

Appendix 11.9

2008/09 Agreement Between Indiana University and AFSCME, Local 1477

Subject to the approval of the Board of Trustees of Indiana University and a vote of the membership of AFSCME, Local 1477 at the Indianapolis campus, Indiana University Administration and the Officers of Local 1477 are agreeable to the following provisions effective July 1, 2008 for the employees represented by Local 1477-Indianapolis.

1. Effective July 1, 2008, all appointed Service and Maintenance (SM) employees will receive a three and a half (3.5) percent salary increase. All increases will be computed to the nearest cent per hour on the employee's current hourly rate of pay.
2. A representative of Local 1477 will become a member of the Parking Advisory Committee.
3. The current boot allowance will increase from \$130 to \$140. An effort will be made to include all Red Wing retail locations in the direct billing arrangement.
4. A representative of Local 1477 will become a member of the Lab Safety Committee. In addition to ensure decontamination of BL2 laboratories prior to work done by CFS personnel, an affirmation form (see attached) will be implemented.
5. **Policy 2.3, Temporary Work Assignments and Premium Pay** – Revise the policy to include Section F on Smoke Hazard Pay. See page 13.
6. **Policy 3.4, Evaluation Period for New or Promoted Employees** – Revise the policy to increase the new employee evaluation period from three to four months and to include provisions regarding an evaluation period for promoted employees. See page 23. The union will continue to be able to extend an offer for membership to AFSCME after 90 days; however, the grievance limitations in Paragraph F-1 still apply.
7. **Policy 3.8, Promotions and Transfers** – Revise the policy to clarify an employee must work on a job for at least six months before requesting a change to another job in a different department and add the provision that a supervisor may require a recommendation letter supporting a transfer. See page 39.
8. Representatives from the union and Campus Facility Services have agreed to discuss the application of occupational unit seniority when specific situations arise such as the zone realignment in 2008.
9. **Policy 4.2, Work Schedules** – Revise the policy to include sections on recordkeeping, lunch breaks, and off-campus work, and a provision in the call back section that limits call back pay on the same project to one three-hour block of compensation regardless of the number of trips during the three-hour period. Remove the words "trial period" for police officers in the call back section. See page 45.
10. **Policy 4.3, Overtime** – Revise the policy to clarify "in pay status," to modify eligibility for daily overtime, to add a provision to exclude project work from rotation for overtime, and to relocate the section on off-campus work and travel time to the Work Schedules policy. See page 49.

11. **Policy 6.2, Corrective Action** – Revise the policy to add Section D, Right to Representation. See page 85.
 12. **Policy 6.3, Problem or Grievance Resolution** – Revise the policy to modify the time lines and add Stage 3 ½ in addition to several other changes. See page 87.
 13. **Policy 8.2, Adverse or Unsafe Work Conditions** – Revise the policy to include a description of adverse or unsafe working conditions, reassignment or release from work due to adverse or unsafe working conditions, and compensation for closing the workplace up to five working days and beyond five working days. See page 107.
 14. **Policy 8.3, Adverse Weather** – Revise the policy to include examples of adverse weather situations. See page 109.
 15. **Policy 10.2, Holidays** – Revise the policy to provide that 1) employees must be in pay status at least four hours the workday before or the workday following a holiday to receive pay for the holiday and 2) employees who work on a holiday receive equivalent time off up to eight hours. See page 131.
 16. **Appendix 11.3, Release Time for Union Activities** – Revise the appendix to include Vice President and Secretary-Treasurer in Section B-4. See Page 165.
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Adopted July 2008