

Union Wage #1

The University will agree to develop an MOU identifying that employees have the right to designate earnings into multiple accounts in order to assist those working less than 12 months to stabilize their income stream.

Union Wage #2

We are open to looking at a meet and confer letter regarding UMD interpreter pay.

Union Language 15, 16 and 17

Regarding the info tech specialist position, the U will agree to a letter providing for a meet and confer over a course of 2 meetings; the first meeting will provide the Union an opportunity to present their data regarding the establishment of two info tech levels, and a second meeting to provide the University with an opportunity to respond.

University Language proposal 1 B

Modify Appendix F as attached

Union Insurance #1 & University Insurance #10

Attached letter/Fitness Center incentive

University language proposal #1 - Technical & Health Care

Classification deletion – We will drop.

University Wage Proposals

Unit 4	7/1/2007	2.0 %
	7/1/2008	2.0 %
Unit 6	7/1/2007	1.75 %
	7/1/2008	1.75 %
Unit 7	7/1/2007	1.75 %
	7/1/2008	1.75 %

10:00 am

Clerical language proposal 1B
Modify appendix F and related seniority language as follows:

APPENDIX F
CLERICAL CLASSIFICATION TRANSITION AND IMPLEMENTATION:

Effective On March 6, 2006 the clerical classification system ~~will be~~ was transformed from ~~the current~~ system of 33 classifications to 8 classifications with three distinct job families (Administrative, Accounting or Operations/Student Support). The ~~current~~ classifications ~~will be~~ were slotted into the new following 8 classifications: ~~as follows:~~

Office Support Assistant (1811)

- #1800 Clerical Supplemental
- #1804 Office/Service worker
- #1861 Survey Interviewer
- #1821 Office Assistant
- #1822 Senior Office Assistant
- #1836 Word Processing Operator
- #1841 Senior Data Entry Operator
- #1875 Medical Records Clerk
- #1805 Mail Processor

Principal Office and Administrative Specialist (1826)

- #1890 Production Assistant, University Press
- #1837 Word Processing Specialist
- #1848 Medical Transcriptionist
- #1823 Office Specialist
- #1843 Data Entry Coordinator
- #1842 Principal Data Entry Operator
- #1832 Senior Administrative Specialist

Executive Office and Administrative Specialist (1885)

- #1852 Personnel Assistant
- #1851 Personnel Document Analyst
- #1838 Senior Word Processing Specialist
- #1834 Executive Administrative Specialist
- #1824 Senior Office Specialist
- #1844 Senior Data Entry Coordinator
- #1853 Senior Personnel Document Analyst
- #1833 Principal Administrative Specialist

Principal Accounts Specialist (1858)

- #1808 Accounts Specialist
- #1807 Senior Accounts Assistant

Executive Accounts Specialist (1888)

- #1818 Inventory Services Specialist
- #1809 Principal Accounts Specialist
- #1812 Senior Collections Representative

Principal Operations/Student Services Specialist (1815)

- #1862 Senior Survey Interviewer
- #1802 Senior Cashier

Executive Operations/Student Services Specialist (1865)

- #1863 Principal Survey Interviewer
- #1896 Student Support Services Assistant
- #1803 Principal Cashier

Program/Project Specialist (1897)

Employee placement into the new classification system:

~~Based on an employee's classification as of March 6, 2006 he or she will be placed into the new classification consistent with the chart above. On March 6, 2006, employees who are paid at a rate below the minimum for the classification in which they are placed will have their pay rate increased to the new minimum; all other employees' pay rates will stay the same.~~

~~If an employee's classification is changed subsequently, through a reclassification, transfer, promotion or demotion, the employee's pay rate will be converted to the new salary schedule on Appendix D-1. All other employees will be placed on the salary schedule on their anniversary between July 1, 2006 and June 30, 2007. If the employee's salary after the progression increase falls between two steps, the employee will be placed on the next higher step of the schedule.~~

~~All positions placed into the Office Support Assistant classification will have their job reevaluated through the J.E.Q. process.~~

~~Employees who believe that the new classification in which they are placed is not appropriate shall have the right to have their job reevaluated through the J.E.Q. process. Employees who believe they are at the right level but have been placed in the wrong job family shall have the right to have their placement reevaluated through an analysis of their job description.~~

~~Placement into the Program/Project Specialist classification will be done through the J.E.Q. process.~~

~~During the transition from the old classification system to the new classification system an interim appeals process will be in place from March, 2006 to August 31, 2006. This process shall utilize an appeals panel comprised of two representatives of AFSCME and two University representatives. Each party shall select three individuals who are eligible to participate on the four person panel. Effective September 1, 2006, the appeals process in Article 9, Section 4 will be used.~~

~~JEQs filed prior to January 1, 2006 will be evaluated under the provisions of Article 9, in the 2003-2005 Contract. JEQs filed on or after January 1, 2006, will be evaluated based on the new eight classifications.~~

Seniority and Probation:

University seniority ~~will be~~ was unaffected by this process. Classification seniority under the new system ~~will~~ includes all classification seniority earned in any of the classifications grouped together into each new classification. ~~Probationary periods shall continue during this transition and timeframes for probation will not be affected.~~

Article 24

SECTION 2. CLASSIFICATION SENIORITY Classification seniority is length of service in a particular classification in the bargaining unit per Section 1. An employee accumulates and retains classification seniority in each of the classifications in which the employee has served. Classification seniority under the new classification system implemented on March 6, 2006, ~~will~~ includes all classification seniority earned in any of the classifications grouped together into each new classification.

Date: August 9, 2007

To: Gladys McKenzie, Business Agent
Joyce Carlson, Business Agent

From: Dann Chapman, Director of Benefits



Re: Frequent Fitness Incentive

The University will provide an incentive to eligible UPlan members for the 2008 and 2009 calendar years to encourage regular activity at a fitness center. The incentive will be up to \$20 per month toward the cost of membership dues. It will be delivered through fitness programs administered by Medica (Fit Choices) and HealthPartners (Frequent Fitness). The incentive will be in addition to any discount to which the member is otherwise entitled.

There are at least three significant areas of differences between the two frequent fitness programs including:

- Differences in the networks of fitness centers.
- A difference in the number of incentives that can be paid per fitness center membership.
- A difference in the number of visits per month required to qualify for an incentive.

The University is working with the health plans to determine where there is flexibility to resolve differences, where there is not, and whether changes should be made.

- The University is working with Medica and HealthPartners to encourage the inclusion of University recreation centers in their programs, as well as other fitness centers that are located close to our coordinate campuses. We cannot, however, guarantee what centers will be included. As is the case with medical and dental plan provider networks, the health plans contract with the centers directly and control the network of facilities.