

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

August 9, 2007

**Union Language Proposals**

**Sick Leave**

**Local 3260 – Article 7**

**Locals 3800 & 3801 – Article 17**

**Locals 3937 & 3801 – Article 17**

**We agree to add “sibling” to the Technical and “sibling” and “SSDP” in HC; but not “Cohabiter” for Healthcare contract. We maintain the proposal to add “grandchildren.”**

U3: Immediate family shall mean spouse, Cohabiter, minor and dependent children (including foster children and step children), parents, siblings, grandchildren, parents-in-law of employee and registered same sex domestic partner, children of registered same-sex domestic partner and parents of registered same-sex domestic partner.

- Siblings and is added language in the Health Care and Technical Contracts.
- Registered same-sex domestic partner language is added to the Health Care Contract.
- Grandchildren added to all contracts.

**Emergency Campus Closings**

**Local 3260 – Article 4. Hours of Work**

**Locals 3800 & 3801 – Article 14. Reporting and Call In Time**

**Locals 3937 & 3801 – Article 14. Reporting and Call In Time**

U6: **The Union will drop this proposal.**

Article 14 (3800/3801/3937): Delete current language. Add new language.

Whenever the Employer declares an emergency closure of the University or any portion of the University, or declares a closure due to inclement weather, employees shall be paid for their normally scheduled shift. Any use of vacation in lieu of such a closure shall be restored. For other issues related to emergency or inclement weather closures, refer to the University’s emergency closing policy

and procedures. Contact the appropriate Human Resources Department or your Chancellor's office for a copy of the current document.

Article 4 (3260): Add language above.

**Probation**

**Local 3260 – Article 14**

**Local 3800 & 3801 – Article 7**

**Local 3937 & 3801 – Article 7**

**We maintain this proposal.**

U7: Eliminate subsequent probation.

**Recruitment and Employment**

**Local 3800 & 3801 – Article 5**

**Locals 3937 & 3801 – Article 5**

**Locals 3260**

**We maintain this proposal**

U8: Work that has been allocated to an AFSCME Classification/position (per Article 2 Recognition) that is vacated may not be assigned to a student.

**Local 3800 & 3801 – Article 5, Sec. 3. Applicant Hiring**

**Local 3937 & 3801 – Article 5, Sec. 3. Applicant Hiring**

**We maintain this proposal.**

U9: New Section 3.F The senior employee who has passed probation with the University and who is qualified as determined by the Employer and meets the measurable, job related selection criteria.

**Filling of Vacancies**

**Local 3260 – Article 13, Sec. 8. Trainee Positions**

**The Union will maintain this proposal as we amended it this morning.**

U10: ***MODIFY AS OF 8/9/07: Eliminate Trainee Position language.*** The Trainee position is reduced to 3 months except in the case of the AAMOS training in Dental School Oral Surgery, which will be 6 months; all time in a trainee position will count towards probation.

## CLASSIFICATION ISSUES

### Recognition

Local 3260 – Article 2

Local 3800 & 3801 – Article 2

Local 3937 & 3801 – Article 2

**The Union will drop this proposal.**

U11: Add to Section 2. DISPUTES. Add: When the Union has reasonable cause to believe that a vacancy or existing position is AFSCME work, which has been improperly excluded, the Union shall have the right to refer the position to the BMS for exclusion or inclusion in the bargaining unit(s).

### Recognition & Appendix D

Local 3937 & 3801 – Article 2 & Appendix D

**The Union will maintain this proposal. Initial Discussion will not happen until 8/23 and will propose an ~~MOU~~ <sup>Letter</sup> to meet and discuss.**

U15: Eliminate Information Technology Specialist classification.  
Create an Information Technology Specialist I.  
Create an Information Technology Specialist II.

U16: Pay grids to be negotiated.

U17: Meet and confer to assign point ranges.

