

## Summary of SEIU 925-UW 2019-2021 Collective Bargaining Agreement

| CONTRACT PROVISION  | SUMMARY OF CHANGES   |
|---|--|
| Preamble and Purpose  | <b>No changes:</b> The parties agreed to maintain existing contract language.  |
| Article 1 - Union Recognition                                       | <b>No changes:</b> The parties agreed to maintain existing contract language.  |
| Article 2 - Nondiscrimination                                       | <b>Updates:</b> New language points to the corresponding UW Executive Order for a definition of sexual harassment.<br><br>New language states that a grievance alleging a violation of the non-discrimination article must be submitted within 180 days of an alleged occurrence, and when a grievance or complaint is filed, the University will implement interim measures as appropriate. |
| Article 3 - Reasonable Accommodation of Employees with Disabilities | <b>Updates:</b> New language was added in line with recent law changes regarding pregnancy accommodations.   |
| Article 4 - Workplace Behavior                                      | <b>Updates:</b> New language states that at no time will bullying be accepted as workplace behavior, and a definition of bullying is provided.   |
| Article 5 - Affirmative Action                                      | <b>No changes:</b> The parties agreed to maintain existing contract language.  |
| Article 6 - Grievance Procedure                                     | <b>Updates:</b> New language increases the amount of time the Employer has to respond in writing after a Step Two grievance meeting from fifteen to thirty days.   |
| Article 7 - Employee Rights   | <b>No changes:</b> The parties agreed to maintain existing contract language.  |
| Article 8 - Employee Facilities                                     | <b>No changes:</b> The parties agreed to maintain existing contract language.  |
| Article 9 - Hours of Work   | Housekeeping edits only  |

## Summary of SEIU 925-UW 2019-2021 Collective Bargaining Agreement

| CONTRACT PROVISION  | SUMMARY OF CHANGES   |
|---|--|
| Article 10 - Overtime                                       | <b>Updates:</b> New language clarifies that an employee's unused compensatory time balance will be cashed out every June 30 or when the employee leaves University employment. It may also be cashed out when the employee transfers within their department to a position with a different funding source, or transfers to a position in another department.  |
| Article 11 - Employee Training and Development              | Housekeeping edits only  |
| Article 12 - Advance Certification/Registration Pay         | Housekeeping edits only  |
| Article 13 - Tuition Exemption Program                      | Housekeeping edits only  |
| Article 14 - Hiring, Appointment, Promotions, and Transfers | <p><b>Updates:</b> Housekeeping edits to paid and unpaid leave taken during probationary period.</p> <p>Definitions were updated for promotion, transfer, and lateral movement.</p> <p>New language was updated regarding movement between positions at the University. The movement language was further consolidated and clarifies that employees who transfer, move laterally, or voluntarily demote will serve a six-week trial service period (extended on a day-for-day basis for any leave taken except for military service). Those who promote will serve a six-month trial service period.</p> |
| Article 15 - Inter-System Movement                          | <b>No changes:</b> The parties agreed to maintain existing contract language.  |

## Summary of SEIU 925-UW 2019-2021 Collective Bargaining Agreement

| CONTRACT PROVISION                     | SUMMARY OF CHANGES  |
|--|---|
| Article 16 - Holidays                  | <p><b>Updates:</b> New language clarifies current practice that, in order to be paid for a holiday not worked, an employee must be in paid status for at least four hours on the last scheduled work shift preceding the holiday.</p> <p>New language states that employees can use holiday credit or a mutually agreed upon temporary modified weekly schedule if a holiday falls on an employee's regular work day and the shift is more than eight hours (along with other leave types already listed in the article).</p>   |
| Article 17 - Vacation Leave            | <p><b>Updates:</b> New language states that either the Union or the Employer may suggest new departmental vacation bid policies, which could also be discussed at JLMs; the Employer would not institute a new vacation bid policy without following its bargaining obligations.</p> <p>New language will require the Employer to provide a response in writing for vacation leave denials.</p> <p>New language states that the Employer may implement reoccurring blackout periods only when there is a demonstrable business or operational need.</p> <p>Language was updated to more clearly describe the current policy around vacation leave maximums and exceptions for when a vacation leave balance can exceed 240 hours.</p> |
| Article 18 - Sick Leave                | <p><b>Updates:</b> Housekeeping edits only</p>  |
| Article 19 - Union Business Activities | <p><b>Updates:</b> The stand-alone article was eliminated. The Union Business Activities language was updated in Article 42.</p>  |
| Article 20 - Miscellaneous Leave       | <p>Housekeeping edits only</p>  |

