
8 to grading exams and/or papers submitted at those times, and other similar duties as
9 assigned.
10

11 Section 8. Workload assigned to an ASE under this article is separate from the
12 academic expectations associated with thesis and dissertation research that is expected
13 pursuant to 600-, 700-, and 800-level course work. This Agreement should not in any
14 way be construed as imposing a limit on the amount of academic work necessary for a
15 student to make satisfactory academic progress toward their degree.
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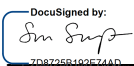
17 Section 9. Hourly ASEs will not be required to work more hours than specified in the
18 appointment letter, or to work any hours for which they are not paid. Hourly ASE
19 appointments and schedules will be made in accordance with University Employment and
20 Administrative Policies: University Employment- Student Employment-Chapter 104.
21

22 Section 10. If an ASE is assigned to hold an instructional position in which they believe
23 that a change from a previous quarter may negatively affect their ability to satisfactorily
24 complete the work assignment so as to maintain excellence within workload limits, the
25 ASE shall have the right to request and meet with their supervisor as soon as practicable
26 regarding the issue. Such changes include but are not limited to enrollment increases,
27 volume and structure of assignments, grading responsibilities, and alterations to the
28 responsibilities of an ASE as a mentor or a supervisor for other ASEs. If, after these
29 discussions, the ASE determines that their assignment will still exceed workload limits,
30 as defined by this article, the ASE may pursue their rights under this article.
31

32 Section 11. The Union-Management Committee will be empowered to discuss issues
33 relating to workload, including but not limited to class size and the criteria and decision
34 process governing the hiring, work assignments, evaluation, and reappointment of ASEs.
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37 Tentatively Agreed To:

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39 For the Union:

40 DocuSigned by:

7087256192674AD

41
42 Date: 5/18/2021

43 For the Employer:

DocuSigned by:

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Date: 5/18/2021

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Union Members:

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David Parsons
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David Parsons, Date: 5/19/2021

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Mike Miller
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Mike Miller, Date: 5/19/2021

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Douglas Avella, Date: 5/19/2021

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Vern Harner, Date: 5/18/2021

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Amzi Jeffs
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Amzi Jeffs, Date: 5/19/2021

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Levin Kim
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Levin Kim, Date: 5/19/2021

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Kyle Kubler
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Kyle Kubler, Date: 5/19/2021

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Jacob O'Connor
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Jacob O'Connor, Date: 5/18/2021

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Nayon Park
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Nayon Park, Date: 5/18/2021

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Samantha Thompson
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Samantha Thompson, Date: 5/18/2021

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Momona Yamagami
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Momona Yamagami, Date: 5/19/2021

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Solmaz Shakerifard
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Solmaz Shakerifard, Date: 5/19/2021

DocuSigned by:
Marissa Parker
138A1F3BF47C4BB
Marissa Parker, Date: 5/18/2021

1 **Article 36 – Workspace and Materials**

2 **Section 1.** The University shall provide reasonable access to facilities, services, texts
3 and instructional support required for the position. Examples of access that may be
4 required include, but are not limited to:

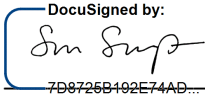
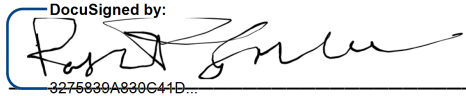
- 5 1. Office and desk space and telephone;
- 6 2. A computer with internet access;
- 7 3. Storage and laboratory space;
- 8 4. Mailbox;
- 9 5. Office supplies;
- 10 6. Texts and/or reading material;
- 11 7. Printing facilities; and
- 12 8. Equipment to perform research required for the appointment.

13 **Section 2.** If provided prior written approval of the department chair or designee,
14 an ASE shall be reimbursed for required job related materials and services that are
15 not provided to the ASE by the department. If no written approval is granted, ASEs
16 will not be required to purchase job related materials and services.

17 **Section 3.** Before an ASE’s work location is moved, or before there is a substantial
18 alteration of the ASE’s work space, the affected ASE normally shall be notified at
19 least thirty days before the change is to take place. In the event thirty days notice is
20 not feasible, the ASE shall be notified as soon as reasonably possible.

21 Tentatively Agreed To:

22

<p>23 For the Union:</p> <p>24 </p> <p>25 <small>7D8726B102E74AD...</small></p> <p>26</p> <p>27 Date: 4/29/2021</p>	<p>23 For the Employer:</p> <p>24 </p> <p>25 <small>3275830A830C44D...</small></p> <p>26</p> <p>27 Date: 5/25/2021</p>
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29 Union Members:

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1 DocuSigned by:
2 David Parsons
3 David Parsons, Date: 5/2/2021

4 DocuSigned by:
5 Mike Miller
6 Mike Miller, Date: 5/2/2021

7 DocuSigned by:
8 Douglas Avella
9 Douglas Avella, Date: 5/26/2021

10 DocuSigned by:
11 Vern Harner
12 Vern Harner, Date: 4/29/2021

13 DocuSigned by:
14 Amzi Jeffs
15 Amzi Jeffs, Date: 5/2/2021

16 DocuSigned by:
17 Levin Kim
18 Levin Kim, Date: 5/3/2021

19 DocuSigned by:
20 Kyle Kubler
21 Kyle Kubler, Date: 5/3/2021

22 DocuSigned by:
23 Jacob O'Connor
24 Jacob O'Connor, Date: 4/29/2021

25 DocuSigned by:
26 Nayon Park
27 Nayon Park, Date: 4/29/2021

28 DocuSigned by:
29 Samantha Thompson
30 Samantha Thompson, Date: 5/1/2021

31 DocuSigned by:
32 Momona Yamagami
33 Momona Yamagami, Date: 4/29/2021

34 DocuSigned by:
35 Solmaz Shakerifard
36 Solmaz Shakerifard, Date: 5/3/2021

37 DocuSigned by:
38 Marissa Parker
39 Marissa Parker, Date: 5/24/2021

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Article 37 – Duration

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This Agreement shall become effective and will remain in effect from the date of membership ratification or May 1, 2021 whichever is later until April 30, ~~2021~~2024, unless mutually extended by the parties.

The initial bargaining session will take place no later than February 1, ~~2021~~2024.

