

Summary of UAW-UW 2018-2021 Collective Bargaining Agreement

CONTRACT PROVISION	SUMMARY OF CHANGES
Preamble	No Change: Maintained existing contract language
Article 1 – Purpose and Intent	No Change: Maintained existing contract language
Article 2 – Recognition	No Change: Maintained existing contract language
Article 3 – Definitions	No Change: Maintained existing contract language
Article 4 – Appointment and Reappointment Notification and Job Description	Updates: New language clarified that appointment or reappointment letters could be written or emailed.
Article 5 – Childcare	<p>Updates: New language clarified that if the University has an active contract for Backup and Sick Child Care Services, qualifying ASEs shall be eligible to participate.</p> <p>Added language stating that an ASE representative, with preference given to student parents, will be appointed annually to the Childcare Advisory Committee.</p> <p>Added language increasing an eligible ASEs payment to \$1250 (previously \$900) per quarter for child care expenses. The University increased its commitment to \$60,000 per year for the purpose of ASE child care (previously \$45,000).</p>
Article 6 – Discipline or Dismissal	No Change: Maintained existing contract language
Article 7 – Fee and Tuition Waivers	Updates: Added language stating that ASEs with a 50% FTE appointment will receive a waiver for the operating fee, building fee and technology fee (maintaining status quo).

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Article 8 – Grievance Procedure	<p>Updates: Moved the content from the Regularly Scheduled Arbitration Hearings MOU inline to the contract</p> <p>Removed language referring to the hearings as a pilot; added language stating that the parties would mutually agree upon the cases to be heard at a hearing 45 days prior, and no cases shall be deferred more than one regularly scheduled arbitrated date</p>
Article 9 – Health and Safety	No Change: Maintained existing contract language
Article 10 – Holidays	No Change: Maintained existing contract language
Article 11 – Intellectual Property and Scholarly Misconduct	No Change: Maintained existing contract language
Article 12 – Insurance Programs	Updates: The GAIP plan was extended to cover the 2018-21 contract cycle.
Article 13 – Job Posting	Updates: Clarified language to say that jobs would be posted on a university jobs website such as UW Hires or GFIS
Article 14 – Job Titles and Classifications	<p>Updates: Updated the occupation codes for job titles to match WorkDay codes; updated standard qualifications for Predoctoral Instructors to match current practice</p> <p>Struck Predoctoral Lecturer and Predoctoral Researcher job titles</p>
Article 15 – Layoff	No Change: Maintained existing contract language
Article 16 – Leaves of Absence	Updates: Added language in compliance with Initiative 1-433 to include an expansion of the definition of family member; inclusion of conditions for sick leave usage; accrual for hourly ASEs at one hour for every forty worked, with a maximum carryover of forty hours of accrued sick leave each calendar year

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Article 17 – Management Rights	No Change: Maintained existing contract language
Article 18 – No Strikes, No Lockouts	No Change: Maintained existing contract language
Article 19 – Non-discrimination and Harassment	<p>Updates: Added language prohibiting retaliation against any ASE for reporting concerns regarding discrimination, harassment and related actions.</p> <p>Incorporated the definition of micro-aggressions, which had previously been in an MOU. Updated language states that the parties would meet as requested up to three times per year in the contract to evaluate progress on the joint goal of eliminating micro-aggressions against ASEs.</p> <p>Added language stating that a violation of this article must be submitted within 180 days of an alleged occurrence.</p> <p>Added language on interim measures stating that the University will implement interim measures as appropriate when a grievance or complaint is filed, to allow the ASE to learn and work in an environment free of discrimination.</p> <p>Added language stating the University shall implement appropriate remedies if a complaint and/or grievance is sustained, to allow the ASE to learn and work in an environment free from discrimination.</p> <p>Added language stating that ASEs shall have the right to be represented by an advocate of their choice, including a Union representative, in the grievance or arbitration process.</p> <p>Added language stating that UCIRO shall include a statement in the initial e-mail they send out to all complainants that says Union members may have rights under their Collective Bargaining Agreements.</p> <p>Added language stating that beginning in academic year 2018-19 and every year thereafter, the parties would jointly administer an equity survey for all ASEs focused on ASE-specific concerns. Survey questions would be developed once and used throughout the life of the contract. Additional department-specific</p>

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	survey questions would be jointly developed and on a volunteer basis. Survey results would be discussed at a joint labor management meeting.
Article 20 – Parking and Transit	No Change: Maintained existing contract language
Article 21 – Personnel Files	No Change: Maintained existing contract language
Article 22 – Severability	No Change: Maintained existing contract language
Article 23 – Subcontracting	No Change: Maintained existing contract language
Article 24 – Summer Non-registered Graduate Research Student Assistants	No Change: Maintained existing contract language
Article 25 – Training	No Change: Maintained existing contract language
Article 26 – Travel	No Change: Maintained existing contract language
Article 27 – Union-Management Committee	No Change: Maintained existing contract language

