

JUNE 2026 WORKDAY HCM CoP MEETING



AGENDA

- > What to Know About July 1 Salary Increases – Amy Junglov (UWHR Compensation)
- > Preparing for Merit – Amy Junglov (UWHR Compensation)
- > Getting Ready for Paid Faculty Parental Leave – Erin Mercer (UWHR Leaves & Accommodations)
- > Reappointments, Promotions and Tenure Updates – Kara Garcia (Academic Personnel & Faculty)



COMPENSATION UPDATES

Amy Junglov - Executive Director, Compensation
(UWHR)



**JULY 1, 2026
INCREASES**

July 1, 2026 INCREASES (1 OF 4)

- **2% across-the-board increases for contract classified** pay tables covered by the following collective bargaining agreements:
 - Inlandboatmen's Union (IBU)
 - SEIU 1199NW HMC/ALNW
 - SEIU 1199NW Research/Husky Health
 - SEIU 1199NW UWMC-NW
 - SEIU 925
 - WFSE
 - WSNA UWMC-NW
 - WSNA UWMC-ML
- **5.9% across-the-board increase for Teamsters 117 Campus Police and WFSE Police Management** pay tables.
- **2% across-the-board increases for classified non-union (CNU)** pay tables.



July 1, 2026 INCREASES (2 OF 4)

- **1% recruitment and retention increases** on top of the across-the-board increases for pay tables covered by the following bargaining units:
 - WSNA UWMC Montlake
 - WSNA UWMC Northwest
 - SEIU 1199NW HMC RN
- **3% recruitment and retention increases** on top of the across-the-board increases and removal of non-monetary steps for pay tables used by the following jobs in SEIU 1199NW Research/Husky Health:
 - Registered Nurse 1 – Research
 - Registered Nurse 2 – Research
 - Registered Nurse 2
 - Registered Nurse 3



July 1, 2026 INCREASES (3 OF 4)

- **1% recruitment and retention increases** on top of the across-the-board increases for pay tables covered by the following bargaining units:
 - WSNA UWMC Montlake
 - WSNA UWMC Northwest
 - SEIU 1199NW HMC RN
- **3% recruitment and retention increases** on top of the across-the-board increases and removal of non-monetary steps for pay tables used by the following jobs in SEIU 1199NW Research/Husky Health:
 - Registered Nurse 1 – Research
 - Registered Nurse 2 – Research
 - Registered Nurse 2
 - Registered Nurse 3
- Targeted recruitment and retention increases for select jobs
 - View list here: [Pay increases for classified staff jobs as of July 1, 2026](#)



July 1, 2026 INCREASES (4 OF 4)

- The UWHR Compensation office and the Workday HRP Application Management team will centrally manage the increases for impacted employees.
- Employees will see the increase on their 7/24/26 paychecks.
- ***New this year*** – UWHR will be communicating July 1 increases directly to impacted staff on 7/1/26. Managers of impacted staff will get a preview of the message on 6/30/26.
- Questions regarding 7/1/26 increases should be sent to HR Compensation at:
 - uwhrcomp@uw.edu for campus departments
 - medcomp@uw.edu for departments in the medical centers



FY27 MERIT PROCESS

FY27 MERIT (EFFECTIVE 9/1/26)

FY26 Merit Process Guide has been published: [FY27 Merit Process Guide](#)

Merit increases:

- Approved by the Board of Regents on June 11, 2026

Centrally funded unit adjustments for faculty:

- Not approved

Locally funded unit adjustments for faculty:

- Approved by the Board of Regents on June 11, 2026



FY27 MERIT – START PREPARING NOW

- > Review the Merit Process Guide
- > Confirm your unit's merit contacts
- > Merit contacts should monitor the Merit Teams Channel in HR CoP for updates and information
- > Run R0536 and initiate corrective action for data that is incorrect



FY27 MERIT – KEY DATES

MERIT TIMELINE

July 1	DEADLINE for units to submit professional staff position reviews effective prior to 9/1/26 to guarantee review prior to the restricted entry period. (Does not apply to Medical Centers)
July 24	DEADLINE for units to submit professional staff base pay changes (e.g., ingrades) effective prior to 9/1/26 and allowance/additional salary plan changes (e.g., TPI, TSI) to guarantee review prior to the restricted entry period. (Does not apply to Medical Centers)
August 1	Workday Restricted Entry Period Begins
August 4	UWHR distributes official merit files to units
August 14	DEADLINE for units to submit completed official files to meritprocess@uw.edu
September 3	UWHR notified units of outcomes
September 11	Workday Restricted Entry Period Ends
September 25	Salary increases that were loaded into Workday appear on pay slips

COMPENSATION Q&A (1 OF 3)

- > Will we/can we get a copy of the comms that go to employees in the HR COP chat?
 - Yes, we can preview it to the HR CoP Teams channel on June 30, as well.
- > Should we contact Amy if our merit contact has likely changed?
 - Yes, please email Amy directly or at meritprocess@uw.edu.