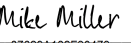
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<p>For the Union:</p> <p>DocuSigned by:  7D8725B192E74AD...</p> <p>Date: 5/18/2021</p>	<p>For the Employer:</p> <p>DocuSigned by:  3275839A830C41D...</p> <p>Date: 5/18/2021</p>
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Union Members:

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David Parsons, Date: 5/19/2021

DocuSigned by:

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Mike Miller, Date: 5/19/2021

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Douglas Avella, Date: 5/19/2021

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Vern Harner, Date: 5/18/2021

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Amzi Jeffs

2 Amzi Jeffs, Date: 5/19/2021

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Levin Kim

5 Levin Kim, Date: 5/19/2021

6 DocuSigned by:
Kyle Kubler

8 Kyle Kubler, Date: 5/19/2021

9 DocuSigned by:
Jacob O'Connor

11 Jacob O'Connor, Date: 5/18/2021

12 DocuSigned by:
Nayon Park

14 Nayon Park, Date: 5/18/2021

15 DocuSigned by:
Samantha Thompson

17 Samantha Thompson, Date: 5/18/2021

18 DocuSigned by:
Momona Yamagami

20 Momona Yamagami, Date: 5/19/2021

21 DocuSigned by:
Solmaz Shakerifard

23 Solmaz Shakerifard, Date: 5/19/2021

24 DocuSigned by:
Marissa Parker

26 Marissa Parker, Date: 5/18/2021

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APPENDIX 1: GAIP GROUP MEDICAL PLAN SUMMARY1
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3updated ~~May 2018~~ April 2021

Benefits	Hall Health*	In-Network	Out-of-Network
Premiums	The University pays 100% of the Academic Student Employee (ASE) premium and contributes 65% of the cost for dependent premiums.		
Annual Maximum	Unlimited		
Pre-Existing and Transplant Waiting Periods	No waiting period		
Out-of-Pocket Maximum	\$1,200 per person, per plan year (Includes deductible of \$75 per quarter / \$300 per plan year , co-insurance, and medical co-pays and Rx cost share)		Unlimited
Family Maximum	\$2,400 per family, per plan year (Includes \$600 annual deductible, co-insurance, and medical co-pays and Rx cost shares)		Unlimited
Hall Health*	First \$1,000 covered in full per plan yr/per ASE (deductible and coinsurance waived). Then benefits paid at network levels. <i>Dependents or UW students not enrolled for classes: benefits are paid at network levels.</i>	Not Applicable	
Coinsurance	First \$1,000 covered in full per plan yr/per ASE (deductible & coinsurance waived). Benefits then paid at network level of 90% of allowed charges. <i>Dependents or students not enrolled for UW classes: Benefits are paid at network levels and are subject to network level deductibles and plan limits.</i>	Paid at 90% after deductible	Paid at 60% after deductible

*For Hall Health only, first \$1,000 covered in full per plan year, per ASE (deductible and coinsurance waived) then benefits paid at network levels, noted by service and provider. For a complete summary of benefits, please refer to the plan documents.

Benefits	Hall Health*	In-Network	Out-of-Network
Deductible	No deductible for first \$1,000 per ASE, per plan year , then network deductibles apply. <i>Dependents or UW students not enrolled for classes: pay network deductible amounts.</i>	\$75 per quarter / \$300 per plan year	
Coordination of Benefits	GAIP Plan is considered a Large Employer plan (by the WA OIC), which required coordination of benefits to be filed as 'primary' When you have more than one health plan, "coordination of benefits (COB)" makes sure that the combined payments of all your plans don't exceed your covered health costs. You or your provider should file your claims with your primary plan first.		
Office and Clinic Visits Office visits • Office visits • Office visit with your Gynecologist • Non-hospital urgent care centers • All other Provider office visits (excluding Naturopathic Visits)	First \$1,000 covered in full per plan yr/per ASE (deductible & coinsurance waived). Benefits then paid 100% after deductible. Non-Hospital Urgent Care Centers - Not Applicable <i>Dependents or UW students not enrolled for classes:</i> Benefits are paid at network levels and are subject to network level deductibles and plan limits.	90% of allowable charge after deductible	60% of allowable charge after deductible
Preventive Care			
Exams, screenings and immunizations	Paid at 100%, deductible waived	Paid at 100%, deductible waived	Paid at 60% after deductible
Seasonal immunizations at a pharmacy	Paid at 100%, deductible waived	Paid at 100%, deductible waived	Paid at 60% after deductible
Health education and tobacco cessation programs	Paid at 100%, deductible waived	Paid at 100%, deductible waived	Paid at 60% after deductible
Contraception Management and Sterilization	Paid at 100%, deductible waived	Paid at 100%, deductible waived	Paid at 60% after deductible

*For Hall Health only, first \$1,000 covered in full per plan year, per ASE (deductible and coinsurance waived) then benefits paid at network levels, noted by service and provider. For a complete summary of benefits, please refer to the plan documents.

Benefits	Hall Health*	In-Network	Out-of-Network
Diagnostic X-ray, Lab and Imaging			
Preventive care screening and testing	Lab work billed or referred by Hall Health will be covered at 100%. When x-rays are performed at Hall Health but referred to or billed from a non-Hall Health provider, members are responsible for applicable cost-shares.	Paid at 100%, deductible waived	Paid at 60% after deductible
Basic diagnostic x-ray, lab and imaging		Paid at 90% after deductible	Paid at 60% after deductible
Major diagnostic x-ray and imaging		Paid at 90% after deductible	Paid at 60% after deductible
Prescription Drugs	Retail Pharmacy: Up to a 35-day supply (certain maintenance drugs up to 90-day supply through Rubenstein). The deductible is waived. Rx copays accrue to the out-of-pocket maximum. Dependents or students not enrolled for classes: benefits subject to network levels.		
Preventive drugs	Paid at 100%, deductible waived	Paid at 100%, deductible waived	Paid at 60%
Generic drugs	\$10 copay, Maintenance Drugs \$10 copay + shipping & handling	Paid at 80%	
Formulary brand name drugs	\$25 copay, Maintenance Drugs \$40 copay + shipping & handling	Paid at 80%	
Non-Formulary drugs	\$35 copay, Maintenance Drugs \$80 copay + shipping & handling	Paid at 60%	
Oral chemotherapy drugs	Paid at 100%, deductible waived	Paid at 90%	Paid at 60%
Hospital Services			
Inpatient Care	Not Available	Paid at 90% after deductible	Paid at 60% after deductible
Outpatient care	*Paid at 100% after deductible	Paid at 90% after deductible	Paid at 60% after deductible

*For Hall Health only, first \$1,000 covered in full per plan year, per ASE (deductible and coinsurance waived) then benefits paid at network levels, noted by service and provider. For a complete summary of benefits, please refer to the plan documents.

Benefits	Hall Health*	In-Network	Out-of-Network
Surgery Services/procedures ¹	Coverage for medically necessary transgender (sexual reassignment) surgery included as a covered surgery and paid at <u>in-network levels (90% after deductible). Claims paid based upon allowed charges.</u>		
Inpatient hospital and professional services	Not Available	Paid at 90% after deductible	Paid at 60% after deductible
Outpatient hospital, ambulatory surgical center, including professional services	*Paid at 100% after deductible	Paid at 90% after deductible	Paid at 60% after deductible
Emergency Room			
Facility fees	Not Available	Paid at 90% after deductible	Paid at 90% after deductible
Professional, diagnostic and other services and supplies	Not Available	Paid at 90% after deductible	Paid at 90% after deductible
Emergency Ambulance Services	Not Available	Paid at 90% after deductible	
Urgent Care Centers	Not Available	Paid at 90% after deductible	Paid at 60% after deductible

¹ As of October 1, 2018 the following procedures/surgeries will be covered (subject to anticipated regulatory approval):

- a. Rhinoplasty or nose implants
- b. Face-lifts
- c. Lip enhancement or reduction
- d. Facial bone reduction or enhancement
- e. Blepharoplasty
- f. Breast augmentation to any size
- g. Liposuction of the waist (body contouring)
- h. Reduction thyroid chondroplasty
- i. Hair removal
- j. Voice modification surgery (laryngoplasty or shortening of the vocal cords)
- k. Skin resurfacing

*For Hall Health only, first \$1,000 covered in full per plan year, per ASE (deductible and coinsurance waived) then benefits paid at network levels, noted by service and provider. For a complete summary of benefits, please refer to the plan documents.

