

VII. STANDING COMMITTEES**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 Collective Bargaining Agreement between the University of Washington and UAW that covers approximately 4,200 Academic Student Employees (ASEs). The duration of the Agreement is from May 1, 2012 through April 30, 2015.

BACKGROUND

This is a successor Agreement for this bargaining unit negotiated pursuant to RCW 41.56.

Following is a summary of the critical elements of the Agreement:

Wages

Competitive Wages: The University will align ASE base salaries with the median base salary of UW's Global Challenge States peer group. ASEs will receive annual wage increases, beginning July 1, 2013, for the duration of the three-year contract as follows:

- **Salaried, Non-variable:** ASEs on a non-variable wage scale will receive an annual percentage wage increase toward matching the Global Challenge States median by July 1, 2015, or a four percent (4%) raise, whichever is greater each year.
- **Salaried, Variable:** ASEs on a variable wage scale that are already paid above the Global Challenge States median will receive an annual wage increase of at least two percent (2%), or any departmental raise, whichever is greater.
- **Hourly:** All ASEs on an hourly wage scale will receive a two percent (2%) raise each year.
- **One-time Pay Supplement:** All salaried ASEs holding an eligible appointment during the 2012/2013 academic year will receive a \$50 lump sum payment.

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Insurance Programs

UW agreed to preserve the current GAIP plan for the coming year, absorbing the rising premium costs, and will do so each subsequent year for the duration of the contract, accounting for up to a six percent (6%) annual inflation increase.

Childcare

UW agreed to increase its commitment to ASE childcare expenses by \$10,000 for fiscal year 2013, and will increase this by \$2,500 each subsequent year for the duration of the contract.