## Summary of SEIU 925-UW 2019-2021 Collective Bargaining Agreement

| CONTRACT PROVISION   | SUMMARY OF CHANGES   |
|--|--|
| Article 21 - Family Medical Leave Act and Parental Leave         | <p><b>Updates:</b> Removed the cap on interspersing so that an employee can continue using eight hours of accrued leave per month for continuation of employer-paid health care benefits for the duration of an approved leave of absence (instead of being capped at six months with the current language). The interspersed paid leave will be applied to the first working day of the month.</p> <p>Holiday credit was added to the list of allowable leave types for parental leave.</p> |
| Article 22 - Child/Dependent Care                                | <p><b>No changes:</b> The parties agreed to maintain existing contract language.</p>   |
| Article 23 - Shared Leave  | <p><b>Updates:</b> Language throughout this article was updated to reflect the existing and new Washington State law. The list of reasons an employee may use shared leave was updated to include sickness or temporary disability due to a pregnancy-related medical condition or miscarriage, and parental leave for a period of up to sixteen weeks after birth or placement.</p>   |
| Article 24 - Unpaid Holidays for a Reason of Faith or Conscience | <p><b>No changes:</b> The parties agreed to maintain existing contract language.</p>   |
| Article 25 - Leave Due to Family Care Emergencies                | <p><b>Updates:</b> The article was updated to include family care, including a definition for elder care emergencies in accordance with state law.</p> <p>The list of allowable leave types for a family care emergency was supplemented to include compensatory time, holiday credit, and personal holiday.</p>   |
| Article 26 - Civil/Jury Duty Leave and Bereavement Leave         | <p><b>Updates:</b> New language added holiday credit as a leave type that can be used for bereavement beyond the three-day leave period.</p>   |

## Summary of SEIU 925-UW 2019-2021 Collective Bargaining Agreement

| CONTRACT PROVISION  | SUMMARY OF CHANGES  |
|---|---|
| Article 27 - Leave Related to Domestic Violence, Sexual Assault or Stalking | <b>Updates:</b> New language states that the University will grant reasonable safety accommodations to victims (in addition to, or instead of time off, which was already in the contract) in accordance with state law.  |
| Article 28 - Inclement Weather and Suspended Operations                     | <b>Updates:</b> New language added holiday credit as a leave type that can be used for time off related to inclement weather or suspended operations.<br><br>New language reduces the amount of time that an employee has to make up work after suspended operations from ninety days to sixty days.  |
| Article 29 - Military Leave   | <b>Updates:</b> New language states that if an employee is scheduled to work a shift that begins on one calendar day and ends on the next, the employee is charged military leave only for the first calendar day.<br><br>New language added holiday credit as a leave type that can be used for military leave.  |
| Article 30 - Work Related Injury Leave                                      | Housekeeping edits only   |
| Article 31 - Health & Safety  | <b>No changes:</b> The parties agreed to maintain existing contract language.   |
| Article 32 - Uniforms Requirement   | <b>No changes:</b> The parties agreed to maintain existing contract language.   |
| Article 33 - Transportation and Commute Reduction                           | <b>Updates:</b> New language on telework was added, in part from the University's telework policy. The language states that departmental telework policies will be appropriate topics for JLMs, and denial of a telework request cannot be grieved.<br><br>New language states that termination of telework arrangements shall require no less than five business days written notice, or longer as included in individual telework agreements (not applicable to arrangements through the disability accommodation process). |

