

Items Agreeable to both Management and AFSCME Local 1477-01

1. Wage Increase – Pending approval by the Indiana University Board of Trustees
  - a. Effective July 1, 2018: All Police, Support, and Service Staff employees represented by unions on IU campuses will receive a 2% increase to their current wage rate, rounded to the nearest cent per hour;
  - b. Employees earning less than \$31,200 on a full time calculation, after the 2% increase, will receive an additional base increase up to \$603.20 annually, with this increase limited to the amount needed to reach \$15/hour or \$31,200/annually. For employees working less than 100% FTE, calculations will be prorated according to the position's fulltime equivalent;
  - c. Support and Service Staff employees whose wage rate equals or exceeds the salary range for their position's classification will receive their increase in the form of a fiscal year supplement paid in installments over the payroll periods in the fiscal year.
2. HR-06-50 – Uniforms and Personal Protective Equipment
  - a. Safety Shoes
    - i. The University will increase the allowance for safety shoes to \$160, and will change the frequency to be paid on an annual basis.
3. HR-05-30 – Holidays
  - a. Martin Luther King Jr., (MLK, Jr.) Day
    - i. The University recognizes 9 holidays throughout the year, designating six as premium holidays. The University is planning to establish MLK, Jr. Day as a premium holiday. This means that appointed Support and Service Staff who work on MLK Jr., Day will receive up to 8 hours of regular pay, plus time and a half for hours worked on this holiday.
4. HR-12-50 – Union-Administration Relations (Union Release Time)
  - a. Approved union-sponsored training programs
    - i. The University will provide officers, stewards, and other approved AFSCME Service Staff covered by Local 1477-01 up to one shift off, with pay, annually to attend approved training. Additionally, the University will be given the opportunity to give a presentation during the program.
  - b. Orientation
    - i. Campus Human Resources will make the union aware when a new SM employee has been hired and when they will be attending orientation. HR will arrange a time and room for the union to meet with newly hired SM employees during orientation. New SM employees may voluntarily choose to speak, or not, with the union.
5. HR-01-30 – Posting a Position Vacancy
  - a. The University will add the following language for Service Staff job postings.
    - i. If the selected applicant is removed from or leaves the position within 90 days of the ending date of the most recent job posting, the applicant pool from that posting may be used to make a new selection.
    - ii. If another opening for the same job title, classification level, and position description occurs in the same occupational unit during the posting of the job or within 90 days of the ending date of the most recent job posting, the applicant

pool from that posting may be used to make a selection for the new opening(s). When an additional opening occurs at the time the original position is being posted, then the job posting will reflect that more than one job opening is available.

6. HR-01-20 – Position Classification/ Reclassification
  - a. Reclassification to a Different Functional Group of a Union Covered Position
    - i. The union local president is notified of a service job classification change and the reasons for the change.