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Collective Bargaining Agreements

10-22-1984

University of Cincinnati & University Hospital & Christian R. Holmes Division and American Federation of State, County and Municipal Employees, AFL-CIO, Local 217 (1984)

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University of Cincinnati & University Hospital & Christian R. Holmes
Division and American Federation of State, County and Municipal
Employees, AFL-CIO, Local 217 (1984)

Location

Cincinnati, OH

Effective Date

10-22-1984

Expiration Date

October 1987

Number of Workers

1500

Employer

University of Cincinnati; University Hospital; Christian R. Holmes Division

Union

American Federation of State, County and Municipal Employees

Union Local

217

NAICS

61

Sector

State government

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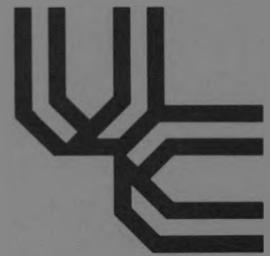
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Agreement Between
University of Cincinnati
and
Local 217 of
AFSCME Ohio
Council No. 8



October 22,

1984

to

October 22,

1987

x/10/87

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AGREEMENT

ARTICLE I

PURPOSE

This Agreement is entered into this 4th day of December, 1984, by and between the University of Cincinnati, University Hospital and Christian R. Holmes Division hereinafter referred to as the "University" and Local 217 of AFSCME, Ohio Council No. 8, AFL-CIO, hereinafter referred to as the "Union."

It is the intent and purpose of this Agreement to provide for a better understanding between both parties, to establish a peaceful and reasonable procedure for the resolution of differences.

The male pronoun or adjective where used herein also refers to the female. The term "employee" or "employees" where used herein refers to all employees in the bargaining unit as listed in the Appendix I.

ARTICLE II

RECOGNITION

- A. The University recognizes the Union as the sole and exclusive collective bargaining agent for all employees, permanent full-time and permanent part-time, covered by this Agreement on matters of wages, rate of pay, hours of employment, and other conditions of employment.

A permanent part-time employee is defined as one who works a regular weekly schedule of 20 hours or more but less than 40, and is paid on a regular bi-weekly basis.

- B. Employees covered by this Agreement are those listed by classification in Appendix I which is made part of this Agreement.

- C. Excluded from the bargaining unit are:

1. All other classified and unclassified positions either represented or not represented;
2. New employees still within their probationary period;
3. All other management, supervisory, confidential, health and safety employees as defined by Ohio Revised Code 4117.01 in effect April 1, 1984.

- D. The right of individual employees to present their own requests or process their own grievances shall not be impaired by this Agreement.
- E. Work customarily performed by employees within the bargaining unit shall not be performed by supervisors or other personnel not included within the bargaining unit unless such work is deemed necessary for continued and efficient operation.
- F. The University will provide the local Union President, once a month, with a current alphabetical listing of employees in the bargaining unit who have had dues deducted from their paychecks; the list will indicate leaves of absence, terminations, resignations, promotions out of the Unit, and insufficient pay to cover dues deductions.
- G. A copy of the Collective Bargaining Agreement will be provided by the Union and will be available to bargaining unit members at the employees' department upon his request.

ARTICLE III

NO DISCRIMINATION

- A. The provisions of this Agreement shall be applied to all employees, without discrimination on the basis of sex, sexual harassment, race, creed, marital status, age, national origin, physical handicap, political or Union activity.
- B. The University agrees not to interfere with the rights of its employees, as defined in Article II, to become members of the Union, and there shall be no discrimination, interference, restraint, or coercion by the University or any of its agents against any employee because of Union membership or because of his acting as an officer or in any other bona fide activity on behalf of the Union.
- C. The Union agrees not to intimidate or coerce employees of the University into joining the Union or continuing their membership therein.

ARTICLE IV

UNION SECURITY AND CHECK OFF

- A. The University, for such employees who are members of the Union, and who sign individual check-off dues authorizations furnished the University for such purpose, shall deduct from the pay each month the Union dues and promptly remit same to the Union. The current administrative charge for this service will be borne by the Union. The check-off authorization form is that found in Appendix II.

- B. The Union further agrees to save the University harmless from any legal action growing out of these checkoff deductions that may be instituted by an employee involved therein before a court, or any other body asserting or having jurisdiction, against the University and further agrees to reimburse the University for any financial payment adjudged by a court, or any other body asserting or having jurisdiction, against the University as well as costs and expenses involved in defense of any such action as set forth in this paragraph.

ARTICLE V

UNION REPRESENTATIVES

- A. The University shall recognize officers and stewards as Union representatives for the purpose of administering the Collective Bargaining Agreement and adjudicating grievances. Union representatives shall also be recognized for the purpose of administering the Collective Bargaining Agreement. The Union has the right to conduct its internal affairs as it deems appropriate, free of any intervention by the University.
- B. The Union staff representative shall be permitted reasonable access to work areas in order to conduct legitimate union business. A staff representative must secure permission from the department head, or his authorized representative, in order to contact any employee on University time.
- C. The Union is permitted thirty-one (31) stewards and, in addition, another four (4) union officers to act in the capacity of stewards. The Union will furnish the names of all stewards and officers, acting in such a capacity, to the Office of Employee and Labor Relations at the time of their identification.

The Union will post the current list of stewards and their designated areas of responsibility. No two (2) stewards shall work for the same immediate supervisor. The Union shall provide a current list at least bi-annually, or more frequently, if there are changes in the interim.

- D. Time spent by the stewards and officers in grievance handling, during their regularly scheduled hours, will be paid by the University. Stewards and officers who lose time during their regular shift hours for investigating grievances or attending grievance meetings will be paid their regular hourly rate for such time lost provided this allowance is not abused. All stewards and officers will be considered to be on a regular eight-hour shift as far as grievance pay is concerned.
- E. No steward, officer or aggrieved employee shall leave his assigned work in order to conduct Union business without prior approval from his respective supervisor. No steward will be unreasonably denied the right to carry out his

steward responsibilities when requested. The steward or officer is obligated to provide the immediate supervisor the following information within forty-eight (48) hours of Union business:

1. Purpose of the Union Business (i.e., grievance, disciplinary hearing, other).
2. The names of stewards and other employees involved.
3. Actual time spent on Union business (from start to conclusion).
4. The department of the steward.
5. The department of the employee.
6. The name of the aggrieved employee's supervisor giving permission.

The Employee and Labor Relations Office shall provide the form required for recording the information to the steward or officer's immediate supervisor.

During administrative hearings, pursuant to Article VIII, Grievance and Discipline Procedures, there shall be no more than two (2) employees to include a Union representative and the aggrieved party, plus one (1) Union staff representative or his designee present. The University shall also have no more than a total of three (3) representatives present, excluding the hearing officer. The University shall receive twenty-four (24) hours advance notice of the employees to be used as witnesses and such employees shall be scheduled in advance by the parties so as to limit the burden on the Department. Both parties shall be permitted no more than one (1) non-participating observer.

- F. An active employee of the University who is excluded from the bargaining unit shall not serve as a steward or represent employees in the bargaining unit, nor shall any employee represent any other employee whom he supervises.
- G. During contract negotiations, employees who serve on the Union Negotiating Committee shall be paid for time spent in negotiations with University representatives during regularly scheduled work hours of such employees. The Union shall provide at least two (2) weeks in advance, the names of those University employees who shall serve on their negotiating committee. No two (2) members of the Union's Negotiating Committee may work for the same immediate supervisor. Such employees shall be assigned to the day shift for the period of negotiations. Release time from work for negotiations shall be for a period of one (1) hour before and one (1) hour after the scheduled meeting. Further extensions of time will be provided upon forty-eight (48) hours advance request by the Union through the Employee and Labor Relations Office. No time other than the

hours before or after, and actual negotiations, or beyond the normally assigned schedule during actual contract negotiations, shall be paid by the University. The Union's committee shall number no more than twelve (12) University employees. The University's committee shall number no more than the total of the Union's committee.

ARTICLE VI

MANAGEMENT RIGHTS

Except as specifically limited by the provisions of this Agreement, the management of the University and the direction of the working force, including the right to hire, promote, transfer, demote, layoff, discharge or discipline for cause in accordance with applicable policy regulations is the responsibility of the University. In addition, the work to be performed, the location of the work, the standards of performance, the methods or processes, the organization of departments and the amount of supervision, the decision to do or contract work are the responsibility of the University. It is further understood that nothing in this Agreement shall be construed as delegating to others, the authority conferred by law on any University official, or in any way abridging or reducing such authority. The above statement of management rights is understood to be descriptive and explanatory and is not restrictive.

ARTICLE VII

NO STRIKE OR LOCKOUT

- A. During the life of this Agreement, the Union agrees that it will not:
1. Call, institute, maintain, or conduct a boycott against the University of Cincinnati or picket any place of business of the University of Cincinnati, on account of any jurisdictional work dispute;
 2. Induce or encourage any individual employed by any person to engage in a strike in violation of Chapter 4117 of the Revised Code or refusal to handle goods or perform services; threaten, coerce, or restrain any person where an object thereof is to force or require any public employee to cease dealing or doing business with any other person; force or require the University of Cincinnati to recognize for representation purposes, an employee organization not certified by the State Employment Relations Board;
 3. Induce or encourage any individual in connection with a labor relations dispute to picket the residence or any place of private employment of any public official or representative of the University of Cincinnati;

4. Engage in any picketing, striking, or other concerted refusal to work without giving written notice to the University of Cincinnati and the State Employment Relations Board not less than ten (10) days prior to the action. The Notice shall state the date and time that the Action will commence and, once the Notice is given, the parties may extend it by the written Agreement of both.

In the event of a violation of this Section, the University in accordance with Ohio Revised Code 4117.23 (B) has the right to discipline employees including discharge. However, in accordance with Ohio Revised Code 4117.01(H), "stoppage of work by employees in good faith because of dangerous or unhealthful working conditions at the place of employment which are abnormal to the place of employment shall not be deemed a strike."

- B. During the life of this Agreement, the University agrees that it will not lockout or otherwise prevent employees from performing their regularly assigned duties where the object thereof is to bring pressure on the employees or an employee organization to compromise or capitulate to the employer's terms regarding a labor dispute.

ARTICLE VIII

DISCIPLINARY AND GRIEVANCE PROCEDURES

The following language on Disciplinary and Grievance Procedures is the sole source of rights and obligations of the parties to this contract in these matters. Furthermore, the following language is intended to supercede all provisions applicable to public employees in the Ohio Revised Code, and/or the rules of the Ohio Department of Administrative Services and the State Personnel Board of Review in relation to the Disciplinary and Grievance Procedures.

A. Corrective Discipline/Discharge

1. An employee may be disciplined for the following reasons:
 - a. Such violations include, but are not limited to, the following: Incompetency, inefficiency, dishonesty, drunkenness, immoral conduct, insubordination, discourteous treatment of the public, neglect of duty, any other acts of misfeasance, malfeasance or nonfeasance on his job, or any other failure of good behavior.
2. An employee who receives an overall unsatisfactory rating on their performance evaluation shall be subject to re-evaluations until his performance is

corrected or he is disciplined and/or discharged for just cause. Performance evaluations that are rated overall satisfactory or higher will not be subject to the grievance procedure; however, employees have the right to make written objections to such ratings for inclusion in their personnel file.

3. Employees who are subject to corrective discipline (except for failure to qualify at the end of his probationary period) that immediately resulted in a suspension, demotion or dismissal shall have a hearing by an administrator prior to the imposition of said discipline. All charges against the employee shall be in writing and specifically state in detail the alleged infraction.

Charges which may lead to an Administrative Hearing must be brought against an employee for an alleged infraction within ten (10) working days of the time by which the employer becomes aware of the alleged infraction. It is understood that the charges may be for a series of events that could have occurred prior to the latest event and is of the same nature.

Where there are charges against the employee, he shall be presumed to be innocent. The burden of proof shall be on the employer. The employee or his representative shall have the right to confront and question the accuser; the right to call and examine witnesses in the employee's behalf; and, upon the written consent of the employee, the right to have all pertinent records made available.

A hearing on any charges against an employee must be conducted within fifteen (15) working days of the charge notice. The hearing officer shall render a decision within five (5) working days of the hearing. The hearing officer must be impartial. The time limits may be extended by mutual agreement of the parties.

An employee may waive, in writing, the hearing without relinquishing his rights to the grievance procedure. A written waiver of rights, as found in Appendix V, to the hearing will subject the employee to the immediate imposition of the corrective discipline by the University. All other corrective discipline, i.e., written reprimands, may be imposed without a hearing and are subject only to the grievance procedure.

Discipline involving suspension, demotion, or dismissal shall be imposed by the hearing officer only after he has issued his findings and decisions, unless the employee had waived his rights to a hearing as specified heretofore. Progressive corrective discipline may be in the form of, but not necessarily start

at, oral reprimands, written reprimands, suspensions up to thirty (30) calendar days, demotion and/or discharge. Discipline shall be imposed no later than ten (10) calendar days following the hearing officer's decision.

