

# **Ferris State University**

# **Agreement**

**FSU AND FSU BIRKAM HEALTH  
CENTER REGISTERED NURSES  
UNIT**

**July 1, 2020 – June 30, 2025**

Agreement between the  
Board of Trustees  
of  
Ferris State University  
and the  
FSU Birkam Health Center Registered Nurses Unit  
Teamsters Local 214

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# AGREEMENT

THIS AGREEMENT was entered into, on July 1, 2020, between the Board of Control of Ferris State University (hereinafter referred to as "FSU") and the Registered Nurses Unit of the Ferris State University Health Center, Teamsters, State, County and Municipal Workers, Local 214, affiliated with International Brotherhood of Teamsters (hereinafter referred to as the "Union").

## Article 1 PURPOSE AND INTENT

The general purpose of this Agreement is to set forth terms and conditions of employment, and to promote orderly and peaceful labor relations for the mutual interest of FSU, the employees and the Union.

The parties recognize that the interest of FSU and the job security of the employees depend upon FSU's success in establishing a proper service to the State.

To these ends, FSU and the Union encourage, to the fullest degree, friendly and cooperative relations between the respective representatives at all levels and among all employees.

## Article 2 RECOGNITION

Pursuant to and in accordance with all applicable provisions of Act 379 of the Public Acts of 1965, as amended, FSU does hereby recognize the Union as the exclusive bargaining representative for the purpose of collective bargaining in respect to rates of pay, wages, hours of employment, and other conditions of employment for the term of this Agreement for all employees of FSU included in the bargaining unit described below:

"All full-time and regular part-time Registered Nurses employed by the Ferris State University Health Center; but excluding all other employees" (per certificate of representation issued by M.E.R.C. dated November 1, 1976)".

## Article 3 DEFINITION OF TERMS

The term "Regular Part-Time Registered Nurse" is used in this Agreement to mean a part-time Registered Nurse who is assigned to work forty (40) hours or more in each two (2) week period as a regular part of their job.

## Article 4 MANAGEMENT RIGHTS

### Section 1 Reserved Rights

The Union recognizes that FSU reserves and retains, solely and exclusively, all rights to manage and direct the work force and the affairs of the University, except as expressly modified by this Agreement. These reserved rights shall include (by way of illustration only, and not to be limited to) the determination of policies, operations, work assignments, work schedules, rules and regulations, for the proper and efficient functioning of the University and its work force. The Union agrees to cooperate with FSU at all times in maintaining discipline and increasing efficiency and productivity.

### Section 2 Rules

FSU shall have the right to make such reasonable rules and regulations not in conflict with this Agreement as it may from time to time deem best for the purpose of maintaining order, safety,

and/or effective operations, and put each into effect after advance notice to the Union and the affected employees.

### Section 3 Professional Conduct

- A. FSU may adopt reasonable rules and regulations not in conflict with the terms of this Agreement or with Act 149 of 1967, governing the conduct of Registered Nurses.
- B. FSU and the Union recognize a mutual responsibility for promoting professional conduct as set forth in the Nurse Practice Act and other appropriate professional guidelines that encourage quality in the performance of duty. FSU shall not require a Registered Nurse to perform any function or assignment which is specifically prohibited by Public Act 149 of 1967.
- C. The parties recognize that it has been the practice at FSU that requires a professional Registered Nurse to perform required duties with respect to patients regardless of whether she/he is a regular Registered Nurse or a supervisory Registered Nurse. While the staffing of the University's Health Service is entirely dependent upon its student population, and there may be changes in the level of Registered Nurses from year to year, it is agreed that there will not be such changes in the supervising Registered Nurses' duties as it would adversely, in and of itself, erode the bargaining unit.
- D. The parties recognize the role of a Registered Nurse as one of great responsibility and, as such, are required to maintain direct and indirect nursing care for the patients. To these ends, FSU agrees that in order to best utilize the training of the Registered Nurses, FSU will endeavor to assign auxiliary personnel, when available, to relieve the Registered Nurse of such tasks as preparing and delivery of trays, meals, cleaning, delivery of lab specimens and such other duties not usually performed by a Registered Nurse.

## **Article 5 OTHER AGREEMENTS**

### Section 1 Waiver

The parties acknowledge that during the negotiations which resulted in this Agreement each had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter not removed by law from the area of collective bargaining and that the understanding and agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this Agreement. Therefore, FSU and the Union, for the life of this Agreement, each voluntarily and unqualifiedly waives the right, and each agrees that the other shall not be obligated to bargain collectively with respect to any subject or matter referred to or covered by this Agreement and with respect to any subject or matter not specifically referred to or covered in this Agreement even though such subject may not have been within the knowledge and contemplation of either or both of the parties at the time that they negotiated or signed this Agreement.

There are no verbal or written understandings or agreements, or past practices which are binding on FSU, other than the written agreements enumerated and referred to in this Agreement. No further agreement shall be binding on FSU until it has been put in writing and signed by both FSU and the Union.

### Section 2 Supplemental Agreement

All supplemental agreements shall be subject to the approval of FSU and Teamsters Local 214. They shall be approved or rejected within a period of ten (10) days following the date they are offered.

Section 3 Strikes, Concerted Effort, Etc.

The Union, its officers, agents, affiliates, members and employees agree that so long as this Agreement is in effect, there shall be no strikes, sit-downs, slow-downs, stoppages of work, concerted effort not to meet responsibilities, boycott, or any act that interferes with the University's operation. Any violation of the foregoing may be made a subject of disciplinary action including discharge or suspension, and this provision shall not be the way of limitation of FSU's right to any remedy under law for such violation.

Article 6 AID TO OTHER UNIONS

FSU will not aid, promote or finance any labor group or organization which purports to engage in collective bargaining or make agreements which such group or organization regarding covered employees for the purpose of undermining the Union.

Article 7 UNION DUES

Section 1 Payment by Check-Off or Direct to the Union

Employees may tender the initiation fee, uniformly required as a condition of acquiring membership in the Union, and monthly membership dues by signing the authorization for check-off of dues form, or may pay the same directly to the Union.

Section 2 Check-Off Form

During the life of the Agreement and in accordance with the terms of the Form of Authorization of Check-Off of dues hereinafter set forth, and to the extent the Laws of the State of Michigan permit, FSU agrees to deduct Union membership dues levied in accordance with the constitution and by-laws of the Union from the pay of each employee who executes or has executed an authorization for Check-Off of Dues form which is consistent with the terms of the Agreement and does not impose restrictions of free choice upon employees.

Section 3 Deductions

Deductions shall be made only in accordance with the provisions of said authorization for check-off of dues, together with the provisions of this Agreement consistent with state law. FSU shall have no responsibility for the collection of initiation fees, membership dues, special assessments, or any other deductions not in accordance with this provision.

Section 4 Delivery of Executed Authorization of Check-Off Forms

A properly executed copy of such authorization for check-off of dues form for each employee for whom the Union membership dues, are to be deducted hereunder shall be delivered to FSU before any payroll deductions are made. Deductions shall be made thereafter only under authorization from check-off of dues forms which have been properly executed and are in effect. Any authorization from check-off of dues which is incomplete or in error will be returned to Local 214 Secretary-Treasurer by FSU.

Section 5 When Deductions Begin

Check-off deductions under all properly executed authorization for check-off of dues form shall become effective at the time the application is tendered to FSU and shall be deducted from the first (1st) pay and each pay thereafter.

Section 6 Delivery of Additional Check-Off Forms

The Union will provide to FSU any additional authorization for check-off of dues forms under which Union membership dues are to be deducted.