## Summary of SEIU 925-UW 2019-2021 Collective Bargaining Agreement

| CONTRACT PROVISION                       | SUMMARY OF CHANGES  |
|--|---|
| Article 34 - Performance Evaluation      | <b>Updates:</b> New language states that implementation of alternative performance evaluation models will be an appropriate topic for JLMs. New language clarifies current evaluation practices for the Medical Centers who complete evaluations in Workday.  |
| Article 35 - Personnel Files             | <b>No changes:</b> The parties agreed to maintain existing contract language.   |
| Article 36 - Corrective Action/Dismissal | <b>No changes:</b> The parties agreed to maintain existing contract language.   |
| Article 37 - Employee Assistance Program | <b>No changes:</b> The parties agreed to maintain existing contract language.   |
| Article 38 - Seniority, Layoff, Rehire   | <p><b>Updates:</b> Language was eliminated that correlated percentage of FTE to employment options in a layoff.</p> <p>New language states that employee bump options would also include a funded vacant position in a lower classification within the same series within the layoff unit, and the opportunity to replace the most junior employee in a lower classification within the same series within the department.</p> <p>The parties agreed to consolidate the list of layoff seniority units from ninety-four to thirty-five (see Appendix IV).</p> |
| Article 39 - Resignation and Abandonment | <b>No changes:</b> The parties agreed to maintain existing contract language.   |
| Article 40 - Mandatory Subject           | <p><b>Updates:</b> The article was updated to include language stating that a valid request to bargain must include at least three available dates and times to meet.</p> <p>Holiday credit was added to the list of allowable leave types that can be used for release time beyond the paid release time currently allowed for up to four employee representatives scheduled to work during the time meetings or negotiations are being conducted.</p>   |

## Summary of SEIU 925-UW 2019-2021 Collective Bargaining Agreement

| CONTRACT PROVISION                                  | SUMMARY OF CHANGES   |
|---|--|
| Article 41 - New Employees                          | <p><b>Updates:</b> The article was updated to incorporate language from the 17-19 new employee MOU stating that the Employer will continue to offer a regularly scheduled in-person all day new employee orientation by POD (Welcome Day, which is mandatory for new Seattle main campus employees).</p> <p>New language states that if an employee does not attend orientation, the Employer will provide the Union access during regular work hours within ninety days of employment, for no less than 30 minutes, at the employee's regular worksite.</p>   |
| Article 42 - Union Activities, Rights, and Stewards | <p><b>Updates:</b> New language clarifies that a second steward may be present for an investigatory meeting or grievance for the purposes of being trained, or providing steward training, if the Union has requested their presence in advance.</p> <p>New language states that employees can use leave consistent with University policy to work for the Union on a temporary basis (with supervisory approval).</p> <p>New language states that delegates and SEIU 925 members may use state owned/operated equipment to communicate with the Union and Employer for administering the collective bargaining agreement, and not in a manner prohibited by the Executive Ethics Board.</p> <p>New language details the information request process for submittal to Labor Relations, and details what happens if the Employer believes a request is unclear and/or unreasonable.</p> |
| Article 43 - Joint Union/management Committees      | <p><b>No changes:</b> The parties agreed to maintain existing contract language.</p>   |
| Article 44 - Classifications and Reclassification   | <p><b>Updates:</b> The 17-19 contract states that the Union may at any time propose a new classification with appropriate justification, and new language expands this to allow proposed edits to existing classifications.</p>  |