Should an employee who chose to waive his rights to a hearing decide to file a grievance over the discipline imposed, the grievance shall be initiated at Step one (1) of the grievance procedure (Section B, Step 1), within ten (10) working days of imposition of the disciplinary action.

Should an employee decide to file a grievance over disciplinary action taken as the result of a hearing, such grievance shall be initiated at Step two (2) of the grievance procedure within ten (10) working days of the personal delivery or certified mailing of the notice of disciplinary action.

Employees subject to all written corrective discipline, up to and including dismissal, shall receive notification of disciplinary actions in writing. Where there is a hearing officer's report, the employee shall be notified of the decision with copies forwarded to the Union office.

4. Employees shall have the right to Union representation at all disciplinary hearings, or may choose to present their own case; however, a representative may not be employed by another union or union-like organization. It is the responsibility of the official initiating charges to ascertain the employee's decision for representation prior to the date of the hearing.
5. The University reserves the right to terminate employment for the following reasons:
 - a) Voluntary resignation;
 - b) Discharge for just cause as set forth in this Article, Section A, 1; subject to Section B, this Article;
 - c) Failure to return from a leave of absence as set forth in Article XVII, subject to Section B, this Article;
 - d) Failure to return from a layoff as provided in Article X, Section G.
 - e) Absence from work for more than three (3) consecutive scheduled work shifts without the employee's having contacted his supervisor or supervisor's designated representative. Should a question arise as to the employee's ability to contact any of those specified above within three (3) days, such matters shall be subject to the grievance procedure;

- f) Acceptance of another position while on authorized leave, or working another position on sick leave;
- g) Failure or inability to return from an injury or illness after more than eighteen (18) months from expiration of sick leave and/or upon qualification of either Federal or State local disability. Workers' Compensation disability may include an election not to use accrued sick leave, in which case, the eighteen (18) months begins with the diagnosis of the disability.

B. Grievance Procedure

1. If a dispute arises over the interpretation or application of any specific provision of this Agreement, it shall be defined as a grievance. Each grievance, oral or written, shall identify the Section of the Agreement where the violation has occurred and the remedy requested to settle the grievance.

There may be individual and/or group grievances. A group grievance shall be one in which the facts and the provisions of the Agreement alleged to be violated are the same for each employee in this group. The aggrieved party shall file a group grievance in the appropriate department in accordance with the procedure that follows:

- a) Verbal Resolution of Grievance - if an employee believes that the University has violated this Agreement, that employee should attempt to adjust his complaint with his immediate supervisor. If an employee wishes to carry his grievance to the next step, he must initiate each step within five (5) working days of the receipt of this decision.

Step 1

The employee shall file with the immediate supervisor, or department representative, within five (5) working days of the time the employee becomes aware of the alleged grievance, a complaint in writing on a form which provides all pertinent data concerning the grievance and the remedy sought. The employee, together with the steward, shall meet with the immediate supervisor, or department representative, to resolve the grievance. The supervisor, or department representative, shall render a written decision within five (5) working days from the time the parties meet. If an employee wishes to carry his grievance to the next level, he must initiate the next step within five (5) working days of the receipt of the decision being appealed. If the grievance is unanswered at the expiration of five (5) working days, the complaint may be referred to Step 2.

Step 2

The University's designated representative from Employee and Labor Relations shall meet with the employee and his Union representative within ten (10) working days from the date notice was received from the Union that the grievance was not resolved at Step 1. The parties shall attempt to adjudicate the grievance at this meeting.

The University's designated representative from Employee and Labor Relations shall render a decision in writing to the employee and/or his representative within ten (10) working days from the date the meeting was held. If an employee and/or Union wishes to carry his grievance to the next level, he must initiate the next step within twenty (20) days. The party requesting arbitration must notify the other party in writing within that twenty (20) days of receipt of the written decision at Step 2. If the grievance is unanswered at the expiration of ten (10) working days, the complaint may be referred to Step 3 by the aggrieved and written notification to arbitrate must be given accordingly.

Step 3

The grievance must have satisfied the provisions of Step 1 and 2 prior to being submitted to arbitration. A reasonable attempt shall be made by the parties to construct and jointly submit the issue(s) to be arbitrated. Any grievance submitted to arbitration shall be heard as soon as possible.

The parties shall obtain a list of arbitrators from the Federal Mediation and Conciliation Service. Selection of an arbitrator shall be in conformity with FMCS voluntary rules. The decision of the arbitrator shall be final and binding and should either party fail to adhere to such decision, the other party reserves the right to enact any action necessary to obtain compliance with such award. The arbitrator shall be requested to issue his decision within thirty (30) days after the conclusion of testimony and arguments.

The arbitrator shall have no authority to alter in any way the terms and conditions of this Agreement and shall confine his decision to a determination of the facts and an interpretation and application of this Agreement.

The fee and other expenses of the arbitration and arbitrator shall be shared equally. Each party shall bear its own expenses in these arbitration proceedings. Any University employee called as a witness by either side will continue to receive their regular rate of pay while attending such hearing for those hours they would have been scheduled to work.

A grievance shall be deemed waived by the employee and the Union unless such grievance is presented in writing to the University in accordance with the grievance procedure.

C. Classification Grievances

1. An employee who believes he is not properly classified or who believes he is working outside his classification should discuss the matter with his supervisor. If an agreement is not reached, the employee may submit a request for a study to University Personnel. Such request shall specify where his work assignment or job description is allegedly in error.
2. A representative of the Personnel Department will contact the employee and his supervisor to discuss the job assignments and work being performed by the employee. The representative of the Personnel Department shall make every attempt to schedule and render a written decision to the employee and the supervisor concerning the proper classification of the employee within thirty (30) days of receipt of the written request.
3. A final appeal of this decision shall be initiated at Step 2.

- D. It is agreed that the time limits set forth within Sections B and C above may, by mutual consent, be extended for a reasonable period of time. Such request and approval shall be in writing.

ARTICLE IX

FILLING OF VACANCIES

- A. The following language on promotions and the filling of vacant positions is the sole source of rights and obligations of the parties to this contract in these matters. Furthermore, the following language is intended to supersede all provisions applicable to public employees in the Ohio Revised Code and/or the Rules of the Ohio Department of Administrative Services relative to promotions and the filling of vacant positions.
- B. An employee wishing to transfer within his classification from one department to another may request it in writing to the Personnel Department. An employee who is denied a transfer from one department to another shall be given a reason why the transfer was denied in writing. If the University's action is based in whole or in part on portions of the employee's work record, such portions of the employee's record will be made available to the Union for inspection upon consent of the employee.

An employee wishing to transfer from one assignment to another assignment within his departmental classification may make such a request in writing to his department. When a vacancy occurs in the requested assignment, the senior employee with a written request on file will be reassigned, unless there is a valid discipline during the last three (3) months prior to filling the job through job postings. A written request for change in assignment within a departmental classification will be effective for one year unless withdrawn or refused when offered. Such an assignment can be granted only one time in a consecutive twelve (12) month period.

- C. When a position covered by this Agreement, refer to Appendix I, becomes vacant and is made available for filling, the following procedures will apply unless underutilization exists at which time the University will share with the Union the University's Affirmative Action Status report which identifies the underutilization job group.
1. The University shall post vacant positions above the lowest rank or grade of any category in its Job Up Date bulletin for a period of five (5) working days for applications from bargaining unit members only. A copy of the Job Up Date shall be forwarded to the Union President.
 2. Applications for positions must be in the format prescribed by the University and must be for either:
 - a) A promotional opportunity, defined to be an up-grade to a higher rank or category from the position currently held;
 - b) A voluntary demotion, defined to be a grade level in a lower grade.
 3. Applicants in the bargaining unit who have completed their original probation may apply for these vacancies.
 4. Selection will be based on passing an examination, past work performance, job-related experience and position qualifications. The term "qualifications" as used herein shall include physical capabilities, education, experience, efficiency and certification or licensing requirements. An employee may not be permitted to take the examination when the position to be filled has a certification or licensing requirement that is not held by this applicant.
 5. The internal bargaining unit posting may be closed after five (5) working days so long as there are three (3) or more qualified applicants. Should there be less, the University shall have the right to make additional postings outside of the bargaining unit and

will follow as applicable, Civil Service procedures. Should there be less than three (3) qualified bargaining unit applicants, they shall remain within the candidate pool.

6. All qualified applicants will be placed on a referral listing based on University seniority. The University reserves the right to select from the three (3) senior qualified candidates unless the position was determined to have been underutilized.

a) Should a vacant position need to be filled on an emergency basis, the University, where practical, shall afford a lower classified employee within the same job group an opportunity to temporarily fill the position. This should not preclude the University from exercising the provisions of this Article.

7. Vacancies will be filled within fifteen (15) days when possible.

- D. An employee failing his probationary period on promotion must be restored to his previous classification. His salary step is that which he would have been on had he remained in the lower classification.
- E. An employee accepting a lateral transfer shall be paid at the same rate of pay previously earned. An employee voluntarily accepting a demotion shall be paid at the lowest rate of the classification. Employees accepting promotions shall be paid at the next higher rate in the higher classification (or no less than 4%, whichever is greater) not to exceed the maximum salary in that classification.
- F. An employee who is promoted from outside the bargaining unit to a classification within the bargaining unit as a result of a promotional competitive examination, and then fails the probationary period, may return to his former classification as long as a vacancy exists and the University policies or other collective bargaining agreements do not conflict. If no vacancy exists in his former classification or where there is a conflict with policies or the collective bargaining agreement, the employee shall be subject to termination.
- G. Seasonal employees may be considered for permanent entry level employment in the same classification. When a permanent position is to be filled, the seasonal with the highest performance rating in the department having the vacancy shall be considered for appointment. Where performance ratings are equal, the seasonal with the most seniority, measured in days of paid employment, will be appointed to fill the permanent position.

- H. The probationary period shall be three (3) months in duration from the date of appointment for promotion. The probationary period for new employees shall be six (6) months.
- I. The University shall give priority to bargaining unit employees who are currently laid off to fill vacant positions under this Agreement that are scheduled to be filled, so long as the laid off employee is qualified for the position.
- J. The terms and conditions of the Affirmative Action Program and Plan are not subject to the Grievance Procedure and prescribed by law.

ARTICLE X
REDUCTION IN FORCE (LAYOFF) AND RECALL

- A. The following language on reduction in force (layoff) and recall of Union employees is the sole source of rights and obligations of the parties to this contract in these matters. Furthermore, the following language is intended to supersede all provisions applicable to public employees in the Ohio Revised Code and/or the Rules of the Ohio Department of Administrative Services relative to reduction in force (layoff) and recall of Union employees.

In the event of a reduction in force for reasons of lack of work or lack of funds, the Union may appeal the rationale before the State Personnel Board of Review and shall not have the right to arbitrate said issues pursuant to Article VIII, (B). The appeal shall not apply to any procedural Section of this Article X.

- B. The University shall identify the position(s) to be reduced and the employee(s), if applicable, to be affected.

Layoffs shall be in accordance with University seniority. Prior to affecting permanent bargaining unit employees, persons within the bargaining unit classifications holding appointment categories of temporary, intermittent, temporary part-time, seasonal, provisional and probationary affected by the reduction, shall be laid off first. The University shall not layoff bargaining unit employees in lieu of disciplinary action.

Where there is an employee(s) subject to a reduction in force, the University has the right to exercise the layoff by:

1. Reassigning the employee(s) to existing open positions(s) at the same classification level so long as the employee(s) is qualified to perform the work done. Qualified shall mean the same as defined in Article IX, C, 4.

2. Should there be no vacancies available, the employee(s) identified for layoff shall displace the lowest seniority University employee within the same classification University-wide within the bargaining unit; refer to Appendix I.

Should there be no one of lower seniority in the same classification, then the employee(s) should displace the lowest senior employee in the next lower classification University-wide within the bargaining unit; refer to Appendix I.

Displacements shall continue by seniority University-wide within the bargaining unit so long as the displaced employee(s) is qualified to do the work. The lowest seniority bargaining unit employee within the classification affected shall be laid off.

- C. The bargaining unit member(s) who is(are) subject to reduction in classification through displacement and/or layoff shall be sent a letter of notification by certified mail at least fourteen (14) calendar days or shall have the letter of notification hand-delivered at least ten (10) calendar days in advance of the effective date of the action. The letter shall contain the effective date of the reduction in classification and/or layoff, reference to the recall and grievance procedures contained in this contract.
- D. Bargaining unit members paid under grant/restricted funds (soft money) shall be laid off effective upon the delivery of a written notification to the employee prior to the usual notification period if the grant/restricted funds are cut off by the funding source without prior notification to the University. Immediately thereafter, the layoff process in this Article shall apply as it affects displacement and recall.
- E. Notice of recall to an employee shall be made by certified mail to the last known address of such employee. A copy shall be forwarded to the Union. If undeliverable, the University's obligation shall be considered to be fulfilled. The recalled employee must notify the University within three (3) working days of the date of receipt of notice of his intention to return to work. The date for returning to work shall be no more than two (2) weeks from date of notice received or determined by the University. Failure to return from layoff shall subject the employee to termination of service pursuant to Article VIII, A, 5, d.
- F. The recall of bargaining unit employees laid off or reduced to a lower classification shall be in reverse order of layoff or reduction to a lower classification.
- G. Bargaining unit employees laid off shall be put on an appropriate recall list according to their classification and seniority for a period not to exceed eighteen (18) months. Recall shall be as prescribed in Article IX, I.

