

UW – SAG-AFTRA 2023 – 2026 CBA Summary Table

CONTRACT PROVISION	SUMMARY OF CHANGES
Mission Statement and Preamble	Housekeeping edits only.
Article 1 - Union Recognition	No changes: The parties agreed to maintain existing contract language.
Article 2 - Management Rights	No changes: The parties agreed to maintain existing contract language.
Article 3 - Non-discrimination and Diversity	<p>Updates: The parties agreed to update the list of protected classes to align with University policy.</p> <p>The parties agreed to add language on complaint process options if an employee feels they are the subject of discrimination, harassment, or retaliation.</p>
Article 4 - Prayer and Lactation Accommodations	Updates: The parties agreed to add a reference to the relevant Administrative Policy Statement (APS 46.7).
Article 5 - Flexible Work Agreements/Arrangements	Housekeeping edits only.
Article 6 - Grievance and Arbitration Procedure	Updates: The parties agreed to increase the time that the Employer has to respond to the Union following a Step Two grievance meeting from 15 days to 30.
Article 7 - Union Security	Updates: The parties agreed to language describing the process if an employee chooses to cancel their union dues. Additionally, contract language was added stating that the Employer may develop a web-based electronic dues deduction reporting system. The Union may provide input to the Employer regarding its development. Prior to implementing the system, the Employer will provide the Union with notice and opportunity to bargain.
Article 8 - Work Week, Work Day, Meal Breaks, and Rest Breaks	No changes: The parties agreed to maintain existing contract language.
Article 9 - Overtime	<p>Updates: The parties agreed to language affirming their mutual interest in promoting work/life balance, while maintaining high quality journalistic work. In support of this, The Employer will make a good faith effort to reduce the need for overtime, whenever possible. New language states that an employee should initiate discussions with their supervisor as soon as they anticipate any workload-related issues. Supervisors will work with employees to provide support by assisting in setting priorities and adjusting workload, when possible.</p> <p>New language makes clear that overtime-exempt employees are not covered by federal or state overtime laws and do not receive overtime compensation or compensatory time off. Overtime exempt employees are encouraged to consult with their supervisors regarding possible temporary adjustments</p>

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	of work hours to accommodate the appropriate balance between extended work time and offsetting time, whenever possible.
Article 10 - Rest Between Shifts	No changes: The parties agreed to maintain existing contract language.
Article 11 - Minimum Call	No changes: The parties agreed to maintain existing contract language.
Article 12 - On-Call	No changes: The parties agreed to maintain existing contract language.
Article 13 - Definition of Full-Time and Part-Time Employee	Housekeeping edits only.
Article 14 - Temporary Hourly Fill-In Employees and Project Appointments	<p>Updates: The parties agreed to add language stating the usage of temporary hourly fill-in employees may also be an appropriate agenda item for Joint Union Management committee meetings, and the Employer shall provide the Union with the name of temporary hourly fill-in hires, expected length of hire, and the reason for the hire, within ten business days of their hire.</p> <p>The parties added contract language regarding project appointments and renamed the Article, stating project appointments for a limited term may be made for assignments initially intended to be up to 12 months in duration. The filling of project appointments will be determined by the University. The Employer shall provide the Union with the name of project appointment(s) within 10 business days of their hire. The usage of project appointments may also be an appropriate agenda item for Joint Union Management committee meetings.</p>
Article 15 - Fellowship	Updates: The parties agreed to remove language regarding interns and update the Article title. The parties agreed to add language stating that the Fellow will not be used to cover for any long-term absence, illness, or time off and that the fellowship will not last for longer than 12 months. New language also states that the Employer will provide the name of new fellow(s) within 10 days of hire.
Article 16 - Bona Fide Independent Contractors	Updates: The parties agreed to new language stating that when possible, the Employer will provide the Union of at least 30 days' notice prior to the start of any independent contractor, or when advance is notice is not possible the Employer will provide it no later than 15 calendar days after the start of work.
Article 17 - Professional Development	No changes: The parties agreed to maintain existing contract language.
Article 18 - Safety and Health	Updates: New language was added stating that both parties recognize the trauma that journalists may experience in the course of their work. As such, the Employer is committed to continuing to work with employees to reduce the exposure to and effects of such trauma.
Article 19 - Benefits	Housekeeping edits only.

