

UPDATED 11/16/23

SUBJECT	SEIU POSITION	MANAGEMENT POSITION
Cost-of-Living Adjustments (COLA)	<ul style="list-style-type: none"> • 12% retroactive to 7/1/23 • 9% effective 7/1/24 • 7% effective 7/1/25 • 3.75% Longevity premium increase at 5 years • 7% Longevity premium increase at 10 years • Employer to pay the entirety of Paid Family Leave premium • \$2,250 one-time payment upon ratification 	<ul style="list-style-type: none"> • 3.75% after ratification • 3.25% effective 1/1/25 • 1% effective 1/1/26
Overtime	<ul style="list-style-type: none"> • Keep current overtime rules 	<ul style="list-style-type: none"> • Limit the use of seniority in determining overtime distribution
Vacation	<ul style="list-style-type: none"> • Increase amount of vacation for all classified workers by 2 hrs/month (for an add'l 3 days per year) • Increase amount of vacation that can be cashed out at the end of the calendar year • Changing the date of vacation cashout to be paid out in Nov. 	<ul style="list-style-type: none"> • Reduce vacation accrual for long-term employees by as much as 4 hours per month • Reduce amount of vacation cash-out we can receive when leaving employment
Personal Leave	<ul style="list-style-type: none"> • Keep current personal leave rules 	<ul style="list-style-type: none"> • Reduce Personal Leave from 24 hours to 8 hours per year
Contracting Out	<ul style="list-style-type: none"> • Keep current contracting out rules 	<ul style="list-style-type: none"> • Eliminate rules in our contract that help our union fight outsourcing of our jobs
Union Security	<ul style="list-style-type: none"> • Ensure all workers are given a timely orientation to the university and to our union 	<ul style="list-style-type: none"> • No guarantees that new employees receive timely orientations

	<ul style="list-style-type: none"> Classified work only to be done by classified staff Temporary workers to be moved to permanent status upon completion of 6 months 	
<p>Safe and Healthy Workplaces</p>	<ul style="list-style-type: none"> Timely, direct notification to employees of hazardous events Employees to be given paid time off for vaccinations 	<ul style="list-style-type: none"> No changes to health and safety language
<p>Differential Pay</p>	<ul style="list-style-type: none"> Decreasing height req. for "high work" differential from 20ft to 6ft to match with OSHA guidelines Creating an additional differential for workers assigned to help with sexual assault examinations, and increasing existing differential Increasing shift differential amount Lead differential expanded to all employees who work with students Employees to be paid WOC if any duties performed are in the higher classification Decreasing the requirement from 10 to 5 calendar days before employees would be eligible for the work-out-of-classification (WOC) differential Employees receiving the WOC differential to be reclassified or have their 	<ul style="list-style-type: none"> Require that a worker must perform the majority of duties of a higher classification to receive work-out-of-class differential <i>and</i> must be assigned those duties in writing for a period of more than 20 work days. Workers could not file grievances if management violates the rules laid out in this section of our contract

	duties reassigned after 90 calendar days of performing the duties	
Holidays	<ul style="list-style-type: none"> • Adding Indigenous Peoples' Day, Veteran's Day and Christmas Eve • Adding additional 8 hours of Floating Holiday • Removing requirement for employees to be in 1/2 day paid status in order to receive holiday pay 	<ul style="list-style-type: none"> • No changes to Holiday language
Sick Leave	<ul style="list-style-type: none"> • Increasing sick leave accrual from 8 to 16 hours • Creating a Hardship Leave Pool 	<ul style="list-style-type: none"> • No substantive changes to Sick Leave language (i.e. they agreed to PFML but that was it)
Reclassification	<ul style="list-style-type: none"> • Working on a counter 	<ul style="list-style-type: none"> • Workers cannot file grievances if management violates the rules laid out in this section of our contract
Leaves of Absence W/O Pay	<ul style="list-style-type: none"> • Keeping current contract language on the length of time that employees with unexcused absences have before being considered "resigned" • Keeping current contract language around employees being able to provide an explanation of their extenuating circumstances 	<ul style="list-style-type: none"> • Decreasing the time employees who are on an unexcused absence to be considered resigned from the university from 5 to 3 days • Deleting the provision that employees have 5 days to provide explanation of their extenuating circumstances