

SUMMARY OF TEAMSTERS 2027-2029 AGREEMENT

CONTRACT PROVISION	SUMMARY OF CHANGES
Article 1: Preamble	No Change: The parties agreed to maintain current contract language.
Article 2: Non-Discrimination	Updates: The parties agreed to housekeeping edits to reflect current University policy by incorporating references to Executive Order 81 concerning the prohibition of discrimination, harassment, and sexual misconduct.
Article 3: Management Rights And Responsibilities	Updates: The parties agreed to housekeeping edits to update the bargaining unit name referenced in this article from UWPMA to WFSE Police Management
Article 4: Joint Labor Management Committee	No Change: The parties agreed to maintain current contract language.
Article 5: Union Recognition, Union Security And Dues Deduction	Updates: The parties agreed to housekeeping edits and updated the list of employee information the Union currently receives each pay period.
Article 6: Union Business Representatives	No Change: The parties agreed to maintain current contract language.
Article 7: Union Business Activities Absences	No Change: The parties agreed to maintain current contract language.
Article 8: Employee Files	No Change: The parties agreed to maintain current contract language.
Article 9: Sick Time Off	No Change: The parties agreed to maintain current contract language.
Article 10: Vacations	No Change: The parties agreed to maintain current contract language.
Article 11: Holidays	No Change: The parties agreed to maintain current contract language.
Article 12: Leaves-General	Updates: The parties agreed to increase the bereavement time off allowance from three (3) to five (5) days per occurrence for the death of a family member.
Article 13: Uniforms/Personal Items	Updates: The parties agreed to add new language granting employees an additional jumpsuit upon completing one (1) year of employment with the UWPD.
Article 14: Seniority And Layoff	No Change: The parties agreed to maintain current contract language.
Article 15: Hours Of Work And Overtime	Updates: The parties agreed to new language specifying that employees assigned to duties related to Commencement operations will receive double-time pay for all hours worked, and compensatory time shall not be accrued for Commencement. The parties also agreed to strike references to Residence Hall assignments.
Article 16: Compensatory Time Off	No Change: The parties agreed to maintain current contract language.

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Article 17: Discipline And Dismissal	No Change: The parties agreed to maintain current contract language.
Article 18: Grievance Procedure	No Change: The parties agreed to maintain current contract language.
Article 19: Employee Rights	No Change: The parties agreed to maintain current contract language.
Article 20: Longevity And Premiums	Updates: The parties agreed to housekeeping edits, plus the following substantive updates: • FTO Assignments: Field training officers will receive an increase from seven and a half percent (7.5%) to twelve percent (12%) premium on all hours worked while performing FTO duties. • Unmanned Aircraft System (UAS) Operator Assignment and Premium: Officers trained in UAS/Drone Operator duties will receive a three percent (3%) premium for hours worked while performing UAS/Drone Operator duties. • Educational Incentive: The parties agreed to expand the educational incentive criteria to include an associate's degree, which will be paid at a rate of two percent (2%), as well as increasing the incentive amounts for a Bachelor's Degree from two percent (2%) to four percent (4%) and Advanced Degree from three percent (3%) to five percent (5%).
Article 21: Contracting Out	No Change: The parties agreed to maintain current contract language.
Article 22: Performance Of Duty/Strike/Lockout	No Change: The parties agreed to maintain current contract language.
Article 23: Tuition Exemption	No Change: The parties agreed to maintain current contract language.
Article 24: Severability	No Change: The parties agreed to maintain current contract language.
Article 25: Wages	The parties agreed to the following base wage rate adjustments: • Effective July 1, 2027: Pay Table BP, Range 1 will be increased by six percent (6%) • Effective July 1, 2028: Pay Table BP, Range 1 will be increased by six percent (6%)
Article 26: Resignation And Abandonment	No Change: The parties agreed to maintain current contract language.
Article 27: Duration	Updates: This Agreement is effective from July 1, 2027, through June 30, 2029.
Article 28: Training	No Change: The parties agreed to maintain current contract language.
Article 29: Work Related Injury Leave	No Change: The parties agreed to maintain current contract language.

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New Article 30: VEBA Medical Reimbursement Plan	Updates: The parties agreed to move contract language regarding the VEBA Medical Reimbursement Plan into a standalone article.
Appendix A: Health Care Benefits Amounts	Updates: The parties agreed to a placeholder for language from the Washington State Healthcare Coalition bargaining.
New MOU: One Time Holiday Credit Cash Out	Updates: The parties agreed to a new MOU stating that on July 1, 2027, any employee with a holiday credit balance of two hundred (200) hours or more will have one hundred (100) hours of holiday credit cashed out on a one-time basis.
New MOU: Retention Incentive Program	Updates: The parties agreed to a new MOU outlining retention bonuses for all regular Campus Police Officers, prorated by FTE and split between two separate payments as follows: • Effective July 1, 2027: Five thousand and five hundred dollars (\$5,500), • Effective July 1, 2028: Five thousand and five hundred dollars (\$5,500).
New MOU: Take Home Vehicle Pilot	Updates: The parties agreed to a new MOU establishing a two year take home vehicle pilot program starting July 1, 2027, providing four take-home vehicles (two marked, two unmarked) for the contract duration. Vehicles will be assigned by department seniority, allowing officers to select from the available vehicles in the pilot.