

Summary of Changes to CWA Contract

June 28, 2019

Below is the summary of significant changes to the FY2020-FY2022 Contract. Minor changes have not been included in this summary. Please refer to the Contract for more details of the changes.

- The Contract was negotiated for a **three-year** term from July 1, 2019 through June 30, 2022.
- A new article (Article 30) on **Fact-Finding and Investigations** was added to address Union concerns while ensuring the changes that were made were reasonable and possible.
 - Clarifying information was provided in regards to the employee's right to having a Union representative and to the representative's role.
 - The length of time to begin departmental fact-finding was addressed.
 - If a verbatim recording of the fact-finding/investigatory meeting is made, the employee will be provided a copy. Please contact your HR Consultant for questions.
 - **Suspension and Discharge** (Article 20) as it relates to the new **fact-finding** article was also updated to address that the University will attempt to deliver disciplinary actions within twenty (20) business days of the conclusion of fact-finding or investigation. If the action is a contemplated suspension or discharge and the action will take longer, the University will notify the Union in writing as per Article 20. Please contact your HR Consultant for questions.
- The **Annual increase** (Article 7) was negotiated for a 3.5% increase across campuses. Any additional midyear increase from the legislature will be applied with a reduced percentage, if received.
- **Uniforms** (Article 7) were increased from three (3) to four (4) per year.
- **Overtime** (Article 8) for FM Custodial Units will be posted on a quarterly basis. Emergency overtime is still applicable.
- Additional information is being added to the **reports** provided to the Union under the Payroll Deduction Section (Article 25).
- **Titles** in Appendix A and B were reconciled and updated with Human Resources records. New titles were added this last year via a Memo of Understanding due to classification reviews replacing prior titles.