



Michigan  
Technological  
University

**2023 - 2026**

**AFSCME**

**Council 25, Local Union 1166**

January 1, 2023 through June 30, 2026  
<http://www.mtu.edu/hr/current/union/>

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## **AGREEMENT**

This Agreement is made and entered into this 1st day of January 2023, between Michigan Technological University (hereinafter referred to as the "Employer" or the "University") and Local No. 1166 and Council No. 25 of the American Federation of State, County and Municipal Employees, AFLCIO (hereinafter referred to as the "Union").

Effective July 1, 2023, each bargaining unit employee will receive a three percent (3%) per hour wage increase on their current wage rate.

Effective July 1, 2024, each bargaining unit employee will receive a three percent (3%) per hour wage increase on their current wage rate.

Effective July 1, 2025, each bargaining unit employee will receive a three percent (3%) per hour wage increase on their current wage rate.

For the duration of the Agreement, in the event that the University issues an across the board wage adjustment, the union will receive either the across the board wage adjustment or its negotiated wage increase, whichever is greater for the current fiscal year.

### **PURPOSE AND INTENT OF THIS AGREEMENT**

- A. The purpose of the University and the Union in entering into this labor Agreement is to set forth their agreement on rates of pay, hours of work, and other conditions of employment so as to promote orderly and peaceful relations for the mutual interest of the Employer, the employees, and the Union.
- B. Officials respectively representing the University and the Union will, from time to time during the life of this Agreement, at the request of either and the mutual convenience of both, meet to appraise their administration of this Agreement, to analyze influences which may be impairing the attainment of their joint goal and to improve understanding between their respective representatives and among employees. Such meetings shall not be for the purpose of conducting collective bargaining negotiations, nor in any way to modify, add to, or detract from the provisions of this Agreement.

### **Section 1** **RECOGNITION**

The Employer recognizes the Union as the sole and exclusive representative for the purpose of collective bargaining with respect to rates of pay, wages, hours of employment, and other terms and conditions of employment of all those employees of the Employer included in the bargaining unit as found appropriate in Case No. R65-I-96 (full-time employees) and in Case No. R91-E-118 (part-time employees), excluding executive, administrative, professional, academic, and supervisory personnel; student employees; temporary employees; and those employees in other recognized bargaining units.

### **Section 2** **DEFINITION OF EMPLOYEES**

- A. Unless clearly indicated otherwise, the term "employee" as used in the Agreement shall mean either a full-time employee or a part-time employee who is a member of the bargaining unit and is represented by the Union.

- B. The term "full-time employee" as used in this Agreement shall mean an employee who is assigned to an Appendix classification and is scheduled to work forty (40) hours per week, which can be a 9, 10, or 12-month position.
- C. The term "part-time employee" as used in this Agreement shall mean an employee who is assigned to an Appendix classification and is scheduled to perform actual work for less than forty (40) hours per week, which can be a 9, 10, or 12-month position. However, a part-time employee may be scheduled by the Employer to work up to forty (40) hours weekly to replace full-time employees who are unavailable due to approved absence. Employer will inform the Union prior to hiring additional part-time employees and state the reason for their employment.
- D. A part-time, no base employee shall be a person hired for the purpose of covering shifts due to scheduled and unscheduled shift vacancies.
- E. Employer will notify the Local Union 1166 of all newly-hired employees as defined in the preceding Paragraphs of this Section 2.
- F. The Union recognizes that in keeping with its responsibilities as an educational institution, Michigan Technological University is committed to a policy of affording equal opportunity to all of its employees, students, applicants for employment, and applicants for admission without regard to race, religion, color, national origin, age, sex, height, weight, sexual orientation, genetic information, gender identity, or marital status. The University is also committed to a policy of educating and employing disabled individuals and veterans without discrimination. These policies are to be implemented with due regard for the relative qualifications of all involved.
- G. It is recognized by the Union that it is the policy of the University to provide jobs for students to assist them in obtaining an education. The University will not increase student work hours to deprive bargaining unit employees on the University payroll of their regularly scheduled work.

**Section 3**  
MANAGEMENT RIGHTS

All management rights and functions, except those which are clearly and expressly abridged by this Agreement, shall remain vested exclusively in the Employer. Such rights and functions include, but are not limited to, (1) full and exclusive control of the management of the University, the supervision of all operations, the methods, processes, means, and personnel by which any and all work will be performed, the control of the property and the composition, assignment, direction, and determination of the size and type of its working forces; (2) the rights to change or introduce new and improved operations, methods, processes, means, or facilities, and the right to determine whether and to what extent work shall be performed by employees; (3) the right to determine the work to be done and the standards to be met by employees covered by this Agreement; (4) the right to hire, establish, and change work schedules, set hours of work, establish classifications, promote, demote, transfer, release, and lay off employees; and (5) the right to determine the qualifications of employees, and to suspend, discipline, and discharge employees for cause, and otherwise to maintain an orderly, effective, and efficient operation.

**Section 4**  
AID TO UNIONS

- A. The Employer will not aid, promote or finance any labor group or labor organization which purports to engage in collective bargaining or make any agreement with any such group or organization for the purpose of undermining the Union.

- B. It is agreed that neither the Union, its officials, its employees, its affiliates, nor its members shall discriminate against, intimidate, coerce, or interfere with any employee of the Employer, whether represented by the Union or not, with respect to their work or with respect to union activities or membership or the right to refrain from engaging in any union activities or membership, and further that there shall be no solicitation of non-bargaining unit employees for union membership or dues on Employer's time.
- C. The Employer shall not discriminate against, restrain, or coerce any employee with respect to or because of their membership or lawful union activity, nor shall the Employer initiate, create, dominate, contribute to, or interfere with the formation or administration of any labor organization.

**Section 5**  
UNION MEMBERSHIP

An employee who is a member of AFSCME Local 1166 at the time this Agreement becomes effective shall continue to be eligible for membership in AFSCME Local 1166 for the duration of this Agreement. An employee who is not a member of the AFSCME Local 1166 at the time this Agreement becomes effective may become a member of AFSCME Local 1166 at any time after employment commences and may remain a member of the AFSCME local 1166. Each Bargaining Unit employee who continues to be or becomes a member of AFSCME Local 1166 on or before the 30th day after the effective date of this Agreement on or before the 30th day after employment in the Bargaining Unit, whichever is later, and monthly thereafter, shall tender to the Union either periodic and uniformly required union dues.

**Section 6**  
CHECKOFF OF UNION DUES

- A. During the life of this Agreement and to the extent the laws of the State of Michigan permit and as provided in this Section, the Employer will honor voluntary dues or voluntary service charge deduction authorizations submitted in writing by an employee to the Employer on a form provided for this purpose by the Union or the Employer. Such deduction will be made as follows, provided it has been submitted thirty (30) calendar days prior to the end of the month.
- B. The Employer agrees to deduct each month the union dues levied in accordance with the constitution and bylaws of the Union as certified by the financial officer of Council 25, or to deduct a voluntary service charge equal to such dues. The total amount of dues and/or voluntary service charge deductions shall be sent to Secretary-Treasurer, Council 25, AFSCME, AFL-CIO, 1034 N. Washington, Lansing, Michigan, 48906, as soon as practicable after the deductions are made together with a list of names of the employees for whom the deductions are made.
- C. The Union will provide the Employer any additional authorization for check-off of dues forms under which union membership dues are to be deducted.
- D. The local Union president will be notified by the Employer of the names of employees terminating check-off following the end of each month in which the termination took place.
- E. An employee may revoke their dues deduction authorization from the Employer with written notice sent by certified mail to the Employer and the Union. If the employee revokes their authorization to deduct their dues in writing to both parties, they shall send the Union's notification to the Secretary-Treasurer, Council 25 AFSCME, AFL-CIO, 1034 N. Washington Avenue, Lansing, Michigan 48906, and to the Employer at Human Resources, 1400 Townsend Drive, Houghton, MI 49931.

- F. In cases where a deduction is made that duplicates a payment that an employee already has made to the Union, or where a deduction is not in conformity with the provisions of the Union constitution and by-laws, refunds to the employee will be made by the Local Union.
- G. The Employer shall not be liable to the Union by reason of the requirements of this Agreement for the remittance or payment of any sum other than that constituting actual deductions made from wages earned by the employee. In addition, the Union shall indemnify and save the Employer harmless from any liability resulting from any and all claims, demands, suits, or any other actions arising from compliance with this Section and/or Section 5, Union Membership, or reliance on any list, notice, certification, or authorization furnished under this Section and/or Section 5, Union Membership.

