

Terms of the 2015-2017 Clerical Contract Agreement

SALARY

(Article 19 and Appendix D)

- For those within the salary range:
 - Year One: Effective June 29, 2015 – 1.5% across the board increase
 - Year Two: Effective June 13, 2016 – 1.5% across the board increase
 - (Both years: Workers will receive the 2% salary increases on your anniversary date that are already set in the contract.)
- For those at the top step of the salary range:
 - Year One: Effective June 29, 2015 – 1.5% across the board increase
 - Year Two: Effective June 13, 2016 – 2% across the board increase
- For those earning below \$15/hour:
 - Year One: On June 29, 2015 – 1.5% across the board increase. After that is applied, all steps below \$15 will be eliminated, and those workers' wages will be raised to \$15.
 - Year Two: Effective June 13, 2016 – 1.5% across the board increase
 - (Both years: Workers will receive the 2% salary increases on your anniversary date that are already set in the contract.)

HEALTH INSURANCE

(Article 20)

- The University's July 9 2015 proposal:
 - Dates of coverage will be updated to reflect the current contract years.
 - Eliminate coverage for the registered same-sex domestic partners of LGBTQ workers. They will now need to be married to receive coverage.
 - Optional life insurance coverage for children and grandchildren will no longer require evidence of insurability (Section 7).

LANGUAGE

- PARENTAL LEAVE (Article 18, section 5): Increase from two to six weeks of paid parental leave for the birth mother.
- VACATION ACCRUAL (Article 16, Section 2): Accrual rates will be based on years of service, and no longer list the proportional hours. (See back of this page for exact language).
- MEMORANDUM OF UNDERSTANDING ON RESPECTFUL WORKPLACE:
Creation of a Labor Management Committee to address issues of workplace bullying. (See back of this page for exact language).