

SUMMARY OF WFSE-UW 2025-2027 AGREEMENT

CONTRACT PROVISION	SUMMARY OF CHANGES
Preamble	No Change: The parties agreed to maintain existing contract language.
Article 1 – Union Recognition	No Change: The parties agreed to maintain existing contract language.
Article 2 – Non-Discrimination	Update: The parties agreed that a grievance alleging a violation of this provision could be filed within 90 days of the alleged occurrence. Additionally, the parties agreed to include language that this grievance must contain the information required by Article 6.5 of this agreement.
Article 3 – Reasonable Accommodation of Employees with Disabilities	No Change: The parties agreed to maintain existing contract language.
Article 4 – Workplace Behavior	No Change: The parties agreed to maintain existing contract language.
Article 5 – Affirmative Action	No Change: The parties agreed to maintain existing contract language.
Article 6 – Grievance Procedure	<p>Update: The parties agreed to mostly current contract language except in the instances noted below:</p> <p>Contents The parties agreed that a description of the events that resulted in the alleged violation would be included in the grievance filing. In addition to the name of the grievant(s), their position would be included as well. Finally, the parties agreed that the Employer could not arbitrarily delay scheduling a grievance meeting until the Union had provided any of the required information for filing.</p> <p>Panel of Arbitrators The parties agreed to update language to current practice as well as note that they would maintain a panel of six arbitrators. When it became necessary, the parties would meet to replace any arbitrators to ensure the panel contained six arbitrators.</p> <p>New Subsection Mediation and Arbitration Hearing The parties agreed to include that when a mediation or arbitration hearing was scheduled during an employee’s normal business hours, the Union would submit a release request to the employee’s supervisor and copy Labor Relations. If approved, the employee assigned to an evening or night would be released from their duties with pay the day before or the night of the meeting for the hours required to participate in the hearing for a maximum of eight hours.</p>
Article 7 – Employee Rights	Update: The parties agreed that if notice is provided after 12pm, the day after notice would be the 1st day of the three-day notice period to secure representation, excluding holidays. Additionally, the Employer would provide the Union with a calendar invite for the meeting and a link for virtual meetings scheduled by UW Labor Relations.
Article 8 – Employee Facilities	No Change: The parties agreed to maintain existing contract language.
Article 9 – Hours of Work and Work Schedules	Update: Meal and Rest Breaks

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	<p>The parties agreed to include language pursuant to RCW 49.12.187. This RCW includes details on rest and meal breaks for patient care facing job profiles, including how the employees will be able to combine breaks and meal periods via signed waivers.</p> <p>Alternate Work Schedule</p> <p>The parties agreed that workweeks and work shifts of different number of hours may be established for overtime-eligible employees by the Employer in order to meet business and customer needs, as long as the alternate work schedule meets federal and state laws.</p> <p>Rest Between Shifts – Surgical Technologists, Patient Care Techs, Mental Health Specialists, and Hospital Assistants</p> <p>The parties agreed to increase the hours off duty between shifts from 10 to 11 hours.</p>
Article 10 – Overtime	<p>Update: Clarified that full time employees, and not part time employees, would qualify for overtime when they worked in excess of their daily work shift.</p>
Article 11 – Training and Professional Development	<p>Update: The parties agreed to 40 hours of educational or professional leave versus 3 days.</p>
Article 12 – Licensure and Certification	<p>Update: The parties agreed that the Employer would reimburse the employee for the initial cost of a new license and/or certification, including all required training, education, and fees, as determined by the Employer. Thereafter, the employee would be responsible for maintaining.</p>
Article 13 – Tuition Exemption Program	<p>No Change: The parties agreed to maintain existing contract language.</p>
Article 14 – Hiring, Appointments, Promotions, and Transfers	<p>Update: The parties agreed to housekeeping edits, current contract language, and the modifications listed below:</p> <p>Types of Appointments</p> <p>The parties agreed that for cyclic employees, periods of leave without pay in their annual cycle would not negatively impact months of service for calculating step increases or vacation time off accrual rates. The parties also agreed to strike that with regards to accrual, employees working during a cyclic leave of absence would accrue paid time off prorated based on regular hours worked and paid time off used in a month.</p> <p>Interviews</p> <p>The parties agreed that the Employer would interview at least two bargaining unit applicants per job requisition as long as they possess the essential skills.</p> <p>Taking Positions Represented by Other CBAs</p> <p>The parties agreed that when WFSE members take positions represented by other collective bargaining agreements for which they have not held permanent status would follow the trial service language for the WFSE CBA upon reversion. If their previous position is no longer available, the employee would revert to the rehire list for the position they held permanent status immediately prior to taking the non-WFSE position.</p> <p>Temporary Assignment to a Higher Position</p> <p>The parties agreed to move the temporary salary increase language into this article so that it now states, the employee would be paid a temporary salary increase of at least five percent over the present salary but not to exceed the maximum</p>

