

## SETTLEMENT AGREEMENT, WAIVER OF CLAIMS, AND RELEASE

### Parties and Purpose

The parties to this Settlement Agreement, Waiver of Claims, and Release (hereinafter, "Agreement") are the University of Washington (University) and the United Auto Workers Local 4121 (UAW or Union). The parties voluntarily enter this Agreement to completely resolve all matters relating to the grievance UAW submitted to the University on March 4, 2019 (Grievance No. G00020\_UAW\_UPASS (ASEs)\_03042019) in accordance with the terms specified below. The grievance alleges that the University violated the Parties' Collective Bargaining Agreement for 2018-2021 and the June 1, 2018 Letter of Understanding B. The University denied the grievance.

### Terms of Settlement

1. **No Admission.** The Union and the University agree that by entering this Agreement, the parties are not admitting any fault, liability or wrongdoing with respect to any matter related to the Grievance.
2. **Consideration.** In exchange for the Union's release of claims and other terms of this Agreement, the University will do the following:

All individuals as identified below for the any of the following quarters:

- Fall 2020
- Winter 2021
- Spring 2021
- Summer 2021
- Fall 2021
- Winter 2022
- Spring 2022
- Summer 2022

will receive a free U-PASS from the University for the quarter in which they hold that position. This includes all individuals holding the position of Academic Student Employee (ASE) with the exception of individuals holding the position of Summer Only – Graduate Research Student Assistant (10854). Academic Student Employees who are on academic leave or are not otherwise charged a student U-PASS fee are also excluded.


Additionally, those ASEs who have received a fully-subsidized U-PASS from the University between June 24, 2019 and the present, will continue to receive a fully subsidized U-PASS for the Spring 2020 quarter through end of Spring quarter 2021.

3. **Withdrawal of Claims.** The Union agrees that as of the Effective Date of this Agreement all claims, demands, grievances, rights, causes of action and administrative remedies relating to the Grievance are satisfied, discharged and settled.
4. **Effective Date.** This Agreement shall become effective on the date of the last signature of the Parties.

5. **Entire Agreement.** This Agreement is the entire agreement between the Parties and replaces and/or supersedes any other negotiations, discussions or understandings related to the U-PASS. This Agreement may be modified only by a later written agreement that is signed by all parties. The parties acknowledge that this Agreement does not establish a precedent.

The undersigned, by their signatures, hereby agree to be bound by the terms of this Agreement and acknowledge they have read and understand its terms.

On behalf of UAW:

By:  Date: 5/16/2020

Title: Vice President, UAW Local 4121

On behalf of the University:

By:  Date: 5/16/2020

Title: Labor Relations Negotiator