

May 21, 2025

WAWU/UAW Proposal - OSE Unit

This Agreement (“Agreement”) is entered into by Western Washington University (“WWU” or “University”), and Western Academic Workers United, International Union, United Automobile, Aerospace and Agricultural Implement Workers of America, AFL-CIO (“Union”) (collectively the “Parties”).

### **RECITALS**

WHEREAS the Parties have spent substantial time reaching a mutually satisfactory agreement on an initial Collective Bargaining Agreement (“CBA”) that covers the terms and conditions of employment of Educational Student Employees (“ESEs”) at the University, that this CBA is in effect until January 31, 2027, and that this CBA shall be considered the “existing CBA” for purposes of this Agreement.

WHEREAS Operational Student Employees (“OSEs”) are student employees employed by the University that are not currently covered by the CBA and the Union has demonstrated that a majority of OSEs desire to be represented by the Union for purposes of collective bargaining.

WHEREAS the Parties desire parity of terms and conditions of employment for OSEs and ESEs employed by the University and labor peace to have equitable terms and conditions of employment and desire to enter into this Agreement in order to ensure such equitable terms and conditions of employment.

### **AGREEMENT**

NOW, THEREFORE, in consideration of the above recitals and mutual agreements set forth herein, the University and Union hereby agree as follows:

1. An Operational Student Employee (“OSE”) is defined as any University student employee employed but not currently covered by the CBA, currently inclusive of following classifications:
  - a. Accompanists, Apartment Advisors, Art Models, Attendants, Boathouse Attendants, Bookkeeping Assistants, Child Care Assistants, Clerks, Community Public Safety Assistants, Computer Assistants (non STC), Computer Maintenance Assistants, Computer Programming Assistants, Craft Lab Assistants, Craft Lab Instructional Assistants, Equipment Attendants, Event Lighting Supervisors, Event Lighting Technician Assistants, Event Set Up Workers, Event Set Up Worker Leads, Event Sound Technician Supervisor, Event Sound Technician Assistant, Event Tech Crew, Fit Staff, Graphic Artists, Housing Ambassadors, Housing Facilities Assistant, Laborers, Lifeguards, Media Assistants, Media Maintenance Assistants, Parking Monitors, Photo Editors, Photographers, Printing Assistants, Program Support Staff, Recreation Assistants, Promotion Workers, Public Safety Assistant Patrollers, Readers, Resident Advisors, Sports Officials, Stock Clerks, Story Editors, Student Ambassadors, Techs, Telephone Solicitors, Tellers, Theater Assistants, Video Production Assistants, Web Developers, Website Development Assistants, Writers/Editors
2. Upon execution of this Agreement, the University will apply all Articles and terms of the existing CBA to OSEs employed by the University for the duration of the CBA with the following exceptions:
  - a. Article 1.1 shall be modified as follows for the OSE Unit:

- i. **Bargaining Unit.** ~~In accordance with PERC Case No. 136078-E-22, and RCW 41.56.0215,~~ Western Washington University hereby recognizes Western Academic Workers United, International Union, United Automobile, Aerospace and Agricultural Implement Workers of America, AFL-CIO as exclusive bargaining representative for all employees included in the bargaining unit.
- b. Article 4.1.1 shall be modified as follows for the OSE Unit:
  - i. All undergraduate hourly ESE positions are assigned by the University to level 1, 2 or 3 based on duties, responsibilities and experience required for the position (Table 5). The minimum hourly rates for positions in each of the three levels, and the changes to those rates during the term of this Agreement, are set forth in Tables 1, 2 and 3. Nothing in this Agreement limits the University's ability to pay an hourly ESE at a rate greater than the minimums below. ~~Undergraduate hourly ESE positions include the following job classifications: Computer Assistant (in the Student Technology Center), Faculty Assistant, Laboratory Assistant, Library Assistant, Peer Advisor, Research Assistant, Tutor. Graduate students may accept employment in an undergraduate hourly position, subject to the hourly rates in Tables 1, 2 and 3.~~ All OSEs, who are not in Residence Life titles (Resident Advisors, Inclusion Assistants, Apartment Advisors), are assigned by the University to level 1, 2 or 3 based on duties, responsibilities and experience required by the position (Table 5). The minimum hourly rates for positions in each of the three levels, and the changes to those rates during the term of this Agreement, are set forth in Tables 1, 2 and 3. Nothing in this Agreement limits the University's ability to pay an hourly OSE at a rate greater than the minimums below. All OSEs are hourly employees except Residence Life titles, whose current compensation (stipend plus room and board) will be increased on September 16, 2025 at a percentage commensurate with graduate assistant salaries in Table 4. All other provisions in the "Terms of Agreement" section in the current Residence Life Resident Advisor Paraprofessional Agreement shall continue to apply unchanged.

Except where modified in this section, each reference in the existing CBA to "Employee" and/or "Educational Student Employee" and/or "ESE" shall apply equally to OSEs employed by the University. Except where modified in this section, terms in the existing CBA applicable to "hourly" employees (not including Article 18.3 "Holiday Schedules and Holiday Pay" and Article 19.2 "Sick Leave") shall be applied to OSEs employed in Residence Life titles.

- 3. In addition, the parties agreed to establish by September 16, 2025 for OSEs in Resident Life titles, a post-traumatic event protocol, written with OSE input, that includes priority mental health care services.
- 4. Upon execution of this agreement, the Agreement will be added to the existing CBA and titled "Addendum B – Operational Student Employees".
- 5. This Agreement is made on a non-precedential basis and expires on January 31, 2027.

By their signatures, each party affirms that they have read this Agreement and agree to be bound by its terms.

**Western Washington University:**

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Date: \_\_\_\_\_

**Western Academic Workers United, International Union, United Automobile, Aerospace and  
Agricultural Implement Workers of America, AFL-CIO**

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Date: \_\_\_\_\_