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	of the range, when assigned or directed to perform the duties of a higher-level class. These increases would be effective on the first day of the assignment on an hour-for-hour basis.
Article 15 – Inter-System Movement and Transfer	Update: The parties agreed to expand the types of appointments that would count towards mounts of service toward a higher vacation accrual rate. This expansion, which already included time spent in classified service, would now also include time spent in non-academic appointments.
Article 16 – Holidays	No Change: The parties agreed to maintain existing contract language.
Article 17 – Vacations	No Change: The parties agreed to maintain existing contract language.
Article 18 – Sick Time Off	<p>Update: Sick Time Off – Use The parties agreed to add that when an employee’s child’s school or place of care had been closed for a health-related reason, or after the declaration of an emergency by a local, state, or federal government agency, then the employee would be able to use sick time off. Additionally, the parties agreed to expand the definition of family member so that family members would include the employee’s child’s spouse and any individual who regularly resides in the employee’s home or where the relationship creates an expectation that the employee cares for this person.</p> <p>Use of Vacation Time Off or Compensatory Time Off for Sick Time Off Purposes The parties agreed that an employee who had used all accrued sick time off may be allowed to use accrued vacation time off and/or compensatory time off for sick time off purposes if this use was authorized by the employee’s departmental supervisor. Additionally, the parties agreed that an employee must be granted the use of accrued compensatory time to care for spouse, domestic partner, parent, parent-in-law, grandparent, minor/dependent child who has a serious health condition; for domestic violence leave; military spouse leave; and when requested as a supplemental benefit (as an example PFML).</p>
Article 19 – Voluntary Employee Beneficiary Associations	No Change: The parties agreed to maintain existing contract language.
Article 20 – Miscellaneous Leave	Housekeeping edits only.
Article 21 – Federal Family Medical Leave Act and Parental Leave	Housekeeping edits only.
Article 22 – Child/Dependent Care	No Change: The parties agreed to maintain existing contract language.
Article 23 – Shared Leave	Housekeeping edits only.
Article 24 – Unpaid Holidays for a Reason of Faith or Conscience	No Change: The parties agreed to maintain existing contract language.

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Article 25 – Absence Due to Family Care Emergencies	Update: The parties agreed that in accordance with RCW 49.46.210, sick time off may be used when an employee’s child’s school or place of care has been closed by order of a public official for any health-related reason or after the declaration of an emergency by a local or state government or agency, or by the federal government.
Article 26 – Civil Duty Time Off and Bereavement Time Off	No Change: The parties agreed to maintain existing contract language.
Article 27 – Leave Related to Domestic Violence, Sexual Assault, or Stalking	Housekeeping edits only.
Article 28 – Inclement Weather and Suspended Operations	Update: The parties agreed to expand the types of time off a non-essential employee, who is also ineligible for telework, could use during suspended operations; the time off type that is now included is Sick Time Off. Additionally, if the unpaid time off is used, because the employee had no other paid time available, then the employee would have up to fifteen calendars days after operations resume to make up work time lost.
Article 29 – Military Leave	No Change: The parties agreed to maintain existing contract language.
Article 30 – Work Related Injury Leave	Update: The parties agreed to increase the number of months where employees would maintain their seniority and progression start date when they are in unpaid status due to a work-related injury from six to nine months.
Article 31 – Health and Safety	No Change: The parties agreed to maintain existing contract language.
Article 32 – Uniforms and Special Clothing	Update: The parties agreed that the Safety Boot Reimbursement would also apply to UW-Bothell, UW-Tacoma, UWMC, and HMC in addition to Seattle Main Campus Facilities. Additionally, this reimbursement would be increased from \$150 to \$200 per year during the life of the agreement. The parties also agreed that when requested, staff would be provided with protective gloves and safety glasses when required to safely perform their work. Finally, Trades Staff, upon request, would be provided with one load bearing utility belt/vest.
Article 33 – Transportation and Commute Trip Reduction	No Change: The parties agreed to maintain existing contract language.
Article 34 – Performance Evaluation	Update: The parties agreed that when an employee requests their performance evaluation, the evaluation would include employee rebuttal and/or comments, if any exist.
Article 35 – Personnel Files	No Change: The parties agreed to maintain existing contract language.
Article 36 – Corrective Action/Dismissal	Update: The parties agreed that the day after notice is provided would be the first day of the three-day notice period to secure representation.
Article 37 – Employee Assistance Program	No Change: The parties agreed to maintain existing contract language.

