Collective Bargaining Agreement

between

University of Delaware

and

American Federation of State, County and Municipal Employees, AFL-CIO

and its

Local No. 439

Effective January 1, 2014 - December 31, 2016
AGREEMENT

Entered into this 25th day of June, 2014, between the University of Delaware, Newark, Delaware, hereinafter referred to as the “University” and the American Federation of State, County and Municipal Employees affiliated with the AFL-CIO acting for itself and on behalf of Local 439 hereinafter referred to as the “Union.”
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ARTICLE I
PURPOSE

It is the purpose of this Agreement to promote and insure harmonious relations, cooperation and understanding between the employer and the employees covered hereby, to ensure true collective bargaining, and to establish proper standards of wages, hours, working conditions and other conditions of employment.

ARTICLE II
RECOGNITION

2.1 The University recognizes the American Federation of State, County and Municipal Employees, AFL-CIO and its Local No. 439 as the exclusive representative of employees in the bargaining unit as defined in 2.2 below in the Facilities, Real Estate & Auxiliary Services of the University for the purpose of collective bargaining with respect to wages, salaries, hours of employment, and other conditions of employment.

2.2 For the purpose of this Agreement, the term “employee” shall include all employees in the job classifications covered in the bargaining unit as follows: Caretaker, Custodial Technician, Custodial/Special Projects, Custodial/Set-Up Technician, Driver, Groundskeeper, Mover, Refuse Collector, Refuse Equipment Operator in Facilities; Casual Wage Bus Driver, Full-time Bus Driver, Driver/Mover, Mover, Shipping/Receiving Clerk, and all employees hired in trainee positions to support any of the aforementioned classifications. The above categories are subject to the following exclusions: (1) temporary employees, being persons hired without expectation of or arrangement for permanent employment (i) to perform a specific job or (ii) to be employed for a limited period of time; (2) student employees enrolled in a full-time course of studies; (3) campus police and security officers; (4) all supervisors, being all individuals having authority in the interest of the employer to hire, transfer, suspend, lay off, recall, promote, discharge, assign, reward, or discipline other employees, or responsibility to direct them to adjust their grievances, or effectively to recommend such action; and (5) all other employees of the University of
Delaware, including personnel working on contract or subcontract as may be hired on an intermittent basis.

2.3 Management:

The Union recognizes that an area of responsibility must be reserved to Management if it is to function effectively. In recognition of this principle it is agreed that the following responsibilities are not subject to collective bargaining unless specifically modified by this Agreement.

A. The determination of service to be rendered in support of the Physical Plant of the University and other services required in support of academic requirements.

B. The determination of the University’s financial policies and accounting procedures.

C. The determination of the duties to be included in any job classification; the sole right to hire; the determination of the number of staff or employees to be employed or to be retained in employment; necessity for overtime and the amount of overtime required; the establishment and maintenance of quality and production standards; the maintenance of discipline; and the adoption and enforcement of University working rules and regulations and safety rules.

D. The foregoing enumeration of management’s rights shall not be deemed to exclude other rights of management not specifically set forth, the University therefore retaining all rights not otherwise specifically restricted by this Agreement. The Union shall be notified and provided copies of departmental policies and procedures which affect them.

2.4 The Union and Management agree that neither party will intimidate, coerce or harass any employee in respect to his/her right to work or in respect to Union activity. The parties agree to treat each other with respect. Management bears the responsibility for handling workplace violence issues.
ARTICLE III
UNION SECURITY AND CHECK-OFF

3.1 Union Security:
All new employees covered by this Agreement, after ninety (90) calendar days from date of hire, must elect to become members of the Union or to pay the equivalent service fee during any period of non-membership as a condition of employment.

Employees who were previously members of the Union, and who, in accordance with the provisions of the Labor Agreement of October 17, 1966, have withdrawn from Union membership, shall continue in University employment. Should such employees again elect to become members of the Union, they shall be subject to the terms as set forth in this article.

The American Federation of State, County and Municipal Employees, AFL-CIO and the Local Union jointly and separately agree to hold the University of Delaware harmless against any and all claims, demands, suits, and other forms of liability that may arise from administration of this union security provision.

3.2 Check-Off:
The University agrees to deduct the monthly Union membership dues or service fee from the earned wages of each employee within the bargaining unit who requests the University individually in writing to do so.

A. The Union hereby certifies that its present amount of membership dues or service fee has been fixed pursuant to the constitution and bylaws of the Union. In the event the amount of its dues or service fee is hereafter changed, such change shall be provided in writing to the University thirty (30) days prior to any change in dues or service fee deductions. The American Federation of State, County and Municipal Employees, AFL-CIO and the Local Union jointly and separately agree to hold the University of Delaware
harmless against any and all claims, demands, suits, and other forms of liability that may arise out of or by reason of action taken by the University of Delaware in connection with the deduction of dues or service fee. The term “dues” or “service fee” shall not be deemed to include any fine, assessment, contribution, or other form of payment required from AFSCME members except the payment generally required from other members of the bargaining unit.

B. On or before the 25th day of each month the Union shall deliver to the University properly executed Application and Check-Off of Dues or Service Fee forms under which Union membership dues or service fee are to be deducted for employees newly joining the Union. Dues or service fee deductions shall be made from pay earned in the succeeding payroll period to establish membership for the month following the date of request for deduction. Such withholdings for Union dues or service fee are to be transmitted to the duly elected Treasurer of the Local Union for the previous month’s earnings not later than the 10th day of each month.

C. The Union designates Michael A. Begatto, Executive Director of Council 81, or his/her successors in office, as the person upon whom all notice and process issued by any Delaware agency or Court may be served, with like effect as personal service in relation to any suit, matter, cause, or thing affecting or pertinent to this Agreement.

ARTICLE IV
REPRESENTATION

4.1 The employees in the bargaining unit shall be represented for the purpose of grievance adjustment by the Union representatives as specified under the grievance procedure in Article V.

4.2 The Union and the University agree to recognize stewards in accordance with the following:
   Eleven stewards representing Facilities, Real Estate & Auxiliary Services
One steward representing all Facilities, Real Estate & Auxiliary Services employees on the Wilmington Campus

4.3 The Union agrees that no one shall be eligible to serve as an officer or steward unless the individual is an employee and their names have been placed on the active list and they are working at the University. Additional stewards may be added if requested by the Union and agreed to by the University.

The names of the officers and stewards shall be given in writing by the Secretary of the Local Union to the Office of HR Labor & Employee Relations at the time of their taking office. The Office of HR Labor & Employee Relations shall also be notified promptly in writing relative to any changes in these positions.

4.4 The privilege is extended to stewards, members of the Grievance Committee and the Local Union President to leave their places of work without loss of pay for a reasonable amount of time with the understanding that such time will be devoted to the proper investigation and processing of grievances as specified in the grievance procedure of Article V. The Union agrees that Union representatives will not abuse this privilege.

Stewards, members of the Grievance Committee and the Local Union President will continue to work at their assigned jobs except when required to leave their work to handle grievances as provided under the grievance procedure. In such instances, Union representatives shall clear their absence from the job with the supervisor and also their presence in other areas with the supervisor concerned. Permission will be granted by the supervisor unless the employee is required on the job because of work pressure.

4.5 The University will provide a total of twelve (12) personal days of paid leave per year for accredited delegates to attend union conventions (AFSCME International Convention, Council 81 Convention, Delaware State Labor Council Convention). Unused days in the first year of this contract may be carried over for the length of this contract.
4.6 Time spent by employees, stewards and the local Union officers other than time as specified in this article will not be paid for by the University.

4.7 Visitation:

Accredited representatives of the Union shall, upon request by the Union, be admitted to the University campus during working hours for the purpose of ascertaining whether or not this Agreement is being observed by the parties or for assisting in adjusting the grievance. All such representatives shall first report to the Office of HR Labor & Employee Relations before proceeding to other areas of the campus. In the event accredited Union representatives find it necessary to visit the University campus outside of normal office hours, they will contact the Office of HR Labor & Employee Relations and should they not be available, the Director of the University department concerned should be contacted. Such visitation shall be in keeping with security and service requirements of the University.

4.8 The University shall maintain, in the Office of the Facilities Director of Finance & Administration, seniority records which shall be available for inspection by the members of the Grievance Committee. An up-to-date seniority list will be furnished to the Union on or about April 1 and October 1 of each year. The University will provide monthly updates of new hires, retirements and terminations to Local 439.

ARTICLE V
GRIEVANCE PROCEDURE AND ARBITRATION

5.1 All differences arising between the University and the Union as to the practice of provisions of this Agreement shall be taken up in accordance with the grievance procedure.

5.1.1 “Time Limitations” regarding the filing of grievances, and answering of grievances shall apply equally to the parties. Failure to file or respond on time will result in default against the party failing to comply. Defaults establish no precedent on the merits of the claim.
Employees shall have the right to represent themselves individually in grievances with the University and have such grievances adjusted without the intervention of the exclusive bargaining representative provided that the adjustment is not inconsistent with the terms of the labor agreement then effective and the exclusive bargaining representative has been given reasonable opportunity to be present.

No grievance shall be considered under the grievance procedure unless it is presented within ten (10) working days after the employee could have been reasonably aware of circumstances giving rise to the grievance. Such grievance must state the article or section of this Agreement claimed to be in violation and no grievance external to this Agreement shall be considered under the grievance procedure. If a grievance is once settled in any of the following steps, it shall be considered closed and shall not be subject to the grievance procedure or to arbitration hereunder. University employee work record information will be made available at any of the meetings held to process grievances for the purpose of the parties substantiating their respective claims.

Complaints arising outside the terms of this Agreement may be processed through the second step of the grievance procedure utilizing the complaint form provided by the University. Copy of action taken in the second step shall be provided to the Office of Labor Relations for information and action as appropriate.

First Step:

Any employee may consult with the Union Steward during working hours relative to a grievance by first contacting their supervisor. The employee’s supervisor will arrange a meeting to take place as soon as possible for the employee with their Union Steward through the Steward’s supervisor.

If a satisfactory settlement is not reached at Step 1 above, the grievance shall be reduced to writing on the form provided by the University and signed by the employee and his/her
steward. This written grievance shall be presented to the immediate supervisor concerned who shall give his/her answer in writing on the same form and send the grievance to the Union with a copy to the department head within three (3) working days after receipt.

5.7 Third Step:

If the supervisor’s answer does not provide a satisfactory settlement of the grievance, the Chairperson of the Grievance Committee shall sign the grievance and present it to the department head, or his/her designated representative, within five (5) working days following the receipt of the grievance at the Second Step. A meeting shall be held within five (5) working days of presentation between the Grievance Committee, limited to three members excluding the grievant, the department head involved and/or his/her designee, and a representative of the Office of HR & Employee Labor Relations. After such meeting the department head shall give his/her answer in writing to the Chairperson of the Grievance Committee within five (5) working days, with a copy to the Office of HR & Employee Labor Relations.

5.8 Fourth Step:

If the grievance is to be processed through Step 4 of the grievance procedure, a request for a meeting must be made by the Chairperson of the Grievance Committee or other authorized Union representative to the Office of HR & Employee Labor Relations within five (5) working days after the University’s decision given in Step 3.

The Grievance Committee, the Local Union Recording Secretary and a representative of the International Union shall meet within ten (10) working days after such request with the Office of HR Labor & Employee Relations and such other University representatives concerned for discussion.

Following such discussions, the Office of HR & Employee Labor Relations shall provide a decision in writing within five (5) days to the Chairperson of the Grievance Committee.
After consideration of such decision, either party may make a written request that additional meetings be held.

5.9 Fifth Step:

In the event that the matter is not adjusted in Step 4, the matter may be submitted to arbitration. Appeal of a grievance to arbitration shall be filed by certified mail with the Office of HR Labor & Employee Relations within 15 working days after receipt of the written decision in Step 4. In the event additional fourth step meetings are held, the appeal shall be filed by certified mail within 15 working days after the receipt of the written decision of the last meeting. A single arbitrator mutually satisfactory to both parties shall be designated to settle the dispute. The selection of the arbitrator shall be in accordance with the current Voluntary Labor Arbitration Rules of the American Arbitration Association.

5.10 The decision of the arbitrator shall be final and binding on the parties and the arbitrator shall be requested to issue his/her decision within thirty (30) days after the conclusion of testimony and argument.

5.11 The expenses for the arbitrator’s services shall be borne equally by the University and the Union. Additionally, each party shall be responsible for compensating its own representatives. Witnesses for both parties, who are active University employees in a pay status, shall be compensated for hourly wages only, by the University for the period of the hearing. The University shall require all persons pertinent to the grievance to appear and include those requested by the employee to be given time off from work to appear at the hearing.

5.12 There shall be no right to obtain and no arbitrator shall have any power to award or determine any change in, modification or addition to, or subtraction from any of the terms of this Agreement.

5.13 No disputes concerning wage schedule inequities shall be subject to arbitration.
5.14 It is agreed between the parties that Saturdays, Sundays and holidays shall not be applied in computing time limits in grievance procedures.

5.15 Special meetings may be arranged by agreement between the University and the Union. International representatives of the AFSCME, if requested by the Local Union, may participate in special meetings called by the Union. The party requesting the special meeting will notify the other party in writing of the subject to be discussed. Employees who are Union representatives shall be reimbursed at their normal rate of pay for such special meetings.

5.16 Grievances arising out of differences or disputes regarding the interpretation or application of the terms of this Agreement which affect more than one member of the bargaining unit may be presented at Step 3 of the grievance procedure on behalf of such bargaining unit members by the President or Chairperson of the grievance committee of Local 439 in accordance with the provisions of Section 5.3 of this Article. In no event shall such grievances pertain to action taken by the University respecting promotions pursuant to Article IX, transfers pursuant to Article VIII, any disciplinary action taken by the University pursuant to Article XI and to the interpretation or application of Article II of this Agreement.

ARTICLE VI
SENIORITY

6.1 Seniority:

A. Seniority is defined as the length of service of any employee covered by this Agreement starting with the employee’s most recent date of hire. The principle of seniority is recognized as indicated by specific provisions of the contract.

B. The date in which bus drivers were hired into the position on a permanent budget line will serve as a tie breaker among bus drivers only where length of seniority is an issue.

6.2 New employees, excluding casual wage bus drivers, hired by the University shall be in a probationary period for the first
ninety (90) working days (or 720 hours, excluding overtime, whichever comes first) of their employment. During the probationary period, the University may discharge such employee and the discharge shall not be subject to the grievance procedure. After the successful completion of the probationary period, the employee shall be credited with seniority as of the date of hire.

6.3 Termination of Seniority: Employees covered by this Agreement shall lose all seniority for the following reasons:

A. Discharge for just cause.

B. Resignation or retirement.

C. Failure to contact the University in accordance with the recall provisions of 7.4C and 7.4D of this agreement.

D. Failure to return to work on date specified in the special delivery or certified letter in reference to a notice or recall.

E. Failure to properly notify the University of reason for absence within three (3) consecutive working days except for circumstances beyond the control of the employee. Notification shall be in accordance with established practices.

F. Failure to return to work at the expiration of a leave of absence, vacation or other authorized absence.

6.4 The University is not obligated to rehire an employee who has been on layoff for a period longer than twelve (12) months. However, such employee, if rehired, shall not lose his/her previous seniority in the bargaining unit.

ARTICLE VII
LAYOFF AND RECALL

7.1 Layoff:

In the event, the workload is reduced to a point where layoff becomes necessary, the University shall determine the number of employees, the departments, and the job classifications to be affected, and such layoffs shall be in accordance with the provisions of this article.
Layoffs in classifications within occupational groupings as outlined in the Appendix of this agreement and which are anticipated to exceed 180 calendar days will be effected in the following manner:

A. Layoffs shall begin with those employees having the least seniority in the classification being reduced. An employee shall exercise seniority set forth in the Appendix by bumping an employee in a lower pay grade within their occupational grouping.

An employee laid off under this section who previously earned seniority in another job classification at an equivalent or lower pay grade may exercise seniority in the occupational grouping in Appendix F under which that previous classification is listed. Seniority within occupational groupings will be exercised provided that a more senior employee may not displace any employee with less seniority in a higher classification within the job occupational grouping.

B. An employee whose seniority is not sufficient to remain employed in his/her job classification shall be given thirty calendar days notice prior to layoff.

C. For layoffs in job classifications outlined in Appendix G Unrelated Job Classifications; employees shall exercise their full bargaining unit seniority within their base job classification only.

D. An employee exercising seniority for such layoffs must have the skill, ability and physical capability to perform the work required.

7.2 Temporary Layoffs:

Layoffs not anticipated to exceed 180 days shall be effected in the following manner:

A. Layoffs shall begin with those employees having the least seniority in the job classification within the department that is initiating the layoff.

B. The departments that will constitute separate units for layoff purposes under this section are: Facilities; Supporting Services.
C. Employees who are to be laid off may request transfers to fill available job vacancies provided they are qualified to do the work. Employees scheduled to work summer session may apply for a personal leave of absence as outlined in Article 12.5.

D. Employees shall receive seven (7) calendar days notice prior to a temporary layoff.

7.3 Recall:

The right of seniority with regard to recall shall be accorded to laid off employees prior to new employees being hired in accordance with the following provisions:

A. Employees shall be recalled according to seniority in the inverse order of layoff within their job classification. When a vacancy occurs within a job classification, the most senior employee displaced or on layoff from that job classification will be given first consideration before the job is posted.

B. Recall notification to an employee by special delivery mail or certified mail to the last address appearing on his/her personnel record shall be considered as proper notice of an available job. Each employee shall be responsible for seeing that his/her current address is properly recorded.

C. In the event of a layoff up to but not exceeding 180 calendar days, the recalled employee must contact the University within five (5) days of the first attempt to deliver a special delivery or certified letter of recall. If the U.S. Postal Service is unable to deliver the notice of recall within five (5) days after the first attempt of delivery, the letter shall be returned to the University and such employee shall forfeit seniority and right of recall.

D. In a layoff under 7.1 of this Agreement, the recalled employee must contact the University within ten (10) working days of the first attempt of delivery of a special delivery or certified letter of recall. If the U.S. Postal Service is unable to deliver the notice of recall within ten (10) working days after the first attempt of delivery, the letter shall be returned to the University and such employee shall forfeit seniority and right of recall.
University and such employee shall forfeit seniority and right of recall.

E. Recalled employees must return to work on the date specified in the letter of recall. Such date will be no less than ten (10) working days from the first attempt by the U.S. Postal Service of delivery of the letter of recall.

F. Employees on layoff will have the right of recall for a period of twelve months from the date of layoff.

7.4 Temporary Jobs:

Facilities, Real Estate & Auxiliary Services affected by seasonal layoffs shall be offered temporary job assignments, as they become available, based on the requirements of experience, physical ability to perform the job to which assigned, and seniority. In that these are temporary positions not covered by the bargaining unit, issues arising out of these positions are not subject to the grievance procedure.

ARTICLE VIII
TRANSFER AND REASSIGNMENT

8.1 Temporary Transfers:

The University shall have the right to make temporary transfers for continuous periods up to sixty (60) calendar days within departments in order to meet operational requirements or to avoid temporary layoffs. A temporary transfer is defined as the movement of an employee from one job classification to another.

A. If the temporary transfer is to a classification in a higher pay grade, the appointment of the position, where experience, training, and ability are relatively equal, will be to the senior employee from among those available. Where the appointment of the position is made to a less senior employee from among those available, the reason for denial shall be provided upon request by the Union.

B. An employee temporarily transferred shall be paid the pay rate of the position from which he/she was transferred or the
starting pay rate of the position to which he/she is transferred, whichever is higher. When temporary transfers may be expected to exceed five (5) working days, written notices to include dates of transfers in and out of the temporary positions, job classifications and rates of pay shall be given to employees on temporary transfers. Such notice does not represent a commitment that temporary transfers will be for a guaranteed period of time. Employees who are temporarily upgraded to a higher classification level in pay and who become unable to work for a minimum of five (5) consecutive days or more, do not continue to receive the temporary upgrade in pay while out of work. This does not apply to employees filling in during an extended absence.

C. Any job that may require more then sixty (60) calendar days of temporary transfer shall be considered an available job, except when the vacancies are a result of an extended illness/injury or the result of a transfer in lieu of a seasonal layoff.

8.2 Transfer Requests:

A transfer is defined as movement from one job classification to another in the same pay grade. Requests for transfer will be handled in accordance with the promotion and bidding provisions in Article IX.

A. The University reserves the right, regardless of seniority, to transfer any employee who has suffered permanent injury and is therefore unable to continue with his/her usual occupation, or any employee who has been in service of the University for a period of one (1) year or more and who is for any reason not physically able to perform the service required, to any department on occupation that may be available for which the employee is qualified at the established rate of pay for such work. Any employee so transferred shall retain in the new department the same seniority rating he/she had in the department from which he/she was transferred. The management before making such transfers will discuss the case with the union.
B. The University shall administer the area of light duty for ill or injured employees in a fair and consistent manner. Any light duty policy shall be in compliance with the Americans with Disability Act.

8.3 Employees promoted or transferred from the bargaining unit shall cease to accrue seniority. If the employee returns to the bargaining unit, he/she will be credited with and permitted to exercise the seniority previously earned while he/she was a member of the bargaining unit.

8.4 Reassignment Requests:

A. A reassignment is defined as the movement of an employee within the same job classification to a different work location, shift, or work schedule. Employees with two (2) or more years of continuous service who desire to be reassigned may make such request in writing to the department director or designee. Requests shall be acted upon, as positions become available. Employees are limited to one successful reassignment request in any one-year period.

B. Once a job requisition is posted on the union bulletin boards, employees may submit a reassignment request (electronic form) to the Director or Designee. Reassignment requests will be acted upon by the Director or Designee in the order they are received. If the reassignment request is granted, the requisition will be posted on UD Jobs, reflecting the hours that are now available due to the reassignment. All reassignment requests will be considered before accepting transfer requests.

ARTICLE IX
PROMOTION AND BIDDING

9.1 Whenever a vacancy within an employee’s department becomes available, the employee with the greatest University seniority will be given first consideration in filling such classification provided skill, experience, and ability are relatively equal among those considered, after the job is posted on all available bulletin boards. Such permanent job vacancies will be posted on these appropriate bulletin boards.
for seventy-two (72) hours, Monday through Friday. The posting will include the job classification, the department and shift, and the applicable rate of pay.

9.2 The University may fill openings by temporary transfer until the successful bidder has been selected, replaced, and transferred.

9.3 All bids will be made on forms provided by the University. To be considered, the bid must be filed within 15 working days of the bid closing date.

9.4 The award of the position shall be made on the basis of experience, training, ability, and seniority. Where experience, training, and ability are relatively equal, the University will award the position to the senior bidder so qualified. Where the award of a position has been made to a less senior bidder, copies of the bid form containing the reason for denial shall be given to more senior bidders and to the Local Union President.

9.5 The employee selected shall have up to sixty (60) working days as a probationary period on the job. If the employee fails to demonstrate his/her ability to fulfill the job requirements, he/she may at any time within the probationary period be either returned by the University or by his/her request to his/her former job classification in which he/she will exercise his/her seniority. An employee may not submit a bid for another position during his/her probationary period.

9.6 An employee will be limited to two (2) successful bids in any 12 month period. Excluded are bids in lieu of bumping under the layoff procedure.

9.7 Where there are no qualified employees available to fill job vacancies, the University reserves the right to hire qualified employees.

9.8 Local 3472 jobs will be posted on bulletin boards accessible to members of this bargaining unit if such jobs are not filled by bidders from the skilled trades local. Although members of Local 439 have no bidding rights to jobs in Local 3472, they may apply for such jobs via a transfer form.
9.9 Caretakers in Local 439 shall have the right to bid on Excavator and Assistant Excavator positions in local 3472 in accordance with Article IX, Promotion and Bidding of the skilled workers contract. No other employees in Local 439 shall have such right.

9.10 Charters: The assignment of charter trips will be administered on an impartial and equitable manner. Charter opportunities will be displayed on a bulletin board with full-time bus drivers being given the first opportunity followed by part-timers. In the event, a charter cannot be filled; the assignment will be given to the least senior full-time driver. Every attempt will be made to rotate charter work. The University reserves the right to make such assignments in accordance with operational and staffing needs. Upon request, local 439 will have access to records related to Transportation Services charter bidding.

ARTICLE X
TRAINING

10.1 In order that the University may be assured a force of competent craftsmen to fill the needs for the future and also that employees working in the lesser classifications may have an opportunity to acquire additional knowledge and skill, it is necessary to employ persons in categories of trainees.

10.2 Such selection of trainees shall be on the basis of seniority and fitness and ability to advance under the training programs as established by the University. Training opportunities shall be posted in accordance with the bidding procedure.

10.3 Where there has been previous experience which can be related to the classification for which the employee will be trained, appropriate credit will be given to such trainees for purposes of pay and job status.

10.4 Provided experience requirements for advancement are meet satisfactorily, trainees shall be upgraded to the appropriate classifications.

10.5 If such trainees have not progressed sufficiently in their work, they shall be withheld from promotion until such time as they
can satisfactorily meet the experience requirements. Failure to meet satisfactory progress within a time period designated by the University will be cause for removal of the trainee from the training program.

10.6 The trainee classifications will be used to train employees.

**ARTICLE XI**

**DISCHARGE OR DISCIPLINE**

11.1 No employee who has completed the probationary period shall be discharged or disciplined without good and sufficient cause.

11.2 Should it be determined that any employee was discharged without just cause, such employee shall be restored to his/her former status.

11.3 In the event the employee wishes to challenge the suspension or discharge, the employee, through the Union, shall file the grievance at Step 3 of the grievance procedure, within five (5) working days of that suspension or discharge. The department originating the action will notify the Chairperson of the Grievance Committee and the Office of HR Labor & Employee Relations of suspensions and discharges as they occur.

11.4 No claim for back wages shall exceed the amount of wages the employee would otherwise have earned at his/her regular rate.

11.5 Disciplinary actions shall be removed from the file after two years if there has been no discipline of any kind during that period.

**ARTICLE XII**

**LEAVES OF ABSENCE**

12.1 Accident Pay:

A. When an employee is absent from work as a result of an injury or sickness compensable under the Worker’s Compensation Act, the University shall pay his/her regular straight time rate
of pay for a regularly scheduled work week up to full salary as long as the employee has sufficient unused sick leave. In such cases, the employee shall reimburse to the University any Worker’s Compensation benefits received during the period for which he/she was paid that amount by the University. The employee’s unused sick leave shall be reduced by the number of days or any part thereof equivalent to the amount of salary paid to the employee above the Worker’s Compensation benefits received. When sick leave is exhausted, pay above the Worker’s Compensation benefits will cease and the employee retains the Worker’s Compensation benefits he/she may continue to receive.

B. The University may elect to rehire an employee who was terminated on workers compensation leave. Such employee who is hired within two years of his/her termination date shall be reinstated with his or her seniority as of the date of original termination.

12.2 Maternity Leave:

Employees are entitled to sick leave benefits if they are physically unable to work due to pregnancy, childbirth and recovery therefrom, miscarriage, abortion, or other related medical conditions. The same requirements, terms, and restrictions apply to the administration of sick leave benefits for pregnancy related conditions as for other non-occupational illnesses or disabilities. In cases involving complications or other extenuating circumstances which require extended periods of absence, sick leave benefits will be granted in accordance with the appropriate extended sick leave policy. The University reserves the right to require a doctor’s certification at any time.

Employees requesting sick leave for purposes of childbirth and recovery there from are required to give three months’ notice prior to the expected commencement date of the requested leave. It is expected that employees will follow the advice of physicians as to the length of time worked during pregnancy.
12.3 Jury Duty:

The University grants leaves of absence with pay to employees for time spent on jury duty or if the employee is subpoenaed as a witness. Employees who are dismissed from jury duty or released as witnesses will be expected to return to work for the balance of their scheduled workday. Night shift employees who normally would not be expected to work during this period of jury duty shall be similarly compensated.

12.4 Bereavement:

Five (5) days leave of absence with pay will be granted when death occurs in the immediate family (husband, wife, spouse, father, mother, sister, brother, son, daughter, stepchildren, stepparents, parents-in-law, grandparents, grandchildren). One (1) day only with pay is granted when death occurs for relatives outside the immediate family members for purposes of attending funeral services. If necessary, extended leave without pay may be granted in accordance with Article XII, Section 12.5-Other Personal Leave-of this Agreement. An employee who is already on a paid or unpaid leave during the death of a relative will not receive bereavement leave. A paid leave, for purposes of this provision, shall include long term illness - sick leave, holiday leave, and approved worker’s compensation leave. It shall exclude vacation leave and regular sick leave.

An employee may request a variation of the bereavement leave outlined in the CBA due to extenuating circumstances. The employee’s request must be submitted to the director of the unit/department. Any decision by the director is not grievable.

12.5 Other Personal Leave:

An employee desiring a personal leave of absence without pay for personal urgent and compelling reasons must complete and sign a personal leave of absence request form and submit it to the appropriate supervisor.
12.6 Sick Leave:

In the case of illness of an employee, sick leave with pay shall be granted in accordance with the following procedures:

A. Eligibility: To be eligible for benefits, employees must have completed ninety (90) days of satisfactory employment after which they shall be credited with service for purposes of sick leave accrual from their most recent date of employment.

B. Accrual of Sick Leave: Employees earn sick leave at the rate of one (1) day per month (12 days per year) of full employment for their Normal sick leave account and one-quarter (1/4) day per month (3 days per year) of full employment for their Long Term Illness sick leave account. Employees must work at least one-half (1/2) the scheduled workdays in a calendar month in order to earn any sick leave for that month.

Sick leave can be earned to a maximum of one hundred and twenty (120) days in the Normal sick leave account. Employees will be provided, upon request, information regarding the number of sick leave days which they have accrued.

For employees hired before April 26, 2006, the University shall add to this Long Term Illness account thirty (30) sick leave days for each employee who has completed one year of service. The thirty (30) sick leave days will be provided to each qualifying employee one time and be used by employees who incur catastrophic or major illness causing an absence of more than thirty (30) calendar days duration. The employee will use Normal sick leave days, vacation, and if necessary, leave without pay for the initial thirty (30) calendar day qualifying period. Work related injuries and participation in the Employee Assistance and Wellness Program are excluded from the Long Term Illness account. Each employee adds to their Long Term Illness account the one-quarter (1/4) day per month (3 days per year) they earn until the sixty (60) day maximum cap is reached.

The sixty (60) day maximum cap includes the thirty (30) day initial seeding by the University and a thirty (30) day earned
maximum by the employee. Utilization of the Long Term Illness account begins with the days seeded by the University. Employees hired after April 26, 2006, are not eligible for the initial thirty (30) sick leave days added to the long-term illness account.

C. Employees who retire under the Pension Plan shall receive an amount equivalent to $25 for each day of unused accrued sick leave at retirement. To be eligible for this payment, an employee must have accrued a minimum of fifty (50) unused sick days at time of retirement.

At retirement, the employee’s unused earned portion of the Long Term Illness account (excluding the days seeded by the University) may be combined with the unused sick leave in their Normal account for payout purposes. The maximum total of unused sick leave from both accounts is one hundred and twenty (120) days for retirement payout.

D. To receive sick benefits during prolonged disability, the University reserves the right to require satisfactory evidence of employees’ illness or injury. Sick benefits will not be paid to employees on leaves of absence without pay.

E. If one of the paid holidays occurs during the period in which the employee receives sick pay, he/she will be paid for the holiday and the day will not be charged to his/her sick leave allowance. The rate of pay for the paid holiday will be the same as the rate paid for the illness.

