

UAW – Research Coordinator and Research Consultant Status Quo Guidelines

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 HCM Operations.

Position reviews

- Position reviews for Research Coordinator and/or Research Consultant positions 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 to a position outside of the bargaining unit, the Union will be provided notice.

In-grade salary adjustments

- In-grade adjustments 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.

FTE adjustments

- Departments are able to adjust FTE (up or down) for any of the following reasons: as needed due to funding, as needed for workload and/or the needs or requirements of the grant, and/or if employee requested. The Union will not be provided individual notice but will be provided a list upon request.

Layoffs

- Layoffs are permitted due to lack of work, lack of funds, or reorganization. The Union will be provided individual notice.
 - For the purposes of this agreement, a layoff shall be defined as an Employer initiated position elimination (no remaining FTE).
- Temporary layoffs are permitted in accordance with University policy. The Union will be provided individual notice for furloughs, not temporary reductions in FTE (but will be provided a list upon request).

Temporary pay/salary increases (TPI/TSI)

- TPI/TSIs can move forward.
- If the proposed TPI/TSI is more than 10%, the Union will be provided notice.
- If the proposed TPI/TSI is 10% or less, the Union will not be provided individual notice but will be provided a list upon request.

Overtime exemption changes

- Overtime exemption changes as a result of individual employee FTE or pay change (from Non-Exempt to Exempt or from Exempt to Non-Exempt) can move forward. The Union will not be provided individual notice but will be provided a list upon request.
- Mass overtime exemption changes as a result of WA state exemption threshold increases can move forward. The Union will be provided notice.

One-time payments and retention incentives

- One-time payments can move forward. The Union will not be provided individual notice but will be provided a list upon request.

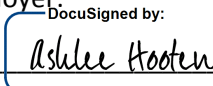
Mobile service agreements

- Changes to mobile service agreements can move forward. The Union will not be provided individual notice but will be provided a list upon request.

Retroactive actions

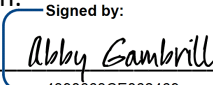
- Departments are able to process actions retroactively to the date of approval as appropriate.

For the Employer:

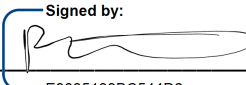
Signed: 
A71188E27298445...
Ashlee Hooten

Date: 3/31/2025

For the Union:

Signed: 
4398663CE862469...
Abby Gambrill

Date: 3/31/2025

Signed by: 
E9835139BC544D2...
Tricia Wu

Date: 3/31/2025

Signed: 
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Rachel Erstad

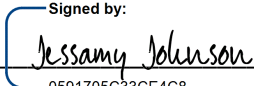
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Chris Gallagher

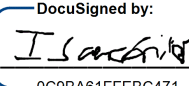
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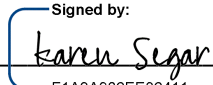
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Signed: 
0591705C33CE4C8...
Jessamy Johnson

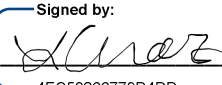
Date: 3/31/2025

DocuSigned by: 
0C9BA61FFEB471...
Isaac Miller

Date: 4/1/2025

Signed: 
F1A3A906EE86411...
Karen Segar

Date: 4/1/2025

Signed by: 
4EC53266779D4DD...
Lacy Cheers

Date: 3/31/2025