

2024-2025 Memorandum of Understanding Regarding Policies between Indiana University and AFSCME
Service Local 832

1. 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.
2. 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.
3. Parking for New Employees
 - a. To align with university practices, AFSCME-covered employees hired on or after July 1, 2025, will no longer have the cost of the university parking permit subsidized by the university. However, employees hired prior to July 1, 2025, will be excluded from this change.
4. HR-03-50 – Premium Pay
 - a. The university will allow AFSCME-covered employees to earn either 1 hour of pay or 1 hour of compensatory time off for every 8 hours in standby status.
5. HR-05-120 – Vacation Time
 - a. The university will return the language regarding approval or disapproval of vacation time within 3 working days of the request.