### Section 7 Refunds

In the case where a deduction is made that duplicates a payment that an employee already has made to the Union, or where a deduction is not in conformity with the provisions of the Union constitution, by-laws, or the laws of the State of Michigan, refunds to the employee will be made by the Teamsters, Local 214.

### Section 8 Remittance of Dues to Secretary-Treasurer

Deductions for any calendar month shall be remitted to the designated Secretary-Treasurer of Local 214 as soon as possible after the first of the succeeding month. FSU shall furnish the designated financial officer of Teamsters, Local 214, monthly with a list of those for whom the Union has submitted signed authorization for check-off for dues forms, but for whom no deductions have been made. The Employer will implement electronic transfers of dues deductions as soon as it is feasible with the payroll system.

### Section 9 Limit of FSU's Liability

FSU shall not be liable to the Union by reason of the requirements of this Agreement for the remittance or payment of any sum other than that constituting actual deductions made from wages earned by employees.

### Section 10 Hold Harmless

The Union shall indemnify FSU and hold it harmless against any and all suits, claims, demands, and liabilities that shall arise out of or by reason of the adoption of the foregoing provisions, or that shall arise out of or by reason of any action that shall be taken by FSU for the purpose of complying with the foregoing provisions, or in reliance on any notice or assessment which shall have been furnished to FSU under the foregoing provisions.

## Article 8 UNION REPRESENTATION

### Stewards, Alternate Stewards

The employees covered by this Agreement will be represented by one (1) Steward. The Union shall have the exclusive right to assign said Steward.

1. FSU will be notified of the name of the alternate Steward who would serve only in the absence of a regular Steward.
2. When authorized by the Grievance Procedure and approved by the supervisor, the Union Steward shall be allowed the necessary time off during working hours without loss of time or pay to investigate and present grievances to FSU.
3. Employees covered by this Agreement will be represented in negotiations by two (2) negotiating committee members.
4. The Union Steward, the alternate, or the Union bargaining committee shall not leave their work for the purpose of performing their Union duties under this Agreement without first obtaining the permission of their supervisor.

## Article 9 SPECIAL CONFERENCE

Special conferences for important matters will be arranged between the Union Steward and the University's Office of the General Counsel at mutually convenient times and places when there are important matters to discuss. Such meetings shall be between two representatives of the Union and the Office of the General Counsel. Arrangements for such special conference shall be made in advance, and an agenda for the matters to be taken up at the meeting shall be presented at the time the conference is requested. Matters taken up in special conferences shall be confined to those included in the agenda. This meeting may be attended by representatives of Local 214

and/or representatives of the International Union. Bargaining unit members who are released to attend a special conference shall not lose pay for time spent in the special conference.

## Article 10 GRIEVANCE AND ARBITRATION PROCEDURE

### Section 1 Definitions

#### A. Grievance:

A grievance is an alleged violation of a specific article or section of this Agreement.

#### B. Day:

Only for the purpose of the grievance procedure, a day shall mean calendar days (excluding holiday days as defined by this Agreement) and shall not include the day on which the grievance is presented or appealed by the Union, or is returned by FSU.

#### C. Probationary Employee:

The grievance procedure applies to employees other than those who are on probation. Such employees will be considered as probationary employees, as defined in Article 12 Seniority, and may be disciplined or discharged without recourse to the grievance procedure.

### Section 2 Flow

A. The purpose of this section is to provide a prompt and efficient procedure for investigation and resolution of grievances. The review process hereinafter set, therefore, shall be the sole method for the resolution of grievances. All time limits will be adhered to, except where changed by mutual agreement in extenuating circumstances. It is the intention of the parties to expedite the handling of grievances. To this end, an employee will first discuss the grievance with the immediate supervisor and, if the employee desires, with her/his Steward, in an attempt to amicably resolve the matter.

B. A grievance not advanced to the next higher level within the time limit provided shall be deemed permanently withdrawn and as having been settled on the basis of the answer most recently given it. Lack of timely response by FSU at any state will serve to advance the grievance to the next higher step if the grievant so desires and signifies by written notice to this purpose, but in no event does such lack of response given rise to further grievance. A grievance may be initiated by one or more bargaining unit members and must be signed by all grievants, or the Union on behalf of the grievant(s). In the case of a "class action" grievance, the Union must identify the affected employees on the grievance form. The conclusion of the grievance shall be applicable to all grievants.

### Section 3 The Grievance Procedure

#### Step 1:

Within ten (10) days of the time a grievance might reasonably be known to exist, the aggrieved member of the bargaining unit shall prepare, or have prepared in writing, a signed statement setting forth the specific acts that constitute the basis for the grievance and identify the specific language of the Contract that is claimed to have been violated by those specific acts. The grievance must also be signed by the grievant's Steward, who will file the grievance with FSU by submitting it to the grievant's supervisor. The grievance must then be discussed with the Director of Health Center. The Steward and the grievant may be in attendance at such meeting, and a copy of that grievance may be provided to them.

The Director of Health Center shall communicate a decision in writing to the grievant and to the Union as promptly as possible, but not later than ten (10) days after the written grievance has been received.

Any settlement, withdrawal, or other disposition of a grievance at this step or during the initial discussion with the immediate supervisor shall not constitute a binding precedent in the disposition of similar grievances.

Step 2:

In the event the grievance is not resolved at Step 1, it shall be appealed to the Office of the General Counsel by the Union within ten (10) days after receipt of the decision of the Director of Health Center. The written grievance must be signed by the Union and shall state the reasons the proposed resolution of the grievance at Step 1 is not satisfactory. A representative from the Office of the General Counsel shall meet with the Union Steward, and the grievant. The Local 214 representative may attend such a meeting if she/he so desires. The decision at this Step shall be written and communicated to the Grievant and to the representative of the Union as promptly as possible, but not later than ten (10) days after receipt of the grievance.

Step 3:

If the grievance disposition given in Step 2 is not considered satisfactory, the Union may elect to take the grievance to arbitration. If it does not do so, in the manner herein provided, or within the time limits herein set forth, the grievance shall be deemed to have been settled on the basis of the disposition given to it in Step 2, and this grievance shall not be resubmitted to the grievance procedure.

If the Union wishes to appeal denial of a grievance in Step 2, a Teamsters Local 214 Representative of the Union shall, within forty-five (45) calendar days after the date of FSU's disposition in Step 2, file with the Office of the General Counsel a notice of intent to submit the unresolved grievance to arbitration. Thereafter, FSU and the Union will jointly request the Federal Mediation & Conciliation Service to furnish them with a list of arbitrators. Upon receipt of that list, the parties shall select the arbitrator to hear the grievance by alternately striking one name from the list. Determination of who strikes the first name will be by a flip of a coin. The name remaining shall be designated to hear the grievance. In the event there is no name remaining, the parties will request the Federal Mediation & Conciliation Service to provide a new list. The parties shall then attempt to select an arbitrator by again alternately striking one name from the list. In the event that an arbitrator is unable to be chosen in this fashion, the parties will select an arbitrator in accordance with the rules of the Federal Mediation & Conciliation Service. Hearings shall be conducted according to rules of the American Arbitration Association.

Section 4 Pre-Arbitration Conference

The Union or FSU may request a pre-arbitration conference after the grievance has been submitted to arbitration and prior to the arbitration hearing for the purpose of reviewing the facts, to consider means of simplifying the hearing by, for example, reducing the issue or issues to writing, stipulating facts and authenticating proposed exhibits. The pre-hearing conference shall be scheduled at least two (2) weeks prior to the scheduled arbitration hearing.