**Section 7**  
**REPRESENTATION**

- A. The number and composition of Steward representation districts shall be mutually agreed by the Employer and the Union. The Employer and the Union may redistrict the bargaining unit from time to time by mutual agreement.
- B. In each representation district, employees in the district shall be represented by one Steward who shall be a regular employee working in the district.
- C. The Stewards, during their working hours, without loss of time or pay, in their own district and in accordance with the terms of this Section, if an aggrieved employee requests the assistance of a Steward for an orderly grievance hearing for a written Second Step grievance, upon request will be permitted reasonable time to leave their work station and to discuss the grievance with the aggrieved employee at the aggrieved employee's place of work. The Supervisor shall grant permission as the Steward's job duties permit, and such permission shall not be unreasonably withheld. The privilege of Stewards leaving their work during working hours without loss of time or pay is subject to the understanding that the time will be devoted to the proper handling of grievances only and will not be abused. Stewards will perform their assigned work at all times, except when given permission to leave their work to handle grievances as provided herein. All other union business will be handled outside of scheduled working hours. In the absence of the Steward, the Chief Steward may function as the Steward. In the absence of both the Steward and Chief Steward, the Union President may function as the Steward. Any alleged abuse by either party will be a proper subject for a special conference.
- D. There shall be two Chief Stewards, one with representation authority within Facilities Management, Academic and Research Departments, and the other with representation authority in all other districts. The Chief Stewards, during their working hours without loss of time or pay and in accordance with the terms of this Section, if an aggrieved employee requests the assistance of the Chief Steward for an orderly grievance hearing for a written Third Step grievance, will be permitted reasonable time to leave their work station and to discuss the grievance at the aggrieved employee's place of work and to assist in the presentation of the Third Step grievance. The Chief Steward shall also function in the absence of a Steward. Furthermore, should situations arise which may not necessarily be subject to the grievance procedure and which cannot be handled outside of scheduled working hours, the Chief Steward shall be released to discuss such situations with employees, District Stewards, and management representatives. Upon being notified of a grievance hearing or investigation, the Supervisor shall grant permission and provide necessary time to the Chief Steward to leave their work for these purposes as the Chief Steward's job duties permit, and such permission shall not be unreasonably withheld. The privilege of the Chief Steward leaving their work during working hours without loss of pay is subject to the understanding that the time will be limited to the purposes herein, and will not be abused. The Chief Steward will perform their work at all times unless released for the purposes provided herein. Any alleged abuse by either party will be a proper subject for a special conference.

- E. A Steward or Chief Steward, upon entering the area of a Supervisor other than their own, will notify that Supervisor of their presence and the purpose for being in that area, and they will notify their own Supervisor upon returning to their job as soon as practicable.
- F. The Union will furnish the Human Resources Department with the names of its Officers, Chief Stewards, Stewards and Members of its grievance committees, and such changes as may occur from time to time in such personnel, so that the Employer may at all times be advised as to the authority of the individual representatives of the Union with whom it may be dealing. The Employer will, in return, through the Human Resources Department, keep the Union advised as to its immediate Supervisors and Department Heads or their respective designated representatives for the purpose of processing grievances.
- G. Employees and Stewards required by the Employer to remain after their working hours to meet with representatives of the Employer to adjudicate grievances or disputes will be paid for such time.
- H. There may be a Steward and alternate for each of the following districts:
  - 1. SDC/Daniell Heights, KRC, ATDC, Mineral Museum, Lakeshore, Ski Hill & Golf Course
  - 2. McNair Hall, Hillside
  - 3. DHH
  - 4. Wads Hall Kitchen
  - 5. Wads Hall Maintenance/Custodial
  - 6. Administration Building, ROTC, Academic Office Building, Library, Chemical Sciences and Engineering, ME-EM, EERC
  - 7. Dow, Walker, M & M, Civil, Fisher, Forestry, Rehki
  - 8. Memorial Union Building
  - 9. Facilities Management Building, Central Heating Plant, GLRC
- I. The Union shall be given the opportunity within the first thirty (30) days after the probation period of a new hire covered by this agreement, to meet with the new employee. The President, or their designee shall conduct this meeting. The meeting shall not take more than thirty (30) minutes in length. Release time totaling thirty (30) minutes for each employee will be granted, and is to include travel time to and from the meeting, if the meeting is conducted during scheduled work hours.

**Section 8**  
**GRIEVANCE PROCEDURE**

A grievance under this Agreement is a dispute, claim or complaint arising under and during the term of this Agreement, and is limited to matters of interpretation or application of express provisions of the Agreement. The following shall be the grievance procedure:

**Step 1:**

- A. Not later than ten (10) working days after occurrence, an employee shall inform their immediate Supervisor they have a grievance concerning their employment. The Supervisor shall meet with the employee within the next three (3) working days for a discussion of the grievance in an attempt to resolve the matter. If the aggrieved employee wishes, the aggrieved employee may have their Steward assist them in their oral presentation. The Supervisor will provide a response within three (3) working days after oral presentation to the aggrieved.



## **Step 2:**

- A. If the aggrieved employee does not receive a satisfactory answer from their Supervisor, they may submit the grievance in written form to their Supervisor or designee, for a written decision, provided the submission is made within the five (5) working days following an unsatisfactory answer. If the aggrieved employee wishes, they may have their Steward assist them in the written presentation. The written grievance must specify 1) the Section and Paragraph of the Agreement allegedly violated, 2) date of occurrence of each alleged violation, 3) manner of alleged violation, and 4) the adjustment requested.
- B. Upon receipt of the written grievance, the Supervisor or designee, shall set a place and time within seven (7) working days for a grievance hearing. If the aggrieved employee wishes, they may have their Steward assist them at the grievance hearing. Whether or not their Steward assists at the grievance hearing, the Steward and the appropriate Chief Steward shall each receive a copy of the written decision. The Supervisor or designee must provide the written response within five (5) working days after the Step 2 grievance hearing.

## **Step 3**

- A. If the aggrieved employee does not receive a satisfactory written answer, the written grievance may be submitted to the University Labor designee to form a three-person Review Committee, provided the aggrieved employee's submission to the University Labor designee is made within ten (10) working days following an unsatisfactory answer.
- B. Upon receipt of the written grievance, the University Labor designee and the Union shall set a mutually agreeable time and place within ten (10) working days for a discussion of the grievance with the intent of both parties to resolve the issue. The Union may have the Local President or Chief Steward and not more than two (2) employees or non-employees at the grievance hearing. Whether or not the Chief Steward assists in the preparation of the grievance, the Local President and Chief Steward shall receive a copy of the written decision.
- C. The University Labor designee shall inform the Union in writing within fifteen (15) working days of the decision. If the decision is not satisfactory to the Union, and if the grievance is arbitral under Section 9 of this Agreement, it may be referred to arbitration.

## **General**

- A. All foregoing Steps of the grievance procedure shall take place during working hours and shall be without loss of time or straight-time pay to any bargaining unit employee whose attendance is authorized hereunder.
- B. Grievances shall be processed from one Step to the next within the time limit prescribed in each of the Steps. Any grievance upon which a disposition is not made by the Employer within the time limit prescribed, or any extension which may be agreed to, may be referred to the next Step in the grievance procedure, the time limit to do so to run from the date when time for disposition expired. Any grievance not carried to the next Step by the Union within the prescribed time limits or such extensions which may be agreed to, shall be considered withdrawn without precedence.
- C. The immediate Supervisor, the University Labor designee, or the Review Committee may, if considered advisable, have additional personnel present for the aggrieved employee's oral presentation.
- D. It shall be deemed to satisfy the statutory requirement of Section II of Act 379 of the Public Acts of 1965 that the Union be given the "opportunity to be present at such adjustment" if the Steward receives a copy of any written decision.

**Section 9**  
ARBITRATION

- A. If after Step 3 of the grievance procedure the grievance is still unsettled, and if it involves a controversy concerning compliance with the express terms of this Agreement and is otherwise within the jurisdictional authority of the arbitrator set forth below, either party may, within sixty (60) calendar days following receipt of the Review Committee's Third Step written answer, by written notice to the other, request arbitration. If no such notice is given within the sixty (60) calendar day period, the grievance shall be deemed settled and not subject to arbitration.
- B. Upon receipt of request to arbitrate, the parties shall attempt to agree upon an arbitrator by each party submitting a list of five (5) arbitrators to the other. If the parties are unable to agree upon an arbitrator through this process, an arbitrator shall be selected through the Federal Mediation and Conciliation Service, but the grievance shall be arbitrated in accordance with the rules of the American Arbitration Association.
- C. The jurisdictional authority of the arbitrator is defined and limited to the determination of any grievance which involves a controversy concerning compliance with any express provision of this Agreement and is submitted to them consistent with the provisions of this Agreement.
- D. In making their decision, the arbitrator cannot modify, detract from, or alter the provisions of the Agreement, and shall be bound by the principles of law relating to the interpretation of contracts followed by the Michigan courts.
- E. The decision of the arbitrator shall be final and binding on the parties, and the arbitrator shall be requested to issue their decision within thirty (30) calendar days after the conclusion of testimony and argument.
- F. Expenses for the arbitrator's services and the proceeding shall be borne equally by the Employer and the Union; however, each party shall be responsible for compensating its own representatives and witnesses. If either party desires a verbatim record of the proceedings, it may cause such a record to be made, providing it pay for the record and make a copy available to the other party and to the arbitrator.

