Summary of Economic opener for the SEIU contract dated 2016-2019

Article 20: Differential Pay
Section 2(A): When an employee is required to perform work more than 20 ft. above the ground or water and use safety ropes, scaffolds, or other similar equipment the employee receives high work differential. Old rate $1.25 an hour (new rate $1.50 an hour)

Section 2(E): Employees shall be paid a differential of $1.50 (new rate $1.75) per hour for all time spent performing work with hazardous materials which requires a certificate or a license and shall be paid a differential of $2.00 (new rate $2.25) per hour for all time spent performing work with hazardous materials which requires a supervisory certificate or license.

Section 4(A) In order to qualify for shift differential, an employee must be in a job classification which is allocated to Salary Range 24 or below. All employees shall be paid a differential as outline in Paragraphs (B) and (C) below for each hour or major portion thereof (thirty minutes or more), worked between 6:00 pm and 6:00 am and for each hour or major portion thereof worked on Saturday or Sunday, except where the employee has requested to be on a flexible work schedule, and has been granted the requested change.

(B) All other personnel excluding those identified in Paragraph (C) will receive a differential; of $.75 per hour (new rate $1.00 per hour).

Article 21: Salary
Section 1: Salary Increase
(C) Effective October 1, 2017, salary rates shall be increased by 1%
(D) Effective July 1, 2018, salary rates shall be increased by 1%

Section 3: Selective Salary Adjustment
(D) Effective November 1, 2017

<table>
<thead>
<tr>
<th>Job Classification</th>
<th>Old Range</th>
<th>New Range</th>
</tr>
</thead>
<tbody>
<tr>
<td>Custodial Services Coordinator</td>
<td>4103</td>
<td>Old Range 13</td>
</tr>
<tr>
<td>Electrician</td>
<td>4213</td>
<td>Old Range 24T</td>
</tr>
<tr>
<td>Electrical/Control Sys. Tech</td>
<td>4248</td>
<td>Old Range 25T</td>
</tr>
<tr>
<td>Grounds Maintenance Worker 2</td>
<td>4110</td>
<td>Old Range 16</td>
</tr>
<tr>
<td>Ship OPS</td>
<td></td>
<td>+2 Ranges</td>
</tr>
</tbody>
</table>

Article 40: Sick Leave
Section 2(A): Additional immediate family members listed: adoptive parent or child, foster parent or child, a person with whom the employee is or was in a relationship of in loco parentis.

(B)(1): Certification of an attending physician or practitioner may be required by the university, within fifteen (15) calendar days of the request, to support the employee’s claim for sick leave if:
(a) the employee is absent in excess of 7 work days
(b) the university has evidence that the employee is abusing sick leave privileges; or,
(c) the university has reason to believe that the employee’s return to work would be a health hazard to either the employee or to others.

(2): The university shall pay reasonable costs for providing the certification required under this subsection, including lost wages, that are not paid under a health benefit plan in which the employee is enrolled.

Section 8 Hardship Leave
This article has a lot of changes as far as formatting and structure but the main changes to the procedure are:
• Employee is eligible to request the retention of 40 hours of vacation accrual in the year after they have exhausted current leave balances and been placed on Hardship.
• Exchange time was added to the list of qualify leave types that can be donated.
• (J) Upon request by the Local Union President or designee, and no more than once per year, the University will provide a report with the following information for the preceding year for each Hardship Leave case: donated hours and converted dollar amounts, used hours, and pooled dollar amounts.

**Article 42: Holiday**

Section 2. Special Day

Paid leave granted in this Section, shall be accrued by all employees employed as of December 24, (new, November 15) of each year. Employees may request the option of using this paid leave on any mutually agreeable day between, and including, the day before Thanksgiving and January 31. Where no day during this time can be mutually agreed upon, on another day of employee’s choice; provided that approved usage does not create the closure of facilities.

**Article 63: Inclement Weather**

(A) In the event of a full campus closure of facilities due to inclement weather or hazardous conditions, the University President or designee, in his or her sole discretion, may declare such a closure as a paid day. Such a declaration shall be made within 72 hours of the announcement of the closure. Where no declaration is made within that time, or where the declaration is that a form of leave must be used, the subsection (b) and (CF), below, are to be followed. When announcing the full campus closure, Universities with multiple locations will specify which location is fully closed.

**LOA – REDUCED MEAL COST**

Language changes to fold the University of Oregon into portions of the existing Letter of Agreement concerning reduced meal costs for food service employees.