## Summary of SEIU 925-UW 2019-2021 Collective Bargaining Agreement

| CONTRACT PROVISION  | SUMMARY OF CHANGES   |
|---|--|
| Article 45 - Compensation, Wages and Other Pay Provisions | <p><b>Update:</b> The parties agreed to increase wages across-the-board by 2% on July 1, 2019 and 2% on July 1, 2020.</p> <p>New language will result in increases to the standby premium from \$1.75 to \$2.00 per hour for the University-wide Nonsupervisory, and Supervisory Units, Contact Center, and Contact Center Supervisory Units, and from \$3.00 to \$3.75 per hour for the Health Care Professional/Laboratory Technical Unit.</p>   |
| Article 46 - Health Care Benefits Amounts                 | <p><b>Update:</b> New language states that if the PEB Board authorizes stand-alone vision insurance coverage, then the Employer will pay the entire premium costs for each bargaining unit employee.</p> <p>New language states that, during January 2020 and again in January 2021, the Employer will make available two hundred fifty dollars in a medical flexible spending arrangement (FSA) account for each bargaining unit member with an annual full-time base salary of \$50,004 or less on November 1 of the year prior to the FSA funds disbursement.</p> |
| Article 47 - Contracting                                  | <b>No changes:</b> The parties agreed to maintain existing contract language.  |
| Article 48 - Staffing Concerns                            | <b>No changes:</b> The parties agreed to maintain existing contract language.  |
| Article 49 - Privacy                                      | <b>No changes:</b> The parties agreed to maintain existing contract language.  |
| Article 50 - No Strike/Lockout                            | <b>No changes:</b> The parties agreed to maintain existing contract language.  |
| Article 51 - Travel Pay and Work Time                     | <b>No changes:</b> The parties agreed to maintain existing contract language.  |
| Article 52 - Personal Services                            | <b>No changes:</b> The parties agreed to maintain existing contract language.  |
| Article 53 - Modality Pay                                 | Housekeeping edits only  |



## Summary of SEIU 925-UW 2019-2021 Collective Bargaining Agreement

| CONTRACT PROVISION   | SUMMARY OF CHANGES   |
|--|--|
| Article 54 - Subordination of Agreement and Saving Clause    | <b>No changes:</b> The parties agreed to maintain existing contract language.  |
| Article 55 - Contract Publication                            | <b>Updates:</b> Language was eliminated which stated that HR and individual departments would maintain paper copies of the CBA.  |
| Article 56 - Union Membership, Fair Share and Dues Deduction | <b>No changes:</b> The parties agreed to maintain existing contract language.  |
| Article 57 - Management Rights and Responsibilities          | <b>No changes:</b> The parties agreed to maintain existing contract language.  |
| Article 58 - Duration  | <b>Updates:</b> The contract cycle will be in effect from July 1, 2019 through June 30, 2021.  |
| Article 59 - Represented Regular Temporary Employees         | <b>Updates:</b> The list of contract provisions that apply to temporary employees was updated to include Reasonable Accommodation of Employees with Disabilities & Advance Certification Registration Pay. |
| Appendix I - Job Classifications                             | <b>Housekeeping updates:</b> The parties agreed to housekeeping updates to the contract's list of job profiles.  |
| Appendix II - Differentials                                  | <b>Housekeeping updates:</b> The parties agreed to housekeeping updates to the contract's list of job profiles and differentials.  |
| Appendix III - Overtime Exempt Job Classifications           | <b>No changes:</b> The parties agreed to maintain existing contract language.  |
| Appendix IV - Layoff Seniority Units                         | <b>Updates:</b> The parties agreed to consolidate the list of layoff seniority units from ninety-four to thirty-five.  |
| Appendix V - Pay Tables                                      | <b>Housekeeping updates:</b> The parties will update pay tables per the contract terms.  |