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Article 28 – Union Rights	<p>Updates: Added language detailing the four reports UW provides the Union each pay period from WorkDay data</p> <p>Added language stating the Union orientation is a part of the orientation and onboarding process for new ASEs; added language stating that for those who have not previously attended a new ASE orientation, and upon request from the Union (not more than once per quarter), departments will provide time and space for a thirty-minute Union orientation; the orientation would count toward the 220 hour expectation for salaried ASEs and be paid accordingly for hourly ASEs; departments would encourage that new ASEs attend Union orientation</p> <p>Added language stating that prior to the start of fall quarter 2018, the parties will jointly develop training for management summarizing changes from the prior collective bargaining agreement; added language stating the parties will meet quarterly to discuss any training needs related to contract administration.</p>
Article 29 – Union Security	No Change: Maintained existing contract language
Article 30 – Voluntary Community Action Program (VCAP)	No Change: Maintained existing contract language
Article 31 – Vacation	No Change: Maintained existing contract language
Article 32 – Wages	<p>Updates: The parties agreed to base rate and hourly wage increases of 2% on July 1, 2018, 2% on July 1, 2019, and 2% on July 1, 2020. Variable rates will be increased by 2% per year or the percentage needed to match the corresponding salaried non-variable rate, or the departmental increase, whichever is greater.</p> <p>The parties eliminated contract language that tied ASE compensation at UW to the Global Challenge States (GCS).</p>
Article 33 – Workload	No Change: Maintained existing contract language

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Article 34 – Workspace and Materials	No Change: Maintained existing contract language
Article 35 – Duration	Updates: The parties agreed to an agreement in effect from the date of membership ratification until April 30, 2021, unless mutually extended by the parties. The initial bargaining session will take place no later than February 1, 2021.
Letter of Understanding A: Wages	Housekeeping Updates: The parties agreed to remove an outdated letter of understanding.
Letter of Understanding B: Union Rights	Housekeeping Updates: The parties agreed to remove an outdated letter of understanding.
Letter of Understanding C: Workers Compensation	Updates: The parties agreed to extend the terms as written through academic year 2021.
Letter of Understanding F: Overpayment of Health Insurance Premium	Housekeeping Updates: The parties agreed to remove an outdated letter of understanding.
MOU – Regularly Scheduled Arbitration Hearings Pilot	Updates: The parties agreed to strike the MOU and move the contents to Article 8 grievance Procedure (with slight edits).
MOU – Job Titles and Classifications	Housekeeping Updates: The parties agreed to remove an outdated memorandum of understanding.
MOU – Micro-Aggressions	Updates: The parties agreed to strike the MOU and move the contents to Article 19 non-discrimination and harassment.

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MOU – Immigration Status and Work Authorization	Updates: The parties agreed to extend the terms as written through academic year 2021.
MOU – GAIP 2015-2018 Implementation	Housekeeping Updates: The parties agreed to remove an outdated memorandum of understanding.
MOU – HR/P and Union Security	Housekeeping Updates: The parties agreed to remove an outdated memorandum of understanding.
MOU – Advisory Committee to the Provost Regarding Student Employee Hourly Wage	Housekeeping Updates: The parties agreed to remove an outdated memorandum of understanding.
MOU – Lump Sum Payment Upon Ratification	Updates: The parties agreed that the University will provide a lump sum payment of \$100 to each ASE with a 50% FTE appointment, payable during the first quarter of employment during each year of the contract starting with the 2018/2019 academic year.
MOU – HR/P Transition and Impacts	Housekeeping Updates: The parties agreed to remove an outdated memorandum of understanding.
Appendix 1 – GAIP Group Medical Plan Summary	Updates: The parties updated the basket of insurance benefits to include a waiver of the \$75 per quarter deductible for unlimited visits to network mental health care providers, and an expansion of coverage for trans-affirming procedures.
New Article – Hourly Pay Scale Transparency	New Article: New language states that the University shall post all hourly pay rates on department or hiring unit websites beginning Fall 2018.

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New MOU – Sexual Harassment and Prevention Training	<p>New MOU: New language states that the parties will jointly offer in-person sexual harassment prevention and response training for incoming ASEs. SafeCampus will be responsible for joint development of the program and supervision of the program and ASE employees. Hours to attend the trainings will be included in the required workload for salaried ASEs and paid at the hourly rate for hourly ASEs once.</p> <p>The MOU outlines the details and logistics of the trainings surrounding content, joint training elements, ASE Hiring and Supervision, timeline, training size and duration.</p>
New MOU – Paid Family and Medical Leave Premiums	<p>New MOU: After October 1, 2018 either party may reopen Article 16 (Leaves) for the purpose of negotiating provisions (premiums, eligibility, policies, etc.) regarding Paid Family and Medical Leave as passed by the State Legislature in SSB 5975.</p>
New LOU – U-PASS	<p>New LOU: New language states that 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, and any conditions agreed upon during coalition bargaining regarding the U-PASS will be applied to the UAW 2018-2021 contract.</p>