

Agreement 2014-2017

Indiana University and AFSCME Police Local 683 at Bloomington, IUPUI, Northwest, South Bend, and Southeast

Effective July 1, 2014

With the approval of the Board of Trustees of Indiana University and by a vote of the membership of AFSCME Police Local 683, IU Administration and AFSCME Police Local 683 are agreeable to the following for the fiscal years 2014-2015, 2015-2016, and 2016-2017:

1. Wage Adjustment:

- a. Effective July 1, 2014: All Police Service Staff employees on the Bloomington, IUPUI, South Bend, Northwest and Southeast campuses represented by AFSCME Police Local 683 will receive a 2% increase in their current wage rate, rounded to the nearest cent per hour; except that Police 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 additional pay in installments over the payrolls in the fiscal year.
- b. In the 2015-16 and in 2016-17 wage re-openers, the parties agree to meet and discuss distribution of any funds allocated for wage increases.

2. Transfer:

- a. To reflect current practice, clarifying language will be included to inform employees that upon transfer to a Police Service Staff position on another campus, the employee will be expected to successfully complete that campus's Field Training Program.
- b. Modify the existing thresholds in which an employee must work before being considered for promotion or transfer from three (3) months and six (6) months respectively, to twelve (12) months in both instances.

3. Premium Pay:

- a. The *Court Appearance & Range Training Pay* provision will include clarifying language to recognize that necessary court related appearances, such as depositions, and Student Disciplinary Hearings are covered by the policy.
4. Work Schedule, Hours, & Uniforms:
 - a. The *Shift Preference for Vacancies* provision will be modified so that if a campus department utilizes a shift bid process, the shift bid results will be provided to employees at least 30 days prior to the shift effective dates.
5. Corrective Action:
 - a. *Clarify* that where the safety of persons or security of property is threatened or to prevent disruption of the workplace, an employee may be required to immediately leave the worksite and be placed on suspension without pay.
6. Problem-Grievance Resolution:
 - a. The policy will be modified to remove Stage 3 ½ as a formal step of the grievance process.
7. Union-Administration Relations (Union Release Time):
 - a. The *Corrective action or grievance meetings with management* provision will state that when campus-to-campus travel by the union official is necessary, as determined by the respective chiefs of each campus, reasonable travel time will be considered in pay status. Consistent with current practice, the University will not reimburse mileage for the use of personal vehicles, under this provision. **This provision will remain in effect through June 30, 2015.**
 - b. Instead of meeting on a quarterly basis, state-wide meetings between management and the union will be held every six months, or at additional times when mutually agreed by management and the union.

For Indiana University

MaryFrances McCourt

*Senior Vice President & Chief Financial Officer
and University Treasurer*

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Laura Kress

*Interim Associate Vice President for
University Human Resources and University
Director, HR Records and Information Management*

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For AFSCME Police

Andrea Helm

*Staff Representative, AFSCME Indiana-Kentucky
Organizing Committee 962*

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Hilary Ayd

President, AFSCME Local 683

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