

COLLECTIVE BARGAINING AGREEMENT

BY AND BETWEEN

**LINCOLN UNIVERSITY OF THE COMMONWEALTH
SYSTEM OF HIGHER EDUCATION**

AND

**THE UNITED FEDERATION OF
SPECIAL POLICE AND SECURITY OFFICERS, INC., LOCAL 696**

JULY 1, 2014 – JUNE 30, 2017

TABLE OF CONTENTS

<u>ARTICLE / SECTION</u>	<u>PAGE</u>
AGREEMENT.....	1
1. RECOGNITION OF BARGAINING UNIT.....	1
1.1 Exclusive Representation.....	1
1.2 Definition of “Employee”	1
2. EMPLOYMENT STATUS.....	1
2.1 Probationary Employees	1
2.2 Temporary Employees	2
3. UNION SECURITY AND PAYMENT OF DUES.....	2
3.1 Union Membership	2
3.2 Payroll Deductions.....	2
3.3 Fair Share Fee	3
3.4 Check-Off Relief.....	3
3.5 Indemnification	3
4. MANAGEMENT’S RIGHTS.....	3
4.1 Management’s Control and Conduct of Affairs of the University.....	3
4.2 Managerial Policy of the University	4
4.3 Management and Operation of the University	4
4.4 Exclusivity	5
5. UNION ACTIVITY.....	5
5.1 Access to University Premises	5
6. WORK SCHEDULE	5
6.1 Work Schedules and Shifts	5
6.2 Time Clocks	6
6.3 Break Periods.....	6
6.4 Assigned Overtime.....	6
6.5 Mandatory Overtime.....	7

(cont.)

Table of Contents (cont.)

<u>ARTICLE / SECTION</u>	<u>PAGE</u>
6.6	Emergency Scheduling.....8
6.7	Call In and Reporting Pay8
6.8	Offering of Overtime Opportunities Prior to Use of Subcontract Officers for Special Event Coverage 8
7.	COMPENSATION9
7.1	Purpose.....9
7.2	Base Compensation (Regular Rate of Pay) 9
7.3	Computation of Overtime9
7.4	No Duplication or Pyramiding in the Computation of Overtime.....9
7.5	Compensation Schedule.....9
7.6	Longevity.....10
7.7	Direct Deposit Requirement.....10
8.	PAID TIME OFF 11
8.1	Paid Time Off (“PTO”) for Personal Leave..... 11
8.2	PTO for Sick Leave 11
8.3	Holidays12
8.4	PTO for Vacation Leave12
8.5	Use or Lose PTO for Vacation Leave13
8.6	PTO for Bereavement Leave.....13
8.7	PTO for Jury Duty14
9.	LEAVE WITHOUT PAY 14
9.1	Requests for Unpaid Leave14
9.2	Medical Leave14
9.3	Seniority and Classification14
9.4	Return to Work14
9.5	Outside Employment Prohibited.....15
9.6	No Pyramiding.....15
9.7	Leave under the Family and Medical Leave Act15
10.	BENEFITS.....15
10.1	University-sponsored Benefits.....15
10.2	Medical Plan15
10.3	Disability Plan.....16