

SUMMARY OF WFSE-POLICE MANAGEMENT – UW 2025-2027 COLLECTIVE BARGAINING AGREEMENT

CONTRACT PROVISION	SUMMARY OF CHANGES
Article 1: Preamble	Update: The parties agreed to add the updated bargaining unit description as determined by the Public Employment Relations Commission (PERC).
Article 2: Nondiscrimination	No Change: The parties agreed to maintain existing contract language.
Article 3: Affirmative Action	No Change: The parties agreed to maintain existing contract language.
Article 4: Management Rights and Responsibilities	No Change: The parties agreed to maintain existing contract language.
Article 5: Joint Union Management Committee	No Change: The parties agreed to maintain existing contract language.
Article 6: Union Dues Deduction	No Change: The parties agreed to maintain existing contract language.
Article 7: Union Business Representatives	<p>Update: This article now includes the following regarding new employees in the bargaining unit: the Employer will offer a regularly scheduled New Hire Orientation (NEO) and the Union will be allowed thirty (30) minutes to present at (NEO), and if the employee does not attend NEO, the Employer will allow access to the employee’s worksite to a Union representative who would be allowed to speak with the employee during regular working hours for no less than thirty (30) minutes.</p> <p>Additionally, new language states that Union information requests will be submitted to the Labor Relations Office, the request will include what information is being sought and why, and the request will not normally extend more than twenty-four (24) months prior to the date of the request.</p>
Article 8: Union Business Activities – Leave	No Change: The parties agreed to maintain existing contract language.
Article 9: Employee Rights	Housekeeping edits only.
Article 10: Vacations	No Change: The parties agreed to maintain existing contract language.
Article 11: Sick and Bereavement Leave	Update: Housekeeping edits were made throughout. Inclement weather has been removed from the reasons an employee may use sick time off. Two new sections have been added to define “family member” for sick time off and distinguish that definition from the separate definition for bereavement time off. The sick time off definition expands the use of sick time off to include any individual who regularly resides in the employee’s home with whom there is an expectation of care. Additionally, use of sick time off has been expanded to include after the declaration of an emergency by a local or state government or agency, or by the federal government.
Article 12: Holidays	Housekeeping edits only.
Article 13: Leaves of Absence	Update: The Family and Medical Leave Act family member definition has been updated to refer APS 45.5.
Article 14: Health and Safety	No Change: The parties agreed to maintain existing contract language.
Article 15: Tuition Exemption	No Change: The parties agreed to maintain existing contract language.
Article 16: Uniforms and Special Clothing	No Change: The parties agreed to maintain existing contract language.

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Article 17: Seniority and Layoff	No Change: The parties agreed to maintain existing contract language.
Article 18: Hours of Work and Overtime	No Change: The parties agreed to maintain existing contract language.
Article 19: Contracting	Update: The previous language of this article was struck, and new language was added which states that the Employer will not contract out work that would lead to layoffs of bargaining unit employees. The Employer will provide bargaining unit members the first opportunity to volunteer for extra work before contracting out.
Article 20: Compensatory Time Off	Update: There was a language change regarding the cashing out compensatory time off for clarity. There is no change to the cash out process, which occurs annually on June 30.
Article 21: Discipline and Dismissal	No Change: The parties agreed to maintain existing contract language.
Article 22: Grievance Procedure	<p>Update: The deadline for the Employer to provide a written grievance response to the Union has increased from five (5) to fifteen (15) calendar days for Step 1 grievances, and from ten (10) to thirty (30) days for Step 2 grievances.</p> <p>The language regarding grievances filed outside of the department in which the employee works has been removed, as there have been no known grievances of this type.</p> <p>Lastly, clarifying language was added regarding the arbitration process for grievances for disciplinary actions, discharge or termination, which would be administered by PERC using a list of designated arbitrators established in accordance with RCW 41.58.070. All other arbitrations would be administered by the PERC using a list of nine arbitrators from either Washington or Oregon.</p>
Article 23: Employee Representation	No Change: The parties agreed to maintain existing contract language.
Article 24: Performance of Duty	No Change: The parties agreed to maintain existing contract language.
Article 25: Wages and Other Pay Provisions	<p>Update: The parties agreed to increase the educational incentive from a one-time annual payment of \$1000 or \$1200 to 2% or 3% of base pay for Bachelor's or Advanced Degrees, respectively.</p> <p>New language was added to memorialize current practice that states Field Training Officers (FTOs) will receive a 7.5% premium for hours worked while performing FTO duties. When assigning employees to preform FTO duties, the Employer will first request volunteers and, if there are no volunteers, the Department will make a good faith effort to equalize situations where employees are mandated to perform FTO.</p> <p>The parties agreed to strike language stating that the Employer would negotiate with the Union over economics in the event the State appropriated general wage increases applied to the WFSE Master Contract, as this bargaining unit now has access to interest arbitration.</p>

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Article 26: Severability	No Change: The parties agreed to maintain existing contract language.
Article 27: Health Care Benefits	No Change: The parties agreed to maintain existing contract language.
Article 28: Mandatory Subjects	No Change: The parties agreed to maintain existing contract language.
Article 29: Training and Development	No Change: The parties agreed to maintain existing contract language.
Article 30: Duration	Update: The CBA will become effective on July 1, 2025 and remain in place until June 30, 2027.
Appendix I: Pay Table	Update: The printed pay table has been removed from the contract, and instead a link to the most current payscale table has been added.
Appendix II: Job Classifications	No Change: The parties agreed to maintain existing contract language.
Appendix III: Health Care Benefits	Update: Appendix III will remain Health Care Benefits, and it currently acts as a placeholder until Healthcare Coalition Bargaining is completed. At that time, the most up to date Healthcare information will be in Appendix III.
MOU Body Worn Cameras	Update: This MOU provided provisions based on the implementation of Body Worn Cameras. As the cameras and relevant policy are now in place, the MOU has been stricken.
MOU Retention Incentive Program	Update: The parties agreed to renew this MOU. On July 1, 2025, the Employer will offer a \$2,000 retention incentive in alignment with University policies. This MOU will expire on June 30, 2026.
MOU Salary Overpayment Recovery	Housekeeping edits only.
MOU Transportation (NEW)	Update: In this new MOU, the parties agreed that if the University changes its transportation policies, including parking, the Union will be provided notice and an opportunity for impact bargaining. The University will not make changes to parking rates or policy that would require employees to pay a higher rate than other classified staff at the University. This MOU also allows the Union to raise issues and concerns about parking during Joint Labor/Management Committee meetings or at ad hoc Labor Management Committee meetings. Finally, this MOU grants the Union a standing seat on the University’s committee(s) that work on transportation and parking issues.