- H. The University will provide the Union with a list of bargaining unit employees by classification and University appointment.
- I. University seniority shall mean the length of time measured in continuous years, months and days of service an employee has been with the University of Cincinnati. Employees hired before the effective date of this Agreement shall have total State service in the calculation of University seniority. Termination of employment, not layoff, shall constitute a break in service.
- J. Employees covered by this Agreement are also covered by the applicable provision of Unemployment Compensation, laws of the Federal Government and the State of Ohio.
- K. A bargaining unit member may have the option to take a voluntary layoff with recall rights for eighteen (18) months in lieu of displacing another bargaining unit member.
- L. Three (3) officers of the Union shall be given superseniority with respect to layoffs only. They shall retain their positions at the time of a layoff so long as there is work to be performed in that unit. If the unit is closed, they shall be assigned to bargaining unit work which they are qualified to perform. If there is no bargaining unit work which they are qualified to perform, they shall be laid off in accordance with the provisions of this Article X.
- M. Only Sections B through M shall be subject to the grievance procedure as prescribed by Article VIII, B.

ARTICLE XI
HOURS OF WORK AND OVERTIME

- A. The regular work week shall consist of forty (40) hours, five (5) days of eight (8) hours each. (In departments where there is a continuous operation and the employees rotate their work shift, it may be necessary to also rotate their off days).
- B. Hours worked in excess of forty (40) hours per week shall be paid at the appropriate overtime rate.
- C. Work performed on the employee's sixth day or on the rotating shift, employee's first day off, shall be compensated for at time and one-half, unless the employee has not been in a pay status for forty (40) hours that week. In such cases, he receives straight time for the first forty (40) hours of the week, and time and one-half for the balance.
- D. Time not worked but paid for because of a holiday, vacation, jury duty, sick pay as provided in Article XVI, or Union Leave shall be considered as time worked for purposes of "pay status."

- F. If an employee is scheduled to work overtime, but reports sick, his scheduled overtime is cancelled, and no sick leave with pay or any other pay is given for the overtime period.
- F. Employees who must continuously monitor their duty station shall have a one-half hour lunch period built into their eight (8) hour shift, and this lunch period shall be scheduled as close to the middle of the work shift as possible. It is understood that such employees are on duty while eating and may have to respond to duty requirements. Where the number of employees permits, efforts will be made to allow uninterrupted meal breaks.

There shall be a minimum of a one-half hour lunch period without pay for all regularly scheduled employees.

- G. Whenever an employee is called in to work at a time other than his regular work schedule, thereby necessitating additional travel to and from work, he shall be guaranteed four (4) hours call back pay at the straight rate of pay or the appropriate overtime pay for the actual hours worked, whichever results in the greater financial advantage for the employee. It is understood that any work performed prior to the start of the regular shift or following the end of the regular shift, so that no extra travel to and from work is required, will be paid at the appropriate overtime rate.
- H. Management will attempt to distribute overtime as evenly as possible among employees in the appropriate classifications who are qualified to perform the necessary work within an operational unit. A voluntary overtime rotating list shall be established by job classification seniority. All voluntary overtime hours worked shall become part of the rotating list. When an employee declines a voluntary overtime request, his name shall be moved to the bottom of the list. The overtime list shall remain posted.
- I. Work schedules will be posted, and where possible, they will be posted four (4) weeks in advance. Before a change in the regular schedule is made, forty-eight (48) hours' notice will be given, except in cases of emergencies or special maintenance operations. In no event shall any employee have a regular work schedule of more than seven (7) consecutive days. When operation requirements permit, every effort will be made to schedule consecutive days off.
- J. University Hospital bargaining unit employees working rotating relief shifts may request shift relief preferences in writing to the Departmental Supervisor. Supervisors will accommodate employees' preferences in accordance with needed classifications, first by classification seniority, then by departmental seniority before assigning remaining staff.

- K. The rate of double (2) times the regular straight time worked will be paid on the seventh (7th) consecutive working day in excess of forty-eight (48) hours.
- L. The employee may elect to take compensatory time off in lieu of overtime pay at the appropriate conversion rate, at a time mutually convenient to the employee and his administrative supervisor within one hundred and eighty (180) days after such overtime is worked.
- M. An employee who is not overtime exempt and is required to work on a day designated as a holiday may elect to take compensatory time off at time and one-half. Holiday compensatory time must be taken within thirty (30) days of the holiday.

ARTICLE XII
SHIFT DIFFERENTIAL

- A. Employees assigned to a shift ending between 6:01 p.m. and midnight, 12:01 a.m., shall receive shift differential of 35¢ per hour for the entire shift.
- B. Employees assigned to a shift ending after 12:01 a.m. and before 8:00 a.m., shall receive shift differential of 45¢ per hour for the entire shift.
- C. If circumstances require an employee or crew to be assigned to special shift work, the differential shall be paid, starting with the first day of such assignment. Each person is to be scheduled no more than two (2) different work shifts in one (1) work week.
- D. Licensed Practical Nurses at University Hospital shall receive 25¢ per hour shift work in addition to the 35¢ and 45¢ referred to in Sections A and B of this Article.
- E. Employees whose shift starts prior to 7:00 a.m. shall be paid 3rd shift differential for all hours up to 7:00 a.m.

ARTICLE XIII
HOLIDAYS

- A. Employees are entitled to ten (10) paid holidays.

<u>Holiday</u>	<u>1984-85</u>	<u>1985-86</u>	<u>1986-87</u>
Veteran's Day	Mon., Nov. 12, 1984	Mon., Nov. 11, 1985	*See Note
Thanksgiving Day	Thurs., Nov. 22, 1984	Thurs., Nov. 28, 1985	
Day after Thanksgiving	Fri., Nov. 23, 1984	Fri., Nov. 29, 1985	
Day Before Christmas	Mon., Dec. 24, 1984	N/A	
Christmas Day	Tues., Dec. 25, 1984	Wed., Dec. 25, 1985	

<u>Holiday</u>	<u>1984-85</u>	<u>1985-86</u>	<u>1986-87</u>
Day After Christmas	N/A	Thurs., Dec. 26, 1986	*See Note
New Years Day	Tues., Jan. 1 1985	Wed., Jan. 1, 1986	
Martin Luther King Day	Mon., Jan. 21, 1985	Mon., Jan. 20, 1986	
Memorial Day	Mon., May 27, 1985	Mon., May 26, 1986	
Independence Day	Thurs., July 4, 1985	Fri., July 4, 1986	
Labor Day	Mon., Sept. 2, 1985	Mon., Sept 1, 1986	

*Holidays as declared by the University Board of Trustees.

If the holiday falls on a Saturday, the holiday will be observed on the preceding Friday; if it falls on Sunday, it will be observed the following Monday. The University holiday calendar, as approved by the Board of Trustees for any and all given academic calendar years, shall be the official holiday schedule.

- B. The University will notify the Union, within a reasonable period of time, of all adopted schedules for each subsequent year in addition to the above-stated schedule.
- C. In order to receive pay, an employee must be in active pay status on the last regularly scheduled work day prior to the holiday and/or the first regularly scheduled work day following the holiday. The University may require proof of any illness occurring the day before and/or after any holiday where there is a claim for paid time off.
- D. Employees who are scheduled to work on a holiday shall be compensated in pay at time and one-half for hours worked. In addition, they will receive straight time compensation for the holiday.

ARTICLE XIV PYRAMIDING

Any overtime or premium pay set out in this Agreement shall not be pyramided. Employees shall receive either daily or weekly overtime or premium pay, whichever is greater, but not both.

ARTICLE XV VACATION

- A. 1. Employees whose most recent date of hire was before July 1, 1977, accrue vacation as follows:

<u>Length of Service</u>	<u>Vacation Accrual</u>	<u>Accrual Per Pay Period</u>	<u>Maximum Accrual</u>
Less than one year	No. Vac.	3.08 Hrs.	10 Days (80 Hrs.)
One year but less than 5 years	10 Days (80 Hrs.)	3.08 Hrs.	30 Days (240 Hrs.)
5 years but less than 10 years	13 Days (104 Hrs.)	4.00 Hrs.	39 Days (312 Hrs.)
10 years but less than 15 years	18 Days (144 Hrs.)	5.54 Hrs.	54 Days (432 Hrs.)
15 years but less than 25 Years	22 Days (176 Hrs.)	6.77 Hrs.	66 Days (528 Hrs.)
25 years or more	25 Days (200 Hrs.)	7.70 Hrs.	75 Days (600 Hrs.)

NOTE: Permanent part-time employees hired on or before July 1, 1977 receive pro-rated vacation based on the above schedule.

2. The following vacation schedule covers those employees who were permanent full-time Unclassified employees on or before October 22, 1984:

<u>Length of Service</u>	<u>Vacation Accrual</u>	<u>Accrual Per Pay Period</u>	<u>Maximum Accrual</u>
Less than one year	No. Vac.	3.70 Hrs.	12 Days (96 Hrs.)
One year but less than 5 years	12 Days (96 Hrs.)	3.70 Hrs.	36 Days (288 Hrs.)
5 years but less than 10 years	14 Days (112 Hrs.)	4.31 Hrs.	42 Days (336 Hrs.)
10 years but less than 15 years	19 Days (152 Hrs.)	5.85 Hrs.	57 Days (456 Hrs.)
15 years but less than 25 Years	23 Days (184 Hrs.)	7.08 Hrs.	69 Days (552 Hrs.)
25 years or more	26 Days (208 Hrs.)	8.00 Hrs.	78 Days (624 Hrs.)

NOTE: Permanent part-time Unclassified employees hired on or before October 22, 1984 receive pro-rated vacation based on the above schedule.

3. All permanent full-time employees shall be entitled to the following amount of vacation per year, except where entitlements are granted under Section A, 1 or A, 2.

<u>Length of Continuous University Service</u>	<u>Vacation Accrual</u>	<u>Accrual Per Pay Period</u>	<u>Maximum Accrual</u>
Less than one year	No Vac.	3.08 Hrs.	10 Days (80 Hrs.)
One year but less than 8 years	10 Days (80 Hrs.)	3.08 Hrs.	30 Days (240 Hrs.)
8 years, 0 days		(One time +40.04 Hrs.)	
8 years but less than 15 years	15 Days (120 Hrs.)	4.62 Hrs.	45 Days (360 Hrs.)
15 years, 0 days		(One time +40.04 Hrs.)	
15 years but less than 25 years	20 Days (160 Hrs.)	6.16 Hrs.	60 Days (480 Hrs.)
25 years, 0 days		(One time +40.04 Hrs.)	
25 years or more	25 Days (200 Hrs.)	7.70 Hrs.	75 Days (600 Hrs.)

NOTE: Vacation may be taken as accrued only after one year or more of continuous University service.

- B. For all permanent full-time employees hired before October 23, 1984, accrual of vacation will be according to their number of years of service with the State of Ohio or any of its political subdivisions. For all other employees hired on or after October 23, 1984, continuous University service shall be as defined by Article X, Section I of this Agreement and shall not include any State of Ohio service.

Part-time University service is counted for the purpose of determining length of continuous University service.

No employee will be credited with vacation while working on a part-time appointment except as provided in A, 1 and A, 2.

- C. University Employees transferring into a position covered by this Agreement after October 23, 1984, transfer the balance of all accrued unused vacation to the new position. Upon transfer, such employees shall be subject to the vacation schedule and the accrual rate will be determined by the length of continuous University service.
- D. Days designated as holidays are not charged to vacation leave regardless of the day of the week on which they occur.
- E. Vacation leave is earned during the time the employee is in active pay status. It is not earned while on unpaid leave of absence or unpaid military leave.

- F. During the first quarter of each calendar year, employees will be given an opportunity to indicate on a form provided by the University their vacation leave preferences for the upcoming fiscal year of July 1 through June 30, and promptly thereafter a written vacation schedule (by Departments) will be prepared by the University (and written confirmation given to each employee) with priority given to employees by classification seniority. Once the department vacation schedule is determined, it shall not be changed without the consent of the involved employee(s).

The scheduling of these vacation days must have the approval of the University. This approval shall not be unreasonably denied.

