

Summary of SEIU 925 IHME - UW 2024-2026 Collective Bargaining Agreement

CONTRACT PROVISION	SUMMARY OF CHANGES
Article 1 – Preamble and Purpose	Minor Changes – The parties agreed to minor housekeeping edits only.
Article 2 – Nondiscrimination	Updates – In addition to housekeeping edits, the parties agreed to add “citizenship” to the list of protected classes.
Article 3 – Workplace Behavior	Updates - The parties agreed to include new language stating that perceptions of “appropriate” behavior can be characterized by stereotype-based biases, and that the values of equity and diversity should inform all conversations, decisions, and outcomes related to this article. The parties also agreed to expand language that defines bullying in the workplace. The parties also agreed to add language that defines other possible processes available for resolving workplace behavior complaints.
Article 4 – Affirmative Action	No Change – The parties agreed to maintain existing contract language.
Article 5 – Grievance Procedure	No Change – The parties agreed to maintain existing contract language.
Article 6 – Employee Rights	No Change – The parties agreed to maintain existing contract language.
Article 7 – Employee Facilities	No Change – The parties agreed to maintain existing contract language.
Article 8 – New Employees	<p>Updates - The parties agreed to add language that states that employees with an official duty station within a fifty (50) mile radius will be encouraged to attend new employee orientation in person and that online orientations (self-paced) will be offered to employees in locations or positions that cannot attend in-person.</p> <p>The parties also agreed to add language that allows member presenters to be released for up to one (1) hour for online orientation, and up to two (2) hours for in-person orientation, depending on distance traveled.</p>
Article 9 -- Probation	Minor Changes – The parties agreed to minor housekeeping edits only.
Article 10 – Hours of Work	Updates - The parties agreed to add a new section that details policies related to changes to assignments, priorities, and deadlines. In accordance with this section, changes to work assignments and the reason for said changes will be clearly communicated amongst team leaders, supervisors, and employees. Such changes may also require that team leaders and supervisors communicate how current work will be adjusted, reassigned, or reprioritized to accommodate the changes. Additionally, the parties agree to add language that states that employees should initiate discussions with their supervisor as soon as they anticipate workload-related issues and that supervisors will work with employees to assist in setting priorities and adjusting workload.

Summary of SEIU 925 IHME - UW 2024-2026 Collective Bargaining Agreement

CONTRACT PROVISION	SUMMARY OF CHANGES
	<p>The parties agreed that team workload concerns are an appropriate topic for Joint Labor Management meetings.</p> <p>The parties agreed to add language confirming that the Employer will provide the employee in writing the reason for denial of an alternative work schedule. With respect to flexible work arrangements, the parties agreed to add language stating that employees may utilize flexible work arrangements so long as all job responsibilities are fulfilled, subject to operational needs, and supervisory approval.</p>
Article 11 – Overtime	Minor changes – The parties agreed to minor housekeeping and language edits only.
Article 12 – Professional Development	<p>Updates - The parties agreed to add language that states that no single employee will be approved for more than 10% of the total IHME Professional Development fund budget over the course of the fiscal year. In addition, any denial of a professional development request will be provided to the employee with written documentation as to why the request was denied.</p> <p>The parties also agreed to adjust language outlining requests for professional funds, establishing that requests for funds will be gathered on a quarterly basis in March, June, September, and December.</p>
Article 13 – Hiring, Promotions, and Transfers	<p>Updates – In addition to housekeeping edits, the parties agreed to require a 10-day minimum time period (decreased from 14 in the existing CBA) for notices of vacant bargaining unit positions to be made available in places intended to reach bargaining unit employees.</p> <p>The parties agreed to move the provisions from the Promotional Reviews and In-Grade Reviews MOU into a new section in this article. The parties agreed to a continuation of the existing promotion and in-grade salary pool that consists of at least 1% of the salary of IHME employees. The parties agreed to add language that requires employees to be notified when changes are made to the guidelines for annual promotions and in-grade adjustments that are set by IHME HR in consultation with UW HR Compensation. Additionally, the parties agreed to add language that requires employees to be notified when they are recommended for a promotion or an in-grade salary increase (on or off-cycle) by IHME HR and that employees will be provided with a written explanation if the promotion or in-grade salary increase is denied.</p>
Article 14 – Information on Grants and Proposals	Updates - The parties agreed that the HUB page, which tracks grant and proposal information, will be updated monthly.

