

Summary of AFT-UWELF-UW 2019-2021 Collective Bargaining Agreement

CONTRACT PROVISION	SUMMARY OF CHANGES
Preamble	No Change: Maintained existing contract language.
Article 1 - Recognition	Housekeeping edits only.
Article 2 – Definitions	Updates: Definitions of “Designated Sub” and “Teaching Pool” were added. Clarification was added to note that Extension Lecturers who have been separated for more than 2 years will have a new anniversary date based upon the date of their return.
Article 3 – Union Security	Updates: Language was changed to conform with the Supreme Court decision in <i>Janus v. AFSCME</i> , which took place in June 2018. New language specifies the new process for how the union may notify the University of individual employees’ authorization for union dues deductions through payroll. Language was added specifying how employees may revoke their authorization for payroll deductions to the union.
Article 4 – Union Rights	No Change: Maintained existing contract language.
Article 5 – Non-Discrimination	No Change: Maintained existing contract language.
Article 6 – Probationary Period	No Change: Maintained existing contract language.
Article 7 – Grievance & Arbitration Procedures	Housekeeping edits only.
Article 8 – Management Rights	No Change: Maintained existing contract language.
Article 9 – Work Assignment Roster	<p>Updates: The former “Hiring List” will be replaced by a “Work Assignment Roster.” Extension Lecturers are placed on the Work Assignment Roster based on their status on the Hiring List as of May 1, 2017, by their first Annual Contract date, by Anniversary Date, and then by order of date of joining the Roster after successful completion of the Probationary Period.</p> <p>A new status of “Advanced Extension Lecturer” was added, for up to 20 employees concurrently. Extension Lecturers who have been employed at least 21 quarters and met expectations must inform the Senior Director by spring and will be selected by committee. Successful candidates assume the new status and responsibilities at the beginning of the next academic year. Current employees may request to become an Advanced Extension Lecturer within 30 days of ratification (by April 2) to be effective immediately upon approval. Advanced Extension Lecturer status comes with additional responsibilities</p>

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	<p>and a 1% premium pay for each quarter in which they work with this status. This status is renewed annually unless the Advanced Extension Lecturer has not fulfilled their responsibilities or opts out.</p> <p>Extension Lecturers who have been away from IELP employment for 3 years or less are no longer required to complete a Probationary Period.</p> <p>New language clarifies that the Teaching Pool is calculated annually in spring quarter by adding the total number of hours assigned to Extension Lecturers from spring, winter, and autumn quarters of the current academic year divided by nine (9).</p>
Article 10 – Separations	<p>Updates: New language clarifies that teaching hours are assigned based on the Work Assignment Roster.</p> <p>A recall pool for laid-off Extension Lecturers is established based on “last-in-first-out” principle.</p> <p>New language clarifies that, if an Extension Lecturer is subject to layoff but has an earlier Anniversary Date than the Designated Sub, that Extension Lecturer may take on the work of the Designated Sub, and the Designated Sub would be subject to layoff. If all Extension Lecturers with an earlier Anniversary Date decline the Designated Sub work, then the Designated Sub would not be subject to layoff.</p>
Article 11 – Reassigned Time, Lead Teacher and Specialist Positions	<p>The parties agreed that when an ongoing reassigned nonteaching position within the unit is vacated, the new appointment to the position shall be for a defined period of time, and although the current employee in the position is eligible to reapply, preference will be given to other qualified candidates.</p> <p>Language stating that Lead Teachers are expected to teach the courses that they are leading was stricken.</p> <p>New language states that if no Annual Contract holder applies for Lead Teacher, Specialist, and Reassigned Time positions, Management may expand eligibility to anyone on the Work Assignment Roster, and the Work Assignment Roster will be used to select any quarterly contract holder for the position. If no one on the Work Assignment Roster is interested, eligibility may be expanded beyond the Work Assignment Roster, and selection will be by committee.</p>
Article 12 – University Suspended Operations	<p>No Change: Maintained existing contract language.</p>

