

## Summary of AFT-UW 2023-2026 Collective Bargaining Agreement

CONTRACT PROVISION	SUMMARY OF CHANGES
Preamble	<b>No changes:</b> The parties agreed to maintain existing contract language.
Article 1 – Recognition	<b>No changes:</b> The parties agreed to maintain existing contract language.
Article 2 – Definitions	<b>Updates:</b> Housekeeping edits were made to update language in the article.
Article 3 – Union Security	<b>No changes:</b> The parties agreed to maintain existing contract language.
Article 4 – Union Rights	<b>Updates:</b> Contract language was added stating beginning March 16, 2023, the reassigned time position will go from 33% to 5% paid reassigned time going forward. During bargaining of the successor agreement (beginning in Autumn quarter 2025), the reassigned time position will receive 33% paid reassigned time.
Article 5 – Non-Discrimination	<b>Update:</b> Language was added to the list of protected classes to now include citizenship, pregnancy status, genetic information, and union activities or union membership status.
Article 6 – Probationary Period	<b>Updates:</b> Housekeeping edits were made to change all instances of Senior Director to IELP Director.
Article 7 – Grievance & Arbitration Procedures	<b>Updates:</b> Housekeeping edits were made to change all instances of Director of Labor Relations to Assistant Vice President of Labor Relations.
Article 8 – Management Rights	<b>No changes:</b> The parties agreed to maintain existing contract language.
Article 9 – Work Assignment Roster	<b>Updates:</b> Contract language was added defining an annual contract as 33% FTE for the nine-month academic year. Starting June 16, 2025, annual contract holders will have a minimum of 50% FTE for the nine-month academic year. Contract language regarding the awarding of annual contracts was also updated. Efforts will be made to award annual contracts to 75% of the pool of IELP Extension Lectures, however, factors such as logistics and the number of anticipated courses may be considered when determining the number of annual contracts to award. Contract language was added stating Extension Lecturers in unpaid status for more than five years shall be removed from the Work Assignment Roster. Starting June 16, 2025, Extension Lecturers in unpaid status with IELP for more than three years shall be removed from the Work Assignment Roster. Added to the responsibilities of Advanced Extension Lecturers is to review Canvas course pages, and archive/organize materials in course folders on SharePoint.
Article 10 – Separations	<b>Updates:</b> Contract language was added regarding the definition of a layoff, including that layoffs only apply to annual contract holders. If the need for layoffs is anticipated and the layoffs will result in the reduction of the bargaining unit by more than 25%, the IELP Senior Director will meet with the Union at least 45 days prior to the start of the quarter to discuss the reasons for the layoffs and if there is an mitigation to avoid or change the number of layoffs. Layoffs are made in reverse seniority order as determined by the Work

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	Assignment Roster. Extension Lecturers laid off will be placed in a recall pool for a period of five years. The recall pool will be based on the order of the Work Assignment Roster.
Article 11 – Reassigned Time, Lead Teacher, and Specialist Positions	<b>No changes:</b> The parties agreed to maintain existing contract language.
Article 12 – University Suspended Operations	<b>No changes:</b> The parties agreed to maintain existing contract language.
Article 13 – Personnel Files	<b>Updates:</b> New Contract language added leave-without-pay requests, updated appointment letters, and verifications of employment to the types of documents included in the Head File. Language describing the records retention process for the Annual File was changed to indicate that, after a period of 3 years, Annual File documents are to be dispositioned by the Employer rather than given to the employee, but that prior to doing so, the Employer will notify the employee of the documents’ upcoming expiration, and the employee will have an opportunity to request a copy the expiring documentation. Language was also added to indicate that, during the 3-year retention period, employees may request the removal or correction of documents or submit a written rebuttal to any documentation that they find objectionable within the Annual File.
Article 14 – Corrective Action/Formal Discipline	<b>No changes:</b> The parties agreed to maintain existing contract language.
Article 15 – Leaves of Absence	<b>Updates:</b> Contract language was added to clarify the family member definition as related to time off for medical emergencies and bereavement. Contract language was added to clarify FMLA calculations, the application of healthcare benefits during Washington State Paid Family and Medical Leave, and the definition of Emergency Childcare.
Article 16 – Job Descriptions/Workload	<b>Updates:</b> Housekeeping edits were made to change all instances of Senior Director to IELP Director. Title IX training was also added to reflect that it is a required training that is part of the core job responsibilities of an Extension Lecturer.
Article 17 – Benefits	<b>No changes:</b> The parties agreed to maintain existing contract language.
Article 18 – Professional Development	<b>Updates:</b> Language was struck that stated the Senior Director needed to obtain budget approval from the Vice Provost of Continuum College for Professional Development requests exceeding \$1,000 per fiscal year.