Section 5 Rules Governing Arbitration

FSU, the Union, the Arbitrator and the Arbitration shall be subject to the following, which shall control if there be conflict with the rules of the American Arbitration Association:

1. The Arbitrator shall be empowered to rule only on a grievance which alleges a violation of a specific article or section of this Agreement.
2. The Arbitrator shall not have any authority to add to, subtract from or otherwise modify any of the terms of this Agreement.
3. It shall not be within the jurisdiction of the Arbitrator to change an existing wage rate, or to establish a new wage rate, nor to rule on FSU's right to manage and direct its work force unless there is contained in this Agreement a specific and explicit limitation of those rights, nor to infer from any provisions of this agreement any limitation of those rights.

4. Each party shall furnish to the Arbitrator and to the other party whatever facts or material the Arbitrator may require to properly weigh the merits of the grievance, provided, however, that such facts or material must have been discussed during the grievance procedure proceedings prior to appeal to arbitration. No new material, facts, or issues may be presented at the arbitration, which were not previously presented during Steps 1 and 2 of the Grievance Procedure.
5. The Federal Mediation & Conciliation Service fee and other charges and the Arbitrator's charges for his services and expenses shall be shared equally by FSU and the Union.
6. The Arbitrator's decision, when made in accordance with his jurisdiction and authority established by this Agreement, shall be final and binding upon FSU, the Union and employee or employees involved.
7. It shall be the responsibility of the Arbitrator to render a decision within thirty (30) days of the closing of the case.
8. Only one grievance shall be presented to an arbitrator in any one hearing unless the parties mutually agree otherwise.
9. The Arbitration hearing, except as otherwise provided in this Agreement or as agreed to between FSU and the Union, shall be governed by the Labor Arbitration rules of the American Arbitration Association.
10. The withdrawal or settlement of grievances by the Union and by FSU shall be without prejudice to either party. Such withdrawals and settlements may not be submitted as evidence in future arbitration cases between the parties.
11. No grievance claim shall be valid for a period more than one (1) calendar month prior to the date the claim was first filed in writing in the grievance procedure.
12. Back pay on grievances timely filed shall be limited to the amount of wages the employee would have earned from the date of the violation, less any amount received by her/him from other employment, self-employment, or any other work-related source.
13. The time limit at any step of the grievance procedure may be extended only by mutual agreement of the Union and the Office of the General Counsel.
14. A grievance presented at any step shall be dated and signed by the Union representative presenting it; an answer given and returned to the Union shall be dated and signed by FSU's representative at that step.
15. When a grievance is presented, FSU's representative shall acknowledge his/her receipt of it and the date thereof, in writing; when he/she returns it with his/her answer, the Union's representative shall acknowledge his/her receipt of it and the date thereof, in writing.
16. Upon request to the Office of the General Counsel, a representative of the Union who will represent an employee in the grievance or arbitration procedures may visit the University for the purpose of preparing the case for presentation. During such a visit, the representative may view any area relevant to the grievance with the University's General Counsel for his/her designated representative. The steward of the Union or his/her designated representative may be present at this time.
17. It is understood and agreed that any grievance settlement arrived at between FSU and the Union is final and binding upon both of them.

## Article 11 DISCHARGE, SUSPENSION OR DISCIPLINE

### Section 1 Just Cause

FSU shall not discharge or take other disciplinary action without just cause (except in the case of probationary employees).

### Section 2 Notice of Discharge or Disciplinary Layoff

FSU agrees promptly, upon the discharge or disciplinary layoff of any non-probationary employee to notify, in writing, the Steward and the Union representative of the discharge or discipline, setting forth the reason or reasons for such action.

### Section 3 Discussion with Steward

A discharge or disciplined non-probationary employee will be allowed to discuss her/his discharge or discipline with the Steward or alternate Steward, and FSU will make available an area where she/he may do so before she/he is required to leave the property of FSU.

### Section 4 Use of Past Record

In imposing any discipline or discharge on a current charge, FSU will not take into account any prior infractions which occurred more than two (2) years previously, except in cases where the employee's record may be evidence of a pattern of discipline, or to show the basis of progressive discipline regardless of the length of time or nature of the prior discipline.

## Article 12 SENIORITY

### Section 1 Seniority Defined

Seniority, as used in this Agreement, shall mean uninterrupted employment within the bargaining unit, beginning with the latest date of hire, and shall include layoffs and other periods of absence authorized by, and consistent with, this Agreement.

### Section 2 Probationary Employees

New full-time employees hired in the unit shall be considered as probationary employees for the first ninety (90) working days of their employment. When an employee finishes the probationary period, she/he shall be entered on the seniority list of the unit, and shall rank for seniority from date of hire. There shall be no seniority among probationary employees.

### Section 3 Representation of Probationary Employees

The Union shall represent probationary employee for the purposes of collective bargaining in respect to rates of pay, wages, hours of employment, and the other conditions of employment agreed to in this Agreement. However, no grievance will be entertained for discipline or termination of probationary employees unless it is charged that FSU's action was based upon Union activity.

### Section 4 Part-Time Employees

Part-Time employees who are regularly scheduled to work shall accrue seniority on a pro-rata basis in accordance with the number of hours worked and the employee's last date of hire, provided, however, that they shall serve a probationary period of fifty (50) working days prior to the end of the probationary period.

### Section 5 Seniority Lists

1. Seniority shall not be affected by the age, race, sex or marital status of the employee.
2. The seniority list on the date of this Agreement will show the date of hire, consistent with this Article, as well as names and job titles of all employees of the unit entitled to seniority.

3. FSU will maintain the seniority lists at all times and will provide the Union Steward with a copy at least yearly, delivered during the month of September.

#### Article 13 LOSS OF SENIORITY

##### Section 1

An employee shall lose her/his seniority for the following reasons:

- A. If the employee is terminated.
- B. If she/he retires or receives a pension under the Michigan Public School Employees' Retirement Plan. If after she/he receives a pension for permanent total disability and that disability is removed, and she/he is re-employed, her/his seniority, including that which she/he otherwise would have acquired during the period of her/his disability, shall be restored.
- C. If she/he is absent from her/his job for three (3) consecutive working days without notifying FSU. After such absence, FSU shall send written notification to the employee at her/his last known address that she/he has lost her/his seniority and her/his employment has been terminated. Consideration because of unusual circumstances shall not be unreasonably denied.
- D. If she/he does not return to work in accordance with the recall procedure.
- E. Failure to return to work within the time limits of a leave of absence or an extended leave of absence will be treated the same as item (C) above.
- F. If she/he is laid off during the term of this Agreement for a continuous period equal to the seniority she/he acquired at the time of such layoff or one (1) year, whichever is lesser.
- G. If she/he is discharged and the discharge is not reversed through the grievance procedure.

#### Article 14 SENIORITY OF OFFICERS AND STEWARDS

The Union Steward shall head the seniority list of the unit, during their term of office, for the purpose of layoff only.

#### Article 15 LAYOFFS, RECALLS, TRANSFERS AND BARGAINING UNIT WORK

##### Section 1 Layoff Defined

1. The word "layoff" means a reduction in the work force due to a decrease of work.
2. In the event it becomes necessary for a layoff, FSU shall meet with the proper Union representatives at least three (3) weeks prior to the effective date of the layoff. At such meeting, FSU shall submit a list of the employees scheduled for layoff.
3. When a layoff takes place, employees not entered on the seniority list shall be laid off first. Thereafter, employees having seniority shall be laid off in the inverse order of their seniority i.e., the least senior employee on the seniority list being laid off first.
4. Employees to be laid off will receive at least ten (10) calendar days' advance notice of the layoff.
5. In the case of regular seasonal reduction of the entire work force, employees with the greater seniority will be permitted to fill summer positions.