Benefits	Hall Health*	In-Network	Out-of-Network
<u>Gender Affirming Medical Services</u>	<u>*Paid at 100% after deductible</u>	<u>Paid at 90% after deductible</u>	<u>Paid at 90% after deductible</u> <u>Claims paid based upon allowed charges.</u>
Mental Health (Includes therapies provided for mental health conditions such as autism)			
Outpatient (there are no fees at the Counseling Center for registered students)	*Paid at 100%, deductible waived	Paid at 90% deductible waived	Paid at 60 80% deductible waived
Inpatient and residential	Not Available	Paid at 90% after deductible	Paid at 60% after deductible
Chemical Dependency Treatment			
Outpatient (there are no fees at the Counseling Center for registered students)	*Paid at 100%, deductible waived	Paid at 100% after deductible.	Paid at 100% after deductible.
Inpatient and residential	Not Available	Paid at 100% after deductible.	Paid at 100% after deductible.
Maternity and Newborn Care			
Inpatient Hospital and Professional Services	Not Available	Paid at 90% after deductible	Paid at 60% after deductible
Birthing Center	Not Available	Paid at 90% after deductible	Paid at 60% after deductible
Diagnostic tests during pregnancy	*Paid at 90% after deductible	Paid at 90% after deductible	Paid at 60% after deductible
Midwifery	Not Available	Paid at 80% after deductible	Paid at 80% after deductible
Outpatient Professional	*Paid at 90% after deductible	Paid at 90% after deductible	Paid at 60% after deductible
Hearing Care	*Paid at 75% after deductible	Paid at 75% after deductible	Paid at 75% after deductible
Hospice Care			
Home Visits	Not Available	Paid at 90% after deductible	Paid at 60% after deductible
Respite care, inpatient or outpatient	Not Available	Paid at 90% after deductible	Paid at 60% after deductible

*For Hall Health only, first \$1,000 covered in full per plan year, per ASE (deductible and coinsurance waived) then benefits paid at network levels, noted by service and provider. For a complete summary of benefits, please refer to the plan documents.

Benefits	Hall Health*	In-Network	Out-of-Network
Habilitation Therapy	(Neurodevelopmental)		
Inpatient (limited to 30 days per plan year)	Not Available	Paid at 90% after deductible	Paid at 60% after deductible
Outpatient (Medical necessity will be reviewed after 12 visits combined in-network and out-of-network)	*Paid at 90% after deductible	Paid at 90% after deductible	Paid at 60% after deductible
Rehabilitation Therapy			
Inpatient (limited to 30 days per plan year)	Not Available	Paid at 90% after deductible	Paid at 60% after deductible
Outpatient (Medical necessity will be reviewed after 12 visits) (combined in/out of network)	*Paid at 100 % after deductible	Paid at 90% after deductible	Paid at 60% after deductible
Skilled Nursing Facility and Care			
Skilled nursing facility care limited to 90 days per plan year	Not Available	\$300 copay, then Paid at 90% after deductible	\$300 copay, then Paid at 60% after deductible
Skilled nursing care in the long-term care facility limited to 90 days per plan year	Not Available	\$300 copay, then Paid at 90% after deductible	\$300 copay, then Paid at 60% after deductible
Home Medical Equipment (HME), Supplies, Devices, Prosthetics and Orthotics	Not Available	Paid at 90% after deductible	Paid at 90% after deductible

*For Hall Health only, first \$1,000 covered in full per plan year, per ASE (deductible and coinsurance waived) then benefits paid at network levels, noted by service and provider. For a complete summary of benefits, please refer to the plan documents.

Benefits	Hall Health*	In-Network	Out-of-Network
Acupuncture, Massage Therapy, Naturopathic Visits and Spinal Manipulation	*Paid at 75% after deductible	Paid at 75% after deductible	Paid at 50% after deductible
Allergy Testing and Treatment	*Paid at 100% after deductible	Paid at 90% after deductible	Paid at 60% after deductible
Chemotherapy, Radiation Therapy and Kidney Dialysis	Not Available	Paid at 90% after deductible	Paid at 60% after deductible
Clinical Trials	Not Available	Covered as any other service	Covered as any other service
Dental Accidents	Not Available	Paid at 100%, deductible waived	Paid at 100% (of allowable amount), deductible waived
Foot Care	*Paid at 100% after deductible	Paid at 90% after deductible	Paid at 60% after deductible
Infusion Therapy	Not Available	Paid at 90% after deductible	Paid at 60% after deductible
Mastectomy and Breast Reconstruction	Not Available	Paid at 90% after deductible	Paid at 60% after deductible
Medical Foods	Not Available	Paid at 90% after deductible	Paid at 60% after deductible
Temporomandibular Joint (TMJ)			
Office visits	*Paid at 100% after deductible	Paid at 90% after deductible	Paid at 60% after deductible
Inpatient facility fees	Not Available	Paid at 90% after deductible	Paid at 60% after deductible
Other professional services	*Paid at 100% after deductible	Paid at 90% after deductible	Paid at 60% after deductible
Therapeutic Injections	*Paid at 100% after deductible	Paid at 90% after deductible	Paid at 60% after deductible
Transplants	All approved transplant centers covered at in-network benefit level		
Office visits	*Paid at 100% after deductible	Paid at 90% after deductible	Paid at 60% after deductible
Inpatient facility fee	Not Available	Paid at 90% after deductible	Paid at 60% after deductible
Other professional services	Not Available	Paid at 90% after deductible	Paid at 60% after deductible
Travel and lodging	Not Available	Paid at 90% after deductible	Paid at 60% after deductible
Abortion	Not Available	Paid at 90% after deductible	Paid at 80% after deductible
Emergency Medical Evacuation and Repatriation of Remains			
Emergency Medical Evacuation: \$10,000 maximum	Not Available	Not Available	No Charge
Repatriation of Remains \$25,000 maximum	Not Available	Not Available	No Charge

*For Hall Health only, first \$1,000 covered in full per plan year, per ASE (deductible and coinsurance waived) then benefits paid at network levels, noted by service and provider. For a complete summary of benefits, please refer to the plan documents.

Benefits	Hall Health*	In-Network	Out-of-Network
Pediatric Dental Limited to members under age 19. \$25 individual/ \$75 family deductible per plan year (deductible shared with Dental for Adults).	There is no annual limit applied to Pediatric Dental Services.		
Class I Services	Not Available	Paid at 100%, deductible waived	Paid at 100%, deductible waived
Class II Services	Not Available	Paid at 80% after deductible	Paid at 80% after deductible
Class III Services	Not Available	Paid at 50% after deductible	Paid at 50% after deductible
Medically Necessary Orthodontia	Not Available	Paid at 50% after deductible	Paid at 50% after deductible
Pediatric Vision Limited to members under age 19.	There is no annual limit applied to Pediatric Vision Services.		
Routine exams limited to one per plan year	Not Available	Paid at 90%, deductible waived	Paid at 75%, deductible waived
One pair of contacts per plan year in lieu of glasses, or a year supply of disposable contacts	Not Available	Paid at 100%, deductible waived	Paid at 100%, deductible waived
Contact lenses required for medical reasons	Not Available	Paid at 100%, deductible waived	Paid at 100%, deductible waived
One comprehensive low vision evaluation and four follow up visits in a five plan year period	Not Available	Paid at 100%, deductible waived	Paid at 100%, deductible waived
Low vision devices, high powered spectacles, medical vision hardware, magnifiers and telescopes when medically necessary	Not Available	Paid at 100%, deductible waived	Paid at 100%, deductible waived

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*For Hall Health only, first \$1,000 covered in full per plan year, per ASE (deductible and coinsurance waived) then benefits paid at network levels, noted by service and provider. For a complete summary of benefits, please refer to the plan documents.