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Article 38 – Seniority, Layoff, Rehire	Update: The parties agreed to make clear the expectations and process with regards to removal from the rehire list and removed language that was redundant.
Article 39 – Resignation and Abandonment	Housekeeping edits only.
Article 40 – Mandatory Subject	Update: The parties agreed to add language that would clarify release time when release requests involve multiple departments. The parties agreed that when a release request involves more than two departments or units, the Employer would approve paid release time for up to six employee representatives who were scheduled to work during the time meetings or negotiations were being conducted provided this absence would not interfere with operational needs.
Article 41 – New Employees	No Change: The parties agreed to maintain existing contract language.
Article 42 – Union Activities, Rights, and Stewards	<p>Update: New Steward Training The parties agreed that in the situations of new steward training, confirmation of attendance should be communicated to the supervisor and human resources in advance of meetings.</p> <p>Use of State Facilities, Resources, and Equipment The parties agreed that, when possible, a private space would be provided for employees to meet with their steward and/or union representative. Additionally, the parties agreed that when email, fax machines, internet, and intranets are used properly, such use would not be used for disciplinary purposes.</p> <p>Information Requests The parties agreed that all requests for information will be submitted in writing to the Labor Relations office. Additionally, requests would not normally extend more than 24 months prior to the date of the request unless a legitimate reason is articulated.</p>
Article 43 – Joint Union/Management Committees	Update: The parties agreed that upon mutual agreement, the Union or Employer could have additional members attend joint union/management committee meetings as subject matter experts.
Article 44 – Classifications and Reclassifications	Update: The parties agreed to 30 days’ notification to create, eliminate, or modify class specifications which do not involve major restructure to the overall classification, in advance of any proposed implementation date. Additionally, the parties agreed that where an employee’s position was reallocated to a class with a lower salary range maximum, this employee would be placed at a step on the new range closest to, but not less than, their current rate of pay. If the current salary was above the maximum step, then the employee’s salary would be y-rated (frozen) until the new range catches up. Finally, the parties agreed to adjust the progression start date language so that it was easier to understand how an employee’s progression start date was identified.
Article 45 – Compensation, Wages, and Other Pay Provisions	<p>Update: The parties agreed to housekeeping edits throughout the article except for the below sections.</p> <p>45.1 Across the Board Increases The parties agreed to 3% salary range increase in year 1 and a 2% increase in year 2 of the agreement.</p> <p>Work Out of Class The parties agreed to move this section to Article 14.</p>