## Summary of SEIU 925-UW 2019-2021 Collective Bargaining Agreement

| CONTRACT PROVISION                                  | SUMMARY OF CHANGES   |
|---|--|
| Appendix VI - Market Increases                      | <b>Housekeeping updates:</b> The parties agreed to remove an outdated appendix.  |
| MOU - Expedited Arbitration Pilot                   | <b>No changes:</b> The parties agreed to extend the MOU for the 2019-21 contract term.   |
| MOU - Scholarship Fund for Medical Center Employees | <b>No changes:</b> The parties agreed to extend the MOU for the 2019-21 contract term.   |
| MOU - Surgical Technologists                        | <b>No changes:</b> The parties agreed to extend the MOU for the 2019-21 contract term.   |
| MOU - Interpretive Services at UWMC                 | <b>No changes:</b> The parties agreed to extend the MOU for the 2019-21 contract term.   |
| MOU - Leave of Absence SEIU 925 Officer             | <b>No changes:</b> The parties agreed to extend the MOU for the 2019-21 contract term.   |
| MOU - Public Records Requests and Privacy           | <b>No changes:</b> The parties agreed to extend the MOU for the 2019-21 contract term.   |
| MOU - Transportation Services Video/Audio System    | <b>No changes:</b> The parties agreed to extend the MOU for the 2019-21 contract term.   |
| Side Letter B - Public Transportation Delays        | <b>Updates:</b> New language states that any unforeseen or unavoidable delays in public transportation would be rarely occurring. New language states that the Employer may require employees to provide proof or documentation of the unforeseen or unavoidable incident. |
| Side Letter E - Contact Center                      | <b>Updates:</b> Language was eliminated that required the parties to hold monthly JLMs.  |

## Summary of SEIU 925-UW 2019-2021 Collective Bargaining Agreement

| CONTRACT PROVISION   | SUMMARY OF CHANGES  |
|--|---|
| Side Letter G - Legislative Briefings  | <b>No changes:</b> The parties agreed to extend the side letter for the 2019-21 contract term.  |
| Side Letter J - Regular Temporary Harborview Medical Center Interpreters         | <b>No changes:</b> The parties agreed to extend the side letter for the 2019-21 contract term.  |
| Side Letter K - Representation   | <b>Updates:</b> New language states that the University agrees not to oppose the Union's effort to add to the bargaining unit, except in cases when the employees the Union seeks to add are represented by another union, when the employees' collective bargaining rights fall under RCW 41.76, RCW 41.56 or other statute hereinafter enacted by the legislature. The University does not waive its right in any case to petition the Public Employment Relations Commission for unit clarification when the University, in its sole discretion, deems it appropriate. |
| New Article – Washington Family Medical Leave Program                            | <b>New provision:</b> The Washington State Family and Medical Leave Program goes into effect beginning January 1, 2020 and the parties agree that eligibility for and approval of leave under the program shall be in accordance with the relevant law. The Employer will adhere to the remainder of the provisions outlined in the law.  |
| New MOU – Advanced Cardiac Technologist Recruitment and Retention Wage Increases | <b>New provision:</b> The parties agreed to provide increases of two pay ranges for the Advanced Cardiac Technologist Series, effective July 1, 2019. Employees will be placed on the new range at their current pay step.  |
| New MOU – King County Premium Pay  | <b>New provision:</b> The parties agreed to implement an additional 2% locality adjustment on July 1, 2019 and a 2% locality adjustment on July 1, 2020, both contingent upon the state appropriating new, permanent state funding from a non-University source to cover the full cost, including marginal benefit funding, for all employees regardless of funding source.   |
| New MOU – Former Administrative Assistant B                                      | <b>New provision:</b> Within sixty days of ratification, the parties agreed to reclassify employees who were previously reclassified from Administrative Assistant B to Administrative Assistant 3 on July 1, 2018 to a new job profile titled Administrative Assistant 3 (DNU – CLOSED) that pays at the historic Administrative Assistant B rate, at the step closest to, but not less than, their current rate of pay.   |