GAIP Plan Summary

~~4/28/2015~~ updated ~~March 2016~~ April 2021

UW GAIP Dental Benefits: ~~2018~~ — ~~2021~~ 2021-2024 Contract

Benefits	
Network	Under this plan you have the option of seeking care from any licensed dentist. (Services not applicable at Hall Health)
Deductible	
Individual	\$25 per person, per plan year
Family maximum	\$75 per family, per plan year
Applies to	Basic and Major Services
Annual Maximum per person	\$1,500 per person, per year
Diagnostic & Preventive Services	
Exams	Paid at 100% , no deductible (up to two routine exams each plan year)
Cleanings	Paid at 100% , no deductible (up to two cleanings each plan year)
Sealants (up to age 14)	Paid at 100%, no deductible (once every three years per tooth for permanent upper or lower molars with no decay)
Fluoride Treatment	Paid at 100% , no deductible (up to two times each plan year through age 18)
X-rays	Paid at 100%, no deductible (4 bitewings per year, up to 10 periapical x-rays) or panoramic x-rays once every 3 years); supplementary bitewing x-rays once every six month.
Basic Restorative Services	
Fillings	Paid at 80%, after deductible
Endodontics (Root Canal)	Paid at 80%, after deductible
Periodontics (Gum Disease)	Paid at 80%, after deductible
Simple Extractions	Paid at 80%, after deductible
Major Services	
Crowns, Inlays, Onlays	Paid at 50%, after deductible
Bridges and Dentures	Paid at 50%, after deductible
Orthodontics	Not Covered
Dental Accidents	Accidental dental injury expenses are covered in full, even when provided by an out-of-network provider
Notes	Coverage is available for a covered dental condition for members age 19 and older. Dental care for a child (< age 19) is covered under Pediatric Dental Services.

*For Hall Health only, first \$1,000 covered in full per plan year, per ASE (deductible and coinsurance waived) then benefits paid at network levels, noted by service and provider. For a complete summary of benefits, please refer to the plan documents.

GAIP Plan Summary4/28/2015 updated March 2016 April
2021**UW GAIP Vision Benefits: ~~2018 — 2021~~ 2021-2024 Contract**

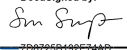

Benefits	
Network	Under the vision plan you can receive services from any licensed vision care provider.
Deductible	
Exam	\$10
Frames/Lenses (combined)	\$25
Contacts	\$25
Eye Exam	Paid at 100% after deductible (once every 12 months up to \$60)
Lenses**	Paid at 100% after deductible once every 12 months up to:
Single Vision	\$50 per pair
Bifocal	\$70 per pair
Trifocal	\$90 per pair
Lenticular or Aphakic	\$135 per pair
Frames**	Paid at 100% after deductible (once every 24 months up to \$70)
Contacts (instead of lenses and frames***)	Plan pays 100% after deductible once every 12 months up to:
Medically Necessary	100%, after deductible
Cosmetic	\$105/pair
Limitations	Vision services do not apply toward the medical plan out-of-pocket maximum.
Notes	The plan does not cover facility fees (if any) charged by some providers (such as hospitals). **Sales tax, shipping and handling costs apply to the limit. ***After the purchase of contacts, lenses are not covered for another 12 months and frames are not covered for another 24 months.

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*For Hall Health only, first \$1,000 covered in full per plan year, per ASE (deductible and coinsurance waived) then benefits paid at network levels, noted by service and provider. For a complete summary of benefits, please refer to the plan documents.

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Tentatively Agreed To:

<p>For the Union:</p> <p><small>DocuSigned by:</small>  <small>7D67256192E7A8D...</small></p> <p>Date: 5/18/2021</p>	<p>For the Employer:</p> <p><small>DocuSigned by:</small>  <small>3275839A830C41D...</small></p> <p>Date: 5/18/2021</p>
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Union Members:

- DocuSigned by:

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 David Parsons, Date: 5/19/2021
- DocuSigned by:

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 Mike Miller, Date: 5/19/2021
- DocuSigned by:

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 Douglas Avella, Date: 5/19/2021
- DocuSigned by:

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 Vern Harner, Date: 5/18/2021

*For Hall Health only, first \$1,000 covered in full per plan year, per ASE (deductible and coinsurance waived) then benefits paid at network levels, noted by service and provider. For a complete summary of benefits, please refer to the plan documents.

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Kyle Kubler
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8 Kyle Kubler, Date: 5/19/2021
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Marissa Parker
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26 Marissa Parker, Date: 5/18/2021
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*For Hall Health only, first \$1,000 covered in full per plan year, per ASE (deductible and coinsurance waived) then benefits paid at network levels, noted by service and provider. For a complete summary of benefits, please refer to the plan documents.

NEW APPENDIX II – PBFS AT IHME

Only the following language in this appendix applies to the Post-Bachelor Fellows (PBFs) at IHME enrolled in a UW degree program and shall constitute the whole agreement between the Union and the University regarding these employees.

The Union and the University hereby agree that PBFs working at IHME in their 1st, 2nd or 3rd year of the PBF program and enrolled in a UW degree program are subject to this Appendix of the ASE bargaining agreement. Post-Bachelor Fellows working at IHME in their 1st, 2nd or 3rd year and not enrolled in a UW degree program are specifically excluded from the ASE bargaining unit and the terms of this Appendix do not apply.

The Following Articles in this Agreement apply to PBFs at IHME employees, except as modified below:

PREAMBLE
ARTICLE 1 - PURPOSE AND INTENT
ARTICLE 2 - RECOGNITION
ARTICLE 3 - DEFINITIONS
ARTICLE 4 - APPOINTMENT AND REAPPOINTMENT NOTIFICATION AND JOB DESCRIPTION
ARTICLE 5 - CHILDCARE
ARTICLE 6 - DISCIPLINE OR DISMISSAL
ARTICLE 7 - FEE AND TUITION WAIVERS – Section 2 only
ARTICLE 8 - GRIEVANCE PROCEDURE
ARTICLE 9 - HEALTH AND SAFETY
ARTICLE 10 - HOLIDAYS
ARTICLE 11 - HOURLY PAYSACLE TRANSPARANCY
ARTICLE 12 - INTELLECTUAL PROPERTY AND SCHOLARLY MISCONDUCT
ARTICLE 14 - JOB POSTING
ARTICLE 15- JOB TITLES AND CLASSIFICATIONS
ARTICLE 16- LAYOFFS
ARTICLE 17 - LEAVES OF ABSENCE- Sections 1, 2, 5, 6, 7, 8, 9, 10, 11, 12 only
ARTICLE 18 - MANAGEMENT RIGHTS

