State System proposals:

The State System contract proposals currently include the following:

Article 6: Department Chairpersons (tentative agreement)
Article 7: Performance of Bargaining Unit Work
Article 11: Appointment of Faculty
Article 12: Performance Review and Evaluation of Faculty
Article 15: Tenure
Article 16: Promotions
Article 17: Sick Leave
Article 21: Fringe Benefits
Article 22: Salaries
Article 23: Workload and Workload Equivalents
Article 24: Summer Employment
Article 25: Overload
Article 27: Continuing Education
Article 31: Miscellaneous Conditions
Article 37: Totality of Agreement
Article 42: Distance Education
Article 44: Term of Agreement

Non-Faculty Athletic Trainer Provisions

Pennsylvania State System of Higher Education
2986 North Second Street ▪ Harrisburg, PA 17110 ▪ 717-720-4052 ▪ feedback@sshechan.edu

Last updated: 11/04/03

http://www.sshechan.edu/APSCUF/changes.htm  11/20/2003
**Summary of contract proposals:**

**Economic Proposal Highlights**

*As of 8/29/03*

<table>
<thead>
<tr>
<th>Year</th>
<th>Provision</th>
</tr>
</thead>
<tbody>
<tr>
<td>2003-04</td>
<td>No across the board increase, no service increment (step*)</td>
</tr>
<tr>
<td>2004-05</td>
<td>No across the board increase; 1 step for those below the top step*; Double the stipend for academic department chairs</td>
</tr>
<tr>
<td>2005-06</td>
<td>2.5% across the board increase; no service increment (step*)</td>
</tr>
<tr>
<td>2006-07</td>
<td>3% across the board increase; 1 step* for those below the top step</td>
</tr>
</tbody>
</table>

**Benefits**

<table>
<thead>
<tr>
<th>Year</th>
<th>Provision</th>
</tr>
</thead>
<tbody>
<tr>
<td>2003-04</td>
<td>No change from previous traditional indemnity plan entirely paid by employer.</td>
</tr>
<tr>
<td></td>
<td>Base plan becomes Preferred Provider Organization (PPO) with employee paying 10% of the premium; $15 office visit; no extra for doctor or hospital in-network; 20% for out-of-network visits. Employee to have option of pay difference between PPO and more expensive traditional indemnity plan or HMO.</td>
</tr>
<tr>
<td>2003-07</td>
<td>Tuition waiver for dependents retained</td>
</tr>
</tbody>
</table>

* A service increment (step increase) is a negotiated annual pay increase for faculty that is granted solely on the basis of years of service. The steps in the State System's proposal include a 5% increase for faculty in the first five steps and a 2.5% increase for steps 6 through 12. A salary adjustment as a result of a step is in addition to any negotiated across the board increases in salary.