

Appendix 11.8

2009/10 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 for the employees represented by Local 1477-Indianapolis.

1. Full-time, appointed Service and Maintenance (SM) employees with an annual base salary of less than \$30,000 on April 1, 2009 will receive a \$500* one-time, lump-sum payment in accordance with the following criteria:
 - a. The employee must be in active or leave status on April 1, 2009 **and** at time of payment.
 - b. The payment will be received in December, 2009.
 - c. *Part-time, appointed SM employees will receive a prorated payment based on FTE.
 2. In an effort to look for potential cost savings that are mutually beneficial to employees and the university, an employee request for time off without pay may be considered (whether paid-time-off hours are accrued or not) in accordance with the following criteria:
 - a. The time off request will not be considered unless it is requested a minimum of one month in advance.
 - b. The time off request must be directed to a department director or designee.
 - c. The approval or denial of a time-off request is not subject to the grievance procedure.
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Adopted July 2009