**Section 10**  
DISCHARGE AND DISCIPLINE

- A. The Employer shall not discharge employees or take other disciplinary action without just cause.
- B. In imposing discipline on a current charge, the Employer will not take into account any prior infractions which occurred more than two (2) years previously, except for cases involving safety violations in which prior infractions that occurred up to three (3) years previously may be taken into account.
- C. An employee suspended and ordered to leave their work for disciplinary reasons, before leaving the Employer's premises, shall have the right to consult their Steward at a place and a reasonable length of time provided by the Employer. Exception may be made to this provision, with immediate action taken by the Employer to remove an employee from the premises in cases involving possession or use of illegal drugs, drunkenness, violence, willful destruction of property, and other such serious violations.
- D. The Employer shall give the employee, with copies to the Union President and Chief Steward, written notice of any disciplinary action involving demotion, layoff, or discharge within two (2) working days after such action.

- E. Any complaint that the alleged breach of discipline was not, in fact, committed may be treated as a grievance if the complaint:
  - 1. Concerns disciplinary action involving demotion, layoff, and discharge;
  - 2. Is presented in writing within two (2) working days after receipt of the Employer's notification of the disciplinary action; and
  - 3. Is presented directly in the Third Step of the grievance procedure.
- F. Failure to submit a written grievance by the employee within the two (2) working day period constitutes a waiver of all claims concerning such disciplinary demotion, layoff, or discharge.

**Section 11**  
SPECIAL CONFERENCES

Special conferences between the Union and the Employer for the purpose of considering matters of mutual interest may be arranged and held at a mutually convenient place and time. Arrangements for such conferences shall be made in advance between the Local President and/or Chief Steward and the Director of Human Resources or their designated representative, and an agenda of the matters to be taken up at the meeting shall be presented at the time the conference is requested. Any matter submitted by the Local Union shall be a proper subject for a special conference. Matters taken up in conference shall be confined to those included in the agenda. The members of the Union shall not lose time or pay for time spent in such conferences. This meeting may be attended by a Representative of the International Union.

**Section 12**  
SENIORITY

- A. Seniority as referred to in this Agreement means University-wide seniority.
- B. Each employee's seniority date shall be the employee's first day of work in the bargaining unit and shall be so credited upon completion of their probationary period.

Employees beginning work on the same date after October 14, 1991, shall be entered on the seniority list alphabetically according to their last name, then first name, then middle name, in that order.

- C. Seniority will continue to accumulate during a) periods of absence authorized by and consistent with this Agreement and, b) periods of absence due to voluntary or involuntary layoffs.
- D. If an employee transfers into the bargaining unit from a non-bargaining unit position with the University, the employee's seniority date will be the date on which he/she begins work in the bargaining unit. For the purpose of determining such an employee's eligibility for benefits such as longevity pay, sick leave, and vacation, the date the employee first became eligible for such benefits as an employee of the University shall apply.
- E. A bargaining unit employee who transfers to any University position outside of the bargaining unit shall retain all seniority accumulated up to the date of transfer for a period of one (1) year while holding the new position. All such accumulated seniority shall be exercised in the event the employee is awarded a position in the bargaining unit from which they applied for as an external candidate. The hourly rate will be calculated based on the hourly rate last held in the bargaining unit, considering any difference between the previous classification and the offered classification, increasing or decreasing.

- F. The Employer shall obtain computerized lists which shall show the names, classification titles, and seniority dates of all bargaining unit employees, including probationary employees even though they do not have seniority. The Employer will provide the President, Vice President, Secretary-Treasurer, and Chief Stewards with copies each month.
- G. Four months after the ratification of this Agreement and annually thereafter during the term of this Agreement, the Employer shall give to the Council the addresses of all Union members covered by the Agreement as such addresses then appear on the records of the Employer. The Council shall receive and retain such information in confidence and shall disclose it only to those officials of the Union whose union duties require them to have such information.

**Section 13**  
**LOSS OF SENIORITY**

An employee shall lose their seniority and status as an employee if:

- A. They quit;
- B. They retire;
- C. They are discharged and the discharge is not reversed through the grievance procedure;
- D. They do not indicate a willingness within five (5) working days to return to work from a layoff within ten (10) working days after being notified by the Employer;
- E. They fail to return to work after a layoff within ten (10) working days after being notified of recall; except when the failure to return is due to circumstances beyond the control of the employee;
- F. They have been on layoff for a period of time equal to their seniority at the time of their layoff or one (1) year, whichever is greater;
- G. They are absent from work for three (3) consecutive working days without notifying the Employer, except when the failure to return is due to circumstances beyond the control of the employee; or
- H. They fail to return from sick leave or a leave of absence within three (3) working days after termination of their leave, except when the failure to return is due to circumstances beyond the control of the employee, e.g., if an employee is unable to return to work at the time their medical leave ends because of continuing ill health resulting from personal illness or injury, as documented in writing by their attending physician. In the event of a medical dispute, the Medical Dispute clause in Section 35 of this Agreement shall apply as regards the settlement of such dispute, except that if the employee is receiving Worker's Compensation, any dispute arising from the claim will be resolved by the Employer's insurance carrier and the employee's physician, consistent with the Worker's Compensation Act.

**Section 14**  
**SUPER SENIORITY OF OFFICERS**

Notwithstanding their position on the seniority list, the President, Vice President, Chief Stewards and Stewards of the Local Union, shall in the event of a layoff only, be continued at work at all times when one or more divisions or fractions thereof are at work, provided they have the ability to do the work available.

## **Section 15**

### **NEGOTIATING COMMITTEE MEMBERS**

The Union negotiating committee shall be limited in size to five (5) members. Upon their appointment the employer shall be notified of the names of the members of the negotiating committee and their alternates. The employer shall be promptly notified in writing of any changes in the negotiating committee as they occur.

## **Section 16**

### **LAYOFF AND RECALL**

- A. When seniority employees are declared surplus because of a lack of work, the following procedure will apply:
1. The Union Officers and the seniority employees affected will be notified thirty (30) days in advance of a reduction of work force. The failure to provide such notice, the affected employee will receive their pay to fulfill the thirty (30) day notice period.
  2. Any probationary bargaining unit employees shall be removed from the classification affected before seniority employees are displaced, providing the remaining seniority employees are qualified to perform the work. Student hours or numbers shall not be increased to perform the work of the laid off employee(s).
  3. Thereafter, the least senior employee in the classification and work unit shall be transferred, seniority permitting, first to fill a vacancy in the same classification or, if none, then to displace the least senior employee working in the same classification, on the same shift, University-wide. An employee declining to exercise their seniority rights in accordance with the foregoing, shall be deemed to have accepted a voluntarily layoff. It is agreed that a job vacancy ceases to be available to a surplus employee at the moment it has been awarded to and accepted by the most senior qualified applicant for the vacancy following its being posted.
  4. Having insufficient seniority to exercise within their current classification, the surplus employee may then elect either a voluntary layoff, or, seniority permitting, may displace the less senior employee in any classification University-wide, in which the surplus employee is qualified to perform the work. Having insufficient seniority to displace another bargaining unit employee accordingly, the surplus employee shall be laid off.
  5. Employees displaced under the process described in subparagraph 4. above, shall then have the right to exercise their seniority in the same manner.
- B. The exercise of seniority rights to transfer into another classification is subject always to the employees being qualified to perform the work as defined in Paragraph D. of Section 18 of this Agreement, following a reasonable orientation period. The Employer shall not be obligated to train any employee in order to preclude their layoff.
- C. Bargaining unit employees in Dining Services and Facilities will be offered available work at their regular classification rate of pay during the Holiday recess, the summer semester, and the recess periods between semesters. No employee will have their classification reduced or be paid in a higher classification during these time periods. Work will first be offered to seniority employees, within classification and work unit. Secondly, it will be offered to qualified senior employees within the work unit. Finally, it will be offered to senior employees in Dining Services and Facilities. Current employees within the work unit will not have their regular schedule disrupted by offering available work to surplus (Section 16 A.) employees.

- D. When required by Employer, employees shall be recalled from layoff in accordance with their seniority to available work for which they are qualified; provided, however, that an employee electing a voluntary layoff under the terms of Paragraph A. 4. above, shall be recalled in accordance with their seniority only to the same classification from which they elected such layoff. Employees displaced and transferred from their higher-paid classifications shall be transferred back as their seniority permits and as work is available, before any such open classifications are posted as job vacancies.
1. Notice of recall shall be sent to the employee at their last known address by registered or certified mail.
  2. Employer may require an employee who is recalled to work after a layoff of more than three (3) months to undergo a physical examination conducted by a medical doctor at University's expense.

### **Section 17**

#### **PROBATIONARY EMPLOYEES**

- A. Employees newly-hired shall be considered as probationary employees for the first one hundred and twenty (120) calendar days of continuous employment. When an employee finishes the probationary requirement, he/she shall be entered on the seniority list of the bargaining unit and shall have seniority from the first day of work in the bargaining unit. There shall be no seniority among probationary employees.
- B. Employees newly-hired into the bargaining unit who have previously completed a probationary period of continuous employment in any position with the Employer shall not be required to serve a probationary period as provided in this Section 17, but shall be granted seniority status at the first day of work in the bargaining unit.
- C. The Union shall represent probationary employees for the purpose of collective bargaining in respect to rates of pay, wages, hours of employment and other conditions of employment; but a probationary employee may be discharged or disciplined for any reason deemed proper by the Employer without recourse to the grievance procedure.