ARTICLE 19 - NO STRIKES, NO LOCKOUTS
ARTICLE 20 - NON-DISCRIMINATION AND HARASSMENT
ARTICLE 21 – PARKING AND TRANSIT
ARTICLE 22 – PERSONNEL FILES
ARTICLE 23 – SEVERABILITY
ARTICLE 24 - SUBCONTRACTING
ARTICLE 26 – TRAINING
ARTICLE 27 – TRAVEL
ARTICLE 28 - UNION-MANAGEMENT COMMITTEE
ARTICLE 29 - UNION RIGHTS
ARTICLE 30 - UNION SECURITY
ARTICLE 31 - VOLUNTARY COMMUNITY ACTION PROGRAM (VCAP)
ARTICLE 32 - VACATION
ARTICLE 34 – WASHINGTON FAMILY MEDICAL LEAVE PROGRAM
ARTICLE 36 – WORKSPACE AND MATERIALS
ARTICLE 37 – DURATION
LETTER OF UNDERSTANDING A: WORKERS COMPENSATION
MEMORANDUM OF UNDERSTANDING: IMMIGRATION STATUS AND WORK AUTHORIZATION
MEMORANDUM OF UNDERSTANDING: SEXUAL HARRASSMENT AND PREVENTION TRAINING

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II.1 PURPOSE AND INTENT

- A. The parties agree that only the following as described in <https://hub.ihme.washington.edu/> are considered “material benefits” under Article 1 Purpose and Intent, Section 5 Transitioned Maintenance of Benefits.
1. In country experience (practicum)
 2. Conference funding
 3. Expert shadowing
 4. Reimbursement up to \$200 annually per academic year for textbooks per the PBF resources on IHME’s Hub
 5. Quarterly mentor lunches
- B. Should the employer change a benefit or practice not listed in A above, the Employer will satisfy its collective bargaining obligation by providing the Union reasonable notice and opportunity to bargain as appropriate.

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38**II.2 FEE AND TUITION WAIVER**

PBFs at IHME will continue to be eligible for the Washington State Tuition Exemption Program as outlined here: <https://registrar.washington.edu/registration/tuition-exemption/>. PBFs are responsible for the late fees and Health Sciences Immunization Program (HSIP) fees. IHME will cover the registration fee and the technology fee. Additionally, IHME will cover tuition over the 6 credit tuition exemption limit if additional credits are required by the PBF Program.

II.3 INSURANCE PROGRAMS

PBFs at IHME will continue to be eligible for employee healthcare, as determined by the Public Employees Benefits Board (PEBB) and applicable state law. PBFs shall continue to have access to the University of Washington's Section 403b Voluntary Investment Program. PBFs will be eligible for UWRP or PERS 3 retirement benefits in alignment with the DRS and UW Retirement plan eligibility.

II.4 JOB TITLES AND CLASSIFICATIONS

Title/Pay Classification	Occupation Code	Salary	Job Duties	Standard Qualifications
Post-Bachelor Fellow - IHME	21867	IHME PBF wage scale	Research	Graduate Student
Post-Bachelor Fellow - IHME PLACEHOLDER	XXXXX	IHME PBF wage scale	Research	Graduate Student

II.5 SICK LEAVE

1. **Accrual.** Full-time employees (prorated for part-time) accrue eight (8) hours of sick leave for each month of completed regular monthly service. Sick leave accrues at a rate of one (1) hour for every forty (40) hours worked when leave without pay exceeds eighty (80) hours (prorated for part-time) in any calendar month.
2. **Sick Leave Use:** Sick leave shall be allowed an employee under the following conditions. The Employer will not require verification for absences of less than 3 consecutive work days. Such verification or proof may be given to the supervisor/manager or Human Resources according to departmental policy.
 - 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. Because of a health condition of a family member that requires treatment or supervision or that requires the presence of the employee to make

1 arrangements for extended care. The Employer may authorize sick leave
2 use as provided in this subsection for other than family members. The
3 applicability of “emergency,” “necessary care” and “extended care” shall
4 be made by the Employer.

- 5 d. To provide emergency child care for the employee’s child.
6 e. Because of a family member’s death that requires the assistance of the
7 employee in making arrangements for interment of the deceased.
8 f. For personal medical, dental, or optical appointments or for family
9 members’ appointments when the presence of the employee is required, if
10 arranged in advance with the employing official or designee.
11 g. For the suspension of operations when the employee’s workplace has
12 been closed by a public health official for any health related reason.
13 h. When the employee’s child’s school or day care has been closed by a
14 public health official for any health related reason.
15 i. For reasons related to domestic violence, sexual assault or stalking that
16 affect the employee, the employee’s family member or a person with
17 whom the employee has a dating relationship.
18 j. For condolence or bereavement.
- 19 3. **Use of Vacation Leave for Sick Leave Purposes.** An employee who has used
20 all accrued sick leave may be allowed to use accrued vacation leave for sick
21 leave purposes when approved in advance or authorized by the employee’s
22 departmental supervisor.
- 23 4. **Restoration of Vacation Leave.** In the event of an incapacitating illness or injury
24 during vacation leave, the employee’s supervisor may authorize the use of sick
25 leave and the equivalent restoration of any vacation leave otherwise charged.
26 Such requests shall be in writing, and a medical certificate may be requested.
- 27 5. **No Abuse of Sick Leave.** Both parties agree that neither the abuse nor the
28 arbitrary denial of sick leave will be condoned. The Employer and the Union
29 agree to work cooperatively toward the resolution of mutually identified problems
30 regarding the use of sick leave.
31

32 II.6 WAGES

33 Eligible employees under the terms of Appendix II shall continue to receive the wages
34 identified below as agreed to by the parties during 2020 negotiations:
35

36 First-year fellow:	\$61,008
37 Second-year fellow:	\$66,000
38 Third-year fellow:	\$69,000

40 II.7 WORKLOAD

41
42 Overtime Exempt Employees.

43
44 Overtime-exempt employees are not covered by federal or state overtime laws and
45 do not receive overtime compensation or compensatory time off. These employees

1 are accountable for their work product, and for meeting the objectives of the
2 institution for which they work. The Employer's policy for all overtime-exempt
3 employees is as follows:
4

- 5 1. The Employer determines the products, services, and standards that must be met
6 by overtime-exempt employees.
7
- 8 2. Full time schedules are assumed to be 40 hours; however employees are expected
9 to work to complete job responsibilities. Overtime-exempt employees may be
10 required to work specific hours to provide services, including nights and weekends,
11 when deemed necessary by the Employer.
12
- 13 3. Part time schedules are assumed to be any schedule that is at least 20 hours in a
14 workweek but less than full time. Employees are expected to work beyond their
15 normal schedule when necessary. The supervisor may establish a regular work
16 schedule, but part-time employees are expected to remain flexible to
17 accommodate the unit's goals and mission.
18

19 No employee will typically be required to work more than five (5) consecutive days in a
20 seven (7) day period. The typical IHME operating hours are Monday through Friday, 8:00
21 am to 6:00 pm Seattle time (PST) or alternative flexible timeframes. Employees will
22 consult with their supervisors to adjust work hours to accommodate the appropriate
23 balance between extended work time and offsetting time.
24
25

26 **II.8 U-PASS**

27 Eligible bargaining unit employees will not be charged a fee for a U-PASS through **Spring**
28 **Quarter 2024**.- Activation and maintenance of this benefit are subject to UW
29 Transportation Services requirements. PBFs are responsible for ending payroll
30 deductions. Payroll deductions will continue until PBFs notify Transportation Services via
31 email or visit the office to sign a stop-deduction form. No refunds will be processed.
32

33 **II.9 VACATION**

34 During negotiations for inclusion of the Post-Bachelor Fellows (PBF) at the Institute for
35 Health Metrics and Evaluation (IHME) the parties agreed to the following regarding the
36 implementation of Article 32 Vacation.