COMPENSATION Q&A (2 OF 3)

- > Any updates on Student Advisors?
 - Student Advisors have begun bargaining with SEIU 925, but they do not yet have a first contract. Employees included in the bargaining unit are not eligible for professional staff merit. In early July 2026, UWHR Compensation will reach out to departments to collect any necessary updates to the PERC Flag in Workday before merit files are distributed. Employees included in the bargaining unit will be flagged on merit files with a pre-populated reason code of “Precluded – Position in Collective Bargaining.”
- > Will Student Advisors get back merit?
 - No. SEIU 925 and UW are bargaining the first advising CBA which will include future increases.



COMPENSATION Q&A (3 OF 3)

- > Is there a baseline merit increase for ProStaff? I was curious given the rates of inflation if there would be a minimum baseline.
 - As in previous years, a professional staff merit-eligible employee must receive at least 0.5%, and they can receive up to a max of 10%. The merit pool this year is 2%. Some departments handle the pool differently. I would encourage you to reach out to your merit contacts or departmental HR staff for instructions specific to your unit.



FACULTY PAID PARENTAL LEAVE

Erin Mercer - Leave and Accommodation Manager,
Campus HR Operations and Services (UWHR)

POLICY HIGHLIGHTS

Current: Faculty paid sick leave available for leave for medical reasons (childbirth recovery, caring for a recovering partner)

July 1: Use of paid sick leave as Paid Parental Leave to bond with:

- Newborn (including surrogacy)
- Newly adopted child under 18
- Child under 18 with newly appointed legal guardianship

Details of use:

- Must be taken within 12 months of birth/adoption/guardianship
- Taken as a single continuous block of up to 90 days
- Combined Paid Sick Leave + Paid Parental Leave capped at 90 calendar days per year (July 1 - June 30)



TRANSITION PERIOD

Ensuring faculty who become new parents earlier in the year don't miss out

Faculty may be eligible if:

- Child was born, adopted or placed Jan 1 - June 30, 2026
- They have not already used paid leave for that same event
- Faculty contact hrleaves@uw.edu to complete a request for payment
- Campus HR Operations will respond to inquiries after July 1, in the order they are received, with an updated leave approval and Workday corrections



FACULTY PAID PARENTAL Q&A (1 OF 1)

- > Has an announcement gone out to faculty about parental leave?
 - Yes, the Provost sent a message to faculty on May 1.



REAPPOINTMENTS, PROMOTIONS AND TENURE UPDATES

Kara Garcia - Assistant Director, Faculty Affairs
Operations (APF)

Spring Reappointment Recap



ACADEMIC PERSONNEL & FACULTY

UNIVERSITY *of* WASHINGTON



REAPPOINTMENT CLOSURE

- > 2026–2027 Spring reappointment decisions were loaded as of May 29th. This includes changes to academic appointments, positions and compensation plans for annually appointed faculty.
- > Updated files are located in APF/SCC SharePoint folders. Files include documentation of successful records, exclusions and fallouts. The HCM team was provided with fall out lists for your manual correction entries.
- > Units should also continue monitoring Workday reports **R0555**, **R0555.1**, and **R0555.2** to ensure all records are accurate and complete.



REAPPOINTMENT: LOOKING AHEAD



- > APF plans to schedule Reappointment Training for Fall of 2026 to review and address the many issues that arose during the submission of reappointment files this year.
- > We are analyzing any changes to the process over this summer such as workflow items that can be more easily handled at the unit level vs. an EIB load (i.e. we had 3 rank changes that we asked units to make the academic appointment change instead of processing by EIB load).
- > We will be updating the website with instructions and will highlight where possible those items that need the closest attention.



Promotion and Tenure Recap



ACADEMIC PERSONNEL & FACULTY

UNIVERSITY *of* WASHINGTON



PROMOTION RECORD TOTALS

- > Mandatory = 42
- > Early Non-Mandatory = 97
- > Non-Mandatory = 193
- > Librarians = 13
- > **TOTAL = 345 CASES**



P&T CLOSURE

- > Official letters have been issued and uploaded to APF/SCC SharePoint folders. Please contact acadpers@uw.edu if you need assistance/see any missing.
- > 7/1 promotion EIB anticipated upload to Workday is end of next week (June 26th) . APF will reach out to S/C/C's should any fallouts occur. HCM team will be provided those fall out lists.
- > 9/16 will upload to Workday after merit load is completed (month of Sept).
- > Please do not manually submit promotion and tenure actions into workday unless instructed – BP's in progress can lead to additional fall out/correction of the profile.



PROMOTIONS & TENURE Q&A (1 OF 2)

- > Will this year's promotion and tenure timeline and deadlines be similar to last year's? When will APF announce this year's timeline?
 - Yes, it will be similar. You should see those timelines coming out soon, for the following year.



PROMOTIONS & TENURE Q&A (2 OF 2)

- > For reappointments of adjunct faculty with primary in a 9-month school, does the end date need to match the 9-month school (6/15/27) or should match 12-month school (6/30/27)?
 - It should match your primary school. There are some appointments that are going to be a 12-month appointment, no matter what school you're in; you can go to APF's Service Period page for exactly what end date you're supposed to have on what kind of appointment in what school.



THANK YOU!

W