

## SUMMARY OF WFSE-PM 2027-2029 AGREEMENT

| CONTRACT PROVISION                                | SUMMARY OF CHANGES                                                                                                                                                                                                                                                                                                                                                                                                                    |
|---------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Article 1: Preamble                               | <b>No Change:</b> The parties agreed to maintain current contract language.                                                                                                                                                                                                                                                                                                                                                           |
| Article 2: Non-Discrimination                     | <b>Updates:</b> 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: Affirmative Action                     | <b>No Change:</b> The parties agreed to maintain current contract language.                                                                                                                                                                                                                                                                                                                                                           |
| Article 4: Management Rights And Responsibilities | <b>No Change:</b> The parties agreed to maintain current contract language.                                                                                                                                                                                                                                                                                                                                                           |
| Article 5: Joint Union/Management Committee       | <b>Updates:</b> The parties agreed to strike language stating that copies of Union/Management committee meeting minutes would be made available to members of the Committee.                                                                                                                                                                                                                                                          |
| Article 6: Union Dues Deduction                   | <b>Updates:</b> The parties agreed to housekeeping edits and updated the list of employee information the Union currently receives each pay period.                                                                                                                                                                                                                                                                                   |
| Article 7: Union Business/ Representatives        | The parties agreed to housekeeping edits only.                                                                                                                                                                                                                                                                                                                                                                                        |
| Article 8: Union Business Activities-Leave        | <b>No Change:</b> The parties agreed to maintain current contract language.                                                                                                                                                                                                                                                                                                                                                           |
| Article 9: Employee Rights                        | The parties agreed to housekeeping edits only and moved working out of classification language from this provision to the pay related Article.                                                                                                                                                                                                                                                                                        |
| Article 10: Vacations                             | <b>Updates:</b> The parties agreed to replace the current biannual vacation scheduling framework with a new annual bidding process taking place following shift selections, with the bidding order determined by length of time in rank at UWPD and employee selected picks capped at two (2) work weeks. Once the bidding process concludes, any supplemental time off requests will be handled on a first-come, first-served basis. |
| Article 11: Sick And Bereavement Time Off         | <b>Updates:</b> 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 12: Holidays                              | <b>No Change:</b> The parties agreed to maintain current contract language.                                                                                                                                                                                                                                                                                                                                                           |
| Article 13: Leaves Of Absence                     | <b>Updates:</b> The parties agreed to housekeeping edits, adding a definition for elder care emergency and updating the suspended operations resource to reference the applicable University policy.                                                                                                                                                                                                                                  |
| Article 14: Health And Safety                     | <b>No Change:</b> The parties agreed to maintain current contract language.                                                                                                                                                                                                                                                                                                                                                           |
| Article 15: Tuition Exemption                     | <b>No Change:</b> The parties agreed to maintain current contract language.                                                                                                                                                                                                                                                                                                                                                           |

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|--------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Article 16: Uniforms And Special Clothing  | <b>No Change:</b> The parties agreed to maintain current contract language.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
| Article 17: Seniority And Layoff           | <b>No Change:</b> The parties agreed to maintain current contract language.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
| Article 18: Hours Of Work And Overtime     | <p><b>Updates:</b> 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.</p> <p>The parties agreed to new language establishing an annual shift selection window of April 1<sup>st</sup> through 30<sup>th</sup>, which would be awarded based on seniority.</p> <p>The parties also agreed to housekeeping edits to clarify that all bargaining unit employees are eligible.</p>                                                                                                                                                                                                                                                                               |
| Article 19: Contracting                    | <b>No Change:</b> The parties agreed to maintain current contract language.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
| Article 20: Compensatory Time Off          | <b>No Change:</b> The parties agreed to maintain current contract language.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
| Article 21: Discipline And Dismissal       | <b>No Change:</b> The parties agreed to maintain current contract language.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
| Article 22: Grievance Procedure            | <b>Updates:</b> The parties agreed to add a new section further detailing how grievance arbitration costs will be shared.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
| Article 23: Employee Representation        | <b>No Change:</b> The parties agreed to maintain current contract language.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
| Article 24: Performance Of Duty            | <b>No Change:</b> The parties agreed to maintain current contract language.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
| Article 25: Wages And Other Pay Provisions | <p><b>Updates:</b> The parties agreed to move working out of classification language into this provision from the Employee Rights Article.</p> <p>The parties agreed to the following substantive updates:</p> <ul style="list-style-type: none"> <li>• <b>FTO Assignments:</b> Field training officers will receive an increase from seven and a half percent (7.5%) to a ten percent (10%) premium for all hours spent while performing FTO duties.</li> <li>• <b>Education Incentive:</b> 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%).</li> </ul> |

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| Article 26: Severability             | <b>No Change:</b> The parties agreed to maintain current contract language.                                                                                                                                                                                                                                                                                                               |
| Article 27: Health Care Benefits     | <b>Updates:</b> The parties agreed to remove this article entirely, as the relevant content is contained in Appendix III: Health Care Benefits.                                                                                                                                                                                                                                           |
| Article 28: Mandatory Subjects       | <b>Updates:</b> The parties agreed to new language requiring that written notices requesting bargaining be sent to the Labor Relations email address, along with three proposed bargaining dates.                                                                                                                                                                                         |
| Article 29: Training And Development | <b>No Change:</b> The parties agreed to maintain current contract language.                                                                                                                                                                                                                                                                                                               |
| Article 30: Duration                 | <b>Updates:</b> This Agreement is effective from July 1, 2027, through June 30, 2029.                                                                                                                                                                                                                                                                                                     |
| Appendix I: Pay Table                | <b>No Change:</b> The parties agreed to maintain current contract language.                                                                                                                                                                                                                                                                                                               |
| Appendix II: Job Classification      | <b>No Change:</b> The parties agreed to maintain current contract language.                                                                                                                                                                                                                                                                                                               |
| Appendix III: Health Care Benefits   | <b>Updates:</b> The parties agreed to a placeholder for language from the Washington State Healthcare Coalition bargaining.                                                                                                                                                                                                                                                               |
| New MOU: Retention Incentive Program | <b>Updates:</b> The parties agreed to a new MOU outlining retention bonuses for all regular Campus Police Lieutenants, prorated by FTE and split between two separate payments as follows: <ul style="list-style-type: none"> <li>• <b>Effective July 1, 2027:</b> Five thousand dollars (\$5,000),</li> <li>• <b>Effective July 1, 2028:</b> Five thousand dollars (\$5,000).</li> </ul> |
| MOU: Salary Overpayment Recovery     | <b>No Change:</b> The parties agreed to maintain current contract language                                                                                                                                                                                                                                                                                                                |
| MOU: Transportation                  | <b>Updates:</b> The parties agreed to add new language stating that employees in the bargaining unit will not be charged a fee for a UPASS, to be used in accordance with University policy, which is current practice.                                                                                                                                                                   |
| New MOU: Take Home Vehicle Pilot     | <b>Updates:</b> The parties agreed to a new MOU establishing a two year take home vehicle pilot program starting July 1, 2027, providing three unmarked take-home vehicles for the contract duration. Vehicles will be assigned by department seniority, allowing officers to select from the available vehicles in the pilot.                                                            |