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Summary

> SEIU 925 & WFSE engaged in coalition bargaining in an attempt to harmonize the contracts to the extent possible.
> Both contracts are in effect from July 1, 2017 – June 30, 2019.
Respect and Workplace Behavior (Article 4)

> In both contracts, a new article memorializes the parties’ commitment to foster an environment of shared respect.

> The language encourages employees to report instances where they feel subjected to inappropriate workplace behavior, and commits management to investigate and take appropriate action as necessary.

> The parties agreed to a temporary memorandum to make this language effective on 12/31/16.
Hours of Work and Work Schedules (Article 9)

Shift Schedules/Assignment Notice

> The parties agreed to increase the advance notice to an employee required when management directs a permanent change in work shift assignment or work schedule from 10 to 14 calendar days.

> This change was for WFSE only, as SEIU 925 was already at 14 days.
Hiring Appointments, Promotions & Transfers (Article 14)

> **Probationary Period:** In both contracts, new language outlines the parties’ 6 month probationary period, and allows for management to extend a probationary period for an individual employee up to a maximum of 12 months. Such employees would be given a written explanation, and such extensions will not be a normal practice.

> **Converting Appointments:** In both contracts, new language allows management to convert a non-permanent appointment into a permanent appointment if a competitive process was used, or if the appointment was filled using a veteran placement program. Such employees will serve a probationary or trial service period.
Vacation Leave (Article 17)

In both contracts, the parties will increase vacation accruals during later years of service, as follows:

> 20-24 Years: 24 days/192 hours
> 25+ Years: 25 days/200 hours
Sick Leave (Article 18)

> In both contracts, the parties have agreed in cases where an employee is authorized to use vacation or compensatory time off for sick leave purposes, all available compensatory time must be used prior to accrued vacation leave, unless it would result in the loss of vacation time.
Family Medical Leave Act (FMLA) (Article 21)

> In both contracts, the parties agreed to harmonize language between the contracts, memorializing that the amount of family medical leave available to an employee is determined by using a rolling 12 month period.

> The language clarifies that employees must use accrued leave before leave without pay while on leave covered by FMLA, but that employees may retain 80 hours or vacation leave or 80 hours of sick leave.
Parental Leave (Article 21)

> In both contracts, new language allows for parental leave to extend up to 6 months (including time covered by FMLA) during the first year after a child’s birth or placement, and extensions beyond 6 months may be approved by management.

> The parties agreed to new language allowing for use of up to 30 days of sick leave for parental leave.
Corrective Action/Dismissal (Article 36)

Grieving Formal Counseling

> In both contracts, new language establishes that formal counseling may be grieved beginning at Step One or Step Two of the grievance procedure and up to Step Three (mediation).
Seniority, Layoff, Rehire (Article 38)

> **State Service Credit** - The parties also incorporated language from the SEIU 925 contract into the WFSE contract, memorializing that employees who enter into the bargaining unit from other UW positions will be credited with layoff seniority for all seniority earned in the State classified service while employed at UW.

> **Rehire** - Language was added to indicate that when the job classification the employee was laid off from is represented by both SEIU 925 and WFSE 1488 the employee will be placed on the rehire list for the specific job classification for both unions.
Resignation and Abandonment (Article 39)

Resignation Withdrawal

> In both contracts, new language acknowledges that holidays off (in addition to scheduled days off) will not count toward the 24 hour period in which an employee may withdraw their resignation.
New Employees (Article 41)

> In both contracts, new language memorializes that union representatives will be guaranteed up to 30 minutes with employees during UW’s new employee orientation to address matters such as employee rights and obligations and the role of the union.

> If orientation is online, the union may incorporate a reasonable amount of information into the program.
Union Activities, Rights, and Stewards (Article 42)

> The parties agreed to harmonize language on union activities, rights, and stewards between the SEIU 925 and WFSE contracts, using existing language from the WFSE contract as the basis.

> **Jurisdictions:** New language clearly delineates jurisdictions for union stewards, and allows for Lead Stewards, Chief Stewards, and Local/Chapter officers to have broader jurisdictions.
Classification and Reclassifications (Article 44)

New Classifications

> In both contracts, new language commits UW Compensation and the union to meet within 60 days when the union proposes new job classifications.
Wages and Other Pay Provisions (Article 45)

Merit Steps

> The parties agreed to add merit-based Career Enhancement Growth Program (CEGP) steps to the top of WFSE pay tables as well as SEIU 925 tables that currently do not have them.
Staffing Concerns (Article 48)

Assignment of Additional Duties

> In both contracts, an employee assigned the duties of a vacant position on a long term basis on top of their existing duties may meet with management to discuss the situation, and can request a subsequent meeting with the union present.
Coalition Joint Labor Management (JLM) Pilot

New MOU – in both contracts

> The parties agreed to create a University JLM Communication Committee comprising SEIU 925 (up to 6 members on paid release), WFSE (up to 6 members on paid release), and UW, for the duration of the 2017-19 contracts (expires 6/30/19).

> The committee will provide a forum to discuss matters and policies that affect both unions.

> Meeting time will be considered work time but meetings and pre-meeting time will not qualify for overtime.
Coalition JLM – Continued
WFSE Standing JLMs

> New language changes the structure of WFSE JLMs.
> WFSE will have 8 JLM meetings annually, including up to 3 WFSE members on paid release and 2 WFSE staff members.
> The language delineates JLMs by area rather than job class (Facilities Services, Housing & Food Services, UW Medical Center, and Harborview).
> This new structure expires on 6/30/19.
Expedited Arbitration Pilot

New MOU – in both contracts

> The parties agreed to an expedited arbitration pilot between 1/1/17, and 6/30/19.
> Expedited hearings will be held within 60 days of a request being accepted, and the award will be completed within 7 business days of the hearing or submission of the briefs.
Updating Classifications

New MOU – in both contracts

> The parties will establish a joint committee to review and potentially update and revise classification specifications across SEIU 925 and WFSE, beginning 1/1/17.

> The committee will meet quarterly, and may establish subcommittees specific to each union. UW Compensation will review and accept, reject, or modify union classification change proposals.
New Employee Orientation

New MOU – in both contracts

> All campus employees will be required to attend new employee benefits orientation starting 1/1/17.
> On 1/1/18 or 6 months after HRP go-live (whichever is later) new employees will be required to attend a full-day new employee orientation, which will include a benefits orientation, to ensure that staff receive full and consistent information.
Transportation Delays

New Side Letter

> In both contracts, new language establishes that employees who arrive late to work due to unforeseen or unavoidable delays in public transportation will not be subject to corrective action, and may use accrued compensatory time, vacation leave, or leave without pay (in that order).

> Management may adjust an employee’s schedule to make up for missed time, which will not trigger overtime unless the employee works in excess of the hours they were originally scheduled to work.
Union Officer Leave

New MOU – in both contracts

> **WFSE:** The parties agreed on language providing for leave without pay for up to 36 months to an employee accepting a position as a Union Officer (such as AFSCME/WFSE Council 28 President or VP).

> **SEIU 925:** The parties agreed on language providing for leave without pay for up to 36 months to an employee accepting a position as a Union Officer.
Program Series JLM

New MOU (SEIU 925 only)

> **Classification Review:** UW will review various program assistant, program coordinator, and program support supervisor job classes for the purpose of updating classifications to ensure that employees are correctly classified, which could involve the creation of new job classifications.

> The parties will meet at least quarterly via the JLM process to review UW’s progress, for which up to 3 members will receive paid release.
Questions?