

AFSCME Local 3800 Contract Negotiations

Opening Proposal – Specific Changes

Wages

General Increase

Article 19 Salary Section 5. Other Salary Adjustments: July 1, 2011 – June 30 2013

- Revise Paragraph A as follows:

A. July 1, 2011~~0~~ all employees whose pay rate falls within the pay range will receive a ~~2.00%~~ general wage increase equal in percentage size to the increased cost of inflation for the year ending June 2011. The reference for this inflation figure shall be the Bureau of Labor Statistics, Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W): Selected areas, all items index for the Midwest Urban Region, size greater than 1,500,000. All pay ranges shall increase by the same amount. In the event the rate of inflation remains the same or falls, there will be no general increase.

- New Paragraph B as follows

B. July 1, 2012~~0~~ all employees whose pay rate falls within the pay range ~~w~~will receive a ~~2.00%~~ general wage increase equal in percentage size to the increased cost of inflation for the year ending June 2012. The reference for this inflation figure shall be the Bureau of Labor Statistics, Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W): Selected areas, all items index for the Midwest Urban Region, size greater than 1,500,000. All pay ranges shall increase by the same amount. In the event the rate of inflation remains the same or falls, there will be no general increase.

- - ~~Renumber current paragraph B as appropriate, as new paragraph C.~~

Steps

Article 19 Salary Section 4. Progression; General Provisions:

- Strike the following language:

~~There shall be a temporary suspension of progression increases from July 1, 2009 through June 30, 2011. The shaded area has been left as part of the agreement of the parties not to delete steps, but to suspend them for the period of the contract.~~

- Unshade language "Employees hired before... entire time off the payroll."

Furlough Lump Sum

Article 19 Salary Section 5. Other Salary Adjustments: July 1, 2011 – June 30 2013

- Add new sub-section "C." to read as follows:

"July 1, 2011, all employees shall receive a lump sum payment equal to the loss of income from the 3-day furlough, calculated at the average hourly wage for the bargaining unit on December 31, 2010."

Increased Duties

- Create new section of Article 19, Salary, "Section 9" to read:

"Section 9. Additional Job Duties in Classification. An employee who receives additional job duties within his/her current classification for longer than five (5) consecutive work days shall receive an in-range salary adjustment to be at least four percent (4%) of the employee's current hourly rate."

Salary Grids

Appendix D, Salary Rate Information

- On July 1, 2011, Delete "Step 1" and "Step 2" from each Salary Plan/Grade, "Step 3" changes to "Step 1" for each Salary Plan/Grade, remaining step numbers are changed in progression.
- On July 1, 2011, Each Salary Plan/Grade has one additional step added to the top of the range, to be calculated at 2% higher than the current highest step. This increase will be made subsequent to the revision of the wage scale resulting from the general increase.

Article 19 Salary Section 5. Other Salary Adjustments: July 1, 2011 – June 30 2013

- Add new sub-section "D." to read as follows:

"All employees with wages below the starting rate of the revised salary ranges will have their wages increased to the new range minimums on July 1, 2011." "

Benefits

Union will propose specific language at a later date on conforming contract with federal health care reform legislation.

Regents Scholarship

Article 10 Educational and Career Opportunities, Section 4. Tuition Waiver, Reduced Tuition Programs

- Modify as follows:

SECTION 4. TUITION WAIVER, REDUCED TUITION PROGRAMS When University reduced tuition/tuition waiver programs exist, the following guidelines apply:

- A. Employees shall be granted the opportunity to make application to enroll, under existing program policies, in University courses held during non-work hours.
- B. Departments shall establish written guidelines for how employees may utilize these programs.
- C. These guidelines shall be provided to employees at the time of hire or upon request.

- Add new subsection "D." to read

"Tuition waiver programs shall cover 100% of per credit tuition cost."

Job Security

Hiring Priority

Article 5 Recruitment and Employment Section 3. Applicant Hiring

- New first sentence, to read as follows:

"There will be no external hires in a job classification while there are workers in that job classification on the layoff list."

Article 5 Recruitment and Employment, Section 4. Applicant Consideration

- Add the following to paragraph A.

“Human resources will screen only current bargaining unit employees for positions until the priority period has expired.”

Article 25 Layoff and Recall, Section 7. Limitations on Vacancy, Bumping Rights and Procedures

- Strike from Section G. Rights in Temporary positions:

~~Employees on continuing appointments may not bump employees on Supplemental or Temporary appointments. Employees on continuing appointments may be reassigned to Supplemental or Temporary appointments only at the discretion of the Employer.~~

- Add the following language to Section G. Rights in Temporary positions:

“All employees on supplemental or Temporary assignments within a given job classification will be laid off prior to employees on continuing appointments within the same job classification in the same Collegiate/Administrative Seniority Unit.”

“In all cases related to Article 25 Section 6, employees in supplemental and temporary assignments may be subject to bumping by employees with continuing appointments at the discretion of the employee with the continuing appointment. Employees in supplemental and temporary assignments will be bumped on the basis of inverse seniority, regardless of the seniority of the employee on a continuing appointment. Employees with continuing appointments who do not chose to bump employees on Supplemental or Temporary assignments shall not lose or waive any rights set forth elsewhere in any article of this agreement.”

Article 25, Layoff and Recall, Section 10. Layoff List Rights

- Strike the following language from the third paragraph

Employees have rehiring rights as specified in Article 5, Recruitment and Employment. Bargaining unit employees whose names are on the layoff list will be offered temporary positions, ~~excluding temporary no post positions, for which they are qualified,~~ in University seniority order.

