

Summary of Teamsters 117-UW 2023-2025 Collective Bargaining Agreement

CONTRACT PROVISION	SUMMARY OF CHANGES
Article 1 – Preamble	No changes: The parties agreed to maintain existing contract language.
Article 2 – Non-Discrimination	Updates: New language aligns the list of protected classes with Executive Order 31 and clarifies that the term “employee” throughout the CBA is intended to be gender neutral and inclusive language.
Article 3 – Management Rights and Responsibilities	Updates: The parties agreed to mostly current contract language, clarifying that the Employer shall take action as may be necessary to carry out its responsibilities in any emergency situation, as defined by RCW 41.80.040.
Article 4 – Joint Labor/Management Committee	No changes: The parties agreed to maintain existing contract language.
Article 5 – Union Recognition, Union Security, and Dues Deduction	Updates: The parties agreed to align dues language with the relevant University Administrative Policy Statement, clarifying language regarding dues deduction process and revocation.
Article 6 – Union Business/Representatives	No changes: The parties agreed to maintain existing contract language.
Article 7 – Union Business Activities Absences	Updates: New language states that when an employee at the discretion of the Chief of Police is granted unpaid time off to participate in employment with the Union the employee will use eight hours of vacation time off, compensatory time off, or personal holiday per month to maintain health insurance benefits.
Article 8 – Employee Files	Updates: The parties agreed to increased transparency regarding retention timelines for disciplinary records maintained in employee files.
Article 9 – Sick Leave	Updates: The parties agreed to update aspects of the provision to align with current policy and relevant statutes, including those related to sick time off accrual, use, and reinstatement of credits following reinstatement of employment.
Article 10 – Vacations	Updates: The parties agreed to housekeeping edits to the existing language in Article 10. New language states that vacation time off would not accrue when unpaid time off exceeds 80 hours in a calendar month, prorated for part-time employment.
Article 11 – Holidays	Updates: New Language states each employee may select one personal holiday each calendar year in accordance with the following: the employee has been continuously employed by the University for more than four months and the employee has requested and been approved to take the personal holiday in

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	accordance with Article 10.6 Vacation Time Off. It is the employee’s responsibility to schedule the Personal Holiday before December 31st. If not requested, it is forfeited.
Article 12 – Leaves-General	Updates: The parties agreed that the Employer would continue to pay the full premium of Washington Family Medical Leave Program (PFML) except for employees hired on or after July 1, 2023. New language states the Employer may designate employees as “Essential” under APS 40.2. All employees in this bargaining unit are designated as essential.
Article 13 – Uniforms/Personal Items	Updates: The parties agreed to an updated list of department issued items. The parties agreed that the Union and Employer were jointly committed to the goal of implementing an effective health and safety program that meets or exceeds WISHA requirements. Additionally, employees are encouraged to report immediately to the on-duty supervisor any apparent unsafe working condition. Equipment or vehicles that have been reported as being unsafe would need a supervisor approval prior to further utilization. Finally, either party may request that a joint union/management committee be convened with EH&S to discuss health and safety concerns and explore options to addressing said concerns.
Article 14 – Seniority and Layoff	Updates: New language states that time spent on authorized leave of absence without pay will be counted when computing seniority.
Article 15 – Hours of Work and Overtime	No changes: Arbitration award stipulated back to current contract language.
Article 16 – Compensatory Time Off	No changes: Arbitration award stipulated back to current contract language.
Article 17 – Discipline and Dismissal	Updates: New language states that the use of documents maintained in employee files for discipline or in any disciplinary proceeding would be in accordance with the principles of just cause.
Article 18 – Grievance Procedure	No changes: The parties agreed to maintain existing contract language.
Article 19 – Employee Rights	No changes: The parties agreed to maintain existing contract language.
Article 20 – Longevity and Premiums	Updates: New language states base pay for Officer classifications shall be increased by the following educational incentive schedule beginning July 1, 2021: 1.5% for Bachelor’s Degree and 2% for Advanced Degrees (e.g MA, MBA, JD). Beginning July 1, 2024 educational incentive will be 2% for Bachelor’s Degree and 3% for Advanced Degrees. Officers assigned to the Investigations Bureau as a Detective will receive a 4% premium for all hours worked in the assignment. Detectives required to be on standby will receive standby pay in accordance with Article 15.6 Standby Pay. Normally, Detectives will not be required to be on standby

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	for more than two weeks out of every four weeks in the assignment. Officers trained as bicycle officers and assigned to the Patrol Bureau, will receive a 3% premium for all hours worked when performing bike officer duties. Police Officers trained and certified as Armorers and assigned to perform maintenance and inventory of department firearms will receive 4% premium for all hours worked when performing Armorer duties. Any bargaining unit member that passes the optional yearly fitness test based on the PFAT (Physical Fitness Agility Test) shall receive a one-time lump sum payment of \$300.00 each year that they pass the test. The test will be completed prior to 6/30 of each year and the payment will be made on the first paycheck subsequent to that deadline. The test will be comparable to the standards put forth by the police academy, will be administered by a third party, and the result of the test will not be subject to the grievance procedure in Article 18. Finally, a change was made in officer longevity pay. At five years, officers will receive three percent, down from six years.
Article 21 – Contracting Out	Updates: The parties agreed to strike unnecessary language from the contract. Article 21 is now only related to contracting out.
Article 22 – Performance of Duty/Strike/Lockout	No changes: The parties agreed to maintain existing contract language.
Article 23 – Tuition Exemption	No changes: The parties agreed to maintain existing contract language.
Article 24 – Severability	No changes: The parties agreed to maintain existing contract language.
Article 25 – Wages	Updates: Arbitration awarded 10% across-the-board increase to all salary steps including minimum salaries for all job classes effective July 1, 2023. Additionally, to a 10% across-the-board increase to all salary steps including minimum salaries for all job classes effective July 1, 2024. New language states that on “Pay Table BP” the steps will be renamed A through F from the current G through L. A new step will be added to this table, Step G. The value of new Step G will be \$7,801/month prior to any base wage increase described in section 25.3.
Article 26 – Resignation and Abandonment	No changes: The parties agreed to maintain existing contract language.
Article 27 – Duration	Updates: Updated language states that this contract will be effective July 1, 2023 to June 30, 2025.
Article 28 – Democrat, Republican, Independent Voter Education (DRIVE)	No changes: The parties agreed to maintain existing contract language.

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Article 29 – Training	Updates: New Language states that the Employer would designate at least one day annually as a mandatory training day. This day would consist of at least five hours of training as determined by the Employer. During training, employees would not be required to monitor radios, and requests for leave on these training days may be denied.
New Article- Work Related Injury Leave	New Article: This new article captures information regarding work related injury leave that was previously located in multiple parts of this agreement.
Appendix A – Health Care Benefits	Updates: The super coalition bargaining agreement made these changes regarding health care for all employees: For the 2023-2025 biennium, the Employer Medical Contribution (EMC) will contribute 85% of the monthly premium for the self-insured Uniform Medical Plan (UMP) classic. In no instance will the employee contribution be less than 2% of the EMC per month. The Medical Flexible Spending Arrangement of \$250 during 2024 and 2025 now applies to employees occupying a position that has an annual full-time base salary of \$60,000 or less on Nov 1 of the prior year. The existing VEBA language unchanged.