

SUMMARY OF INCLUSION OF RESEARCH COORDINATORS AND RESEARCH CONSULTANTS INTO UAW RSE'S 2023-2026 COLLECTIVE BARGAINING AGREEMENT

CONTRACT PROVISION	SUMMARY OF CHANGES
Preamble	No Change: The parties agreed to maintain existing contract language.
Article 1: Purpose and Intent	No Change: The parties agreed to maintain existing contract language.
Article 2: Recognition	Changes: The parties agreed to update the bargaining unit definition to include Research Coordinators and Research Consultants, excluding those in Continuum College.
Article 3: Management Rights	No Change: The parties agreed to maintain existing contract language.
Article 4: Classification and Reclassification	Minor Changes: The parties agreed to minor housekeeping and language edits in this article.
Article 5: Contracting	No Change: The parties agreed to maintain existing contract language.
Article 6: Corrective Action and Dismissal	No Change: The parties agreed to maintain existing contract language.
Article 7: Employee Assistance Program	No Change: The parties agreed to maintain existing contract language.
Article 8: Employment	No Change: The parties agreed to maintain existing contract language.
Article 9: Exit Interviews	Changes: The parties agreed to new language that will allow Research Coordinators and Research Consultants to request an exit interview after being laid off.
Article 10: Grievance Procedure	No Change: The parties agreed to maintain existing contract language.
Article 11: Health And Safety	No Change: The parties agreed to maintain existing contract language.
Article 12: Health Care Benefits Amounts	Changes: The parties agreed to eliminate outdated language from the 2021-23 biennium and add language for the 2025-27 biennium that applies to the entire bargaining unit.
Article 13: Hiring, Promotions, and Transfers	No Change: The parties agreed to maintain existing contract language.
Article 14: Holidays	No Change: The parties agreed to maintain existing contract language.
Article 15: Hours of Work	No Change: The parties agreed to maintain existing contract language.
Article 16: Inclement Weather and Suspended Operations	No Change: The parties agreed to maintain existing contract language.
Article 17: Joint Union Management Committee	No Change: The parties agreed to maintain existing contract language.
Article 18: Layoff, Rehire, Seniority	No Change: The parties agreed to maintain existing contract language.
Article 19: New Employee Orientation	No Change: The parties agreed to maintain existing contract language.
Article 20: No Strikes, No Lockouts	No Change: The parties agreed to maintain existing contract language.

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Article 21: Non-Discrimination and Harassment	No Change: The parties agreed to maintain existing contract language.
Article 22: Overtime	No Change: The parties agreed to maintain existing contract language.
Article 23: Performance Evaluations	No Change: The parties agreed to maintain existing contract language.
Article 24: Personnel Files	No Change: The parties agreed to maintain existing contract language.
Article 25: PI Eligibility	No Change: The parties agreed to maintain existing contract language.
Article 26: Privacy	No Change: The parties agreed to maintain existing contract language.
Article 27: Probation	No Change: The parties agreed to maintain existing contract language.
Article 28: Professional Development	No Change: The parties agreed to maintain existing contract language.
Article 29: Reasonable Accommodation of Employees with Disabilities	No Change: The parties agreed to maintain existing contract language.
Article 30: Recognition of Work	Minor Changes: The parties agreed to minor housekeeping and language edits in this article.
Article 31: Reversion Rights	No Change: The parties agreed to maintain existing contract language.
Article 32: Salary Overpayment Recovery	No Change: The parties agreed to maintain existing contract language.
Article 33: Subordination of Agreement and Savings Clause	No Change: The parties agreed to maintain existing contract language.
Article 34: Telework and Work Location	No Change: The parties agreed to maintain existing contract language.
Article 35: Time Off and Leave	Changes: <ul style="list-style-type: none"> The parties agreed to increase the amount of bereavement days available to Research Coordinators and Research Consultants from three (3) to five (5) days (RSEs remain at 3 days). The parties agreed to memorialize the current cap on vacation time off cash payment for Research Coordinators and Research Consultants at 280 hours (still 240 for RSEs). The parties agreed to new language that will allow all bargaining unit employees to use sick time off for preparations for or participation in immigration proceedings for the employee or their family members, effective July 27, 2025.
Article 36: Transportation and Commute Reduction	Minor Changes: The parties agreed to minor housekeeping and language edits in this article.
Article 37: Travel	No Change: The parties agreed to maintain existing contract language.

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Article 38: Tuition Exemption Program	No Change: The parties agreed to maintain existing contract language.
Article 39: Union Rights	No Change: The parties agreed to maintain existing contract language.
Article 40: Union Security	No Change: The parties agreed to maintain existing contract language.
Article 41: VCAP	No Change: The parties agreed to maintain existing contract language.
Article 42: Compensation	Changes: <ul style="list-style-type: none"> The parties agreed to increase Research Coordinator and Research consultant salaries across-the-board by 3.5% on November 1, 2025, and an additional 1% on April 1, 2026. The parties agreed to a new Job Classification Structure for Research Coordinators 1-5 and Research Consultants 1-5, eliminating job profile grades. The parties agreed on class specifications for the new titles which will be finalized and available on the UWHR Compensation website. The parties agreed on minimum and maximum salaries for the new job profiles, effective upon ratification, that model after current minimum and maximum values. The parties agreed to remove the minimum and maximum salary references for the RSEs as they were already outdated, instead referring to the UWHR Compensation website for up-to-date values.
Article 43: Workspace and Materials	No Change: The parties agreed to maintain existing contract language.
Article 44: Duration	No Change: The parties agreed to maintain existing contract language.
MOU: Position Review Appeal Process	No Change: The parties agreed to maintain existing contract language.
MOU: Union Rosters Applied Physics Laboratory (APL)	No Change: The parties agreed to maintain existing contract language.
MOU: Empowering Prevention & Inclusive Communities (EPIC)	Minor Changes: The parties agreed to minor housekeeping and language edits in this article.
MOU: Retaining Institutional Knowledge	Minor Changes: The parties agreed to minor housekeeping and language edits in this article.
NEW MOU: RCoCo Salary Range Minimums	New: The parties agreed to increase salary range minimums for Research Coordinator and Research Consultant 1-3 job classes by 15% and Research Coordinator and Research Consultants 4-5 job classes by 10% on November 1, 2025.
Side Letter B: Visa Sponsorship	No Change: The parties agreed to maintain existing contract language.

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NEW Side Letter XX – Professional Conduct	New: The parties agreed to create a new side letter that will require the Employer to notify the Union if the Employer develops a university-wide Professional Conduct policy and fulfill its bargaining obligations.