

Key Tentative Agreements VSC-VSCUP 6/9/16

Issue/Article	VSC Administration First Proposal	VSC Administration Last Official Proposal	Tentative Agreement
Wage Increases	1% per year	2% per year	FY17: 2.75% FY18: 2.95% FY19: 3.25%* FY20: 3.25%* * If the NBU gets a higher % VSCUP would get higher %
Retirement	6% TIAA contribution with an additional 3% contribution if the employee contributes 3%	8% TIAA contribution on salary up to \$30,000, additional 6% TIAA contribution on salary over \$30,000	10% TIAA contribution on salary up to \$40,000, 8% TIAA contribution on any amount over \$40,000. Starting immediately for new hires. Starting on 7/1/17 for current employees
Equity Pool	\$0	\$0	\$25,000/year. Equity based only on internal comparisons, not CUPA
Professional Development	Move equity pool money to Prof. Dev	Move equity pool money to Prof. Dev	FY17: \$65,000 FY18: \$68,000 FY19: \$71,000 FY20: \$74,000 carryover of unused funds into fiscal year (and divided among the campuses)
Ability to Subcontract	Can Subcontract with only 5% savings	Can Subcontract with only 10% savings	Administration withdrew their proposal. No additional ability to subcontract.
Health Insurance	New hires required to take new High Deductible Insurance Plan	New hires required to take new High Deductible Insurance Plan	New hires required to take new High Deductible Insurance Plan. Optional for current employees.
Conversion of Salary to Hourly Wage (as per changes in the law)			Salary divided by 52 weeks then divided by 37.5 hours=New hourly wage. This is better than the law requires. The law states that employers could use estimated overtime (and divide by 40 instead of 37.5) to decrease the hourly wage even further.
Vacation Conversion			All current exempt employees will retain their current vacation accrual even if they are required to become a non-exempt employee.
Dental Insurance			Optional higher tier of dental insurance (additional cost paid by employee)
Severance Package			If an employee is laid off, they can choose to retain recall rights, or if they waive their recall rights, receive one week of severance pay for every full year of service.