

Clerical Technical Union Ratifies Tentative Agreement

On June 29, 2011 the Clerical Technical Union at Michigan State University ratified a successor agreement to the contract between MSU and the Clerical-Technical Union that expired March 31, 2011. A summary of the changes to the contract follows.

Summary of CTU Contract Changes 2011-2015:

1.) Term of Agreement (Article 1)

Four year agreement from April 1, 2011 through March 31 of 2015

2.) Recognition (Article 3)

College of Human Medicine in Grand Rapids, College of Osteopathic Medicine at Detroit Medical Center, and the College of Osteopathic Medicine at Macomb University Center added to Recognition clause.

3.) Wage Rate Increase Plan (Article 8)

Updated the wage schedule to reflect the 0% increase in 2011, 1% to base and 1% lump sum in 2012, 2% to base in 2013, and 2% to base in 2014 that were agreed to in the 2010 Health Care Agreement.

Work at a Higher-Rated Job increased to \$16/day effective July 1, 2011.

4.) Overtime (Article 9)

Previously, all hours paid were considered time worked.

Under the new language, personal, vacation, and sick time paid will not be considered hours worked. Holiday hours will be considered time worked, provided that the employee works the scheduled working day immediately preceding and immediately following the holiday. Otherwise, holiday hours will not be counted as time worked for purposes of overtime.

This calculation will be implemented as soon as programming changes can be effectuated.

5.) Leaves of Absence with Pay (Article 11)

Increased special maximum vacation accrual to 240 hours

Increased sick leave payout at retirement up to 50% of 1200 hours

Funeral leave updated to include step-grandparent and step-grandchild in the 3 day provision.

6.) Retirement Benefit Programs (Article 16)

Note: This section only applies to employees hired on or after July 1, 2010

At the completion of 60 months of active regular continuous service the Employer will make a one-time lump sum contribution to the MSU 403(b) Base Retirement Program. The contribution will equate to 2.5% of the bargaining unit's average wage (aggregate pay including overtime divided by total FTEs) calculated as of the June 30th prior. Lump sum shall be calculated based upon the annual employment status for those working $\frac{1}{2}$ or $\frac{3}{4}$ time.

Between 61st and 120th active regular continuous service month, the Employer will make a yearly lump sum contribution of $\frac{1}{2}$ % of the bargaining unit's average wage (aggregate pay including overtime divided by total FTEs) calculated as of the June 30th prior. Lump sum shall be calculated based upon the annual employment status for those working $\frac{1}{2}$ or $\frac{3}{4}$ time.

At the completion of 120 active regular continuous service months, lump sum payment shall be eliminated and the Employer will contribute $\frac{3}{4}$ % of the employee's per pay period base salary to the MSU 403(b) Base Retirement Program. Retirees may enroll (or continue enrollment) in the health care and dental plan coverage available to MSU retirees at the employee's expense.

Periods of inactive service will adjust the calculation for reaching the continuous service requirement.

7.) Filling Vacant Positions (Article 17)

Employees shall not be required to accept a bypass opportunity to a vacant position in a represented work location other than the current work location (e.g., College of Human Medicine at Grand Rapids, College of Osteopathic Medicine at Detroit Medical Center, College of Osteopathic Medicine at Macomb University Center, or the City of Lansing/East Lansing campus).

Should a bypass opportunity at another represented work location be offered and rejected by the employee, no further bypass opportunity at another represented work location shall be offered for that represented work location during the remaining recall period.

Example: If an employee usually works at the East Lansing campus and is offered a bypass opportunity in Grand Rapids, the employee will not be required to accept this position. However, for the length of the recall period, the employee will NOT be offered another bypass opportunity in Grand Rapids. The employee may, however, be offered a bypass opportunity elsewhere (e.g., Detroit or Macomb).

8.) Layoffs (Article 18)

Employees shall not be required to exercise their bumping rights in a represented work location other than their current work location (e.g., College of Human Medicine at Grand Rapids, College of Osteopathic Medicine at Detroit Medical Center, College of Osteopathic Medicine at Macomb University Center, or the City of Lansing/East Lansing campus).

Employees who fill a benefit eligible temp assignment that is expected to last in excess of 30 days while on layoff shall earn service credit, benefits and seniority for time worked.

9.) Educational Assistance (Article 24)

(Effective beginning with the 2011-2012 Academic Year)

For undergraduate credit courses taken at MSU, reimbursement will be for the tuition fee up to the MSU undergraduate maximum tuition rate per credit taken (not to exceed fourteen (14) semester credits per academic year) plus the MSU matriculation fees where applicable.

For graduate credit courses taken at MSU, reimbursement will be for the tuition fee up to ½ of the MSU undergraduate maximum tuition rate per credit taken, (not to exceed fourteen (14) semester credits per academic year) plus the MSU matriculation fees where applicable.

For credit courses taken through Michigan-based schools, reimbursement will be for the tuition fee up to ½ of the MSU undergraduate maximum level tuition rate per credit taken, (not to exceed fourteen (14) semester credits per academic year).

For credit courses taken through online only and non-Michigan based schools, the tuition fee shall not be covered.

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