

UW – SEIU 925 Continuum College 2026 – 2029 CBA Summary Table

CONTRACT PROVISION	SUMMARY OF CHANGES
Article: Preamble and Purpose	The parties agreed to an article that matches much of the same language from the similar article in the SEIU 925 – IHME contract but uses the exact definition of the Continuum College bargaining unit from PERC for the definition of who this contract applies to.
Article: Employee Facilities	The parties agreed to an article that matches much of the same language from the similar article in the SEIU 925 – IHME contract. New language was added that a reasonable amount of travel time be included in the section regarding use of gender-neutral individual facilities or gender-segregated group facilities.
Article: Employee Rights	The parties agreed to an article that is identical to the same titled article in the SEIU 925 – IHME contract with placeholders for references to other articles.
Article: Grievance Procedure	The parties agreed to an article that matches much of the same language from the similar article in the SEIU 925 – IHME. A description of the specific events that occurred that resulted in the alleged violation and the grievant’s position were added to the list of things included in the written grievance.
Article: New Employees	The parties reached agreement on an article that matches much to the same titled article in the SEIU 925 – IHME contract. New language was added that a NEO, either online or in person, will be included on an employee’s onboarding agenda or checklist.
Article: Non-Discrimination and Affirmative Action	The parties reached agreement on an article that matches much to the same titled article in the SEIU 925 – IHME contract. The parties agreed to include references to the University of Washington’s Executive Order 81.
Article: Corrective Action and Dismissal	The parties agreed to an article that matches much of the same language from the similar article in the SEIU 925 – IHME contract. The section regarding demotion from the IHME contract was removed.
Article: Management Rights and Responsibilities	The parties agreed to an article that matches much of the same language from the similar article in the SEIU 925 – IHME contract. Edits were made where classification and reclassification were replaced with job profile assignment and position review.
Article: Probation	The parties agreed to an article that matches much of the same language from the similar article in the SEIU 925 – IHME contract. New references to IHME were changed to Continuum College and the wording of classifications was changed to job profiles.

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Article: Holidays	The parties agreed to an article that matches much of the same language from the similar article in the SEIU 925 – IHME contract. Small housekeeping edits were made to change “work day” to “workday” and to change vacation leave to vacation time off.
Article: Resignation and Abandonment	The parties agreed to an article that matches much of the same language from the similar article in the SEIU 925 – IHME contract. Small housekeeping edits were made to add that separated employees have the right to compensation for accrued vacation time off and compensatory time.
Article: Overtime	The parties reached an agreement that matches much of the language from the similar article in the SEIU 925 – IHME contract. Language was added that for overtime exempt employees an occasional supervised-approved, partial day absence does not require the use of paid time off. Language was added for overtime eligible employees that the Employer will notify employees of the approval process and expectations.
Article: Hours of Work	The parties reached an agreement that matches much of the language from the similar article in the SEIU 925 – IHME contract. Language was added that the Employer would provide no less than fourteen (14) calendar days’ advance written notice to an employee in the event of an Employer-directed permanent change to the employee’s regular work schedule, unless in the case of emergency schedule-changes or circumstances beyond the Employer’s control. Additionally, Employees will be provided with paid 15-minute rest periods for every four (4) hours worked and one unpaid meal period of at least thirty (30) minutes during any shift that exceeds five (5) hours. Some positions may have up to a sixty (60) minute meal period.
Article: Joint Union Management Committee	The parties agreed to an article that matches much of the same language from the similar article in the SEIU 925 – IHME contract. The timeline for requests for a committee meeting was changed from quarterly to semiannually. Placeholders were added for references to other articles.
Article: Work Related Injury Leave	The parties agreed to an article that matches much of the same language from the similar article in the SEIU 925 – IHME contract. Outdated language was removed regarding industrial insurance payments while also using accrued sick time off.
Article: Salary Overpayment Recovery	The parties agreed to an article that matches much of the same language from the similar article in the SEIU 925 – IHME contract. New language was added to clarify that active employees can payback using Voluntary wage deduction, cash, or vacation (if under 280 hours only) or

