

## Summary of SAG-AFTRA 2019-2022 Collective Bargaining Agreement

CONTRACT PROVISION	SUMMARY OF CONTENT
Mission Statement and Preamble	The parties agree it is to their mutual benefit to promote effective employee-management cooperation; fair and reasonable working conditions; effective methods for making adjustments for the prompt adjustment of differences, and disputes; and fair treatment of employees.
Benefits	The Employer agrees to provide any and all benefits as it does to non-bargaining unit employees.
Bona Fide Independent Contractors	Bona-fide Independent Contractors are excluded from the bargaining unit and the terms and conditions of this Agreement shall not apply. Independent contractors are not intended to displace bargaining unit positions. The Employer shall provide the Union of notice of at least thirty (30) calendar days prior to the start of work of any independent contractor.
Broadcast Host Premium	Regular, full-time employees temporarily assigned to be broadcast hosts for at least ten (10) working days in a fiscal year shall receive a premium in the amount of five hundred dollars (\$500), payable on the first pay period of the following year.
Cell Phone Policy	The Employer proposes to provide cell phones based on specifications provided by the bargaining unit for some content creators. The Employer also proposes to pay the monthly fee.
Compensation	The SAG—AFTRA classifications with their respective pay levels as described in Appendix I shall be considered in effect upon the execution of this contract, retroactive to May 1. Effective July 1, 2019, 2020, and 2021 all members of the bargaining unit will receive a two percent (2%) across the board increase over their current salary. Upon promotion or reclassification from a SAG-AFTRA position to another SAG-AFTRA position with a higher salary minimum, the affected employee shall receive a salary no less than the minimum of the new job class. An employee occupying a position that is reclassified to an existing class with a lower salary minimum shall receive a salary no lower than the minimum salary for the class into which the employee is moving and no higher than 120% of the minimum salary. SAG-AFTRA Bargaining unit members are eligible for “story incentive” pass-through payments under the terms of the KUOW National/International Story Incentive Payment Policy.
Corrective Action and Dismissal	This article outlines the Corrective Action/Dismissal process for employees covered by this Agreement. It further provides that no employee will be subject to this process except for just cause. The article states what is and what isn’t a form of corrective action. The article further states the process that the Employer will follow as to performance and/or conduct issues for employees. Finally, the article states how an employee may access their personnel file and notice provided when the Employer places a performance-related document or disciplinary memo in the file.

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Definition of Part-Time and Full-Time	Full-time employees are defined as regular staff scheduled to work five days a week or up to forty (40) hours per week, while part-time employees are defined as scheduled to work more than twenty (20) but less than forty (40) hours per week.
Duration	This Agreement shall become effective July 1, 2019 and remain in force through June 30, 2022. Either party may request negotiation of a successor Agreement by notifying the other party in writing no sooner than ninety (90) days prior to the expiration of the collective agreement, and no later than sixty (60) days prior to the expiration of the agreement, to negotiate a new Agreement. Should such notice be served, bargaining shall commence at a time agreed upon by the parties.
Fellows and Interns	The Employer will work to maintain a recurring temporary fellowship opportunity that will be paid hourly and last no longer than four months. The Fellow may only perform work in addition to work performed by bargaining unit employees, not in lieu of such work.
Flexible Work Agreements/Arrangements	The Employer shall make reasonable efforts to grant employees' request for non-traditional work arrangements.
Grievance and Arbitration	The parties agree that it is in their best interest to settle disputes at the lowest level possible. This article outlines the procedure related to resolving disputes, including the definition of a grievance, the process to file a grievance including time limitations, the employee's rights including the right to representation, and steps of the grievance procedure. The grievance process includes four steps, the fourth step being arbitration.
Holidays	This article outlines the holiday schedule, holiday credit, and personal holidays. The parties agreed that at the employee's request, the Employer may designate other days or shifts to be observed in lieu of the holiday schedule.
Layoff	This article describes the notice the union and employees would receive in the event of a layoff (and attempt to notify 90 days in advance but no less than thirty) and the employment option the affected employee would receive.
Leaves	The Employer agrees to provide both paid and unpaid leave as it does to non-bargaining unit employees, except as otherwise provided in this Agreement.
Length of Service	Length of service is defined as the continuous length of service in a SAG-AFTRA bargaining unit position in calendar days with the Employer from the most recent date of hire.