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Article 19 – Performance Appraisal	<p><b>Updates:</b> New language was added stating teaching observations shall be conducted every four years for Extension Lecturers with more than ten years of teaching experience. It remains that for Extension Lecturers with 10 or less years of experience, teaching observations shall be conducted every three years. New contract language states Teaching observations are not required in fully asynchronous online courses. If an Extension Lecturer does not teach such an “observable” class in the observation year period, the observation requirement is postponed for one year.</p>								
Article 20 – Labor Management Committee	<p><b>No changes:</b> The parties agreed to maintain existing contract language.</p>								
Article 21 – Compensation	<p><b>Updates:</b> The additional compensation for test rating was increased from \$70 per hour to \$75 per hour. ENGL 105 rater training/calibration will be paid at \$75 per training cycle for those that successfully complete and pass the training. Beginning with the 2023 performance based salary increases/merit, the criteria for which Extension Lecturers are eligible for performance-based considerations was expanded from working 50% FTE or more for three of four quarters to 33% FTE for one of four quarters. Retired Extension Lecturers are also eligible if they meet the new criteria established.</p> <p>The new IELP Pay Table is:</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th style="text-align: center;">Years of Experience</th> <th style="text-align: center;">Minimum Monthly Salary</th> </tr> </thead> <tbody> <tr> <td style="text-align: center;">15+ years</td> <td style="text-align: center;">\$4,505</td> </tr> <tr> <td style="text-align: center;">10-15 years</td> <td style="text-align: center;">\$4,274</td> </tr> <tr> <td style="text-align: center;">0-10 years</td> <td style="text-align: center;">\$4,158</td> </tr> </tbody> </table>	Years of Experience	Minimum Monthly Salary	15+ years	\$4,505	10-15 years	\$4,274	0-10 years	\$4,158
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Article 22 – Complete Agreement and Conformity to Law	<p><b>No changes:</b> The parties agreed to maintain existing contract language.</p>								
Article 23 – Successor Agreement	<p><b>No changes:</b> The parties agreed to maintain existing contract language.</p>								

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Article 24 – Duration	<b>Updates:</b> Housekeeping edits were made to reflect the new contract duration of February 13, 2023 to January 31, 2026.
Article 25 – Academic Freedom	<b>No changes:</b> The parties agreed to maintain existing contract language.
MOU A- Wages	<b>Updates:</b> The parties agreed to strike this MOU as it has already been implemented.
MOU B- Lump Sum Payment	<b>Updates:</b> The parties agreed to strike this MOU as it has already been implemented.
MOU C- Contract Extension	<b>Updates:</b> The parties agreed to strike this MOU as it has already been implemented.
MOU D- Work Assignment Roster	<b>Updates:</b> Housekeeping edits were made to clarify the Work Assignment Roster.
Side Letter- U-PASS	<b>Updates:</b> Housekeeping edits were made to reflect the new contract duration.
MOU X- Retention Increase	<b>Updates:</b> Effective February 16, 2023, a retention increase of 4% will be provided to the base salaries of Extension Lecturers who are teaching or have an FTE assignment as of Feb 16, 2023 – list provided in the TA. Instructors who received merit in Sept 2022 are not eligible for this increase.