

Summary of WFSE-Police Management-UW 2023-2025 Collective Bargaining Agreement

CONTRACT PROVISION	SUMMARY OF CHANGES
Article 1 - Preamble	No Change: The parties agreed to maintain existing contract language.
Article 2 – Non-Discrimination	Updates: This article now aligns the list of protected classes with Executive Order 31 and details the existing processes for employees who feel they have been the subject of discrimination, harassment, or retaliation, with an emphasis on local resolution when possible. The parties also agree that the grievance process is one avenue for address these complaints, and that if a formal complaint has been filed with UCIRO while also the subject of a grievance then the timelines on said grievance will be suspended until the UCIRO investigation is complete.
Article 3 – Affirmative Action	No Change: The parties agreed to maintain existing contract language.
Article 4 – Management Rights and Responsibilities	No Change: The parties agreed to maintain existing contract language.
Article 5 – Joint Union/ Management Committee	No Change: The parties agreed to maintain existing contract language.
Article 6 – Union Dues Deductions	Updates: The parties agreed to align dues language with the relevant University Administrative Policy Statement, clarifying language regarding dues deduction process and revocation.
Article 7 – Union Business/ Representatives	No Change: The parties agreed to maintain existing contract language.
Article 8 – Union Business Activities – Leave	No Change: The parties agreed to maintain existing contract language.
Article 9 – Employee Rights	Updates: The parties agreed to increased transparency regarding retention timelines for disciplinary records maintained in employee files.
Article 10 – Vacations	Updates: The parties agreed to new language clarifying the current state that vacation time off does not accrue when unpaid time off exceeds eighty (80) hours in a calendar month, prorated for part time, and including language that clarifies current practice regarding the few circumstances where an employee may exceed the two hundred forty (240) hour cap.

Summary of WFSE-Police Management-UW 2023-2025 Collective Bargaining Agreement

CONTRACT PROVISION	SUMMARY OF CHANGES
Article 11 – Sick and Bereavement Time Off	Updates: Updated with a change in the WAC, the parties agreed that employees with leave without pay exceeding 80 hours in a month (prorated for part-time) will earn a monthly accrual proportionate to the number of hours in pay status, in the month to that required for full-time employment. Sick leave accruals must not exceed eight hours in a month. In accordance with state law, former eligible employees who are re-employed would be granted all unused sick time off credits if they return to classified employment within five years of termination. Throughout the remainder of the Article, the parties agreed to update aspects of the provision that were out of date, including the list of reasons sick time off is allowable. The parties added language to align with a recent law change, stating that bereavement could be used for the miscarriage or stillbirth of a child.
Article 12 – Holidays	Updates: The parties agreed to update the CBA with language that aligns with current practice related to personal holiday conditions and holiday credit time off. The parties agreed to change compensation for holiday time worked by paying an employee eight hours of holiday credit plus paid holiday premium pay for hours work, rather than current practice of paying eight hours of straight time plus holiday premium pay, but no holiday credit.
Article 13 – Leaves of Absence	Updates: The parties agreed to housekeeping edits and agreed to strike the buyback necessity for workers' compensation time loss benefits. The parties agreed to language clarifying that all employees within this bargaining unit are designated as essential for purposes of suspended operations.
Article 14 – Health and Safety	No Change: The parties agreed to maintain existing contract language.
Article 15 – Tuition Exemption	No Change: The parties agreed to maintain existing contract language.
Article 16 – Uniforms and Special Clothing	Updates: The parties agreed to new language stating that the Employer agrees to repair or replace Department issued uniforms and equipment when they become damaged or worn, in accordance with Department policy. Also, the parties agreed to new language that states personal items required on the job that are lost, damaged, or destroyed in the line of duty will be reimbursed based on estimated current value of the damaged article up to a maximum of \$200, excluding prescription eyewear, an increase up from \$100.
Article 17 – Seniority and Layoff	Updates: The parties agreed to new language stating that time spent on paid or unpaid leave will not impact layoff seniority.

