

SEIU 503 Higher Ed

2017 Economic Reopener Tentative Agreement

Cost Of Living Increase

- 1% effective October 1, 2017; 1% effective July 1, 2018.

Step Increases

- Maintain annual step increases for the life of agreement.

Health Insurance

- Maintain current health insurance contribution shares for employer and employees.
 - 97% employer/ 3% for employees who select the lowest cost plan available to them;
 - 95% employer/ 5% for all other employees.
- Continue \$40 premium share subsidy for lower-wage workers through June 30, 2019.
- Continue part-time subsidy through December 31, 2019.

Pay Differentials -- Effective October 1, 2017

- Shift differential for RNs, LPNs and Mid-Level Medical Practitioners increased from \$1.35 per hour to \$1.60 per hour.
- Shift differential for all other employees increased from \$.75 per hour to \$1.00 per hour.
- High Work Differential increased from \$1.25 per hour to \$1.50 per hour.
- Haz-Mat differentials increased by \$.25 per hour.
- Extend Letter of Agreement on Co-Generation Engineer shift differential eligibility through June 30, 2019.

Selective Salary Adjustments -- Effective November 1, 2017

Classification	Current Range	New Range
Custodial Services Coordinator	13	17
Electrical/Control System Tech	25T	27
Electrician	24T	26
Grounds Maintenance Worker 2	16	18
Ship Operations (all classifications)		+2 Ranges

Meal Costs for University of Oregon Housing Department Employees -- Effective November 1, 2017

- Dining employees will pay \$1.00 for one meal per 24-hour day provided by the employer (same system as OSU).
- Non-dining employees will move to the same point system that currently applies to non-bargaining unit Housing Department employees.

Campus Closures

- In the event of a full campus closure of facilities due to inclement weather or hazardous conditions, University Presidents or designees may declare such a closure as a paid day.

Continued on back

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Sick Leave

- In accordance with the new State sick leave law, the following changes will be made:
 - For purposes of sick leave, the immediate family will be expanded to include adoptive parent or child, foster parent or child, and any person with whom the employee is or was in a relationship of “in loco parentis.”
 - If the employer requires an employee to provide certification of illness by an attending physician or practitioner, the employer will pay reasonable costs for providing such certification, including lost wages (if the costs are not paid by a health plan in which the employee is enrolled).
- Hardship Leave: After initially qualifying to receive hardship leave donations, employees may request, in writing, to accrue up to 40 hours of vacation annually, rather than being required to use up newly accrued vacation before accessing hardship leave (this primarily affects employees with ongoing medical conditions who are using Hardship Leave).

Holidays

- Special Day: Employees will be provided with increased flexibility in scheduling the “Special Day,” (sometimes referred to as “Governor’s Day”). Under the current contract, employees normally have to use their Special Day on either Christmas Eve or New Year’s Eve. Under the new language, employees will have the opportunity to take the Special Day on any work day between the day before Thanksgiving and January 31 with supervisory approval.

