

VII. STANDING COMMITTEES**B. Finance, Audit and Facilities Committee**UAW Local 4121 Academic Student Employees Collective Bargaining Agreement – UW RatificationRECOMMENDED ACTION:

It is the recommendation of the administration and the Finance, Audit and Facilities Committee that the Board of Regents approve the 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 2, 2011 and ratified by the bargaining unit on June 8, 2011. The duration of the agreement is from June 8, 2011 through April 30, 2012.

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:

Compensation

- Effective July 1 of each year all non-variable ASE pay rates shall be increased by the percentage increase available for all faculty. Effective July 1 of each year 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 2011 – 2012 for faculty.)
- For the 2011 – 2012 academic year, the University agrees to commit \$25,000 for the purpose of ASE childcare expenses. Beginning September 16, 2011, each eligible ASE shall receive up to \$600 per quarter for childcare expenses incurred during the ASE's appointment period.

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B. Finance, Audit and Facilities Committee

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- Effective September 16, 2011, the University shall adjust compensation for ASEs who currently receive a waiver of the Operating Fee. The adjustment shall offset projected increases in the Building Fee and the Services and Activities Fee from the 2010 – 2011 year to the 2011 – 2012 year. The amount of the adjustment shall be \$50 for a qualifying ASE who has an academic year appointment and shall be pro-rated for ASEs with appointments of less than a full academic year. The adjustment shall be paid on a quarterly basis.

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.

Instructional Services

- Pending approval of the budget that is currently anticipated, the College of Arts and Sciences overall funding for instructional services, including writing and tutoring centers, will not be reduced below 2010 – 2011 levels.
- ASEs assigned to instructional positions shall have the right to request and meet with her/his supervisor if the ASE believes a change from the previous quarter (e.g. enrollment increases, volume of assignments, grading responsibilities) may negatively affect the ASE's ability to satisfactorily complete the work assignment so as to maintain excellence.

General

The parties agreed to extend all other provisions of the existing agreement.