

## Summary of Teamsters 117-UW 2021-2023 Collective Bargaining Agreement

CONTRACT PROVISION	SUMMARY OF CHANGES
<b>Article 1 – Preamble</b>	<b>No changes:</b> The parties agreed to maintain existing contract language.
<b>Article 2 – Non-Discrimination</b>	<b>Updates:</b> New language adds immigration status and citizenship as protected classes.
<b>Article 3 – Management Rights and Responsibilities</b>	<b>No changes:</b> The parties agreed to maintain existing contract language.
<b>Article 4 – Joint Labor/Management Committee</b>	<b>No changes:</b> The parties agreed to maintain existing contract language.
<b>Article 5 – Union Recognition, Union Security, and Dues Deduction</b>	<b>Updates:</b> New language states that the Union shall transmit dues authorization to the Employer via a web based electronic reporting system.
<b>Article 6 – Union Business/Representatives</b>	<b>No changes:</b> The parties agreed to maintain existing contract language.
<b>Article 7 – Union Business Activities Absences</b>	<b>No changes:</b> The parties agreed to maintain existing contract language.
<b>Article 8 – Employee Files</b>	<b>Updates:</b> New language to reflect state law, adding an exception for records related to sexual misconduct to records that may be removed from an employee file.
<b>Article 9 – Sick Leave</b>	<b>No changes:</b> The parties agreed to maintain existing contract language.
<b>Article 10 – Vacations</b>	<b>No changes:</b> The parties agreed to maintain existing contract language.
<b>Article 11 – Holidays</b>	<b>No changes:</b> The parties agreed to maintain existing contract language.
<b>Article 12 – Leaves-General</b>	<b>Updates:</b> Updated sections referring to the Federal Family and Medical Leave Act to reflect the current federal law, and added language regarding Family Care Emergency and Washington Paid Family and Medical Leave Program to reflect the current state law. Added language outlining policy on inclement weather, suspended operations, and work-related injury.
<b>Article 13 – Uniforms/Personal Items</b>	<b>No changes:</b> The parties agreed to maintain existing contract language.
<b>Article 14 – Seniority and Layoff</b>	<b>No changes:</b> The parties agreed to maintain existing contract language.

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<b>Article 15 – Hours of Work and Overtime</b>	<b>No changes:</b> The parties agreed to maintain existing contract language.
<b>Article 16 – Compensatory Time Off</b>	<b>No changes:</b> The parties agreed to maintain existing contract language.
<b>Article 17 – Discipline and Dismissal</b>	<b>Updates:</b> New language to reflect state law, adding an exception for records related to sexual misconduct to records that may be removed from an employee file.
<b>Article 18 – Grievance Procedure</b>	Housekeeping edits only
<b>Article 19 – Employee Rights</b>	<p><b>Updates:</b> New language stating that employees subject to internal investigation will be advised of who is in charge of the investigation, who will conduct the interview, and what initial policy violations have been alleged prior to the initial investigatory interview.</p> <p>Language change allows an employee an additional 24 hours before being required to make a formal written or recorded statement in a deadly force incident.</p>
<b>Article 20 – Longevity and Premiums</b>	<b>No changes:</b> The parties agreed to maintain existing contract language.
<b>Article 21 – Contracting Out</b>	<b>No changes:</b> The parties agreed to maintain existing contract language.
<b>Article 22 – Performance of Duty/Strike/Lockout</b>	<b>No changes:</b> The parties agreed to maintain existing contract language.
<b>Article 23 – Tuition Exemption</b>	<b>No changes:</b> The parties agreed to maintain existing contract language.
<b>Article 24 – Severability</b>	<b>Updates:</b> New language states that when a law change renders any CBA provisions unlawful or invalid, upon request, the parties will commence negotiations within 30 days for the purpose of coming to agreement on a substitute provision.
<b>Article 25 – Wages</b>	<b>Updates:</b> No across-the-board wage increase in either year of the contract.
<b>Article 26 – Resignation and Abandonment</b>	<b>No changes:</b> The parties agreed to maintain existing contract language.
<b>Article 27 – Duration</b>	<b>Updates:</b> Updated language states that this contract will be effective July 1, 2021 to June 30, 2023.

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<b>Article 28 – Democrat, Republican, Independent Voter Education (DRIVE)</b>	<b>No changes:</b> The parties agreed to maintain existing contract language.
<b>Article 29 – Training</b>	<b>No changes:</b> The parties agreed to maintain existing contract language.
<b>Appendix A – Health Care Benefits</b>	<b>Updates:</b> Agreed to placeholder until agreement reached through statewide bargaining with the Health Care Authority can be incorporated.
<b>New Side Letter – Teamsters Retiree Healthcare Trust</b>	<b>New Side Letter:</b> Upon request from the Union, the parties will schedule a meeting to discuss the Union’s interest in the possibility of the Employer’s participation in the Teamsters Retirees Healthcare Trust Plan. Any participation in the Trust Plan would be subject to future mutual agreement on the terms between both parties.
<b>New Side Letter – Oversight Committee</b>	<b>New Side Letter:</b> Should the University create a an oversight committee that creates and/or proposes changes to policies and/or procedures that are mandatory subjects of bargaining, the Employer would fulfill its legal obligation to provide the Union notice and opportunity to bargain.