

CONTRACT PROVISION	SUMMARY OF CHANGES
Preamble	Updates: The parties agreed to more closely align nondiscrimination language with Executive Order 31 and to update affirmative action to reflect current University policies and practices.
Article 1 – Recognition	No Change: The parties agreed to maintain existing contract language.
Article 2 – Hiring	Updates: The parties agreed to include language stating that employees would only be hired into full-time positions except for those covered by Article 20 – Nonpermanent and Intermittent Employees.
Article 3 – Union Dues	No Change: The parties agreed to maintain existing contract language.
Article 4 – Sick Time Off	Updates: The parties agreed to update terminology to reflect current practice and to align language with other University CBAs and state HR rules.
Article 5 – Vacations	Updates: The parties agreed to housekeeping edits to update terminology to align with Workday.
Article 6 – Wages	Updates: The parties agreed that effective July 1, 2023, all salary ranges on the BN table would receive a 4% across-the-board increase. Also, effective July 1, 2024, all salary ranges on the BN table would receive a 3% across-the-board increase. The parties also agreed employees will be eligible for Marine Premium Pay (15% of base pay) whenever an employee is working aboard the vessel; this is a change from current practice of Marine Premium Pay only applying when the ship is away from dock. The parties agreed to new language stating that upon mutual agreement, the University may approve additional individual recruitment and retention progression increases at any time, with notice to the Union. Lastly, the Employer may increase the salary of classifications upon notice to the Union and opportunity to bargain.
Article 7 – Class Specifications and Salary Schedules	No Change: The parties agreed to maintain existing contract language.
Article 8 – Clothing	No Change: The parties agreed to maintain existing contract language.
Article 9 – Bulletin Boards	No Change: The parties agreed to maintain existing contract language.
Article 10 – Reimbursement for Loss of Personal Property	No Change: The parties agreed to maintain existing contract language.
Article 11 – Hours of Work and Overtime	Updates: The parties agreed to include language stating that watch schedules may be approved or rescinded at the discretion of the Employer.

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	<p>The parties agreed to add additional overtime language to the contract and update what was formerly called overtime at sea to overtime on the ship, given that marine premium pay will now be for all hours aboard the vessel not just those at sea.</p> <p>The Employer proposed to memorialize current state for compensatory time, adding it to the CBA as it wasn't memorialized in the contract previously.</p>
Article 12 – Maintenance and Cure	Updates: The parties agreed to housekeeping edits to update terminology to align with Workday.
Article 13 – Subsistence and Quarters	No Change: The parties agreed to maintain existing contract language.
Article 14 – Posted Sailing Time	Housekeeping edits only.
Article 15 – Discipline	Updates: The parties agreed to language stating that the Employer may take corrective action in the form of written warning(s), demotion or dismissal, with just cause. New language clarifies that performance evaluations and a verbal coaching are not corrective action but may be used to acknowledge that an employee had knowledge that their actions could subsequently lead to corrective action or dismissal.
Article 16 – Joint Labor Relations Committee (JLRC) and Grievance Procedures	Updates: The parties struck the entire concept of a Joint Labor Relations Committee, replacing it with a new grievance procedure which mirrors the processes outlined in many other University CBAs.
Article 17 – Management Responsibilities	No Change: The parties agreed to maintain existing contract language.
Article 18 – No Strike/Lockout Pledge	No Change: The parties agreed to maintain existing contract language.
Article 19 – Subordination of Agreement and Saving Clause	No Change: The parties agreed to maintain existing contract language.

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Article 20 – Nonpermanent and Intermittent Employees	Updates: The parties agreed that Employees would receive a one step pay increase after working 1040 regular hours past their progression start date. The parties updated the list of contract provisions that apply to non-permanent employees.
Article 21 – Duration	Duration was updated to July 1, 2023 through June 30, 2025.
Appendix I – Job Classifications	Updated to reflect pay table placement for each job classification as of July 1, 2023 (inclusive of new July 1 contractual increases).
MOU – Market Wage Increase	MOU Expired
MOU – Market Wage Increase 2022	MOU Expired
MOU – The Accrual and Usage of Compensatory Time	No Change: The parties agreed to maintain existing contract language.
MOU – Hourly Employees	MOU Expired
MOU – Retention Incentive Program	MOU Expired
NEW Article – Holidays	Updates: The parties agreed to adopt language that clarifies and memorializes current practice regarding which holidays are recognized by the State of Washington, the designation of holidays, how and when holiday credit is earned, utilized, and cashed out, and personal holidays.
NEW Article – Joint Union Management Committee	Updates: The parties agreed to adopt language that outlines the purpose, membership, and limitations of joint union-management committee meetings.
NEW Article – Probation	Updates: The parties agreed to language that outlines conditions around probationary periods. As in current state, every employee, following their initial appointment to a permanent position, will serve a probationary period of 6 consecutive months. These periods may be extended by the Employer up to 12 months.
NEW Article – Shore Leave	Updates: The parties agreed to memorialize current practice, specifically when the vessel is away from homeport for a period in excess of 24 hours, employees will earn 8 hours of shore leave for every seven days at sea.

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NEW MOU – R&R Wage Increases	Updates: The parties agreed that on July 1, 2023, the Employer will implement a 15% increase to all ranges on the BN table for recruitment and retention. Also, effective July 1, 2024, the Employer will implement a 7.5% increase to all ranges on the BN table for recruitment and retention.
NEW MOU – Pay Table BN	Updates: The parties agreed that effective July 1, 2024, the Employer will implement administrative updates on the BN table and rename current steps G-M to A-G. When this happens, all employees would be placed on the new pay range at an available pay step nearest to but not less than the current rate of pay.
NEW MOU – Living Quarters	Updates: The parties agreed that either party may request to meet in join union-management committee meetings to discuss living quarters on the R/V Thompson.
NEW MOU 2023 Targeted R&R Increase	Updates: The parties agreed that effective July 1, 2023, Mariner 2s and Oiler Marines shall move from range 31 to range 33 on the Pay Table BN (approximately a 5% increase). Additionally, Marine Engineer, Second Assistants and Mate Seconds would move from range 45 to range 48 on Pay Table BN (approximately a 7.5% increase). All employees would be placed on the new range at their current step with no impact to progression start dates.