

ARTICLE 60 – REPRESENTED REGULAR TEMPORARY EMPLOYEES

Only the following language in this article applies to the Represented Regular Temporary Employees and shall constitute the whole agreement between the union and the University regarding these employees.

~~60.1 Definition. The term Represented Regular Temporary Employee shall mean an hourly paid employee doing WFSE bargaining unit work for more than 350 hours but less than 1,050 hours in any twelve (12) consecutive month period from an individual's original employment date or from July 1, 2005, whichever is later, exclusive of overtime worked.~~

INCLEMENT WEATHER AND SUSPENDED OPERATIONS

~~60.2 Inclement Weather. When the University is in operation an employee may request time off without pay to deal with unanticipated problems related to inclement weather conditions. However, employees designated by the Employer as "essential" must report to work.~~

~~60.3 Suspended Operations. If the University determines it is advisable due to emergency conditions to suspend the operation of all or any portion of the institution, employees designated by the Employer as "essential" must report to work.~~

TRANSPORTATION

~~60.4 The Employer and Union agree that the Employer shall continue to encourage but not require employees covered by this Appendix to use alternate means of transportation to commute to and from work in order to reduce traffic congestion, improve air quality and reduce the Employer's leased parking costs.~~

~~60.5 The Employer and Union agree transportation management including fee setting and permitting for parking are the discretion of the University. The Union may raise concerns at Joint Union/Management Committee meetings~~

~~60.6 Training. Employees shall be appropriately trained and or certified prior to being assigned to perform work requiring such training or certification, e.g., work with asbestos, lead, blood borne pathogens, and all other appropriate training required for safety and efficiency in the unit.~~

HOURS OF WORK AND OVERTIME

~~60.7 Hours of work for employees shall be established by the employing official. Work hours assigned in excess of forty (40) hours in a seven (7) day work week~~

~~constitutes overtime. Overtime hours will be compensated at a rate of one-and-one-half (1-1/2) times the employee's regular rate.~~

~~60.8 Assignment of hours or continuation of employment is at the discretion of the Employer and is not grievable.~~

~~60.9 Holiday Premium. If an employee works one of the following holidays, she/he will receive time and one half for all hours worked on that holiday: New Year's Day, Martin Luther King Jr. Day, President's Day, Memorial Day, Independence Day, Labor Day, Veteran's Day, Thanksgiving, Native American Heritage Day, and Christmas.~~

COMPENSATION

~~60.10 Compensation: All regular temporary employees under this Appendix shall be paid an hourly rate that falls within the salary range for the job that best fits the bargaining unit work.~~

~~60.11 SICK LEAVE:~~

~~A. Employees will accrue one (1) hour of sick leave for every forty (40) hours worked (0.025 per hour).~~

~~B. Sick leave accrues at the end of the month and is available for use the following month.~~

~~C. Accrued sick leave may be used~~

~~1) in accordance with Article 18.1(b), 18.1(e), and 18.1 (f);~~

~~2) for the suspension of operations when the employee's workplace has been closed by a public health official for any health related reason; and~~

~~3) when the employee's child's school or day care has been closed by a public health official for any health related reason.~~

~~D. Carryover and Separation: Employees may only carryover a maximum of forty (40) hours of accrued sick leave each calendar year. Accrued sick leave is not paid at separation.~~

~~60.12 OTHER PROVISIONS: The Following Articles in this Agreement apply to Represented Regular Temporary employees:~~

~~_____ Preamble~~

~~_____ Article 1 _____ Union Recognition~~

~~_____ Article 2 _____ Non-discrimination~~

~~_____ Article 4 _____ Workplace Behavior~~

~~_____ Article 5 _____ Affirmative Action~~

~~_____ Article 6 _____ Grievance Procedure (non-corrective action only)~~

~~_____ Article 7 _____ Employee Rights~~

- 1 ~~Article 8 Employee Facilities~~
- 2 ~~Article 20.11 Formal Collective Bargaining Leave~~
- 3 ~~Article 22 Child/Dependent Care~~
- 4 ~~Article 24 Unpaid Leave for a Reason of Faith or Conscience~~
- 5 ~~Article 27 Leave Related to Domestic Violence, Sexual Assault or Stalking~~
- 6 ~~Article 30 Work Related to Injury Leave (except 30.2)~~
- 7 ~~Article 31 Health and Safety~~
- 8 ~~Article 40 Mandatory Subjects~~
- 9 ~~Article 42 Union Activities, Rights, and Stewards (except Article 42.6~~
- 10 ~~Temporary Employment with the Union)~~
- 11 ~~Article 43 Joint Union/Management Committees (except section 43.3)~~
- 12 ~~Article 46 Health Care Benefits (if qualified for PEBB)~~
- 13 ~~Article 49 Privacy~~
- 14 ~~Article 50 No Strike/Lockout~~
- 15 ~~Article 54 Subordination of Agreement and Saving Clause~~
- 16 ~~Article 56 Union Membership, Fair Share, and Dues Deduction~~
- 17 ~~Article 57 Management Rights and Responsibilities~~
- 18 ~~Article 58 Term of Agreement~~
- 19 ~~Appendix I Job Classifications~~
- 20 ~~Appendix III Overtime Exempt Job Classifications~~
- 21 ~~Appendix IV Layoff Seniority Units~~
- 22 ~~Appendix V Pay Tables~~

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Tentatively Agreed To:	
For the Union: DocuSigned by: <div style="border: 1px solid black; border-radius: 10px; padding: 2px; display: inline-block; margin: 5px;">Teresa Parsons</div> <hr style="width: 80%; margin-left: 0;"/> 4EDFE8373C764A1...	For the Employer: DocuSigned by: <div style="border: 1px solid black; border-radius: 10px; padding: 2px; display: inline-block; margin: 5px;">Banks Evans</div> <hr style="width: 80%; margin-left: 0;"/> C5469E99932C427...
Date: 5/20/2022	Date: 5/20/2022