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	Compensatory time balances. Separated employees can payback using cash or check.
Article: Vacation Time Off	The parties reached agreement on that matches much of the same language from the similar article in the SEIU 925 – IHME contract. All references of vacation leave were changed to vacation time off. Employees will utilize Workday’s Absence Request tool to submit requests and requests for five or more consecutive days should be made at least two months in advance. When possible, the supervisor will respond to the request within five business days, and no later than ten business days. Any employee who has been employed for at least six continuous months, who either resigns or retires, is laid-off or is terminated by the University shall be entitled to accrued vacation pay up to 280 hours.
Article: Sick Time Off	The parties agreed to an article that matches much of the same language from the similar article in the SEIU 925 – IHME. New Language was added that sick time off would 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: Unpaid Holidays for a Reason of Faith or Conscience	The parties agreed to an article that matches much of the same language from the similar article in the SEIU 925 – IHME contract. Small housekeeping edits were made adding time off to references to holiday credit.
Article: Leave Related to Domestic Violence Sexual Assault or Stalking	The parties agreed to an article that matches much of the same language from the similar article in the SEIU 925 – IHME contract. New language was added that the University would not refuse to make a reasonable safety accommodation requested by an employee who is a victim of domestic violence, sexual assault or stalking unless the University can demonstrate the accommodation would impose an undue hardship. A reference to Administrative Policy Statement 46.8 was also added.
Article: Military Duty Leave	The parties agreed to an article that matches much of the same language from the similar article in the SEIU 925 –Libraries contract.
Article: Washington Paid Family and Medical Leave Program	The parties agreed to an article that matches much of the same language from the similar article in the SEIU 925 – IHME contract. The sentence regarding Employer provided healthcare benefits during a PFML leave was struck.
Article: Performance Evaluations	The parties agreed to an article that matches much of the same language from the similar article in the SEIU 925 – IHME contract. New language was added regarding upon appointment to a position the

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	employee’s supervisor will provide the employee with a copy the position’s job duties. Written performance expectations shall be provided to the employee in sufficient time to allow the employee to meet the work expectations. New language was also added that the Employer shall make available training opportunities for all managers and supervisors regarding the Employer’s performance evaluation program and shall, upon request, share and discuss the contents of such training opportunities with the Union.
Article: Telework	The parties agreed to an article that matches much of the same language from the similar article in the SEIU 925 IHME contract. The provisions of the article mirror the UW Telework Policy.
Article: Inclement Weather and Suspended Operations	The parties reached agreement on an article that matches much to the same titled article in the SEIU 925 – IHME contract. Language was added stating that the Employer may allow the employee to telework in accordance with the telework policy, and may adjust the employee’s job duties and/or deadlines as appropriate. Employees who are unable to telework may use compensatory time, holiday credit, personal holiday, vacation time off, or unpaid time off in accordance with the inclement weather policy.
Article: Hiring, Promotions, and Transfers	The parties reached agreement on an article that matches much to the same titled article in the SEIU 925 – IHME contract. New language was added that the Employer will provide all employees notice via email when applications are being accepted for a vacant bargaining unit position.
Article: Civil/Jury Duty Time Off and Bereavement Time off	The parties agreed to an article that matches much of the same language from the similar article in the SEIU 925 – IHME contract. Bereavement time off was expanded from three days to five days and the definition of a family member for this article was expanded to match the definition of a family member in the sick time off article.
Article: Miscellaneous Leave/Time Off	The parties reached agreement on an article that matches much to the same titled article in the SEIU 925 – IHME contract.
Article: Absence Due To Family Care Emergencies	The parties agreed to an article that matches much of the same language from the similar article in the SEIU 925 contract.
Article: Federal Family Medical Leave Act	The parties reached agreement on an article that matches much of the same language from the similar article in the SEIU 925 – IHME contract. Additional guidance on FMLA covered leave and request procedures was added with a link to the UWHR FMLA website.
Article: Health and Safety	The parties agreed to an article that matches much of the same language from the similar article in the SEIU 925 – IHME contract. Language was added that if an employee has reported to work prior to

