

The University proposes using the following guidelines for the processes listed below -

The University reserves its right to make proposals regarding any and all aspects of the processes listed here during bargaining.

- All actions are subject to review and approval by either UW Compensation or 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.
- Departments are able to adjust FTE (up or down) as needed due to funding. Union will not be provided individual notice.
- Departments are able to adjust FTE (up or down) as needed for workload. Union will not be provided individual notice.

Retroactive actions

- Departments are able to process actions retroactively as appropriate.