

General Updates: Replace all References to State Employees’ Trade Council and SETC with Teamsters Local 2010.

Article 1	Recognition	Add new job titles and title codes. Modify language concerning new classifications.
Article 2	Duration	Update and modify
Article 3	Management Rights	No Change to Current Contract
Article 4	Nondiscrimination in Employment	Add language to ensure fair and respectful treatment in the workplace; Update definition of protected classes
Article 5	Probationary Period	Add language which ensures that all employees serve reasonable probationary periods
Article 6	Limited Appointments	No change to current contract.
Article 7	Hours of Work	Update, modify and amend alternative work schedule and shift language, “Shift”, Shift Structure Change, Meal Periods and ‘Rest Period.
Article 8	Overtime	Update Overtime definition. Review and modify compensation for overtime, campus and medical compensatory for overtime, overtime scheduling, call back and on call to ensure fair compensation for extra work.
Article 9	Performance Evaluation	Amend and clarify evaluation process to ensure fairness, objectivity, and consistency.
Article 10	Promotions, Transfers	Update language as appropriate.
Article 11	Out-Of-Class Assignments	Amend definition and other language to address out of classification concerns
Article 12	Training and Development	Update to include training goals. Expand fee reduction and other programs to include employees and their families
Article 13	Holidays	Review and increase paid holiday hours for alternate shift employees; Make other changes as appropriate.
Article 14	Sick Leave Factored Leave Accruals	Update and/or Amend: Use of Sick Leave and/or Family Illness or Disability to include Parental Bonding Leave. Amend Bereavement Leave and Transfer and Reinstatement of Sick Leave,
Article 15	Vacation Factored Leave Accruals	Review and amend language for donations to catastrophic leave. Change vacation language as needed.
Article 16	Work Incurred Injury or Illness	A proposal may be forthcoming.
Article 17	Military Leave	No change to current contract.

Article 18	Leaves of Absence	Update or modify language to include but not limited to parental bonding, bereavement, and emergency leaves. .
Article 19	Discipline and Dismissal	Review and modify language to address language inconsistencies including but not limited to counseling memos. Review and introduce language which addresses monitoring devices for disciplinary purposes. Teamsters 2010 notification of discipline.
Article 20	Layoff and Reduction in Time	Amend order of layoff language.
Article 21	Sub-Contracting	Improve and update protections of bargaining unit work threatened by “public private partnerships,”, subcontracting, privatization, students, etc;
Article 22	Unit Work	No change to current contract.
Article 23	Grievance Procedure	Modify language concerning informal level and pay status of union stewards who are investigating grievances and make other changes as appropriate. Notification to Teamsters.
Article 24	Arbitration Procedure	Update list of arbitrators.
Article 25	Safety	No change to current contract.
Article 26	Safety Committee	No change to current contract.
Article 27	Protective Clothing and Safety Equipment	Modify and add to safety equipment language and address concerns over uniforms, vendors, and timeframes
Article 28	Parking	Amends parking rates and van pool rates. Provide incentives for green alternatives
Article 29	Mileage Reimbursement	No change to current contract.
Article 30	Medical Separation	No change to current contract.
Article 31	Rehabilitation	No change to current contract.
Article 32	Death Payments	Amend beneficiary language. .
Article 33	Labor-Management Relations	Update language.
Article 34	Union Rights	Improve and expand access, quality, quantity, time-off, and cost for training, development, education, and certifications. Modify leave of absence for union business.
Article 35	Dues Deduction	Update dues deductions and related articles to comport with state legislation Improve and clarify indemnification Remove unnecessary language
Article 36	Severability	No change to current contract.
Article 37	No Strike	Amend and modify language.

Article 38	Waiver	No change to current contract.
Article 39	University Benefits	Update and Improve Language Protect guaranteed pension benefits and defend the health of the defined benefit plan. Reduce or freeze employee retirement contributions. Freeze healthcare contributions over term of contract or reduce if cost decreases.
Article 40	Shift Differential	Amend language to reflect the shifts that are worked including. evening/swing or night/graveyard. Review and modify differential pay. New language and pay proposal for hazardous work.
Article 41	Wages	Provide fair and equitable wages increases sufficient to provide for fair compensation considering past and anticipated cost of living, compensation provided to employees working in comparable employment in the region and other relevant factors.
Article 42	Personnel Files	Update and improve language. Reflect technological changes in personnel file storage and access.
Article 43	Reasonable Accommodation	Update as necessary to comply with current law.
Article 44	Resignation & Job Abandonment	No Change to current contract.
Appendices		Update, amend and/or modify
Definitions		Add language as appropriate.