

Highlights of the Proposed Contract

3-Year Contract – July 1, 2018 to June 30, 2021

Base Raises – \$0.50 or 2% (whichever is higher) on July 1 of each year of the contract

- The raise for this year will be retroactive
- Grade mins and maxes increase 1.5% each year – any increase above max paid as bonus
- To get any raise, retro pay, or bonus, you must be on the payroll when it is paid out (or have retired or been laid off after July 1)
- Employees in their 6-month probationary period on July 1 get a different raise: 1.5% after their probationary period is completed

Other Raises and Bonuses

- Merit bonuses \$100 for Exceeds and \$250 for Outstanding
- Anyone below \$15/hour after their 2018 raise will be brought up to \$15/hour
- Additional structure raise if you are too low in the grade for your years of service

Childcare Fund – \$70,000 for each year of the contract

Career Development – increased support for employees who want to advance at UMMS

- Quarterly trainings offered to SHARE members, on paid release time: 1) resume writing/interviewing, and 2) Career Management
- Support and feedback for transfer applicants at the time they apply for a new job
- A reclassification appeal process for up to 10 cases per calendar year
- Access to job descriptions and job family information
- Training, on paid release time, in UMMS' new Competency model which will be used for performance evaluations and job descriptions
- Improved tuition assistance policy

Reclassification Review for the following titles after the contract is implemented:

- Mental Health Counselor I and II
- Mailroom Clerk I
- Receptionist I, Secretary II, Admin Assistant I, Admin Assistant II, Secretary to the Chair
- Peer Mentor and Custodian II
- Clinical Research Assistant and Research Technician I and II
- Research Lab Aide II

We have a commitment to review these jobs. We do not have a commitment that any changes will be made.

Highlights of the Proposed Contract, continued

Time Off

- Vacation accruals can float above 240-hour cap during the year; use it or lose it by July 1
- Hour-for-hour holiday comp time accrual for Psychiatry CCU and Public Safety
- Assault pay for SHARE members injured by violence at work – instead of using sick time

Attendance – change in “Indicators of Attendance Problems”

- change to “absences” (a partial day up to one full day) from “occurrences” (a partial day up to multiple consecutive days for the same illness)
- change to “more than 5 unscheduled absences in 6 months, or more than 10 in 12 months” from “3 occurrences in 6 months, or 6 occurrences in 12 months”
- increased emphasis on patterns of absence, compared to amount of time
- pre-approved use of sick time, FMLA, or workers compensation are not counted as unscheduled absences

Labor-management Joint Working Group in Animal Medicine to discuss departmental issues

Bilingual pay program continues; ongoing discussion of process/compensation/eligibility

Employees in probationary period have a right to a union rep if there is a problem

Work Security language improvements to protect employees facing layoff

Concrete timelines for appealing corrective action

Updating of 56 policies that apply to SHARE members; agreement to discuss future changes as they come up so that they are not all part of next contract negotiations

Complete tentative agreement: http://theshareunion.net/MoA_October_11_2018.pdf

SHARE website contract information: www.theshareunion.org/2018-contract-negotiations

If you have questions, talk to a member of the SHARE negotiating team, come to a meeting, or call the SHARE office at 508-929-4020.