Welcome
Updated Memorandum of Agreement

Presentation for MOA Consultation Sessions, 2022
Updated Memorandum of Agreement

Agenda
• Process
• Current MOA
• Key Improvements
• UW Exclusion List
• Timeline
• Discussion
Updated Memorandum of Agreement

Implementation

Approval: UW Board of Governors

Reviewed and Adopted by Members

Agreement in Principle

Reviewed with UW

Drafted

Process

Current MOA

Key Improvements

UW Exclusion List

Timeline

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Current MOA – 2008 to present

1. Established the UWSA as the representative of UW Staff
   • All administrative support staff, including managers

2. Established approach to managing issues & policies impacting Staff
   • UWSA & UW Admin work together via UW-level committees

3. Based on a principle of continuous improvement of policies impacting staff working environment

4. Describes the role of UWSA on UW-level committees
   • Staff Relations Committee (SRC)
   • The Provost’s Advisory Committee on Staff Compensation (PACSC)
   • Pension & Benefits Committee (P&B)
   • The Dispute Resolution Pool

5. Describes the role of UW Staff on other UW-level committees
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Updated MOA: Key Improvements

*Retains all benefits outlined in 2008 MOA*

1. Formalizes the role of UWSA in the Grievance Process
2. Strengthens the UWSA’s ability to support Staff interests by making UWSA fees a condition of employment for new hires
3. Establishes a process to regularly review the MOA
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1. Formalizes the role of UWSA in Dispute Resolution
   • Establishes the right of the UWSA itself to bring forward grievances
   • Support from UWSA cannot be denied to members in the grievance process
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**2. Strengthens the UWSA: UWSA Fees a Condition of Employment for New Hires**

- New-to-UW hires with a USG* may not opt out of payroll deductions
- Over time, this approach will
  - Enable improved and expanded member services
  - Offer a more stable financial foundation for UWSA work
  - Address the current inequity we see in optional membership

*Except those in roles on UW Exclusion List*
### Updated Memorandum of Agreement

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<th>3</th>
<th>Establishes a process to regularly review the MOA</th>
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<td>• Change can be considered and implemented more expediently</td>
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<td>• More opportunity to be responsive to member needs</td>
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<td>• Creation of mechanism for minor revisions as needed</td>
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UW Exclusion List

• Specific senior administration and professional roles* will be ineligible for UWSA membership

• UWSA contacted currently-eligible individuals on UW exclusion list

• UWSA agreed to this change

*See 2.1.2 for complete list
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Timeline

• Presentations to Members and Campus Community
  • July 6 to July 12, 2022

• Online Member Vote
  • July 14 to August 2, 2022

• Notify Members of Vote Outcome
  • August 9, 2022

• Presentation to UW Board of Governors
  • October 25, 2022
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Discussion