## Section 2 Recall Procedure

When the working force is increased after a layoff, employees will be recalled according to seniority, with the most senior employee on layoff being recalled first. Notice of recall shall be sent to the employee at her/his last known address by registered or certified mail. If an employee fails to report for work within ten (10) working days from the date of the delivery of notice of recall, she/he shall be considered a quit. Extensions may be granted by FSU.

## Section 3 Transfers

1. If an employee is transferred to a position with FSU which is not included in the bargaining unit, and is thereafter transferred again to a position within the same unit, she/he shall then be granted seniority equal to the total length of service with FSU, as her/his seniority. This shall also be applied to employees who are transferred to such a position prior to certification of the Union.
2. Employees who are returned to bargaining unit positions under the above circumstances shall retain all rights accrued for the purpose of any benefit provided for in this Agreement.

## Section 4 Bargaining Unit Work

FSU shall not use non-bargaining unit personnel to perform bargaining unit work while any bargaining unit employee is on layoff status without first offering the work to those employees on layoff, and then only to the extent that such work does not amount to a regular part-time bargaining unit workload.

## Article 16 RATES FOR NEW JOBS

If a new job is created, requiring a Registered Nurse and specific qualifications not generally contained in the normal duties of a Registered Nurse in the bargaining unit, FSU agrees to negotiate with the Union for an appropriate rate for that unique position as well as posting requirements and definition of qualifications and trial period. Bargaining unit members will not be assigned temporary supervisory responsibility without their consent.

## Article 17 LEAVES OF ABSENCE

### Section 1 Personal Leave

Upon written application by employees, stating the reason for their requests for leaves of absence, FSU may grant reasonable leaves of absence without pay. Leaves may be granted for such reasons as settlement of an estate, serious illness of a member of the employee's family, temporary termination of the employee's work, childbirth, child care for the newly born infant, or an extended trip, but not for the purpose of obtaining employment elsewhere or self-employment. It is understood that employees' seniority accumulates during approved leaves of absence and upon return they will be reinstated to their regular jobs subject to the seniority provisions of this Agreement. Leaves of absence will be in writing and the supervisor, the Dean and/or Director, and a representative from the Office of the General Counsel must sign a leave of absence form before it is effective. Personal leave of absence shall not be granted for any period exceeding six (6) calendar months except for good cause shown and by mutual agreement between FSU and the Union. During such approved leaves, contract benefits may be retained by the bargaining unit member through cash payment made by the subject employee, to the Office of Human Resources, at the then current rate(s) for retention of desired, continued benefits.

### Section 2 Medical Leave of Absence

- A. An employee who shall be injured or who shall become ill, and who's claim of injury or illness is supported by evidence satisfactory to FSU, shall be granted a medical leave of absence by FSU for the duration of the disability up to the length of her/his seniority at the time of such illness or injury, or one (1) year, whichever is

lessor. An employee who is granted a sick leave of absence pursuant to this section must advise FSU, in writing, every three (3) months as to her/his status and when she/he can be expected to return to work. This information shall be signed by the employee's physician if FSU so requests.

- B. An employee granted a medical leave of absence upon her/his verbal request, or one made in her/his behalf, shall at the first reasonable opportunity under the circumstances presented, support such request with an application in writing and which such evidence of her/his need for leave as FSU may require.
- C. If an employee is on sick leave for more than thirty (30) days, FSU may require her/him to furnish a physician's statement that she/he has adequately recuperated and is able to return to work on her/his job or a job to which her/his seniority would entitle her/him pursuant to this Agreement.
- D. An employee who returns from a medical leave of absence within the time limit provided for in this Agreement, shall have the right to return to her/his former job classification.

### Section 3 Leave for Union Business

Members of the Union elected to Local Union positions or selected by the Union to do work which takes them from their employment with FSU shall, at the written request of the Union, receive temporary leaves of absence without pay for periods not to exceed two (2) years or the term of office, whichever may be shorter, provided FSU is given adequate notice and is able to make arrangements for qualified substitute help where necessary.

Upon their return they shall be re-employed in their former job classification with accumulated seniority provided, however, if a leave for Union business is extended beyond the two (2) years, or the term of office, whichever may be shorter, the employee's seniority will not accumulate during the extended portion of the leave.

### Section 4 Union Educational Leave

Leaves of absence (without pay) will be granted to those employees who are elected or selected by the Union to attend educational classes conducted by the Union. The number will not exceed one (1) employee, and the number of working days will not exceed five (5) for each employee in any one (1) calendar year.

The parties agree that granting leaves will be dependent upon adequate notice to FSU to enable it to find replacement help where necessary. The Union further agrees that FSU need not relieve more than one (1) employee from any one (1) job classification at the same time. FSU reserves the right to designate key work days, which will not be used for educational leave purposes due to pressing need for personnel at the University.

### Section 5 Medical Dispute

In the event of a dispute involving an employee's physical ability to perform her/his job on her/his return to work at the University from layoff or leave of absence of any kind, and the employee is not satisfied with the determination of the University physician, she/he may submit a report from a medical doctor of her/his own choosing at her/his own expense. If the dispute still exists, at the request of the Union, the University physician and the employee's physician shall agree upon a third medical doctor to submit a report to FSU and the employee, and the decision of such third party shall be binding on both parties. The expense of the third party shall be shared equally by FSU and the employee.

### Section 6 Leaves of Absence – General

The employee who is on a leave of absence will not receive pay for the holidays falling within the leave of absence, nor will the employee accrue any vacation or sick leave time. The employee must check the University Benefits Department of the Human Resources Office about maintaining employee benefits during this period. All leaves of absence must be reported by the

employee's supervisor and acknowledged by FSU. Seniority shall continue to accumulate during all leaves of absence and extensions thereof.

#### Article 18 WORKERS' COMPENSATION

In the event an employee sustains an occupational injury, she/he will be covered by applicable Workers' Compensation laws, and the employee may elect to distribute her/his accumulated sick leave to cover the difference between Workers' Compensation and what she/he would normally receive.

#### Article 19 WORKING HOURS

- A. The normal workday will consist of eight (8) hours and the normal workweek will consist of forty (40) hours for full-time employees. Under the current operating conditions, the normal starting and quitting times are 8:00 a.m. - 5:00 p.m. or 7:30 a.m. - 4:30 p.m. In the event the operating conditions change, the Union and Employer agree to enter discussions regarding appropriate starting and quitting times.
- B. Employees are permitted one rest period not to exceed fifteen (15) minutes during each half day (4 hours of work). Scheduling is dependent on the discretion of the supervisor and whether work can be interrupted. It may not be used to cover late arrival to work or early departure, nor may it be accumulated if not taken.
- C. A Registered Nurse called in to work at a time other than her/his scheduled working hours will receive at least three (3) hours of pay.
- D. When the patient load increases during peak periods, a supervisor may assist bargaining unit members in the performance of their duties, as long as such work does not erode existing bargaining unit work.
- E. When bargaining unit members are required by the Employer to perform work during term breaks, the Employer will offer such work in order of seniority. If all employees refuse the opportunity to work, the Employer has the right to order the least senior employee to report to perform the work necessary.

