

Settlement Proposal

1 **Employer's positions on all items except as follows, remain as previously proposed.**

2 **Wages**

Unit 4	7/1/2007	2.5 %
	6/23/2008	2.5 %
Unit 6	7/1/2007	2.25 %
	6/23/2008	2.25 %
Unit 7	7/1/2007	2.25 %
	6/23/2008	2.25 %

University wage proposal money delivered to employees

Unit	Across the board 2007	Average step increase 2007	Across the board 2008	Average step increase 2008	Total over two years
4	2.5%	2.4 %	2.5 %	2.4 %	9.8 %
6	2.25%	2 %	2.25 %	2 %	8.5 %
7	2.25%	2 %	2.25 %	2 %	8.5 %

- 3 A \$50.00 lump sum payment shall be made the first pay period of January 2008 and the first pay period of January 2009 to every active AFSCME employee.
- 4 Agree to a meet and confer letter regarding the MA/LPN issue.
- 5 The employer will provide a letter to the Union, not to be placed in the contract, confirming the University's commitment regarding the dental assistant trainee position and the dental assistant specialist in Oral surgery trainee program.