- 37 1. On January 1st, 2021, 1st and 2nd year Post-Bachelor Fellows will receive (40) vacation hours,
38 or (5) vacation days, adding to the employee's vacation bank as of December 31st, 2020.
39
- 40 a. On January 1st 2021, 3rd year Post-Bachelor Fellows will receive (130) vacation hours,
41 or 13.25 vacation days, adding to the employee's vacation bank as of December 31st,
42 2020.
43
- 44 2. On September 1, 2021, any and all unused vacation leave will be removed and all Post-Bachelor
45 Fellows leave banks will be credited a total have twenty (20) days of vacation (160 hours).
46

- 1 3. On September 1, 2022 any and all unused vacation leave will be removed and all Post-Bachelor
- 2 Fellows leave banks will be credited a total have twenty (20) days of vacation (160 hours).
- 3
- 4 4. Unused vacation leave shall not have cash value and will not be cashed out to employees upon
- 5 separation for any reason.
- 6
- 7 5. Vacation leave will be requested and approved in accordance with IHME policy and procedures.

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Tentatively Agreed To:

<p>For the Union:</p> <p>DocuSigned by: <i>Sam Supt</i> 7D8728B192E74AD...</p> <p>Date: 5/18/2021</p>	<p>For the Employer:</p> <p>DocuSigned by: <i>Randy Jones</i> 3275839A830C41D</p> <p>Date: 5/18/2021</p>
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Union Members:

DocuSigned by:
David Parsons
2CE7701799DD422

David Parsons, Date: 5/19/2021

DocuSigned by:
Mike Miller
87620A482F30473

Mike Miller, Date: 5/19/2021

DocuSigned by:
Douglas Avella
85FCE77A9AC6424

Douglas Avella, Date: 5/19/2021

DocuSigned by:
Vern Harner
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Vern Harner, Date: 5/18/2021

DocuSigned by:
Amzi Jeffs
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Amzi Jeffs, Date: 5/19/2021

DocuSigned by:
Levin Kim
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Levin Kim, Date: 5/19/2021

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DocuSigned by:
Kyle Kubler

Kyle Kubler, Date: 5/19/2021

DocuSigned by:
Jacob O'Connor

Jacob O'Connor, Date: 5/18/2021

DocuSigned by:
Nayon Park

Nayon Park, Date: 5/18/2021

DocuSigned by:
Samantha Thompson

Samantha Thompson, Date: 5/18/2021

DocuSigned by:
Momona Yamagami

Momona Yamagami, Date: 5/19/2021

DocuSigned by:
Solmaz Shakerifard

Solmaz Shakerifard, Date: 5/19/2021

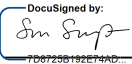

DocuSigned by:
Marissa Parker

Marissa Parker, Date: 5/18/2021


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Letters of Understanding
A: Workers Compensation

The University and the UAW hereby agree that all job titles in the bargaining unit shall be covered by worker’s compensation insurance with the exception of employees in stipend-only job classifications.


Tentatively Agreed To:	
For the Union:	For the Employer:
 <small>DocuSigned by: 7D6725B192EF4AD...</small>	 <small>DocuSigned by: 32756391630C41E...</small>
Date: 5/18/2021	Date: 5/18/2021


Union Members:

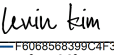

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David Parsons, Date: 5/19/2021


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Mike Miller, Date: 5/19/2021


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Douglas Avella, Date: 5/19/2021


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Vern Harner, Date: 5/18/2021


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Amzi Jeffs, Date: 5/19/2021


DocuSigned by:
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Levin Kim, Date: 5/19/2021

1 DocuSigned by:
2 Kyle Kubler
3 Kyle Kubler, Date: 5/19/2021

4 DocuSigned by:
5 Jacob O'Connor
6 Jacob O'Connor, Date: 5/18/2021

7 DocuSigned by:
8 Nayon Park
9 Nayon Park, Date: 5/18/2021

10 DocuSigned by:
11 Samantha Thompson
12 Samantha Thompson, Date: 5/18/2021

13 DocuSigned by:
14 Momona Yamagami
15 Momona Yamagami, Date: 5/19/2021

16 DocuSigned by:
17 Solmaz Shakerifard
18 Solmaz Shakerifard, Date: 5/19/2021

19 _____
20 Marissa Parker, Date:

Letter of Understanding ~~XX~~

~~U-Pass Coalition Bargaining~~

~~During negotiations for a successor agreement, the parties agreed to the following:~~

~~The parties agree the UAW will be allowed to participate in coalition bargaining with SEIU 925, WFSE, SEIU 1199NW-Research Hall Health regarding the U-PASS for the 2019-2021 contracts. Currently, the scheduled dates are August 16, 2018, August 22, 2018, August 24, 2018, and September 13, 2018.~~

~~Any conditions agreed upon during coalition bargaining regarding the U-PASS will be applied to the UAW 2018-2021 contract.~~

Tentatively Agreed To:

For the Union:

For the Employer:

DocuSigned by:
Sam Sapp
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DocuSigned by:
[Signature]
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Date: 3/25/2021

Date: 3/26/2021

Union Members:

DocuSigned by:
David Parsons
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David Parsons, Date: 3/24/2021

DocuSigned by:
Mike Miller
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Mike Miller, Date: 3/31/2021

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Douglas Avella, Date: 4/5/2021

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Vern Harner
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Vern Harner, Date: 3/24/2021

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Amzi Jeffs, Date: 3/24/2021

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Levin Kim, Date: 4/5/2021

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Kyle Kubler, Date: 3/24/2021

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Jacob O'Connor, Date: 4/5/2021

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Nayon Park, Date: 3/24/2021

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Momona Yamagami, Date: 3/24/2021

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Solmaz Shakerifard, Date: 5/3/2021

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Marissa Parker
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Marissa Parker, Date: 3/24/2021

1 MEMORANDUM OF UNDERSTANDING
2 BETWEEN
3 THE UNIVERSITY OF WASHINGTON (UNIVERSITY)
4 AND
5 THE INTERNATIONAL UNION, UNITED AUTOMOBILE, AEROSPACE AND
6 AGRICULTURAL IMPLEMENT WORKERS OF AMERICA (UAW), AFL-CIO and its
7 LOCAL UNION 4121 (UNION)
8

9 MOU: Immigration Status and Work Authorization

10 During negotiations ~~for the 2018-2021 successor agreement~~, the parties reached
11 agreement on the following regarding *Immigration Status and Work Authorization*:

12 The Union and University shall meet upon request up to four (4) times per calendar
13 year ~~in 2019 and again in 2020~~ to discuss issues arising from academic student
14 employment, immigration status, and work authorization. The parties may add
15 additional meetings by mutual agreement.