F. A physician’s statement certifying the medical justification for an employee’s absence will not normally be requested for less than three (3) consecutive days. However, should there be an attendance situation which appears to warrant it, the employee shall be notified in writing that a physician’s certificate will be required for all future absences that are to be charged to sick leave. This certificate requirement will be reviewed each six (6) months following such notification.

G. Five (5) days sick leave may be used for the illness of an employee’s spouse and/or dependent minor child(ren) and/or parent of the employee. In the case of a
parent, the employee must produce a physician’s note. (Usage of dependent care sick leave will not count as an occurrence leading to disciplinary action).

12.7 Non-occupational Personal Injury or Illness on the Job:

An employee taken ill during working hours and sent home by his/her supervisor shall be paid provided such time is charged to the employee’s accumulated sick leave.

12.8 Leave of Absence Without Pay:

An employee, after completing one year of seniority, will receive upon request a leave of absence without pay for up to one year for non-work related injury or extended illness. This one-year period includes the use of the employee’s paid sick leave and accrued vacation.

ARTICLE XIII

HOURS OF WORK AND OVERTIME

13.1 Work Week:

A. The normal work week is 40 hours, scheduled consistent with the needs of the University Monday through Friday with a half hour for meals with the exception of employees who follow separate work schedules in support of particular requirements. These schedules may require work weeks of 44, 48, or more hours per week. The standard work week may be varied in accordance with academic and nonacademic schedules to include Saturdays and Sundays as the requirements may dictate; and in case of an emergency, the hours worked per week may be operated so that the regular work week may be less than 40 hours.

B. The normal work week for full-time permanent budget-line bus drivers is 37.5 hours, scheduled consistent with the needs of the University seven days a week. The University reserves the right to extend the work week to 40 hours per week at any time. The work day shall include a thirty-minute paid lunch in place of two fifteen minute breaks given other bargaining unit employees. If lunch relief is not available, the full-time permanent budget-line bus driver shall receive an additional
thirty minutes of pay at the rate of time and one-half. If lunch
relief is not available, the bus driver shall receive an additional
thirty minutes of pay at the rate of time and one-half for
drivers working shifts of at least 7.5 hours.

13.2 Rest Periods:

Two 15-minute breaks shall be allowed during each working
day. Rest periods should be taken at a time and in a manner
that does not interfere with the efficiency of the work unit,
normally mid-morning and mid-afternoon (excluding
emergencies).

13.3 Shift Hours:

The first shift is any shift that regularly starts on or after 5 a.m.
but before 1 p.m. The second shift is any shift that regularly
starts on or after 1 p.m. but before 9 p.m. The third shift is any
shift that regularly starts on or after 9 p.m. but before 5 a.m.

13.4 Shift Premium:

Employees who work on the second and third shifts shall
receive, for all hours worked, in addition to their regular pay,
$.30 and $.45 per hour, respectively.

13.5 Overtime Compensation and Distribution:

A. One and one-half times the regular hourly rate shall be paid
for all hours worked in excess of eight hours in any
continuous 24-hour period, or in excess of 40 hours per week.
Exceptions shall be swing shifts for the purpose of rotating
shift-time assignments in units required to provide 24-hour,
seven-day-a-week service. In no event shall payment of daily,
weekly or holiday overtime rates be required for the same
hours of work, nor shall any overtime or additional
compensation other than shift premiums provided in this
Agreement, be taken into consideration for computing rates
of pay. Paid vacation days, paid holidays, paid sick leave days,
and work days lost because of compensable on-the-job
injuries, shall be counted as routine 8 hour work days for
purposes of computing overtime.
B. Overtime shall be distributed among bargaining unit employees within their respective job classifications and departments as nearly equal as possible. Within the Custodial & University Services in Facilities, Real Estate & Auxiliary Services, overtime shall be distributed among bargaining unit employees within their respective job classifications or custodial division (Academic or Residence/Conferences) as nearly equal as possible. Failing the necessary number of qualified employees to fulfill the overtime requirement, the University shall distribute overtime among bargaining unit employees within their respective job classifications at other locations or custodial division (Academic or Residence/Conferences) as nearly equal as possible. Employees will be expected to work such overtime as may be authorized by the University unless they have a reasonable excuse. For the convenience of the employee, the University shall make every effort to give advance notice of overtime requirements in the following manner:

- In the case of an extension of the regular shift beyond eight (8) hours, four (4) hours notice will be given.
- In the case of a full eight-hour (8) shift or less on a regularly scheduled day off, forty-eight (48) hours notice will be given.

Employees, who work overtime where the University was unable to offer such advance notice, will not be charged for the hours of overtime they worked.

Employees not desiring overtime, in instances where the University was unable to offer such advance notice, will not be charged for the hours of overtime they could have worked. Failing the necessary number of qualified employees to fulfill the overtime requirement, the University will detail overtime assignments to the least senior employee who must work the overtime. As need for overtime recurs, assignments will be distributed in order of ascending seniority in the classification required on a rotating basis.
C. Department supervisors shall maintain overtime records to insure proper distribution. Whenever the difference in overtime hours credited to employees within a classification and department equals or exceeds 30 hours, available overtime will be granted to those employees credited with the lesser number of hours until such time as this difference is reduced to below 20 hours, provided such employees possess the requisite skills. The University will make every effort to correct overtime distribution inequities during the last quarter of each fiscal year provided the requirement for overtime exists. Overtime records will be maintained on a fiscal year basis.

D. Whenever an employee is hired, recalled, or permanently transferred into a job classification, he/she will be credited with the average amount of overtime of the employees in the new classification and department.

E. Overtime not worked because the employee was not available will be charged to such employees on the basis of the average number of overtime hours of those employees working such overtime period. Unscheduled call-in time is exempt from this section.

F. Compensatory time off may be requested by the employee subject to the approval of the supervisor. Compensatory time not used within sixty days of the date it is earned shall be paid. The supervisor reserves the right to pay overtime rather than grant compensatory time off. The terms of this provision are not grievable.

G. Facilities Custodial & University Services’ two Divisions (Custodial Services, Academic and Residential) will send a letter during the month of June each year, to employees who are classified as Custodial Technician and Custodial/Special Projects, Custodial/Set-Up Technician asking them within the respective Custodial Division, if he or she would like their name removed from the scheduled overtime list. Each employee’s signature will be required. This list shall not exempt the employer from calling in employees to work in upgraded positions. This section does not apply to lay-offs.
If an employee chooses to have their name removed from the scheduled overtime list, the individual shall be informed that they can be placed back on the scheduled overtime distribution list at any time by submitting a written request to their supervisor.

The employee’s name will be placed back on the scheduled overtime distribution list and credited with the average amount of overtime hours by the number of employees within the respective classification and Custodial Division.

Failing the necessary number of custodial employees to fulfill overtime requirements, overtime assignments will be detailed and distributed to all Custodial Employees within the designated Custodial Division.

Should there be an event that requires all Custodial employees to work overtime assignments, those assignments shall be detailed and distributed to all Custodial employees within the entire organization of Facilities Custodial & University Services as outlined in Article 13.5.B.

H. The Overtime procedure for Facilities Ground Services Division shall be administered as follows:

- A seniority list will be maintained and posted consisting of AFSCME Local 3472 and AFSCME Local 439 (combined list) by each employee’s University of Delaware date of hire.
- All new employees who are transferred and/or hired within Facilities Ground Services Division will automatically have their name added to the seniority list.
- Voluntary Overtime shall be administered in descending order of the seniority list.
- Mandatory overtime shall be administered in ascending order of seniority.
- If a temporary upgrade from Groundskeeper to Caretaker is necessary within a zone, the Groundskeepers who work within that zone shall be given first consideration for the upgrade. The Groundskeeper with the greatest
classification seniority within that zone will be given the first opportunity in filling the temporary caretaker position.

The temporary upgrade shall be awarded to the most senior Groundskeeper within that zone and rotated from most to least senior Groundskeeper as long as each Groundskeeper satisfies the minimum experience, training, and ability.

