

CWA Mid-Contract Amendments for FY2019

Article 7-Wages and Allowances

- Across-the-board 2.05% increase effective July 1, 2018 based on performance evaluation criteria. (Includes the ability to obtain a future increase in October 2018 dependent on mid-year performance evaluation ratings at that time.)
- Addition of in-range adjustment language (minimum of 5%) for employees who permanently assume the duties of another position at the same level or below (due to the permanent elimination or downgrade of the other position).

Article 12-Sick Leave

- Addition of language that limits sick leave sell back to employees hired prior to August 1, 2017.

Article 17-Excused Absence for Union Duties

- Addition of language to clarify the circumstances under which an employee may request Union representation during the investigative process.

Article 20-Discipline

- Article title change from “Suspension and Discharge” to “Discipline.”
- Addition of language regarding “letter for improvement,” in accordance with the new policy (UAP 3215 Performance Improvement and Discipline), and inclusion of “written warning.”
- Change to the Notice of contemplated Action (NCA) response time from “10 calendar days” to “8” work days,” in accordance with the change to the updated policy.
- Addition of language to clarify conditions related to:
 - Extension of timeline for the employee/Union to respond to an NCA.
 - Extension of timeline for the University to provide the Notice of Final Action (NFA).

Appendices A and B were updated to include changes in accordance with recommendation changes from our Compensation Department.

**Term of Agreement*

This was the FY2019 limited negotiations. The amendments above are effective July 1, 2018. The Contract is in effect until June 30, 2019.