

2009 Tentative Agreement Summary Sheet

Local 4501/Ohio State University

Employment Security

- **Layoff Language** - Continuation of Current Language & Temporaries first to be laid off. - - **Article 15**
- **Career Development** - An Agreement to investigate a training/Education program “like the state’s plan” with computer purchase program. - - - **Article 33**
- **Contracting in** - opportunity to propose bargaining unit alternatives to contracting out. **Side Letter 10**
- **Classification Review** - Joint committee to review updates and advocate the continuation of “union work” for union workers. - - - **Side Letter #5**

Procedural or Processes

- Extension of time limits on filing Arbitration. **Article 10**
- Documented Constructive Counseling replaces written reprimand. **Article 11**
- No without pay suspension for first level corrective action. **Article 11**
- Removed general nature of illness requirement for regular sick time use. - - - **Article 40**
- Decision on vacation request within ten 10 days of request. - - - **Article 19**
- Side Letter on student Life vacation requests during summer etc. - - - **Pilot Program**
- Court leave use of vacation, comp or LP time for immediate family subpoenaed (with paper documentation) - - - **Article 22**
- Side Letter - Medical Center Holiday Pay
- Side Letter - Lead Chief Stewards
- Side Letter - Regional Recreation & Physical Activity Center
- Side Letter - uniforms for Patient Transporters from 3 to 5
- Side Letter - Transitional Work Program “light duty”
- Side Letter - Inclusion of the Disaster preparedness & University State of Emergency Policy **6.17**
- A standardized process for audit and /or classification review for bargaining unit members and new time tables. - - - **Article 20**

Compensation, Merit & Benefits

Article 41 Fiscal years moves to October

- 1st year** (.25)/hour across the board - - June 2009 / (0-2% merit - - - October 2009)
- 2nd year** (1% across the board/(0-2% merit - - - October 2010)
- 3rd year** “Me too” matching 0-1% across the board with classified civil service employees, ie. office assistant, staff

- 1% increases in year two and three of pay range maximum
- Suspended limits on pay range maximums
- Second apprenticeship opportunity = \$2.00
- Increased value of continuous service pay
- Union may initiate pay equity reviews
- Extensions of Student Life meal benefit
- Merit Evaluation Review Process limited union of the oversight merit pay in year 2 and 3

Titles Created	Pay range (Current)	Pay range (Proposed Increases)	Appendix
Custodial Worker 2	-----	04	A
Custodial Worker Supv	04	05	A
Maintenance Repair Worker 1	04	05	B
Maintenance Repair Worker 2	05	06	B
Zone Maintenance Tech	04	05	B

Benefits

Health Insurance: No premium increase for eighteen (18) months. - - - **Article 18**

Sick Leave Conversion Program: Sick leave converts to vacation - - - **Article 40**

Tuition Assistance: available upon employment.