

## Summary of Discussion Items with Management and AFSCME Local 832

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 annual allowance for safety shoes for AFSCME Service Staff to \$160.
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. Printing Of Policy Manuals
  - a. The University is willing to print on a one-time basis a necessary number of policy manuals in order for AFSCME Local 832 to distribute to their membership and have a manual available in break areas. This is done with AFSCME's understanding that this manual, though up to date at the time of printing, will not reflect over time any modifications made to University HR policies. The most up to date version of all University HR policies is available on the University HR website.
5. Continuing Discussion Items – All AFSCME Service
  - a. During FY2019, a representative group of both management and AFSCME Service Staff from each campus will meet to discuss and reach agreement on:
    - i. HR-03-50 – Premium Pay
      1. High Pay
        - a. Standards for which equipment and heights will qualify for high pay so that the language and equipment is consistent across all campuses for Service Staff employees represented by AFSCME.
    - ii. HR-07-10 – Computer Usage
      1. Review and update current policy to ensure policy reflects the use of electronic devices such as iPads and iPhones.
6. Continuing Discussion Items – AFSCME Local 832 Specific

- a. Representatives of Management and AFSCME Local 832 both agreed to meet at a later date to discuss potential changes to the following:
  - i. Last Chance Agreements (LCAs) – Update language to include an end date for LCAs.
  - ii. Jackets for SM Staff Who Work Outdoors – Management will review and consider the feasibility of providing some type of outerwear for SM staff who must work outdoors.