Summary of SEIU 925 IHME - UW 2024-2026 Collective Bargaining Agreement

CONTRACT PROVISION	SUMMARY OF CHANGES
Article 15 – Classification and Reclassification	<p>Updates – In addition to housekeeping edits, the parties agreed to add language detailing that a position review requires a current performance evaluation, in accordance with current practice.</p>
Article 16 – Compensation, Wages and Other Pay Provisions	<p>Updates – The parties agreed to increase the minimum and maximum salaries of each job profile in Appendix I by 5% on January 1, 2024, an additional 4% on January 1, 2025, and an additional 4% on January 1, 2026. The parties also agreed to increase all employee salaries across-the-board by 5% on January 1, 2024, an additional 4% on January 1, 2025, and an additional 4% on January 1, 2026. The parties also agreed to add language establishing that when an across-the-board increase coincides with the effective date of a promotion or reclassification date and/or a market or range adjustment, the across-the-board increase will be applied first.</p> <p>With respect to in-grade salary adjustments, the parties agreed to add language that allows the Employer to approve additional in-grade salary increases for any employee for reasons of a change in level of duties and responsibilities, meritorious performance with increased level of functioning, market competitiveness or retention, employment offer or active recruitment from outside the University, or internal equity (misalignment of salary relationships, such as compression or inversion).</p> <p>With respect to pay for teaching, the parties agreed to add language that allows the Employer to approve payment for teaching a for-credit course when the teaching is clearly in addition to the employee’s regular bargaining unit duties and that teaching for-credit courses requires Academic Human Resources approval in advance. Under this agreement, the decision to permit teaching for-credit courses is a management right and not subject to the grievance process.</p> <p>With respect to eligibility for temporary pay increases (TPIs), the parties agreed to add language to include an employee who, for ten (10) or more working days, is temporarily assigned additional duties at the same level, resulting in an increased workload. Additionally, the parties agreed to add language establishing that a pay increase will be in effect until the assignment of additional duties or higher-level responsibilities end. Finally, the parties agreed to add language establishing that a TPI requires advance approval of the IHME, the School of Medicine, and the Integrated Service Center (ISC) or the Compensation office.</p>

Summary of SEIU 925 IHME - UW 2024-2026 Collective Bargaining Agreement

CONTRACT PROVISION	SUMMARY OF CHANGES
Article 17 – Performance Evaluations	Updates - The parties agreed to add a provision to evaluation forms for identifying organizational citizenship including but not limited to recognition of community building and DEI-related work, identifying performance goals that encourage professional growth, innovation, and efficiency, as well as embodiment of IHME’s organizational values. The parties also agreed to add a provision to evaluation forms that allows employees to provide feedback to their supervisors.
Article 18 -- Holidays	No Change – The parties agreed to maintain existing contract language.
Article 19 – Vacation Leave	No Change – The parties agreed to maintain existing contract language.
Article 20 – Sick Leave	No Change – The parties agreed to maintain existing contract language.
Article 21 – Washington Family Medical Leave Program	Minor changes – The parties agreed to minor housekeeping and language edits only.
Article 22 – Federal Family Medical Leave Act	Updates – In addition to housekeeping edits, the parties agreed to update the family member definition to include a person who stood in loco parentis when the employee was a minor child, to align with the FMLA.
Article 23 – Parental Leave	<p>Updates – In addition to housekeeping edits, the parties agreed to add language that states that IHME recognizes the critical value parental leave provides to families and endeavors to support its employees as their families grow.</p> <p>The parties agreed to adjust language detailing the length of parental leave from up to four (4) months to up to six (6) months to align with UW policy. The parties also agreed to add language that requires the Employer to provide reasons in writing for denial of leave beyond the period covered by FMLA. The parties agreed to add language stating that for birth parents, temporary disability leave for pregnancy is in addition to parental leave. The parties agreed to add language stating that employees must use all applicable accrued time off prior to using unpaid time off, unless electing not to under concurrent coverage of approved leave under the WA State PFML program.</p> <p>Additionally, the parties agreed to add language detailing that parental leave is generally taken as continuous (full) leave of absence or can be granted as intermittent leave or a reduction in hours if it meets business needs and has approval of an employee’s supervisor. In addition, employees may also request schedule and/or FTE changes in accordance with Article 10.3.</p>

