

AFSCME Locals 3260, 3800, 3801 and 3937, Council 5, AFL-CIO
&
University of Minnesota

Joint Union Insurance and Wage Proposals
08/08/2007

Union Insurance Proposals

UI 1. : Both the Union and the Employer have proposals on this. We agree conceptually on this and have a Tentative Agreement.

Fitness Center Discount – all campuses

Add the health club discount to the health insurance plan (Medica and HealthPartners) for AFSCME bargaining unit members, and provide this same discount for the U of M recreational facilities on all campuses. The facilities include, but may not be limited to:

- U of M Rec Center, Twin Cities Campus
- Regional Fitness Center, Morris Campus
- Bulldog Sports Center, Duluth Campus
- Unidentified facility, Crookston campus
- Zornow Sports Center, Rochester Campus
- Speegle-Wilbraham Aquatic Center, Rochester Campus
- Alumni Gym, Rochester Campus
- Field House, Rochester Campus

UI 2. The Union will continue this proposal.

Cap employee's share of premiums at the current level for the base plan and HealthPartners, if not the base plan, for all employee's in the AFSCME Bargaining Units 4, 6, 7. told them this was dollar amount

UI 3. The Union will continue this proposal.

Roll back the Out of the pocket maximum (OOPM) for drugs to \$500 (Individual) / \$1000 (Family).

UI 4. The Union will drop this proposal as of 8/9/07.

Six (6) months of Employer paid health insurance for permanent employees who have passed their initial probation and are laid off.

UI 5. The Union will continue this proposal.

Raise the annual cap on Dental to \$2000.00.

UI 6. The Union considers this issue resolved, and we will remove this issue from the table.

Information request: Durable Medical Equipment

- We need a comprehensive list of covered items.

Union response to Employer's Insurance Proposals:

1. Drug Co-pay Reduction: This issue has been addressed in an MOU, and is not part of costing this contract. This is a technical change that we propose putting in the contract.
 2. Dental Open Enrollment: This issue has been addressed in an MOU. This is a technical change that we propose putting in the contract.
 3. Increase Annual Dental Max to \$1500: The Union has a counter proposal on the table to this.
 4. Med/Dental Eligibility for Employer contribution to first of month following first day of work: We accept this proposal.
 5. No, the Union is not willing to make this change.
 6. As this proposal is tied to Employer Insurance proposal 5, the Union is not willing to agree to this change.
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7. COBRA benefits for Ex-spouses: We need more discussion on this with the Employer.
 8. Remove Student Status Requirement: The Union accepts this proposal.
 9. Change STD/LTD Disability Benefit from \$100 increments to percentages of pay: The Union needs further discussion with the Employer on this issue.
 10. This is a proposal both the Employer and the Union put on the table. We agreed and have a Tentative Agreement on this issue.
 11. Contraceptive Co-pay change: No, the Union is not interested in this proposal.
 12. One-time, limited Open Enrollment for Optional Life Insurance: The Union accepts this proposal.
 13. Editorial Changes: The Union agrees that Editorial changes, such as dates, will be addressed in the new contract.
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Wage Proposals

UW-1: The Union will amend our proposal on this issue to agree with the Employers proposal to develop multiple accounts for employees who wish to do this. We are proposing this be clarified in an MOU attached to the contract.

Employees holding less than 12-month appointments may elect to spread their wages over 12 months **per the proposed MOU.**

UW-2: ***MODIFY PROPOSAL: Propose a Meet and Confer MOU to discuss with the Employer after negotiations.***

Local 3937 & 3801 - UMD Interpreters shall receive wage increases for additional certifications as established in the Twin Cities Campus for Interpreter Pay standards MOU.

UW-3: The Union is maintaining this proposal.

Local 3800 & 3801 - Whenever the duties of a vacated position are assigned to existing employees for a period of 5 consecutive work days and would not result in an augmentation for work out of class or a reclassification, said employee(s) shall receive:

- 1) A temporary augmentation of two steps, when the absorption of duties is of a temporary nature, or
- 2) A 2 step permanent pay adjustment, when the absorption of duties is permanent.

UW-4: Modify Union Proposal: *Change Shift Differential to \$0.65.*

All Locals - Increase shift-differential from \$.60 to ~~\$1.00~~ **\$0.65.**

UW-5: The Union is maintaining this proposal:

Locals 3937, 3801, 3800 – Increase On-Call pay to \$3.00.

UW-6: The Union is maintaining this proposal.

Local 3260 - Increase Uniform Allowance to \$200.00.

UW-7: The Union is maintaining this proposal.

Local 3937 & 3801 - Article 19, Section 4. Progression.
P1: Delete: ~~if terms for progression steps are provided for in successor collective bargaining agreements.~~

UW-8: The Union is maintaining this proposal.

All – General Wage Adjustment:

Effective 6/11/2007 – 10%

Effective 6/9/2008 – 7.5%

UW-9: The Union is maintaining the proposals related to Medical Asst/LPN, this is just a movement from language discussions to the wage discussions.

We reserve the right to bring additional proposals.

Employer Wage Proposals:

Technical Unit Proposals:

- Section 4: We agree to date change fro 2005 to 2007; but not to any substantive changes. We have a counter offer to the Employer.
- Section 5a: We do not agree with the proposed date change, we have a counter proposal on the table. We do not accept the 1% wage proposal. Agree to any technical (housekeeping changes not related to substantive)

Healthcare Unit Proposals:

- Section 3: need to clarify-what does the Employer mean by the proposed date change to the conversion language
- Section 6: NO to proposed date change, NO to the proposed 1.⁰/₂₅
- Section 7: Yes to the technical (housekeeping) changes

Clerical Unit Proposal:

- Section 1: Union agrees to remove App D
- Section 5: No to proposed date change; NO to proposed wage increase; Union agree to technical (housekeeping) changes.