

THIS IS THE UNIVERSITY'S OFFER

You have the right to vote

You have the right to choose

This is what you are voting for on a secret ballot

If you accept this offer.....

Wages

You will receive...

- A 2% increment (already received) plus a 2.5% adjustment retroactive to January 2007
- A 2% increment plus a 2.75% adjustment in January 2008
- A 2% increment based on satisfactory performance plus a 3% adjustment in January 2009
- A 12% increase to student rates (FAPA) retroactive to September 1, 2007

If you are above the salary range for your position, you will receive

- A 5% lump-sum payment in each year

Performance

You will have ...

- New language which states that performance increments will not be unreasonably withheld and employees may grieve any withheld increment
- A commitment that no increments will be withheld as a result of a performance review prior to January 1, 2009

Benefits

You will...

- Have no changes to your benefit plans
- See \$100,000 added to the current funding surplus

Your benefits will not change unless your union negotiates a change.

Pension Plan

You will see...

- An increase in your pension contributions (from 4.82% to 6% in 2008 and further increased to 6.5% in 2009)

Retention Bonus

You will get...

- A \$750 (permanent employees) or \$375 (term and recurring relief employees) retention bonus in November 2008

EDO's

You will...

- Keep your current Earned Days Off (EDO's)
- Only have a different EDO schedule if your union negotiates it on a case by case basis
- Be considered for EDO's on a case by case basis if you are a part time employee

Shift Premiums and Unsocial Hours Premium (if applicable)

You will...

- See an increase in the unsocial hours premium to \$0.90 and expand to include recurring relief and casual employees
- See an increase in the rescue team premiums to \$120 per month
- See a \$100 per month premium for high voltage certified electricians and those with a blaster certificate

Other Provisions

You will have...

- Your 3 to 6 weeks vacation (depending on years of service)
- Your sick days (unlimited)
- Your overtime pay (paid at twice hourly wage)
- Your Education funding and fully paid certification fees
- Your Compassionate, education, personal, family, and other leaves of absence
- Your Bilingual bonus
- Your Seniority for 60 days, rather than 30 days break in service
- Recurring relief status after 55 hours, rather than 65 hours of service
- All the other benefits you have in the current agreement

Please Vote on a Secret Ballot on November 27, 2007 at TCU Place from 12 noon – 2 PM.