Summary of SEIU 925 IHME - UW 2024-2026 Collective Bargaining Agreement

CONTRACT PROVISION	SUMMARY OF CHANGES
	<p>The parties also agreed to add language that will allow employees outside of Washington state to contact the Employer-provided employee assistance program (EAP) for assistance in finding information about existing paid leave programs in their state of residence.</p> <p>Finally, the parties agreed to add language that states if changes are made to the University's parental leave policies that impact mandatory subjects of bargaining, including changes made resulting from changes to the Washington Family Medical Leave Program, the Employer will provide Union notice and fulfill its bargaining obligations.</p>
Article 24 – Shared Leave	No Change – The parties agreed to maintain existing contract language.
Article 25 – Unpaid Holidays for a Reason of Faith or Conscience	Updates – In addition to housekeeping edits, the parties agreed to add holiday credit as acceptable to use in lieu of unpaid time off, in accordance with current practice.
Article 26 – Civil/Jury Duty Leave and Bereavement Leave	Updates - In addition to housekeeping edits, the parties agreed to expand language detailing reasons for bereavement time off to include the stillbirth or miscarriage of a child.
Article 27 – Leave Related to Domestic Violence, Sexual Assault or Stalking	Updates – The parties agreed to add language to allow employees to choose whether to take paid time off, unpaid time off, or a combination of the two to accommodate employees that are victims of domestic violence, sexual assault, or stalking. The parties also agreed to define family members in cases where employees can take time off to assist a family member who is a victim of domestic violence, sexual assault, or stalking. Additionally, the parties agreed to define examples of reasonable safety accommodations that can be made in response to actual or threatened domestic violence, sexual assault, or stalking.
Article 28 – Military Leave	Updates – In addition to housekeeping edits, the parties agreed to add personal holiday as an available type of paid time off that can be utilized during military duty leave, in accordance with current practice.
Article 29 – Work Related Injury Leave	Minor changes – The parties agreed to minor housekeeping and language edits only.
Article 30 – Reasonable Accommodation of Employees with Disabilities	Updates – In addition to housekeeping edits, the parties agreed to include holiday credit as acceptable to use for disability leave. The parties also agreed to add several pregnancy-related accommodations to the list of accommodations that shall not require health care provider certification and are not subject to an Employer's claim of undue hardship, including providing reasonable break time for an employee to express breast milk or breastfeed and providing lactation spaces to be used by an employee to express milk.