### **Section 18**

#### **JOB VACANCIES**

- A. Employer will notify the Union President within fourteen (14) calendar days after an employee vacates a bargaining unit position as to the Employer's decision regarding the vacated position. Employer may elect not to fill the position if no longer needed, and, may either downgrade to a lower-paid classification or upgrade to a higher-paid classification any position due to a significant change in the work content; provided however, that prior to making such changes a special conference may be called to discuss the matter and if agreement is not reached, the Employer's decision may be submitted to the Third Step of the grievance procedure. The Employer will notify the Union prior to converting a position to a 9/10-month position, and meet with the Union to discuss the reasons for the conversion.
- B. Providing there are no displaced or laid off employees with recall rights, before hiring new employees, the Employer will attempt to fill open bargaining unit positions with seniority employees in accordance with the following provisions.

1. Notice of job vacancies which are determined by Employer to exist will be made available through the campus-wide communication system, and Human Resources' web site, for five (5) working days. Such notices shall show the classification, department, and shift involved. Seniority employees desiring consideration for a posted job may make application, not later than five (5) working days after the date of the posting, through the Human Resources departmental process.
  2. The opportunity to fill the posted job vacancy will first be given to the most senior qualified employee, University-wide as is being posted.
  3. After the original posted vacancy has been awarded, the Employer, within thirty (30) calendar days, may allow for lateral movements by seniority within the classification without posting each determined vacancy within that classification.
  4. When no more lateral movements remain and a determined vacancy still exists, that vacancy will be posted according to Section 18. B. 1.
  5. In the event there are several qualified applicants for a posted job, the applicant having the most seniority among them shall be awarded the position. However, an employee's work record of the two (2) prior calendar years, evidencing excessive unapproved absenteeism or adverse disciplinary action, may disqualify them from being awarded the position.
  6. The Employer will strive to fill posted job vacancies that have been awarded within thirty (30) calendar days after the posting period. If such job vacancies are temporarily filled, Employer will notify the Union its reason for doing so.
- C. As used in this Section and, also, throughout this Agreement, to be "qualified" or to be "qualified for consideration" shall mean to be in possession of the basic and physical qualifications, the knowledge and skills required, and have the current ability to perform the work to be done to the Employer's satisfaction. Each employee is responsible for ensuring that their application for a posted job sets forth all of their skills, experience, training, and other qualifications he /she wishes to be considered by the Employer in evaluating their candidacy.
- D. An employee applying for a posted job who is deemed qualified by the Employer and is awarded the opening accordingly, shall be granted an orientation period in which to confirm their apparent ability to perform the work to the Employer's satisfaction, and to determine their own interest in remaining in the new position. The orientation period shall begin on the start date of the awarded position, provided there are at least three (3) calendar weeks left in the positions regularly scheduled employment period.
- The orientation period for awarded positions shall be three (3) calendar weeks. Prior to the end of the orientation period, the employee may elect to revert to their former position but may not do so thereafter except through the procedures set forth in Paragraph B. of this Section. If the Employer disqualifies the employee prior to the end of the orientation period, the employee will revert to their former position, and in such event, the employee and the Union will be notified in writing as to the reason for removal.
- E. In the event the most senior applicant is not awarded the posted job, the reason for denial shall be given in writing to such employee, the Chief Steward, and the Union President.
- F. The Employer agrees not to fill job vacancies in bargaining unit classifications, in which the same work still exists, with other non-unit University employees. The Employer also agrees not to reclassify bargaining unit positions to non-bargaining unit positions if the duties of the position have not changed since the signing of this Agreement.

- G. Each employee will be allowed to accept a position within their classification no more than three (3) times during a twelve (12) month period, which begins on the date that they accept the first position.

**Section 19**  
PART-TIME EXTRA HOURS

The Employer will attempt to equalize reasonably among part-time employees any extra hours of work which may become available. Equalization of such extra work hours will be within classification, work unit, and shift.

Employer may temporarily transfer part-time employees from one work unit to another as needed to perform extra hours of work, any such extra hours worked shall be charged to the employee.

During the extended absence (greater than one weeks) of a full-time employee, a part-time employee may be offered the opportunity to fill the vacancy, if there is not a pay out of classification opportunity for a qualified full-time employee. This offer will be made to the qualified part-time employee having the most seniority. The hours created by the temporary reassignment will be equalized according to this section.

**Section 20**  
CONTRACTING AND SUBCONTRACTING

- A. During the term of this Agreement the Employer will not contract out work which is being exclusively performed by the bargaining unit at the time of the signing of this Agreement, so long as the Employer has the proper equipment and sufficient skilled personnel to perform such work economically and timely. The foregoing shall not apply to new construction and major alterations and repairs.
- B. No full-time or part-time employee in the bargaining unit at the time of the signing of this Agreement will be terminated from employment in the event their job is eliminated due to contracting out of work.

**Section 21**  
LICENSED TRADES

Electrical, carpentry, and plumbing work that involves installation, remodeling, altering, extending, or adding to any building system or installation shall be performed by licensed Electricians, licensed Carpenter, and licensed Plumbers in accordance with applicable state code.

Installation, maintenance, or repair work performed on air conditioning or refrigeration equipment that could reasonably be expected to release CFC's or HCFC's into the atmosphere shall be performed by certified personnel per applicable EPA code requirements.

**Section 22**  
UNIFORMS/SAFETY SHOES

- A. All new employees within the bargaining unit will be issued two (2) uniforms upon completion of their probationary period. Included are employees who transfer into a position where a standard uniform is worn.
- B. Employees within the bargaining unit who have been furnished uniforms will be issued one (1) uniform each subsequent year for the duration of the Agreement.



- C. The Employer will replace uniforms that become damaged or unacceptable in appearance because of performance of regular duties. Badges, IDs, emblems, etc. will be provided by the University to be worn in a prescribed manner on the job.
- D. Employees shall be responsible for the laundry, care, and maintenance of their uniforms. Uniforms provided by the Employer shall not be worn by the employees when off duty.
- E. Each employee is required to wear their work uniform, properly laundered and of good appearance during all working hours.
- F. The University will contribute \$125.00 toward the cost of one pair of safety shoes per contract year, for any employee working in a position classification in which safety shoes are deemed as required by the employer. The University will contribute \$250.00 toward the cost of one pair of safety shoes, for any employee working in a position classification in which safety shoes are deemed as required by the employer, when no contribution was made the previous contract year.

**Section 23**  
**OVERTIME**

- A. Overtime premium shall be paid as follows:
  - 1. Time and one-half the regular straight time rate will be paid for all time worked in excess of eight (8) hours in an employee's workday.
  - 2. Time and one-half the regular straight time rate will be paid for all such hours worked in excess of forty (40) hours in an employee's work week; provided, however, that all hours paid at the overtime rate must be actual hours worked and not those recorded as sick leave or a holiday. Hours recorded in excess of forty (40) hours per week as sick leave or holiday pay will be paid at a straight time rate.
  - 3. For the purpose of computing overtime pay for over forty (40) hours in an employee's work week, a holiday, a sick day, or a vacation day for which he/she receives pay will be counted as a day worked.
- B. Overtime premium shall not be pyramided, compounded or paid twice for the same time worked.
- C. In general, overtime work shall be voluntary, provided, however, when at least forty-eight (48) hours advance notice of an overtime assignment is given, or when circumstances do not permit advance notice, an employee will be required to work unless sufficient other employees within the work unit capable of doing the work are available, in which case an employee who does not wish to work will be excused from overtime.
- D. Equalization of overtime hours shall be in accordance with the following provisions:
  - 1. Overtime hours will be divided as equally as possible among employees in the same classification and shift in their building. The Supervisor responsible for the building will record overtime for equalization purposes by classification. The Steward responsible for the district and the employee will have access to the equalization records, upon request.

2. When overtime is required, first a full-time employee then a part-time employee with the least number of overtime hours in that classification within their building will be called first and so on down the list in an attempt to equalize the overtime hours. In this connection, the University need not call in an employee to work rather than extend the shift of an employee already at work. In cases of emergency, the Employer may call the most available employee regardless of equalization standings. Employees in other classifications may be called if there is a shortage of employees in the classification needed. In such cases they would be called on the basis of least hours of overtime in their classification, provided they have the ability to do the work. In any event, as the Employer could be faced with having insufficient employees to perform necessary work during any given voluntary overtime period, it shall have the right without prior notice to appoint the number of qualified employees required to work the overtime period on the basis of inverse seniority.
  3. Time not worked because the employee does not choose to work, will be charged against the employee's overtime equalization record, such charge to be three (3) hours or the average number of overtime hours of the employees working during that call out or overtime period.
  4. Employees who change classifications will be charged with the highest number of overtime hours that exist in the new classification on the day they are reclassified.
  5. The employer is not required to follow the equalization of overtime if the employee whose absence requires an overtime situation fails to notify the employer twenty-four (24) hours in advance of their scheduled shift. When an employee cannot be contacted by telephone they will be considered unavailable. If an employee is not called in for overtime work in accordance with this clause he/she shall be given the next overtime available when that employee is available.
  6. Should an employee work any overtime during a scheduled work week, the employee will not be rescheduled during the same work week in order to circumvent overtime payment. An exception would be when mutually agreed between the employee and the supervisor.
  7. Overtime hours shall be reduced to zero (0) every July 1.
- E. When it is anticipated that overtime will be necessary for an extended and/or indefinite period of time, the Employer will give advance notice to the employees in the classifications involved. This shall not apply in cases of emergency. Any such overtime shall be equalized in accordance with Paragraph D. of this Section.
- F. Employees may be granted time off with pay rather than receiving overtime pay. All hours granted as time off with pay for hours worked in excess of forty (40) hours per week or eight (8) hours per day are to be considered as compensatory time and scheduled as one and one-half (1½) hours for each overtime hour worked.

