

SUMMARY OF TEAMSTERS PRINT 2023-2025 AGREEMENT

CONTRACT PROVISION	SUMMARY OF CHANGES
Article 1 - Preamble and Purpose	No Change: The parties agreed to maintain existing contract language.
Article 2 - Nondiscrimination/Affirmative Action	Updates: The parties agreed to update the list of protected classes to align with University policy, including protection against discrimination on the basis of pregnancy, gender identity or expression, and genetic information.
Article 3 - Jurisdiction	No Change: The parties agreed to maintain existing contract language.
Article 4 - Recognition	No Change: The parties agreed to maintain existing contract language.
Article 5 - Management Rights	No Change: The parties agreed to maintain existing contract language.
Article 6 - Payroll Deductions, Union Membership And Dues	No Change: The parties agreed to maintain existing contract language.
Article 7 - Overtime	Housekeeping edits only.
Article 8 - Shifts	No Change: The parties agreed to maintain existing contract language.
Article 9 - Fringe Benefit Eligibility	Update: The parties agreed to change the fringe benefit eligibility threshold to 0.5 FTE rather than twenty hours per week in order to align with the University's current practice.
Article 10 - Retirement	No Change: The parties agreed to maintain existing contract language.
Article 11 - Insurance	No Change: The parties agreed to maintain existing contract language.
Article 12 - Joint Union Management Committee	No Change: The parties agreed to maintain existing contract language.
Article 13 - Training	Updates: The language was updated to include a specific timeline for the Employer to provide training to bargaining unit members who will be assigned to work with new equipment, including software. Such training will be provided within ninety (90) days of the implementation of the new equipment. New language was added to provide that employees may request supplemental training on any equipment and/or software related to their job duties in writing and the Employer will respond in writing within thirty (30) days.
Article 14 - Hiring	No Change: The parties agreed to maintain existing contract language.
Article 15 - Seniority	No Change: The parties agreed to maintain existing contract language.
Article 16 - Probationary Period	Updates: Language was added to memorialize and clarify current practice regarding conditions for probation. A new employee will attain permanent status in a job classification upon their successful completion of a six (6) month probationary period.
Article 17 - Union Representatives	No Change: The parties agreed to maintain existing contract language.
Article 18 - Bulletin Board	Housekeeping edit only: A redundant paragraph in this article was struck for clarity.

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Article 19 - New Machines, New Methods, New Processes or New Job Classifications	No Change: The parties agreed to maintain existing contract language.
Article 20 - Grievance Procedure	<p>Update: Changes to this article expand upon the steps with which a grievance shall be processed.</p> <p>If the issue is not resolved informally, the Union may file a written grievance to the supervisor and the Labor Relations office. The parties will mutually agree upon a date to meet. The Employer will designate a supervisor, manager or designee who will meet with a shop steward and/or Union representative and the grievant. The Human Resources Consultant (HRC) may also attend, if desired by the University.. The Employer will respond to the Union within ten (10) working days after the meeting.</p> <p>If the grievance is not resolved at Step 1, the Union may move the grievance to Step 2 within ten (10) working days of receiving the Step 1 decision. At Step 2, the grievant may be represented by a shop steward and/or Union representative and the University will be represented by management official(s), a Labor Relations representative, and a HRC if desired by the University. The University will respond in writing within ten (10) working days of the Step 2 meeting.</p> <p>If the grievance is not resolved at Step 2, it may proceed to Step 3, where either party may file a request for mediation with the Public Employment Relations Commission (PERC) within ten (10) working days of the Step 2 decision.</p> <p>If a settlement is not reached at Step 3, or if Step 3 was skipped, either party may submit the grievance to binding arbitration. Such submittal must be made within ten (10) working days following the written notice that both parties do not agree to Step 3 Mediation or the conclusion of Step 3.</p>
Article 21 - Discipline and Dismissal	Update: The parties agreed to update language referencing the employee assistance program, as UW CareLink was replaced by the Washington State Employee Assistance Program (WA EAP) as of July 1, 2023.
Article 22 - Safety	No Change: The parties agreed to maintain existing contract language.
Article 23 - Rest/Meal Periods	Housekeeping edit only
Article 24 - Vacations	<p>Update: An update was made to clarify that use of vacation is not limited to permanent employees.</p> <p>Language changes were made throughout the article, changing vacation “leave” to vacation “time off”. This change was made to align the CBA language with current Workday terminology.</p>
Article 25 - Miscellaneous Leave	Housekeeping edits only to reflect current Workday terminology.

