

Contract Summary October 14, 2009

- Requirement to turn over pay for jury duty deleted.
- Funeral leave - Add 4 days for certified domestic partner and dependent step child, and 3 days for grandchild.
- Tuition remission – T26 and above add 50 percent tuition remission for spouse and certified domestic partner.
- Prescription drug benefit will be available the first day of the month next after the date of hire. \$5 for generic and \$10 for brand name. Beginning July 1, 2010 Generic will be 10% of cost, Preferred 20% and Brand-name 30%.
- No change to cost share for individual health insurance. Family cost share to increase to: 11/1/09- 15%, 11/1/10- 16%, 11/1/11- 17%, 11/1/12- 18%.
- Increase in vacation time effective 7/1/10 - T21-25 first full fiscal year of service 15 days of vacation per year. At the beginning of the 12th full fiscal year of service 20 days of vacation a year. T-26 and above first full fiscal year of service 20 days of vacation a year.
- Transition to new vacation accrual - Current employees will receive credit for all vacation time accrued from July 2009- June 2010. The time will be banked and the employee may: use additional banked time between July 1, 2010 and June 30, 2013 or on October 1st and March 1st of each year until June 30, 2013 be paid for any or all banked time.
- If the University decides to close between Christmas and New Year, employees will be paid at their regular rate of pay. If an employee is required to work they will receive comp time.

Increase to Grade level

If the reevaluation of an employee's position results in one-grade salary adjustment the salary may increase 5%-8%. A two-grade salary adjustment, an 8%-12% increase. At a minimum, the salary will be adjusted to the minimum of the new grade level.

Past Service Credit

Employees who are rehired by Temple will receive past service credit for the purposes of vacation eligibility and seniority in the following circumstances: If you worked for Temple within the past 10 years and left Temple for reasons that were other than disciplinary.

An employee who returns to the University within a year and meets the above criteria will be credited with 100% of sick time accrued at the time of termination.

Severance

Bargaining unit members terminated involuntarily due to job elimination or reduction in workforce will be entitled to severance in accordance with the following schedule:

Severance Schedule

Length of Service	Weeks Paid of Severance
0-1 year	0 weeks
1-3 years	2 weeks
3-5 years	4 weeks
5-7 years	6 weeks
7-10 years	8 weeks
10-15 years	10 weeks
15-19 years	12 weeks
20-24 years	15 weeks
24-29 years	18 weeks
29 and over	21 weeks

Wages

All bargaining unit members will receive a base increase of 3% effective July 1, 2009.

- Effective November 1, 2010-2% wage increase for all employees
- Effective November 1, 2011-2% wage increase for all employees
- Effective November 1, 2012-2% wage increase for all employees

Merit

There will be a 1% merit pool for all bargaining unit members in 2010, 2011 and 2012. Merit will be distributed as a percentage of salary. Nominations for merit may be made by the employee themselves, department heads, Deans or Directors. AFSCME shall be provided a list of bargaining unit members receiving merit no later than October 1st. Decisions on merit pay by the designated University officer shall not be subject to grievance or arbitration.

Other

- Uniform allowance will be increased to \$200.
- Effective November 1, 2010 shift differential will increase to \$1.00/per hour.
- On July 1, 2010, 2011, and 2012 bargaining unit members will be eligible for the Excels Bonus Program.
- Temple Role Inventory for AFSCME bargaining members will increase by the wage increase agreed to for each year of the contract.