

<b>WAGES</b>	
<b>University</b>	<b>Union</b>
<p>Effective July 1, 2024:</p> <ul style="list-style-type: none"> <li>• Base rate increased by 6% <ul style="list-style-type: none"> <li>○ \$2,664 increased to \$2,824</li> </ul> </li> </ul>	<p>Effective July 1, 2024:</p> <ul style="list-style-type: none"> <li>• Base rate increased by 15% <ul style="list-style-type: none"> <li>○ \$2,664 increased to \$3,064</li> </ul> </li> </ul> <p>Effective October 1, 2024:</p> <ul style="list-style-type: none"> <li>• Base rate increased by 14% <ul style="list-style-type: none"> <li>○ \$3,064 increased to \$3,493</li> </ul> </li> </ul> <p>Effective January 1, 2025:</p> <ul style="list-style-type: none"> <li>• Base rate increased by 13% <ul style="list-style-type: none"> <li>○ \$3,493 increased to \$3,947</li> </ul> </li> </ul>
<p>Effective July 1, 2025:</p> <ul style="list-style-type: none"> <li>• Base rate increased by 6% <ul style="list-style-type: none"> <li>○ \$2,824 increased to \$2,993</li> </ul> </li> </ul>	<p>Effective July 1, 2025:</p> <ul style="list-style-type: none"> <li>• Base rate increased by 6% <ul style="list-style-type: none"> <li>○ \$3,947 increased to \$4,183</li> </ul> </li> </ul>
<p>Effective July 1, 2025:</p> <ul style="list-style-type: none"> <li>• Base rate increased by 6% <ul style="list-style-type: none"> <li>○ \$2,993 increased to \$3,173</li> </ul> </li> </ul>	<p>Effective July 1, 2026:</p> <ul style="list-style-type: none"> <li>• Base rate increased by 6% <ul style="list-style-type: none"> <li>○ \$4,183 increased to \$4,434</li> </ul> </li> </ul>

<b>NON-CITIZEN ASE SUPPORT</b>	
<b>University</b>	<b>Union</b>
<ul style="list-style-type: none"> <li>• Language regarding the use of existing time off to attend appointments, hearings, etc. related to immigration of citizenship status of the ASE or their spouse, registered domestic partner, child, or parent.</li> <li>• Grievance process does not apply to meetings an ASE may have with the University to discuss employment or re-employment in the event the ASE does not have the ability (or lost the ability) to legally work in the U.S.</li> </ul>	<ul style="list-style-type: none"> <li>• Up to 20 hours of additional (new) paid time to attend appointments, hearings, etc. related to immigration of citizenship status of the ASE or their spouse, registered domestic partner, child, or parent.</li> </ul>

<b>GAIP</b>	
<b>University</b>	<b>Union</b>
<ul style="list-style-type: none"> <li>• No changes to the plan for 2024-2025.</li> <li>• Starting October 1, 2025, ASE would pay 10% of the premiums, with the University paying 90%. No changes to dependent premiums, which the UW</li> </ul>	<ul style="list-style-type: none"> <li>• Slight improvements to the vision coverage of the plan starting October 1, 2024.</li> </ul>

<p>covers at 65%. Slight improvements to the vision coverage of the plan.</p> <ul style="list-style-type: none"> <li>Starting October 1, 2026, ASEs would pay 15% of the premiums, with the University paying 85%. No changes to dependent premiums, which the UW covers at 65%.</li> </ul>	
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<b>FEE AND TUITION WAIVERS</b>	
University	Union
<ul style="list-style-type: none"> <li>Maintain current fee and tuition waivers of the operating fee, building fee and technology fee.</li> </ul>	<p>Increase fee and tuition waiver to include:</p> <ul style="list-style-type: none"> <li>IMA bond fee (Seattle campus, \$32/quarter)</li> <li>Sports Field Fee (Bothell campus, \$30/quarter)</li> <li>YMCA fee (Tacoma campus, \$180/quarter)</li> </ul>

<b>WORKLOAD</b>	
University	Union
<ul style="list-style-type: none"> <li>Remove the 220 hour per quarter workload limit and instead go to a model of working an average of 20 hours per week.</li> </ul>	<ul style="list-style-type: none"> <li>Maintain current contract language of 220 hours per quarter workload limit.</li> </ul>