

**UAW Local 2324**  
Boston University Technical Office Professionals  
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**Coffee Break**

## **New Contract Edition**

*July 2007*

Greetings,

As most of you know by now we came to an agreement on our new contract with Boston University for the next four years. It was settled on June 29<sup>th</sup> and ratified by our members on July 2<sup>nd</sup>, then ratified by the Trustees of the University on July 10<sup>th</sup>. The financial terms of this agreement took effect as of Monday July 9<sup>th</sup>. The feedback thus far is mostly positive, and I feel that this contract is something that everyone involved with should be proud. I would once again like to thank all the members that came to the meetings leading up to the negotiations, and those who came to the actual bargaining sessions. The interest shown by our membership did not go unrecognized, and made a difference in our final package.

I would like to give you an idea of what being in the Union has done for our membership financially this year. Earlier this year the membership voted to lower the Local Union Dues from \$2.00 a week to \$1.50 per week or \$.0131 per hour back in your pocket, (this is not the UAW mandated dues, but the additional local surcharge.) Everyone that is employed as of July 9, 2007 will receive a 2.5% Market Adjustment. The average hourly rate of pay for our membership is currently \$16.89 per hour; the market adjustment would bring that average up to \$17.32 per hour or a \$.42 raise. Understand this is on average, some will make more and some will make less this is based on your current hourly rate. In addition on December 31, 2007 all members employed at that time will receive a 3% general increase and up to \$500 for merit (as long as you have finished your probationary period by September 1, 2007.) The average merit increase will be \$350 or the equivalent of 1% or our membership's total payroll. The average increase will be \$.69 per hour. All told for 2007, the average increase of money in pocket per hour per member is \$1.12.

I have included all the changes to our contract in this newsletter as well. I encourage you to go over it line by line and if there is something you do not understand, don't hesitate to call the office. I hope that you are as happy with this agreement as I am. Remember to thank the bargaining team members when you see them if you have not done so. Their sacrifice of time was very important to the results we received as well.

Sincerely,

Chris Snook

# SETTLEMENT AGREEMENT

Amend the terms and provisions of the July 1, 2004 through June 30, 2007 collective bargaining agreement as follows:

## 1. ARTICLE 52 DURATION OF CONTRACT

A four-year contract, effective July 1, 2007 through June 30, 2011.

## 2. ARTICLE 23 WAGES

### A. Market Adjustment

Effective the first Monday following the ratification of the contract, all employees who are actively employed on that date will receive a 2.5% market adjustment to their base hourly rate of pay.

### B. General Increase

Wage Increase (Annualized) for the life of the contract – the University will allocate 14.5% to be distributed as follows:

<u>Effective Date</u>	<u>Amount</u>	<u>Type of Increase</u>
December 31, 2007	1.0%	performance increase
	3.0%	general increase
December 29, 2008	1.0%	performance increase
	2.5%	general increase
January 4, 2010	1.0%	performance increase
	2.5%	general increase
January 3, 2011	1.0%	performance increase
	2.5%	general increase

### C. Performance Increase and Pay Range Adjustment

#### 1. Performance increase

All bargaining unit employees who have completed the probationary period on or before the 1<sup>st</sup> of September preceding the effective date of the increase will be eligible for the performance increases. Only employees who are actively employed on the effective date will be eligible for performance increases. The University will allocate an amount equal to 1% of the annualized payroll for the bargaining unit, based on the last payroll for the month of September of each year, for performance increases. Individual performance increases will average \$350 for the first year of the contract and will be increased each year by the percentage of the general increase. If an employee's evaluation is adjusted such that the employee would have qualified for a higher performance increase amount, the employee will receive such increase retroactive to the effective date of the original increase.

The parties agree to meet annually within one month following the distribution of the performance increase to review the total amount allocated.

All increases are based on 35 hours per week, 12 months per year work schedules. For all other schedules, the increases will be pro-rated.

2. Hourly Wage Rate Ranges:

Increase hourly rate ranges by 3% for each year of the contract.

3. **ARTICLE 24 SHIFT DIFFERENTIAL**

Increase shift differential from \$.80 to \$.90 per hour effective December 31, 2007 and to \$1.00 per hour effective January 4, 2010.

Change in paragraph three from 3 PM to 2 PM effective December 31, 2007.

4. **ARTICLE 5 UNION RIGHTS**

Section 7 – add the following

The University agrees to provide enclosed bulleting boards.

5. **ARTICLE 14 GRIEVANCE AND ARBITRATION**

Add to the article the following language:

Requests to extend the deadline for filing, scheduling or responding to Step Two Grievances may be granted upon mutual agreement by both parties. Failure by the University to meet contractual deadlines regarding the procession of a grievance without an agreed upon extension by both parties may result in the grievance being moved to Step Three of the grievance process.

6. **ARTICLE 22 DISCIPLINE AND DISCHARGE**

Upon request of the employee, disciplinary letters shall be removed from an employee's personnel file provided there are no other letters of disciplinary action in the employee's personnel file within three (3) years following the date of the initial disciplinary letter

7. **ARTICLE 31 SICK LEAVE/SHORT TERM DISABILITY**

Section A – Sick Leave  
Paragraph 2:

Increase maximum sick leave accumulation from 90 days to 100 days effective beginning with the end of month following ratification.

Section B – Short – Term Disability

Increase minimum payment from \$175 to \$225 per week effective the first Monday following ratification.

Increase maximum payment from \$450 to \$500 per week effective the first Monday following ratification.

