SUMMARY OF THE 2011 CONCESSION AGREEMENTS
BETWEEN BOARD OF TRUSTEES AND COALITION UNIONS

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All | Contract Term | - | Extended to 6/30/16
All | Wages | No GWI, AIs, lump sum/top step or merit process | 3% GWI, AIs, lump sum/top step*
Congress, AFSCME | Promotion | .6% base payroll | .6% base payroll
Congress, AFSCME | Grievance/Change in duties | .07% base payroll | .07% base payroll
AFT | Promotion | .75% base payroll | .75% base payroll
AFT | Grievance/Change in duties | .2% base payroll | .2% base payroll
All | Non-wage items\(^2\) | No new funding | 5%
All | Longevity | April 2011 payment unchanged; Oct 2011 payment at 75% April 2011 level; April 2012, Oct 2012, April 2013 payments at April 2011 levels | 5% increase\(^3\)
Congress, AFT | Clinical Uniforms | FY 2011 rate; no new funding | 5%
Congress, AFT | Course Leaders | FY2011 rate; no new funding | 5%
Congress, AFT | Nursing/Dental Leaves | FY2011 rate; no new funding | 5%
Congress, AFT | Program Coordinator (cash) | FY2011 rate | 5%
Congress, AFT | Department Chair (cash) | FY2011 rates | 5%
Congress, AFT | Summer call-in | FY2011 rate | 5%
Congress, AFT | PTLs | FY 2011 rates | 5%
Congress, AFT | PTLs w/clinical | FY2011 rates | 5%
Congress, AFT | PT Clinical Faculty | FY2011 rate | 5%
All | Coaches/Athletic Directors | FY2011 rate | 5%
Congress, AFT | PT Ed Asst rates | FY2011 rate | 5%

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1 This table summarizes the major elements of the 2011 concession agreements between the Board and the coalition unions. It is intended as a reference for the parties and does not purport to include all items covered by the agreements. In addition, should there be any question concerning the meaning of any term of the agreements, or any of them, the terms of the agreement(s) are controlling.

2 Includes Sabbaticals, Retraining, Professional Development, Technology Training, as applicable to each bargaining unit, and Minority Fellowship Program.

3 Note special provision re: disposition of longevity increases for AFT.
| All | Job Security | 7/1/11 – 6/30/15; all pre 7/1/11 hires except PBU employees in 1st special appt yr; performance-related; grant/ext funding ends; less than 20 hr/wk appointments | 7/1/11 – 6/30/15; all pre 7/1/11 hires except PBU employees in 1st special appt yr; performance-related; grant/ext funding ends; less than 20 hr/wk appointments |
| All | Other provisions | Except as modified by the 2011 concession agreements between the parties, all other terms of 2007-10 CBAs remain in effect. | Except as modified by the 2011 concession agreements between the parties, all other terms of 2007-10 CBAs remain in effect. |

*GWI, AI, lump sum effective dates:
- FY 2015: 7/25/14 – 8/7/14 pay period for 10-month employees; 6/27/14 – 7/10/14 pay period for 12-month employees

The value of lump sum (in lieu of AI) payments shall be as set forth in the parties’ respective 2007-2010 collective bargaining agreements.