

AFSCME K7 Skilled Crafts Victory!

Topic	Change
Duration	October 1, 2011 to September 30, 2017
Wages	Effective Jan 12, 2012 - 3% Effective Oct 1, 2012 - 3% Effective Oct 1, 2013 - 3% Effective July 1, 2014 - 3% Effective Oct 1, 2015 - 3% Effective Oct 1, 2016 - 3% Increase Lead pay from 7.5% to 10%
Differentials	Increase shift differential: Eve from \$1.00/hr to \$1.25/hr Night from \$1.50/hr to \$1.75/hr
Health, Retirement, Retiree Health	Same as AFSCME Service Unit, including increases in UCRP contributions. University will release one K7 Unit member to attend Service negotiations on health and retirement.
Contracting Out	Up to two K7 Unit employees can attend labor-management meetings to discuss contracting out, including reviewing actual contracts.
Comp Time	Physical Plant employees can earn comp time on non-recharge work. Must use within one of two 6 month periods. Cap is 30 comp hours.
Parental Bonding	Can use up to 30 days of sick leave for parental bonding.
Union Leave	Increase max duration of Union Paid Leave to 10 days.