

2024-2025 Memorandum of Understanding between Indiana University and AFSCME Service Local 1477

1. Wage Increase
 - a. See April 11, 2024, Union Wage Increase document
2. HR-08-30 – Corrective Action for Service Staff (Non-Exempt AFSCME Service Staff)
 - a. Any AFSCME-covered employee who is subject to workplace removal pending investigation will be placed on paid administrative leave if the investigation extends beyond ten (10) working days. Employees will be permitted to use vacation, compensatory time or holiday time to cover the first ten unpaid working days.
 - b. For avoidance of doubt, this commitment would not apply to any unpaid suspension issued as a form of discipline.
3. Regarding corrective action, the university commits to following our practice that, for issues that are not considered of a serious nature (see Procedures 8.b.), steps will not be skipped, and issues will not be compounded.
4. HR-06-30 – Overtime
 - a. Hours served on jury duty by non-exempt employees during scheduled, non-overtime working hours will be counted as “hours worked” for purposes of calculating overtime.
5. HR-01-30 – Posting a Position Vacancy
 - a. On a non-policy basis, by the end of the calendar year 2024, the weekly Job Bulletin will be sent to all AFSCME Service campuses to be posted in areas accessible to all service staff. The list will include any position that the university has waived in any given week.
6. Tool Allowance
 - a. On a non-policy basis, for skilled crafts, the university will commit to providing up to \$50 for the replacement of broken pocketknives.
7. Auto Meal Deducts in Quali Time System
 - a. The university is committed to reviewing this issue.
8. Shoes for Custodial Workers
 - a. The university agrees to provide a shoe allowance for custodial staff for shoes that meet certain OSHA and non-slip requirements. The university will review applicable requirements in determining an appropriate amount.
9. HR-03-50 – Premium Pay (Shift Differential Pay)
 - a. The university will commit to studying this issue, and, if feasible, increase it. Any decision will not wait until the next scheduled language year for discussion.
10. Winter Gear for IU East Service Staff
 - a. On a one-time basis, the university commits to providing IUE service staff with a winter coat and either coveralls or bib overalls. This will be provided by next winter.
11. Maintenance Crew Lead position at IUI
 - a. The university is not eliminating the Maintenance Crew Leader position but agrees to assess the scope of the position’s duties.