

## **Highlights of the 2012 - 2013 Re-Openers (Modifications)**

A summary of the proposed changes to Articles 17, 20, 23 and 24 appears below.

### **Article 17: Leaves**

- Clarification concerning the implementation of FMLA.
- No employees hired after February 1, 2013, will be eligible for a sick leave payout.

### **Article 20: Informal Resolution, Grievance and Arbitration Procedures**

- Faculty gained five additional days to consider filing a Request for Informal Resolution that can continue to a Grievance if not adequately solved.
- Clarified language on redress of salary calculation errors.
- Clarified who may be considered a grievant to include the UFF as a Chapter in enforcing the contract.
- Clarified recording procedures for Arbitration proceedings.
- Clarified the responsibilities for taking issues to Arbitration.
- Revised Appendix D to be consistent with the Article and provide for a one-step process of Notification of Arbitration.

### **Article 23: Salaries**

- For 2012-2013, the University did provide applicable faculty with promotion increases effective August 7, 2012.
- For 2012-2013, Promotion increases to Advisor III or Instructor III will be increased from 9% to 12%.
- The University and the UFF shall continue to consider the 2012 Balmoral Faculty Salary Compression and Inversion Study.

### **Article 24: Benefits**

- Faculty will have access to any Domestic Partner Benefits the University develops.
- UFF will be consulted in the development of Domestic Partner Benefit policies.