**BEFORE**

- No guaranteed annual salary increases
- 9 of the past 20 years NO merit wage increase
- 2% average yearly increase over the last 20 years

RSE employment is considered “at will” so may be terminated at any time

UW admin issues final decisions in disputes, without policies specific to RSEs

30 days layoff notice but not enforced

- UW health and safety policies with nothing specific to RSEs
- No protections against work conditions posing imminent danger

UW permits telework (either occasional, hybrid or fully remote) at discretion of department

**AFTER THE CONTRACT**

Salary increases for all Research Scientists/Engineers, effective on the following dates:
- October 1, 2023: 4%
- November 1, 2024: 3.5%
- November 1, 2025: 3.5%
- April 1, 2026: 1%
- 3.25% salary increase for anyone who did not receive a permanent raise between April 1, 2022 and September 30, 2023 and were hired in the bargaining unit prior to April 1, 2022

~28% increases to the salary range minimum of all job titles, effective as follows:
For RSE-As and RSE-1s
- October 1, 2023: 6%,
- November 1, 2024: 10%
- November 1, 2025: 10%

For RSE-2, 3, and 4
- October 1, 2023: 4%
- November 1, 2024: 11%
- November 1, 2025: 11%

<table>
<thead>
<tr>
<th>RSE</th>
<th>Current Salary Minimums</th>
<th>2023 Minimuns</th>
<th>2024 Minimuns</th>
<th>2025 Minimuns</th>
</tr>
</thead>
<tbody>
<tr>
<td>A</td>
<td>$41,091</td>
<td>$43,556</td>
<td>$47,912</td>
<td>$52,703</td>
</tr>
<tr>
<td>1</td>
<td>$44,002</td>
<td>$46,642</td>
<td>$51,306</td>
<td>$56,436</td>
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<tr>
<td>2</td>
<td>$53,634</td>
<td>$55,779</td>
<td>$61,915</td>
<td>$68,725</td>
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<tr>
<td>3</td>
<td>$62,621</td>
<td>$65,125</td>
<td>$72,289</td>
<td>$80,241</td>
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<tr>
<td>4</td>
<td>$77,600</td>
<td>$80,704</td>
<td>$89,581</td>
<td>$99,435</td>
</tr>
</tbody>
</table>

Corrective action and dismissal require **just cause** and RSEs have a right to union representation

RSEs have a right to a grievance procedure to contest corrective action or dismissal

Clear procedure for addressing violations of our union contract

RSEs have right to union representation at all stages of the grievance procedure

Right to appeal to neutral third party arbitrator as final decision-maker

Increase layoff notice from 30 to 45 days

Full-time RSEs placed on rehire list: access to new RSE positions at UW

RSEs have more transparency about potential lapse in funding via employment and performance evaluation articles

- UW health and safety policies with nothing specific to RSEs
- No protections against work conditions posing imminent danger

- Telework determinations should also be made in a consistent, fair and transparent way that prioritizes equity and employee engagement

- UW will provide minimum 30 days notice if work location to change for more than 6 months
<table>
<thead>
<tr>
<th>CAREER ADVANCEMENT</th>
<th>EQUITY</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Position review (promotion) initiation</strong> requires pre-approval by supervisor, the department/division head, and the appointing authority (dean or vice president or medical center CEO/COO) to initiate position review (promotion).</td>
<td><strong>RSEs</strong> can independently request position review (promotion) without any pre-approval requirement. Position reviews can be initiated once every 6 months.</td>
</tr>
</tbody>
</table>
| • Yearly performance evaluations are not enforced  
• Non-standardized content for performance evaluations  
• Job duties and expectations are not required to be regularly updated | • Performance evaluations are conducted at least 1x a year  
• Job duties and expectations are updated and documented for transparency  
• RSEs will get funding source updates that impact their employment status  
• Performance evaluations have to comply with minimum standards across the university  
• Upon request, an employee shall be provided with training/development recommendations to assist in their professional development goals |
| **PI eligibility is not accessible to RSEs in all UW departments** | Each School or College shall create a written pathway for RSEs to achieve PI status within 9 months of ratification. |
| **Existing policies include Patent, Invention and Copyright and Scientific and Scholarly Misconduct** | RSEs will be recognized for their contributions (including in publications). |
| **RSEs do not have access to the Bridge Funding program that provides financial aid in between grant cycles** | RSEs who are PIs will be able to apply for the [UW Bridge Funding Program](#). |
| • UW Nondiscrimination and Harassment policies detailed in Executive Order 31 and UW website workplace violence policy  
• No right to peer representation  
• No RSE input to trainings, data collection, or other preventive measures | Establishes survivor-centered process for reporting discrimination, harassment, or other inappropriate workplace conduct:  
• Union representation throughout the process  
• Access to grievance process & binding 3rd party arbitration  
• 180 day timeline to file complaints  
• Right to interim measures during investigation  
Establishes enforceable rights to access all-gender restrooms and lactation stations |
| Visa sponsorship is not allowed for non-academic staff. | RSEs will be able to participate in the EPIC (Empowering Prevention and Inclusive Communities) training program: a peer-led prevention-based anti-discrimination and harassment program  
There is a total 0.8 FTE of shared funding available for EPIC trainers across RSE and Postdoc units |

**Equity**

- UW will comply with all relevant federal and state laws and regulations.
- Accommodation requests and disability leave handled through UW Disability Services Office
- No access to peer representation

**Secure existing rights and right to request accommodations with a union representative, without having to disclose their disability to their supervisor if they so choose**

**Keep Our Union Strong. Scan to become a member today:**

**Scan for more information about our contract rights:**

**Scan for more information about our contract rights:**