- Management authorizes temporary upgrades; a temporary upgrade is not automatic just because someone is absent.
- A Caretaker must be absent from work for a minimum of one (1) regular scheduled work day in order for management to temporary upgrade.
- A Groundskeeper upgraded from Groundskeeper to Caretaker temporarily does not need a Commercial Driver’s License (CDL) license in order to be considered for the upgrade unless the job requires them to drive a vehicle that requires a CDL.
- A Groundskeeper serving in the capacity of “temporary Caretaker” will not be considered for a full time position unless the individual has satisfied all of the minimum requirements outlined in the Caretaker job description.

13.6 Call-In Pay:

An employee reporting for emergency duty at the employer’s request for work which he/she had not been notified in advance and which is outside of and not continuous with his/her regular work period shall be guaranteed at least three (3) hours’ work at the rate of time and one-half.

13.7 Reporting Pay:

An employee who reports for scheduled work and no work is available will receive three (3) hours’ pay at his/her regular straight time rate.

13.8 Flexible Work Schedule:

An employee may request to work a flexible work week schedule subject to management’s approval. The flexible work schedule shall be considered by management based
upon operational and staffing needs. The request must occur within the same work week. An employee working more than 8 hours in a 24-hour period will not be subject to the overtime provision outlined in section 13.5 of the CBA. Flexible work schedule requests are not grievable.

ARTICLE XIV
HOLIDAYS

14.1 Recognized holidays with pay are as follows: New Year’s Day, Martin Luther King Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, the Friday following Thanksgiving Day, the 24th of December, Christmas Day, the 26th of December and General Election Day, which occurs in even numbered years. In addition, one holiday each year will be granted in accordance with the academic calendar and operational needs. When a holiday falls on Saturday, the preceding Friday will be observed and when a holiday falls on Sunday, the following Monday will be observed. Shifts that start during the holiday period (12:00 midnight to 12:00 Midnight of the holiday concerned) only shall be eligible for holiday overtime pay. Subsequent federal and state legislation pertaining to the Monday observance of the holidays granted by this Agreement will be honored. The president at his discretion, may declare additional holidays.

14.2 Employees with an unexcused absence on either the work day immediately preceding or immediately following the holiday are not eligible for a holiday pay. When the work day immediately preceding or immediately following the holiday is an excused absence without pay, the request for such excused absence must be made and granted in accordance with Article XII, Section 12.5 - Other Personal Leave, in order for the employee to receive holiday pay. Employees required to work on a holiday will be paid for that time at time and one-half their regular rate in addition to the holiday pay or be given compensatory time off at time and one-half within the pay period following the holiday, such compensatory time off date to be mutually agreed upon by the employee and supervisor.
14.3 If a holiday falls outside the employee’s scheduled work week, then such employee shall receive straight time pay for the number of hours in his/her regularly scheduled working day as compensation for such paid holiday.

**ARTICLE XV**

**VACATION**

15.1 Employees covered by the terms of this Collective Bargaining Agreement and meeting the eligibility requirement criteria shall be granted paid vacation when mutually agreed upon by the employee and the supervisors as specified below. Personnel on leave of absence (layoff) as of July 1 shall be credited with such additional vacation days, as individually eligible under this vacation schedule, upon return to employment following recall.

**EARNED VACATION SCHEDULE**

<table>
<thead>
<tr>
<th>LENGTH OF SERVICE</th>
<th>VACATION</th>
</tr>
</thead>
<tbody>
<tr>
<td>Less than 1 full year</td>
<td>1 day per month of service</td>
</tr>
<tr>
<td></td>
<td>to a maximum of 10 days</td>
</tr>
<tr>
<td>At expiration of 1 full year</td>
<td>2 weeks plus 3 days</td>
</tr>
<tr>
<td>At expiration of 3 full years</td>
<td>3 weeks</td>
</tr>
<tr>
<td>At expiration of 5 full years</td>
<td>3 weeks plus 3 days</td>
</tr>
<tr>
<td>At expiration of 6 full years</td>
<td>3 weeks plus 4 days</td>
</tr>
<tr>
<td>At expiration of 9 full years</td>
<td>4 weeks plus 1 day</td>
</tr>
<tr>
<td>At expiration of 10 full years</td>
<td>4 weeks plus 2 days</td>
</tr>
</tbody>
</table>

Requests for vacation must be submitted at least two (2) weeks in advance of the vacation time requested. Vacation requests will be granted or denied in writing within five (5) working days. Vacation requests will be granted, if at all possible, in accordance with operational and staffing needs. Requests for emergency vacation submitted after the required two (2) week period may be granted in accordance with operational and staffing needs. Employees will be notified immediately of their status when call-off is requested or within thirty minutes after the department receives the call. However, requests for a
single vacation day will be granted, in accordance with operational and staffing needs, if submitted two (2) work days in advance. Where two or more employees file vacation requests on the same day for the same or overlapping time periods, seniority shall be the determining factor.

15.2 Eligible employees desiring earned vacation pay, when their scheduled vacation includes a regular pay day, may apply through their department. Such requests, in order to be considered, must be submitted in writing no later than fifteen (15) calendar days prior to the date of vacation and must be for periods of vacation time of no less than forty (40) hours. All such requests are subject to approval of the director concerned.

15.3 For purposes of computing vacation allowances:

A. No deduction is made for time lost because of normal shutdown at Thanksgiving, Christmas, end of fall semester, and spring recess.

B. A month is counted for vacation credit only if the employee is on a paid status for at least one-half (1/2) the normal scheduled workdays of that month.

C. Vacation time is earned only while the employee is actively working in a regular approved budget line item position. Employees will be provided, upon request, information regarding the number of vacation days, which they have accrued or earned.

D. University personnel where employment is interrupted by layoff, receive vacation credit for the month in which recalled if they begin work on their units first scheduled working day. To receive credit for the month in which laid off, they must work through their units last scheduled working day.

15.4 If a holiday falls within a scheduled vacation period, the employee is entitled to an additional day of vacation to compensate for the holiday.

15.5 Employees who resign after three (3) full calendar months or
more of continuous service receive vacation pay. In order to receive unused earned vacation, an employee must give two weeks notice prior to termination or five (5) days notice and reasonable cause. Employees terminated for cause will receive unused earned vacation. In the event of an employee’s death, payment for unused earned and accrued vacation will be included in the final paycheck.

15.6 Vacation may be used as it is earned and cannot be advanced. At any given time, employees may not accumulate vacation days beyond the maximum allowable days as indicated in the following schedule:

**Maximum Allowable Vacation Accumulation Bank**

| Date of hire to expiration of 3 full years | 28 days |
| At expiration of 3 full years             | 30 days |
| At expiration of 5 full years             | 33 days |
| At expiration of 6 full years             | 34 days |
| At expiration of 9 full years             | 36 days |
| At expiration of 10 full years            | 37 days |

15.7 The fiscal year of the University of Delaware shall be July 1 through June 30 of the next year.

**ARTICLE XVI**  
**HEALTH AND WELFARE**

On July 1, 1988 the University introduced a flexible benefits program for all eligible employees, including members of this bargaining unit. This program offers opportunities for selecting medical, dental, life and disability insurances. Employees shall use UDollars provided by the University to assist in paying for the benefits selected. If the total costs exceed the UDollars provided, employees shall pay the difference with pre-tax dollars. There are also tax saving opportunities through flexible spending accounts for employees who have medical or dependent day care expenses. The flex enrollment period shall occur once each year in May. The flex plan year begins on July 1 and ends on June 30 of each year.
16.1 Group Life Insurance:

The University shall provide UDollars for each full time employee to select one option from the group life insurance choices offered through the flexible benefits program. Employees who do not make a selection will receive coverage as follows:

A. If employed prior to the flex plan year, an amount equal to their previous coverage;

B. If employed after the flex plan year begins, an amount equal to two times their base annual salary.

16.2 Total Disability Insurance:

The University shall provide UDollars for each full-time employee to select one option from the disability insurance choices offered through the flexible benefits program. This insurance will supplement disability benefits provided under the State of Delaware Pension plan, Worker’s Compensation and the federal Social Security programs, as appropriate. It will pay the difference between the total monthly benefits from any state and federal programs and the percentage of salary selected by the employee.