- G. The University will provide its employees their vacation pay in advance of vacation departure providing the employee notifies his Departmental Supervisor in writing one week in advance of scheduled vacation. The employee must be gone at least ten (10) days, including the scheduled day of pay. If an employee is on vacation between days of pay, those employees cannot use this section.

After one full year of service, employees may, with supervisory approval, use vacation credit as accrued. This approval shall not be unreasonably denied.

- H. Upon separation from the University, or death, an employee or his estate shall be paid for any accrued but unused vacation not in excess of the maximum accrual allowed. No payment for unused vacation shall be made to an employee having less than one year of University service.

- I. An employee reinstated from retirement to his former position receives a vacation accrual rate based on the accrual rate prior to retirement, and retains credit for service prior to retirement for purposes of determining the vacation accrual rate.

- J. Employees shall forfeit their right to take or to be paid for any vacation leave to their credit which is in excess of the accrual for three years. Such excess leave shall be eliminated from the employees' leave balance. The University will advise the employee when approaching maximum accrual.

- K. When an LPN is scheduled for a vacation, he will be given up to three (3) consecutive weekends off if he so desires. If the LPN only misses one regularly scheduled weekend, he will not have to make that weekend up. If the LPN misses two regularly scheduled weekends, he will have to make up one weekend.

LPNs with eighteen (18) or more years of continuous service may utilize the provisions of this Section twice in each vacation year.

ARTICLE XVI
SICK LEAVE

- A. All full-time employees are eligible for paid sick leave after the end of their probationary period.
- B. Each full-time employee is credited with fifteen (15) days of sick leave per calendar year. Sick leave for part-time employees will be prorated according to the percentage of a full-time appointment. Also, employees who are hired after January 1 will have their sick leave credit prorated based on the percentage of the year in active employment at the University. The maximum accumulation of sick leave credit will be unlimited.
- C. Employees reinstated from reduction in force (layoff) shall be credited with any accumulated sick leave balance remaining at the end of their previous service.
- D. No employee hired, reappointed, or reinstated on or after October 22, 1984 will be permitted to transfer or carry forward any sick leave balance previously earned except as provided in Section C above.
- E. Effective October 22, 1984 through December 31, 1984, the University will continue to follow the sick leave policy and procedure in effect immediately prior to October 22, 1984 as amended by Section A through D above. Effective January 1, 1985, the following sick leave program will apply:
 - 1. Sick leave entitlements shall be credited for use in the following manner:
 - a. Six (6) days shall be credited to a yearly short term sick leave pool as of January 1 of each year, and shall not be accumulated in the long term sick leave pool.
 - b. Nine (9) days sick leave shall be accrued at a rate of 2.77 hours per pay period for credit to a cumulative extended sick leave pool beginning January 1, 1985. There shall be a maximum accrual as specified in Section B above. Extended sick leave shall not be used as short term sick leave.
 - 2. Employees may use sick leave from the short term sick leave pool for illnesses of one (1), two (2), or three (3) days in duration without a doctor's certificate so long as a balance remains in the pool.
 - 3. Employees will be entitled to use sick leave from the extended sick leave pool for illness on the fourth (4th) work day of continuous absence and thereafter or on the first day of illness if hospitalized so long as there is a balance of sick leave remaining in the pool. Use of the extended sick leave pool shall:

- a. Be conditioned upon a doctor's certificate of illness indicating the necessity of the absence as well as the estimated date for the return to work;
- b. Not be permitted for the first three (3) days of any absence (illness or injury).

The University may allow the retroactive use of unused accrued vacation for the first three (3) days of absence (illness or injury) when the short term sick leave pool is exhausted and only when the extended sick leave pool is in use. The University reserves the right to transfer days from the unused extended sick leave pool to the short term pool in cases of work-related illness or injury.

4. Any balance of sick leave that remains in the short term sick leave pool on the close of business December 31st shall be paid to the employee by the last pay period in February the following year. Employees may cash in a maximum 100% of six (6) days per year during the designated period. Employees may, upon notification to the University by December 1st, transfer the balance of short term sick leave remaining as of December 31st to the extended sick leave pool in lieu of payment as provided above.
5. Extended sick leave can be used upon receipt of the appropriate doctor's certification, per Section 3, a, above and with the approval of the department in any of the following instances:
 - a. Sickness or off-duty injury (except in non-University employment) to the employee;
 - b. Quarantine because of contagious disease;
 - c. Absence for family sickness in the immediate household will only be approved when an employee's presence at home is absolutely essential. The burden of proof will be on the employee as to the essential nature of the absence. When an employee wishes to stay home because of illness in the family, but does not qualify under the above Sections, vacation credit may be used with the department's approval;
 - d. Employees may use their short term sick leave pool in case of bereavement but are not permitted to use the extended sick leave pool except for bereavement in immediate family, i.e., mother, father, spouse, children, grandparents, brother, sister, brother-in-law, sister-in-law, daughter-in-law, son-in-law, father-in-law, mother-in-law, grandchild, legal guardian, or other person that stands in place of parent (loco parentis). Use

of the long term bank shall be for no more than five days. Vacation credits may be used for bereavement upon approval of the department when there is no balance remaining in the short term sick leave pool;

- e. The extended sick leave pool accumulation may be converted to cash upon death or retirement. The conversion shall be a maximum of one quarter ($\frac{1}{4}$) of one hundred and twenty (120) calendar days as provided in current University policy.

F. Conversion to the January 1, 1985 program would be as follows:

- 1. The balance of unused sick leave as of December 31, 1984 shall be credited to the extended sick leave pool.

G. The University must give the Union at least sixty days notification prior to December 31, 1985 of its intent to discontinue the new sick leave program made effective on January 1, 1985. Should the program be discontinued, the University shall be bound to honor the payment of short term sick leave balances remaining as of December 31, 1985.

ARTICLE XVII OTHER LEAVES

A. Military

- 1. An employee ordered for pre-induction physical shall be given time with pay for this purpose by showing his order to his department head. Time taken for periodic physicals for reserve status training is not paid time.
- 2. Regular full-time employees who are members of any military reserve component are entitled to leave of absence for such time as they are in the military service on field training or active duty for periods not to exceed thirty (30) days per calendar year with no loss of pay. Such a leave must be granted by the department head after seeing orders from proper military authorities. Military training leave does not apply to short repetitive periods of military service.
- 3. An employee who enters military service, must show his supervisor his military orders to active duty. Such employees should keep their money in the retirement system if they expect to return. Any employee who has been employed by the University and enters military service as a draftee, or on first enlistment, is entitled by law to restoration of his job if he reports within ninety (90) days after separation with an honorable release from active duty, or release from hospitalization due to in-service injury or illness continuing after release from active duty for a period of not more than one year. Reservist and National

Guardsmen on active duty for initial training for three (3) to six (6) months have thirty-one (31) days after honorable release from training duty or discharge from hospitalization incidental to training in which to apply for restoration. This restoration must be made within thirty (30) days after the request is filed. An employee other than a former probationary employee shall be restored to his former title and to the salary step that he would have achieved. In any event, return to work shall be consistent with Title 38, Chapter 43 of the United States Code.

An employee who enters military service during his probationary period shall be credited with days worked toward the completion of that probationary period. However, upon return from military service, he must complete the probationary period. He shall be restored to his former title, and his salary shall reflect all salary adjustments to his former rate granted during military leave. Upon completion of the probationary period, he will then be advanced to the salary step that he would have achieved according to Section 9 of the Universal Military Training and Service Act.

B. Court Appearances

Court leave shall be granted with no loss of pay to an employee for the period he must serve on a jury or appear in any court of the United States, State of Ohio or political subdivisions as a witness on behalf of the University. Such employee shall deposit his jury fee with the University Payroll Office through the department.

An employee will advise his supervisor of their possible jury duty or official summons at the time of receipt of the notification. Employees will honor any subpoena issued to them, including official notices for Worker's Compensation, Unemployment Compensation and Board of Review hearings. Employees subpoenaed to appear in court for reasons other than jury duty or University business are not paid; however, their time off may be charged to vacation, compensatory time or taken without pay.

An employee who is required to serve as a witness on behalf of the University or juror during his off-duty hours will have their work schedules changed to coincide with the hours of court responsibility.

- C. At the request of a Labor Union official, a leave of absence without pay for no more than a ten (10) day period should be granted to an employee selected for a Union office, employed by the Union, or required to attend a Union convention, or perform any other function on behalf of the Union necessitating a suspension of active employment, providing his supervisor is notified at least ten (10) working days in advance of the leave. Every effort

will be made by the Union to give as much advance notice as possible to supervision. If such ten (10) day notice cannot be given, every effort will be made to release such employees.

A leave of absence for not more than one year without pay will be granted an employee to work in the Union office at the request of a Union official.

ARTICLE XVIII HEALTH INSURANCE

All full-time permanent employees are eligible for benefits prescribed and conditioned herein.

A. They may elect only one of the two following health insurance plans. The election option is reopened annually during an open enrollment:

1. Medical Insurance Plan

A comprehensive 365-Day Usual, Customary and Reasonable (UCR) Medical Insurance Plan is available with both single and family coverages. Eligible family members include spouse and unmarried dependent children to age 25. Diagnostic, emergency care and extended care facility coverages are provided. The insurance provides maternity benefits for female employees, single or family coverage, and for spouse covered under a family plan. The insured program includes a \$2.00 deductible prescription drug plan.

The Major Medical Program provides for 80% UCR reimbursement of covered expenses after the annual individual deductible of \$100 per person (\$300 per family) has been satisfied; and recognizes the first \$30 per visit charged for out-patient psychiatric services to a \$1,500 annual reimbursement limit. The Major Medical Program has a lifetime maximum of \$500,000.

Although the application for insurance is completed at the time of appointment, membership in the University of Cincinnati group will not become effective until the first of the month following the completion of four months of continuous full-time service.

2. Health Maintenance Plan

A Health Maintenance Plan (HMP) is available with both single and family coverages with eligible family members including spouse and unmarried dependent children to age 25. This health care delivery system is underwritten by Blue Cross of Southwest Ohio, the Good Samaritan Hospital in Cincinnati and Health Maintenance Physicians, Inc. This program provides comprehensive care and offers participants the benefit of preventive health care and early disease detection.

HMP Centers are located in Clifton and Springdale. Members of HMP may choose a physician from among the doctors in the group and make scheduled appointments to see the doctor at the Health Center. Inpatient services and medical care are provided in the Good Samaritan Hospital. When away from Cincinnati, HMP will provide equivalent health care coverage.

Application, enrollment and participation in the HMP is the same as that provided by Section A, 1 above and as conditioned in Section A, 3 and 4.

3. Plan Participation

Where both a husband and wife are University employees, a family contract will be granted to only one spouse. A family contract in the name of one spouse can be transferred to the name of the other spouse at any time, assuming completion of the required waiting period.

An employee returning from layoff, (recall) and/or military service shall be reinstated effective the first of the month following the employee's return.

An employee must apply at least two weeks in advance if the employee wishes to:

- a) Transfer from direct billing
- b) Drop or add members
- c) Change from single to family and vice-versa

All such changes will occur effective the first month following the change request.

If an employee is on an authorized non-medical leave without pay, the employee may continue health insurance coverage at the employee's own expense. The employee must request continuation of health insurance benefits through the Benefits Division upon granting of such leaves.

Failure to pay or discontinue payment of premiums will result in termination of coverage.

Employees who terminated coverage and who satisfy any due payments may renew membership on the first of the month following return to work and completion of a new enrollment.

The University will continue health care coverage for employees who are either on a paid leave or medical/disability leave without pay for one year, provided the employee is enrolled in health care at the start of such leave, and provided the employee pays the employee portion of the premium rate.

4. Health Insurance Plan Premiums

Effective October 23, 1984, the University shall bear the entire premium cost for both single and family Medical Insurance as outlined in Section A, 1 above.

Effective October 23, 1984, the University shall bear a premium cost for the Health Maintenance Plan, as described in Section A, 2 of no more than that paid for the Medical Insurance Plan described in Section A, 1. Employees enrolled in the HMP will pay the difference in costs between the plans.

B. They may participate in a group Dental Insurance Plan.

1. Dental Plan

The group dental plan is available with both single and family coverage. The plan includes a \$50 deductible per participant each calendar year (\$150 per family), 80% reimbursement of reasonable charges for preventive and maintenance treatment, 60% reimbursement of reasonable charges for major treatments and a \$500 maximum reimbursement each calendar year per participant.

Eligible family members include spouse and unmarried dependent children to age 19 or to age 25, provided they are full-time students.

Application, enrollment and participation in the Group Dental Plan is the same as that provided by Section A, 1 above as conditioned in Section A, 3.

The University shall pay the full cost of dental insurance for employees with the exception of those conditions described in Section A, 3.

C. They may participate in a Group Term Life Insurance Plan.

1. Basic Insurance

The University will pay the full cost of Basic term life insurance equal to one (1) times base annual salary for all full-time employees.