**Section 24**  
**SHIFT DIFFERENTIAL**

- A. Employees who commence work during the second or third shift shall receive, in addition to their regular pay, fifty (\$.50) cents per hour and seventy-five (\$.75) cents per hour, respectively, additional compensation. Such differential is to be added to the total wages without increasing the hourly rate, and will be paid for all hours worked on a shift.

- B. For the purpose of determining the periods for which shift differential will apply, the first shift is any shift that starts on or after 5:00 a.m., but before 12:00 noon. The second shift is any shift that starts on or after 12:00 noon but before 8:00 p.m. The third shift is any shift that starts on or after 8:00 p.m., but before 5:00 a.m.
- C. Shift differential shall not be paid in addition to overtime when employees work extended shifts.
- D. When an employee is permanently transferred or promoted, all accumulated sick leave and vacation will be paid at the rate of their new job's wage plus the appropriate shift differential.

**Section 25**  
CALL BACK PAY

An employee reporting for duty at the Employer's request for work which is outside of and not continuous with the employee's scheduled work period, shall be guaranteed three (3) hours pay at the rate of time and one-half. Employees are not entitled to shift differential for call back pay unless their regular schedule includes a shift differential premium.

**Section 26**  
WORK IN HIGHER CLASSIFICATION

- A. If an employee is assigned to work in a higher classification for one (1) or more hours, the employee will receive pay at that rate.
- B. Employees who are temporarily assigned to work in a higher classification, will be paid at that rate for any holiday, sick leave, or vacation time occurring during that assignment.

**Section 27**  
REST PERIODS

Employees may take a rest period of not more than fifteen (15) minutes for each half day of work at times scheduled by the Employer. The rest period is intended to be a recess to be preceded and followed by an extended work period; thus, it may not be used to cover an employee's late arrival to work or early departure, nor may it be regarded as accumulative if not taken.

**Section 28**  
WASH-UP TIME

An Employee who needs time to wash because of the nature and conditions of their job, may be excused by their Supervisor to use necessary time, not to exceed ten (10) minutes, to wash before the end of their working period.

**Section 29**  
MEAL BREAK

Each employee working a daily work schedule in excess of six (6) hours shall be granted a scheduled meal break of thirty (30) minutes or sixty (60) minutes on each such day. The employee shall receive no compensation for this scheduled meal break. The time of the meal break may be changed at the employee's request and with the approval of their immediate supervisor.

**Section 30**  
HOLIDAYS and PERSONAL DAY

A. The following legal holidays and personal days shall be observed:

2023 - 2024 HOLIDAY SCHEDULE

Memorial Day .....	Monday, May 29, 2023
Fourth of July .....	Tuesday, July 4, 2023
Labor Day.....	Monday, September 4, 2023
Thanksgiving.....	Thursday, November 23, & Friday, November 24, 2023
Christmas .....	Monday, December 25, 2023 & Tuesday, December 26, 2023
New Year's.....	Monday, January 1, 2024 & Tuesday, January 2, 2024
Two (2) Personal Days	

When a holiday falls on a Sunday, it may, at the discretion of the Employer, be observed on the following Monday, and when a holiday falls on a Saturday, it may, at the discretion of the Employer, be observed on the preceding Friday.

- B. Each full-time employee, other than an employee 1) on layoff (except as otherwise herein provided) 2) on any leave of absence, or 3) not scheduled to work for any four (4) consecutive week period in which the holiday falls, shall receive eight (8) hours pay at their hourly rate for the holiday, and four (4) hours pay for the one-half (1/2) holiday, provided the employee works the scheduled day prior to and the scheduled day following the holiday, unless failure to work on either or both such days is excused because of; (1) personal sickness or injury as provided in Section 31, (2) approved vacation, or (3) other extraordinary circumstances beyond the control of the employee which cannot be corrected in time for them to meet their employment obligation.
- C. Each part-time employee, other than an employee 1) on layoff (except as otherwise herein provided) 2) on any leave of absence, or 3) not scheduled to work for any four (4) consecutive week period in which the holiday falls, shall receive prorated holiday pay in proportion to their straight-time hours worked in the pay period in which the holiday falls. For calculation purposes, the number of holiday hours in the pay period are multiplied by a fraction, the numerator being the number of hours worked in the pay period, excluding work on the holiday, and the denominator being eighty (80) hours minus the number of holiday hours in the pay period. To be qualified to receive holiday pay, the employee must work their last scheduled day prior to and their next scheduled day following the holiday, unless failure to work on either or both such days is excused because of; (1) personal sickness or injury as provided in Section 31, (2) approved vacation, or (3) other extraordinary circumstances beyond the control of the employee which cannot be corrected in time for them to meet their employment obligation.
- D. In addition to the holiday pay as provided in Paragraphs B. and C. above, an employee who works on the holiday will be paid for the time worked at one and one-half times their hourly rate. To the extent that time worked is paid pursuant to this Section, it shall not be considered time worked under Section 23, Paragraphs A. and B.
- E. Holidays during vacation or sick leave shall not be counted as a part of vacation or of sick leave time.
- F. If the University institutes a paid time-off program during the Christmas season, or Martin Luther King holiday, it will include the bargaining unit employees.
- G. For personal day hours, full-time employees will receive 8 hours, 30-hour, part-time employees will receive 6 hours, and part-time, no base employees will receive 4 hours.

**Section 31**  
**VACATIONS**

**A. ELIGIBILITY FOR VACATION**

Vacation time begins to accumulate with the date of employment but does not become available until the completion of probation.

**B. VACATION ACCRUAL**

First Year.....	5 days
Second through Fourth Year .....	10 days
Fifth through Seventh Year.....	15 days
Eighth through Twelfth Year .....	18 days
Thirteen through Seventeenth Year .....	21 days
Eighteen through Subsequent Years .....	24 days

Paid employment of not less than five (5) working days (or 40 hours) in a biweekly pay period shall count as a whole biweekly period in computing vacation time. Vacation time shall accrue to the employee on a biweekly basis. Unused vacation time shall not be accumulated beyond thirty (30) days.

Prorated vacation time shall accumulate for each part-time employee in the same proportion to which their straight-time paid hours in each pay period relate to eighty (80) hours. Part-time employees are subject to all other provisions of this Section unless otherwise specified.

Nine (9) month employees will receive five (5) days of annual leave per appointment period and ten (10) month employees will receive six (6) days of annual leave per appointment period. Nine (9) and Ten (10) month employees will be permitted to carry forward annual leave. In no event shall unused annual leave be accumulated beyond ten (10) days. Unused annual leave will be converted to vacation time upon transferring to a new twelve (12) month, full-time or part-time position. Upon termination of employment, unused annual leave will not be paid out. Nine/Ten (9/10) month part-time employees will receive annual leave prorated based on the full-time equivalent (FTE) of the position.

**C. PAY IN LIEU OF VACATION TIME**

Pay in lieu of paid vacation time is not allowed except as terminal pay when leaving University employment or when transferring to a 9/10-month position.

**D. PAY FOR ACCRUED VACATION TIME**

1. Pay for vacation time shall be at the employee's hourly rate at the time vacation is taken times the number of hours of accrued paid vacation time scheduled and used (not to exceed eight (8) hours in a day or forty (40) hours in a week) and shall be paid to the employee on their regular pay day.
2. Should an employee eligible for vacation be discharged, resign, or retire from employment at the University, vacation will be paid out at a maximum of one hundred sixty (160) hours paid to the employee at their regular rate of pay.
3. Probationary employees who would normally be scheduled off during an academic break, or holiday breaks can use any vacation time they may be entitled to.

## **E. SCHEDULING OF VACATIONS**

Vacation time off shall be taken at the convenience of the department, office, or division in which the employee works. It shall, however, be the Employer's responsibility to insure the employee an opportunity for full vacation time off within the allowable period during which vacations may be taken, and the Employer will make a sincere effort to accommodate the vacation plans of the employee; provided, however, that the Employer may elect to close down any or all of its operations and schedule vacations during the close down period. Ten (10) of these days must be consecutive if requested by the employee. In case of conflict between employees as to scheduling of vacations, such conflict shall be resolved in favor of the employee with the greatest seniority.

## **F. VACATION IN LIEU OF SICK LEAVE**

At the request of an employee, an absence covered by Section 32, Sick Leave, may be charged against accrued vacation time after all payments under Section 32, Sick Leave, have been exhausted.