16.3 State of Delaware Group Medical Program:

The University shall provide UDollars equivalent to a fixed cost share established for each of the health plans offered through the State of Delaware, including the First State Basic Plan. The University’s medical plan contribution ranges from 86.75% to 96% of the total premium depending on the plan and coverage tier. Catastrophic Coverage is included in all University health care plans.

Employees desiring to participate in this program must apply within thirty (30) calendar days of date of employment. Failing this, employees can make application during the flexible enrollment period each year. Coverage is effective the first of the month following application.
16.4 Blood Bank of Delaware Membership: On each anniversary date, the University shall pay the annual membership dues for employees who elect to enroll in the University Group of the Blood Bank of Delaware.

16.5 Dental Plan:

The University shall provide UDollars for full-time employees to select family or individual dental coverage through the flexible benefits program. Employees may also choose to waive this coverage and receive a monetary amount which they may use to either increase their flex benefits or their taxable income. Dental maximums provided under the current family dental program are $1,750 per year.

16.6 Education Benefits:

The University shall provide a tuition remission program for eligible spouses and dependents of bargaining unit members. Employees may apply for two tuition remissions for: their dependent children or a spouse and dependent child during either the fall or spring semester. Recipients of this program may take up to seventeen (17) credits during each regular semester at no charge if enrolled as full-time matriculated undergraduate students. The seventeen (17) credit hours may not be divided between semesters. Spouses of employees who have not remarried and/or their biological or adopted children will be eligible for tuition remission at the University of Delaware, even if they have not matriculated at the time the employee retires, becomes totally disabled, or dies. This benefit will be implemented in accordance with applicable University policy.

The University shall provide two course fee waiver benefits per semester up to a maximum of six courses per calendar year. A bargaining unit member, the spouse or dependent child may enroll without payment of course fees during each semester or session up to the maximum of six courses per year. Enrollment in academic credit courses related to study trips or enrollment in non-credit courses will be permitted through this benefit only if such enrollment does not displace a paying
student from the class or add appreciable costs to the University. This benefit will be implemented in accordance with applicable University policy.

16.7 A full-time employee is defined as an employee working thirty-five (35) or more hours per week on a regularly scheduled basis in a position contained as a permanent line item in the University budget.

16.8 Personnel who may be laid off due to lack of work and who otherwise qualify for University payment of their personnel benefits shall continue to receive University payment in support of these benefits for a period of three (3) months following date of layoff. University support shall conform to the requirements of the flexible benefits program and the conditions set by the various insurance companies.

16.9 Personnel who may otherwise request leaves of absence without pay must continue coverage at their own expense even though the University paid for their benefits while actively employed. All requests to continue insurance will be subject to the legal and contractual provisions of the programs.

16.10 University benefits provided herein will be discontinued in accordance with the Consolidated Omnibus Budget Reconciliation Act when an employee covered by this Agreement quits, retires, is discharged or suffers loss of seniority under the conditions of Article VI, Section 6.3, Termination of Seniority.

16.11 It is specifically agreed that the establishment, administration, interpretation, or application of insurance and pension plans in which employees covered by this Agreement are eligible to participate are not subject to arbitration.

16.12 The University Benefits Office will conduct briefings for AFSCME employees for the purpose of providing information on the University Benefits Program. Special attention will be focused on explaining the various health insurance programs available to AFSCME employees. The meetings will also provide opportunities for questions. These briefings will be conducted once each year.
ARTICLE XVII
NEW JOBS

17.1 It is agreed that the introduction of new equipment and processes may call for the elimination, change, or consolidation of job classifications and the creation of new classifications.

17.2 If, in the opinion of the University, new jobs must be created or existing jobs changed or eliminated, it shall have the right to make such changes, establishing new or changed jobs and rates therefore. Discussions will be held with the Union at least fourteen (14) calendar days prior to the implementation of such changes.

ARTICLE XVIII
LEGAL CONFLICTS

18.1 Should any applicable federal or state law or any applicable court or administrative order or ruling conflict with any provision of this Agreement, the provision so affected shall be made to conform to the law, order, or ruling, and otherwise the Agreement shall continue in full force and effect.

ARTICLE XIX
NO STRIKES OR LOCKOUTS

19.1 During the life of this Agreement there shall be no strikes, walkouts, stoppages of work, sitdowns, boycotts, or any other direct or indirect interference with the University’s operations. The University agrees that there shall be no lockout during the life of this Agreement.

ARTICLE XX
SAFETY

20.1 The University agrees to make reasonable provisions for the safety and health of the employees during the hours of their employment. Any complaints that arise as to safety or health may be taken up under the grievance procedure. The University and the Union shall cooperate in the enforcement of safety regulations. Concerns regarding unsafe
or unhealthy conditions in the work place will be discussed at labor-management meetings. Safety committees will be established in accordance with the University Safety Policy.

20.2 The University will, at its expense, provide protective devices and safety equipment, which in the opinion of the University are necessary to protect employees. Effective January 1, 2012, the University will pay an amount up to a maximum of $90 toward the purchase of two pairs of approved safety shoes for employees in the Facilities, Real Estate & Auxiliary Services Organization. This amount will be available each fiscal year. Approved footwear must comply with ANSI standards as they apply to the employee’s occupation. All such purchases must occur simultaneously, once a year. Employees who purchase safety shoes under this provision must make all of their purchases, up to the maximum, at the same time

ARTICLE XXI
NON-DISCRIMINATION

21.1 The University and the Union agree that neither race, color, religion, sex, national or ethnic origin, age, handicapped, sexual orientation, or veteran status shall be used for discrimination in any of the employment practices and the administration of policies and practices affecting employees.

ARTICLE XXII
MILITARY SERVICE

22.1 The University shall provide for the reemployment of returning veterans in accordance with the provisions of the applicable federal and state laws and the terms of this Agreement.

22.2 The seniority established by those employees entering military service will be protected and for seniority purposes they will be given credit for military service.

22.3 An employee who is required to take time off from work for examination for induction into the Armed Services will be paid for that day or portion thereof not worked, payment to be made to the employee’s regular straight time rate up to a
maximum of eight (8) hours. A night shift employee who as a result of having to undergo such induction examination is not reasonable able to work his regularly scheduled shift hours shall be compensated similarly.

22.4 A. Employees who are affiliated with National Guard units and who may be called for active duty by official state or federal declaration, under emergency conditions, will continue to receive their regular salary or wages for a period up to five (5) working days of service, with the provision that they remit to the University their military pay for those days which would have been their normal work days at the University. In those instances where an employee’s military pay exceeds his/her University pay, only the amount equivalent to the University pay for the days involved is to be reimbursed to the University. For periods of emergency military service in excess of five (5) days, a separate decision will be rendered for each individual concerned.

B. Employees with ninety (90) or more days of University service, who are members of the National Guard or Military Reserve units and required to attend annual reserve training periods or encampment programs shall receive make-up pay for a period not to exceed fourteen (14) consecutive calendar days in any one (1) calendar year. The make-up pay shall be the difference between government pay and the straight time base hourly rate of the employee multiplied by eight (8) hours for each day of his/her normal work schedule. An employee must file a copy of his/her orders with the Office of Labor Relations and will be placed on military leave of absence without pay.

In order to receive make-up pay under this provision, each employee shall be responsible for furnishing proof of attendance and a statement of government pay received.
23.1 It is not expected that supervisors or managers would normally engage in production or maintenance work. However, they may perform any required duties and functions in emergencies and for short durations of time when their service is essential. It is agreed that existing practices in this regard are satisfactory and are within the meaning of this article. Additionally, they may engage in work for instructional purposes.

Any employee may be utilized as required under emergency operation to perform work to lessen or remove the emergency existing.

23.2 Employment of Casual Labor:

The University may employ casual labor including students with the provision that the employment of such casual labor shall not cause the layoff, reduction of hours, or discharge of any regular employees in the bargaining unit.