2. Supplemental Insurance

Employees with basic coverage have the option of purchasing, without evidence of insurability, an additional one-half (1/2) times the base annual salary with the University paying an additional one-third (1/3) of the premium and the employee paying two-thirds (2/3).

3. Dependent Insurance

Employees who purchase Supplemental insurance may purchase dependent term insurance, for spouse and for each unmarried, dependent child to age 19 at full cost to the University.

4. Optional Insurance

Employees who purchase supplemental insurance may purchase and pay the full premium cost of optional insurance in one-half (1/2) times base annual salary increments to a maximum of one and one-half (1 1/2) times base annual salary. Employees who wish this Optional insurance must provide evidence of insurability to the University and to the carrier.

5. Additional Coverage

The Basic life insurance plan provides Accident Death and Dismemberment (AD&D) protection for each participant.

6. Application, enrollment and participation in the life insurance program is the same as provided by Section A, 1 above and as conditioned in Section A, 3.

ARTICLE XIX
PENSION PLAN

- A. Membership in the City of Cincinnati Retirement or Public Employees Retirement System is required of all full-time permanent employees covered by this Agreement.
- B. A payroll deduction, as determined by the appropriate retirement system, is deducted from each paycheck. The money is placed in a special fund and will be returned, upon application, if the employee is separated from service.
- C. Details regarding the City Retirement System plan or Public Employees Retirement System are available in booklet form and may be secured from the Personnel Office or a Labor Union Business Agent.

ARTICLE XX
WAGES

This Article on wages is the sole source of rights and obligations of the parties to this contract in these matters. Furthermore, the following language is intended to supersede all provisions applicable to public employees in the Ohio Revised Code and/or the Rules of the Ohio Department of Administrative Services relative to wages. Employees will be paid in accordance with the classification and pay plan set forth in this Agreement.

- A. It is the responsibility of the University to establish and maintain a system of classification specifications and concurrent wage and salary programs for the positions covered by this Agreement. Classification specifications will be prepared for each position covered by this Agreement, and these specifications will be maintained and updated as required by the University. Positions covered by this Agree-

ment will be classified in specifications in accordance with normal and accepted practices of job classification. Positions will be assigned to appropriate wage ranges in accordance with the position classification. All current authorized bargaining unit classifications are found in Appendix I.

- B. Effective October 22, 1984, salary scales for each of three years, 1984-85, 85-86, 86-87 for bargaining unit employees shall be administered as detailed in Appendix III and include the 3.5% increase effective October 22, 1984, a 4.0% increase effective October 22, 1985, and a 4.0% increase effective October 22, 1986.
- C. Employees who are temporarily assigned to work in a higher level position for a continuous period of at least two (2) weeks but no more than ten (10) weeks in any one year period are entitled to an hourly pay adjustment to equal the next higher pay step in the higher classification. Employees are eligible to receive this adjustment only for those hours actually worked in the higher level position.
- D. Employees who are rehired after discharge or resignation will be considered as new employees for the purpose of determining pay. Employees who are returned to work after layoff may be restored to the relative pay held at the time of layoff.
- E. The probationary period shall be six months, in duration from the date of appointment in each classification.
- F. When because of physical or other disability an employee is unable to perform the duties of this position, but is qualified for service in another classification, he may be reassigned to another classification at the same rate of pay if the new classification contains such a rate of pay; otherwise, at the next lower rate of pay than his current compensation. If an employee desires, he may continue to pay his retirement contribution on the basis of his higher previous salary, and, upon retirement, receive credit for that salary if permitted by the appropriate retirement system.
- G. Step-Up Procedures
 1. Beginning on the first day of the pay period within which the employee completes the prescribed probationary period in the individual's classification at the University, the employee shall receive an automatic increase to the next higher step within the pay for that classification.
 2. Times spent on leave of absence without pay shall not be counted as part of the probationary period.
 3. After completion of the probationary period, an increase to the next higher step shall be provided annually on the anniversary date of completion of the probationary period. This increase shall be made annually until the maximum step of the pay range is reached.

- a) Step advancement shall become effective the first day of the pay period within which the employee attains one year of service from the date of the probationary increase.
- b) The date of step advancement will not be affected by demotion, reduction, transfer or reclassification.
- c) The pay range may change in the instance of demotion, reduction or reclassification.
- d) Time spent on authorized leave of absence shall be counted toward the annual increase.

H. Longevity Pay

Beginning on the first day of the pay period within which the employee completes five (5) years of total service with the State Government or any of its political subdivisions, each employee in positions paid under salary schedules A and B of Appendix III shall receive an automatic salary adjustment equivalent to two and one half percent of the classification salary base, to the nearest whole cent. Each employee shall receive thereafter an annual adjustment equivalent to one-half of one percent of his classification salary base, to the nearest whole cent, for each additional year of qualified employment until a maximum of ten (10) percent of the employee's classification salary base is reached. The granting of longevity adjustments shall not be affected by promotion, demotion, or other changes in classification held by the employee, nor by any change in pay range for his class. Longevity pay adjustments shall become effective at the beginning of the pay period within which the employee completes the necessary length of service. Time spent on authorized leave of absence shall be counted for this purpose.

- I. It is agreed that the wages, hours or working conditions as expressed in this Agreement will not be reduced.
- J. The University shall make all original appointments at Step 1 of the classification pay range. If it becomes necessary to implement advance step hiring, the University Personnel Office reserves the right to identify market sensitive classifications which, if implemented, shall be adjusted for all bargaining unit members in the affected classification.
- K. Employees who, as of or prior to October 22, 1984, were entitled to hazard duty pay shall have their base rate of pay adjusted by said amount prior to implementation of other pay increases.

ARTICLE XXI HEALTH AND SAFETY

- A. It is the policy of the University to provide an environment for education, work, patient care and research which

meets or exceeds applicable federal, state and local standards. The University will also adhere to practices which meet or exceed applicable federal, state and local standards for the prevention of damage of the off-campus environment. These practices will include procedures relating to emissions by air, liquid-carried wastes, solid waste disposal, by sonic or electromagnetic radiation.

Equipment specifications, work practice standards and design principles have been and will continue to be adopted by the University to effectuate this policy. Members of the University community shall be responsible for following practices designed to minimize risk and thereby avoid harmful exposure to chemicals, biological or radiological substances, or physical, or mechanical hazards.

It is the policy of the University to require that all members of the University community are to use facilities and equipment in prescribed manners so as to avoid injury and health damage to themselves or others. All members of the University community share in the duty to call observed potential hazards to the attention of appropriate individuals and to specify methods known to them which will eliminate, or reduce to an acceptable level, those potential hazards.

It is the responsibility of each member of the University community, through designated safety and health staff, to assist all parties in maintaining safe and healthful conditions at the University.

- B. The foreman or supervisor must correct unsafe conditions promptly. He must see that all safety rules and good working methods are used by all employees. It is the duty of all employees to use the safety equipment provided by their supervisor and to follow all the safety rules and safe working methods recommended for their safety.
- C. In the event of an on-the-job injury, the immediate supervisor must seek prompt medical attention, prepare an injury report and forward the report to the Personnel Office. The University physician will estimate necessary time off and report to the Personnel Office.
- D. If an employee incurs medical expenses or loses work time as a result of a work-related injury and wishes to file a Workers' Compensation Claim, he should contact Hospital Safety if employed at University Hospital or if employed elsewhere in the University, contact Employee and Labor Relations for obtaining the appropriate claim application form(s). After completing the form, the employee returns it to the office from which it was obtained. Upon the request of the employee, a copy of the completed claim application form will be provided to the Union.
- E. In the interest of the employee, University, and/or public welfare, supervisors may schedule employee medical examina-

tions as necessary to discharge organizational requirements. Close coordination with Union leadership will be effected in taking such action.

- F. A Safety Committee chaired by the appropriate administrative safety officer at each location shall be set up on the Campus and at each Hospital. At least one member of each Committee shall be a Union representative.

Minutes of Safety Committee meetings shall be posted by the Union representative on the Union bulletin board.

- G. The University shall pay \$50 towards the purchase of safety shoes where their use is required by management based on the recommendation of the appropriate Safety Committee.

ARTICLE XXII
GENERAL

- A. All employees may become members of the CINCO Federal Credit Union. Information concerning CINCO may be obtained through the Benefits Division of University Personnel.
- B. Tuition Remission Benefits (for courses taken at the University of Cincinnati):

1. Full-time employees.

- a. Remission of an amount up to the cost of six (6) regular credit hours per quarter.
- b. Full remission may be granted for all courses taken within the limits imposed by the department head, dean, or vice president for those individuals working on a clearly-defined degree program.

2. Part-time employees.

Remission of an amount up to the cost of three (3) regular credit hours per quarter. This category includes those individuals who are employed on a less than full-time status and who receive regular compensation for their services.

3. Families.

- a. Families of full-time employees.

1. Full remission for the employee's spouse.
2. Remission of instructional fee and non-resident surcharge in the following cases:
- (i) Unmarried dependent sons and daughters.
- (ii) Spouses and unmarried dependent sons and daughters of former employees who died while in the active service of the University.

(iii) Spouses and unmarried dependent sons and daughters of former employees who retired and received a retirement annuity or became completely disabled while in the service of the University.

3. Children eligible in Paragraph 3, a, 2 above will also receive remission of twenty-five (25) percent of the cost of private music lessons taken for credit as electives.
4. Remission of one-half of the instructional fee upon acceptance at the Arlitt Child Development Center for sons and daughters of full-time employees.
5. Day care facilities are available to bargaining unit members through U-Kids and U.C. Child Care Center. Information can be obtained directly from these facilities.

- C. Bulletin boards will be available as agreed upon for posting of Union notices. Such notices are subject to approval by the Personnel Department before posting.
- D. Contracting of Work: It is recognized that the University of Cincinnati has statutory and charter rights and obligations in contracting for matters relating to its operations. The right of contracting or subcontracting is vested in the University. The exercise of the University contracting or subcontracting rights includes essential public needs where it is uneconomical for University employees to perform said work. The University agrees that it will not lay off employees who have completed their probationary periods and have bargaining unit status because of the exercise of its contracting and subcontracting rights. It shall not be considered a lay-off if the employee is transferred or given other duties at the same pay. If the University anticipates contracting work or services which may have an impact on bargaining unit employees, a meeting will be held with the Union for the purpose of discussing such contract.
- E. The University agrees to save the Union harmless of any Civil Rights charges concerning the validity of employment tests administered.
- F. All Licensed Practical Nurses shall be eligible to attend, without loss of pay and when feasible, at the expense of the University, meetings or seminars which are approved by the University as being of benefit to the University and to the educational development of the Licensed Practical Nurses involved. The number of Licensed Practical Nurses who are authorized to attend any said seminar or meeting will be determined by the University and will be contingent upon the needs of patient care at the time. The Nursing Department will sponsor accredited continuing education programs that LPNs may attend.

G. The University will maintain a professional liability program which covers Licensed Practical Nurses while performing duties assigned by the University Hospital for which they are paid by the Hospital.

H. Uniforms: The University will launder University-provided uniforms worn by those employees within the Department of Physical Plant, Office of Residence Life, University Hospital and Christian R. Holmes Division.

Employees will be provided a minimum of five (5) uniforms per year to accommodate seasonal needs where appropriate. Uniforms must be neat in appearance and may not be worn other than during work time.

If a uniform is damaged due to non-job-related activities, the employee will pay for replacing the uniform.

- I. 1. There is hereby established an Advisory Committee made up of three (3) representatives selected by the Administration and three (3) selected by AFSCME.
2. The purpose of this Committee is to provide a method of communication between the Administration and AFSCME pertaining to matters of mutual concern and interest.
3. Meetings of the Advisory Committee will be held at least monthly. The Committee will establish its meeting times and administrative procedures. The parties may request the presence of anyone who may be of assistance in the consideration of any particular matter.
4. The Advisory Committee shall have no power to effect changes to any of the parties' collective bargaining agreement or to any other matter affecting employment status. In no case shall any matter considered by the Committee be subject to the grievance and arbitration procedures of the parties' collective bargaining agreement.
- J. A copy of the University Personnel Policies and Procedures Manual as applicable to the bargaining unit will be made available to the Union.
- K. The University, through the Office of Campus Calendar, shall make available to the Union, its facilities for the purpose of meetings and seminars at no cost to the Union. The use of these facilities shall be in compliance with the University's Policies on Solicitation.
- L. The University shall endeavor to notify the Union president when there are major operational changes that may impact upon employees' working conditions.
- M. The University will permit employees working overtime as a result of a snow emergency to utilize vacation time or compensatory time off during their regularly scheduled shift provided the emergency is under control.

ARTICLE XXIII
SAVINGS CLAUSE

If any Article or Section of this Agreement or any addition thereto would be held invalid by operation of law or by any tribunal of competent jurisdiction, or if compliance with or enforcement of any Article or Section should be restrained by such tribunal, the remainder of this Agreement and addenda shall not be affected thereby, and the parties shall enter into immediate collective bargaining negotiations for the purpose of arriving at a mutually satisfactory replacement for such Article or Section.