16

17 Tentatively Agreed To:

18

19 For the Union:

For the Employer:

20 DocuSigned by:
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23 Date: 4/29/2021

Date: 5/25/2021

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25 Union Members:

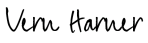
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28 David Parsons, Date: 5/2/2021


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31 Mike Miller, Date: 5/2/2021
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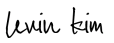
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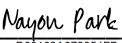
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Amzi Jeffs, Date: 5/2/2021

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Levin Kim, Date: 5/3/2021

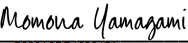
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Kyle Kubler, Date: 5/3/2021

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Jacob O'Connor, Date: 4/29/2021

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Nayon Park, Date: 4/29/2021

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Samantha Thompson, Date: 5/1/2021

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Momona Yamagami, Date: 4/29/2021

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Solmaz Shakerifard, Date: 5/3/2021

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Marissa Parker, Date: 5/24/2021

MOU – LUMP SUM PAYMENT

MEMORANDUM OF UNDERSTANDING

BETWEEN

THE UNIVERSITY OF WASHINGTON (UNIVERSITY)

AND

**THE INTERNATIONAL UNION, UNITED AUTOMOBILE, AEROSPACE, AND AGRICULTURAL IMPLEMENT
WORKERS OF AMERICA (UAW), AFL-CIO and its**

LOCAL UNION 4121 (UNION)

During negotiations for the 2018 – 2021 successor agreement, the parties reached agreement on the following lump sum payments:

1. The University shall provide a lump sum payment of \$100 to each ASE with a fifty percent (50%) FTE appointment, payable during the first quarter of employment during each year of the contract starting with 2018/2019 academic year.

Tentatively Agreed To:

For the Union:

For the Employer:

DocuSigned by:
Sam Sump
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DocuSigned by:
Rand Smlu
3275838A830C41D...

Date: 3/25/2021

Date: 3/26/2021

Union Members:

DocuSigned by:
David Parsons
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David Parsons, Date: 3/24/2021

DocuSigned by:
Mike Miller
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Mike Miller, Date: 3/31/2021

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Douglas Avella
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Douglas Avella, Date: 4/5/2021

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Vern Harner
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Vern Harner, Date: 3/24/2021

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Amzi Jeffs, Date: 3/24/2021

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Levin Kim, Date: 4/5/2021

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Kyle Kubler
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Kyle Kubler, Date: 3/24/2021

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Jacob O'Connor, Date: 4/5/2021

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Nayon Park
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Nayon Park, Date: 3/24/2021

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Samantha Thompson, Date: 3/23/2021

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Momona Yamagami
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Momona Yamagami, Date: 3/24/2021

DocuSigned by:
Solmaz Shakerifard
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Solmaz Shakerifard, Date: 5/3/2021

DocuSigned by:
Marissa Parker
138A1F3BF47C4BB
Marissa Parker, Date: 3/24/2021

1 **MEMORANDUM OF UNDERSTANDING**
2 **BETWEEN**
3 **THE UNIVERSITY OF WASHINGTON (UNIVERSITY)**
4 **AND**
5 **THE INTERNATIONAL UNION, UNITED AUTOMOBILE, AEROSPACE AND**
6 **AGRICULTURAL IMPLEMENT WORKERS OF AMERICA (UAW), AFL-CIO and its**
7 **LOCAL UNION 4121 (UNION)**

8
9 MOU – Empowering Prevention and Inclusive Communities (EPIC)

10 During negotiations for the ~~2018-21~~2021-2024 successor agreement, the parties
11 reached agreement on a program for the following regarding *Sexual Harassment and*
12 *Prevention Training*. The program will expire on April 30, ~~2021-2024~~ unless mutually
13 agreed by the parties.

14 The University and Union shall jointly offer and make available in-person sexual
15 harassment prevention and response training for incoming ASEs. Hours to attend the
16 trainings will be included in the required workload for salaried ASEs and paid at the
17 hourly rate for hourly ASEs once.

18
19 Content of trainings:

- 20 • Sexual harassment training shall focus on preventing sexual harassment and
21 discrimination and responding appropriately to it when it does occur. The training
22 shall include skill building, shifting behaviors, and bystander intervention
23 strategies.
- 24 • The trainings shall include identification and discussion of intersectional power
25 dynamics in ASE work situations.
- 26 • The content of the trainings will be developed and modified over time jointly
27 between the University and the Union.

28 ASE Hiring and Supervision

- 29 • Eligible graduate students will be hired through the open hire process. The hiring
30 committee shall consist of (2) Union representatives, one (1) academic
31 department representative and one (1) Safe Campus representative. The
32 University and the Union shall jointly agree upon the ASEs to be appointed as
33 trainers.
- 34 • Safe Campus will be responsible for joint development of the program. Safe
35 Campus will be responsible for supervision of the program and ASE employees.

- 1 • ~~For Summer 2018—Spring 2019, t~~The University will hire ~~three (3)~~² – 50%
 2 FTEs each quarter to jointly administer the ~~sexual harassment training~~^{EPIC}
 3 ~~training~~ with the University. ~~For the duration of this agreement and thru Spring~~
 4 ~~quarter 2024, the University will provide Summer Quarter funding for two (2)~~^{three}
 5 ~~(3) 50% FTE ASEs.~~ Appointment and compensation will be based on RA/TA/SA
 6 pay standards in the ASEs home academic department such that ASEs shall
 7 incur no loss or benefit from appointment to the trainer position. Appointments
 8 will be made within two (2) months of ratification of this agreement.
- 9 • ~~For Fall 2019—Spring 2020 and every academic year thereafter, the University~~
 10 ~~will hire 2—50% FTEs per quarter to jointly administer the sexual harassment~~
 11 ~~training with the University. Appointment and compensation will be based on~~
 12 ~~RA/TA/SA pay standards in the ASEs home academic department such that~~
 13 ~~ASEs shall incur no loss or benefit from appointment to the trainer position.~~
- 14 • Preference shall be given to candidates who can commit to at least one
 15 academic year.
 16

17 Joint training initiative

- 18 • A train-the-trainer model will be implemented under which trainers will facilitate
 19 the training after an initial period of development and deployment with Safe
 20 Campus staff. Safe Campus will continue to monitor and check-in with trainers as
 21 training is deployed. The characteristics of this model will include:
 22
- 23 ▪ Facilitation skill building
 - 24 ▪ Content familiarization
 - 25 ▪ Training mock run-through
 - 26 ▪ First delivery
 - 27 ▪ Evaluation and modification period
 - 28 ▪ Updating presentation (continual evolvement)
 - 29 ▪ Scheduling – signup, communication, etc.