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Article 46 – Health Care Benefits Amounts	<p>Downward Allocation Compensation The parties agreed that when an employee occupying a position that is reclassified to an existing class with a lower salary range, the progression start date would remain unchanged.</p> <p>Shift Differential Premium Pay The parties agreed to increase evening or night shift differential to \$1.50 per hour except for the job titles listed in Appendix II. Additionally, employees in Skilled Trades job classifications assigned to evening or night shifts would have their shift differential increased to \$2.50 per hour.</p> <p>Stand-By Pay (On Call) The parties agreed that standby pay would now be \$4 per hour unless reflected otherwise in Appendix II. Additionally, when called to physically return to the workstation from standby status, the employee would receive premium pay (time and one-half) for a minimum work period of three hours.</p> <p>Call Back Pay The parties added clarifying language so that Call Back Pay is when the employee is required to physically return to their workstation. In these situations, the parties agreed that they shall receive 3 hours of bonus pay plus time worked. The parties also agreed to clarify that fully remote employees do not qualify for callback pay. Callback does not apply to extra shifts; if an employee answers an all-call/group text or email volunteering to work an extra shift, they are paid the appropriate rate of pay (not including callback) regardless of how many hours' notice they are provided.</p> <p>Assignment Pay The parties agreed to increase assignment pay to \$2.50 per hour. Additionally, the parties agreed that when an employee performs qualifying work less than 1 hour, they will be paid for one hour of assignment pay; time over one hour is paid based on actual time worked. Finally, the parties agreed to include that assignment pay would qualify when an employee would wear chaps to operate power cutting tools during tree removal and pruning activities.</p> <p>Late Payroll Checks The parties agreed that the Employer will issue either a paper check or electronic deposit as soon as possible and will work with the employee to attempt to have any incurred fees waived in the situation of a late payroll check.</p> <p>Weekend Premium Pay The parties agreed that weekends would be defined as Saturday and Sunday.</p> <p>Trades License Premium This section was an MOU in the previous agreement; the parties agreed to move it into this provision and add some Power Plant classifications. The Employer will provide a license premium of 10% of base salary for all hours paid for the licenses listed in the table that are not required on the classification specification.</p> <p>Ambulatory Float Pool Premium Pay – HMC and UWMC-Montlake Only The parties agreed that employees hired solely in an ambulatory float pool would receive a float premium of \$1.50 per hour for all hours worked.</p>
	<p>Update: The parties agreed to include updates on this provision as agreed to at the state table.</p>

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Article 47 – Contracting	Update: The parties agreed to include reference to Attachment B, the new Contracting Out Float Chart. Additionally, the parties agreed that the Employer would send an electronic overtime solicitation notice to all shops identified in Attachment B within UW Facilities Maintenance and Construction as soon as possible. Any changes to Attachment B or Appendix VI – Contracting Out Form, would be subject to collective bargaining obligations.
Article 48 – Staffing Concerns	No Change: The parties agreed to maintain existing contract language.
Article 49 – Privacy	No Change: The parties agreed to maintain existing contract language.
Article 50 – No Strike/No Lockout	No Change: The parties agreed to maintain existing contract language.
Article 51 – Board of Regents	No Change: The parties agreed to maintain existing contract language.
Article 52 – Salary Overpayment Recovery	No Change: The parties agreed to maintain existing contract language.
Article 53 – Washington Family Medical Leave Program	No Change: The parties agreed to maintain existing contract language.
Article 54 – Subordination of Agreement and Saving Clause	No Change: The parties agreed to maintain existing contract language.
Article 55 – Contract Publication	Housekeeping edits only.
Article 56 – Union Membership Dues Deduction and Status Reports	Update: The parties agreed to clean up this article so that 56.7 Listing of Employees would accurately reflect the information provided in pay period registers.
Article 57 – Management Rights and Responsibilities	No Change: The parties agreed to maintain existing contract language.
Article 58 – Term of Agreement	Housekeeping edits only.
Article 59 – Drug Testing	Update: The parties agreed that any drug testing would be conducted in accordance with the UW Medicine Reasonable Suspicion Drug Testing Policy for UW Medicine employees. Additionally, this provision would be subject to Article 6 – Grievance Procedure.
Article 60 – Nonpermanent and Intermittent Employees	Update: The parties agreed on housekeeping edits as well as adding language to clarify when an employee would be assigned their progression start date. Additionally, the parties agreed to include language in this provision that would