**8. ARTICLE 36 HEALTH PLAN**

Rewrite first and second paragraphs as follows:

“The University will provide the same health plan option to all eligible members of the bargaining unit with the same plan design (network, benefits, deductibles, etc.) as are offered to the University’s faculty and non-represented staff, subject to the University’s right to amend the plan so long as such amendments are applied equally to the members of the bargaining unit and to the University’s faculty and non-represented staff. This provision will expire on June 30, 2011.

The University agrees not to increase the co-payments for the prescription drugs and doctor’s office visits until the effective date of the 2009 annual health plan open enrollment (changes in these co-pays, if made, will be effective no sooner than May 1, 2009.) If the University decides to make changes to office visit co-payments and/or prescription drug co-payments for the 2009 Open Enrollment, the University will negotiate with the Union prior to making such changes.

The University will maintain the current contribution percentages and eligibility applicable to the health plans.”

Change early retiree health plan contribution to 50% employer and 50% employee.

Eliminate \$3,000 death benefit for retirees.

These changes will be effective December 31, 2007.

Employees represented by Local 2324, U.A.W. are eligible for the new AARP health plan for retirees as described.

**9. Housekeeping**

Update contract references to names of departments and titles of employees to reflect current organizations.

*All other articles and provisions remain the same if not listed above.*

# Know Your Contract!

## ARTICLE 31

### Sick Leave/Short-Term Disability/Personal Days

#### C. Personal Days

A total of two (2) accumulated days of sick leave per year may be converted to personal days. In addition, an employee will be entitled to two (2) personal days per contract year.

An employee who wishes to take a personal day must make a request therefore at least twenty-four (24) hours in advance, except in cases of emergency. The University reserves the right to determine when personal days may be taken, but requests for such days will not be denied unreasonably. No personal days may be taken in increments shorter than one-half (1/2) day. There is no accumulation of personal days from one year to the next. Personal days must be taken as paid time off and will not be paid upon termination.

*Effective July 1, 2007 everyone gets 2 more personal days plus 2 that can be converted from sick time so use them or you will lose them!*

### JULY through DECEMBER 2007 MEETING SCHEDULE

Executive Board/Workplace Council meet 11:00 am -1:00 pm

Membership and Luncheon Meetings are from 12:00-1:00 and 1:00-2:00 pm

Grievance Committee meets 12:00 – 1:00 pm

<u>DATE</u>	<u>Day</u>	<u>MEETING</u>	<u>LOCATION</u>
July 18	Wed	Membership	TBA
July 25	Wed	Grievance	Marsh Chapel
<b>Aug 1</b>	<b>Wed</b>	<b>Exec Board/WPC</b>	<b>Marsh Chapel</b>
<b>Aug 15</b>	<b>Wed</b>	<b>Reg. 9A President's Meeting</b>	<b>Connecticut</b>
<b>Aug 22</b>	<b>Wed</b>	<b>Grievance</b>	<b>Marsh Chapel</b>
Sept 5	Wed	Exec Board/WPC	Marsh Chapel
Sept 19	Wed	Membership	TBA
Sept 26	Wed	Grievance Committee	Marsh Chapel
<b>Oct 3</b>	<b>Wed</b>	<b>Exec Board/WPC</b>	<b>Marsh Chapel</b>
<b>Oct 24</b>	<b>Wed</b>	<b>Grievance Committee</b>	<b>Marsh Chapel</b>
<b>Oct 31</b>	<b>Wed</b>	<b>Luncheon</b>	<b>TBA</b>
Nov 7	Wed	Exec Board/WPC	Marsh Chapel
Nov 28	Wed	Grievance Committee	Marsh Chapel
<b>Dec 5</b>	<b>Wed</b>	<b>Local 2324 Holiday Party</b>	<b>TBA</b>
<b>Dec 13</b>	<b>Thurs</b>	<b>Reg. 9A President's Meeting</b>	<b>Connecticut</b>
<b>Dec 19</b>	<b>Wed</b>	<b>Exec Board/WPC</b>	<b>Marsh Chapel</b>

ALL MEETINGS ARE OPEN TO ALL MEMBERS  
CHECK WEB PAGES FOR UPDATES



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2004-2007

**Officers:**

President	Chris Snook, Bargaining Team	262-6333
Vice President	Richard Larkin, Bargaining Team	8-4054
Recording Secretary	Selma Mayer	3-4149
Financial Secretary/Treas.	Nancy Olson Garofalo	262-6333
Trustee	Claude Green	3-2307
Trustee	Robert Colbert, Bargaining Team	3-2307
Trustee	Open position	
Sergeant at Arms	Doris McFarlin	3-3752
Guide	Kristine Sessa	3-3731

**Grievance Committee:**

David Ritchie, Chair, Bargaining Team	SAR	3-2729
Linda Prater	WBUR	3-0909
Robert Snee	CAS Physics	3-5056
Open Position		

**Stewards:**

George Boag, Bargaining Team	RHO Special Services	3-2307
Terry Canavan, Bargaining Team	Rental Property	3-9833
Elizabeth Case	Theology	3-3038
David Cyr, Bargaining Team	RHO Special Services	3-2307
Joseph DiMauro, Bargaining Team	RHO Special Services	3-2307
Jim Eisenberg	Reservations	3-2932
Maria Farias	CAS Physics	3-2500
Wayne Grachow	Graphics	3-4557
Jose Ponce	Com Admin	3-3498
Darlene Santos-Smith	Media	3-3227
Michael Swan, Bargaining Team	RHO Special Services	3-2307

**We are always looking for good people to get involved. If you are interested contact the Union office.**