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Article 20 - Leaves	Updates: New language was added to detail various existing conditions for leave and time off types, rather than simply listing them. New language was added stating that if the Employer implements a new category of time off or modifies policy regarding use of an existing type of time off for professional staff at KUOW, that is more generous than the terms within the CBA, the Employer will provide the Union with information regarding the change. The Union could request to meet and discuss said information.
Article 21 - Holidays	Housekeeping edits only.
Article 22 - Vacation Time Off	Updates: The parties agreed to increase vacation accrual rates of employees in overtime eligible positions to be equivalent to vacation accrual rates for employees in overtime exempt positions.
Article 23 - Minimum Terms and Conditions	No changes: The parties agreed to maintain existing contract language.
Article 24 - Subordination of Agreement and Savings Clause	No changes: The parties agreed to maintain existing contract language.
Article 25 - Successors and Assigns	No changes: The parties agreed to maintain existing contract language.
Article 26 - No Strike/Lockout	No changes: The parties agreed to maintain existing contract language.
Article 27 - Newsroom Firewall	No changes: The parties agreed to maintain existing contract language.
Article 28 - Corrective Action/Dismissal	No changes: The parties agreed to maintain existing contract language.
Article 29 - Length of Service	Updates: The parties agreed that time spent on leave of absence without pay will count toward computing seniority, even though it was previously excluded. New languages clarifies that employees who enter into the bargaining unit from other state agencies and institutions of higher education start earning layoff seniority from the first day of coverage under the UW/SAG-AFTRA CBA.
Article 30 - Layoff	No changes: The parties agreed to maintain existing contract language.
Article 31 - Rehire Rights	No changes: The parties agreed to maintain existing contract language.
Article 32 – Status Notification Forms	Updates: The parties agreed to update the Article title and add language stating that the Employer shall also timely notify and complete an accurate Status Notification Form for transfers out of the bargaining unit no later than 15 days from such an occurrence (in addition to the other times a form is already provided to the Union).
Article 33 - Postings	No changes: The parties agreed to maintain existing contract language.
Article 34 - Probationary Period	Housekeeping edits only.
Article 35 - Union Representatives and Stewards	No changes: The parties agreed to maintain existing contract language.

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Article 36 - Cell Phone Policy	Updates: The parties agreed to add new language stating phone replacement will be determined by the Employer, and employees may provide input on specifications. Upon request, employees who were last issued a cell phone at least three years ago will be provided with a replacement.
Article 37 - Meal Policy	No changes: The parties agreed to maintain existing contract language.
Article 38 - Broadcast Host Premium	Updates: New language was added stating that regular, full-time employees temporarily assigned to be broadcast hosts shall receive a premium in the amount of three hundred fifty dollars (\$350) for every five working days that they are temporarily assigned as a broadcast host in a fiscal year, payable on the first available pay period, as determined by the Employer, following each fifth working day.
Article 39 - Compensation	<p>Updates: If the CBA is ratified by May 31, 2023, the parties agreed to the following increases:</p> <ul style="list-style-type: none"> • 9% increase to minimum salaries on June 1, 2023 • 3% across-the-board increase to all members of the bargaining unit on June 1, 2023 • 4% across-the-board and minimum salary increases on January 1, 2024 • 3% across-the-board and minimum salary increases on January 1, 2025 <p>The parties agreed to new language regarding conditions for a temporary pay increase (TPI).</p>
Article 40 - Duration	Updates: The new contract will be effective upon ratification and remain in force through January 31, 2026.
Appendix I	Updates: The parties agreed to update the minimum salaries in Appendix I to align with the agreement in the Compensation Article.
MOU - Ratification Incentive	Updates: The parties agreed to strike this MOU as it has already been implemented.
MOU - Seattle Locality Premium	Updates: The parties agreed to modify language to state that in the event that the UW agrees to accept monies funded by the state to provide a Seattle locality premium for represented employees, then the Union may file a demand to bargain over such premium.
Side Letter A– UPASS	Housekeeping edits only.
New Article - Classification and Reclassification	Updates: The parties agreed to a new article describing the allocation and reallocation of positions, including how the Employer may decide to create, eliminate or modify class specifications and the Union may propose a new classification or edits to existing classifications. The article describes the position review process, the appeal process of the position review, how hearings are conducted for appeals and how hearing officers are selected. The article also states that the Employer would agree to notify the Union of any proposed reclassifications out of the bargaining unit at least 30 days prior to implementation.
New Article - Salary Overpayment Recovery	Updates: The parties agreed to a new article detailing the process for salary overpayment recovery in accordance with relevant state law.

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New Article - Sick Time Off	<p>Updates: The parties agreed to add a new article relating directly to sick leave. The new article describes accrual of sick time and use thereof. The article also explains that vacation time off may be used as sick time off when authorized, and that vacation time off may be used as sick time if an employee falls ill while using vacation time off. The article states that sick time would neither be abused nor arbitrarily denied, and that verification may be requested for sick time off longer than three days. Lastly, the article describes provisions surrounding family care leave, and cashing out sick time.</p>
NEW MOU - Job Class Specification Review	<p>Updates: The parties agreed to a new MOU in response to the Union’s proposed new job class specification titles. The parties will meet quarterly for the next 12 months, starting within 60 days of ratification, to discuss specifications for the new job class specification titles. The MOU states that the parties acknowledge that this process could lead to UW Compensation considering whether to update existing classification specifications or create new ones in accordance with the Article on classifications and reclassifications.</p>
New MOU - Lump Sum Payment	<p>Updates: The parties agreed to the following increases:</p> <ul style="list-style-type: none"> • A lump sum of \$2500 to each employee in Announcer, Producer 1, Producer 2, Producer/Announcer, Board Operator, Web Producer, and Production Engineer job classifications paid on September 25, 2023 • A lump sum of \$2000 to each employee in the other job classifications paid on September 25, 2023