#### Article 20 VACATIONS

##### Section 1

Effective November 1, 2010, regular full-time employees, who work a regular schedule of forty (40) hours per week, are covered by this Agreement and will be eligible for vacation with pay as follows:

<u>Length of Continuous Service</u>	<u>Vacation</u>
1 year through 4 years	12 working days
5 years through 9 years	15 working days
10 years or more	20 working days

Earned vacation time is credited to employees on a pay period basis. Earned vacation is prorated when an employee is in pay status less than eighty (80) hours per pay period (i.e., worked hours, sick pay hours, holiday hours, personal leave hours and vacation hours).

The number of working days listed above assumes the employee works a full twelve (12) months. Employees who work less than a full twelve (12) months will accrue fewer days than specified.

Accumulated vacation time must be used before November 1 of the year following the year the earned time accrued.

## Section 2

Vacations will be taken at such times during the year as is convenient to the operation of the Health Center. Special consideration may be granted in the event of unusual circumstances.

## Section 3

Employees may use their accumulated vacation leave after six (6) months of service with FSU subject to the above.

## Section 4

If employment is terminated for any reason after completing six (6) months or more of continuous service, the employee will be paid for all accumulated, but not taken, vacation leave.

## Article 21 HOLIDAYS

### Section 1

Labor Day, Thanksgiving Day, the day following Thanksgiving, Christmas Eve day, Christmas day, New Year's Eve day, New Year's Day and Good Friday, are designated as regular holidays for full-time employees. A full-time bargaining unit member on summer contract will also receive, Memorial Day, and July 4 as a holiday, if scheduled to work the day preceding and the day after the holiday (other than Saturday and Sunday). This benefit does not apply to part-time employees.

### Section 2

Subject to the following requirements, each full-time employee not on leave of absence or layoff who is not scheduled to work on any such holidays shall be paid for eight (8) hours at her/his regular straight time rate of pay provided that:

- A. Such employee is and has been on the active payroll of the University and works the regular schedule of hours (or is excused from such schedule) for the ten (10) calendar days immediately preceding the holiday involved and her/his scheduled workday immediately succeeding the holiday involved.
- B. A full-time employee otherwise eligible for holiday pay who is on layoff will be eligible to receive holiday pay as provided for in this Article, provided the layoff began no more than ten (10) calendar days prior to the holiday.
- C. An employee who is on an approved unpaid leave of absence at the time a holiday falls shall not be eligible to receive holiday pay as provided for by this Article.
- D. If an employee works on a designated holiday they shall receive time and one-half (1 1/2) their regular rate for the number of hours worked plus their regular holiday pay.

### Section 3

An employee who is scheduled to work on any holiday and does not work said day or is not excused from work shall receive no pay for such holiday.

### Section 4

If a full-time employee terminates her/his employment, she/he will not receive pay for the holidays occurring after the last day worked even though the holiday may fall within the period of her/his projected terminal vacation leave.

### Section 5 Shutdowns

It has been the practice of FSU to observe a University-wide shutdown, when possible, between Christmas and New Year's. This will be at the discretion of the University President's Office if this practice is to be continued and, if so, will be announced annually. Whether bargaining

unit members are paid during said shutdowns, or whether it will be considered a layoff without pay, will also be at the discretion of the President.

## Article 22 HEALTH INSURANCE

### Section 1 Medical Insurance

Effective upon ratification by the University, the University will contribute up to a maximum annual amount towards the health insurance premiums as listed in the table below. For each benefit plan year thereafter, for the term of the contract, the contribution by the Employer will increase, but in no event exceed, to either the percentage increase to the statutory hard caps (increased as set forth by the Publicly Funded Health Insurance Contribution Act, MCL 15.561, et seq), or by the actual premium increase, or by three percent (3%), whichever is less. The employee is one hundred percent (100%) responsible for the excess annual increase over the University's contribution. The insurance is provided for the full fiscal year to both twelve (12) and nine (9) month employees.

	Family	2 Person	Single
July 1, 2020- June 30, 2021	\$ 16,455	\$ 13,873	\$ 4,858

- A. The health insurance program will include cost containment measures, pre-certification and prescription drug program. Health insurance programs will be made available to the extent available by the providers.
- B. Other optional family riders are available to bargaining unit members at their own expense through payroll deduction.
- C. Employees may participate in the Ferris Flex Plans, of which the benefits and premiums are designated by the Employer; and an HMO, if available. Employees pay the difference between the maximum Employer contribution as listed above, and the amount of the premium for the selected plan.

### Section 2 Medical Reimbursement

- A. Bargaining unit members who are presently covered under another health insurance program (i.e., through spouse's employer) and, therefore, not electing health insurance coverage may apply for medical reimbursement plan as follows:
  - 1. If husband and wife are both members of this bargaining unit, one shall elect health insurance coverage and the other shall elect the medical reimbursement plan in lieu of the Health Insurance. Effective July 1, 2016 if member and spouse/other eligible adult are both FSU employees, they cannot receive both health coverage and opt-out payments.
  - 2. Bargaining unit members not electing health insurance shall elect the medical reimbursement plan in lieu of the Health Insurance.
  - 3. Effective July 1, 2016, the sum of \$2,196 per year will be reduced to \$1,664 (\$64 per pay period) and will be paid to any bargaining unit member who can and does elect, pursuant to this Agreement, the medical reimbursement plan, subject to number 1 above. The sum will be paid pro-rata in each paycheck.

### Section 3 Definitions

"Dependents" shall mean natural and adopted sons and daughters who are less than nineteen (19) years of age and who are receiving in excess of one-half (1/2) of their support from the bargaining unit member.

### Section 4 Dental Insurance

Employees will be covered by the same dental benefit offered to the full-time, non-union employees.

#### Section 5 Vision Insurance

Employees will be covered by the same vision benefit offered to the full-time, non-union employees.

#### Section 6 Flexible Spending Account

The Employer shall provide employees the following flexible spending account benefits pursuant to a qualified plan under Section 125 of the Internal Revenue Code:

1. Medical spending account;
2. Dependent care spending account; and
3. Insurance premium contributions.

Funding shall be through salary deduction.

#### Section 7 Wellness Program

The parties agree that a wellness program is in the best interests of the employees and the University. One member of the bargaining unit shall be designated by the Union to participate in meetings of a University wellness committee. Such member shall not lose pay when attending meetings during the employee's regularly scheduled, non-overtime, work time.

### **Article 23 OTHER GROUP INSURANCES**

#### Section 1 Life Insurance

FSU will provide \$25,000 worth of life insurance to each bargaining unit member, with the options as allowed under the Ferris Flex Plan. The choice of carrier shall remain with FSU.

#### Section 2 Long-Term Disability ("LTD")

FSU shall provide, without cost, to all bargaining unit members, after one year of continuous employment, a Long-Term Disability Insurance Plan. Long-term disability benefits begin after the termination of the eligible employee's sick leave or ninety (90) days, whichever is greater. The long-term disability plan will pay sixty-six (66.66%) percent of annual salary to a maximum of \$8,000 per month to age sixty-five (65).

#### Section 3 Short-Term Disability Plan ("STD")

The University's Short-Term Disability Benefit Program, herein called "STD", covers employees who hire on or after July 1, 2007, and employees hired prior to July 1, 2007 who voluntarily converted their sick leave accrual plan to the STD plan. The STD will provide income protection between the event (sickness or accident) and the commencement of the "Long-Term Disability" ("LTD") Benefit Program, which is outlined in Article 24, Section 2. An outline of the STD benefit program follows:

Benefit Commencement/Eligibility: employees will be eligible for STD compensation the first day following an accident or eight days following an illness, with a valid physician's certification.