## **G. HOLIDAYS DURING VACATION**

If a day observed by the Employer as a holiday as provided in Section 30, Holidays, occurs during an employee's vacation, he/she shall, if otherwise eligible for it, receive holiday pay and will not have that time off charged against accrued vacation time.

### **Section 32** **SICK LEAVE**

## **A. SICK LEAVE**

1. Eligible employees will receive one hundred four (104) hours on January 1<sup>st</sup>.
2. Part-time employees shall be given sick time on a prorated basis.
3. Nine/ten (9/10) month employees will receive seventy-two (72) hours of sick time.
4. Eligible employees who are hired between January 1<sup>st</sup> and June 30<sup>th</sup> will receive one hundred four (104) hours effective on their first day of employment. Part-time employees will be prorated and nine/ten (9/10) month employees will receive seventy-two (72) hours.
5. Eligible employees who are hired between July 1<sup>st</sup> and December 31<sup>st</sup> will receive fifty-two (52) hours, effective on their first day of employment. Part-time employees will be prorated and nine/ten (9/10) month employees will receive thirty-six (36) hours.
6. Eligible employees can have a maximum of four hundred eighty (480) hours of sick time.
7. Part-time, no base will continue to accrue sick time.

## **B. AVAILABILITY OF SICK LEAVE.**

Sick leave is available for the following purposes and covers employees and members of the employee's immediate family, who, in this instance, shall include the following: Spouse, Children, Parents, Foster Parents, Parents-in-law, Brothers, Sisters, Grandparents, Grandchildren, Legal Guardianship, Power of Attorney, Medical Power of Attorney or other direct dependents. An addition to this list shall include an individual with whom an employee has a continuing personal living arrangement which has existed over an extended period of time. Additional leave may be granted in special cases, subject to the approval of the Employer, such additional leave to be chargeable to sick leave or to be without pay.

1. Personal illness, injury, quarantine, disability, or mental illness.
2. Medical appointments and dental appointments.
3. Medical or psychological care or counseling for physical or psychological injury disability due to domestic or sexual assault.
4. Obtain services from a victim services organization, relocation, obtain legal services or participate in any civil or criminal proceedings related to or resulting from domestic violence or sexual assault.
5. Closure of primary workplace by order of a public official due to a public health emergency, care for an eligible dependent whose school or place of care has been closed by order of a public official due to a public health emergency, or if health authorities have determined the employee or eligible dependent jeopardizes the health of others by exposure.
6. Time given to serve as pallbearer or to attend a funeral.
7. To compensate an employee for the difference between payments received under the Worker's Disability Act and the employee's regular wages.
8. Employees that are eligible for full benefits may compensate for the difference between payments received under the Short-term Disability policy and the employee's regular wages up to a maximum of 24 hours per pay period (represents 30% effort).

### **C. DOCUMENTATION.**

The University may require written verification from a University's designated physician and/or an employees' physician for any utilization of sick leave beyond three (3) consecutive days. The University reserves the right to use a statement from a University's designated physician to help substantiate a leave due to illness, injury or disability. If deemed necessary by the University, a physician statement may also be required for any sick leave requests by an employee, as long as the employee has been notified prior to this requirement.

### **D. COMPENSABLE INJURY**

A seniority employee who suffers injury or illness compensable under the Worker's Compensation Act shall continue to receive their regular rate of pay for the time lost during the first seven (7) days not covered by the Worker's Compensation Act. In the event of dispute, the Medical Dispute clause in Section 36 of this Agreement shall apply as regards the settlement of such dispute. Following the first seven (7) days, such seniority employee shall be paid the difference between their regular wages and payment received under the provisions of the Act, to be deducted from accumulated sick leave, prorated. If, when sick leave is exhausted, the employee is still unable to return to work, the employee will remain on Worker's Compensation status until their benefits are exhausted.

For seniority employees who are off work due to work-related illness or injury, the Employer will continue to provide its contributions to group health, group life and group long-term disability insurance for up to one (1) year after lost time from work began.

### **E. USE OF SICK LEAVE**

Sick leave shall not be allowed in advance of being earned. Employees who have exhausted their sick leave credit and are still unable to return to work may be paid for any unused vacation credits. When a personal illness or injury disability has used up the total sick leave and vacation credit, the employee shall apply for a leave of absence, consistent with the Leaves of Absence in Section 34 of this Agreement. Employees on vacation may be granted accrued sick leave in lieu of vacation if their illness during their vacation period is approved by the Department Head. The Department Head may require a physician's statement to sustain the claim.

**F. SICK LEAVE CREDIT FOR RECALLS**

Employees returning from an approved leave or being recalled from layoff shall have credited to them any unused sick leave previously earned. This provision shall not apply to rehires.

**G. SICK LEAVE CREDIT FOR VETERANS**

Employees who leave to enter the Armed Forces of the United States under the provisions of the Selective Service Act, who are members of the Armed Forces and are called to active duty, or who enlist in the Armed Forces, shall, upon re-employment by the University, be credited with any unused sick leave previously earned; provided that such re-employment takes place within ninety (90) days after discharge or release from active duty in the Armed Forces.

**H. NON-ACCRUAL**

Employees on leaves of absence without pay, or on layoff, shall not accrue sick leave during such period.

**I. PAYMENTS**

All payments for sick leave shall be made at the employee's regular rate of pay except those made in accordance with Section 24, Shift Differential.

**J. MEDICAL EXAMINATION**

At the conclusion of an employee's sick leave the University, at its option and without cost to the employees, may require that a physician or physicians of its choosing examine the employee to determine his fitness to return to work.

**K. NOTIFICATION**

Employees must notify their immediate Supervisor, or designated representative, when they are absent from work for any reason, in accordance with established departmental procedure. If an employee finds that he/she will be absent from work longer than first anticipated he/she must notify his/her Supervisor at least once a week, unless other arrangements are made.

**L. SHORT-TERM DISABILITY**

The University provides short-term disability insurance for all full-time and part-time employees (thirty (30) hours or more per week with a nine (9) month appointment or greater).

The short-term insurance benefit is seventy percent (70%) of the employees' annual salary. The insurance company will provide the benefit in accordance with the terms and conditions of the University's master policy, after an elimination period of fourteen (14) calendar days.



**Section 33**  
BEREAVEMENT LEAVE

When an employee's Spouse, Children, Parents, Siblings, Grandparents, Grandchildren, Great-grandparents, Great-Grandchildren, Aunt, Uncle, Niece, Nephew, (as well as "steps" and "in-laws" of the same categories,) Legal Guardian, Foster children and parents, or significant other (an individual with whom the employee has had a continuing personal living arrangement which existed over an extended period of time) dies, the employee will be allowed three (3) days bereavement leave without loss of pay. If additional time off is needed, the employee may request the use of sick time, accrued vacation, compensatory time, or leave of absence without pay.

**Section 34**  
LEAVES OF ABSENCE

**A. MEDICAL**

An employee may be granted a medical leave of absence without pay due to illness or disability for such period of time as their physician shall state that they are unable to work. Regarding options for pay during a medical leave of absence, refer to Section 31. A statement from the physician is required to return to work. All procedures for medical leaves comply with the Family Medical Leave Act (FMLA).

To obtain additional information on any leave, contact Benefit Services.

A leave of absence may be granted for a period of continuing disability, but may not exceed three (3) months, unless extended by the Employer. In no case, however, shall a leave and extensions exceed one (1) year. The leave of absence may be terminated at any time if the employee fails to receive appropriate medical treatment or furnish satisfactory evidence of continuing disability.

**B. PERSONAL**

A non-probationary employee may be granted, at the discretion of the Employer, a personal leave of absence without pay for a period not to exceed six (6) months. The personal leave may be extended for additional periods, but in no case shall the leave and extensions exceed one (1) year.

**C. EDUCATIONAL LEAVE FOR VETERANS**

Employees who are reinstated in accordance with the Universal Military Training Act, as amended, and other applicable laws and regulations, will be granted leaves of absence without pay for a continuous period of time equal to their seniority, but not to exceed four (4) years in order to attend school full time under applicable federal laws in effect on the date of this Agreement.

**D. MILITARY TRAINING LEAVE**

Regular, full-time employees who belong to the National Guard, Officer Reserve Corps, or other reservist groups, will be granted a leave of absence for the required normal tour of duty as defined in the official military orders. The employer will pay the difference between the employee's military pay and their straight-time pay, if their military pay is less, for up to twenty (20) working days per calendar year during such military leaves. If the employee takes military leave during their vacation they will receive full pay.

## **E. JURY DUTY AND WITNESS SERVICE**

An employee who loses straight-time from work during their normal schedule of work because of jury duty service or to testify pursuant to a subpoena shall be paid for such time lost at their hourly rate. Jury duty and witness fees shall be offset against such pay. Except as otherwise provided in this Agreement, such jury duty and witness service shall be considered time worked. The employee shall furnish the Human Resources Department a written statement from the court showing the days and time of jury duty or witness service and the amount of jury duty or witness fees they were eligible to receive for each day. An employee temporarily excused from attendance at court shall report for work during the excused period.

