



A Fair and Equitable Contract with WAMU Content Creators

This first contract is a three-year agreement that forms the foundation of the relationship between AU/WAMU Management and the represented staff at WAMU.

Compensation and Benefit Increases

The compensation enhancements reflect WAMU's investments in our people.

✓ Compensation Increases

The average compensation increase in Year 1 for unit members is 4 percent. This includes the larger of a 2 percent across-the-board salary increase or an increase to our new salary tier minimums and the potential for an additional performance pay increase.

✓ Job Growth Increases

At least once every 3 years while occupying the same position an employee must be reviewed for a job growth pay increase.

✓ Minimum Call

Minimum call on an employee's day off is 4 hours.

✓ Rest Period

Employees shall receive no less than 8 hours between shifts.

✓ Night Differential

Employees working in substitute or fill-in capacity are paid a premium of 5% on all hours worked between 12am and 7am.

✓ Designated Trainer

Eligible employees assigned to train an employee for at least 30 days shall receive a stipend in the amount of \$500.

✓ Equity*

Effective January 1, 2023, and 2024, the university will provide salary increases based on completed years of full-time service, as follows:

- 5–9 years 1 percent
- 10–14 years 2 percent
- 15+ years 3 percent

✓ Health Insurance Subsidy*

Effective January 1, 2023, the university will be increasing the health insurance subsidy threshold to cover employees making up to \$55,000 per year and increasing the subsidy for dependent coverage for those earning below the threshold.

- Individual health coverage—AU subsidizes 95 percent
- Individual plus 1—AU subsidizes 80 percent
- Family—AU subsidizes 80 percent

✓ Annual Leave*

3 extra days of accrued annual leave employees in Years 1-2 of their employment, and the procedure for leave carryover in extenuating circumstances.

Enhancements to Employment Terms

The new contract supports relations between unit members and supervisors, updates policies, and promotes engagement.

✓ Joint Labor-Management Committee

The contract establishes a joint labor-management committee where employees and WAMU management can raise issues of concern and identify proposed solutions on an ongoing basis.

✓ Recruiting

Vacancies posting internally first.

✓ Re-Employment Rights

"Priority Consideration" for any position at WAMU for staff who were laid off.

✓ Severance for Part Time Staff

Part time staff who work at least 20 hours or more per week are eligible for severance.

✓ Health and Safety

WAMU will provide health and safety training to staff at least twice a year.

✓ Policy Updates

The university is making enhancements to the annual leave benefit, probation, performance management and other policies and procedures.

✓ Management Rights

WAMU retains mission-critical management discretion and autonomy to run operations.

✓ Union Dues Check-off

The contract requires covered employees to pay either dues or fees to the union as a condition of employment. The university will deduct dues or fees from unit members' paychecks and remit them to the union after the employee authorizes such deduction.