

## SEIU Local 200United at Syracuse University

Tentative Agreement

September 4, 2024

### Duration of Contract

- Four years. The University wanted 5 years but we agreed to this because it puts us on the same expiration date as the Graduate Workers who are also in SEIU 200United.
- Retroactive to July 1, 2024, so folks will see a payment for 10% extra on all hours worked since the contract expired.

**We told SU we needed to see a 10% in the first year and with your help we made it happen! And we didn't have to give the health care increases they wanted to use to pay for our wage increases!**

### Article 9, Wages:

- July 1, 2024 employees will receive a 10.00% wage increase.
- July 1, 2025 employees will receive a 3.00% wage increase.
- July 1, 2026 employees will receive a 2.75% wage increase.
- July 1, 2027 employees will receive a 3.00% wage increase.

### Juneteenth

- We secured **Juneteenth as a new holiday** in our contract.

### Job Security for Food Services

- ***We fought hard to close the gaps to create one layoff for Food Services exclusively over the summer.*** While we weren't able to plug all the holes, we got the University to agree to a pilot program to guarantee work for our folks over both Spring Break and Thanksgiving Break. You can still take vacation or personal time if you like but you can also work if you want. This is a step toward our long-term goal of making one layoff in Summer and we will build on this as we go.
- We changed the language of our contract to allow for the creation of **12-month positions in Food Service**. We don't know how many positions will be offered or when they will be offered but this a way for us to create opportunities with the certainty of 12 months of work and something to build on for the future.

### Orange Appreciation Days

- ***We finally locked in Orange Appreciation Days for food services workers!*** Under our current expiring contract Food Services were not guaranteed these days in 2025 because the language had an end date of June 30, 2024. We didn't just extend to a new end date creating a future problem. We eliminated the date so this is a guaranteed benefit for our food services folks into the future and unless we agree to change it into the future.

### Subcontracting for Construction Trades

- We increased the threshold prohibiting subcontracting of Construction Trades work by 50%, increasing the threshold from \$200,000 up to \$300,000. This will protect more of our work from going outside!

## THE FOLLOWING WAS ALREADY AGREED TO IN THE PRIOR TENTATIVE AGREEMENT AND REMAINS IN THIS PACKAGE.

### Housekeeping changes (meaning cleaning up language or making things clearer)

- We agreed to make any necessary changes to the contract to eliminate references to the steam station.
- We changed the language in the contract to reflect that bulletin boards will be in all libraries. This is clear and future proof in case the names or number of libraries changes.
- We cleaned up the process whereby the University would make changes to job descriptions, creating a specific 90-day timeframe for the Union to review and respond to any changes after presentation of the changes by the University. This is better than what the law or language allowed previously.
- We cleaned up the process whereby the University would make changes to work rules, creating a specific 90-day timeframe for the Union to review and respond to any changes after presentation of the changes by the University. This is better than what the law or language allowed previously. **Additionally, we fought back the University's attempt to implement a whole set of new work rules that had sought. They agreed to return to the old work rules and work through their new proposal after negotiations under the new framework.**
- The University wanted language making it clear that if OSHA or other federal, state or local laws require safety equipment we need to wear it for our own safety.

### Non-economic changes

- The University sought and we agreed to a modification of the post-accident drug testing policy to uncouple it from the cost of damages. This was a request by SU Risk Management to promptly respond to serious accidents that may involve alcohol or drugs.
- The University sought and we agreed to allow the University to issue "University apparel" and require our folks in facilities to wear this apparel. **Note: there is no change to the current food service uniform standards. They had desired to add language about a dress code for our members in the library and we forced them to remove this language.** This agreement came after much discussion and acknowledgement that there are true and valid security concerns around who is in and around the buildings on campus. We were able to make clear that our members in facilities have different jobs and desires around what they wear to work. After this discussion the University was willing to allow us to access a catalog after negotiations where we can see what kind of options would be available. Some folks might like a crew neck instead of a V-neck shirt, some might like a collared shirt, and some might need a pocket because it helps with their work. SU was willing to explore and allow these types of options with real input from our Union before implementation.
- The University was willing to allow our members in Food Service to opt for summer layoff without proof of other summer employment. This gives us the choice to have summer off without another job.
- We have combined the Grade 3 Food Handler and Floater job titles into a new title of Food Services Worker and in conjunction with this change we changed the process from exclusively bidding in Foods Services to the polling procedures that are currently used in Facilities. This will streamline the process and still allow folks to be polled for opportunities.
- We clarified the language in our contract around qualification and job specific qualifications for our internal bidders to know what they need to possess or work toward building the skills for promotional opportunities.

### Union Rights (these are changes to our contract we feel are needed to enhance or secure our rights)

- We were able to make changes to clearly identify the prior practice of "sub-units" in Food Services. We have operated this way in practice but the contract actually described all of Food Services as a Unit. This will enhance our members rights to contact provisions tied to Unit and can't be changed when a new Food Services leadership at the University would like to.
- We were able to expand the Union's timelines to file a grievance while also clearly defining what a "workday" means in our process. This will allow us more time to investigate and prove good grievances. **More importantly we got the University to agree that when they settle a grievance, they will make payment to our members in 15 calendar days or less. And if they fail to do so the Union can go to arbitration to enforce the payment and the University will pay the costs to go to Arbitration so our members aren't paying fees if the University fails.**
- We were able to secure language that prohibits the University from issuing a suspension that is more than 5 days. They have been toying with longer time frames and we wanted to stop them. Also, we now have language that they should allow folks to continue to work while SU finishes their investigation in most instances.