

The University of Washington (“UW”) and UW Researchers United/UAW 4121 (“Union”) agree that the UW shall proceed with FTE adjustments, position reviews, temporary increases and other salary adjustments for bargaining unit employees as described below upon execution of this agreement. The parties each reserve their respective rights to make proposals regarding any and all subjects covered by this agreement during bargaining for an initial collective bargaining agreement. All UW actions are subject to review and approval by either UW Compensation or the ISC.

Position reviews

- Position reviews within the RSE A-4 series can move forward.
- If the proposed pay increase is more than 10%, the Union will be provided notice.
- If the proposed pay increase is 10% or less, the Union will not be provided individual notice, but will be provided a list upon request.
- If the proposed position review is moving an RSE A-4 to a position outside of RSE A-4, the Union will be provided notice.

In-grade salary adjustments

- In-grade adjustments for RSEs A-4 can move forward.
- If the proposed pay increase is more than 10%, the Union will be provided notice. These RSEs would not be eligible for any additional contractual increases should one occur in 2022.
- If the proposed pay increase is 10% or less, the Union will not be provided individual notice, but will be provided a list upon request.

In-grade salary adjustments for the purpose of retention (competitive offers)

- Departments are able to move forward with in-grade retention increases, provided the RSE has an offer from outside the UW.
- If the proposed in-grade retention adjustment is more than 10%, the Union will be provided notice.
- If the proposed in-grade retention offer is 10% or less, the Union will not be provided individual notice, but will be provided a list upon request.

FTE adjustments

- Departments are able to adjust FTE (up or down) if employee requested. Union will not be provided individual notice but will be provided a list upon request.
- Departments are able to adjust FTE (up or down) as needed due to funding. Union will not be provided individual notice but will be provided a list upon request.
- Departments are able to adjust FTE (up or down) as needed for workload and/or the needs or requirements of the grant. Union will not be provided individual notice but will be provided a list upon request.
- Consistent with current practice, where a downward FTE adjustment makes a position non-exempt, HR Compensation will identify the appropriate non-exempt job profile and initiate the change in Workday.

- Consistent with current practice, where an upward FTE adjustment makes (restores) a position to overtime exempt, HR Compensation will identify the appropriate overtime exempt job profile and initiate the change in Workday.

Temporary pay increases (TPI)

- TPIs for RSEs A-4 can move forward.
- If the proposed TPI is more than 10%, the Union will be provided notice.
- If the proposed TPI is 10% or less, the Union will not be provided individual notice, but will be provided a list upon request.

Retroactive actions

- Departments are able to process actions retroactively to the date of approval as appropriate.