

Summary of UW Last, Best, and Final Offer to Teamsters 117: 2015-2017 Collective Bargaining Agreement

PROVISION	UPDATES
Wages	<p>General Wage Increases:</p> <ul style="list-style-type: none"> • 3% across the board increase effective July 1, 2015. • 2% across the board increase effective July 1, 2016.
(New Article)	<p>DRIVE Fund: Employees may voluntarily contribute to Democrat, Republican, Independent Voter Education (DRIVE) via payroll deduction, provided that management receives a copy of the authorization.</p>
Article 4: Joint Labor/Mgmt. Committee	<p>Joint Labor-Management Committee: A union staff representative is to be the sole decision-maker in determining whether their attendance at joint labor-management meetings is necessary.</p>
Article 15: Hours of Work and Overtime	<p>Pay for Administrative Assignments: Qualifying administrative assignments requiring in-person attendance that are not contiguous with an officer's shift will yield a minimum of four hours' pay. Noncontiguous telephonic assignments will receive at least two hours of pay. For such situations, "contiguous" means the assignment is ongoing within 15 minutes of a scheduled shift.</p> <p>Overtime Assignments: While general overtime needs are to be determined and scheduled by the employer, UWPD will discuss overtime staffing and assignment for football and other special events with officers and the union through the joint labor-management process, with a particular focus on employees' ability to opt-out of such shifts.</p> <p>Football Events: Officers who are assigned to a shift the night immediately before a football event or the night immediately after the event will not be required to work the football event.</p>
Article 16: Compensatory Time Off	<p>Comp. Time Accumulation: The maximum amount of compensatory time officers can accumulate will increase from 200 hours to 240.</p>
Article 18: Grievance Procedure	<p>Grievance Procedure: Steward involvement will be increased at step one of the grievance procedure, and grievances will automatically move to step two if a department does not provide a response at step one.</p>
Article 20: Longevity and Premiums	<p>Longevity Premium Schedule: The existing longevity pay schedule will be front-loaded to provide for an increase at 3 years of service instead of at 25 years.</p>
MOU: HR/Payroll System	<p>HR/Payroll System: New MOU acknowledges that the UW's new HR/Payroll system is scheduled to be implemented on January 1, 2016, and that the parties will begin bargaining in October of 2014.</p>