



Offer standard COBRA benefits to ex-spouses and ex-same sex domestic partners.  
Benefits would not change for current ex-spouses and ex-same sex domestic partners.

Remove student status requirement from dependent eligibility.

Offer a one-time, limited open enrollment for optional life insurance.

Memorandums of Understanding regarding reduction of generic plus copay to \$8 and annual dental open enrollment included in Health Insurance Article.

Reduction schedule in basic life effective at 67 (was 65).

### **Lanaguage:**

### **ALL CONTRACTS**

A letter signed by the Union and the University, agreeing to the following:

- Tuition Remission: Should the University establish a tuition remission program, AFSCME bargaining units will be included in the program.
- 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.
- 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.
- 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.

Update of work units and collegiate/administrative units as part of drafting process.

Memorandum of Understanding: Agreement, with the aid of the Bureau of Mediation Services, to meet over the life of the Contract for the purpose of developing recommendations regarding salary steps...Committee would work on a wide range of topics, with the intent not targeted at the elimination of steps, but to bring forward recommendations to the negotiations teams on all issues related to steps.

**Technical and Healthcare Contracts** – already exists in Clerical Contract  
Add siblings to definition of immediate family in Sick Leave Article

**Healthcare Contract** – already exists in Technical and Clerical Contracts  
Add registered same sex domestic partner language in Sick Leave Article

### **Healthcare Contract**

A letter stating that 1) Trainees will no longer be hired under the Dental Assistant Classification. 2) Dental Assistants who are not certified will be expected to gain certification during their probationary period.

The probationary period following completion of a Trainee position of three (3) months or greater, shall be 4 months – currently 6 months.

Agreement to meet and confer regarding MA and LPN classifications and pay rates.

A \$10 increase in the uniform allowance.

To be eligible for parental leave, an employee must be appointed to a 50% or greater position and must have been employed at the University for nine (9) months prior to ~~requesting~~ the start of the leave.

Move Memorandum of Understanding into Healthcare Contract regarding changes in the timeline for requesting arbitration - bringing the Healthcare Contract in line with the Technical and Clerical Contracts.

### **Clerical Contract**

Deletion of Appendix D, covering wage conversion to new clerical classifications in 2006 and 2007.

Maintain portions of Appendix F, including seniority language and showing the grouping of old clerical classifications into the classifications established in March 2006, with reference to the Appendix in the Recognition Article.

Maintain reference in Article 24 to seniority rights resulting from the March 6, 2006 establishment of new clerical classifications.

Delete Appendix D-1 and create new Appendix D (salary ranges) showing new wages.

**TECHNICAL (dates, punctuation, page numbers, etc.) and EDITORIAL changes, as needed**