Summary of SEIU 925 IHME - UW 2024-2026 Collective Bargaining Agreement

CONTRACT PROVISION	SUMMARY OF CHANGES
Article 31 – Miscellaneous Leave	Updates - In addition to housekeeping edits, the parties agreed to language that will require the Employer to consider an employee’s individual circumstances and operational needs when determining a return-to-work date following cancellation of unpaid time off.
Article 32 – Inclement Weather and Suspended Operations	Updates - With respect to existing language concerning inclement weather, the parties agreed to add language emphasizing that this applies to situations when an employee is faced with “local” unanticipated problems related to natural disasters or severe weather.
Article 33 – Community Service Days	No Change – The parties agreed to maintain existing contract language.
Article 34 – Health and Safety	Minor changes – The parties agreed to minor housekeeping and language edits only.
Article 35 – Health Care Benefits Amounts	Updates - The parties agreed to updated language in this article to align with the coalition health care benefits agreement reached for the 2023-2025 biennium.
Article 36 – Transportation, Travel, and Commute Reduction	Updates - The parties agreed to transfer the provisions of Side Letter E – U-PASS into this article and transfer language detailing provisions for telework into a new, standalone article.
Article 37 – Late Night Work Meals and Transportation	No Change – The parties agreed to maintain existing contract language.
Article 38 – Personnel Files	No Change – The parties agreed to maintain existing contract language.
Article 39 – Corrective Action	No Change – The parties agreed to maintain existing contract language.
Article 40 – Employee Assistance Program	No Change – The parties agreed to maintain existing contract language.
Article 41 – Layoff, Seniority, Layoff, Rehire	Updates - The parties agreed to add a new section establishing an Employment Option Trial Period. This section details that employees placed into vacant positions as an employment option would serve a 3-month employment option trial period, during which either party may initiate placement on the rehire list. The new section also establishes that time spent in an employment option trial period will not count toward the 24-month rehire list period and that the 3-month trial period will be adjusted to reflect any paid or unpaid leave taken during that period. The parties also agreed to remove language stating that the Employer may consider affirmative action goals during layoff or rehire processes.
Article 42 – Resignation and Abandonment	No Change – The parties agreed to maintain existing contract language.

Summary of SEIU 925 IHME - UW 2024-2026 Collective Bargaining Agreement

CONTRACT PROVISION	SUMMARY OF CHANGES
Article 43 – Exit Interviews	Minor Changes – The parties agreed to eliminate language that was already implemented during the previous contract term.
Article 44 - Contracting	No Change – The parties agreed to maintain existing contract language.
Article 45 – Union Activities, Rights, and Stewards	Minor Changes – The parties agreed to minor housekeeping and language edits only.
Article 46 – Joint Union Management Committee	No Change – The parties agreed to maintain existing contract language.
Article 47 - Privacy	No Change – The parties agreed to maintain existing contract language.
Article 48 – Salary Overpayment Recovery	No Change – The parties agreed to maintain existing contract language.
Article 49 – Tuition Exemption Program	Minor Changes – The parties agreed to minor housekeeping edits only.
Article 50 – Personal Services	No Change – The parties agreed to maintain existing contract language.
Article 51 – Represented Limited Term Hourly Employees	Updates - The parties agreed to add a list of articles that apply to SEIU 925-IHME hourly employees. The parties also agreed to update the definition for Represented SEIU 925-IHME hourly employees to be hourly paid employees doing the bargaining unit work on an hourly basis for no longer than 12 months. Additionally, the sick leave accrual policy has been updated to reflect current University practice.
Article 52 – Contract Distribution	No Change – The parties agreed to maintain existing contract language.
Article 53 – Union Membership, Dues Deduction, and Status Reports	Minor Changes – The parties agreed to minor housekeeping edits only.
Article 54 – Management Rights and Responsibilities	Minor Changes – The parties agreed to minor housekeeping edits only.
Article 55 – Subordination of Agreement and Savings Clause	No Change – The parties agreed to maintain existing contract language.
Article 56 - Duration	Updates – The parties agreed to a 3-year contract, effective upon ratification and remaining in force until December 31, 2026.

