

BEFORE

AFTER THE CONTRACT

COMPENSATION

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

- 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

Current salary minimums:
 RSE-A: \$41,091
 RSE-1: \$44,002
 RSE-2: \$53,634
 RSE-3: \$62,621
 RSE-4: \$77,600

- ~28% increases to the salary range minimum of all job titles, effective as follows:
- | | |
|-------------------------|-------------------------|
| For RSE-As and RSE-1s | For RSE-2, 3, and 4 |
| • October 1, 2023: 6%, | • October 1, 2023: 4% |
| • November 1, 2024: 10% | • November 1, 2024: 11% |
| • November 1, 2025: 10% | • November 1, 2025: 11% |

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

JOB SECURITY

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

- 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

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

- 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

30 days layoff notice but not enforced

- 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

WORKPLACE CONDITIONS

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

- RSEs shall not be required to work in an environment that poses an imminent danger
- UW covers medical examination costs for conditions related to employment hazards

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

- 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

CAREER ADVANCEMENT

<p>Position review (promotion) initiation 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)</p>	<ul style="list-style-type: none"> • RSEs can independently request position review (promotion) without any pre-approval requirement • Position reviews can be initiated once every 6 months
<ul style="list-style-type: none"> • Yearly performance evaluations are not enforced • Non-standardized content for performance evaluations • Job duties and expectations are not required to be regularly updated 	<ul style="list-style-type: none"> • 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
<p>PI eligibility is not accessible to RSEs in all UW departments</p>	<p>Each School or College shall create a written pathway for RSEs to achieve PI status within 9 months of ratification</p>
<p>Existing policies include Patent, Invention and Copyright and Scientific and Scholarly Misconduct</p>	<p>RSEs will be recognized for their contributions (including in publications)</p>
<p>RSEs do not have access to the Bridge Funding program that provides financial aid in between grant cycles</p>	<p>RSEs who are PIs will be able to apply for the UW Bridge Funding Program</p>
<ul style="list-style-type: none"> • 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 	<p>Establishes survivor-centered process for reporting discrimination, harassment, or other inappropriate workplace conduct:</p> <ul style="list-style-type: none"> • 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 <p>Establishes enforceable rights to access all-gender restrooms and lactation stations</p>
	<ul style="list-style-type: none"> • 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
<ul style="list-style-type: none"> • 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 	<p>Secures existing rights and right to request accommodations with a union representative, without having to disclose their disability to their supervisor if they so choose</p>
<p>Visa sponsorship is not allowed for non-academic staff.</p>	<p>Establishes a process to review creation of non-academic visa sponsorship for RSEs</p>

EQUITY

**KEEP OUR UNION STRONG.
SCAN TO BECOME A
MEMBER TODAY:**



**SCAN FOR MORE
INFORMATION ABOUT
OUR CONTRACT RIGHTS:**