30 ~~Timeline~~Delivery of Training

- 31 • ~~Within three months of ratification of the agreement:~~
- 32 ▪ ~~A joint UW-UAW committee will meet to draft an outline of the~~
 33 ~~training.~~
 - 34 ▪ ~~A committee of key stakeholders shall provide recommendations on~~
 35 ~~content, format and implementation of the trainings to the Union~~
 36 ~~and the University.~~
- 37
- 38 • ~~Between August and September 2018, trial trainings will be held for UAW elected~~
 39 ~~leaders and others as needed. Based on evaluations from these trial trainings,~~

- 1 ~~the trainers and SafeCampus will meet to make adaptations and refinements to~~
- 2 ~~the training material. Hours to attend these trial trainings are not included in the~~
- 3 ~~required workload for salaried ASEs or paid at an hourly rate for hourly ASEs.~~
- 4 ~~• The parties agree that reasonable efforts will be made to ensure all new ASEs~~
- 5 ~~receive in-person sexual harassment training during the academic year of their~~
- 6 ~~initial hire date.~~
- 7 ~~• The University will strongly encourage all incoming ASEs to attend EPIC training.~~
- 8 • An additional two (2) trainings will be conducted each Fall for ASE stewards and
- 9 union elected leaders.
- 10 ~~• Starting in 2019, the parties shall agree upon the ASEs to be appointed as~~
- 11 ~~trainers by June 1.~~

12 Training Size and Duration

- 13 • In order to maximize the participant learning experience, sessions will be held
- 14 with 25 – 50 attendees. Trainings shall be held at the Department or Hiring Unit
- 15 level for Departments or Hiring Units when enough participants register. When
- 16 individual Departments or Hiring Units have too few participants to hold their own
- 17 session, they shall be combined with other similar Departments or Hiring Units.
- 18 Open sessions will be offered for ASEs who miss their program session offering.
- 19 • ASEs who miss their program session offering may attend other sessions as
- 20 space allows.
- 21 • Trainings shall be developed to last three (3) hours.
- 22 • Each training shall include time for participants to complete training evaluations.
- 23 Trainers will analyze participant evaluations and jointly with the University will
- 24 hold ongoing conversations about how to best adapt and improve the training
- 25 program.
- 26 • ASEs beyond their first year may participate in the training as space is available.

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Tentatively Agreed To:

<p>For the Union:</p> <p>DocuSigned by: <i>Sam Supt</i> 7087258192E74AD...</p> <hr/> <p>Date: 5/18/2021</p>	<p>For the Employer:</p> <p>DocuSigned by: <i>Forstner</i> 3279597630C41D...</p> <hr/> <p>Date: 5/18/2021</p>
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Union Members:

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David Parsons
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David Parsons, Date: 5/19/2021

DocuSigned by:
Mike Miller
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Mike Miller, Date: 5/19/2021

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Levin Kim, Date: 5/19/2021

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2 Kyle Kubler, Date: 5/19/2021

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4 Jacob O'Connor, Date: 5/18/2021

5 DocuSigned by:
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6 Nayon Park, Date: 5/18/2021

7 DocuSigned by:
Samantha Thompson
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8 Samantha Thompson, Date: 5/18/2021

9 DocuSigned by:
Momona Yamagami
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10 Momona Yamagami, Date: 5/19/2021

11 DocuSigned by:
Solmaz Shakerifard
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12 Solmaz Shakerifard, Date: 5/19/2021

13 DocuSigned by:
Marissa Parker
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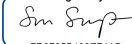

14 Marissa Parker, Date: 5/18/2021

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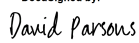
MEMORANDUM OF UNDERSTANDING
BETWEEN
THE UNIVERSITY OF WASHINGTON (UNIVERSITY)
AND
THE INTERNATIONAL UNION, UNITED AUTOMOBILE, AEROSPACE AND
AGRICULTURAL IMPLEMENT WORKERS OF AMERICA (UAW), AFL-CIO and its
LOCAL UNION 4121 (UNION)


During negotiations, the parties reached agreement on the following regarding *Transportation and U-PASS*:

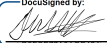
Eligible bargaining unit employees will not be charged a fee for a U-PASS through Spring Quarter 2024.


Tentatively Agreed To:	
For the Union:	For the Employer:
<small>DocuSigned by:</small>  <small>7067250492E34AD...</small>	<small>DocuSigned by:</small>  <small>3275835985UC41U...</small>
Date: 5/18/2021	Date: 5/18/2021


Union Members:


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David Parsons, Date: 5/19/2021


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Mike Miller, Date: 5/19/2021

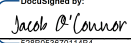
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Douglas Avella, Date: 5/19/2021

DocuSigned by:

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Vern Harner, Date: 5/18/2021

DocuSigned by:

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Amzi Jeffs, Date: 5/19/2021

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Levin Kim, Date: 5/19/2021

DocuSigned by:

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Kyle Kubler, Date: 5/19/2021

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Jacob O'Connor, Date: 5/18/2021

DocuSigned by:
Nayon Park
Nayon Park, Date: 5/18/2021

DocuSigned by:
Samantha Thompson
Samantha Thompson, Date: 5/18/2021

DocuSigned by:
Momona Yamagami
Momona Yamagami, Date: 5/19/2021

DocuSigned by:
Solmaz Shakerifard
Solmaz Shakerifard, Date: 5/19/2021

DocuSigned by:
Marissa Parker
Marissa Parker, Date: 5/18/2021

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MEMORANDUM OF UNDERSTANDING
BETWEEN
THE UNIVERSITY OF WASHINGTON (UNIVERSITY)
AND
THE INTERNATIONAL UNION, UNITED AUTOMOBILE, AEROSPACE AND
AGRICULTURAL IMPLEMENT WORKERS OF AMERICA (UAW), AFL-CIO and its
LOCAL UNION 4121 (UNION)

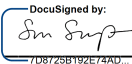
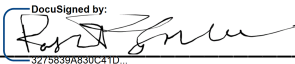
MOU: Time off tracking in Workday

10 During negotiations for the 2021-2024 successor agreement, the parties reached
11 agreement regarding *Time off tracking in Workday*, effective July-September 16, 2022.

12 The parties agree that upon request during Fall Quarter 2021, either party may
13 initiate discussions regarding the process of implementation of requesting,
14 recording, and tracking holidays, vacation, and leaves in Workday, as also identified
15 in Articles 10, 17 and 32.

16 The parties will agree upon the language the University uses to communicate to
17 agree to create a joint communication to be delivered to departments or and hiring
18 units via e-mail regarding the implementation of requesting, recording, and
19 tracking holidays, vacation, and leaves in Workday. The parties agree to make good
20 faith efforts to produce the language as described they will endeavor to deliver the
21 joint communication as described above in order to provide the communication to
22 departments and hiring units prior to Fall Quarter 2022.

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Tentatively Agreed To:	
For the Union:	For the Employer:
 <small>7D8725B192E74AD...</small>	 <small>3275839A830C41U...</small>
Date: 5/18/2021	Date: 5/18/2021

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Union Members:

DocuSigned by:
David Parsons
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David Parsons, Date: 5/19/2021

DocuSigned by:
Mike Miller
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Mike Miller, Date: 5/19/2021

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Douglas Avella, Date: 5/19/2021

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Vern Harner, Date: 5/18/2021

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Amzi Jeffs
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Amzi Jeffs, Date: 5/19/2021

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Levin Kim
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Jacob O'Connor, Date: 5/18/2021

DocuSigned by:
Nayon Park
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Nayon Park, Date: 5/18/2021

1 DocuSigned by:
Samantha Thompson
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2 Samantha Thompson, Date: 5/18/2021

3 DocuSigned by:
4 Momona Yamagami
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5 Momona Yamagami, Date: 5/19/2021

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8 Solmaz Shakerifard, Date: 5/19/2021

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11 Marissa Parker, Date: 5/18/2021

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