### Settlement of Disputes

Local 3937 & 3801 – Article 21

Local 3800 & 3801 – Article 21

Local 3260 – Article 21

**The Union will maintain this proposal.**

U18: Step One – no change

Step Two – A representative of the appropriate Human Resources Department shall hold a meeting between ~~the head of the unit~~ Director/Dean of the Collegiate/Administrative unit, the grievant...

Step Three – A representative of the appropriate Human Resources Department shall hold a meeting between a Dean or equivalent administrative officer or officer at the next management level from outside the Collegiate/Administrative unit.

## **UNION RIGHTS**

### **Local 3260**

**The Union will maintain this proposal.**

U21: Add MOU on 50% President/Chief Steward ER paid leave.

## **LABOR/MANAGEMENT COMMITTEES**

### **Layoff & Recall**

**Locals 3800 & 3801 – Article 25**

**Locals 3937 & 3801 – Article 25**

**The Union will drop this proposal.**

U24: Section 6. Add language giving employees the right to bump to a higher percentage appointment (greater definition of layoff), when there is no bump within their definition of layoff.

**The Union will maintain this proposal.**

U25: **MODIFY: AS OF 8/9/07:** Tuition Remission: Propose a Letter of Agreement stating that if the University should establish a Tuition Remission program, all AFSCME Locals (Bargaining Units 4, 6, 7) will be included in the program.

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Union Response to Employer Language Proposals:

Clerical:

- 1a and c: Agreed on 6/15/07; 1b: Union needs clarification about location of the identified sentences
- 2: Agreed on 6/15/07
- 3: See Wages
- 4: NO
- 5: See Wages
- 6: See Insurance
- 7: Waiting for list from ER in the drafting process-The Union agrees.
8. Editorial Changes

Technical:

1. NO, maintain classes in Technical classes.

2. Agreed on 6/15/07 to the technical change; not an agreement to a substantive change
3. Agreed on 6/15/07
4. See Wages
5. No
6. See Wages
7. See Insurance
8. Waiting for list-see Clericals
9. Editorial Changes

**Healthcare:**

1. Keep Titles: this is a promotional path for Nursing Assistants are there senior???) Nursing Asst in Health Services in Duluth.
2. Employer Dropped\
3. Agreed to 3 on 6/15/07
4. NO
5. Drop
6. Drop
7. Agreed on 6/15/07
8. Agreed on 6/15/07
9. See Wages
10. See Wage and Insurance
11. See Insurance
12. Waiting on List from ER as part of drafting process

**Union Insurance Proposals**

UI 1. This needs to be in the contract as part of the Tentative Agreement: Health Club Incentive-Some details are pending.

UI 2. The Union will continue this proposal.

Cap employee's share of premiums (dollar amount, not percentage) 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.

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. Dropped earlier: 8/9/07

UI 5. The Union will agree to Employer's proposal provided that the Employer drops its proposal 11 re contraceptives: Raise the annual cap on Dental to \$1500.00.

UI 6: Dropped earlier: 8/9/07

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 will accept Employer proposal provided that the Employer drops its proposal on contraceptives, ER Insurance 11.
  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.
  7. No. COBRA benefits for Ex-spouses
  8. Tentative Agreement. Remove Student Status Requirement: The Union accepts this proposal.
  9. Employer drops this. Change STD/LTD Disability Benefit from \$100 increments to percentages of pay:  
The Union will agree to an MOU to negotiate this benefit in 2008.
  10. Tentative Agreement: Health Clubs-This is a proposal both the Employer and the Union put on the table. We agreed and have a Tentative Agreement on this issue. Letter
  11. Contraceptive Co-pay change: No, the Union is not interested in this proposal. We will agree to the Employer Dental Max, if Employer drops this. See UI-5 and Employer Insurance 3.
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12. Tentative Agreement: 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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### Union 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 MODIFIED 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 a 2% pay increase.
- 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 dropping 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 – 9.5%

Effective 6/9/2008 – 7.0%

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.

MA/LPN issue:

Eliminate MA classification and pay grid

Restore CMA classification.

Assign LPN pay grid to restored CMA classification

We reserve the right to bring additional proposals.