In order to establish a collective bargaining agreement, the IBU is proposing the following articles:

**Article 1 - Agreement:** The agreed terms to set upon this contract with the University

**Article 2 - Compensation:** Description of pay structure and annual increases for the unit.

**Article 3 - University Benefits:** The current benefits program for academic and staff employees, including specific health benefits and retirement benefits, where applicable.

**Article 4 - Accumulated Time Off:** A new system of compensation for recognizing the time of confinement to the vessel.

**Article 5 - Manning:** Requirements for the minimums aboard the vessels.

**Article 6 - Seniority:** A new system, establishing Seniority rank amongst Employees.

**Article 7 - Hours of Work:** Procedures for assignments and hours beyond regular work periods.

**Article 8 - Development & Training:** Article describing the obligation of the University in maintaining a trained and skilled work force upon their vessels.

**Article 9 - Health & Safety:** Procedures for when health and safety issues arise.

**Article 10 - Quality of Life at Sea:** An Article designed for changes aboard ship to improve the situation for crew aboard ship.

**Article 11 - Vacation:** Vacation leave benefits.

**Article 12 - Travel:** Provisions for travel.

**Article 13 - Holidays:** Provisions for holidays.

**Article 14 - Campus / MARFAC Closure:** Procedures for campus closure/curtailment.

**Article 15 - Indemnification:** Provisions for Indemnification.

**Article 16 - Labor Management Meetings:** Process for meeting during the life of the agreement.

**Article 17 - Layoff and Reduction in Time:** Notice, reasons for layoff, and severance provisions.

**Article 18 - Leaves of Union Business:** Provisions for Leaves of Union Business.

**Article 19 - Leaves of Absences:** Other leave benefits.
Article 20 - Medical Separation: Procedures for when medical separation issues arise.


Article 22 - Moving Expenses: Provisions for the University providing expenses if required to move.

Article 23 - Multiple Appointments: Standards for temporary reassignments and associated compensation.

Article 24 - No Strike / Lockout: Article pertaining to a No Strike clause upon agreement of this proposed contract.

Article 25 - Nondiscrimination in Employment: Protected classifications and procedures for when discrimination claims arise.

Article 26 - Out of Class Pay / Temporary Assignment: Standards for evaluating temporary reassignments and associated compensation.

Article 27 - Parking: Location-specific programs.

Article 28 - Payroll Deductions: Procedures for deducting dues for union members.

Article 29 - Performance Evaluations: Process and criteria for job performance review.

Article 30 - Personnel Files: Denotes where files are kept, what information is contained in a file, and the procedure for gaining access to files.

Article 31 - Positions / Appointments: Definitions and descriptions of appointment types including per diem appointments.

Article 32 - Reasonable Accommodation: Procedures for reasonable accommodation.

Article 33 - Access: Provisions for work site access.

Article 34 - Release Time for Bargaining: Process for releasing bargaining team members to participate in bargaining.

Article 35 - Resignation / Job Abandonment: Procedures for resignations and for dismissal when a bargaining unit member abandons their position.

Article 36 - Respectful and Fair Treatment: Provisions for Respectful and Fair Treatment.

Article 37 - Severability: Standard provisions for a collective bargaining agreement.

Article 38 - Sick Leave: Sick leave benefits.

Article 39 - Transfer / Promotion / Reclassification: Standards for Promotions, Reclassifications and Reassignments and associated compensation.
**Article 40 - Grievance Procedures / Arbitration:** Binding hearing process through a third-party neutral. The University will propose a separate arbitrability hearing with one arbitrator and if arbitrable, a different arbitrator shall hear the merits. A multi-step process for industrial jurisprudence.

**Article 41 - Corrective Action / Discipline and Dismissal:** Procedures for disciplinary action up to and including dismissal.

**Article 42 - Waiver:** Standard provisions for a collective bargaining agreement, including bargaining waivers of external rules applying to mariner.

**Article 43 - Work- Incurred Injury and Illness:** Procedures for when a mariner is injured on the job including maintenance and cure.

**Article 44 - Work Rules:** Provisions for implementing changes to rules around the Work Site.

**Article 45 - Uniforms:** Article describing access to work related uniforms and protective clothing.

**Article 46 - Duration of Agreement:** Specify the length of the Agreement and specific terms regarding opening the Agreement for successor negotiations.