



MEMORANDUM

TO: All SEIU Classified Employees, University of Oregon

FROM: Randy Wardlow, Employee and Labor Relations Manager

RE: Implementation of the New 2011-2013 Collective Bargaining Agreement

DATE: September 29, 2011

The final vote count regarding the ratification for the new SEIU-OUS collective bargaining agreement will be October 14, 2011. SEIU and OUS representatives are quite optimistic that the new agreement will be ratified. Because the contract will be effective October 1, 2011, we would like to be prepared for implementation. Therefore we want to share with you information about the new contract, specifically the changes that will affect your pay in anticipation of ratification.

- If you received an increase between July 1 and September 30, 2011, your pay will be returned to the step in effect on June 30.
- The number of Mandatory Unpaid Leave Hours (Furlough) is designed in three (3) tiers (see below) based on your base pay rate. *The contract contains a default option that means your pay will be reduced an equal amount in every month from October 2011 to June 2013, regardless of the number of furlough hours you take in a given month. If you do nothing, this default option will be applied to your pay. If you would prefer to have the furlough you take fully applied in the month you take it, you must complete the Mandatory Unpaid Leave Time Program Election Sheet and submit it to your supervisor no later than Monday, October 17.*

The number of mandatory unpaid leave days to be taken between October 1, 2011 and June 30, 2013 corresponds to the base monthly salary tiers. Base salary rate does not include differentials or overtime pay.

Tier 1	Tier 2	Tier 3
Monthly base rate – \$2,485 & below (\$14.33 and below) 7 days (56 hours) for the biennium	Monthly base rate – \$2,486 to \$3,103 (\$14.34 - \$17.90) 9 days (72 hours) for the biennium	Monthly base rate – \$3,104 & above (\$17.91 and above) 11 days (88 hours) for the biennium

- Effective 12/1/11 you will receive a Cost of Living Adjustment (COLA) of 1.5%.
- Effective 1/1/13 you will receive a COLA of 1.45%.
- Two (2) pay step increases (with a 6 month delay after your eligibility date) over the life of the contract unless you are at the top of your pay scale. Staff who received step

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increases during July – September and rolled back, will have steps reinstated so as to be equitable with other staff.

- Effective 1/1/13 a 10th step will be added to the pay scale.
- Effective 1/1/12 you will be required to contribute 5% to the cost of your health care premium.

At the HR website (http://hr.uoregon.edu/er/seiu_09-11_contract_changes.html), you will find the following resources:

- Frequently Asked Questions;
- The MULD (Furlough) Election Sheet (Opt-out form);
- Payroll information and links to other useful resources.

It is important that you begin the conversation with your supervisor to determine the schedule of furlough days off that work best for you and the department. Please keep in mind that operational needs and time off requests of others will need to be considered in approving requests for days off.

If you have questions, please contact me (rwardlow@uoregon.edu) or another member of the HR staff. In addition, your SEIU stewards are fully aware of the contract provisions and are an excellent, well-informed source of information if you have questions.