

**HIGHER ED 2017 ECONOMIC REOPENER—TENTATIVE AGREEMENT  
SUMMARY--DRAFT**

**COLAs**

1%, effective 10/1/2017; 1%, effective 7/1/2018.

**STEP INCREASES**

Maintain regular step increases for the life of the Agreement.

**HEALTH INSURANCE**

--Maintain current health insurance contribution shares for employer and employees (97/3 for employees who select the lowest cost plan available to them; 95/5 for all other employees).

--Continue \$40 premium share subsidy for lower-wage workers through 6/30/2019.

--Continue part-time subsidy through 12/31/19.

**PAY DIFFERENTIALS:**

Effective 10/1/2017, increase pay differentials as listed below:

--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 twenty-five cents per hour.

Extend Letter of Agreement on Co-Generation Engineer shift differential eligibility through 6/30/2019.

**SELECTIVE SALARY ADJUSTMENTS**

Effective 11/1/2017, the following classifications shall receive selective salary adjustments as indicated below:

<u>Classification</u>	<u>Current Range</u>	<u>New Range</u>
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 U OF O HOUSING DEPARTMENT EMPLOYEES**

Effective 11/1/2017, meal costs for UO Housing Department employees will be changed as follows:

--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, the University President or designee may declare such a closure as a paid day.

### **SICK LEAVE**

In accordance with the new State sick leave law, the following changes will be made:

--the immediate family for purposes of sick leave 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.

**AUGUST 21<sup>st</sup>: President Ray, Please designate August 21<sup>st</sup> as a PAID day.**

Under new contract language (Article 39) the President of the University can designate a closure a PAID day within 72 hours of the closure.

President Ray,

Please designate AUGUST 21<sup>st</sup> a PAID day. Workers should not have to use paid leave (or not be paid if they have no leave available) because of the Eclipse. We support OSU and OSU's decision to close campus except for essential personnel. However we also know OSU is renting out dorms and holding events like the ticketed concert and will be making a great deal of money out of the event. Please do not penalize workers for this. Designate August 21<sup>st</sup> a paid day now. Thank-you!

In unity,

Your name

Your job title