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For Immediate
Release

Estimated Timeline for Making Retroactive Payments

We recently settled the collective bargaining agreements between the University and SEIU Local 73 for the Clerical, Service & Maintenance, and Technical bargaining units. These settlements contain wage terms that require the University to compute retroactive payments for affected employees in each of the three bargaining units. This note is to provide an estimated timeline for making retroactive payments.

The complex wage settlement terms and the delay in reaching agreement extending into the second contract year after the expiration dates of the predecessor agreements, have required the University to create computer programs that will account for each employee (in all three units) for each year of each contract's three year term. The Clerical settlement reaches back to August, 2009; the Service settlement reaches back to October, 2009; and the Technical settlement reaches back to December, 2009. The settlement requires the University to compute back pay for each of the three contracts for the 2009-10 contract year and for a portion of 2010-11 contract year; this is on top of any applicable across-the-board increase. Also, payments must be made to employees who were topped-out on any step scale in each respective unit for the 2009-10 contract year. Finally, for the Clerical unit, the University has to retroactively restore step movement for eligible employees for the period from March 7 through August 26, 2009 [none of the three new contracts provides for step movement for the 2010-11 contract year; step movement resumes in the 2011-12 contract year].

In order to process the retroactive payments, the University is testing the computer programs with multiple variables for each year of each contract, including each sub-grouping, to make sure that the final process results in the correct amounts of back pay being paid out. This testing is a time-consuming process and will continue through January, February and March.

At this point, it appears the approximate retro payment dates under each of the agreements are as follows:

- Contract year one retroactive payments are slated for the bi-weekly 8 payroll that pays out on April 13
- Contract year two retroactive payments are slated for the bi-weekly 11 payroll that pays out on May 25

Please note that these dates are approximations and could change if problems are encountered during testing and new programs have to be written. After these retroactive payments are made, the newly negotiated wage rates will be in use for subsequent paychecks. Please contact Associate Director of Labor and Employee Relations Steve Katz at 5-5901 if you have questions regarding this matter.