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ARTICLE 43: JOINT UNION/MANAGEMENT COMMITTEES

43.1.

The Joint Union/Management Committee shall normally be composed of up to ~~three~~ four (4) members at the departmental level or ~~six~~ seven (7) -members at the University-wide level plus two Union staff representatives. The Employer shall be represented by a like number on the Committee. Upon mutual agreement, the Union or Employer may have additional members attend as subject matter experts.

43.2.

The purpose of the Committee is to provide a forum for communication between the parties to this Agreement to deal with matters of general Union/Management concern. The Committee shall also function as a mechanism for resolving problems/concerns of a mutual nature; and/or any policy of the University which affects the bargaining unit and which either party requests be placed on the agenda. It is agreed by the parties that the Employer will discuss with representatives of the Union significant changes affecting institutional conditions of employment generally affecting bargaining unit employees thirty (30) calendar days in advance of targeted implementation dates of said changes so that reasonable alternative proposals can be adequately discussed and considered by the Union/Management Committee.

43.3.

Meetings of the Union/Management Committee shall normally be held during University business hours and at a mutually agreeable time and date. Participants shall experience no loss in ~~salary~~ pay for participating in the pre-meeting and meetings.~~; however, such time is not construed as work time~~, ~~and no overtime~~No paid time shall be claimed or paid for meetings attended outside of an employee's regular work hours.

43.4.

The Union/Management Committee shall have no bargaining authority; however, any agreements reached through this process shall be reduced to writing and supported by the Union representatives and Management.

43.5.

The agenda shall be limited to items that are of a group rather than an individual interest or concern and shall not include individual grievances properly processed under the grievance procedure article. If a concern is not resolved and is also grievable, a grievance may be filed pursuant to Article 6. If the parties mutually agree, the matter will be submitted at Step 3 (mediation). The grievance must still be timely in accordance with Article 6 Grievance Procedure.

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43.6.

Disposition of matters covered in a Union/Management Committee shall not contradict, add to or otherwise modify the terms and conditions of the Agreement unless otherwise mutually agreed to in writing by the Director for Labor Relations and the Union Business Representative.

43.7.

With the understanding between the parties that problem solving can best be achieved at the lowest possible level, nothing in the foregoing paragraphs shall in any way preclude discussions and/or meetings between the Employer and Union Shop Stewards or staff representatives on matters appropriate for resolution at the department level. Such agreements shall not be considered precedent setting.

43.8

The following four (4) departmental Joint Union/Management Committees will be scheduled to meet quarterly, unless both parties agree to meet less or more frequently:

A. UW Seattle Campus Facilities Services- Includes Building Services, Campus Engineering and Operations, Facilities Maintenance and Construction, Finance and Business Services, and Transportation Services
B. Housing and Food Services
C. University of Washington Medical Center
D. Harborview Medical Center

Agenda items must be provided at least fifteen (15) days in advance of the meeting. If agenda items are not provided at least fifteen (15) days in advance of the meeting either party may cancel the meeting.

The Union must submit all release requests at least fifteen (15) days in advance of the meeting.

43.9.

Joint Union/Management meetings for Bothell and Tacoma campuses will be scheduled as needed and upon mutual agreement.

43.10.

Ad hoc Joint Union/Management committee meetings for individual departments and/or to address a specific workplace issue will be formed and scheduled upon request of either the Union or the Employer.

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Tentatively Agreed To:

For the Union:

Signed by:
Becky K. Stephens
530E07D4212E4C6...

Date: 9/10/2026

For the Employer:

DocuSigned by:
Catherine Scheid
9BED1964C6434D0...

Date: 9/10/2026