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	the suspension of operations, and it has been determined that reassignment to an alternative work site or telework is not feasible, and the supervisor directs the employee to return home, the employee will receive their regular pay for all hours they were scheduled to work on the day suspension. Language was also added regarding ergonomics that employees should contact their supervisor if job procedures, equipment or University-owned or operated workstations lead to risk of injury or work-related musculoskeletal disorders. Further ergonomic guidelines shall be referenced on the Environmental Health and Safety website.
Article: Employee Assistance Program	The parties reached agreement on an article that matches much of the same language from the similar article in the SEIU 925 – IHME contract. A sentence was added from the EAP website that the Washington State Employee Assistance Program (WA EAP) supports PEBB-eligible University of Washington employees and their household members to help identify and resolve personal concerns to promote individual and workplace wellbeing.
Article: Personnel Files	The Union proposed an article that matches much of the same language from the similar article in the SEIU 925 – IHME contract.
Article: Parental Leave	The parties agreed to an article that matches much of the same language from the similar article in the SEIU 925 – IHME. Language was added that employees on parental leave may use unpaid time off before applicable accrued time off.
Article: Classification and Reclassification	The parties agreed to an article that matches much of the same language from the similar article in the SEIU 925 – IHME contract. The parties agreed to housekeeping edits throughout the article, including replacing “job classification” with “job profile”.
Article: Contract Distribution	The parties agreed to an article that matches much of the same language from the similar article in the SEIU 925 – IHME contract.
Article: Contracting	The parties reached agreement on an article that matches much to the same titled article in the SEIU 925 – IHME contract. Language was added that the Employer would not contract out bargaining work which results in the layoff or reduced FTE status of bargaining unit employees without a union notice provided to the union 30 days prior to implementation of any contract.
Article: Exit Interviews	The parties agreed to an article that matches much of the same language from the similar article in the SEIU 925 – IHME. The sections regarding notice and confidentiality were removed.

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Article: Health Care Benefits Amounts	The parties agreed to an article that matches much of the same language from the similar article in the 2025-2027 SEIU 925 contract. Edits were made to update the information to reflect the next biennium.
Article: Privacy	The parties agreed to an article that matches much of the same language from the similar article in the SEIU 925 – IHME contract.
Article: Subordination of Agreement and Savings Clause	The parties agreed to an article that matches much of the same language from the similar article in the SEIU 925 – IHME contract.
Article: Tuition Exemption Program	The parties agreed to an article that matches much of the same language from the similar article in the SEIU 925 – IHME contract.
Article: Union Activities, Rights, and Stewards	The parties agreed to an article that matches much of the same language from the similar article in the SEIU 925 – IHME. Language was added that all requests for information will clearly identify what information is being sought and include the reason for the request.
Article: Union Membership, Dues Deduction, and Status Reports	The parties agreed to an article that matches much of the same language from the similar article in the 2025-2027 SEIU 925 contract. Edits were made to better align the rosters language with what is currently provided to the Union after each pay period.
Article: Layoff, Seniority, Rehire	The parties agreed to language that the University would attempt to provide notice to impacted employees and the Union within forty-five (45) calendar days prior to the impending layoffs, but no fewer than thirty (30) days in advance of implementation.
Article: Duration	The parties reached agreement on a three year contract through 2029.
Article: No Strike/Lockout	The parties agreed to an article that both the Employer and the Union would commit to maintaining uninterrupted operation of University services by resolving all disputes through formal grievance procedures. Additionally, the parties agreed that the Employer would not engage in lockouts, and the Union would not to authorize or condone strikes, work slowdowns, or any other curtailment of work. In the event of unauthorized concerted action, both parties agree to immediately convene a Joint Union/Management Committee to settle the dispute and ensure employees return to work.
Article: Mandatory Subjects	The parties reached an agreement that matches much of the language from the similar article in the SEIU 925 contract. Language was added that for bargaining the Employer shall provide paid release time for up to three (3) employee representatives who are scheduled to work during the time meetings or negotiations are being conducted.