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Article 13 – Personnel Files	Housekeeping edits only.												
Article 14 – Corrective Action/Formal Discipline	No Change: Maintained existing contract language.												
Article 15 – Leaves of Absence	<p>Updates: The parties added language indicating the parties' compliance with the new Washington Family Medical Leave Program per RCW 50A.04.</p> <p>The parties clarified that approved unpaid leave will not affect an Extension Lecturer's status on the Work Assignment Roster.</p> <p>Outdated FMLA language was removed.</p>												
Article 16 – Job Descriptions/Workload	<p>Updates: New language describes workload for ISP programs. The calculation $\text{Raw FTE} = n/7080$ (where n=number of actual contact minutes in the program and FTE is as in the table below) is used to calculate the workload FTE for ISP classes.</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th>Raw FTE Range</th> <th>Workload FTE</th> <th>Contact Teaching Hours</th> </tr> </thead> <tbody> <tr> <td>31% – 35%</td> <td>33%</td> <td>44-50</td> </tr> <tr> <td>62% – 71%</td> <td>67%</td> <td>88-100</td> </tr> <tr> <td>93% – 106%</td> <td>100%</td> <td>132-150</td> </tr> </tbody> </table> <p>Any Raw FTE amount not within the ranges will be advertised as a specialist position.</p> <p>If Raw FTE is less than 25% and cannot be combined with other work as part of a full-time load, the work may be paid as Excess Compensation only after any Extension Lecturer who is waiting for hours declines the work.</p> <p>When a UW holiday falls within the scheduled dates of an ISP program and the missed contact time accounts for 1/15th or more of the total contact time in that program, that contact time can be added elsewhere into the schedule.</p>	Raw FTE Range	Workload FTE	Contact Teaching Hours	31% – 35%	33%	44-50	62% – 71%	67%	88-100	93% – 106%	100%	132-150
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Article 18 – Professional Development	Housekeeping edits only.												

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Article 19 – Performance Appraisal	<p>Updates: Performance appraisals will include student evaluations, teaching observations, core job responsibilities, and performance appraisal reports using the PAS Form. Extension lecturers who have completed the Probationary Period and teach more than 67% FTE in 3 quarters or more are required to submit a PAS Form, and Extension Lecturers who teach less than 67% FTE may submit a PAS Form.</p> <p>A timeline was established for performance appraisals as follows:</p> <ul style="list-style-type: none"> • October 15: Extension Lecturer submits PAS Annual Report for the previous year • End of Autumn Quarter: Senior Director meets with Extension Lecturer to clarify and provide initial feedback • End of Winter Quarter: Senior Director provides Extension Lecturer with a written performance appraisal. Extension Lecturer has the opportunity to discuss and submit a response. <p>Performance Outcomes in 3 categories were identified and described:</p> <ul style="list-style-type: none"> • Instructor & Course Evaluations • Professional Development • Department Contributions <p>New language clarifies that performance plans can be developed for Extension Lecturers not performing to standards, with the intention to help the Extension Lecturer improve. These plans are to be developed by the end of Spring Quarter by the Supervising Director with input from the employee.</p> <p>Language regarding to Joint Union Management Committees was stricken, and new language clarified that any changes to the PAS Form will be discussed and agreed upon in a Labor Management Committee. Changes agreed upon by September 15 will be implemented in the subsequent academic year.</p>
Article 20 – Labor Management Committee	Housekeeping edits only.
Article 21 – Compensation	<p>Updates: Lead teacher pay was increased from \$1250/quarter to \$1300/quarter.</p> <p>The parties clarified that the \$35 Test Proctoring lump sum amount applies to placement test proctoring that is not performed as part of registration duties.</p>

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	<p>Performance-based base salary increases will now be assigned based on a two-tier system rather than a three-tier system. Extension Lecturers who are determined to be meritorious will receive a higher merit increase than those who have been determined to be not meritorious.</p> <p>Summer Quarter pay will be paid as a monthly salary as in other quarters, with gross quarterly pay being distributed across the 5 summer pay periods as opposed to the 6 pay periods during other quarters. Language describing the summer premium rate of pay was stricken.</p>
Article 22 – Complete Agreement and Conformity to Law	Housekeeping edits only.
Article 23 – Successor Agreement	No Change: Maintained existing contract language
Article 24 – Duration	Updates: This contract will be effective March 5, 2019-June 30, 2021.
Article 25 – Academic Freedom	No Change: Maintained existing contract language
MOU A: Wages	<p>Updates: New language provides an across-the-board wage increase to all current members of the bargaining unit, applied as of September 1, 2018.</p> <p>New language specifies that the parties will meet to bargain other possible changes to base salary tiers on or before July 15, 2019.</p>
MOU B: Lump Sum Payment	Updates: The parties agreed that employees with an active appointment of .33 FTE or above and in pay status during Autumn Quarter 2018 shall receive a single one-time lump sum payment of \$300, subject to withholdings.
Side Letter:	Updates: New language states that, beginning July 1, 2019 or thereafter, bargaining unit employees who work .5 FTE or more will not be charged a fee for a U-PASS if the SEIU 925 bargaining unit is also not required to pay for the U-PASS. If changes to the FTE eligibility occur for other bargaining units, they will change for this bargaining unit as well as long as the employee is working at least .33 FTE.