Compensation: A total of one hundred four (104) sick hours will be established for each employee at the beginning of each plan year, on July 1. The sick hours are pro-rated the first year of employment for persons hired after July 1. There is no carry-over of sick hours from prior STD plan years. Sick hours are paid at one hundred (100%) percent of the base salary rate. As employees meet the eligibility requirements for commencement of STD, sick hours will be exhausted before any disability benefit is designated. When an employee is placed on STD, the STD will be paid at a rate of seventy-five (75%) percent of their base salary rate. STD will continue until the employee returns

to work, is no longer covered by a physician's certification, or meets the eligibility period requirement for the commencement of "Long-Term Disability" (ninety (90) days from qualifying event with a physician's certification). Mandatory deductions are taken from sick and STD pay. Voluntary deductions can be changed for STD pay, with written notice to the Payroll Department.

Limitations: as with the Long-Term Disability ("LTD") Benefit Plan, employees collecting the seventy-five (75%) percent STD pay benefit will not accumulate vacation time.

Employees Converting Old Sick Plan: employees hired prior to July 1, 2007 will be offered a one-time irrevocable option during the 2007 open enrollment for "Ferris-Flex" to convert to the STD benefit. The terms of such conversion election are as follows:

1. Any balance of sick hours accumulated (but not used) prior to the conversion will be recorded as of that date, will remain in a separate bank, and may be utilized after the annual allowance of the one hundred four (104) sick hours is exhausted during any plan year.
2. At the end of subsequent plan years in which one hundred four (104) or less sick hours are used, a new, opening balance of one hundred four (104) sick hours will again be established, separate from any balances remaining from "non-STD sick leave bank" established prior to the conversion.
3. Payout of the "non-STD sick leave bank" is according to Article 28.

## **Article 24 RETIREMENT**

### Section 1 Retirement System Selection

#### A. Members:

Members presently in the Michigan Public School Employees' Retirement System (MPSERS) or any other available retirement program provided by the Michigan Public School Employees' Retirement Act (such as MIP) must remain in such system or its successor until retirement. Members presently in the FSU Tax-Deferred Annuity Plan (TIAA-CREF and Fidelity Investments being the current Fund Sponsors under the Plan) must remain in such system or its successor until retirement.

#### B. New Members:

Unless legally obligated to allow or require enrollment in MPSERS, within thirty (30) calendar days of the effective date of employment, a member must elect to participate in a retirement program offered by FSU.

If an election is not made within the thirty (30) day period, the member will be enrolled in the plan with a University-designated vendor.

### Section 2 Retirement System Payments

- A. Contributions on behalf of members participating in the basic MPSERS or the optional state retirement program (MIP), provided under authority of the MPSERS, shall be made by FSU pursuant to the Michigan Public School Employees' Retirement Act, as amended.
- B. FSU shall pay into the retirement account of a member participating in the FSU Tax-Deferred Annuity Plan (TIAA-CREF, Fidelity Investments or other Fund Sponsor) an amount equal to ten (10%) percent of the member's gross pay per pay period.
- C. Members participating in the FSU Tax-Deferred Annuity Plan (TIAA-CREF, Fidelity Investments or other Fund Sponsor) shall pay four (4%) percent of her/his earnings into her/his retirement account. Such payment is to be made by salary reduction on a pre-tax basis.

Section 3 Retirement System Vesting

- A. Members participating in the basic MPSERS or the optional state retirement program (MIP), provided under authority of the MPSERS, shall become vested pursuant to the Michigan Public School Employees' Retirement Act, as amended.
- B. Members participating in the FSU Tax-Deferred Annuity Plan shall be fully vested immediately, subject to the provisions of the Plan, in amounts attributable to the contributions properly made under Article 25, Section 2, paragraph 3.
- C. Members participating in the FSU Tax-Deferred Annuity Plan shall be fully vested, subject to the provisions of the Plan, in amounts attributable to the contributions made under Section 24.2.B. according to the following schedule: (change is from 8-year vesting to 5-year vesting)
  - After one year: 20% vested
  - After two years: 40% vested
  - After three years: 60% vested
  - After four years: 80% vested
  - After five years: 100% vested

Section 4 General

- A. The Union will have two (2) representatives on any future retirement committees which may be established by Human Resources.
- B. Employees hired after January 1, 1996 will be eligible upon retirement of participating in the University's health insurance program under the provisions of COBRA. The premium cost for COBRA coverage will be the sole responsibility of the employee.
- C. Employees who retire under the defined contribution plan whose eligibility for health insurance coverage under COBRA has ended may apply for coverage under a conversion policy offered by a vendor selected by the University.
- D. The Employer will continue to seek a group health insurance plan for retirees to be paid at the retiree's expense.

Section 5 Implementation

- A. Employees hired since January 1, 1996, at their option, may make the employee contribution (up to four (4%) percent) for the period January 1, 1996, through June 30, 1998, in twenty (20) equal installments of no less than ten (10) dollars. Such "installment" payments are required to be made in the same tax year, and thus, fewer than twenty (20) payments may be required of employees who elect this option.
- B. For employees hired since January 1, 1996, the University will make a retroactive contribution to their retirement account. The amount of the contribution will be equal to ten (10%) percent of an employee's earnings plus earned interest at the annual rate of six (6%) percent.

Article 25 TUITION WAIVER

Section 1 Employees

All current members may take FSU and/or KCAD course offerings pursuant to the provisions of this Agreement. The regular fees for such courses shall be waived according to the following guidelines.

Current members may enroll at FSU and be eligible to receive credit toward tuition up to a maximum of nine (9) credit hours per academic semester at the current FSU main campus

undergraduate tuition rate (not to exceed twenty-four (24) credit hours within any academic year and following summer).

Enrollment in courses under this section is permitted as long as space is available in the class and students of FSU are not displaced or denied a seat in the class. Attendance in a class and completion of coursework must not interfere with the member's work time.

#### Section 2 FSU Tuition Assistance Program for Employee Spouses and Children

- A. Each member shall have available a tuition assistance program providing a waiver of thirty percent (30%) of the cost of tuition fees at FSU each semester, or the alternative of transferring the member's nine (9) credit hours, which shall be available to eligible spouses and children of members. This benefit will not exceed twenty-four (24) credit hours within any academic year and following summer. A member is eligible for one (1) selection per semester only.
- B. A member's spouse or child shall be eligible for a tuition waiver if (s)he presents evidence to the FSU Registrar's office confirming that:
  1. (S)he has satisfied all admission requirements and is eligible to enroll for course(s); and
  2. (S)he is the spouse of a member; or
  3. (S)he is a member's natural or adopted child who was twenty-four (24) years of age or less on the first day of classes for that semester; or
  4. (S)he is a stepchild who is twenty-four (24) years of age or less on the first day of classes for that semester and is claimed by the member as a dependent on his/her federal income tax return.
- C. A member's spouse or child shall be subject to all University academic standards, policies and practices and may be refused admission to the University, enrollment in course(s), or continued enrollment at FSU the same as any other student of the University.
- D. In no event shall more than sixty percent (60%) of the fees be waived nor more than sixteen (16) credit hours be transferred for a spouse or child as above defined.

#### Section 3 Kendall College of Art and Design (KCAD) Tuition Credit Program for Members

Current members may enroll at KCAD and be eligible to receive credit toward tuition up to a maximum of nine (9) credit hours per academic semester at the current FSU main campus undergraduate tuition rate (not to exceed twenty-four (24) credit hours within any academic year and following summer).

Enrollment in courses under this section is permitted as long as space is available in the class and students of KCAD are not displaced or denied a seat in the class. Attendance in a class and completion of coursework must not interfere with the member's work time.