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Article: Personal Services	The parties agreed to an article that matches much of the same language from the similar article in the SEIU 925 – IHME.
Article: Reasonable Accommodation of Employees with Disabilities	The parties agreed to an article that matches much of the same language from the similar article in the SEIU 925 – IHME contract. Language was added around the Leave and Accommodation Specialist as well as promoting accessibility in the workplace.
Article: Professional Development	The parties reached agreement on an article that matches much to the same titled article in the SEIU 925 – IHME contract. The parties agreed that Employees will be notified in writing of any professional development allocations. Language around various training opportunities, release time, employee awareness and travel funding were also included.
Article: Shared Leave	The parties agreed to an article that matches much of the same language from the similar article in the SEIU 925 contract.
Article: Compensation	The parties agreed that all members will receive two percent (2%) across-the-board increases within ninety (90) days of ratification. Additionally, the parties agreed that April 1, 2027 and April 1 2028, all members of the bargaining unit will receive two percent (2%) across-the-board increases.
Article: Workspace and Materials	The parties agreed to an article that the University would provide all workspace and materials required for the position and project(s) as determined by the Employer and employees would be accountable for the materials and equipment provided to them. Employees who misuse, vandalize, lose or damage Employer property may be subject to corrective action. Employees would be required to return all Employer provided or purchased equipment and materials. In those cases where an employee fails to return the provided or purchased equipment and/or materials, the Employer may deduct the depreciated value of the items from the employee’s final pay. The Employer will repair or replace Employer provided materials and equipment required for the position if damaged or worn out beyond usefulness during the normal course of business.
Article: Commute and Travel	The parties reached agreement on an article that matches much to the Transportation, Travel, and Commute Reduction article in the SEIU 925 – IHME contract. Language was added around Emergency Rides Home using the U-Pass program.
Side Letter: Artificial Intelligence	The parties agreed to a side letter that supports the use of UW-approved AI artificial intelligence tools to accelerate the strategic,

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	financial and economic goals of Continuum College and the University while remaining compliant with relevant laws, regulations and policy.
Side Letter: Code of Professional Conduct	The parties tentatively agreed to a side letter that the Employer would develop an Executive Order (EO) on Code of Professional Conduct. The goal is that if the Employer implements the executive order, the Employer will satisfy its collective bargaining obligations by providing the Union notice and opportunity to bargain.
MOU: Professional Staff Temporary Employee	The parties agreed to include an MOU detailing that if a Professional Staff Temporary Employee works at least 350 hours in the same position and is employed in that same position for at least twelve (12) consecutive months, the Employer will convert the position to a regular appointment
MOU: Additional Base Pay Increases	<p>A. Effective within ninety (90) days of ratification, on the first available pay period as determined by the Employer, the Employer will provide a salary base pay increase of three percent (3%) to employees who:</p> <ol style="list-style-type: none"> 1) Were hired into this bargaining unit prior to April 1, 2024, AND 2) Received no permanent salary increase throughout the entire period of April 1, 2024, through the date of ratification, AND 3) Are in an active position, with a UW compensation plan, in this bargaining unit on the date of ratification. <p>B. Effective April 1, 2027, all members of the bargaining unit will receive a one percent (1%) base pay increase.</p> <p>C. Effective April 1, 2028, all members of the bargaining unit will receive a one percent (1%) base pay increase.</p>
MOU: Accessibility and Belonging	The parties agreed to include an MOU in which the parties affirm a shared commitment to fostering a workplace culture of accessibility, belonging, fairness and respect.
Side Letter: Financial Communications and Transparency	The parties agreed to a side letter that the Employer will continue to publish a monthly report available to all employees during the academic year. The goal of providing the monthly snapshots is to allow employees insight into how the Employer’s budget and finance actuals are tracking. Annually, the Employer will discuss with and/or provide employees an annual recap that includes information on revenue, external funding sources, and spending across departments.