ARTICLE XXIV
EMERGENCY WAIVER CLAUSE

In cases of circumstances beyond the control of the University, such as an Act of God, war, flood, civil disaster, and other similar acts, affected portions of this Agreement will be automatically amended accordingly. In addition, and notwithstanding other Articles of this Agreement, Management reserves the right, during any such emergency, to assign or lay off employees to work without regard to their employment classification. Such assignments or lay offs may be subject to the grievance procedure upon termination of the emergency.

ARTICLE XXV
TERMINATION

- A. This Agreement shall be effective October 22, 1984, and shall continue in effect until October 22, 1987, and thereafter from year to year unless either party gives sixty (60) days' written notice prior to August 31, 1987, or any yearly anniversary date thereafter, to terminate this Agreement; provided, that should any applicable change be made in State Law that would be contrary to any provisions herein, that provision would be automatically affected accordingly.

FOR AFSCME

William H. Conable

W Van Kester

Josephine Condon

Esther Ellis

Journal Buckley

Marathy Bell

Gladye Maxwell

Betty J Brinkley

Edna Glenn

Paul A. Gattner

Timothy J. Henderson

Arbnd M. Farland

Janet Kelly

James E. Kessler

FOR THE UNIVERSITY

Joseph P. Sullivan

Anthony R. Williams

Thomas L. Albino

Anthony Thomas Casarri

William H. Posey

Richard C. Blum

R. J. Rye

Robert Salsal

DATE: 1-3-85

DATE: 1/3/85

FOR AFSCME

William T. Endsley

Al Van Hagen

Rose Anderson

Esther Jolly

Joanna Edgley

Dorothy Bell

Gladys Moorer

Betty Brinkley

Alean Glenn

Pearl Cotton

Timothy Ferguson

Alfred McFarland

Daniel L. Petty

James E. Kessler

DATE: 1/3/85

FOR THE UNIVERSITY

George P. Salerno

Timothy R. Williams

Thomas L. Adkins

Anthony Thomas Caneris

Melvin H. Posey

Richard C. Stevens

Regina E. Sofer

Lois M. Schaal

Catherine K. Doyle

DATE: 1/3/85

APPENDIX I
UNIVERSITY HOSPITAL

	GRADE			GRADE	
	OLD	NEW		OLD	NEW
Account Clerk II	26	88	Electronic Technician II	28	92
Account Clerk I	04	85	Electronic Technician I	27	90
Activities Aide	04	85	Fabric Worker III	04	85
Ambulance Operator II	06	89	Fabric Worker II	03	83
Ambulance Operator I	05	87	Fabric Worker I	02	81
Air Quality Technician II	08	93	Food Service Worker	01	80
Air Quality Technician I	07	91	Groundskeeper III	06	89
Asst. Air Quality Technician	05	87	Groundskeeper II	05	87
Cashier II	05	87	Groundskeeper I	04	85
Cashier I	03	83	Hospital Aide	04	85
Chemical Storekeeper II	29	94	Lab Animal Aide	02	81
Chemical Storekeeper I	26	88	Laboratory Technician II	25	86
Chemical Stores Clerk	04	85	Laboratory Technician I	24	84
Claims Specialist	30	95	Laundry Supervisor II	05	87
Claims Examiner IV	29	94	Laundry Supervisor I	03	83
Claims Examiner III	28	92	Laundry Worker	01	80
Claims Examiner II	27	90	LPN (WITHOUT MEDS)	77	77
Claims Examiner I	26	88	LPN (WITH MEDS)	77	77
Claims Assistant	85		Locksmith II	08	93
Clerical Supervisor	26	88	Locksmith I	07	91
Clerical Specialist	25	86	Assistant Locksmith	05	87
Clerk II	03	83	Machinist II	08	93
Clerk I	02	81	Machinist I	07	91
Cook II	05	87	Assistant Machinist	05	87
Cook I	03	83	Mail Clerk/Messenger	03	83
Custodial Work Supervisor	04	85	Maintenance Repair Worker III	07	91
Custodial Worker	02	81	Maintenance Repair Worker II	05	87
Data Entry Operator III	25	86	Maintenance Repair Worker I	04	85
Data Entry Operator II	04	85	Morgue Attendant	25	86
Data Entry Operator I	03	83	Mover II	05	87
Data Processor III	25	86	Mover I	04	85
Data Processor II	04	85	Nursing Associate	05	87
Data Processor I	03	83	Nutritionist Aide	04	85
Delivery Worker II	05	87			
Delivery Worker I	04	85			
Dental Assistant III	28	92			
Dental Assistant II	25	88			
Dental Assistant I	24	84			

APPENDIX I
UNIVERSITY HOSPITAL

	GRADE	
	OLD	NEW
Office Machine Operator III	25	86
Office Machine Operator II	04	85
Office Machine Operator I	02	81
Parking Facility Attendant	03	83
Pharmacy Attendant	05	87
Interim Pharmacist	30	95
Physical Therapy Aide	05	87
Physical Therapy Assistant (Unclassified)	10	10
Press Operator	08	93
Printing Coordinator II	30	95
Printing Coordinator I	29	94
Printing Machine Operator III	08	93
Printing Machine Operator II	06	89
Printing Machine Operator I	05	87
Printing Technician II	08	93
Printing Technician I	06	89
Sheet Metal Worker II (Welder)	08	93
Sheet Metal Worker I (Welder)	07	91
Sign Worker II	05	87
Sign Worker I	04	85
Statistics Clerk	26	88
Storekeeper III	28	92
Storekeeper II	27	90
Storekeeper I	25	86
Stores Clerk	03	83
Telephone Operator II	04	85
Telephone Operator I	03	83
Therapeutic Program Worker	05	87
Typist II	04	85
Typist I	03	83
Vehicle Operator II	06	89
Vehicle Operator I	04	85
X-Ray Developer	23	82

APPENDIX I
UNIVERSITY OF CINCINNATI
(excluding employees paid by the University Hospital and the Holmes Division)

	GRADE			GRADE	
	OLD	NEW		OLD	NEW
Air Quality Technician II (General Maintenance)	08	93	Elevator Mechanic II	08	93
Air Quality Technician I (General Maintenance)	07	91	Elevator Mechanic I	07	91
Asst. Air Quality Technician (General Maintenance)	05	87	Electronic Technician I	27	90
Air Quality Technician II (Heat & Refrigeration)	08	93	Equipment Operator II	06	89
Air Quality Technician I (Heat & Refrigeration)	07	91	Equipment Operator I	05	87
Asst. Air Quality Technician (Heat & Refrigeration)	05	87	Groundskeeper III	06	89
Ambulance Operator II	06	89	Groundskeeper II	05	87
Ambulance Operator I	05	87	Groundskeeper I	04	85
Auto Mechanic II	08	93	Laboratory Animal Technician II	25	86
Auto Mechanic I	07	91	Laboratory Animal Technician I	23	82
Automotive Service Worker	02	81	Laboratory Animal Aide	02	81
Bowling Lane Technician II (Formerly Electronic Tech. III)	08	93	Labor Crew Leader	04	85
Bowling Lane Technician I (Formerly Electronic Tech. II)	07	91	Laborer	02	81
Building Maintenance Supt. I (Air Quality Technician)	29	94	Locksmith II	08	93
Building Maintenance Supt. I (Electrician)	29	94	Locksmith I	07	91
Building Maintenance Supt. I (General Maintenance)	29	94	Assistant Locksmith	05	87
Building Maintenance Supt. I (Emergency Maintenance)	29	94	Mail Clerk/Messenger (Postal Clerk)	03	83
Cashier Supervisor	27	90	Maintenance Repair Worker III	07	91
Cashier II	05	87	Maintenance Repair Worker II	05	87
Cashier I	03	83	Maintenance Repair Worker I	04	85
Custodial Worker	02	81	Morgue Supervisor (Embalmer)	27	90
Delivery Worker II	05	87	Morgue Attendant	25	86
Delivery Worker I	04	85	Moving Supervisor (Truck Driver LD/SA)	07	91
Electrician II	08	93	Mover II	05	87
Electrician I	07	91	Mover I	04	85
Assistant Electrician	05	87	Parking Facility Attendant	03	83
			Sign Worker II	05	87
			Sign Worker I	04	85
			Storekeeper III	28	92
			Storekeeper II	27	90
			Storekeeper I	25	86
			Vehicle Operator II	06	89
			Vehicle Operator I	04	85

APPENDIX I
HOLMES DIVISION

	GRADE	
	OLD	NEW
Air Quality Technician II	08	93
Air Quality Technician I	07	91
Ambulance Operator II	06	89
Ambulance Operator I	05	87
Baker II	06	89
Baker I	04	85
Cook II	05	87
Cook I	03	83
Custodial Work Supervisor	04	85
Custodial Worker	02	81
Fabric Worker III	04	85
Fabric Worker II	03	83
Food Service Worker	01	80
Groundskeeper III	06	89
Groundskeeper II	05	87
Groundskeeper I	04	85
Hospital Aide	04	85
Inventory Control Specialist I	26	88
Laborer	02	81
Maintenance Repair Worker III	07	91
Maintenance Repair Worker II	05	87
Maintenance Repair Worker I	04	85
Nursing Associate	05	87
Operating Room Technician (Unclassified)	09	09
Parking Facility Attendant	03	83
Physical Therapy Aide	05	87
Storekeeper III	28	92
Storekeeper II	27	90
Storekeeper I	25	86
Stores Clerk	03	83
Telephone Operator I (Centrex)	03	83
X-Ray Developer	23	82

APPENDIX II

DISTRICT COUNCIL 8 - AFSCME
AUTHORIZATION FOR
PAYROLL DEDUCTION OF UNION DUES

Name (Print) _____

Social Security No. _____ Dept. _____

Effective _____, I hereby authorize the University of Cincinnati, Ohio, to deduct from my earnings such sums as the District Council 8, AFSCME, AFL-CIO, may certify as due and owing from me as membership dues in such Union, and to pay such sum to said District Council 8. Upon notification by the Union in writing that the monthly dues have been changed, the University is authorized to change my deduction accordingly.

This authorization is irrevocable for a period of one (1) year from the first (1st) of August preceding the date of delivery hereof to the University or until the termination of my employment whichever occurs sooner; and this authorization shall be automatically renewed each first (1st) of August thereafter and shall be irrevocable for said periods of one (1) year unless written notice is given to the University within the first twenty (20) days of July.

Date: _____ Employee's Signature: _____

Address: _____

APPENDIX III

SCHEDULE A
(Effective October 22, 1984)

(3.5%)

PAY RANGE OLD NEW	RATE TYPE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
01 80	Hourly	5.57	5.74	5.92	6.12	6.31	
	Biweekly	465.60	459.20	473.60	489.60	504.80	
	Annual	11,585.60	11,939.20	12,313.60	12,729.60	13,124.80	
02 81	Hourly	5.84	6.01	6.21	6.42	6.63	
	Biweekly	467.20	480.80	496.80	513.60	530.40	
	Annual	12,147.20	12,500.80	12,916.80	13,353.60	13,790.40	
03 83	Hourly	6.12	6.31	6.53	6.75	6.99	
	Biweekly	489.60	504.80	522.40	540.00	559.20	
	Annual	12,729.60	13,124.80	13,582.40	14,040.00	14,539.20	
04 85	Hourly	6.42	6.63	6.86	7.11	7.35	
	Biweekly	513.60	530.40	548.80	568.80	588.00	
	Annual	13,353.60	13,790.40	14,268.80	14,788.80	15,288.00	
05 87	Hourly	6.75	6.99	7.23	7.48	7.67	
	Biweekly	540.00	559.20	578.40	598.40	613.60	
	Annual	14,040.00	14,539.20	15,038.40	15,558.40	15,953.60	
06 89	Hourly	7.11	7.35	7.58	7.79	8.04	
	Biweekly	568.80	588.00	606.40	623.20	643.20	
	Annual	14,788.80	15,288.00	15,766.40	16,203.20	16,723.20	
07 91	Hourly	7.48	7.67	7.91	8.16	8.44	8.76
	Biweekly	598.40	613.60	632.80	652.80	675.20	700.80
	Annual	15,558.40	15,953.60	16,452.80	16,972.80	17,555.20	18,220.80
08 93	Hourly	7.91	8.16	8.44	8.76	9.10	9.47
	Biweekly	632.80	652.80	675.20	700.80	728.00	757.60
	Annual	16,452.80	16,972.80	17,555.20	18,220.80	18,928.00	19,697.60

APPENDIX III

SCHEDULE B
(Effective October 22, 1984)

(3.5%)

