

Memorandum of Agreement between the University of Delaware and the American Federation of State, County and Municipal Employees, AFL-CIO, Local No. 3472

The parties agree to the following:

A. Wage Increases

1. There will be no wage increases for FY 21 (July 1, 2020 – June 30, 2021).
2. The two percent (2%) wage increase scheduled to take effect on July 1, 2021 will be adjusted to three and one-quarter percent (3.25%).
3. The two percent (2%) wage increase scheduled to take effect on July 1, 2022 will be adjusted to three and one-quarter percent (3.25%).
4. Appendix A of the CBA will be modified to reflect the changes referenced above.

B. Vacation Accrual

Effective July 1, 2020 through June 30, 2021, the University will allow employees to accrue vacation leave in excess of the limits outlined in Article 15.5 of the CBA.

C. Sick Leave

The following sentence in Article 12.6 (B) of the CBA shall be deleted:

“Employees must work at least one-half (1/2) the scheduled work days in a calendar month in order to earn any sick leave for that month.”


In its place, the parties agree to the following:

Employees must be in a paid status for at least one-half (1/2) the scheduled work days in a calendar month in order to earn any sick leave for that month.

D. Continuation of Terms

All other terms of the collective bargaining agreement will remain in full force and effect.

For the University:


Date: 07/09/20

For AFSCME:


Date: