Docusign Envelope ID: 5D20F4AD-03AD-844B-8321-C00E74035A93

ARTICLE 8: EMPLOYEE FACILITIES

8.1.

Adequate lunchroom, washroom and toilet facilities shall be provided and available for the use of the employees. Suitable dressing rooms and/or lockers shall be provided to employees in those occupations where a change of clothing is required by the Employer.

A. Employees are encouraged to report to supervision any condition in employee facilities which appear to be below minimum standards.
B. The adequacy of employee facilities, including sanitary supply dispensers, lactation stations, all gender bathrooms, or any change in employee facilities, shall be a proper subject for discussion by the Joint Union-Management Committee.
C. Regarding the use of Gender Segregated Facilities:
    1. Facility use. The Employer shall allow individuals the use of gender-segregated facilities, such as restrooms, locker rooms, and dressing rooms that are consistent with that individual's gender expression or gender identity.
       In such facilities where undressing in the presence of others occurs, the Employer shall allow access to and use of a facility consistent with that individual's gender expression or gender identity.
    2. Cannot require use inconsistent with gender expression or gender identity The Employer shall not request or require an individual to use a gender-segregated facility that is inconsistent with that individual's gender expression or gender identity, or request or require an individual to use a separate or gender-neutral facility.
    3. If another person expresses concern or discomfort about a person who uses a facility that is consistent with the person's gender expression or gender identity, the person expressing discomfort should be directed to a separate or gender-neutral facility, if available.
       Any action taken against a person who is using a restroom or other gender-segregated facility, such as removing a person, should be taken due to that person's actions or behavior while in the facility, and must be unrelated to gender expression or gender identity. The same standards of conduct and behavior must be consistently applied to all facility users, regardless of gender expression or gender identity.
    4. Provision of options encouraged. Whenever feasible, the Employer will provide options for privacy, such as single-use gender-neutral bathrooms or private changing areas that are available to any individual desiring privacy.

8.2.

Lactation stations shall be provided by the Employer across campus and at medical

Docusign Envelope ID: 5D20F4AD-03AD-844B-8321-C00E74035A93

centers in accordance with Administrative Policy Statement 46.7. These stations shall be private, secure, and clean. More information regarding lactation stations, based on location, can be found here: https://hr.uw.edu/child-care/lactation-stations/.

Tentatively Agreed To:

For the Union:	For the Employer:
Signed by: Becky K. Stephens 530E07D4212E4C6...	DocuSigned by: Banks Evans C5469E99932C427...
Date: 8/5/2026	Date: 7/9/2026