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ARTICLE 7: EMPLOYEE RIGHTS

7.1. Representation.
Upon request, an employee will have the right to representation at an investigatory meeting, requested by management in which the employee reasonably believes could lead to corrective action. Upon request, an employee will have the right to an interpreter at an investigatory meeting. The Employer will notify the employee of their right to representation and provide at least three (3) business days to allow an employee to secure a representative. If notice is provided after 12 pm (noon), the day after notice is provided shall be the first (1st) day of three-day notice period to secure representation, excluding holidays. The exercise of this right will not unreasonably delay or postpone a meeting. Except as otherwise specified in this Agreement, representation will not apply to discussions with an employee in the normal course of duty, such as giving instructions, assigning work, informal discussions, delivery of paperwork, staff or work unit meetings or other routine communications with an employee.

7.2. Paid Release Time.
Employees will be provided a reasonable amount of time during their normal working hours to meet with the union steward and/or staff representative to process a grievance. In addition, employees will be released during their normal working hours to attend meetings or hearings scheduled by management for the following:

A. Informal grievance resolution meetings, grievance meetings, alternative dispute resolution meetings, mediation sessions and arbitration hearings, in accordance with Article 6, Grievance Procedure, and held during the employee's work time;
B. Management scheduled investigatory interviews and/or pre-disciplinary meetings, in accordance with Article 6, Corrective Action, and;
C. Negotiations in accordance with Article 40, Mandatory Subjects.
D. Joint Labor Management meetings in accordance with Article 43.

7.3. Witness.

When an employee is subpoenaed as a witness on behalf of the Union in an arbitration case, with the employer, the employee may appear without loss of pay if the employee appears during scheduled work time, providing the testimony given is related to their job function or involves matters they have witnessed, and is relevant to the arbitration case. Every effort will be made to avoid the presentation of repetitive witnesses.

7.4. Notification.
An employee will obtain prior approval from their supervisor before attending any meeting or hearing. All requests must include the approximate amount of time the employee expects the activity to take. Employees will suffer no loss in pay for attending management scheduled meetings and hearings that are scheduled during the employee's work time. Attendance at meetings or hearings during the employee's non-

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work hours will not be considered as time worked. An employee cannot use a state vehicle to travel to and from a worksite in order to attend a meeting or hearing unless authorized by the Employer.

7.5. Indemnification.
The University will indemnify employees for activities arising out of their employment in accordance with University policy.

7.6. Off the Job Activities.
The private and personal "off the job" lifestyle an activities of any employee shall not be legitimate grounds for corrective action initiated by Management except where such life style or activities, constitute a conflict of interest as set forth in RCW ~~42.18~~42.52 or are detrimental to the employee's work performance.

7.7. Off Duty Employment.
Employees may engage in off duty employment that is consistent with University policy and state law to include University of Washington Administrative Policy Statement on Outside Consulting Activities and Part-Time Employment by Profession or Classified Staff Employees (APS 47.3).

7.8 The Employer will provide the Union with a calendar invite for the meeting and a link for virtual meetings scheduled by the UW Labor Relations.

Tentatively Agreed To:

For the Union:	For the Employer:
Signed by: Becky K. Stephens 530E07D4212E4C6...	DocuSigned by: Catherine Scheid 9BED1964C6434D0...
Date: 9/20/2026	Date: 9/20/2026