## **F. LEAVE FOR UNION EMPLOYMENT**

Members of the Union elected to Local Union positions or selected by the Union to do work which takes them from their employment with the Employer may, at the written request of the Union, be granted leaves of absence without pay for periods not to exceed two (2) years or the term of office, whichever may be shorter. This Section applies only to those employees who leave the University's employment to accept a position with the Union.

## **G. APPLICATION FOR LEAVE OF ABSENCE**

Applications for leaves of absence must be approved by the employee's Supervisor before being sent to the Human Resources Department for consideration. A copy will be submitted to the Chief Steward.

## **H. RETURN FROM A LEAVE OF ABSENCE**

Applications for reinstatement from a leave of absence must be made to the Human Resources Department before the leave expires. The Employer, at its option and without cost to the employee, may require that a physician or physicians of its choosing examine the employee to determine their fitness to return to work.

An employee who has requested and received an approved leave of absence of thirty (30) calendar days or less shall, upon return from such leave, be given their former job or a job of like status and pay.

An employee returning to work from an approved leave of absence of more than thirty (30) calendar days shall be given their former job or a job of like status and pay, unless the Employer's circumstances have so changed as to make it unreasonable to do so. In such event he/she shall be placed on layoff and recalled to work as seniority permits.

## **I. GENERAL CONDITIONS**

1. Parental leave shall be granted in accordance with the provisions of this Section. For childbirth, newborn care, or adoption, or foster care placement, the employee's sick leave does not have to be exhausted before the Family Medical Leave Act's twelve weeks.
2. During a leave of absence, an employee will not accrue vacation or sick leave nor be eligible for payments for time off work provided by this Agreement.

3. Subject to, and consistent with, the Group Life Insurance Plan and the Group Hospitalization Medical Plan, coverage may be continued during a leave of absence. Employees on a personal leave of absence shall pay the total premium directly to the employer. Employees on an approved Family or Medical leave without pay for up to twelve (12) weeks will be responsible to pay the employee premium amount. Those amounts will be collected through payroll deduction upon the employee's return to work. Contact Benefit Services to make arrangements for benefits while on a leave of absence.
4. During an unpaid leave of absence, the Employer's contribution to the Michigan Public School Employee's Retirement System or defined retirement contribution program is discontinued and benefits do not accrue, are not forfeited, nor can they be withdrawn.
5. Unless otherwise specifically provided for by this Agreement, seniority shall accumulate during a leave of absence.
6. A leave of absence will not be granted for the purpose of obtaining employment elsewhere, nor may an employee on a leave of absence work for another employer, except as provided under Paragraph F, of this Section. This restriction shall not be construed to apply to periods during which an employee has elected to be voluntarily laid off.
7. Any employee who obtains a leave of absence under false pretense or uses the leave for purposes other than for which it was obtained shall be subject to disciplinary action up to and including termination.

**Section 35**  
EXTENDED MILITARY LEAVE

- A. Upon application to the Human Resources Department a military leave of absence without pay, for a normal tour of duty, will be granted to employees who have acquired seniority. This applies to employees who are inducted through Selective Service, voluntarily enlist, or are called through membership in the National Guard or a reserve component into active duty with the Armed Forces of the United States.
- B. An employee returning to work from an extended military leave of absence shall be reinstated to their former job or a job of like status and pay, unless the Employer's circumstances have so changed as to make it unreasonable to do so. Application for reinstatement from extended military leave must be made within thirty (30) calendar days after their release; otherwise they shall not be eligible to return to work. Except as otherwise herein provided, the re-employment rights of such employees returning from extended military leave shall be limited by applicable laws and regulations.

**Section 36**  
MEDICAL DISPUTE

In the event of a dispute involving any employee's physical ability to perform their job or their fitness to return to work at the University and the employee is not satisfied with the determination of the physician or physicians designated by the Employer, they may submit a report from a physician of their own choosing and at their own expense. If the dispute still exists, at the request of the Union, the Employer through its designated physician and the employee's physician shall agree upon a third physician to submit a report to the Employer and the employee, and the decision of such third physician will be binding on both parties. The expense of the third physician shall be shared equally by the Employer and the employee.

**Section 37**  
**PENSIONS**

The pension system shall be that of the Michigan Public School Employees' Retirement System administered by the State of Michigan.

Employees first employed on or after January 1, 1996, are eligible for participation in a defined contribution retirement program as made available through the University and selected by the employee. The program will begin effective date of hire. Eligible employees include those hired into position with an annualized full-time equivalent (FTE) of .5 or greater.

**Section 38**  
**GROUP MEDICAL AND INSURANCE COVERAGE**

During the term of this Agreement, the University has agreed to continue to provide to all eligible employees and their eligible dependents, group health and dental insurance benefits equivalent to or greater than those provided to the comprehensive group medical insurance plan currently in effect.

**Section 39**  
**STRIKES AND LOCKOUTS**

- A. Local No. 1166, and Council No. 25 of the American Federation of State, County and Municipal Employees, their officers, agents and members agree that for the duration of this Agreement there shall be no strikes, sit-downs, slow-downs, stoppages of work, picketing, or any acts of any similar nature which would interfere with the orderly operation of the University, that it will not otherwise permit, countenance, or suffer the existence or continuance of any of these acts, and that it will take affirmative action to prevent or stop such acts.
- B. The Employer agrees it will conduct no lockout during the term of this Agreement.

**Section 40**  
**SUPPLEMENTAL AGREEMENTS**

No further agreements shall be binding on either the Employer or the Union until they have been put in writing and signed by both the Employer and the Union as memos of understanding to this Agreement.

**Section 41**  
**WAGES**

- A. The hourly wage rate for each classification shall be provided in Appendix which is incorporated in the agreement by this reference.
- B. Eligible employees will receive the rate of pay from Appendix according to their longevity date. Longevity shall be based on an employee's length of continuous non-exempt status with the University, except in the case of those part-time employees who were granted longevity in October, 1994.
- C. External candidates will receive the minimum hourly rate. For promotions and pay out of classification, the employer will pay the differential on the base rate.

**Section 42**  
AFSCME Longevity Pay Schedule for Appendix

<b>Continuous Non-Exempt Service</b>	<b>Additional Hourly Rate</b>
Upon completion of the 5 <sup>th</sup> year	\$.40
Upon completion of the 10 <sup>th</sup> year	\$.45
Upon completion of the 15 <sup>th</sup> year	\$.50
Upon completion of the 20 <sup>th</sup> year	\$.55
Upon completion of the 25 <sup>th</sup> year	\$.55
Upon completion of the 30 <sup>th</sup> year	\$.55
Upon completion of the 35 <sup>th</sup> year	\$.55
Upon completion of the 40 <sup>th</sup> year	\$.60

**Section 43**  
VALIDITY

If, during the life of this Agreement, any of the provisions contained therein are held invalid by Federal or State laws or directives, it is agreed that such provisions shall thereupon be inoperative and the University and Union will meet for the purpose of negotiating interim changes made necessary by applicable directives. Such interim changes will remain in effect pending a final determination as to their validity. Any cancellation or modification of provisions so required shall not invalidate any other provisions of this Agreement. This action in no way precludes either party from seeking redress through proper channels.

**Section 44**  
VOLUNTEER EMERGENCY RESPONSE PERSONNEL

The Employer agrees to allow volunteer emergency response personnel to leave their scheduled straight time work to respond to emergency response alarms sounded by their respective emergency response departments without suffering any loss in time or pay, subject to emergency exceptions or cases where undue operational difficulties may result from the employee's absence from work. Such employees will be expected to return to work following the completion of their duties. In order that the Employer may properly administer this policy, it will be necessary for employees wishing to be covered by this policy to have their respective Emergency Response Supervisor verify their position as volunteer emergency response personnel on forms provided by the Employer. Such forms may be obtained at the Human Resources Department. The Employer will not apply this policy to employees unless they have completed forms on file in the Human Resources Department prior to leaving work for the aforementioned purpose. Employees understand that abuse of this policy will lead to disciplinary action.

Volunteer emergency response personnel who respond to calls at night and have completed such duties within less than six (6) hours prior to the start of their scheduled following-day shift, shall be granted time off of up to four (4) hours from the beginning of the shift with pay. Verification of response to calls may be requested by the Employer.

**Section 45**  
UNION EDUCATIONAL LEAVE

Bargaining unit employees may be granted a maximum of fifteen (15) days' time off without pay per contract year to serve as Officers and Committee Representatives for the Union.

All leaves of absence under this section must be approved by the employees' supervisor or designated representative.

**Section 46**  
EMPLOYEE EDUCATION PROGRAM

The University will offer to eligible bargaining unit employees the Employee Education Program in accordance with the established provisions at the time of application. Employees may take nine (9) credits per semester, non-transferable, under the same terms as current program.

Tuition Reduction Incentive Program (TRIP). The University will offer to eligible bargaining unit employees the Tuition Reduction Incentive Program in accordance with the established provisions at the time of application.

**Section 47**  
TOOLS

Employer will furnish any tools required for use by the employees in the performance of their duties.

