

Summary of AFT-UW 2026-2029 Collective Bargaining Agreement

CONTRACT PROVISION	SUMMARY OF CHANGES
Preamble	The parties agreed to current contract language for this article.
Article 1: Recognition	The parties agreed to current contract language for this article.
Article 2: Definitions	The parties agreed to current contract language for this article.
Article 3: Union Security	The parties agreed to language that states that the Employer would provide a dues deduction report for each pay period, which includes employee names, EIDs, and the amount of dues transmitted to the Union.
Article 4: Union Rights	The parties agreed to new language addressing quarterly rosters of teachers that would be teaching during that quarter. Additionally, the parties agreed to add new language that the rosters would include anticipated quarterly wages, and that a report be sent to the union at the end of each quarter that would include an updated list reflecting any changes, and any additional compensation paid, including any wages from hourly assignments.
Article 5: Non-Discrimination	The parties agreed to current contract language for this article.
Article 6: Probationary Period	The parties agreed to update the article to specify that Extension Lecturers will remain in Probationary Period until they have taught three (3) IELP courses. The parties also agreed to revised language that the Supervising Director would review evaluation reports, observation reports and written peer support to determine the completion of the Extension Lecturer's probationary period. Lastly, the parties agreed that the extension of an Extension Lecturer's probationary period would be from one (1) to two (2) additional courses taught.
Article 7: Grievance & Arbitration Procedures	<p>The parties agreed to update the article to specify that if a grievance is not resolved within fifteen (15) days following the conclusion of a step, a request for mediation may be made as provided in this article. The parties also agreed to a thirty (30) day limitation period for filing a grievance, unless an extension is mutually agreed upon in writing, and if a verbal agreement is made, it must be followed up by email within three (3) business days.</p> <p>The parties further agreed to fifteen (15) day response timelines at each step of the grievance process, starting from the date of the meeting.</p>
Article 8: Management Rights	The parties agreed to current contract language for this article.
Article 9: Work Assignment Roster	The parties agreed to remove language in which annual contract holders who have a minimum of 33% FTE in a 9-month academic contract would have the option to work in Summer Sessions and may accept additional teaching assignments.

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	<p>The parties agreed that beginning June 16, 2026, Extension Lecturers in unpaid status for more than one (1) year would be removed from Workday and placed in inactive status, and if work becomes available, they may be rehired.</p> <p>The parties agreed to reduce the maximum of twenty (20) Advanced Extension Lectures to fifteen (15) Advanced Extension Lecturer positions that may exist simultaneously.</p> <p>Lastly, the parties agreed to new instructors or those teaching a course for the first time to the Advanced Extension Lecturer Responsibilities.</p>
Article 10: Separations	The parties agreed to current contract language for this article.
Article 11: Reassigned Time, Lead Teacher, and Specialist Positions	The parties agreed to current contract language for this article.
Article 12: University Suspended Operations	The parties agreed to current contract language for this article.
Article 13: Personnel Files	The parties agreed to current contract language for this article.
Article 14: Corrective Action/Formal Discipline	The parties agreed to current contract language for this article.
Article 15: Leaves of Absence	The parties agreed to current contract language for this article.
Article 16: Job Descriptions/Workload	The parties agreed to include AEP in IELP class size determinations and adding a new section to cap IELP non-AEP class size at twenty (20) students.
Article 17: Benefits	The parties agreed to current contract language for this article.
Article 18: Professional Development	The parties agreed to new language stating that professional development funds would be made available to Extension Lecturers on the same basis as Continuum College staff.
Article 19: Performance Appraisal	The parties agreed to remove in-service requirements, agreeing instead to include peer observations.
Article 20: Labor Management Committee	The parties agreed to current contract language for this article.
Article 21: Compensation	<p>The parties agreed to the following:</p> <ul style="list-style-type: none"> • Substitute Teaching: \$75 per hour • Test Proctoring: \$37.50 per hour • Test Rating: \$75 per hour

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	<ul style="list-style-type: none"> ○ ITA appeals sessions are paid in increments of 3, \$75 for 1-3 appeals, \$150 for 4-6 appeals, \$225 for 7-9 appeals, etc. ● Lecture or Presentation on an IELP course: <ul style="list-style-type: none"> ○ A lecture or presentation prepared in advance for one class period (or hour): \$150 ○ A videotaped exam lecture prepared in advance: \$150 per hour ○ A lecture or presentation prepared in advance for half a class period (or 30 minutes): \$75 ○ A non-prepared Q&A session for one class period (or hour): \$75 ● Non-curricular projects: \$37.50 per hour ● ENGL 105 rater training/calibration: \$75 per training cycle ● University of Washington employment trainings: Completion of required trainings would be compensated at a rate of \$75 per hour. <p>The parties also agreed to the following increases that would come into effect July 1, 2027:</p> <ul style="list-style-type: none"> ● Substitute Teaching: \$80 per hour ● Test Proctoring: \$40 per hour ● Test Rating: \$80 per hour <ul style="list-style-type: none"> ○ ITA appeals sessions are paid in increments of 3, \$80 for 1-3 appeals, \$160 for 4-6 appeals, \$240 for 7-9 appeals, etc. ● Lecture or Presentation on an IELP course: <ul style="list-style-type: none"> ○ A lecture or presentation prepared in advance for one class period (or hour): \$160 ○ A videotaped exam lecture prepared in advance: \$160 per hour ○ A lecture or presentation prepared in advance for half a class period (or 30 minutes): \$80 ○ A non-prepared Q&A session for one class period (or hour): \$80 ● Non-curricular projects: \$40 per hour ● ENGL 105 rater training/calibration: \$80 per training cycle ● University of Washington employment training: Completion of required employment trainings would be compensated at a rate of \$80 per hour.
Article 22: Complete Agreement and Conformity to Law	The parties agreed to current contract language for this article.
Article 23: Successor Agreement	The parties agreed to current contract language for this article.
Article 24: Duration	The parties agreed to a three-year placeholder for the duration of this contract.

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Article 25: Academic Freedom	The parties agreed to current contract language for this article.
MOU B: Work Assignment Roster	The parties agreed to strike through language stating that retirees would not be eligible for Advanced Extension Lecturer status.
New MOU: Market Increase and Minimum Base Salary	<p>The parties agreed to a new MOU stipulating the following market increases and minimum base salaries for eligible employees:</p> <ul style="list-style-type: none"> • July 1, 2026: Employees that held an Extension Lecturer FTE, were hired in 2025–2026 and employed at ratification, would receive a 4% wage increase and remain eligible for 2026 merit increases. • September 16, 2026: Minimum base salary for full-time and regular part-time Extension Lecturers (per Article 21.5) would increase by 4%. • September 16, 2027: Minimum base salary increases by an additional 2%.
New MOU: Merit And Supplemental Wage Increases	The parties agreed to a new MOU stipulating that if the UW Board of Regents authorizes a merit pool of less than 2% for non-represented professional staff at Continuum College during any fiscal year, the Employer would provide a supplemental wage increase to bridge the difference up to two percent (2%).
New MOU: Lump Sum Payment	The parties agreed to a new MOU stipulating that eligible employees would be issued lump-sum payments within 90 days of contract ratification. The lump sum payments would be calculated at \$175 for each quarter taught over the past year.
Side Letter: U-PASS	The parties agreed to current contract language for this article.
New Side Letter: Class Size	The parties agreed to a new side letter in which IELP Non-EAP class sizes would be on the Labor Management Committee agenda, allowing parties to discuss concerns regarding class size increases. This MOU would expire concurrently with the collective bargaining agreement.