#### Section 4 KCAD Tuition Credit Program for Spouses and Children of Members

- A. Each member shall have the alternative of transferring the member's nine (9) credit hours per semester (not to exceed 24 credit hours within any academic year and following summer) at the current FSU main campus undergraduate tuition rate to eligible spouses and children of members.
- B. A member's spouse or child shall be eligible for this transfer if (s)he presents evidence to the KCAD Registrar's office confirming that:
  1. (S)he has satisfied all KCAD admission requirements and is eligible to enroll for course(s); and

2. (S)he is the spouse of a member; or
  3. (S)he is a member's natural or adopted child who was twenty-four (24) years of age or less on the first day of classes for that semester; or
  4. (S)he is a stepchild who is twenty-four (24) years of age or less on the first day of classes for that semester and is claimed by the member as a dependent on his/her federal income tax return.
- C. A member's spouse or child shall be subject to all KCAD academic standards, policies and practices and may be refused admission to KCAD, enrollment in course(s), or continued enrollment at KCAD the same as any other student of the College.
- D. In no event shall more than sixteen (16) credit hours be transferred for a spouse or child as above defined.

#### Article 26 PERSONAL LEAVE DAY

On July 1 following an employee's one (1) year's seniority, and annually thereafter on July 1, an employee will be credited with two (2) days' personal leave, one (1) chargeable to sick leave and one (1) not chargeable. For new employees, one (1) day will be accrued each six (6) months of employment. The first day will be without charge and the second day will be charged to sick leave.

A personal leave day may be coupled with vacation time but may not be coupled with other holidays. FSU retains the right to deny personal leave days at all times when work situations would be disrupted by such leaves, but will not deny the request unreasonably. This benefit does not apply to part-time employees.

A personal leave day is not cumulative from year to year.

#### Article 27 BEREAVEMENT LEAVE

Employees who are absent from work due to the death of a member of their immediate family shall be entitled to a paid funeral leave of not to exceed four (4) regularly scheduled days, one (1) of which shall include the day of the funeral. For this purpose, "immediate family" shall be defined as spouse, child, step-child, parent, sister, brother, grandchild, grandparent or parent of spouse. Step-parents, step-brothers, and step-sisters shall also be included above if the step relationship began before employee reached their 19<sup>th</sup> birthday. Employees who are absent from work due to the death of an aunt, uncle, niece, nephew, sister-in-law, brother-in-law, or step-grandparent or any person with whom bargaining unit members are presently making their homes shall receive one (1) day of paid funeral leave for the day of the funeral. Extension and/or exceptions may be made in appropriate cases by the Office of Human Resources.

#### Article 28 SICK LEAVE

##### Section 1 Sick Leave Credit and Payment

##### A. For Employees Hired Prior To July 1, 2007:

4.0 hours per bi-weekly pay period accrues to each member of the bargaining unit as sick leave. The maximum sick leave that can accrue is sixteen hundred (1600) working hours. Members will have an irrevocable option during 2007 open enrollment for "Ferris-Flex" to convert to the new Short-Term Disability ("STD") Plan Benefit. Those converting will be covered under paragraph B (below).

- B. For Employees Hired on Or After July 1, 2007:  
One hundred four (104) hours of sick leave will be established for each employee at the beginning of each short-term disability (“STD”) plan year (July 1). The sick leave hours are pro-rated the first year of employment for persons hired after July 1.
- C. There is no “carry-over” of hours from prior STD plan years. Sick leave hours are used in conjunction with the STD plan outlined in Article 24, Section 3. All regular full-time employees may use their sick leave credit in any month of the year in which they are scheduled to be on the payroll, but only for the number of working days in such month for which they are scheduled to be on duty at the University. Any utilization of sick leave allowance by an employee must have the approval of the appointing authority or designated supervisor.
- D. All absences of a full-time employee due to illness or injury (non-compensable) will be debited against the employee’s record regardless of whether or not her/his department absorbs her/his work or the institution provides a substitute. A full-time employee will be considered absent if she/he fails to appear for her/his regularly scheduled duties for one-half (1/2) day or more because of illness or injury, and her/his sick leave credit will be debited for the time she/he is absent from work.
- E. In cases of suspected abuse or recurring requests for sick leave, each employee desiring consideration for sick leave benefits may be required to file with the Office of Human Resources either a physician’s statement or a sworn affidavit, whichever is requested by the Office of Human Resources, that the claim of absence for any of the reasons stated above is bona fide. Until such statement is filed, if requested, all absences will be considered as lost time, and the employee’s accrued sick balance will be reduced accordingly.
- F. Whenever an employee on sick leave has used up all her/his sick leave credit, she/he will be removed from the payroll unless a sick leave of absence has been approved.
- G. An employee who separates from the school service because of permanent disability shall be paid for all accumulative sick. Such compensation will be made at the employee’s current rate of pay.
- H. In case of the death of an employee, regardless of age or length of service at Ferris State University, payment of accumulated sick leave up to one hundred (100) days shall be made to the beneficiary designated by the employee or her/his estate. Such compensation will be made at the employee’s current rate of pay.
- I. An employee who, during the terms of this Agreement, separates from the school service due to age retirement under the Michigan Public School Employee’s Retirement Act shall be paid fifty (50%) percent of accumulated sick leave up to a maximum of one hundred (100) days. Such compensation will be made at the employee’s rate of pay at time of retirement.

## Section 2 Records and Reports

- A. The Payroll Office shall maintain a sick leave record on all employees. The record shall be credited with earned sick leave credit each monthly payroll period and debited periodically as sick leave benefits are used.
- B. Employees must notify their immediate supervisor, at the earliest opportunity, when they will be off work because of illness. All such calls must be made to the immediate supervisor no later than fifteen (15) minutes after the beginning of their shift, except that calls after fifteen (15) minutes will be given consideration by management in proven extreme emergency situations. The immediate supervisor is charged with the responsibility of reporting to the Payroll Office of the University

on each payroll report all absences in his/her department which are chargeable against sick leave credit. This will be the original record from which the Payroll Office will secure the information for the permanent record.

- C. A full-time employee who is required to be absent from work due to the serious illness of any member of the employee's family who, at the time of illness, is living in the employee's home shall be entitled to use up to three (3) full days of accumulated sick leave per year for this purpose. Extensions may be made in the sole discretion of the Office of Human Resources.

### Section 3 FMLA

Requests for leaves of absence and/or time off under the provisions of the Family and Medical Leave Act of 1993 (FMLA) will be granted in accordance to the terms of the University FMLA policy for Nurses.

### Article 29 JURY DUTY

A bargaining unit member who serves on Jury Duty will be paid the difference between her/his pay for Jury Duty and her/his regular pay.

A bargaining unit member is expected to report to regular duty when either temporarily or permanently excused from attendance at court.

### Article 30 SAFETY PROCEDURES

FSU agrees to support a systematized safety awareness program for the purpose of eliminating conditions or practices that could or have contributed to unsafe conditions.

### Article 31 COMPUTATION OF BENEFITS

Only straight-time hours paid to a full-time employee shall be considered as hours worked for the purpose of computing any of the benefits under this Agreement, providing, however, such computation will be on an annual basis. Only straight-time hours will be used in this application.

### Article 32 MISCELLANEOUS

#### Section 1 Distribution of Agreement

FSU will provide a copy of this Agreement to each member of the bargaining unit and to each new hire.

#### Section 2 Union Bulletin Boards

FSU will provide a bulletin board which may be used by the Union for posting notices pertaining to Union business.

