

SEIU 925 Advisers Status Quo Agreement

The University of Washington ("UW") and SEIU 925 Advisers ("Union") agree that the UW shall proceed with FTE adjustments, position reviews, temporary increases and other upward salary adjustments for bargaining unit employees as described below upon execution of this agreement. The parties each reserve their respective rights to make proposals regarding any and all subjects covered by this agreement during bargaining for an initial collective bargaining agreement. All UW actions are subject to review and approval by either UW Compensation or HCM Operations.

Position reviews

- Position reviews for Adviser positions can move forward. Position reviews will not result in a salary decrease.
- The Union will be provided notice of all bargaining unit position reviews upon approval by UWHR Compensation.
- If the proposed position review is moving to a position outside of the bargaining unit, the Union will be provided notice at least 7 days prior to implementation.

In-grade salary adjustments

- In-grade adjustments can move forward. In-grade salary adjustments will not result in a salary decrease.
- If the proposed pay increase is more than 10%, the Union will be provided notice upon approval by UWHR Compensation.
- If the proposed pay increase is 10% or less, the Union will not be provided individual notice, but will be provided a list upon request.

FTE adjustments

- Departments are able to adjust FTE (up or down) without Union notice if employee requested. The Union will not be provided individual notice but will be provided a list upon request.
- The Union will be provided notice of FTE adjustments made for any other reason.

Layoffs

- The Union will be provided at least 30 days' notice of any layoff due to lack of work, lack of funds, or reorganization.
 - For the purposes of this agreement, a layoff shall be defined as an Employer initiated position elimination (no remaining FTE).
- Temporary layoffs are permitted in accordance with University policy. The Union will be provided individual notice for all temporary layoffs (furloughs and temporary reductions in FTE).
- Starting November 3, 2025, if a qualified bargaining unit employee is applying to a bargaining unit role within their department, School or College, the employee will be given priority consideration, in the form of a guaranteed interview, if the following conditions are met: 1) the employee has received a layoff notice within the last three months; 2) the employee submits an application to the vacant bargaining unit position prior to the posting closing date or prior to the department's last scheduled interview, whichever is sooner; and 3) the employee meets the minimum qualifications of the position and possess the relevant specialized skills, knowledge,

and demonstrated abilities as posted and as determined by the employer. The University has sole discretion of who is hired into any vacant position.

- Starting November 3, 2025, if a qualified bargaining unit employee is applying to a bargaining unit role outside of their department, School or College, the UW recruiter will send the employee's resume to the department for priority consideration in the form of a guaranteed interview, with a notice that the employee has recently been laid off if the following conditions are met: 1) the employee has received a layoff notice within the last three months; 2) the employee submits an application to the vacant bargaining unit position; 3) the employee contacts the UW recruiter (<https://hr.uw.edu/contact-us/campus-recruiters/>) prior to the posting closing date or prior to the department's last scheduled interview, whichever is sooner, to identify themselves as someone who recently received a layoff notice; and 4) the employee meets the minimum qualifications of the position and possess the relevant specialized skills, knowledge, and demonstrated abilities as posted and determined by the employer. The University has sole discretion of who is hired into any vacant position.
- Any bargaining unit employee that receives a layoff notice before November 3, 2025, will have their three months of priority consideration as described above start effective November 3.

Temporary pay/salary increases (TPI/TSI)

- TPI/TSIs can move forward.
- If the proposed TPI/TSI is more than 10%, the Union will be provided notice upon approval by UWHR Compensation.
- If the proposed TPI/TSI is 10% or less, the Union will not be provided individual notice but will be provided a list upon request.
- Positions receiving TPI/TSI will remain in the bargaining unit. The work for which a TPI/TSI is granted may be work that is non-bargaining unit work and will remain non-bargaining unit work after such time as the TPI/TSI ends.

Overtime exemption changes

- Overtime exemption changes (from Non-Exempt to Exempt or from Exempt to Non-Exempt) as a result of individual employee FTE or pay change can move forward. The Union will not be provided individual notice but will be provided a list upon request.
- Mass overtime exemption changes as a result of WA state exemption threshold increases can move forward. The Union will be provided notice. Notice is typically provided in late November/early December for a January 1 effective date.

One-time payments and retention incentives

- One-time payments can move forward. The Union will not be provided individual notice but will be provided a list upon request.

Mobile service agreements

- Changes to mobile service agreements can move forward. The Union will not be provided individual notice but will be provided a list upon request.

Telework Arrangements:

- Changes to telework agreements will follow the UW Telework Policy. The Union will be provided notice for changes to telework arrangements for entire programs, departments, schools, or colleges. The Union will not be provided notice for changes to individual telework agreements.

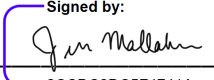
Retroactive actions

- Departments are able to process actions as outlined in this MOU retroactively to the date of approval as appropriate.

Union Bargaining Team


- SEIU 925 Interim Negotiating Committee (INC) will consist of up to 8 workers, with representation from each campus. The intent is to have a consistent core group, with no more than one alternate.
- At any interim negotiation that affects the entire Advising Staff Bargaining Unit, the entire INC will be released from work to attend a pre-meeting (of up to 30 minutes) and the meeting itself subject to approval by their supervisors. Employees shall be responsible for requesting release time from their supervisor. Release time will not be unreasonably denied.
- At any interim negotiation that does not affect the entire unit, up to three affected employees will be released from work to attend a pre-meeting (of up to 30 minutes) and the meeting itself subject to approval by their supervisor, along with up to two of the above INC members. Employees shall be responsible for requesting release time from their supervisor. Release time will not be unreasonably denied.

For the Employer:

Signed: _____
Signed by: 
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Jennifer Mallahan

Date: 9/30/2025

For the Union:

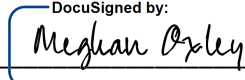
Signed: _____
Signed by: 
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Sarah Bright

Date: 9/30/2025

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Beth Jeffrey

Date: 9/30/2025

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Meghan Oxley

Date: 9/30/2025

Signed by:

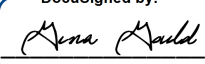
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Kathryn Grubbs

Date: 9/30/2025

UW-SEIU 925 Adviser Status Quo Agreement

Tentative Agreement

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Signed: 
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Gina Gould

Date: 9/30/2025


DocuSigned by:
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Tamara Sollinger

Date: 9/30/2025