

**Questions and answers regarding the USA Collective Bargaining Agreement (COA) for the period
7/1/17 through 6/30/20**

Q. When can I start using the sick leave bank for maternity leave?

A. We do not have an exact date yet, but the new sick leave bank language cannot go into effect until after the contract is ratified and the sick leave bank committee (two USA members and two non-unit HR employees) has worked out the rules for the new leave too. We hope to have it in place as soon as possible. To take any time from the sick leave bank, the employee has to satisfy several criteria. First and foremost, they must be a member of the sick leave bank. Second, they must have used up all of their sick leave and all but ten days of other time to receive time from the bank (this is another improvement to the contract. Finally, they must supply adequate, appropriate documentation and receive the approval of the bank.

Q. Is the longevity tied to performance or annual reviews?

A. No. Everyone with over 15 years of service will get a longevity payment in December 2018 according to the schedule. In the second year of the contract, only employees who have reached one of the five-year anniversaries in the schedule as of that November will receive such a payment. We hope to include this type of recognition in future contracts. Unlike in past years when our top step members received a smaller increase, our members at the top step will get the same percent increase as professional staff and faculty in all three years of this contract.

Q. When will we see the cost of living increases?

A. Labor Relations has indicated early fall. Once the contract is ratified by vote of the bargaining unit members (this week), it will then go to the Governor's Office for approval & signature.

Q. Will the retro be paid in one lump sum?

A. We have asked that question and are awaiting a response. In the past, HR did not cut a separate check for retro – it was paid along with a normal paycheck. However, I believe there were two pay lines on the advice: one for the first year of retro, a second line for year 2 retro to present.

Q. When do all non-financial terms start?

A. As soon as the contract is ratified, retro to 7/1/18.

Q. I retired from the University after 7/1/17. Will I get any retro pay?

A. Yes, from 7/1/17 until your official retirement date from the University. The same is true for employees who were on payroll after 7/1/17 when they were laid off or died.

Q. Am I reading this right that USA member's children only get 60% tuition coverage? I thought it was 100% in the past.

A. In the past, only the "tuition" part of the cost of attending the university was free for dependents. All other fees were still the responsibility of the student/parents. The curriculum fee, which was much higher than tuition, was not free. The University changed how it bills tuition and fees. In summary: they rolled most fees in with the tuition. There is no longer a curriculum fee because it was absorbed into tuition. Spouses and dependents are still eligible for a waiver of their "tuition" part, but it is now called a "credit". The credit will cover the tuition portion that was formerly "waived" in the past. You are still getting the same discount for these family members, but because everything is rolled into one lump bill, the credit (waiver) now reflects a percentage of the total costs. You are actually getting a better discount now because the percentage amounts to more than waiving just the tuition portion as was in the past. It is about 5% more of a benefit than under the last contract.