

COLLECTIVE BARGAINING AGREEMENT
BETWEEN
FAIRLEIGH DICKINSON UNIVERSITY
AND
OFFICE & PROFESSIONAL EMPLOYEES
INTERNATIONAL UNION, LOCAL 153, AFL-CIO

TABLE OF CONTENTS

ARTICLE		PAGE
1	Recognition of the Union	4
2	Union Security	5
3	Job Description Reclassification	5
4	Check-Off of Union Dues, Initiation Fees and Voice of the Electorate (Vote)	6
5	Union Notification	7
6	Seniority	8
7	Holidays	8
8	Coffee Breaks	10
9	Sick Days/Personal Days	10
10	Settlement of Disputes	13
11	Probationary Period	15
12	Subcontracting	16
13	Bereavement Leave	16
14	Medical	16
15	Wages	18
16	Retirement Plan	20
17	Leave of Absence	20
18	Vacations	23
19	Meeting Rooms	26
20	Non-Discrimination	26
21	Union Representatives	26
22	Business Representative	27
23	Past Practice	27

24	Summer Schedule	28
25	Overtime Pay/Working Hours	29
26	Flextime	30
27	Layoffs and Recalls	31
28	Temporary, Student and Supervisory Employees	33
29	Physical Examination	33
30	Employee Recommendations	34
31	Educational Assistance Program	35
32	Discharge	36
33	Miscellaneous	37
34	Promotions and Transfers	37
35	Operations Curtailment	39
36	Technological Changes	40
37	Successors	40
38	Management Rights	41
39	Fully Bargained Statement	41
40	No Strike – No Lockout	41
41	Separability	42
42	Modification	43
43	Term of Agreement	43

Salary Schedule

Appendix A