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	allow readers of this article to know that employee recruitment and retention step increases, work out of class, and career enhancement/growth program would apply to nonpermanent and intermittent employees.
Article 61 – Diversity and Inclusion	Update: The parties agreed to modify language so that it reflects the current practice at HMC. Additionally, the parties agreed that the council workgroup would attend at least one all day workshop every twelve months. Additional training opportunities could be added with the mutual agreement of the council workgroup and the approval from the Harborview Medical Center CEO. Finally, the parties agreed to add that participants would be released with pay from their duties to attend this workgroup and would request release time from their manager in advance. Managers are encouraged to support employees participating in this workgroup and grant release unless there are operational needs where release time cannot be approved.
Article 62 – Advance Certification/Registration Pay	Update: The parties agreed to include the biomedical electronics technicians at UWMC – Montlake. This job profile was accreted into the bargaining unit. For now, placeholders for the job profile are listed next to the name of the position.
Appendix I – Job Classifications	Housekeeping edits only.
Appendix II – Shift Differentials	Update: The parties agreed to make changes to the table so that the listed job profiles resemble how they are listed elsewhere at the University. The parties also agreed to include the biomedical electronics technician series, carpet cleaner series, and maintenance custodian series. Additionally, the parties agreed to increase the listed values for Evening Shift Differentials, Night Shift Differentials, Standby Pay, and Weekend Pay for many job profiles.
Appendix III – Overtime Exempt Job Classifications	Housekeeping edits only.
Appendix IV – Layoff Seniority Units	No Change: The parties agreed to current contract language noting that biomedical electronics technicians would be a part of unit number 17 with regards to layoff seniority units.
Appendix V – Pay Tables	Update: The parties tentatively agreed to update the list of pay tables by removing a pay table that was inactive.
Appendix VI – Contracting Out Form	Update: The parties agreed to expand the list of parties that would use this form for all skilled trades work historically performed by WFSE represented staff. In addition to Seattle Main Campus, this list now includes Bothell Campus, Tacoma Campus, Housing & Food Services, UWMC-Montlake, Harborview, and Intercollegiate Athletics. In relation to this change, housekeeping edits were included in this provision.
New Appendix VII – Bargaining Units Represented by WFSE	Update: The parties agreed to add to the agreement a new appendix; this appendix would list the bargaining unit descriptions as described in PERC decisions.
MOU – Critical Recruitment and Retention Wage Increases	This MOU is expiring.
MOU – Dietetic Tech LPN MHS and Ortho Tech R&R	This MOU is expiring.

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MOU – Healthcare Pay Tables Consolidation	This MOU is expiring.
MOU – Health Care R&R Wage Increases	This MOU is expiring.
MOU – Hospital Custodian Series	This MOU is expiring.
MOU – Intermittent Nonpermanent and Represented Temporary Employees	This MOU is expiring.
MOU – Leave of Absence of WFSE President	The parties agreed to rollover this MOU into the 2025-2027 agreement.
MOU – Lump Sum Payment	This MOU is expiring.
MOU – Market Based Increases	This MOU is expiring.
MOU – Multi-Campus Voluntary Standby Pool	The parties agreed to rollover this MOU into the 2025-2027 agreement.
MOU – Non-Healthcare Across the Board Increases Me Too	This MOU is expiring.
MOU – Public Records Requests and Privacy	The parties agreed to rollover this MOU into the 2025-2027 agreement.
MOU – Scholarship Fund for Medical Center Employees	The parties agreed to rollover this MOU into the 2025-2027 agreement.
MOU – Skilled Trades R&R Increases	This MOU is expiring.
MOU – Trades Apprenticeship Program	Update: The parties agreed to rollover this MOU into the next cycle, update its language, and plan for future apprenticeship programs. This new version of the MOU mentions the initial program for the Motor Equipment Mechanic job series, a compensation plan for mentors, moving meetings from monthly to quarterly, and a commitment for both parties to meet to discuss program improvements or changes once there is a program graduate.
MOU – Trades License Premium	Update: The parties agreed to let this MOU expire while acknowledging that information regarding the Trades License Premium would move to Article 45 – Compensation, Wages, and Other Pay Provisions.

