

**SEIU 925**

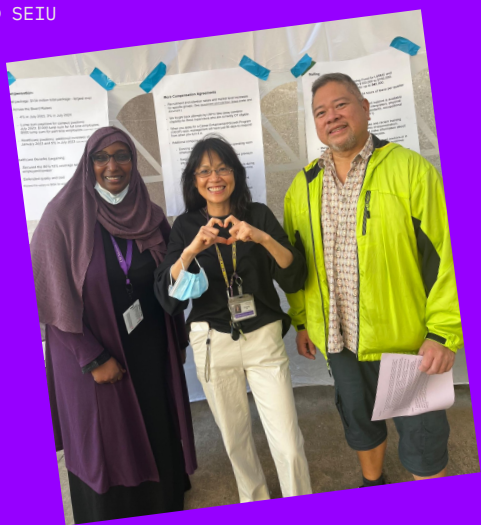
**BARGAINING 2024**

# ADDRESSING KEY ISSUES FOR UW WORKERS

- **TECHNOLOGY & GENERATIVE AI**
- **GEO-POLITICAL CONFLICTS**
- **REMOTE WORK**
- **RACIAL JUSTICE**
- **CLIMATE CHANGE**
- **COST OF WORK**



# **COLLABORATIVE APPROACH WORKER DRIVEN SOLUTION**



# WE BELIEVE



# FAIR PAY + CAREER STANDARDS

- **IMPLEMENT A PAY STRUCTURE BASED ON SERVICE YEARS, SKILL DEVELOPMENT, AND EMOTIONAL LABOR.**
- **HIRE PERMANENT EMPLOYEES, PROVIDE TRAINING, AND REMOVE UNNECESSARY JOB REQUIREMENTS.**
- **OFFER INNOVATIVE AND FLEXIBLE WORK SCHEDULES, SUCH AS 4-DAY WEEKS, FLEXIBLE START TIMES, AND HALF-DAY FRIDAYS.**





# RESPONSIBLE USE OF TECHNOLOGY AND AI

- **USE TECHNOLOGY TO ENHANCE WORK QUALITY AND SERVICE DELIVERY.**
- **ENSURE AI SUPPORTS, NOT REPLACES, WORKERS AND AVOIDS USING EXTERNAL DATA FOR AI TRAINING.**
- **USE TECHNOLOGY TO ASSIST IN DECISIONS WHILE BEING AWARE OF ALGORITHMIC BIASES.**



# EMPLOYEE SAFETY + SUPPORT



- **PROVIDE SUPPORTS AND SPACES FOR CONFLICT RESOLUTION AND COMMUNITY ENGAGEMENT, INCLUDING PAID TIME OFF**
- **ENSURE PHYSICAL SAFETY AND PAY PROTECTION DURING EXTREME WEATHER AND OTHER CLIMATE IMPACTS.**

# COMMIT TO DEI & RACIAL JUSTICE

- **INTEGRATE DEI VALUES INTO DAILY OPERATIONS AND WORKPLACE CULTURE THROUGH A COLLABORATIVE PROCESS BETWEEN WORKERS AND MANAGEMENT**
- **ASSESS EMPLOYEES BASED ON SKILLS AND ABILITIES, NOT PERCEPTIONS.**
- **FOSTER POSITIVE INTENT AND CELEBRATE DIFFERENCES AMONG ALL MEMBERS.**





**WE  
BARGAIN  
FOR**

**OUR FUTURE**