

Summary of UAW ASE 2024-2027 Collective Bargaining Agreement

CONTRACT PROVISION	SUMMARY OF CHANGES
Preamble	No changes: The parties agreed to maintain existing contract language.
ARTICLE 1 Purpose and Intent	Housekeeping Updates: New language was added changing “the Handbook of the University of Washington” to now read “Board of Regents governance; employment and administrative policies; faculty code and governance; Presidential Orders; and student governance and policies of the University of Washington” which were formerly part of the Handbook.
ARTICLE 2 Recognition	No changes: The parties agreed to maintain existing contract language.
ARTICLE 3 Definitions	No changes: The parties agreed to maintain existing contract language.
ARTICLE 4 Appointment and Reappointment Notification and Job Description	Updates: New contract language was added to change the deadline the University has to provide a written letter or email offer of appointment for incoming students from April 1st to June 1st. Incoming students would have two weeks to respond to the offer. A statement that ASEs are eligible for University of Washington Voluntary Investment Program (VIP) and the website link to VIP and information about reasonable accommodations which will include the contract article number and contact information for the ASE’s employing department’s Human Resources Consultant will be added to the letter offering an appointment.
ARTICLE 5 Childcare	Updates: Effective Fall Quarter 2024, all eligible ASEs will now receive up to \$1560 (previously \$1350) per quarter for childcare expenses incurred during the ASE’s appointment period.
ARTICLE 6 Discipline or Dismissal	No changes: The parties agreed to maintain existing contract language.
ARTICLE 7 Fee and Tuition Waivers	No changes: The parties agreed to maintain existing contract language.
ARTICLE 8 Grievance Procedure	Updates: New contract language was added to memorialize that the Labor Relations Office should be included on grievance filings. Grievance timelines were adjusted so now a grievance must be filed within 30 calendar days, the date of the meeting will be mutually agreed upon within 14 calendar days, and Labor Relations (or designee) will have 14 calendar days to issue a written response to the grievance. New language was added related to a new Step Three – Mediation. Standing arbitration hearings were removed.
ARTICLE 9 Health and Safety	Updates: Contract language around reasonable accommodations of ASEs with a disability was removed from this article as a new reasonable accommodation article was created. A new section regarding ergonomics was added to this article. This new section details the process the ASEs should follow if they believe job procedures, or use of University-owned or operated workstations or equipment will cause or exacerbate musculoskeletal injury or discomfort.

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ARTICLE 10 Holidays	No changes: The parties agreed to maintain existing contract language.
ARTICLE 11 Hourly Pay Scale Transparency	No changes: The parties agreed to maintain existing contract language.
ARTICLE 12 Intellectual Property and Scholarly Misconduct	Updates: A new section was added detailing that employee contributions to their scholarship shall be appropriately recognized. It also details that publication credits shall accurately and appropriately reflect the contributions and work of the individuals involved as determined by the University.
ARTICLE 13 Insurance Programs	No changes: The parties agreed to maintain existing contract language.
ARTICLE 14 Job Posting	Updates: Language was updated to include “Handshake” in the list of University websites where open hire ASE positions are posted. Language was added stating a third reason an ASE job would not be an open hire: if an ASE had an existing or previous working relationship with a faculty member. Pay range was added to what must be on all job postings.
ARTICLE 15 Job Titles and Classifications	New: The title of the article was changed to “Article 15 – Job Profiles and Classifications” to better align the terminology with Workday, the University’s payroll system. Housekeeping edits were made to better align the article with Workday such as changing “title” to “job profile”, changing “occupation code” to “job code”, and changing “salary” to “compensation”. Additional job profiles were added to align with the new language proposed in Article 25- Summer Non-registered Graduate Research Student Assistants. The parties also agreed to change the differential between the levels of TA, RA and SA from 7.5% to 5%.
ARTICLE 16 Layoff	No changes: The parties agreed to maintain existing contract language.
ARTICLE 17 Leaves of Absence	Updates: New contract language was added updating the definition of family member section. New contract language was added that Personal Holidays could be used in four hour increments (or pro-rated hours based on FTE) for pay in lieu of leave without pay for a reasons of faith or conscience.
ARTICLE 18 Management Rights	No changes: The parties agreed to maintain existing contract language.
ARTICLE 19 No Strikes No Lockouts	No changes: The parties agreed to maintain existing contract language.
ARTICLE 20 Non-Discrimination and Harassment	Updates: New contract language was added that the Equity Survey that UAW and the University jointly administer which focuses on ASE-specific concerns would be subject to the University's Policy on the Appropriate Collection and Use of Demographic Data for Job Applicants and University Personnel. New