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Article 26 - Sick Time Off	<p>Update: In order to memorialize current practice and to be in conjunction with state law, language was added that states that employees with unpaid time off exceeding eighty (80) hours (prorated for part-time) in a calendar month will earn a monthly accrual proportionate the number of hours in pay status for the month.</p> <p>Language was added to reflect current policy that accumulated sick time off can be used when an employee is required to be absent from work to provide emergency child care or because of condolence or bereavement.</p> <p>To align with state law, language was added to clarify that when an employee requests sick time off, a physician's statement affirming the illness or disability may be requested.</p> <p>Language was updated to reflect current Workday terminology.</p>
Article 27 - Holidays	Housekeeping edits only.
Article 28 - University Activities	No Change: The parties agreed to maintain existing contract language.
Article 29 - Contracting Out	No Change: The parties agreed to maintain existing contract language.
Article 30 - Complete Understanding	No Change: The parties agreed to maintain existing contract language.
Article 31 - Subordination of Agreement	No Change: The parties agreed to maintain existing contract language.
Article 32 - Disclosure of Personnel File Information	No Change: The parties agreed to maintain existing contract language.
Article 33 - Duration And Renewal	Update: This agreement shall be in full force and effect from July 1, 2023 or upon ratification, whichever is later, until and including June 30, 2025.
Article XX - Transportation	<p>Update: This new article memorializes the content previously found in Side Letters A (Parking Notice) and B (U-PASS).</p> <p>This article confirms that bargaining unit employees will not be charged for a U-PASS. In addition, this article includes the language from the previous Side Letter A (Parking Notice) confirming the University's agreement to inform the Union of parking rate changes that may affect bargaining unit members, and providing the Union the option to bargain the impacts of any changes to parking rates that will affect bargaining unit employees.</p>
Article XX – Release Time for Union Business	Update: This new article allows each of the Union's stewards eight working hours annually without loss of pay to participate in the Union's steward training program. Any requests for additional time off to attend

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	to union business in excess of eight working hours annually shall be evaluated on a case-by-case basis and granted at the Employer's discretion. All time off to attend to union business in excess of eight working hours annually shall be unpaid.
Article XX – Washington State Paid Family and Medical Leave	Update: This new article recognizes the Washington Family Medical Leave Program (PFML) and the RCWs that govern this program.
Appendix A - Wage Rates	Update: Wage rates will increase by four percent (4%) effective July 16, 2023, and by three and one half percent (3.5%) effective July 1, 2024. Housekeeping edits to remove language regarding items that have already been implemented.
Appendix B - Job Categories	No Change: The parties agreed to maintain existing contract language.
MOU – Targeted Recruitment and Retention Wage Increases	Update: This new MOU increases the wages for targeted positions at the Print Plant effective August 1, 2023 and ends employee-specific differential pay effective July 31, 2023. These recruitment and retention wage increases are effective August 1, 2023, following any contractual across-the-board increases on July 16, 2023.
MOU – Lump Sum Payment	Update: In this new MOU, the parties agreed to a one-time lump sum payment of \$1,000 for bargaining unit employees, to be paid within ninety (90) days of August 15, 2023.
MOU Additional Responsibilities	This MOU was struck as it has expired.
Side Letter A Parking Notice	Update: This side letter was struck and the language was incorporated into the new Article XX – Transportation.
Side Letter B U-PASS	Update: This side letter was struck and the language was incorporated into the new Article XX – Transportation.
Other Housekeeping	Update: All language shall be gender-neutral throughout the CBA.