## Summary of SEIU 925-UW 2019-2021 Collective Bargaining Agreement

| CONTRACT PROVISION   | SUMMARY OF CHANGES   |
|--|--|
| New MOU – HMC Public Safety Sergeant Premium   | <b>New provision:</b> The parties agreed to increase the Harborview public safety sergeant premium from \$1.30 to \$2.00 per hour on January 1, 2019 and from \$2.00 to \$3.00 per hour on July 1, 2019.   |
| New MOU – Lump Sum Payment   | <b>New provision:</b> The parties agreed to a lump sum payment of \$100 for employees in active permanent appointments on July 1, 2019 of .75 FTE or above, and \$50 for employees in active permanent appointments below .75 FTE.   |
| New MOU – Market Based Salary Adjustments  | <b>New provision:</b> The parties agreed to a one pay range market based salary adjustment on July 1, 2019 for the multimedia technician benchmark cluster in accordance with the University’s pay philosophy.   |
| New MOU – Medical Airlift Communications Specialist and Medical Airlift Communications Supervisor Recruitment and Retention Wage Increases | <b>New provision:</b> The parties agreed to provide increases of two pay ranges for the Medical Airlift Communications Specialist and Supervisor, effective July 1, 2019. Employees will be placed on the step nearest to, but not less than their current step, plus one step.  |
| New MOU – Medical Interpreters Recruitment and Retention Wage Increases  | <p><b>New provision:</b> The parties agreed to provide increases of two pay ranges for the Medical Interpreter series, effective July 1, 2019. Employees will be placed on the step closest to, but not less than their current rate of pay, plus one step.</p> <p>Additionally, the Employer will extend to UWMC interpreters \$250 per employee prorated by FTE for education and training.</p>  |
| New MOU – Non-Monetary Steps and Pay Tables BH   | <p><b>New provision:</b> The parties agreed that effective January 1, 2020 the Employer will eliminate all non-monetary steps for all pay ranges on pay tables BF and BT by redistributing the current increases along the range.</p> <p>Effective January 1, 2020, the Employer will move all job profiles from the BH table to the BF table, and inactivate the BH table. Employees will be placed on the new range at the value closest to, but not less than, their current rate of pay.</p> |

## Summary of SEIU 925-UW 2019-2021 Collective Bargaining Agreement

| CONTRACT PROVISION  | SUMMARY OF CHANGES   |
|---|--|
| New MOU – House Bill 2669   | <b>New provision:</b> The parties agreed to meet and discuss possible amendments to the collective bargaining agreement after civil service rules are amended following the passing of a recent House Bill that removed the exemption of part-time employees from state civil service rules.     |
| New MOU – Pay Table Parity  | <b>New provision:</b> The parties agreed to pay table parity effective July 1, 2019 between WFSE and SEIU 925 as outlined within the MOU.  |
| New MOU – Phlebotomist Recruitment and Retention Wage Increases             | <b>New provision:</b> The parties agreed to provide increases of five pay ranges to Phlebotomists and Leads, effective July 1, 2019. Employees will be placed on the new range at the step closest to but not less than their current rate of pay.   |
| New MOU – Salary Overpayment Recovery                                       | <b>New provision:</b> The parties agreed to language that outlines the process followed when the Employer has determined that an employee has been overpaid wages.   |
| New MOU – New Salary Steps for Pay Tables BF and BT                         | <b>New provision:</b> The parties agreed that one additional 2% top salary step will be added to the pay tables BF and BT, effective January 1, 2021. Employees will be eligible to advance to the new top salary step once they have been on the current top salary step for at least one year. |
| New MOU – Sports Equipment Manager Recruitment and Retention Wage Increases | <b>New provision:</b> The parties agreed to provide increases of five pay ranges to Sports Equipment Managers, effective July 1, 2019. Employees will be placed on the new range at the step closest to but not less than their current rate of pay, plus one step.                              |
| New MOU – Surgical Technologist Recruitment and Retention Wage Increases    | <b>New provision:</b> The parties agreed to provide increases of two pay ranges for Surgical Technologists, effective July 1, 2019. Employees will be placed on the new range at the step closest to but not less than their current rate of pay, plus one step.                                 |
| New MOU – Pay Tables BD, B1, and BY   | <b>New provision:</b> The parties agreed that job profiles on tables BD, B1, and BY will be moved to new tables/ranges at the value closest to, but not less than, their current rate of pay. The tables will then be inactivated.   |