23.3 Meal Provisions:

The University will furnish meals, providing University facilities are available to employees required to work, under the following conditions:

A. Work due to a large-scale emergency such as snow removal, loss of electrical power, etc., provided the employees’ services are required through their normal meal period.

B. Where employees are required to work unscheduled overtime in excess of three (3) hours - unscheduled overtime being defined as when notice is not given prior to the close of the previous days’ shift.

C. Additionally, overtime schedules may be programmed to permit employees to return home during the meal periods as a matter of convenience to the employee, upon mutual agreement.
23.4 Physical Examination:

Employees in hazardous occupations or any other employees upon reasonable cause are expected to take such examination as may be required by the University. The cost of such examination shall be borne by the University.

23.5 Bulletin Boards:

The University agrees to provide space on selected bulletin boards where Union notices may be posted. Such notices must relate to Union meetings, elections, or social affairs. Such notices will be submitted by the President of the Local Union to the Office of Labor Relations before posting.

23.6 Employees shall provide their respective department personnel office with their current mailing address and telephone number upon date of hire. Employees shall update any address or telephone number changes as they occur.

23.7 The University shall pay all renewal license fees for all bargaining unit employees required to have a CDL license within their job classification.

ARTICLE XXIV
CLASSIFICATIONS AND HOURLY WAGE SCALES

24.1 The hourly wage scales for each classification covered under the bargaining unit are established and made part of this Agreement and are shown in Appendices A, B, and C to be effective as indicated.

24.2 Group Leader Compensation:

A. Group Leader positions as they become available shall be posted within the assigned work area concerned, with the exception of Custodians which shall be posted within the Division (Academic or Residence/Conferences). Bidding shall be restricted to employees in the same classification. Procedures and criteria to be followed will be in accordance with Article IX - Promotion and Bidding. Newly appointed Group Leaders are considered as probationary for the first sixty (60) days of service in that capacity.
B. When an employee is appointed to Group Leader, such employee shall receive the average hourly rate of the group being led, and a premium of 10% of the job rate for his classification, or the Group Leader’s current job rate and a premium of 10% of the job rate for his classification, whichever is greater.

C. In instances where Group leaders are removed from Group Leadership for cause or management convenience, such Group Leaders shall have their pay rate adjusted to the hourly rate of pay earned prior to Group Leader appointment, plus negotiated increases.

D. During special events or other requirements, a Group Leader may be selected from the employees working the event. To qualify for a Group Leader, the event must be staffed by at least 3 bargaining unit employees, or at least 5 students, or 2 bargaining unit employees and at least 3 students. Employees appointed to temporary Group Leadership of students, or in instances of special events or requirements, will receive an additional 10% of the job rate for the classification concerned for the period of such temporary group leadership only, and thereafter their rate of pay shall be adjusted to delete the Group Leader premium.

24.3 A Custodial Technician assigned to the "tugger operations" at Christiana Towers shall receive an additional $2.30 of pay for each hour worked while operating this equipment.

24.4 A Custodial Technician assigned to “linen clerk duties” shall receive an additional $2.30 of pay for each hour worked while working in this assignment.

**ARTICLE XXV
FINANCIAL SUPPORT**

25.1 It is recognized that financial support of personnel benefits, hourly wage rates, and other economic factors are contingent upon the receipt of operating funds from the State of Delaware. In the event that the University total budget support requested from the State of Delaware is not granted, then the University reserves the right to reexamine and alter the economic benefits previously established in consultation with the Union.
ARTICLE XXVI
TERM OF AGREEMENT

26.1 This Agreement shall go into effect as of January 1, 2014 and shall continue in effect through December 31, 2016 and from year to year thereafter unless at least sixty (60) days prior to the expiration of this Agreement, or any anniversary date thereafter, notice in writing shall be given by either party to the other of the desire to amend, alter, abrogate or negotiate a new Agreement.

By mutual consent of both parties a memorandum of understanding may be entered into modifying or extending the term of this Agreement which, when signed and ratified, shall constitute an extension of the term of this Agreement.

The undersigned are duly authorized representatives of the UNIVERSITY OF DELAWARE and LOCAL 439 of the AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES, AFL-CIO.

IN WITNESS WHEREOF THE PARTIES HERETO HAVE SET THEIR HANDS AND SEALS ON THIS 25th DAY OF JUNE, 2014.

BY:

[Signatures]

AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES, LOCAL 439, AFL-CIO

FOR THE UNIVERSITY OF DELAWARE

BY:

[Signatures]
APPENDIX A
CUSTODIAL & UNIVERSITY SERVICES AND TRANSPORTATION SERVICES

PAY GRADE 2: (None)

PAY GRADE 3: (None)

PAY GRADE 4: Custodial Technician
(See Appendix E)

SPECIAL PAY GRADE 5: Custodial/Set-Up Technician

PAY GRADE 5: (None)

PAY GRADE 6: Mover
Groundskeeper

PAY GRADE 7: Refuse Collector

PAY GRADE 8: Custodian/Special Project
Bus Driver
Driver

PAY GRADE 9: Maintenance Storekeeper

PAY GRADE 10: Driver/Mover
Caretaker
Refuse Equipment Operator
Shipping/Receiving Clerk

PAY GRADE 11: (None)

PAY GRADE 12: (None)

PAY GRADE 13: (None)
## APPENDIX B

### CUSTODIAL & UNIVERSITY SERVICES

### AND TRANSPORTATION SERVICES

<table>
<thead>
<tr>
<th>PAY GRADE</th>
<th>1, Jan, 14 Hourly Pay Rate</th>
<th>1, Jan, 15 Hourly Pay Rate</th>
<th>1, Jan 16 Hourly Wage Reopener</th>
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<td>2</td>
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</tr>
<tr>
<td>3</td>
<td>$16.19</td>
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<tr>
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### APPENDIX C
### CUSTODIAL WAGE SCALES

#### CUSTODIAL TECHNICIAN

<table>
<thead>
<tr>
<th>Hire Date</th>
<th>Pay Grade</th>
<th>1, Jan, 14 Hourly Pay Rate</th>
<th>1, Jan, 15 Hourly Pay Rate</th>
<th>1, Jan 16 Hourly Wage Reopener</th>
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<td>Prior to 1/1/85</td>
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<td>On or after 1/1/86</td>
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<td>$12.75</td>
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#### CUSTODIAL/SET-UP TECHNICIAN

<table>
<thead>
<tr>
<th>Pay Grade</th>
<th>25, Jun, 14 Hourly Pay Rate</th>
<th>1, Jan, 15 Hourly Pay Rate</th>
<th>1, Jan 16 Hourly Pay Rate</th>
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<tbody>
<tr>
<td>SP5</td>
<td>$16.00</td>
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APPENDIX D

OCCUPATIONAL GROUPINGS

GROUP A
Caretaker
Refuse Equipment Operator
Mover
Custodial Technician

GROUP B
Custodial Technician

GROUP C
Shipping/Receiving Clerk
Custodial Technician

GROUP D
Driver/Mover
Driver
Mover
Groundskeeper

GROUP E
Custodial/Special Projects
Custodial/Set-Up Technician
Custodial Technician
APPENDIX E
UNRELATED JOB CLASSIFICATION

Bus Driver
Casual Wage Bus Driver

APPENDIX F
BUS DRIVERS GENERAL

<table>
<thead>
<tr>
<th>Classification</th>
<th>1, Jan, 14 Hourly Pay Rate</th>
<th>1, Jan, 15 Hourly Pay Rate</th>
<th>1, Jan, 16 Hourly Wage Reopener</th>
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</thead>
<tbody>
<tr>
<td>Full Time Bus Driver</td>
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<tr>
<td>Casual Wage Bus Driver</td>
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<td>$19.87</td>
<td></td>
</tr>
</tbody>
</table>

Casual Wage Bus drivers receive no benefits and no paid vacation or sick leave or holiday pay. Casual Wage Bus drivers may bid on Bus Driver positions after 90 calendar days of employment regardless of the number of hours worked. They are eligible to bid on other 439 positions after they have completed 450 hours of work.