

**SUMMARY OF THE 2011 CONCESSION AGREEMENTS  
BETWEEN BOARD OF TRUSTEES AND COALITION UNIONS<sup>1</sup>**

<b>Union(s) Affected</b>	<b>Category</b>	<b>FY2012 &amp; FY2013</b>	<b>FY2014, FY2015, FY2016</b>
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 <sup>2</sup>	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 <sup>3</sup>
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%

<sup>1</sup> 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.

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

<sup>3</sup> 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 <u>except</u> 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 <u>except</u> 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 2014: 7/26/13 – 8/8/13 pay period for 10-month employees; 6/28/13- 7/11/13 pay period for 12-month employees
- 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
- FY 2016: 7/24/15 – 8/6/15 pay period for 10-month employees; 6/26/15 – 7/9/15 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.