

Summary of Teamsters 117-UW 2019-2021 Collective Bargaining Agreement

CONTRACT PROVISION	SUMMARY OF CHANGES
Article 1 – Preamble	No Change: Maintained existing contract language
Article 2 – Non-Discrimination	Updates: Language was updated to clarify and expand protection against discrimination, including on the basis of gender identity or expression, being a victim of domestic violence, sexual assault, or stalking, pregnancy, and non-membership in a labor organization.
Article 3 – Management Rights and Responsibilities	Updates: New language clarifies that work may be reassigned between this bargaining unit and the UWPMA bargaining unit only on a temporary basis. Language was added to define temporary as lasting for 3 weeks or less due to unexpected circumstances.
Article 4 – Joint Labor/Management Committee	Updates: The parties agreed that JLM meetings would be held quarterly and removed the requirement of providing copies of the minutes to the Committee.
Article 5 – Union Recognition, Union Security, and Dues Deduction	No Change: Maintained existing contract language
Article 6 – Union Business/Representatives	No Change: Maintained existing contract language
Article 7 – Union Business Activities Absences	Housekeeping Updates: Language was updated to reflect current Workday terminology regarding absences and time off.
Article 8 – Employee Files	<p>Updates: The parties agreed that written reprimands will be removed from department files after three years upon officer request. Suspensions will be removed after five years if the criteria are met.</p> <p>The parties agreed that employees will be given 10 days to seek an injunction before information about them is released via a public records request. The parties agreed that Labor Relations will notify the Union of any records requests from the Office of Public Records that directly concern Teamster members with enough notification to allow for a 10-day protest period.</p>
Article 9 – Sick Leave	<p>Updates: The language regarding sick leave accrual during LWOP was updated to reflect new laws effective 1/1/2018.</p> <p>New language clarified that the Employer will not require verification for absences of 3 consecutive workdays or fewer.</p>

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	<p>Sick leave is now accrued at 1 hour for every 40 hours worked if leave without pay exceeds 80 hours in that calendar month.</p> <p>New language clarifies that former eligible employees who are re-employed will be granted any unused sick leave credits to which they may be entitled, in accordance with state law.</p>
Article 10 – Vacations	<p>Updates: The parties agreed that during vacation bidding, employees may select a maximum of 2 scheduled work weeks, but that these weeks are no longer required to be consecutive.</p> <p>New language clarifies the policy around vacation leave maximums and exceptions for when a vacation leave balance can exceed 240 hours.</p>
Article 11 – Holidays	<p>Housekeeping Updates: New language clarifies that, to be paid for a holiday not worked, employees must be in pay status for 4 or more hours during the last scheduled work shift preceding the holiday.</p> <p>The parties agreed that, when a holiday falls on an employee’s regularly scheduled day off, the employee will receive a day of holiday credit rather than compensatory time off.</p>
Article 12 – Leaves-General	The provisions of this article are currently under dispute.
Article 13 – Uniforms/Personal Items	No Change: Maintained existing contract language
Article 14 – Seniority and Layoff	No Change: Maintained existing contract language
Article 15 – Hours of Work and Overtime	<p>Updates: The parties clarified that overtime hours are earned at a minimum of 4 hours per assignment that is not contiguous with a scheduled shift or at a minimum of 2 hours when contiguous with a scheduled shift.</p> <p>The parties clarified that deviation from regular work schedules is allowed only in cases of emergency or unexpected absences that place staffing below minimum levels.</p> <p>When possible, officers will be provided with more than 72 hours’ notice for “Pre-Scheduled” mandatory overtime.</p> <p>Employee assignments within the patrol Bureau will occur between April 1 and April 30.</p>

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Article 16 – Compensatory Time Off	<p>Updates: The parties agreed that all accrued comp time hours in excess of 240 will be paid as overtime pay.</p> <p>Employees may only cash out up to 100 hours of comp time semi-annually each year on December 30th and June 30th. Cash out limits do not apply to employees who are separating employment.</p>
Article 17 – Discipline and Dismissal	<p>No Change: Maintained existing contract language</p>
Article 18 – Grievance Procedure	<p>Updates: The parties agreed on the following adjustments to the grievance timeline:</p> <ul style="list-style-type: none"> • Union may file at Step One within 30 days of the occurrence that caused the grievance • The parties shall meet and attempt to resolve the grievance within 15 days of the grievance filing. • The department shall provide a written response within 15 days of the meeting date or 30 days from when the grievance was filed. • The Union may pursue the grievance at Step Two within 15 days of receiving the written response from Step One. • The parties will meet within 15 days of the Step 2 submittal. • The Office of Labor Relations will provide a written Step 2 response within 30 days of the meeting date or 30 calendar days from the referral to Step Two. • The grievance may be submitted to the Office of Labor Relations for mediation within 30 days of the Step 2 written response. <p>The parties have agreed that all formal grievance correspondences will include UW Labor Relations as a party to the grievance.</p>
Article 19 – Employee Rights	<p>Housekeeping Updates: The parties updated language to state that employees who are the subject of an internal investigation shall be provided a sanitized copy of the complaint upon request.</p>
Article 20 – Longevity and Premiums	<p>Updates: The parties agreed to alter the longevity pay schedule by updating to the following:</p> <ul style="list-style-type: none"> • 3 years: 1% (same) • 6 years: 3% • 10 years: 5% • 15 years: 6% • 20 years: 8% • 25 years or more: 10%

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	The parties agreed to increase the Educational Incentive pay to \$1000 for a Bachelor’s degree and \$1200 for a Masters’ degree.
Article 21 – Contracting Out	No Change: Maintained existing contract language
Article 22 – Performance of Duty/Strike/Lockout	No Change: Maintained existing contract language
Article 23 – Tuition Exemption	No Change: Maintained existing contract language
Article 24 – Severability	No Change: Maintained existing contract language
Article 25 – Wages	Updates: The parties agreed to base rate increases of 2% on July 1, 2019 and 2% on July 1, 2020. Outdated language was removed.
Article 26 – Resignation and Abandonment	No Change: Maintained existing contract language
Article 27 – Duration	Updates: This contract will be effective July 1, 2019-June 30, 2021.
Article 28 – Democrat, Republican, Independent Voter Education (DRIVE)	No Change: Maintained existing contract language
Article 29 (New) – Training	Updates: New language states that the department will designate 2 peer support officers and provide training for them. New language states that each officer will receive 50 practice rounds per month.
Appendix A – Health Care Benefits	Updates: The parties incorporated the healthcare language agreed to at the state level by the Coalition of Unions for the 2019-21 biennium.
New MOU – Uniform Portfolio	Updates: The parties agreed that the Union and Employer will discuss the officers’ uniform portfolio, including the potential addition of an external or load-bearing vest, during Uniform Committee Meetings. The union will select their committee members, and final recommendations require the Chief’s approval.
New MOU – Across-the-Board Increases Contingent Upon State Funding	Updates: New language states that, if the State approves permanent and on-going State funds to cover the full cost, the university will implement an additional 2% across-the-board increase on July 1, 2019 and an additional 2% across-the-board increase on July 1, 2020.