

Summary of IBU 2021-2023 Collective Bargaining Agreement

CONTRACT PROVISION	SUMMARY OF CHANGES
Preamble	Updates: New language in the Nondiscrimination section includes citizenship or immigration status as protected classes, in accordance with University of Washington Executive Order 31.
Article 1 – Recognition	No changes: The parties agreed to maintain existing contract language.
Article 2 - Hiring	No changes: The parties agreed to maintain existing contract language.
Article 3 – Union Dues	Updates: The article was updated to state that the employee lists of authorizations for deductions of dues the union submits to the Employer will be transmitted via a web based electronic reporting system.
Article 4 – Sick Leave	Updates: The parties updated the Sick Time Off Article to elaborate on applicable conditions for employees covered by this CBA.
Article 5 - Vacations	The parties updated the Vacation Time Off article to elaborate on applicable conditions for employees covered by this CBA.
Article 6 – Wages	Updates: Effective July 1, 2022, employees will receive a two percent (2%) across-the-board. Clarifying language states that marine premium is the same as “sea pay”.
Article 7 – Class Specifications and Salary Schedules	No changes: The parties agreed to maintain existing contract language.
Article 8 – Clothing	No changes: The parties agreed to maintain existing contract language.
Article 9 – Bulletin Boards	Updates: Posted materials will no longer require the signature of a Union representative.
Article 10 – Reimbursement for Loss of Personal Property	No changes: The parties agreed to maintain existing contract language.
Article 11 – Hours of Work and Overtime	No changes: The parties agreed to maintain existing contract language.
Article 12 – Maintenance and Cure	No changes: The parties agreed to maintain existing contract language.
Article 13 – Subsistence and Quarters	No changes: The parties agreed to maintain existing contract language.
Article 14 – Posted Sailing Time	No changes: The parties agreed to maintain existing contract language.
Article 15 – Discipline	No changes: The parties agreed to maintain existing contract language.

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Article 16 – Joint Labor Relations Committee (JLRC) and Grievance Procedures	No changes: The parties agreed to maintain existing contract language.
Article 17 – Management Responsibilities	No changes: The parties agreed to maintain existing contract language.
Article 18 – No Strike/Lockout Pledge	No changes: The parties agreed to maintain existing contract language.
Article 19 – Subordination of Agreement and Saving Clause	No changes: The parties agreed to maintain existing contract language.
Article 20 – Duration	Updates: The CBA will be effective July 1, 2021 to June 30, 2023.
Appendix I	Updates: The Appendix was updated to reflect current pay for each job classification.
MOU – Appendix I Job Classifications	Updates: The parties eliminated an outdated MOU.
MOU – Lump Sum Payment	Updates: The parties eliminated an outdated MOU.
MOU – The Accrual and Usage of Compensatory Time by Regular/Permanent Staff of the Research Vessel Thomas G. Thompson	No changes: The parties agreed to maintain existing contract language.
NEW MOU – Market Wage Increase 2021	New Provision: Effective thirty (30) days post ratification, the Employer will implement a one-range market increase for all employees, placing them on the new range at their current pay step.
NEW MOU – Market Wage Increase 2022	New Provision: Effective July 1, 2022, the Employer will implement a one-range market increase for all employees, placing them on the new range at their current pay step.