Summary of WFSE-Police Management-UW 2023-2025 Collective Bargaining Agreement

CONTRACT PROVISION	SUMMARY OF CHANGES
Article 18 – Hours of Work and Overtime	Updates: The parties agreed that employees would be compensated at straight time for re-charge overtime assignments cancelled by the contracting department with less than seventy-two hours’ notice. This would not apply when the Employer reassigns an employee from their re-charge assignment due to emergent needs. The parties also agreed that the Employer would schedule a minimum rest period of ten hours (currently eight) between shifts unless there is an emergent need, or such hours have been mutually agreed upon.
Article 19 – Contracting	No Change: The parties agreed to maintain existing contract language.
Article 20 – Compensatory Time Off	No Change: The parties agreed to maintain existing contract language.
Article 21 – Discipline and Dismissal	No Change: The parties agreed to maintain existing contract language.
Article 22 – Grievance Procedure	No Changes: The parties agreed to maintain existing contract language.
Article 23 – Employee Representation	No Changes: The parties agreed to maintain existing contract language.
Article 24 – Performance of Duty	No Change: The parties agreed to maintain existing contract language.
Article 25 – Wages and other Pay Provisions	<p>Updates: The parties agreed to a longevity pay increase to closer align with the Teamsters CBA:</p> <ul style="list-style-type: none"> • 3 years 1% (no change) • 5 years 3% (up from 2%) • 10 years 5% (up from 3%) • 15 years % (up from 5%) • 20 years 8% (up from 6%) • 25 years 10% (new) <p>The parties agreed to increase the one-time lump sum payment for employees who pass the optional fitness test from \$250 to \$300 for each year that they pass the test. The parties also agreed on increases to the annual educational incentive increase to align with the current Teamsters contract. Employees with a bachelor’s degree will receive \$1000 (an increase from \$500) and employees with an advanced degree will receive \$1200 (an increase from \$750).</p>

Summary of WFSE-Police Management-UW 2023-2025 Collective Bargaining Agreement

CONTRACT PROVISION	SUMMARY OF CHANGES
	<p>The parties agreed on three new premiums:</p> <ul style="list-style-type: none"> • Detectives will receive a 4% premium for all hours worked in the assignment and will be subject to callout when needed for certain investigations • Bike officers assigned to patrol will receive a 3% premium when performing bike officer duties • Armorers assigned to perform maintenance and inventory of department firearms will receive a 4% premium for all hours worked when performing armorer duties.
Article 26 – Severability	No Change: The parties agreed to maintain existing contract language.
Article 27 – Health Care Benefits	No Change: The parties agreed to maintain existing contract language.
Article 28 – Mandatory Subjects	No Change: The parties agreed to maintain existing contract language.
Article 29 – Training and Development	No Change: The parties agreed to maintain existing contract language.
Article 30 – Duration	Updates: This contract will be effective July 1, 2023-June 30, 2025.
Appendix I – Pay Table	Updates: The parties agreed to a placeholder that will be replaced with the pay table effective July 1, 2023.
Appendix II – Job Classifications	Housekeeping edits only
Appendix III – Health Care Benefits	Updates: The parties agreed to a placeholder that will replace current contract language with the future agreement made by the Coalition of Unions at the Washington state Healthcare Authority.
MOU – Body Worn Cameras	No Changes: The parties agreed to maintain existing contract language.
New MOU – Salary Overpayment Recovery	New MOU: The parties agreed to a new MOU outlining current practice with collecting on overpayment and detailing how employees could appeal.
New MOU – Retention Incentive Program	New MOU: The parties agreed that effective within sixty days of ratification, the Employer will offer employees a \$2000 retention bonus prorated by FTE. Retention bonuses will require a signed agreement committing the employee to two years of employment from the date of the signed agreement and be subject to full repayment if the employee leaves prior to fulfilling the agreement (with limited exceptions).