

## Summary of UW - Teamsters 117 Print Plant 2019-2021 Agreement

CONTRACT PROVISION	SUMMARY OF CHANGES
<b>Article 1 – Preamble</b>	<b>No Change:</b> The parties agreed to maintain existing contract language.
<b>Article 2 – Nondiscrimination/Affirmative Action</b>	<b>No Change:</b> The parties agreed to maintain existing contract language.
<b>Article 3 – Jurisdiction</b>	<b>No Change:</b> The parties agreed to maintain existing contract language.
<b>Article 4 – Recognition</b>	<b>No Change:</b> The parties agreed to maintain existing contract language.
<b>Article 5 – Management Rights</b>	<b>No Change:</b> The parties agreed to maintain existing contract language.
<b>Article 6 – Payroll Deductions, Union Membership and Dues</b>	<p><b>Updates:</b> New language clarifies the process for dues authorization, deductions, and revocation.</p> <p>New language states that the Union shall have thirty (30) minutes during the Employer’s new employee orientation, to orient new employees to Union membership.</p>
<b>Article 7 – Overtime</b>	<p><b>Updates:</b> New language states that whenever overtime work is required, supervision shall determine the employees needed to work such overtime on the basis of their qualifications and availability. For Saturday or Sunday overtime only, the Employer will offer opportunities by seniority for qualified and available employees.</p>
<b>Article 8 – Shifts</b>	<p><b>Updates:</b> The parties agreed to increase the shift differential for employees whose shifts begin after 12:45pm from \$0.75 to \$1.25, per hour. This increase will go into effect within forty-five (45) days of ratification.</p>
<b>Article 9 – Fringe Benefit Eligibility</b>	<b>No Change:</b> The parties agreed to maintain existing contract language.
<b>Article 10 – Retirement</b>	<b>No Change:</b> The parties agreed to maintain existing contract language.
<b>Article 11 – Insurance</b>	<b>No Change:</b> The parties agreed to maintain existing contract language.
<b>Article 12 – Joint Union Management Committee</b>	<b>No Change:</b> The parties agreed to maintain existing contract language.
<b>Article 13 – Training</b>	<b>No Change:</b> The parties agreed to maintain existing contract language.
<b>Article 14 – Hiring</b>	<b>No Change:</b> The parties agreed to maintain existing contract language.
<b>Article 15 – Seniority</b>	<b>No Change:</b> The parties agreed to maintain existing contract language.

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<b>Article 16 – Probationary Period</b>	<b>No Change:</b> The parties agreed to maintain existing contract language.
<b>Article 17 – Union Representatives</b>	Housekeeping edits only
<b>Article 18 – Bulletin Board</b>	<b>No Change:</b> The parties agreed to maintain existing contract language.
<b>Article 19 – New Machines</b>	<b>No Change:</b> The parties agreed to maintain existing contract language.
<b>Article 20 – Grievance Procedure</b>	<b>No Change:</b> The parties agreed to maintain existing contract language.
<b>Article 21 – Discipline and Dismissal</b>	<b>No Change:</b> The parties agreed to maintain existing contract language.
<b>Article 22 – Safety</b>	<b>No Change:</b> The parties agreed to maintain existing contract language.
<b>Article 23 – Rest/M meal Periods</b>	<b>No Change:</b> The parties agreed to maintain existing contract language.
<b>Article 24 – Vacation</b>	<b>No Change:</b> The parties agreed to maintain existing contract language.
<b>Article 25 – Miscellaneous Leave</b>	<b>Updates:</b> The parties agreed to new language regarding suspended operations. When prior notification of suspended operations has not been given, non-essential employees released until further notice after reporting to work shall receive a minimum of four (4) hours of pay for the first day. Non-essential employees who do not work for the balance of the closure have options to account for hours not worked including use of vacation, compensatory time, holiday credit and personal holiday. If leave without pay is used, employees may make up time within parameters outlined in the CBA.
<b>Article 26 – Sick Leave</b>	<b>Updates:</b> New language states that former eligible employees who are re-employed within three years of their separation from service shall be granted unused sick leave credits to which they are entitled.  The list of reasons under which an employee can use accumulated sick leave was updated in accordance with state law. New language in compliance with the law indicates that employees may be asked for medical verification of sick leave only after three consecutive days of leave.
<b>Article 27 – Holidays</b>	<b>No Change:</b> The parties agreed to maintain existing contract language.
<b>Article 28 – University Activities</b>	<b>No Change:</b> The parties agreed to maintain existing contract language.
<b>Article 29 – Contracting Out</b>	<b>Updates:</b> New language establishes a quarterly joint Union-management Outsourcing Review Committee to review a sampling of jobs purchased from outside print vendors to create an understanding of the

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	factors that drive contracting out. The Committee will aim to generate ideas for developing production capacity to keep appropriate print work at Creative Communications.
<b>Article 30 – Complete Understanding</b>	<b>No Change:</b> The parties agreed to maintain existing contract language.
<b>Article 31 – Subordination of Agreement</b>	<b>No Change:</b> The parties agreed to maintain existing contract language.
<b>Article 32 – Duration and Renewal</b>	<b>Updates:</b> The CBA is effective July 1, 2019 through June 30, 2021.
<b>New Article – Disclosure of Personnel File Information</b>	<p><b>New Provision:</b> The parties agreed to a new Article stating that in the case of a court order or subpoena for documents from an employee’s personnel file, the Employer will provide the employee with a copy of the request.</p> <p>Additionally, when information in an employee’s personnel, payroll, supervisory or training file are the subject of public records requests, the Employer will provide the employee with a copy of the request at least fourteen (14) calendar days in advance of the intended release date.</p>
<b>Appendix A – Wage Rates</b>	<b>Updates:</b> The parties agreed to increase wages across-the-board by 2% retroactive to July 1, 2019 and 2% on July 1, 2020.
<b>Appendix B – Job Categories</b>	<b>No Change:</b> The parties agreed to maintain existing contract language.
<b>New MOU – Additional Responsibilities</b>	<b>New MOU:</b> In recognition of additional responsibilities, the parties agreed to an additional five percent salary increase for a particular employee, effective January 1, 2020.
<b>New MOU – Bookbinder II Wages</b>	<b>New MOU:</b> The parties agreed that effective January 1, 2020, the Bookbinder II classification will receive a five percent salary increase.
<b>New Side Letter A – Parking Notice</b>	<b>New Side Letter:</b> The University agrees to inform the Union as soon as possible of any modifications to parking rates that may affect bargaining unit employees, and the Union will have the option to bargain the impacts.
<b>New Side Letter B – U-PASS</b>	<b>New Side Letter:</b> Within forty-five days (45) after ratification, permanent employees with an FTE of 0.5 or greater will not be charged a fee for a U-PASS.