

In order to establish a collective bargaining agreement, the IBU is proposing the following articles:

Article 1 - Agreement: The agreed terms to set upon this contract with the University

Article 2 - Compensation: Description of pay structure and annual increases for the unit.

Article 3 - University Benefits: The current benefits program for academic and staff employees, including specific health benefits and retirement benefits, where applicable.

Article 4 - Accumulated Time Off: A new system of compensation for recognizing the time of confinement to the vessel.

Article 5 - Manning: Requirements for the minimums aboard the vessels.

Article 6 - Seniority: A new system, establishing Seniority rank amongst Employees.

Article 7 - Hours of Work: Procedures for assignments and hours beyond regular work periods

Article 8 - Development & Training: Article describing the obligation of the University in maintaining a trained and skilled work force upon their vessels.

Article 9 - Health & Safety: Procedures for when health and safety issues arise.

Article 10 - Quality of Life at Sea: An Article designed for changes aboard ship to improve the situation for crew aboard ship.

Article 11 - Vacation: Vacation leave benefits.

Article 12 - Travel: Provisions for travel.

Article 13 - Holidays: Provisions for holidays.

Article 14 - Campus / MARFAC Closure: Procedures for campus closure/curtailment.

Article 15 - Indemnification: Provisions for Indemnification.

Article 16 - Labor Management Meetings: Process for meeting during the life of the agreement.

Article 17 - Layoff and Reduction in Time: Notice, reasons for layoff, and severance provisions.

Article 18 - Leaves of Union Business: Provisions for Leaves of Union Business.

Article 19 - Leaves of Absences: Other leave benefits.

Article 20 - Medical Separation: Procedures for when medical separation issues arise.

Article 21 - Military Leaves: Provisions for leave for Military commitment.

Article 22 - Moving Expenses: Provisions for the University providing expenses if required to move.

Article 23 - Multiple Appointments: Standards for temporary reassignments and associated compensation.

Article 24 - No Strike / Lockout: Article pertaining to a No Strike clause upon agreement of this proposed contract.

Article 25 - Nondiscrimination in Employment: Protected classifications and procedures for when discrimination claims arise.

Article 26 - Out of Class Pay / Temporary Assignment: Standards for evaluating temporary reassignments and associated compensation.

Article 27 - Parking: Location-specific programs.

Article 28 - Payroll Deductions: Procedures for deducting dues for union members.

Article 29 - Performance Evaluations: Process and criteria for job performance review.

Article 30 - Personnel Files: Denotes where files are kept, what information is contained in a file, and the procedure for gaining access to files.

Article 31 - Positions / Appointments: Definitions and descriptions of appointment types including per diem appointments.

Article 32 - Reasonable Accommodation: Procedures for reasonable accommodation.

Article 33 - Access: Provisions for work site access.

Article 34 - Release Time for Bargaining: Process for releasing bargaining team members to participate in bargaining.

Article 35 - Resignation / Job Abandonment: Procedures for resignations and for dismissal when a bargaining unit member abandons their position.

Article 36 - Respectful and Fair Treatment: Provisions for Respectful and Fair Treatment.

Article 37 - Severability: Standard provisions for a collective bargaining agreement.

Article 38 - Sick Leave: Sick leave benefits.

Article 39 - Transfer / Promotion / Reclassification: Standards for Promotions, Reclassifications and Reassignments and associated compensation.

Article 40 - Grievance Procedures / Arbitration: Binding hearing process through a third-party neutral. The University will propose a separate arbitrability hearing with one arbitrator and if arbitrable, a different arbitrator shall hear the merits. A multi-step process for industrial jurisprudence.

Article 41 - Corrective Action / Discipline and Dismissal: Procedures for disciplinary action up to and including dismissal.

Article 42 - Waiver: Standard provisions for a collective bargaining agreement, including bargaining waivers of external rules applying to mariner.

Article 43 - Work- Incurred Injury and Illness: Procedures for when a mariner is injured on the job including maintenance and cure.

Article 44 - Work Rules: Provisions for implementing changes to rules around the Work Site.

Article 45 - Uniforms: Article describing access to work related uniforms and protective clothing.

Article 46 - Duration of Agreement: Specify the length of the Agreement and specific terms regarding opening the Agreement for successor negotiations.