

VII. STANDING COMMITTEES

A. Academic and Student Affairs Committee

In Joint Session with

B. Finance, Audit and Facilities Committee

UAW Local 4121 Academic Student Employees Collective Bargaining Agreement – UW Ratification

RECOMMENDED ACTION

It is the recommendation of the administration that the Board of Regents approve the tentative agreement for a collective bargaining agreement between the University and the UAW Local 4121 that covers approximately 4,200 Academic Student Employees at the University of Washington. This tentative agreement was concluded on June 1, 2010 and ratified by the bargaining unit on June 4, 2010. The duration of the agreement is from June 4, 2010 through April 30, 2011.

BACKGROUND

The UAW Local 4121 was certified as the exclusive bargaining representative for the bargaining unit on April 7, 2004 by the Public Employment Relations Commission.

This is a successor agreement for this bargaining unit.

Following is a summary of the critical elements of the tentative agreement:

Healthcare

- The current Graduate Appointee Insurance Plan (GAIP) shall be continued. The University pays one hundred percent (100%) of the premium for ASEs and sixty-five percent (65%) of the premium for ASEs' dependent coverage.

Budget

- Confirmed that the University will not be going forward with the 447 TA reductions in the College of Arts & Sciences which were modeled during the budget process for fiscal year 2011 and that the College of Arts & Sciences will maintain its current level of

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funding for the Odegaard Writing and Research Center in fiscal year 2011.

Compensation

- Effective July 1, 2010 all non-variable ASE pay rates shall be increased by the percentage increase available for all faculty. Effective July 1, 2010 all variable ASE pay rates shall be increased by the percentage increase available for all faculty, or the departmental increase, whichever is greater. (It should be noted that there is no wage increase scheduled for fiscal year 2010-2011 for faculty.)
- ASEs shall be granted one (1) four (4) hour paid leave of absence day for childcare emergencies.

Overpayment of Health Insurance Premium

- The University will notify and discuss with the UAW any pre-litigation settlement, if any.
- The University will notify the UAW if it files a lawsuit and will provide a copy of the filing. The University will notify the UAW if it decides not to file a lawsuit.
- The University will bargain over the recovery of overpaid funds, if any, including how any recovered funds will be distributed, if required by state law (RCW 41.56).

General

The parties agreed to extend all other provisions of the existing agreement which includes the obligation to provide tuition waivers for academic student employees holding a fifty percent (50%) appointment.