

University Counterproposal

July 8, 2026

University Child Development Center (Staff)

1. **Application.** This Article shall apply to employees assigned to the University Child Development Center ("UCDC").

~~2. Center closures.~~ Bargaining unit employees shall not be required to work on days when the Employer's Falk Laboratory School has cancelled classes for inclement weather or other extraordinary circumstances. On days when the Employer's Falk Laboratory School has a delayed start ~~or early dismissal for such a reason~~, bargaining unit employees shall ~~not~~ be required to be present ~~thirty minutes prior to earlier than~~ the Falk Laboratory School's delayed start ~~time, or later than the Falk Laboratory School's early dismissal.~~

~~3.2. Vacation cap.~~ ~~The Employer shall maintain its historical practice regarding the maximum number of employees permitted to take time off at any one time.~~ The Employer shall not decrease the cap on the number of employees able to take time off at a time, and the cap shall be uniform throughout the year.

~~4. Student teaching premium.~~ For all hours when a bargaining unit employee is assigned to a classroom with a student employee and no other bargaining unit employee is assigned to the classroom, the bargaining unit employee shall receive a \$2/hour premium to their base pay rate.

~~5. Additional sick time accrual.~~ Full time bargaining unit employees shall accrue sick time at the rate of 5.193 hours per biweekly pay. Part-time bargaining unit employees' accrual rate shall be pro-rated based upon their percentage effort.

~~6.3. Setup time.~~ Bargaining unit employees assigned to open a classroom shall be permitted to begin work up to 15 minutes prior to the classroom opening time to prepare the room and gather appropriate materials.

~~7.4. Breaks.~~ Bargaining unit employees shall be entitled to a ~~mandatory break of up to one hour, without pay, for every shift of six or more hours they are scheduled to work.~~ ~~one-hour paid break per shift of six hours or more.~~ ~~The length of the unpaid break shall be at the discretion of the~~

The University of Pittsburgh reserves the right to add to, delete from, or modify any proposal herein prior to final agreement. Any withdrawal of a proposal is without prejudice to the University. Any tentative agreements reached between the parties on any proposals shall not become final until (1) the parties have reached final agreement on a full collective bargaining agreement, and (2) the Union membership has ratified the full collective bargaining agreement.

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department. Breaks cannot be used at the beginning or end of the shift without supervisory approval.

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~~8. UCDC Employee Children.~~ Bargaining unit employees assigned to UCDC shall be entitled to enroll children of whom they have custody in UCDC. For each such enrolled child, the bargaining unit employee shall be responsible for paying no greater than 50% of the regular tuition.

~~9. Pay Grade Adjustments.~~ Bargaining unit positions at UCDC shall have their pay grades adjusted as follows:

~~Head Teacher: Grade 4~~

~~Associate Teacher: Grade 2~~

~~Assistant Teacher: Grade 2~~

10.5. N95/KN95 Masks. The Employer shall provide each bargaining unit employee with one N95/KN95 mask per shift at no cost if requested by the employee.

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