

*Welcome*

# Updated Memorandum of Agreement

Presentation for MOA Consultation Sessions, 2021

# Updated Memorandum of Agreement

## Agenda

- Process
- Current MOA
- Key Improvements
- UW Exclusion List
- Timeline
- Discussion

# Updated Memorandum of Agreement

Implementation

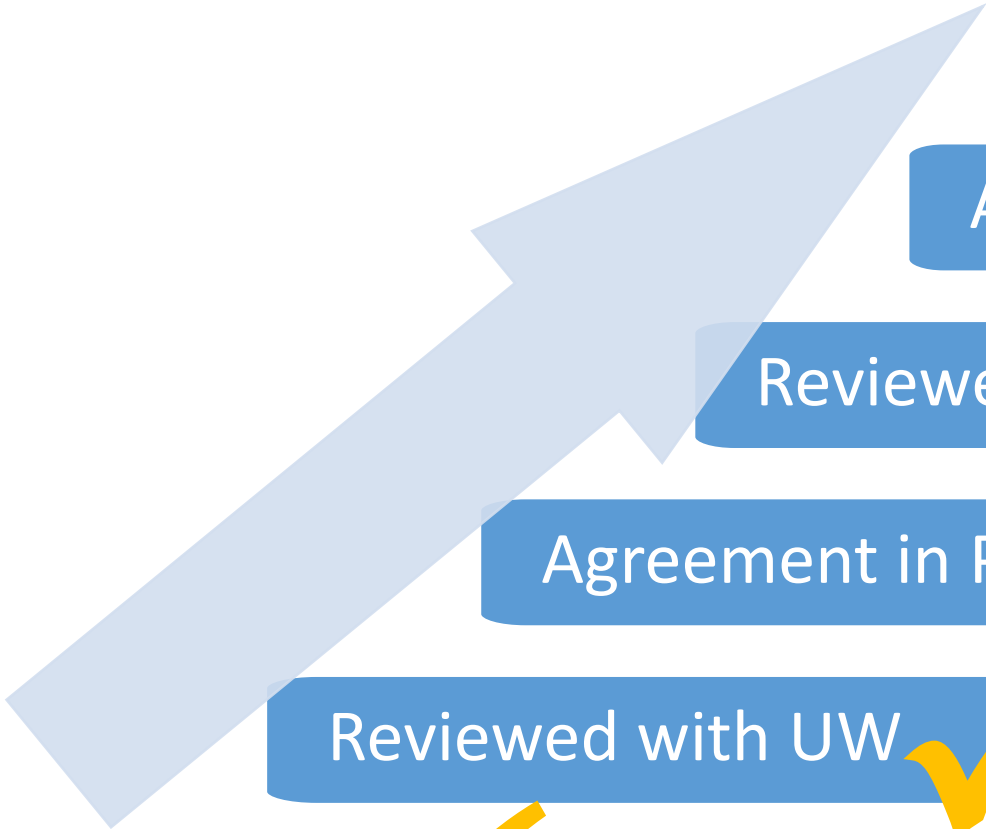
Approval: UW Board of Governors

Reviewed and Adopted by Members 

Agreement in Principle 

Reviewed with UW 

Drafted 



# Updated Memorandum of Agreement

## 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. Establishes a mechanism to bring equity to compensation agreements
2. Formalizes the role of UWSA in Staff Dispute Resolution Process
3. Strengthens the UWSA's ability to support Staff interests by making UWSA fees a condition of employment for new hires
4. Establishes a process to regularly review the MOA

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## 1 Establishes a mechanism to bring equity to compensation agreements

- Clause requiring that any compensation increase negotiated and secured by any other employee group is also applied to Staff

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## 2 Formalizes the role of UWSA in Dispute Resolution

- Establishes the right of the UWSA itself to bring forward grievances
- Stipulates that Staff be encouraged to seek assistance from UWSA



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## 3 Strengthens the UWSA: UWSA Fees a Condition of Employment for New Hires

- New 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*

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## 3 Strengthens the UWSA: UWSA Fees a Condition of Employment for New Hires

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  - Enable improved and expanded member services
  - Offer a more stable financial foundation for UWSA work
  - Address the current inequity we see in optional membership

**At the signing date of this agreement, current Staff retain the right to determine membership in the UWSA.**

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## 4 Establishes a process to regularly review the MOA

- Change can be considered and implemented more expediently
- More opportunity to be responsive to member needs
- Creation of mechanism for minor revisions as needed

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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
  - Heard both concerns and understanding
- UWSA agreed to this change

*\*See 2.1.2 for complete list*

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## Timeline

- Presentations to Members and Campus Community
  - June 23 to July 27, 2021
- Online Member Vote
  - ~~August 4 to 20~~ August 23 – September 10, 2021
- Notify Members of Vote Outcome
  - ~~August 25~~ September 14, 2021
- Presentation at UW Board of Governors
  - October 26, 2021

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## Discussion

### Related Links

[Updated MOA \(PDF\)](#)

[MOA Consultation Session Questions & Answers](#)

[Existing MOA 2008 \(PDF\)](#)