#### Section 3 Pay Period

In the event the University adopts a pay period, bargaining unit members will be paid in accordance with such schedule.

#### Section 4 License and Continuing Reimbursement

The Employer will continue to reimburse employees for nursing license renewals and for continuing education required to maintain the employee's nursing license. The employee must submit proof of payment to the supervisor.

#### Section 5 Uniform Allowance

Bargaining unit members are required to wear and properly maintain appropriate nursing attire. General nursing attire must be approved by the Director of the Health Center. The

Employer will pay bargaining unit members the lump sum amount of \$250 annually in July for the purchase and upkeep of nursing attire. Such payment is taxable to the extent required by applicable law.

**Article 33 PART-TIME EMPLOYEES**

Section 1

Part-time Registered Nurses who worked less than twenty (20) hours per week will receive the entry rate and no fringe benefits.

Section 2

Part-time Registered Nurses working forty (40) hours or more for two (2) week periods for ten (10) consecutive weeks will receive pro-rated benefits in vacation allowance, sick leave and tuition waivers.

**Article 34 SALARY SCALE**

Salaries shall increase by 1.5% each year or by the percent increase awarded to non-represented administrative employees in any given year; whichever is greater.

<u>Effective July 1, 2020 - June 30, 2021 (1.5%)</u>					
<u>Start</u>	<u>1 Year</u>	<u>2 Years</u>	<u>3 Years</u>	<u>4 Years</u>	<u>5 Years</u>
\$24.21	\$25.65	\$27.21	\$28.83	\$30.15	\$31.52
<u>Effective July 1, 2021 - June 30, 2022 (1.5%)</u>					
<u>Start</u>	<u>1 Year</u>	<u>2 Years</u>	<u>3 Years</u>	<u>4 Years</u>	<u>5 Years</u>
\$24.57	\$26.03	\$27.62	\$29.26	\$30.60	\$31.99
<u>Effective July 1, 2022 - June 30, 2023 (1.5%)</u>					
<u>Start</u>	<u>1 Year</u>	<u>2 Years</u>	<u>3 Years</u>	<u>4 Years</u>	<u>5 Years</u>
\$24.94	\$26.42	\$28.03	\$29.70	\$31.06	\$32.47
<u>Effective July 1, 2023 - June 30, 2024 (1.5%)</u>					
<u>Start</u>	<u>1 Year</u>	<u>2 Years</u>	<u>3 Years</u>	<u>4 Years</u>	<u>5 Years</u>
\$25.31	\$26.82	\$28.46	\$30.14	\$31.52	\$32.96
<u>Effective July 1, 2024 - June 30, 2025 (1.5%)</u>					
<u>Start</u>	<u>1 Year</u>	<u>2 Years</u>	<u>3 Years</u>	<u>4 Years</u>	<u>5 Years</u>
\$25.69	\$27.22	\$28.88	\$30.59	\$32.00	\$33.45

*Note: Salary scale above is based on increase of 1.5% each year of the contract and will be adjusted if a greater increase is awarded to non-represented administrative employees in any given year.*

The parties recognize that in order to hire qualified employees, the University retains the right to start a newly hired employee at a year level higher than the start rate. However, the first new hire subsequent to November 1, 2006 shall not be placed at a rate that is higher than any employee employed prior to November 1, 2006. Employees will advance to the next step of the salary scale one (1) year after initial placement and annually thereafter until reaching the final step.

Nine-month employees will have the option of receiving pay pro-rated over a calendar year. Interested employees must contact Human Resources no later than May 15<sup>th</sup> in order to commence this option.

Article 35 SUMMER EMPLOYMENT

FSU will offer the opportunity to work summers in the order of seniority. If all employees refuse this work, FSU has the right to order the least senior person to work in the summer.

Article 36 TERMINATION OF AGREEMENT

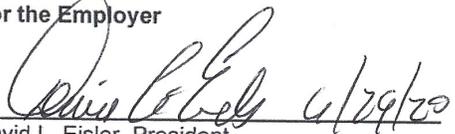
This Agreement shall be in full force and effect from July 1, 2020 until 11:59 p.m. June 30, 2025, and it hereby expressly represents the complete, final agreement between the parties.

For the Union

  
\_\_\_\_\_  
Dennis E. Nauss, Teamsters Local 214

*Melissa L. Sprague 6/29/20*  
\_\_\_\_\_  
Melissa Sprague, Chairperson

For the Employer

  
\_\_\_\_\_  
David L. Eisler, President

*Barbara E. Hill*  
\_\_\_\_\_  
Barbara E. Hill, Director of Labor Relations

**Appendix A**

**LETTER OF AGREEMENT**

**Whereas**, based on the passage of 2012 PA 349, certain provisions of the 2010-2015 contract commonly referred to as "agency shop" had to be removed for the successor collective bargaining agreement;

**The parties agree to the following:**

1. If at any time during the course of the 2020-2025 collective bargaining agreement, 2012 PA 349 is declared invalid, unconstitutional, or otherwise no longer prevents or prohibits an agency shop provision, by any court of appropriate jurisdiction (to which there is no appeal filed), or PA 349 is repealed, all of the agency shop provisions removed from the 2010-15 contract shall be immediately returned to the contract and shall be operable between the parties. (See attached).
2. Nothing in this Agreement shall be construed as amending or deleting any other provision in the parties' collective bargaining agreement.
3. This Letter of Agreement shall not set a precedent for any other matters now pending or that may arise in the future between the parties.

For the Union

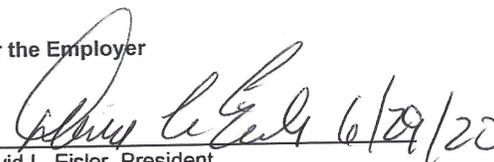
 6/18/2020

Dennis E. Nauss, Teamsters Local 214

 6/18/20

Melissa Sprague, Chairperson

For the Employer

 6/29/20

David L. Eisler, President



Barbara E. Hill, Director of Labor Relations

## **Article 7 UNION SECURITY**

### Section 1 Requirements of Union Membership or Agency Shop Status

To the extent that the laws of the State of Michigan permit, it is agreed that employees covered by this Agreement shall either become Union members as described in sub-paragraph (1) below or shall pay a representation fee to the Union as described in sub-paragraph (2) below.

1. Employees who choose to become Union members shall, as a condition of employment, beginning on the thirty-first (31st) day from their date of hire, or within thirty (30) days from the effective date of this Agreement, whichever is later, be required to pay the Union for the duration of the Agreement, or as otherwise provided by law, the uniform dues, the initiation fees, and assessments hereafter levied by the Union of all members.
2. Any employee who chooses not to become a member of the Union shall, as a condition of employment, within thirty-one (31) days from his/her date of hire, or within thirty (30) days of the effective date of this Agreement, whichever is later, be required to pay to the Union a representation fee to be established by the Union in accordance with applicable law (P.A. 390) and certified to the University by the Union. Such representation fee shall be in an amount equal to the Union's regular and usual dues for such Agency Shop member. This representation fee shall be for an amount, and shall include only those permissible expenditures, under Michigan's P.E.R.A.

### Section 2 Hold Harmless

The Union shall indemnify FSU and hold it harmless against any and all suits, claims, demands, and liabilities that shall arise out of or by reason of the adoption of the foregoing agency shop provision, or that shall arise out of or by reason of any action that shall be taken by FSU for the purpose of complying with the foregoing agency shop provision, or in reliance on any notice or assessment which shall have been furnished to FSU under the foregoing provision.

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