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Management Rights	The Employer has the ability to exercise its right to manage the business, except as limited by the collective bargaining agreement, including the ability to manage, direct, and operate the Employer's business. These rights also include but are not limited to the Employer's ability to determine how work will be done, the qualifications needed to perform the work, to evaluate performance and issue corrective action, to set schedules, and to lay off employees. The parties agreed that if the Employer decided to close down or relocate operations covered by this Agreement, it will inform the Union and, upon request, the parties will bargain over the impacts.
Meal Policy	In the event of breaking news that prevents working employees from taking meal breaks, the Employer, at its discretion, will provide meals for working staff, and that in the event of breaking news or extended new coverage an employee who is working in the field shall be entitled to a reimbursement of no more than twenty dollars (\$20).
Minimum Call	Bargaining unit employees shall be paid for no less than 4 hours per work shift.
Minimum Terms and Conditions	The Employer shall not enter into agreement upon terms and conditions less favorable than those in this Agreement, and nothing in this agreement shall prevent employees the right to negotiate more favorable terms and conditions.
Newsroom Firewall	The parties agree to work collegially regarding employee concerns about the firewall policy and/or code of ethics. The parties agree to work through any issues in the labor-management committee meetings on an as-needed basis.
Nondiscrimination and Diversity	The parties agree that they will not engage in any act or practice which is discriminatory. The Employer will provide the Union with information about job classification, race, and gender, as well as W-2 gross earnings. The article further provides for the continuance of the Racial Equity Committee.
No Strike, No Lock-out	The parties agree that during the life of this Agreement the Employer shall not lockout any employee, nor shall the Union authorize or condone a work stoppage, work slowdown, or any other curtailment of work in the bargaining unit. The article further states the process for when an employee refuses to cross a picket line for their own personal safety.
Notification of New Hires	The Employer agrees to advise the Union of new employees, reclassifications, terminations, discharges, or resignations by means of a form provided by the Union.
On-Call	Scheduled on-call shifts shall be compensated at the rate of fifty dollars (\$50) per day if the employee is not called in, and fifty dollars (\$50) plus the employee's regularly hourly rate for the amount of time spent working (including a minimum call of four hours) if the employee is called in to work.

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Overtime	This article defines overtime, who receives overtime and compensation for overtime, stating that overtime work must be pre-approved by a supervisor.
Postings	This article outlines the process for the posting of positions at the Employer. It further states what will be in job postings, that internal candidates who meet minimum qualifications will be interviewed, and the Employer's desire to encourage employees to pursue opportunities for lateral movement or advancement.
Prayer and Lactation	The Employer shall provide a wellness room for lactating mothers and religious and spiritual practice.
Probationary Period	The probationary period is a 6-month period served by all new employees in bargaining unit positions. After successful completion, bargaining unit employees gain permanent employee status. The article further describes limitations and terms of the probationary period and its effect on seniority.
Professional Development	The parties agree that the Employer shall establish professional development opportunities that align with its priorities, including that employees shall be given paid time away for work-related training. A Professional Development and Training Committee will be formed for the purpose of discussing, reviewing and submitting recommendations of funds for professional development opportunities.
Rehire Rights	This article describes rehire rights, including circumstances for placement on and removal from the rehire list, a description of the rehire trial period, and salary setting upon rehire.
Rest Between Shifts	The parties agreed that the assigned work shift of any bargaining unit employee on any day shall begin not sooner than twelve (12) hours after the conclusion of his/her last work shift of a prior day. If an employee has less than twelve (12) hours' time off between continuous assigned work shifts, the work time falling within the (12) hour period shall trigger Overtime as set forth herein.
Safety and Health	The parties agree that they share a mutual commitment to ensuring employees by this Agreement have a healthy work environment, including their safety and security. This article addresses security at the office and in the field, maintaining a safe facility, first aid, wellness, hearing and vocal tests, and parking.
Subordination of Agreement and Savings Clause	The parties agree that in the event any of the provisions of this Agreement are found to be invalid, the invalidity shall not impair the enforceability of the remaining provisions. The parties also agree to meet, upon request, to negotiate substitute terms for any provision that is found to be invalid or unlawful.
Successors and Assigns	This Agreement shall be binding on all signatories, and their successors and assigns, as required by applicable law. The Employer agrees to use its best efforts to have a successor assume this Agreement.
Temporary Hourly Fill-In Employees	Temporary hourly fill-in employees may fill in for bargaining unit employees for up to six (6) months when a bargaining unit position is temporarily vacant. A waiver from SAG-AFTRA may be sought to extend the six (6) month period.

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Union Recognition	The Employer recognizes the employees included in the bargaining unit for KUOW, as well as the Screen Actors Guild-American Federation of Television and Radio Artists (SAG-AFTRA) as the exclusive representative for those employees.
Union Representatives and Stewards	This article outlines the visitation rights of union representatives, appointment of union stewards, the establishment of a joint Labor/Management Committee, and a quarterly content management meeting. The article further outlined union use of facilities, the bulletin board, and release time.
Union Security	This article outlines the procedures by which Union dues may be deducted from payroll upon written authorization by an employee using the authorized wage assignment form provided by the Union.
Vacation Leave	Every bargaining unit employee shall be entitled to vacation leave in the same manner as non-bargaining unit employees. The article contains tables detailing vacation accrual based on seniority and overtime exemption status.
Work Week, Work Day, Meal Breaks, and Rest Breaks	The work week is defined as Monday through Sunday and the work day as lasting eight hours. Length and timing of breaks are outlined.
MOU: Ratification Incentive	During negotiations for the 2019-2022 agreement, the parties reached agreement on a lump sum payment upon full ratification of the contract for employees listed in this MOU. This income is subject to applicable withholdings.
MOU: Seattle Locality Premium	In the event that the University of Washington agrees to accept monies funded by the State or otherwise obtained for represented employees, during the term of the agreement, then the bargaining unit shall receive the benefit of those amounts.
Side Letter A - UPASS	Effective July 1, 2019, bargaining unit employees with an active permanent appointment with greater than a .5 FTE will not be charged a fee for a U-PASS. This Side Letter expires on June 30, 2022.