**Section 48**  
MISCELLANEOUS PROVISIONS

- A. The headings used in this Agreement neither add to nor subtract from the meaning but are for reference only.
- B. An employee will be reimbursed the license fee for State of Michigan licenses, required by the employer.
- C. Food Service employees not normally scheduled to work split shifts will not be scheduled to work split shifts without their concurrence.
- D. When it is necessary for the Employer to reschedule employees, the Employer will notify the affected employees and appropriate Union representatives in advance. The employer will discuss the reasons for the schedule change with the Union representatives and invite their input. Whenever possible, such rescheduling will be done on the basis of seniority.
- E. Supervisory employees will not regularly and routinely perform on a day-to-day basis duties which are ordinarily performed by bargaining unit seniority employees, nor will such supervisory employees perform overtime work in any job classification for which seniority employees are available, except in case of an emergency, operational difficulty, testing of materials and equipment, instruction, training or demonstration, and the like, or when available seniority employees do not have the ability to do the required work.
- F. Nine-month employees must be off payroll for one period of eight (8) consecutive weeks unless mutually agreed upon by the supervisor and the employee. The remaining weeks must be scheduled at least two (2) weeks in advance, and for a period of at least one (1) week. A 9-month employee must work at least 38 weeks during a calendar year to receive benefits.  
  
Ten-month employees must be off payroll for one period of four (4) consecutive weeks unless mutually agreed upon by the supervisor and the employee. The remaining weeks must be scheduled at least two (2) weeks in advance, and for a period of at least one (1) week.
- G. The employer will provide bulletin boards in each District for the Union.

## H. Committees

AFSCME Safety Committee. A University standing committee entitled the AFSCME Safety Committee will be established. It will be comprised of up to two members of the University and up to two members of the Union. The Union membership will be determined by AFSCME. The AFSCME Safety Committee will focus on training, prevention, and collaboration in response to safety concerns. The frequency of meetings will be determined by the committee members and is anticipated to fluctuate.

Training Committee. An AFSCME Training Committee will be established. It will be comprised of up to two members of the University and up to two members of the Union. The Union membership will be determined by AFSCME. Subcommittees may be assigned to develop training plans for specific training classifications. The AFSCME Training Committee will focus on identifying needs and making recommendations regarding training and development of current job skills and to promote internal progression. The frequency of meetings will be determined by the committee members and is anticipated to fluctuate.

## I. Flextime.

Alternative work scheduling arrangements (flextime) are variations from a customary schedule which are mutually agreeable to the employee and their supervisor. The University will consider alternatives to the customary schedule where productivity is either unaffected or is enhanced, necessary coverage is provided, and no precedent is set for other areas. It is understood by the parties to this agreement that an employee who is working a flex schedule, that the following areas of the contractual agreement shall apply as follows:

### 1. Section 23 – Overtime

An employee will not receive overtime for working more than eight (8) hours in a workday.

### 2. Section 30 – Holidays

A. An employee will receive eight (8) hours of Holiday pay on a holiday, and they will have to utilize other paid time, excluding sick time, to make up the difference between the eight (8) hours of Holiday pay and their flextime day work hours

B. Part-time employees shall receive prorated Holiday pay in proportion to their straight-time hours worked in the pay period in which the Holiday falls.

### 3. Section 31 – Vacations

An employee on flextime schedule shall utilize the number of hours scheduled per work day as the number of vacation hours to cover that time period.

### 4. Section 32 – Sick Leave

An employee on flextime schedule shall utilize the number of hours scheduled per work day as the number of sick time hours to cover the time period of sick leave.

## J. Staff Recognition Programs

Employees in the bargaining unit are eligible to participate in the following:

1. Discount Program at the University Bookstore and University Images.  
All AFSCME Local 1166 employees will be eligible for a special "AFSCME Discount" at the University Bookstore and University Images of an additional five percent (5%) during the twenty-five percent (25%) Appreciation Days.
2. In addition, one (1) coupon per AFSCME employee that would entitle bearer to 25% off any one (1) non-sale item throughout the academic year that can be used only for non-discount days.

In addition, the University will sponsor an AFSCME Appreciation Week in which AFSCME employees would be offered a twenty percent (20%) discount during a designated week selected by the University. The University has the right to exclude such items as: Textbooks and electronics.

A calendar will be produced by the University for AFSCME Local 1166 employees, identifying the dates of major discount days.

### **Section 49**

#### TERMINATION OR MODIFICATION

- A. This Agreement shall remain in full force and effect until 11:59 p.m., June 30, 2026.
- B. If either party desires to terminate this Agreement, it shall, sixty (60) days prior to the termination date, give written notice of termination. If neither party shall give notice of termination of this Agreement as provided in this Paragraph or notice of amendment, as hereinafter provided, or if each party giving a notice of termination withdraws the same prior to termination date, this Agreement shall continue in effect from year to year thereafter subject to notice of termination by either party on sixty (60) days' written notice prior to the then current year's termination date.
- C. If either party desires to modify or change this Agreement, it shall, sixty (60) days prior to the termination date or any subsequent termination date, give written notice of amendment, in which event the notice of amendment shall set forth the nature of the amendment or amendments desired. If notice of amendment of this Agreement has been given in accordance with this Paragraph, this Agreement may be terminated by either party on ten (10) days written notice of termination, but not before the effective termination date of this Agreement.
- D. Notice of either termination or modification shall be in writing and shall be sufficient if sent by certified mail and addressed, if to the Union, to Secretary-Treasurer of Local 1166, with a copy to Secretary-Treasurer of Council 25, AFSCME, AFL-CIO, and if to the Employer, addressed to the Director of Human Resources, Michigan Technological University, or to any such address as the Union or the Employer may make available to each other.



## APPENDIX

APPENDIX					
Note: External candidates will receive the minimum hourly rate.					
		Effective January 1, 2023	Effective July 1, 2023	Effective July 1, 2024	Effective July 1, 2025
Pay Grade	Classification	Minimum Pay	Minimum Pay	Minimum Pay	Minimum Pay
A	Custodian	<b>\$15.00</b>	<b>15.45</b>	<b>\$15.91</b>	<b>\$16.39</b>
	Food Service Helper				
	Stock Clerk				
B	Cook's Helper	<b>\$16.15</b>	<b>\$16.63</b>	<b>\$17.13</b>	<b>\$17.65</b>
	<b>Groundsperson</b>				
	Mail Services Specialist				
C	Baker	<b>\$16.75</b>	<b>\$17.25</b>	<b>\$17.77</b>	<b>\$18.30</b>
	Cook				
	<b>Stores Clerk</b>				
	<b>Transportation Services Tech</b>				
D	<b>Building Mechanic I</b>	<b>\$18.05</b>	<b>\$18.59</b>	<b>\$19.15</b>	<b>\$19.72</b>
	Mail Specialist II				
E	Building Mechanic II	<b>\$19.00</b>	<b>\$19.57</b>	<b>\$20.16</b>	<b>\$20.76</b>
F	Building Mechanic III	<b>\$21.05</b>	<b>\$21.68</b>	<b>\$22.33</b>	<b>\$23.00</b>
	<b>Equipment Operator I</b>				
G	Maintenance Machinist	<b>\$22.00</b>	<b>\$22.66</b>	<b>\$23.34</b>	<b>\$24.04</b>
H	CEP Mechanic/Operator	<b>\$25.50</b>	<b>\$26.27</b>	<b>\$27.05</b>	<b>\$27.86</b>
	<b>Equipment Operator II</b>				
I	HVAC Technician	<b>\$26.50</b>	<b>\$27.30</b>	<b>\$28.11</b>	<b>\$28.96</b>
	Maintenance Mechanic				
	Electrician				
	Plumber				
	Carpenter				
J	Multi-Licensed Trade	<b>\$31.00</b>	<b>\$31.93</b>	<b>\$32.89</b>	<b>\$33.87</b>

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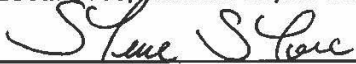
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IN WHITNESS WHEREOF, the University has caused this instrument to be executed by its duly authorized officers and the Union has caused this instrument to be executed by its duly authorized officers.

**FOR THE UNION:**

**Local 1166, Council 25, AFSCME, AFL-CIO**



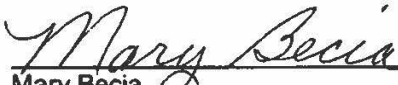
Steve Store  
President



John Hackmeier  
Vice President



Andrew Parker  
Secretary/Treasurer



Mary Becia  
Chief Steward



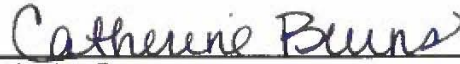
Dneen Kerttu  
Steward

**Council 25  
AFSCME, AFL-CIO**



Shawn Kitto  
Staff Representative

**FOR THE UNIVERSITY:**



Catherine Burns  
Chair



Megary Goke  
Member

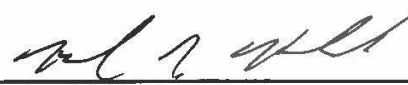


Larry Hermanson  
Member



Christopher Stancher  
Member

**FOR THE UNIVERSITY**



Richard J. Koubek  
President

**Ratified by AFSCME Local 1166 on November 11, 2022.**