

VII. STANDING COMMITTEES

A. Academic and Student Affairs Committee

UAW Local 4121 - Collective Bargaining Agreement – UW RatificationRECOMMENDED ACTION:

It is the recommendation of the Administration and the Academic and Student Affairs Committee that the Board of Regents approve the Collective Bargaining Agreement between the University of Washington and UAW Local 4121 that covers approximately 4,300 Academic Student Employees at the University of Washington. The duration of the Agreement is from May 1, 2007 through April 30, 2010.

BACKGROUND:

This is a successor Agreement for this bargaining unit.

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

Efficiencies:

- Clarified language regarding ASE pay increases being tied to faculty pay increases. This will allow the University the ability to apply funds toward faculty recruitment, retention, unit adjustments and compression without doing the same for ASEs.

Compensation:

July 1, 2007

- ASE pay rates shall be increased over the 2006-07 rates by a minimum of 3.2 percent.
- Readers, Graders, Tutors, Undergraduate Research Assistants, and Undergraduate Teaching Assistants shall be paid at a minimum rate of \$9.75 per hour.
- ASEs will have the right to use up to twelve weeks of unpaid leave, with continuation of health insurance, for personal illness, childbirth, adoption or to care for an ill family member.

October 1, 2007

- The ASEs will receive an improved benefit related to lab charges under the Graduate Appointee Insurance Program (GAIP).
- The number of mental health visits covered by the GAIP will increase from twenty days to twenty-five days.
- An improved preventive care program will be added to the GAIP.

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July 1, 2008

- ASE pay rates shall be increased over the 2007-08 rates by a minimum of 2.5 percent.

October 1, 2008

- The University's contribution to health insurance premium for eligible dependents covered by the GAIP will increase by 5 percent (currently the University contributes 40 percent of the premium for ASE dependents).

July 1, 2009

- ASE pay rates shall be increased over the 2008-09 rates by a minimum of 2.5 percent.