Docusign Envelope ID: E70F1C03-C95D-8890-800F-2158834BF60A

ARTICLE 41: NEW EMPLOYEES

41.1. New Employees.

A. The Employer may offer a regularly scheduled, in-person, all day new employee orientation which will include a benefits orientation. The orientation will be offered by the office of Professional and Organizational Development in coordination with the Benefits Office and the Employer may require new employees from the Seattle Main Campus to attend Welcome Day in Seattle. The new employee orientation may take place virtually.

B. UW Bothell and UW Tacoma will continue to hold orientations that complement Welcome Day and employees working at UW Bothell and UW Tacoma will be required to attend

C. A Union representative shall be allowed up to thirty (30) minutes with employees during the new employee orientation. Such release time will be subject to the operational needs of the department ~~and does not count as time worked for the purpose of calculating overtime~~.

D. If the University conducts orientation on-line, the Union will be permitted to display a reasonable amount of information as part of the program.

E. For employees hired into the bargaining unit who do not attend the orientation described in A and ~~B~~ C above, within ninety (90) days of the employee's start date, the Employer will provide the Union access to the employee during the employee's regular work hours to present information about the Union. This access will be provided at the employee's regular worksite, or at a location mutually agreed to by the Employer and the Union and will be for no less than thirty (30) minutes.

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