PAY RANGE OLD NEW	RATE TYPE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
		23	82	5.92 473.60 12,313.60	6.12 489.60 12,729.60	6.31 504.80 13,124.80	6.53 522.40 13,582.40	6.75 540.00 14,040.00
24	84	6.21 496.80 12,916.80	6.42 513.60 13,353.60	6.63 530.40 13,790.40	6.86 548.80 14,268.80	7.11 568.80 14,788.80	7.35 588.00 15,288.00	
25	86	6.53 522.40 13,582.40	6.75 540.00 14,040.00	6.99 559.20 14,539.20	7.23 578.40 15,038.40	7.48 598.40 15,558.40	7.67 613.60 15,953.60	
26	88	6.86 548.80 14,268.80	7.11 568.80 14,788.80	7.35 588.00 15,288.00	7.58 606.40 15,766.40	7.79 623.20 16,203.20	8.04 643.20 16,723.20	
27	90	7.23 578.40 15,038.40	7.48 598.40 15,558.40	7.67 613.60 15,953.60	7.91 632.80 16,452.80	8.16 652.80 16,972.80	8.44 675.20 17,555.20	8.76 700.80 18,220.80
28	92	7.67 613.60 15,953.60	7.91 632.80 16,452.80	8.16 652.80 16,972.80	8.44 675.20 17,555.20	8.76 700.80 18,220.80	9.10 728.00 18,928.00	9.47 757.60 19,697.60
29	94	8.16 652.80 16,972.80	8.44 675.20 17,555.20	8.76 700.80 18,220.80	9.10 728.00 18,928.00	9.47 757.60 19,697.60	9.92 793.60 20,633.60	10.36 828.80 21,548.80
30	95	8.76 700.80 18,220.80	9.10 728.00 18,928.00	9.47 757.60 19,697.60	9.92 793.60 20,633.60	10.36 828.80 21,548.80	10.83 866.40 22,526.40	11.37 909.60 23,649.60

APPENDIX III

SCHEDULE C
(Effective October 22, 1984)

(3.5%)

PAY RANGE	RATE TYPE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
77 LPN	Hourly	6.16	6.28	6.41	7.60		
	Biweekly	492.80	502.40	512.80	608.00		
	Annual	12,812.80	13,062.40	13,332.80	15,808.00		
77 LPN (MEDS)	Hourly	6.85	7.12	8.15	8.51	8.83	9.17
	Biweekly	548.00	569.60	652.00	680.80	706.40	733.60
	Annual	14,248.00	14,809.60	16,952.00	17,700.80	18,366.40	19,073.60

SCHEDULE D
(Effective October 22, 1984)

(3.5%)

PAY RANGE	RATE TYPE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	
09 TECH	Hourly	5.87	6.42	6.97	7.51	8.06	8.61	9.17	
	Biweekly	469.60	513.60	557.60	600.80	644.80	688.80	733.60	
	Annual	12,209.60	13,353.60	14,497.60	15,620.80	16,764.80	17,908.80	19,073.60	
10 ASST.	PHYS. THER.	Hourly	6.22	6.80	7.39	7.97	8.56	9.14	9.72
	Biweekly	497.60	544.00	591.20	637.60	684.80	731.20	777.60	
	Annual	12,937.60	14,144.00	15,371.20	16,577.60	17,804.80	19,011.20	20,217.60	

LONGEVITY PAY GUIDE

TABLE OF LONGEVITY SUPPLEMENTS
(Effective October 22, 1984)

(3.5%)

PAY RANGE	BASE RATE	YEARS OF SERVICE																
		5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	
<u>01</u>	<u>80</u>	5.57	.14	.17	.19	.22	.25	.28	.31	.33	.36	.39	.42	.45	.47	.50	.53	.56
02	81	5.84	.15	.18	.20	.23	.26	.29	.32	.35	.38	.41	.44	.47	.50	.53	.55	.58
03	83	6.12	.15	.18	.21	.24	.28	.31	.34	.37	.40	.43	.46	.49	.52	.55	.58	.61
04	85	6.42	.16	.19	.22	.26	.29	.32	.35	.39	.42	.45	.48	.51	.55	.58	.61	.64
05	87	6.75	.17	.20	.24	.27	.30	.34	.37	.41	.44	.47	.51	.54	.57	.61	.64	.68
06	89	7.11	.18	.21	.25	.28	.32	.36	.39	.43	.46	.50	.53	.57	.60	.64	.68	.71
07	91	7.48	.19	.22	.26	.30	.34	.37	.41	.45	.49	.52	.56	.60	.64	.67	.71	.75
08	93	7.91	.20	.24	.28	.32	.36	.40	.44	.47	.51	.55	.59	.63	.67	.71	.75	.79
<hr/>																		
23	82	5.92	.15	.18	.21	.24	.27	.30	.33	.36	.38	.41	.44	.47	.50	.53	.56	.59
24	84	6.21	.16	.19	.22	.25	.28	.31	.34	.37	.40	.43	.47	.50	.53	.56	.59	.62
25	86	6.53	.16	.20	.23	.26	.29	.33	.36	.39	.42	.46	.49	.52	.56	.59	.62	.65
26	88	6.86	.17	.21	.24	.27	.31	.34	.38	.41	.45	.48	.51	.55	.58	.62	.65	.69
27	90	7.23	.18	.22	.25	.29	.33	.36	.40	.43	.47	.51	.54	.58	.61	.65	.69	.72
28	92	7.67	.19	.23	.27	.31	.35	.38	.42	.46	.50	.54	.58	.61	.65	.69	.73	.77
29	94	8.16	.20	.24	.29	.33	.37	.41	.45	.49	.53	.57	.61	.65	.69	.73	.78	.82
30	95	8.76	.22	.26	.31	.35	.39	.44	.48	.53	.57	.61	.66	.70	.74	.79	.83	.88

APPENDIX III

SCHEDULE A
(Effective October 22, 1985)

(4.0%)

PAY RANGE		RATE TYPE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
OLD	NEW							
01	80	Hourly	5.79	5.97	6.16	6.36	6.56	
		Biweekly	463.20	477.60	492.80	508.80	524.80	
		Annual	12,043.20	12,417.60	12,812.80	13,228.80	13,644.80	
02	81	Hourly	6.07	6.25	6.46	6.68	6.90	
		Biweekly	485.60	500.00	516.80	534.40	552.00	
		Annual	12,625.60	13,000.00	13,436.80	13,894.40	14,352.00	
03	83	Hourly	6.36	6.56	6.79	7.02	7.27	
		Biweekly	508.80	524.80	543.20	561.60	581.60	
		Annual	13,228.80	13,644.80	14,123.20	14,601.60	15,121.60	
04	85	Hourly	6.68	6.90	7.13	7.39	7.64	
		Biweekly	534.40	552.00	570.40	591.20	611.20	
		Annual	13,894.40	14,352.00	14,830.40	15,371.20	15,891.20	
05	87	Hourly	7.02	7.27	7.52	7.78	7.98	
		Biweekly	561.60	581.60	601.60	622.40	638.40	
		Annual	14,601.60	15,121.60	15,641.60	16,182.40	16,598.40	
06	89	Hourly	7.39	7.64	7.88	8.10	8.36	
		Biweekly	591.20	611.20	630.40	648.00	668.80	
		Annual	15,371.20	15,891.20	16,390.40	16,848.00	17,388.80	
07	91	Hourly	7.78	7.98	8.23	8.49	8.78	9.11
		Biweekly	622.40	638.40	658.40	679.20	702.40	728.80
		Annual	16,182.40	16,598.40	17,118.40	17,659.20	18,262.40	18,948.80
08	93	Hourly	8.23	8.49	8.78	9.11	9.46	9.85
		Biweekly	658.40	679.20	702.40	728.80	756.80	788.00
		Annual	17,118.40	17,659.20	18,262.40	18,948.80	19,676.80	20,488.00

APPENDIX III

SCHEDULE B
(Effective October 22, 1985)

(4.0%)

PAY RANGE		RATE TYPE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	
OLD	NEW								
23	82	Hourly	6.16	6.36	6.56	6.79	7.02	7.27	
		Biweekly	492.80	508.80	524.80	543.20	561.60	581.60	
		Annual	12,812.80	13,228.80	13,644.80	14,123.20	14,601.60	15,121.60	
24	84	Hourly	6.46	6.68	6.90	7.13	7.39	7.64	
		Biweekly	516.80	534.40	552.00	570.40	591.20	611.20	
		Annual	13,436.80	13,894.40	14,352.00	14,830.40	15,371.20	15,891.20	
25	86	Hourly	6.79	7.02	7.27	7.52	7.78	7.98	
		Biweekly	543.20	561.60	581.60	601.60	622.40	638.40	
		Annual	14,123.20	14,601.60	15,121.60	15,641.60	16,182.40	16,598.40	
26	88	Hourly	7.13	7.39	7.64	7.88	8.10	8.36	
		Biweekly	570.40	591.20	611.20	630.40	648.00	668.80	
		Annual	14,830.40	15,371.20	15,891.20	16,390.40	16,848.00	17,388.80	
27	90	Hourly	7.52	7.78	7.98	8.23	8.49	8.78	9.11
		Biweekly	601.60	622.40	638.40	658.40	679.20	702.40	728.80
		Annual	15,641.60	16,182.40	16,598.40	17,118.40	17,659.20	18,262.40	18,948.80
28	92	Hourly	7.98	8.23	8.49	8.78	9.11	9.46	9.85
		Biweekly	638.40	658.40	679.20	702.40	728.80	756.80	788.00
		Annual	16,598.40	17,118.40	17,659.20	18,262.40	18,948.80	19,676.80	20,488.00
29	94	Hourly	8.49	8.78	9.11	9.46	9.85	10.32	10.77
		Biweekly	679.20	702.40	728.80	756.80	788.00	825.60	861.60
		Annual	17,659.20	18,262.40	18,948.80	19,676.80	20,488.00	21,465.60	22,401.60
30	95	Hourly	9.11	9.46	9.85	10.32	10.77	11.26	11.82
		Biweekly	728.80	756.80	788.00	825.60	861.60	900.80	945.60
		Annual	18,948.80	19,676.80	20,488.00	21,465.60	22,401.60	23,420.80	24,585.60

APPENDIX III

SCHEDULE C
(Effective October 22, 1985)

(4.0%)

PAY RANGE	RATE TYPE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
77 LPN	Hourly	6.41	6.53	6.67	7.90		
	Biweekly	512.80	522.40	533.60	632.00		
	Annual	13,332.80	13,582.40	13,873.60	16,432.00		
77 LPN (MEDS)	Hourly	7.12	7.40	8.48	8.85	9.18	9.54
	Biweekly	569.60	592.00	678.40	708.00	734.40	763.20
	Annual	14,809.60	15,392.00	17,638.40	18,408.00	19,094.40	19,843.20

SCHEDULE D
(Effective October 22, 1985)

(4.0%)

PAY RANGE	RATE TYPE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
09 O.R. TECH	Hourly	6.10	6.68	7.25	7.81	8.38	8.95	9.54
	Biweekly	488.00	534.40	580.00	624.80	670.40	716.00	763.20
	Annual	12,688.00	13,894.40	15,080.00	16,244.80	17,430.40	18,616.00	19,843.20
10 PHYS. THER. ASST.	Hourly	6.47	7.07	7.69	8.29	8.90	9.51	10.11
	Biweekly	517.60	565.60	615.20	663.20	712.00	760.80	808.80
	Annual	13,457.60	14,705.60	15,995.20	17,243.20	18,512.00	19,780.80	21,028.80

L O N G E V I T Y P A Y G U I D E

TABLE OF LONGEVITY SUPPLEMENTS
(Effective October 22, 1985)

(4.0)

PAY RANGE	BASE RATE	YEARS OF SERVICE																		
		5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20			
<u>01</u>	<u>80</u>	5.79	.14	.17	.20	.23	.26	.29	.32	.35	.38	.41	.43	.46	.49	.52	.55	.58		
02	81	6.07	.15	.18	.21	.24	.27	.30	.33	.36	.39	.42	.46	.49	.52	.55	.58	.61		
03	83	6.36	.16	.19	.22	.25	.29	.32	.35	.38	.41	.45	.48	.51	.54	.57	.60	.64		
04	85	6.68	.17	.20	.23	.27	.30	.33	.37	.40	.43	.47	.50	.53	.57	.60	.63	.67		
05	87	7.02	.18	.21	.25	.28	.32	.35	.39	.42	.46	.49	.53	.56	.60	.63	.67	.70		
06	89	7.39	.18	.22	.26	.30	.33	.37	.41	.44	.48	.52	.55	.59	.63	.67	.70	.74		
07	91	7.78	.19	.23	.27	.31	.35	.39	.43	.47	.51	.54	.58	.62	.66	.70	.74	.78		
08	93	8.23	.21	.25	.29	.33	.37	.41	.45	.49	.53	.58	.62	.66	.70	.74	.78	.82		
<hr/>																				
23	82	6.16	.15	.18	.22	.25	.28	.31	.34	.37	.40	.43	.46	.49	.52	.55	.59	.62		
24	84	6.46	.16	.19	.23	.26	.29	.32	.36	.39	.42	.45	.48	.52	.55	.58	.61	.65		
25	86	6.79	.17	.20	.24	.27	.31	.34	.37	.41	.44	.48	.51	.54	.58	.61	.65	.68		
26	88	7.13	.18	.21	.25	.29	.32	.36	.39	.43	.46	.50	.53	.57	.61	.64	.68	.71		
27	90	7.52	.19	.23	.26	.30	.34	.38	.41	.45	.49	.53	.56	.60	.64	.68	.71	.75		
28	92	7.98	.20	.24	.28	.32	.36	.40	.44	.48	.52	.56	.60	.64	.68	.72	.76	.80		
29	94	8.49	.21	.25	.30	.34	.38	.42	.47	.51	.55	.59	.64	.68	.72	.76	.81	.85		
30	95	9.11	.23	.27	.32	.36	.41	.46	.50	.55	.59	.64	.68	.73	.77	.82	.87	.91		

