

2022-2023 Memorandum of Understanding between Indiana University and CWA Represented Staff

1. Wage Increase
 - a. See 5/16/2022 Union Wage Increase document.
2. HR-12-60 – Union-Administration Relations
 - a. New employee emails – CWA and IU HR agree to send a joint email once per month to all newly appointed CWA-covered staff. CWA and IU HR will work together to create a standard email to use.
 - b. Communication with CWA-represented staff – Per existing policy language, CWA may communicate certain types of information via university email with represented staff. CWA is permitted to send these emails once per quarter. For unique circumstances, upon mutual agreement with IU HR, CWA may send an email beyond the quarterly limit.
 - c. Language clarifying CWA’s access to office space on campus will be added to policy.
3. Safety Shoes
 - a. Eligible CWA-covered positions, as determined by IU Environmental Health and Safety, will receive a yearly allowance of \$180 for required safety shoes.
4. HR-09-40 – Problem-Grievance Resolution for Non-Exempt CWA Staff
 - a. Procedure 4.a. “... Level 2 at Northwest” will be removed.
 - b. Reflecting the updated university office name, Affirmative Action will be updated to Office of Institutional Equity (OIE).
 - c. To align with other university groups, including other unions, issues subject to review by OIE or applicable office on other campuses will not be subject to the grievance procedure.
 - d. As applicable, the word “level” will be replaced by “stage”.
5. HR-01-30 – Posting a Position Vacancy
 - a. IU HR will notify the appropriate CWA officer when the university intends to waive a posting for a CWA-covered position.
6. HR-02-110 – Selection and Filling Positions
 - a. Post-Selection Activities #4 – Upon request, for exempt, non-exempt non-union, and non-exempt CWA covered positions at Bloomington, CWA will be provided a list of the selected candidates for the requested positions.
7. HR-03-90 – Temporary Pay
 - a. Temporary assignments that are anticipated to extend beyond six months may be posted internally to the unit.
 - b. IU HR commits to developing a communication plan for HR practitioners to promote understanding of the Temporary Pay policy and required provisions.