

Background: As our Local staff has grown over the past several years, the Personnel Committee has realized a need to develop additional policies for ensuring equitable and supportive Local employment practices, including ongoing improvements around professional development and job descriptions. As one part of that work, the Personnel Committee would like to introduce a new pay structure that would enable Local employees to advance over time, and that would recognize differences in experience/responsibility.

Policies for Local staff should follow the basic principle that coming onto union staff doesn't result in either a sizable loss or a gain from what the person received in pay and benefits as an employee in the bargaining unit. This amendment would maintain that principle by tying the Lead Rate to the top of the ASE pay rate (never higher), and sustaining the Base Rate at the current staff pay rate (just below the top of the ASE pay rate). If passed, the Personnel Committee will develop proposals for determining base/lead job assignments.

Article 20, Local Union Employees

Amendment proposed at 5/12/22 Membership Meeting - proposed changes in bold/highlight

Section 1. The President and the Financial Secretary shall each be paid. The Local Union shall pay salaries unless paid by the University of Washington or the International Union, UAW. Officers may choose to decline their salary for any specified period of time.

Section 2. The Executive Board may appoint and remove Local Union employees as necessary to carry on the business of the Local Union. All members, elected or non-elected, who have been in continuous good standing for a period of one (1) year are eligible for full-time (40 hours per week) or part-time servicing and outreach staff positions. But no individual shall be paid for more than one (1) full-time position. **The requirement for continuous good standing for Postdocs will take effect on December 1, 2020.**

Section 3. The President and Financial Secretary and Local Union servicing and outreach employees shall receive pay and benefits based on the following.

- a. **Staff employed for base level positions** They shall each be paid bi-weekly at a rate just below the top end of the [UW TA/RA/SA Base Rate Salary Schedule](https://grad.uw.edu/graduate-student-funding/funding-information-for-departments/administering-assistantships/tara-salaries/) **<https://grad.uw.edu/graduate-student-funding/funding-information-for-departments/administering-assistantships/tara-salaries/>** pay scale of employees in the bargaining unit. **This is calculated as the top end of the UW TA/RA/SA Base Rate the previous year.** As of July ~~2019~~ **2021**, this rate is ~~\$36.86~~ **\$38.37** an hour.
- b. **Staff employed for lead level positions shall each be paid bi-weekly at a rate equivalent to the top end of the UW TA/RA/SA Base Rate Salary Schedule** **<https://grad.uw.edu/graduate-student-funding/funding-information-for-departments/administering-assistantships/tara-salaries/>** pay scale of employees in the bargaining unit. **As of July 2021, this rate is \$39.52 an hour.**

- c. If eligible but not receiving tuition benefits from the University or another source, they shall each be reimbursed for said tuition, upon submission of a receipt, at the level equivalent to what ASEs employed at 50% receive in tuition waivers from the University.
- d. If health insurance benefits are not covered by the employer or another source, the cost of premiums is reimbursed for each of them and their dependents upon submission of a receipt. If employer-provided health insurance is not available, they and their dependents shall receive a plan with benefits approximately equivalent to employer-provided health insurance or have COBRA reimbursed.
- e. They shall each receive leave, holiday, retirement, transportation, and vacation comparable to employees in the bargaining unit.
- f. The UAW 4121 Personnel Policies Handbook, which describes additional staffing policies and procedures, will be provided to all Local Union Employees upon hire.