



University of Washington

2025-2027

Contract Highlights

- Despite incredibly challenging budget projections, the contract secures a minimum general wage increase of 3% in 2025 and 2% in 2026 (See Article 45).
- A minimum of \$4.00 per hour for Stand by pay and when called back to work, you will be paid 1.5x your regular hourly rate, for at least 3 hours of pay (See Article 45).
- A minimum of \$2.00 per hour for Weekend Differential (See Article 45 and Appendix II).
- Over \$300 million in new funding to ensure that the health care premium share remains 85%/15%!
- Increased yearly FSA benefit of \$300 while making it available to anyone making \$68,004.00/year or less, greatly expanding the number of eligible employees.
- An additional \$50.00 per year for Safety Boot allowance, for a total of \$200.00 each year of the Agreement for all Main Campus Facilities and we added Facilities Department staff at UW-Bothell, UW-Tacoma, UWMC and HMC (See Article 32).
- Protected and maintained the UW Medicine Pre-Scheduled Voluntary Double-Time Shift Incentive for Critical Staffing Needs (See MOU)

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