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	contract language was added that the website that publicizes the location of every all-gender bathroom on campus would be updated annually.
ARTICLE 21 Parking and Transit	Updates: The MOU- Transportation and U-PASS was struck and moved into this article. New contract language was added that effective summer quarter 2025 and during summer quarters only eligible non-registered ASEs holding job profiles outlined in Article 25 would not be charged a fee for a U-PASS.
ARTICLE 22 Personnel Files	Updates: New language was added clarifying that departments and/or Hiring Units are responsible for the official personnel file of ASE and UW Human Resources is responsible for the medical files of ASEs.
ARTICLE 23 Severability	No changes: The parties agreed to maintain existing contract language.
ARTICLE 24 Subcontracting	No changes: The parties agreed to maintain existing contract language.
ARTICLE 25 Summer Non-Registered Graduate Research Student Assistants	New: Currently departments may hire non-registered research student assistants during summer quarter only. New language was added that beginning summer 2025, this will expand to non-registered teaching student assistants, staff assistants and predoctoral instructors. A new job profile for each summer only non-registered title will be created. The title of the article was changed to “Article 25 – Summer Non-registered Graduate ASE Appointments”.
ARTICLE 26 Training	No changes: The parties agreed to maintain existing contract language.
ARTICLE 27 Travel	Updates: Language was added stating the University shall make a reasonable effort to provide direct departmental payment of allowable expenses for approved business-related travel, consistent with the University of Washington Administrative Policy Statements, Section 70 and/or departmental policy. Language was added stating the University will make a good faith effort to process reimbursements within 30 days of submission of all required reimbursement information, forms and receipts.
ARTICLE 28 Union-Management Committee	Updates: New language was added to state that the joint Union-Management Committee formed to address issues that are not the subject of an active grievance will now be held upon request rather than automatically each quarter.
ARTICLE 29 Union Rights	Updates: The language was updated to better align the contract language with the contents of the roster reports sent after every pay period to the Union.
ARTICLE 30 Union Security	No changes: The parties agreed to maintain existing contract language.
ARTICLE 31 Voluntary Community Action Program (VCAP)	No changes: The parties agreed to maintain existing contract language.

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ARTICLE 32 Vacation	Updates: New contract language was added to better clarify when eligible ASEs are awarded vacation time off.
ARTICLE 33 Wages	<p>Updates: The parties agreed upon the following wage increases:</p> <p>Effective July 1, 2024:</p> <ul style="list-style-type: none"> • Premaster base rate increased by 12% • Intermediate base rate increased by 9.5% • Candidate base rate increased by 7% • Variable rate increase of a minimum of 3% • Hourly rate increase of 8% <p>Effective July 1, 2025:</p> <ul style="list-style-type: none"> • Base rate (all levels) increased by 10% • Variable rate increase of a minimum of 2% • Hourly rate increase of 5% <p>Effective July 1, 2026:</p> <ul style="list-style-type: none"> • Base rate (all levels) increased by 10% • Variable rate increase of a minimum of 2% • Hourly rate increase of 5%
ARTICLE 34 Washington Paid Family and Medical Leave Program	No changes: The parties agreed to maintain existing contract language.
ARTICLE 35 Workload	Housekeeping edits: The article remained mostly current contract language with housekeeping edits made to the policies hourly ASE appointments and schedules are be made in accordance too.
ARTICLE 36 Workspace and Materials	Updates: This article maintained current contract language with a small clarifier added that ASEs can request job related materials from their department and the University will make a good faith effort to process reimbursements within 30 days.
ARTICLE 37 Duration	Updates: The parties agreed to a contract duration of May 19, 2024 through April 30, 2027.
APPENDIX I GAIP	Updates: The article remained mostly current contract language with slight increases in the vision coverage.

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APPENDIX II PBFs at IHME	Struck: This appendix was struck as PBFs at IHME no longer exist.
LOU A Workers Compensation	No changes: The parties agreed to maintain existing contract language.
MOU Empowering Prevention and Inclusive Communities EPIC	Updates: New contract language was added stating the University and the Union will meet during summer quarter to discuss the goals, including the training plan, of the EPIC program for the upcoming academic year.
MOU Immigration Status and Work Authorization	Struck: This MOU was struck and incorporated into a New Article- Immigration Status and Work Authorization.
MOU Time Off Tracking in Workday	No changes: The parties agreed to maintain existing contract language.
MOU Transportation and U-PASS	Struck: This MOU was struck and incorporated into Article 21- Parking and Transit.
New Article Immigration Status and Work Authorization	New: MOU- Immigration Status and Work Authorization was incorporated into this new article. New language was added that the Union and University, including a representative of the University's International Student Services (ISS) office, shall meet upon request up to four times per calendar year to discuss issues arising from academic student employment, immigration status, and work authorization. New language was added that ASEs may request and be granted up to four hours of paid immigration-related time off annually when given one week's prior notice to attend any appointments, hearings, and/or proceedings related to their own immigration or citizenship status scheduled by federal immigration officials or the U.S. Department of State. Additionally, the University will not unreasonably deny requests for vacation time off for the purpose of attending appointments, hearings, and/or proceedings related to immigration or citizenship status of the ASE's spouse, registered domestic partner, child, or parent scheduled by federal immigration officials or the U.S. Department of State. New language was added that if the University is not able to lawfully employ or continue to employ an ASE as a result of the ASE's immigration status, upon request, the University agrees to meet with the ASE and the Union to discuss possible employment or re-employment scenarios. The University agrees to make reasonable efforts to employ or re-employ the ASE as soon as possible after they have notified their department of their work authorization or immigration status that lawfully permits them to work as an ASE.
New Article Reasonable Accommodations	New: A new article details the current interactive reasonable accommodation process which is designed to explore reasonable accommodations for employees with medical conditions or disabilities.

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New MOU Tracking Discrimination	New: A new MOU was added stating that on an annual basis, the Civil Rights Investigation Office, Safe Campus, and UW Human Resources Campus Operations Investigations will prepare an assessment report which will at a minimum include information quantifying reports of discrimination, harassment, and retaliation. An electronic copy of each report will be made available to the Union.
New MOU EPIC Trainers	New: A new MOU regarding EPIC trainers was created. This MOU details that two of the four 20% FTE RSE and Postdoc EPIC positions can be repurposed into one additional 50% FTE ASE position when two RSE and/or Postdoc positions are unfilled. There are currently three spots for 50% FTE ASE trainers and four spots for 20% FTE ASE trainers between the combination of RSEs and Postdocs.