

ONE-YEAR EXTENSION OF THE COLLECTIVE BARGAINING AGREEMENT
between
SEATTLE UNIVERSITY
and
SEATTLE/KING COUNTY BUILDING & CONSTRUCTION TRADES COUNCIL

Seattle University ("the university") and the Seattle/King County Building & Construction Trades Council ("the union") (collectively, "the parties") are parties to a Collective Bargaining Agreement effective July 1, 2017, through June 30, 2020, ("the Collective Bargaining Agreement"). The parties previously agreed to extend the Collective Bargaining Agreement by one year, through June 30, 2021. The parties hereby agree to extend the Collective Bargaining Agreement by one additional year, through June 30, 2022.

All provisions of the Collective Bargaining Agreement shall remain in force during the period of agreed-upon extension through June 30, 2022. Wages for the extension period will equal wages under the 2019-2020 agreement year plus two percent (2%) and an additional \$1,200 per member flat increase.

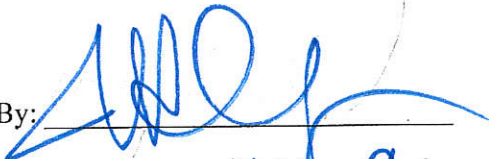
The parties agree to the following language, which will be included in the parties' next Collective Bargaining Agreement:

The parties agree that some maintenance issues and/or troubleshooting do not require an employee to return to campus on a nonscheduled workday or outside regular work hours. In instances where a maintenance and/or troubleshooting issue does not require an employee to return to campus on a nonscheduled workday or outside regular work hours, an employee may (but is not required to) respond remotely including through telephone consultations. If an employee voluntarily agrees to respond remotely including through telephone consultations on a nonscheduled workday or outside regular work hours, the employee shall be compensated for work hours as follows:

1. A minimum of sixty (60) minutes at one and one half (1.5) times the regular rate of pay for each remote response or telephone consultation, as explained below:
 - a. If the employee engages in multiple remote responses/telephone consultations within sixty (60) minutes of the original remote response/telephone consultation, the employee shall be compensated for a total of sixty (60) minutes at one and one half (1.5) times the regular rate of pay (in other words, the employee will receive a total of sixty (60) minutes' pay at one and one half (1.5) times the regular rate of pay for engaging in multiple remote responses within a sixty (60) minute period);
 - b. If the employee engages in a remote response/telephone consultation more than sixty (60) minutes after the start of the original remote response/telephone consultation, the employee shall be compensated, at minimum, for an additional sixty (60) minutes at one and one half (1.5) times the regular rate of pay (in other words, if an employee responded to one five-minute call in hour one, one five-minute call in hour three, and four five-minute calls in hour five, the employee would be compensated for one-hundred-eighty (180) minutes at one and one half (1.5) times the regular rate of pay).

IN WITNESS WHEREOF, the parties hereto have duly accepted and executed this Agreement on the ____ day of August, 2021.

FOR SEATTLE UNIVERSITY:

By: 
~~Michelle Clements~~, *Matthew Philip*
Vice President of Human Resources

FOR THE UNION:

By: 
Monty Anderson
Executive Secretary
SKBCTC