

SUMMARY OF TEAMSTERS PRINT PLANT 2025-2027 AGREEMENT

CONTRACT PROVISION	SUMMARY OF CHANGES
Article 1: Preamble	No Change: The parties agreed to maintain existing contract language.
Article 2: Nondiscrimination Affirmative Action	No Change: The parties agreed to maintain existing contract language.
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	The parties agreed to new language that states that the Employer will satisfy its collective bargaining obligation before making a change with respect to a matter that is a mandatory subject.
Article 6: Payroll Deductions, Union Membership and Dues	No Change: The parties agreed to maintain existing contract language.
Article 7: Overtime	No Change: The parties agreed to maintain existing contract language.
Article 8: Shifts	The parties agreed that all shifts would be eight (8) hours in length. Previously shifts for Press, Bindery and Lithography were seven (7) hours in length.
Article 9: Fringe Benefit Eligibility	No Change: The parties agreed to maintain existing contract language.
Article 10: Retirement	No Change: The parties agreed to maintain existing contract language.
Article 11: Healthcare	The parties agreed to rename this article Healthcare, it was previously titled "Insurance." The parties also agreed to strike the previous language, and instead include the Healthcare article reached at the State coalition of unions healthcare bargaining.
Article 12: Joint Union Management Committee	No Change: The parties agreed to maintain existing contract language.
Article 13: Training	No Change: The parties agreed to maintain existing contract language.
Article 14: Hiring	The parties agreed to new language stating that staff are encouraged to bring concerns about staffing to Joint Labor Management meetings.
Article 15: Seniority	No Change: The parties agreed to maintain existing contract language.
Article 16: Probationary Period	No Change: The parties agreed to maintain existing contract language.
Article 17: Union Representatives	The parties agreed that the Union will submit information requests about the bargaining unit to the Office of Labor Relations (laborrel@uw.edu) and that the request will clearly identify what information is being sought.
Article 18: Bulletin Board	No Change: The parties agreed to maintain existing contract language.
Article 19: New Machines, New Methods, New Processes or New Job Classifications	The parties agreed to new language regarding changes that involve artificial intelligence, should the change rise to the level of a mandatory subject of bargaining. In the case of such a change, the Employer will give the Union thirty (30) days notice of the change, and will provide more than the minimum notice when possible.

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Article 20: Grievance Procedure	The parties agreed that in the event FMCS is unresponsive to the parties' request after two (2) attempts, the parties will utilize the American Arbitration Association (AAA), the Public Employment Relations Commission (PERC) or another mutually agreed upon comparable agency, that maintains a roster of labor arbitrators.
Article 21: Discipline and Dismissal	The parties agreed that discipline for sexual harassment as defined by RCW 28B.112.040(7) shall not be null and void after eighteen (18) to thirty-six (36) months.
Article 22: Safety	No Change: The parties agreed to maintain existing contract language.
Article 23: Rest Meal Periods	The parties agreed that rest periods shall not be less than fifteen (15) minutes for each four (4) hours of working time. This is an increase from the previous ten (10) minutes per four (4) hours of working time.
Article 24: Vacations	No Change: The parties agreed to maintain existing contract language.
Article 25: Miscellaneous Leave	<p>The parties agreed that five (5) days paid bereavement time off shall be granted per occurrence, an increase from the previous three (3) days. The parties agreed to expand the definition of family member for the purpose of bereavement time off, and to also include the loss of pregnancy as a qualifying reason.</p> <p>The parties also agreed that sick time off may be used during suspended operations, and that using unpaid time off would only be used if all other time off balances have been exhausted.</p>
Article 26: Sick Time Off	The parties agreed that effective July 27, 2025, sick time off may be used to allow the employee to prepare for, or participate in, any judicial or administrative immigration proceeding involving the employee or employee's family member.
Article 27: Holidays	No Change: The parties agreed to maintain existing contract language.
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: Release Time For Union Business	No Change: The parties agreed to maintain existing contract language.
Article 34: Transportation	No Change: The parties agreed to maintain existing contract language.
Article 35: Washington Paid Family and Medical Leave	No Change: The parties agreed to maintain existing contract language.
Article 36: Duration and Renewal	The agreement will be in full force and effect from July 1, 2025 through June 30, 2027.

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Appendix A: Wage Rates	<p>The parties agreed to some housekeeping edits in this article.</p> <p>The parties also agreed that the salary schedule for all job classifications will be increased by three (3%) on July 1, 2025 and by two (2%) on July 1, 2026.</p>
Appendix B: Job Categories	Housekeeping edits only.
MOU: Lump Sum Payment	The parties agreed to strike this MOU, as it was expired.
MOU: Targeted Recruitment and Retention Wage Increases	The parties agreed to strike this MOU, as it was expired.