

**Memorandum between the Board of Higher Education and AFSCME Local 1067  
12/3/2011**

**Article 11 Section 1 Sick Leave**

Effective upon signing of Agreement

H. Any employee having no sick leave credits, who is absent due to illness, shall be placed, unless otherwise notified by the employee, on personal leave; if no personal leave credits, then on vacation leave. If no sick leave credits or other accumulated leave credits are available, the employee shall be placed on an unpaid leave of absence to the extent otherwise required by FMLA. Such leave shall be charged on the same basis as provided in subsection G.

**Article 11 Section 2 Paid Personal Leave**

Full-time employees on the payroll as of the signing of this Agreement will be credited annually with paid personal leave credits as follows::

Unit I from 22.50 hours to 37.5 hours

Unit II from 24 hours to 40 hours

New full-time employees hired after the signing of this Agreement will be credited with the following Personal leave credits:

Unit I will have 22.50 hours

Unit II will have 24.00 hours

**Article 11 Section 16 Leave**

Effective upon signing of Agreement

Additional Leave on Account of Catastrophic Illness upon the submission of satisfactory medical evidence that demonstrates an existing catastrophic illness, the CEO may grant the employee, on a one-time basis, up to an additional twenty-six (26) weeks of non-intermittent leave. If denied the CEO shall provide the basis for the decision in writing.

**Article 11 Section 3 Bereavement Leave** (clear up language in the 3rd paragraph)

For one (1) Day leave for spouse's brother's or sister's spouse.

**Article 14 Section 1 Holidays**

Effective on 1-1-2012

The following days shall be holidays for employees:

New Year's Day

Martin Luther King Day

Washington's Birthday

Patriots Day

Memorial Day

Independence Day

Labor Day

Columbus Day

Veteran's Day

Thanksgiving Day

Christmas Day

**Article 17 Section 1A Salary Increases** (Replace with following language)

A. Effective June 30, 2012 the salary rate of employees shall be increased by three percent (3%).

B. Effective the first pay period in July 2012 the salary rate of employees shall be increased by one and a half percent (1 ½%).

C. Effective the first pay period in January 2013 the salary rate of employees shall be increased by one and a half percent (1 ½%).

D. Effective the first pay period in July 2013 the salary rate of employees shall be increased by one and a half percent (1 ½%).

E. Effective the first pay period in January 2014 the salary rate of employees shall be increased by one and a half percent (1 ½%).

**Article 18 Section 2 Health & Welfare**

Subsection B. (add after 3rd paragraph) Effective the first pay period in January 2014, the Employer agrees to contribute on behalf of each full-time employee equivalent the sum of \$15.50 per calendar week. Effective the first pay period in June 2014, the Employer agrees to contribute on behalf of each full-time employee equivalent the sum of \$16.00 per calendar week.

**Article 25 Section 3 Professional Development** (Add language to extend in service training programs.)

Board of Higher Education Level Training Committee

Effective July 1, 2012 \$35.

Effective July 1, 2013 \$35.

**Article 37 Duration & Signature Page**

Current contract ends 6/30/11 and the BHE and Union acknowledge that obligations arising due to tax triggers being met are not in effect. However if this agreement is not ratified by both parties the parties agree to return to the bargaining table.

Change first paragraph to:

New contract 7/1/11- 6/30/14

Negotiation for a subsequent agreement will be commenced on or after March 1, 2014.