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MOU – UW Medicine Pre-Scheduled Voluntary Double-Time Shift Incentive	The parties agreed to rollover this MOU into the 2025-2027 agreement.
New MOU – Administrative Assistant R&R	Update: The parties agreed to a new MOU that details recruitment and retention increases for administrative assistants 1, 2, and 3.
New MOU – Apprenticeship Program Automotive Mechanic Implementation	Update: The parties agreed to a new MOU that details the first apprenticeship program resulting from previous Trades Apprenticeship Program meetings. This MOU details the Motor Equipment job series; the alignment of the program to Apprenticeship Rules approved by Labor & Industries; the sharing of curriculum between the parties; the length and structure of the program; steps that will happen upon graduation; pay for both participants and mentors; and the structure and purpose of the subsequent subcommittee to review the progress of apprentices.
New MOU – Audiology Assistant R&R	Update: The parties agreed to a new MOU detailing a recruitment and retention increase for two audiology assistant job profiles.
New MOU – Biomedical Electronic Technician	Update: The parties agreed to include a new MOU that details the accretion of the biomedical electronics technicians at UWMC-Montlake into positions represented by WFSE. This MOU details which bargaining unit these profiles would join and which job profiles within this series would be assigned to which pay tables and ranges.
New MOU – Carpenter R&R	Update: The parties agreed to a new MOU detailing a recruitment and retention increase for the Carpenter job series as well as the floor layer, furniture repair worker, glazier, locksmith, mason/plasterer, roofer job series, and maintenance mechanic lead positions.
New MOU – EKG Techs R&R	Update: The parties agreed to a new MOU detailing a recruitment and retention increase for the electrocardiograph technician 2s and Lead positions.
New MOU – Food Service Workers and Cook Series Expansion	Update: The parties agreed to a comprehensive new MOU regarding cook and food service worker positions. In this MOU, the cook lead classification would become Cook 2; a new food service worker 3 position would be created; current food service worker 3s would become food service worker 4s; a new food service worker 4 position would be created in the WFSE HMC bargaining unit; currently unused food service supervisor 1 positions would be inactivated; and food service supervisor 2 employees would have their position renamed to food service supervisor. Food service positions would be evaluated to determine proper classification placement which could result in employees being reclassified which would result in a salary increase.
New MOU – Gardener R&R	Update: The parties agreed to a new MOU detailing a recruitment and retention increase for the gardener job series as well as Gardener – tree climber positions.
New MOU – HA, PCT, MHS, CMT R&R	Update: The parties agreed to a new MOU detailing a recruitment and retention increase for a number of positions under the cardiac monitor technician, hospital assistant series, mental health specialist series, patient care technician positions.
New MOU – HSC Committee HMC	The parties agreed to rollover this MOU into the 2025-2027 agreement.
New MOU – HSC Committee UWMC	The parties agreed to rollover this MOU into the 2025-2027 agreement.

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New MOU – Market Based Increases	Update: The parties agreed to several market-based increases for listed job profiles; these increases articulated multiple movement to new, higher, ranges within the same pay table.
New MOU – Non-Healthcare Across the Boards Increases Me Too	Update: The parties agreed to include an MOU detailing that if the University agreed to more favorable across the board increases for the B4 pay table, these increases would also apply to WFSE employees on the BI pay table.
New MOU – Painter R&R	Update: The parties agreed to a new MOU detailing a recruitment and retention increase for the painter position, painter lead, sign painter, and sign painter lead positions.
New MOU – Power Plant R&R	Update: The parties agreed to a new MOU detailing a recruitment and retention increase for a number of power plant positions.
New MOU – Rehabilitation Counselors R&R	Update: The parties agreed to a new MOU detailing a recruitment and retention increase for rehabilitation counselor 1 and 2 positions.
New MOU – Surg Techs R&R	Update: The parties agreed to a new MOU detailing a recruitment and retention increase for surgical technologist positions at Harborview Medical Center. This MOU also details a move from pay table BABB to pay table BV.
New MOU – Truck Driver R&R	Update: The parties agreed to a new MOU detailing a recruitment and retention increase for several positions including driver-warehouse worker, truck drivers 1, 2, and lead, and waste collector positions.
New MOU – BABB Table Inactivation	Update: The parties agreed to a new MOU detailing the inactivation of a pay table that is rarely used. One position on this table, Surgical Technologists, would move to BV as part of the MOU mentioned above. The remaining positions, anesthesiology technician 1, respiratory care assistant, and social work assistant 1 positions would also move to the BV pay table.
Side Letter A – City of Seattle Minimum Wage	Housekeeping edits only.
Side Letter B – Public Transportation Delays	Update: The parties agreed to extend this side letter and replace bus transportation with any type of transportation as well as replace bus breakdown with vehicle or public transportation breakdown.
Side Letter C – Tracking Discrimination and Bias	Housekeeping edits only.
Side Letter D – UW Seattle Campus Building Services Alternative Work Schedules	This Side Letter is expiring.
Side Letter E – HMC Hospital Security Officers Compensatory Time	The parties agreed to rollover this MOU into the 2025-2027 agreement.
New Side Letter G – Actual Time Reporting	Update: The parties agreed to include a new side letter in the agreement where if the Employer were to begin migrating to an actual time reporting system, the Employer would provide the Union with at least six months’ notice. Additionally, the parties would meet to bargain the impacts of the change, and the Union could have up to six members serve as representatives, in addition to the two local presidents participating.

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New Attachment B –
Contracting Out Flow Chart

Update: The parties agreed to include a graphic flow chart that details the process flow between when a work order is initiated, and which subsequent steps or actions would determine if a shop performs the work (for overtime pay) or if the work would result in a contracting out notice.