

Summary of Teamsters 117 Print Plant-UW 2021-2023 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 expand protection against discrimination on the basis of citizenship or immigration status.
Article 3 – Jurisdiction	No Change: Maintained existing contract language
Article 4 – Recognition	No Change: Maintained existing contract language
Article 5 – Management Rights	No Change: Maintained existing contract language
Article 6 – Payroll Deductions, Union Membership, and Dues	Updates: New language changes the process for authorization of dues deductions to a web-based system.
Article 7 – Overtime	No Change: Maintained existing contract language
Article 8 – Shifts	No Change: Maintained existing contract language
Article 9 – Fringe Benefit Eligibility	<p>Updates: The amount of continuous employment required for fringe benefit eligibility was changed from 6 months to 6 months and one day to reflect current practice.</p> <p>A wage premium for employees working less than 20 hours per week was stricken.</p>
Article 10 – Retirement	No Change: Maintained existing contract language
Article 11 – Insurance	No Change: Maintained existing contract language
Article 12 – Joint Management Committee	No Change: Maintained existing contract language
Article 13 – Training	No Change: Maintained existing contract language
Article 14 – Hiring	No Change: Maintained existing contract language
Article 15 – Seniority	No Change: Maintained existing contract language
Article 16 – Probationary Period	No Change: Maintained existing contract language
Article 17 – Union Representatives	No Change: Maintained existing contract language
Article 18 – Bulletin Board	No Change: Maintained existing contract language

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Article 19 – New Machines, New Methods, New Job Classifications, or New Job Classifications	No Change: Maintained existing contract language
Article 20 – Grievance Procedure	No Change: Maintained existing contract language
Article 21 – Discipline and Dismissal	No Change: Maintained existing contract language
Article 22 – Safety	No Change: Maintained existing contract language
Article 23 – Rest/Meal Periods	No Change: Maintained existing contract language
Article 24 – Vacations	<p>Updates: A separate table for vacation accrual for employees hired before July 1, 2013 was stricken. All employees in the bargaining unit will now have the same vacation accrual table.</p> <p>New language clarifies that employees are eligible for vacation accrual upon their date of hire.</p> <p>Language regarding maximum vacation accrual of 240 hours and exceptions that allow accruals greater than 240 hours were updated to reflect current practice.</p> <p>Language was updated to reflect current Workday terminology.</p>
Article 25 – Miscellaneous Leave	<p>Updates: New language regarding a payback of monies received for the performance of civil duty was removed, so payback is no longer required.</p> <p>The definition of ‘family member’ was updated and expanded to include family relationships including ‘de facto’ parent/child relationships and step relationships and to make language nonspecific as to gender.</p> <p>The time allowed to make up unpaid work time during suspended operations was extended from 60 to 90 days to reflect current practice.</p> <p>Language was updated to reflect current Workday terminology.</p>

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Article 26 – Sick Time Off	<p>Updates: Sick time off accrual rates were changed to reflect current practice.</p> <p>New language clarifies use of disability leave and allows employees to combine leave payment and time-loss compensation.</p> <p>Language describing the reinstatement of sick leave credits for former employees who are re-hired was updated to reflect current practice.</p> <p>Language was updated to reflect current Workday terminology.</p>
Article 27 – Holidays	<p>Housekeeping Updates: Language regarding personal holidays was moved to Section 2 for clarity.</p> <p>Language was updated to reflect current Workday terminology.</p>
Article 28 – University Activities	No Change: Maintained existing contract language
Article 29 – Contracting Out	No Change: Maintained existing contract language
Article 30 – Complete Understanding	No Change: Maintained existing contract language
Article 31 – Subordination of Agreement	No Change: Maintained existing contract language
Article 32 – Disclosure of Personnel File Information	No Change: Maintained existing contract language
Article 33 – Duration and Renewal	Updates: This contract will be effective July 1, 2021-June 30, 2023.
Appendix A – Wage Rates	Updates: Wage rates are to increase by 2% on 10/1/2021 and by 2% again on 7/1/2022.
Appendix B – Job Categories	No Change: Language was added to the description of the Electronic Prepress 1 job category to include the additional current duties of customer service for online Storefronts, variable data campaign packages, and keeping products up to date.
MOU – Additional Responsibilities	Updates: The duration of the MOU is extended through June 30, 2023
MOU – Bookbinder II Wages	Updates: This MOU was stricken as it had expired

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Side Letter A – Parking Notice	Updates: The expiration date of this side letter was removed
Side Letter B -- UPASS	Updates: The duration of the MOU is extended through June 30, 2023 and the start date was updated