

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

**May 31, 2007**

**Union Opening Proposal**

**Wage Proposals**

UW-1 Employees holding less than 12-month appointments may elect to spread their wages over 12 months.

UW-2 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 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:

- 1) A temporary augmentation of two steps, when the absorption of duties is of a temporary nature, or
- 2) A 2 step permanent pay adjustment, when the absorption of duties is permanent.

UW-4 All Locals - Increase shift-differential from \$ .60 to \$1.00.

UW-5 Locals 3937, 3801, 3800 - Increase On-Call pay to \$3.00.

UW-6 Local 3260 - Increase Uniform Allowance to \$200.00.

UW-7                    Local 3937 & 3801 - Article 19, Section 4. Progression.  
P1. Delete: ~~if terms for progression steps are provided for in successor  
collective bargaining agreements.~~

UW – 9                All – General Wage Adjustment.  
Effective 6/11/2007 – 10%

Effective 6/9/2008 – 7.5%

We reserve the right to bring additional proposals.

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**LANGUAGE Proposals**

**Holidays**

**Local 3260 – Article 5**

**Locals 3800 & 3801 – Article 15**

**Locals 3937 & 3801 – Article 15**

U1 - Eliminate pro-rating. Employees to be paid 8 hours of Holiday pay or an amount equal to their normally scheduled hours, whichever is greater.

U2 - All employees shall have the right to take one floating/personal holiday at their discretion.

**Sick Leave**

**Local 3260 – Article 7**

**Locals 3800 & 3801 – Article 17**

**Locals 3937 & 3801 – Article 17**

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.

Cohabiter replaces significant other in Health Care Contract.

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.

U4 - Eliminate references to five (5) day limitation (Clerical and Technical) and (3) day limitation (Health Care) under Utilization Sections.

U5 - Eliminate (20) day limitation on use of sick leave (Health Care) in conjunction with the birth of a child – Utilization Section.

### **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 -Article 14: 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: Add language above.

### **Probation**

**Local 3260 – Article 14**

**Local 3800 & 3801 – Article 7**

**Local 3937 & 3801 – Article 7**

U7 - Eliminate subsequent probation.

### **Recruitment and Employment**

**Local 3800 & 3801 – Article 5**

**Locals 3937 & 3801 –Article 5**

**Locals 3260**

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**

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**

U10 – Eliminate Trainee Position language.

### **CLASSIFICATION ISSUES**

#### **Recognition**

**Local 3260 – Article 2**

**Local 3800 & 3801 – Article 2**

**Local 3937 & 3801 – Article 2**

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 A**

**Local 3260 – Article 2 & Appendix A**

U12 - Eliminate MA classification and pay grid.

U13 - Restore CMA classification.

U14 - Assign LPN pay grid to restored CMA classification.

#### **Recognition & Appendix D**

**Local 3937 & 3801 – Article 2 & Appendix D**

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**

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.

### **Discipline**

**Locals 3800 & 3801 – Article 22**  
**Locals 3937 & 3801 – Article 22**

U19 - For all Metro investigatory meetings, 48 hours of notice to the employee and to the Union.

### **Local 3260 – Article 20**

U20 - New Section 2. Investigatory Meeting. Forty eight (48) hours notice of investigatory meetings shall be given to the employee whenever possible. Supervisors are encouraged to give such notice in writing. The employee is entitled to a Union representative at an investigatory meeting that may result in disciplinary action against the employee. However, neither the refusal of the employee's Union Steward or Union representative to participate nor their unavailability shall abridge the Employer's right to conduct an investigation. The Employer shall provide a written summary of the investigation results to the employee, and the Union if it is involved in representing the employee during the investigation within seven (7) calendar days of the conclusion of the investigation. Investigation results may include, but are not limited to, exoneration of the employee or the conclusion that disciplinary action is not to be taken at this time. Where a change in policy or procedure is made as a result of the investigation, the Employer will provide written notification of the change to all affected employees.

## **UNION RIGHTS**

### **Local 3260**

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

## **LABOR/MANAGEMENT COMMITTEES**

U22 - Add Local 3801 to language on ULMC.

U23 - Add language recognizing establishment of LMCs on all campuses.

## **Layoff & Recall**

**Locals 3800 & 3801 – Article 25**

**Locals 3937 & 3801 – Article 25**

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.

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