

AFSCME Locals 3260, 3800, 3801 and 3937, Council 5, AFL-CIO
&
University of Minnesota
August 10, 2007 – 9.30 AM

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.

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

The Union will drop 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 & Appendix D

Local 3937 & 3801 – Article 2 & Appendix D

The Union will maintain this proposal to meet with the Employer after negotiations. We are not willing to accept a limited number of meetings. Initial Discussion will not happen until 8/23 and will propose agreement to meet and confer on this issue be part of the letter attached to the contract.

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 drop 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.

TUITION REMISSION LETTER

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.

UNION RESPONSE TO EMPLOYER LANGUAGE PROPOSALS:

CLERICAL:

1b: ACCEPT EMPLOYER PROPOSAL AND REFERENCE
IN RECOGNITION ARTICLE

4: NO

TECHNICAL:

1. ER DROPPED

5. NO

Healthcare:

1. EMPLOYER DROPPED

4. NO

Union Insurance Proposals

UI 1. This needs to be in the contract as part of the Tentative Agreement.
Sunsetting it is not acceptable.

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 maintain this proposal: we will agree to Employer's proposal provided that the Employer drops it 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: Addressed in MOU/Attach to contract.
 2. Dental Open Enrollment: Addressed in MOU/Attach to contract.
 3. Increase Annual Dental Max to \$1500: The Union will accept Employer proposal provided that the Employer drops it proposal on contraceptives, ER Insurance 11.
 4. Union Accepted 8/9/07
 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 on the proposal of COBRA benefits for Ex-spouses.
 8. Tentative Agreement.
 9. Employer drops this.
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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 provided it is not sunsetted and part of the contract in the Insurance Article.
 11. Contraceptive Co-pay change: No, the Union is not interested in this proposal. We will agreed to the Employer Dental Max, if Employer drops this. See UI-5 and Employer Insurance 3.
 12. Tentative Agreement:
 13. Editorial Changes
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Union Wage Proposals

- UW-1: Tentative Agreement. 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 as part of a letter 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: Tentative Agreement: The Union will meet and confer with the Employer Representatives at UMD after negotiations re this issue. It will be referenced in a letter as part of the contract.
- Local 3937 & 3801 – Discussion regarding UMD Interpreters and wage adjustments for additional certifications as established in the Twin Cities Campus for Interpreter Pay standards MOU.
- UW-3: The Union will drop 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: Dropped 8/9/07

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 – 9.25%

Effective 6/9/2008 – 6.75%

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.

Date: August 10, 2007

To: Bob Altman, Chief Negotiator
University of Minnesota

From: Gladys McKenzie, Chief Negotiator
Joyce Carlson, Chief Negotiator

Re: Understandings and post-negotiations meet and confers

1. Tuition Remission: Should the University establish a tuition remission program, AFSCME bargaining units will be included in the program.
2. The University will provide a mechanism for assisting employees, with less than 12 month appointments, in creating individual accounts for the purpose of saving income. If desired, the University will help determine the amount to be deducted to the account. The University and the Union will jointly communicate the existence of this program.
3. At the conclusion of negotiations, representatives of Local 3801, Council 5 and UMD will meet to discuss standardizing wage adjustments for additional certification for UMD sign language interpreters.
4. Representatives of Locals 3801 and 3937, Council 5 and the University will meet to discuss the need for and potential creation of a classification series for Information Technology Specialists within the Technical Unit.

Gladys McKenzie

Bob Altman

Joyce Carlson