

## Highlights of the Economic Changes 2007-2009 SEIU Contract

### SEIU Economic Highlights 2007

#### Retroactive to July 1, 2007

**Article 21 ~ Section 1 ~ Salary Increases:** Effective July 1, 2007, salary rates shall be increased by three percent (3%) but not less than eighty dollars (\$80) per month (pro-rated for part-time employees).

#### Effective October 1, 2007

##### **Article 20 ~ Differential Pay ~ Section 3. Special Qualifications Pay**

**(E) Application:** C0312 – Campus Dispatcher

Eligibility: Campus Dispatchers required to receive and successfully complete the telecommunicator training offered at the Department of Public Safety Standards and Training.

**Rate:** A differential of 10% over the base rate shall be paid.

**(F) Application:** C6422 and C6423 – Veterinary Technician 3 & 4

Eligibility: Veterinary Technicians required to receive and maintain an Oregon Veterinary Medical Examining Board certification.

**Rate:** A differential of 10% over the base rate shall be paid.

#### Effective December 31, 2007

##### LETTER OF AGREEMENT

##### **CHANGES ARTICLE 24 ~ PART-TIME HEALTH INSURANCE**

The Employer will continue to pay the current part-time subsidy for eligible part-time employees who participate in the part-time plan through December 31, 2007 as follows:

- Employee Only (EE) - \$181.72
- Employee & Family (EF) - \$233.84
- Employee & Spouse (ES) - \$231.06
- Employee & Children (EC) - \$206.60

#### Effective January 1, 2008

##### **Article 20 ~ Differential Pay ~ Section 4. Shift Differential**

**(A) Eligibility:** Shift Differential shall apply to all employees except temporary appointments. In order to qualify for the shift differential, an employee must be in a job classification which is allocated to Salary Range 23 or below. All employees shall be paid a differential as outlined in Paragraphs (B) and (C) below for each hour or major portion thereof (thirty minutes (30) or more), worked between 6:00 p.m. and 6:00 a.m. and for each hour or major portion thereof worked on Saturday or Sunday.

**(B)** All other personnel excluding those identified in Paragraph (C) will receive a differential of fifty cents (\$.50) per hour. Effective January 1, 2008, all other personnel excluding those identified in Paragraph (C) will receive a differential of seventy-five cents (\$.75) per hour.

##### **Article 21 ~ Salary ~ Section 3 ~ Selective Salary Adjustments**

Classification	Class #	Prior Range	New Range
Able Mariner	4511	14	16
Asst Port Engineer	4535	22	24
Boatswain	4512	16	18
Boat Operator	4515	15B	17B
Campus Security/Public Safety Officer	5522	15B	17*
Dental Assistant 1	6390	12	14
Dental Assistant 2	6391	15	17
Dental Hygienist	6396	28	30
Equipment Operator 2	4421	15B	17B
Instrument Technologist-Mechanical	3163	23	23B
Laboratory Animal Technician 1	6880	10	11
Laboratory Animal Technician 2	6881	13	14
Ordinary Mariner	4510	10	12
Pharmacist	6260	33	35
Radiologic Technologist 1	6347	18	20
Radiologic Technologist 2	6348	21	23
Ship's Asst Cook	4500	9B	11B
Ship's Cook	4501	17B	19B
Ship's Electrician	4520	18B	20B
Ship's Third Mate	4525	15	17
Ship's Second Mate	4526	21	23
Ship's First Mate	4527	24	26
Ship's QMED	4540	14	16
Ship's 2nd Asst Engineer	4545	18	20
Ship's 1st Asst Engineer	4546	24	26
Ship's Chief Engineer	4547	29	31
Veterinary Technician 1	6420	12	13
Veterinary Technician 2	6421	13	14
Veterinary Technician 3	6422	16	17
Veterinary Technician 4	6423	18	19

\*Each university may choose to implement by the "least cost method" set forth above or by moving an effected employee to the next higher salary step in the higher range on the effective date.

**Effective November 1, 2008**

**Section 1 ~ Salary Increases:** Effective November 1, 2008, salary rates shall be increased by three and two-tenths percent (3.2%) but not less than eighty-five dollars (\$85) per month (pro-rated for part-time employees).

Effective November 1, 2008, salary ranges 5 through 10 will be truncated as follows:

SALARY RANGE	DELETE STEPS
SR 5	1 through 6
SR5B	5 through 6
SR 6	1 through 5
SR 7	1 through 4
SR 8	1 through 3
SR 9	1 through 2
SR 10	1

**ARTICLE 24 ~ INSURANCE ~ Section 2. Employer Contribution.**

Should rates for 2009 exceed the Employer contribution, the parties shall jointly petition the Public Employees Benefit Board to use reserve funding to support any premium increase above twelve percent (12%). In the event the premium increase in excess of twelve percent (12%) is not covered by PEBB reserves, the Employer will provide written notice to the Union of the anticipated increases. The Union will then provide the Employer written notice which one of the following two options to implement:

- **Option 1** – The three and two-tenths percent (3.2%) salary schedule adjustment scheduled for November 1, 2008 shall be reduced by one-quarter percent (0.25%) for each one percent (1%) increase in premiums over twelve percent (12%).
- **Option 2** – The three and two-tenths percent (3.2%) salary schedule adjustment scheduled for November 1, 2008 shall be delayed by a period of months identified by the Employer as sufficient to cover the unanticipated increase.