Summary of SEIU 925 IHME - UW 2024-2026 Collective Bargaining Agreement

CONTRACT PROVISION	SUMMARY OF CHANGES
New Article XX – Telework	<p>Updates – The parties agreed to move the existing telework provisions (previously in Article 36) into their own standalone article.</p> <p>The parties agreed to add language that states that the University encourages and allows use of telework and flexible scheduling within bounds of good public practice, business operations, and resource limitations, and that telework should be incorporated into the continuity of operations plans for each organizational unit.</p> <p>The parties also agreed to add language that requires the Employer to provide a reason for denial of an eligible employee’s telework request in writing.</p> <p>Additionally, the parties agreed to create a new section that outlines policies for international remote work – establishing that employees may be approved for international remote work in accordance with the University policy regarding International Remote Work for Staff, and that if changes to the policy impact mandatory subjects of bargaining, the Employer will provide Union notice and fulfill its bargaining obligations.</p>
Appendix I – Job Classifications	<p>Updates – The parties agreed to update the Appendix with agreed upon wage scale and salary increases per Article 16 – Compensation, Wages, and Other Pay Provisions.</p>
MOU – Diversity, Equity and Inclusion	<p>Updates - The parties agreed to convert this MOU into a new article.</p> <p>The parties agreed to add more specific language regarding engagement in DEI activities, including that time spent contributing to the DEI Council and Employee Resource Groups (ERGs) would be considered work time and that supervisors will work with employees to accommodate DEI-related activities. The parties agreed to adjust language that will require IHME to maintain a formal structure to encourage feedback and identify and implement activities to foster greater DEI, and that Sr. Management Team designees will offer to meet with leads of ERGs to discuss feedback during fall and spring quarter annually.</p> <p>The parties agreed to add language that allows pay disparities identified by the Union to be appropriate topics for Joint-Labor Management meetings.</p> <p>The parties agreed to add language that requires members of interview teams to have taken training on implicit bias and interviewing skills. The parties agreed to add language stating that IHME will encourage</p>

Summary of SEIU 925 IHME - UW 2024-2026 Collective Bargaining Agreement

CONTRACT PROVISION	SUMMARY OF CHANGES
	ERGs to report on their activities during Town Hall meetings and will recognize the contributions of community leaders during Town Hall meetings and/or during the organizational citizenship component of the employee's annual performance review. Finally, the parties agreed to add language requiring IHME to maintain a budget of funds for ERG initiatives as funding allows.
MOU – Implementation of Appendix I Job Classifications	Expired – The parties agreed to remove this expired MOU.
MOU - Juneteenth	Expired – The parties agreed to remove this expired MOU.
MOU – Market Adjustments and Salary Survey	Expired – The parties agreed to remove this expired MOU.
MOU – Promotional Reviews and In-Grade Reviews	Expired – The parties agreed to remove this expired MOU.
New MOU – Recruitment and Retention Adjustments	<p>Updates – The parties agreed to create a new MOU that provides a three percent (3%) recruitment and retention increase, effective January 1, 2024, for the following working titles:</p> <ul style="list-style-type: none"> - Data Analyst - Data Analyst, Publications - Data Extraction Analyst - Research Scientist - Researcher - Data Library Curator - Data Library Curator 2 - Data Services Specialist - Data Services Specialist 2 - Data Specialist - Data Extraction Specialist - GIS Specialist
New Side Letter – Utility Outages	Updates - The parties agreed to create a new side letter with language allowing teleworking employees to work with their supervisors to adjust job duties and/or deadlines in cases when unanticipated utility outages impact their ability to work.
New Side Letter – Compression and Inversion Study	Updates - The parties agreed to create a new side letter that requires the Employer to conduct a compression and inversion analysis of bargaining unit employee salaries at least six (6) months prior to the expiration of this agreement and share the results of the analysis with the Union.

Summary of SEIU 925 IHME - UW 2024-2026 Collective Bargaining Agreement

CONTRACT PROVISION	SUMMARY OF CHANGES
Side Letter A – COVID Prevention	Expired – The parties agreed to remove this expired side letter.
Side Letter B – Drew Fulmer Position Review	Expired – The parties agreed to remove this expired side letter.
Side Letter C – IHME Working Titles	Expired – The parties agreed to remove this expired side letter.
Side Letter D – Innovation Time	Updates - The parties agreed to add language that requires both parties to meet and discuss the development of a funding proposal idea that would be pursued by IHME, and that the Employer will update the Union on any potential opportunities for such proposals to be funded.
Side Letter E – U-PASS	Expired – The parties agreed to remove this expired side letter.