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ARTICLE 3: REASONABLE ACCOMMODATION OF EMPLOYEES WITH DISABILITIES

3.1. Disability Accommodation.
The Employer and Union will comply with all relevant federal and state laws, regulations and executive orders and with the provisions of University of Washington Administrative Policy Statement 46.5 on Reasonable Accommodation of Employees With Disabilities. The University and the Union are committed to providing reasonable accommodation to employees with disabilities.

3.2.

An employee who believes that they suffer a disability and requires a reasonable accommodation to perform the essential functions of their position may request such an accommodation through the Disability Services Office or by otherwise informing the employee's supervisor and/or department of the need for accommodation.

3.3.

Employees requesting accommodation must cooperate with the University in discussing the need for and possible form of any accommodation. The Employer may require supporting medical documentation and may require the employee to obtain a second medical opinion at Employer expense. Medical information disclosed to the Employer will be kept confidential.

3.4.

The Employer will determine whether an employee is eligible for a reasonable accommodation and the final form of any accommodation to be provided. The Employer will attempt to find opportunities for modified duty that can be offered to employees in lieu of and/or after disability leave. If requests for modified duty are denied, the Employer, upon request, will provide the modified duty options that were considered and reason(s) for denial electronically or in writing.

3.5.

An employee who is unable to perform the essential function of their position due to disability may be separated from service after the Employer has made good faith efforts to reasonably accommodate the employee's disability in accordance with applicable state and federal law. Disability separation is not a corrective action.

3.6. Disability Leave.
Disability leave may be a combination of the employee's accrued sick time off, vacation time off, personal holiday, compensatory time, and/or unpaid time off, the combination

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of which may be determined by the employee. If disability leave is taken as an unpaid absence, the employee may apply eight (8) hours of accrued paid time off per month during at least the first four (4) months of disability leave to provide for continuation of employer paid health benefits. The interspersed paid time off will be applied to the first working day of the month.

3.7. Pregnancy-Related Accommodation.
The Employer and the Union will comply with all relevant federal and state laws, regulations, and executive orders and with the provisions of University of Washington Administrative Policy Statement 46.7 Reasonable Accommodation of ~~Pregnant Employees~~Employee Pregnancy and Related Conditions. The University and the Union are committed to providing reasonable accommodation to ~~pregnant~~ employees who are pregnant or who have pregnancy-related conditions.

A. The following pregnancy-related accommodations shall not require health care provider certification and are not subject to an employer's claim of undue hardship:
    1. Providing more frequent, longer, or flexible restroom breaks;
    2. Modifying a no food or drink policy;
    3. Providing seating or allowing the employee to sit more frequently if their job requires them to stand; and
    4. Restricting lifting to 17 lbs. or less.
B. An employee's pregnancy or pregnancy-related health condition may also be accommodated as follows:
    1. Job restructuring, part-time or modified work schedules, reassignment to a vacant position, or acquiring or modifying equipment, devices, or an employee's work station;
    2. Providing for a temporary transfer to a less strenuous or less hazardous position;
    3. Providing assistance with manual labor and limits on lifting;
    4. Scheduling flexibility for prenatal visits; and
    5. Any further pregnancy accommodation an employee may request.

With respect to these accommodations, the University may request an employee provide written certification from their treating health care provider regarding the need for reasonable accommodation and may deny an employee's request for reasons of significant difficulty or expense.

Tentatively Agreed To:

For the Union:	For the Employer:
Signed by: Becky K. Stephens 530E07D4212E4C6...	DocuSigned by: Catherine Scheid 9BED1964C6434D0...
Date: 8/7/2026	Date: 8/10/2026