APPENDIX III

SCHEDULE A
(Effective October 22, 1986)

(4.0%)

PAY RANGE	RATE TYPE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
01 80	Hourly	6.02	6.21	6.41	6.61	6.82	
	Biweekly	481.60	496.80	512.80	528.80	545.60	
	Annual	12,521.60	12,916.80	13,332.80	13,748.80	14,185.60	
02 81	Hourly	6.31	6.50	6.72	6.95	7.18	
	Biweekly	504.80	520.00	537.60	556.00	574.40	
	Annual	13,124.80	13,520.00	13,977.60	14,456.00	14,934.40	
03 83	Hourly	6.61	6.82	7.06	7.30	7.56	
	Biweekly	528.80	545.60	564.80	584.00	604.80	
	Annual	13,748.80	14,185.60	14,684.80	15,184.00	15,724.80	
04 85	Hourly	6.95	7.18	7.42	7.69	7.95	
	Biweekly	556.00	574.40	593.60	615.20	636.00	
	Annual	14,456.00	14,934.40	15,433.60	15,995.20	16,536.00	
05 87	Hourly	7.30	7.56	7.82	8.09	8.30	
	Biweekly	584.00	604.80	625.60	647.20	664.00	
	Annual	15,184.00	15,724.80	16,265.60	16,827.20	17,264.00	
06 89	Hourly	7.69	7.95	8.20	8.42	8.69	
	Biweekly	615.20	636.00	656.00	673.60	695.20	
	Annual	15,995.20	16,536.00	17,056.00	17,513.60	18,075.20	
07 91	Hourly	8.09	8.30	8.56	8.83	9.13	9.47
	Biweekly	647.20	664.00	684.80	706.40	730.40	757.60
	Annual	16,827.20	17,264.00	17,804.80	18,366.40	18,990.40	19,697.60
08 93	Hourly	8.56	8.83	9.13	9.47	9.84	10.24
	Biweekly	684.80	706.40	730.40	757.60	787.20	819.20
	Annual	17,804.80	18,366.40	18,990.40	19,697.60	20,467.20	21,299.20

APPENDIX III

SCHEDULE B
(Effective October 22, 1986)

(4.0%)

PAY RANGE	RATE TYPE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
23	Hourly	6.41	6.61	6.82	7.06	7.30	7.56	
	Biweekly	512.80	528.80	545.60	564.80	584.00	604.80	
	Annual	13,332.80	13,748.80	14,185.60	14,684.80	15,184.00	15,724.80	
24	Hourly	6.72	6.95	7.18	7.42	7.69	7.95	
	Biweekly	537.60	556.00	574.40	593.60	615.20	636.00	
	Annual	13,977.60	14,456.00	14,934.40	15,433.60	15,995.20	16,536.00	
25	Hourly	7.06	7.30	7.56	7.82	8.09	8.30	
	Biweekly	564.80	584.00	604.80	625.60	647.20	664.00	
	Annual	14,684.80	15,184.00	15,724.80	16,265.60	16,827.20	17,264.00	
26	Hourly	7.42	7.69	7.95	8.20	8.42	8.69	
	Biweekly	593.60	615.20	636.00	656.00	673.60	695.20	
	Annual	15,433.60	15,995.20	16,536.00	17,056.00	17,513.60	18,075.20	
27	Hourly	7.82	8.09	8.30	8.56	8.83	9.13	9.47
	Biweekly	625.60	647.20	664.00	684.80	706.40	730.40	757.60
	Annual	16,265.60	16,827.20	17,264.00	17,804.80	18,366.40	18,990.40	19,697.60
28	Hourly	8.30	8.56	8.83	9.13	9.47	9.84	10.24
	Biweekly	664.00	684.80	706.40	730.40	757.60	787.20	819.20
	Annual	17,264.00	17,804.80	18,366.40	18,990.40	19,697.60	20,467.20	21,299.20
29	Hourly	8.83	9.13	9.47	9.84	10.24	10.73	11.20
	Biweekly	706.40	730.40	757.60	787.20	819.20	858.40	896.00
	Annual	18,366.40	18,990.40	19,697.60	20,467.20	21,299.20	22,318.40	23,296.00
30	Hourly	9.47	9.84	10.24	10.73	11.20	11.71	12.29
	Biweekly	757.60	787.20	819.20	858.40	896.00	936.80	983.20
	Annual	19,697.60	20,467.20	21,299.20	22,318.40	23,296.00	24,356.80	25,563.20

APPENDIX III

SCHEDULE C
(Effective October 22, 1986)

(4.0)

PAY RANGE	RATE TYPE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
	Hourly	6.67	6.79	6.94	8.22		
	Biweekly	533.60	543.20	555.20	657.60		
77 LPN	Annual	13,873.60	14,123.20	14,435.20	17,097.60		
	Hourly	7.40	7.70	8.82	9.20	9.55	9.92
	Biweekly	592.00	616.00	705.60	736.00	764.00	793.60
77 LPN (MEDS)	Annual	15,392.00	16,016.00	18,345.60	19,136.00	19,864.00	20,633.60

SCHEDULE D
(Effective October 22, 1986)

(4.0%)

PAY RANGE	RATE TYPE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
	Hourly	6.34	6.95	7.54	8.12	8.72	9.31	9.92
	Biweekly	507.20	556.00	603.20	649.60	697.60	744.80	793.60
09 O.R. TECH	Annual	13,187.20	14,456.00	15,683.20	16,889.60	18,137.60	19,364.80	20,633.60
	Hourly	6.73	7.35	8.00	8.62	9.26	9.89	10.51
	Biweekly	538.40	588.00	640.00	689.60	740.80	791.20	840.80
10 ASST.	Annual	13,998.40	15,288.00	16,640.00	17,929.60	19,260.80	20,571.20	21,860.80

L O N G E V I T Y P A Y G U I D E

TABLE OF LONGEVITY SUPPLEMENTS
(Effective October 22, 1986)

(4.0)

PAY RANGE	BASE RATE	YEARS OF SERVICE																		
		5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20			
<u>01</u>	<u>80</u>	6.02	.15	.18	.21	.24	.27	.30	.33	.36	.39	.42	.45	.48	.51	.54	.57	.60		
02	81	6.31	.16	.19	.22	.25	.28	.32	.35	.38	.41	.44	.47	.50	.54	.57	.60	.63		
03	83	6.61	.17	.20	.23	.26	.30	.33	.36	.40	.43	.46	.50	.53	.56	.59	.63	.66		
04	85	6.95	.17	.21	.24	.28	.31	.35	.38	.42	.45	.49	.52	.56	.59	.63	.66	.70		
05	87	7.30	.18	.22	.26	.29	.33	.37	.40	.44	.47	.51	.55	.58	.62	.66	.69	.73		
06	89	7.69	.19	.23	.27	.31	.35	.38	.42	.46	.50	.54	.58	.62	.65	.69	.73	.77		
07	91	8.09	.20	.24	.28	.32	.36	.40	.44	.49	.53	.57	.61	.65	.69	.73	.77	.81		
08	93	8.56	.21	.26	.30	.34	.39	.43	.47	.51	.56	.60	.64	.68	.73	.77	.81	.86		
23	82	6.41	.16	.19	.22	.26	.29	.32	.35	.38	.42	.45	.48	.51	.54	.58	.61	.64		
24	84	6.72	.17	.20	.24	.27	.30	.34	.37	.40	.44	.47	.50	.54	.57	.60	.64	.67		
25	86	7.06	.18	.21	.25	.28	.32	.35	.39	.42	.46	.49	.53	.56	.60	.64	.67	.71		
26	88	7.42	.19	.22	.26	.30	.33	.37	.41	.45	.48	.52	.56	.59	.63	.67	.70	.74		
27	90	7.82	.20	.23	.27	.31	.35	.39	.43	.47	.51	.55	.59	.63	.66	.70	.74	.78		
28	92	8.30	.21	.25	.29	.33	.37	.42	.46	.50	.54	.58	.62	.66	.71	.75	.79	.83		
29	94	8.83	.22	.26	.31	.35	.40	.44	.49	.53	.57	.62	.66	.71	.75	.79	.84	.88		
30	95	9.47	.24	.28	.33	.38	.43	.47	.52	.57	.62	.66	.71	.76	.80	.85	.90	.95		

APPENDIX IV

UNION BULLETIN BOARD LOCATIONS

UNIVERSITY HOSPITAL

Laundry Lounge
C Basement
Entrance Hall Cafe
Maintenance Area

HOLMES

Basement - front elevator

CLIFTON AND BRANCH CAMPUSES

University Center
Campus Services Building
Teacher, Biology, and Pharmacy (2)
OCAS
Medical College
CCM
Science Complex (2) includes one at Rhodes Hall
Raymond Walters
Calhoun
Siddal
Daniel
Sander
Scioto

All notices to be approved by Personnel Department or designated representative.

APPENDIX V

WAIVER OF ADMINISTRATIVE HEARING

I, _____, chose to waive my right to an Administrative Hearing and to exercise the due process rights provided to me pursuant to Article VIII, Section A, 3 of the Collective Bargaining Agreement. I further fully understand that this notification I received on _____, of pending disciplinary action against me, will be processed through the grievance procedure, and that I may be subject to said discipline before my grievance may be adjudicated.

MEMORANDUM OF UNDERSTANDING, CHILD CARE CENTER

The Union and the University Administration agree that a Committee will be appointed to research the feasibility of establishing a Child Care Center. This Committee shall consist of three Union Representatives and three University Administrators.

It shall be the responsibility of the Committee to investigate work previously completed on this subject and to develop a complete proposal including, but not limited to: Where the Center might be located; how many children are to be served and what ages; eligibility of parents; hours; staffing, administration and costs. The proposal shall also include a budget, and the Committee shall ensure that the proposal meets all licensing and other legal requirements.

To this end the Committees meet at least quarterly during the term of this Agreement. The Department of Employee and Labor Relations shall initiate the Committee meetings no later than February 1, 1985.

The Committee's joint findings shall be submitted to the appropriate University Vice President.

6178-0086182F017_04



810508

FEBRUARY 21, 1985

(M)

*This report is authorized by law 29 U.S.C. 2.
Your voluntary cooperation is needed to make
the results of this survey comprehensive,
accurate, and timely.*

Form Approved
O.M.B. No. 1220-0001
Approval Expires 7/31/87

APR 9 1985

RECEIVED

MAR 18 1985

PERSONNEL

DIRECTOR OF EMPLOYEE RELATIONS
UNIVERSITY OF CINCINNATI
209 DYER HALL
CINCINNATI , OH. 45221

PREVIOUS AGREEMENT EXPIRED
OCTOBER 21, 1984

Respondent:

We have in our file of collective bargaining agreements a copy of your agreement(s):

Univ of Cincinnati Holmes & General Hosps LUS 217 & 1 WITH STATE, COUNTY, AND MUNICIPAL EMPLOYEES OHIO

Would you please send us a copy of your current agreement—with any supplements (e.g., employee-benefit plans) and wage schedules—negotiated to replace or to supplement the expired agreement. If your old agreement has been continued without change or if it is to remain in force until negotiations are concluded, a notation to this effect on this letter will be appreciated.

I should like to remind you that our agreement file is open for your use, except for material submitted with a restriction on public inspection. You may return this form and your agreement in the enclosed envelope which requires no postage.

Sincerely yours,

Janet L. Norwood

JANET L. NORWOOD
Commissioner

PLEASE RETURN THIS LETTER WITH
YOUR RESPONSE OR AGREEMENT(S).

If more than one agreement, use back of form for each document. (Please Print)

- 1. Approximate number of employees involved 1400 to 1500
- 2. Number and location of establishments covered by agreement (1) University of Cincinnati
- 3. Product, service, or type of business State University
- 4. If your agreement has been extended, indicate new expiration date October 22, 1987

George P. Salerno, Director, Employee/Labor Relations (513) 872-6372

Your Name and Position

Area Code/Telephone Number

3333 Vine Street - 7th Floor

Cincinnati, OH 45221-0166

Address

City/State/ZIP Code