## Summary of SEIU 925-UW 2019-2021 Collective Bargaining Agreement

| CONTRACT PROVISION                             | SUMMARY OF CHANGES  |
|--|---|
| New Side Letter – City of Seattle Minimum Wage | <p><b>New provision:</b> The parties agreed that contract classified pay tables will be updated to reflect the current Seattle minimum wage after an across-the-board increase or a minimum wage adjustment made by the City of Seattle. Steps falling below the new minimum wage will be inactivated and employees will be moved, if needed, to the new minimum step of the range.</p>   |
| New Side Letter – Diversity and Inclusion      | <p><b>New provision:</b> The parties agreed to the following:</p> <p>On an annual basis, the Union will receive a copy of OMA&amp;D’s assessment report on University-wide diversity metrics for the Board of Regent’s Diversity, Equity, and Inclusion subcommittee.</p> <p>The Employer will include a content module on implicit bias and the hiring process during the University’s Strategic Leadership Program (SLP) for managers and supervisors with at least one direct report. Annually, the Employer will distribute an electronic copy of the existing Staff Diversity Hiring Toolkit to all managers and supervisors of bargaining unit employees.</p> <p>On an annual basis, the Employer will provide the Unions with a list of trainings and courses offered to staff the year prior centered on aspects of diversity, equity, and inclusion. The list will include a headcount for each offering, indicating the number of participants registered, by department.</p> <p>The Union will select one member to be appointed to the University of Washington Diversity Council. On an annual basis, the Employer will provide the Union with a report on employee participation levels in Facilities relative to cultural responsiveness or cultural competency training, and manager training in implicit bias, equity, cultural responsiveness, and hiring best practices. The progress report would include an update on Facilities’ efforts to include under-represented minority members and/or women in hiring committees or interview panels.</p> <p>The Employer will create a position in UW Human Resources Recruitment dedicated to designing, developing, and implementing innovative outreach programs using diversity and inclusion best practices in support of UW’s strategic initiatives.</p> |

## Summary of SEIU 925-UW 2019-2021 Collective Bargaining Agreement

| CONTRACT PROVISION                            | SUMMARY OF CHANGES   |
|---|--|
| New Side Letter – Tracking Diversity and Bias | <p><b>New provision:</b> The parties agreed that annually the Employer will email all bargaining unit employees information regarding the availability and purpose of the University’s bias incident reporting tool as an avenue to report incidents of suspected bias.</p> <p>On an annual basis, the following groups will prepare an assessment report which will, at a minimum, include information quantifying reports of discrimination, harassment, and retaliation. An electronic copy of each report will be made available to the Union.</p> <ul style="list-style-type: none"> <li>i. UCIRO</li> <li>ii. Safe Campus</li> <li>iii. Title IX Investigation Office</li> <li>iv. UW Human Resources Campus Operations Investigations</li> <li>v. UW Medical Centers Human Resources Operations Investigations</li> </ul> |
| New Side Letter – U-PASS                      | <p><b>New provision:</b> The parties agreed that, effective July 1, 2019, bargaining unit employees will not be charged a fee for a U-PASS for the duration of the collective bargaining agreement.</p>  |
| New Side Letter – Workday Rosters             | <p><b>New provision:</b> The parties agreed that within 120 days of contract ratification, the parties will meet to discuss and complete any necessary updates to the contract provisions regarding Union rosters.</p>   |