Elimination of Selection Criteria

Article 5, Recruitment and Employment, Section 3. Applicant Hiring

- Modify this section as follows:

SECTION 3. APPLICANT HIRING Hiring of applicants who apply for vacancies and who have been certified by the Employer as meeting the qualifications for a vacancy, and as meeting the measurable, job-related selection criteria as applied by the Department shall be in the following order:

- A. An employee who has received a layoff notice and has not yet been laid off, who has requested in writing to be placed on the layoff list and has submitted an updated application to the appropriate Human Resources Department, shall have a right to any vacant position within his/her applicable definition of layoff per Article 25, Layoff and Recall, Section 3A-D, ~~for which s/he has passed probation and is qualified, as determined by the Employer, and meets the measurable, job-related selection criteria as applied by the Department,~~ in order of University Seniority (see Article 24, Seniority).
- B. Any employee or former employee on the layoff list who has submitted an updated application has a right of recall to the Department in which layoff occurred if the Department has a vacancy in a classification from which the employee was laid off, or a vacancy in a lower class in the related series from which the employee was laid off within his/her applicable definition of layoff per Article 25, Layoff and Recall, Section 3A-D, ~~for which the employee is qualified, as determined by the Employer and meets the measurable, job-related selection criteria as applied by the Department,~~ in order of University Seniority (see Article 24, Seniority). For additional information regarding related class series, see Appendix F, Classification Series.
- C. Any former employee whose name appears on the layoff list and who has submitted an updated application to the appropriate Human Resources Department shall have a right to any vacant position within his/her applicable definition of layoff per Article 25, Layoff and Recall, Section 3A-D, ~~for which s/he has passed probation and is qualified as determined by the Employer and meets the measurable, job-related selection criteria as applied by the Department,~~ in order of University Seniority (see Article 24, Seniority).

D. An employee who has passed an initial probation with the University and who has been determined to be disabled according to the provisions of the Americans with Disabilities Act (ADA) and is unable to return to his/her former position because of the disability but is now certified to return to other employment shall have a right to any vacant position within his/her applicable definition of layoff per Article 25, Layoff and Recall, Section 3A-D ~~for which s/he is qualified as determined by the Employer and meets the measurable, job related selection criteria as applied by the Department.~~

E. ~~E.~~—An employee who has passed an initial probation with the University and who has been injured on the job and is unable to return to his/her former position because of the injury but is now certified to return to other employment shall have a right to any vacant position within his/her applicable definition of layoff per Article 25, Layoff and Recall, Section 3A-D ~~for which s/he is qualified as determined by the Employer and meets the measurable, job related selection criteria as applied by the Department~~

Article 5, Recruitment and Employment, Section 4. Applicant Consideration

Applicants who apply for vacancies ~~and who have been certified by the Employer as meeting the qualifications and measurable, job related selection criteria for a vacancy~~ shall be considered in the following order:

A. Bargaining unit employees who have applied for a vacancy in their Department following the procedures above, ~~and who are qualified and meet the measurable and job related selection criteria as determined by the Employer,~~ shall be considered for a bargaining unit vacancy before other applicants.

~~B.~~ All other applicants who are qualified and meet the measurable and job related selection criteria as determined by the Employer,

Article 25 Layoff and Recall, Section 2 Eligibility for Layoff Rights

SECTION 2. ELIGIBILITY FOR LAYOFF RIGHTS An employee who has passed probation in a continuing position of 36% or greater appointment ~~and who, as determined by the Employer, is qualified for the position into which s/he is exercising bumping rights,~~ is eligible for layoff rights defined below. Employees in Temporary appointments, see Section 7G.

Article 25 Layoff and Recall, Section 7. Limitations on Vacancy, Bumping Rights and Procedures

- Strike section C:

~~“C. Qualifications. An employee may only bump to positions for which the employer has determined s/he is qualified, that is, that the employee meets the essential qualifications and existing measurable, job related selection criterion as applied by the Department based on the duties currently assigned to the position.”~~

- Strike following language from Section D. Acceptance of Vacancies.

Acceptance of Vacancies. Before bumping, and in accordance with Article 5, Recruitment and Employment, Section 3a, an employee must take a vacant position ~~for which the Employer has determined s/he is qualified~~ in the same classification, Collegiate/Administrative Seniority Unit and immediate geographic area, within the applicable definition of layoff per Section 3A-D which provides the same salary. If such a vacancy is not accepted the employee will no longer be eligible to exercise bumping rights, but may have layoff list rights per Section 10, paragraph 2. The hiring department shall offer salary to the employee as provided in Section 11.

- Strike the following language from Section E. Acceptance of Bump:

Acceptance of Bump. An employee shall bump to any continuing position ~~for which the Employer determines the employee is qualified,~~ in the same classification and immediate geographic area per Section 6, and within the applicable definition of layoff per Section 3A-D or be placed on the layoff list (see Section 11).

Article 25 Layoff and Recall, Section 9. Recall

- Strike the following language from paragraph one

SECTION 9. RECALL In accordance with Article 5, Recruitment and Employment, Sections 3A and 3B, an employee on the layoff list must be recalled by the Department in which layoff occurred if the Department has a vacancy in the classification or a lower class in the related series and appointment type (temporary or continuing) from which the employee was laid off ~~and for which the employee is qualified as determined by the Employer.~~ When reemployed in the same class and layoff condition, the employee's name shall be removed from the layoff list.

Definition of a Layoff

Article 25 Layoff and Recall, Section 3. Definition of Layoff

SECTION 3. DEFINITION OF LAYOFF The layoff procedure for those eligible under Section 2 shall come into effect when any of the following occurs:

- A. When the Employer implements a ~~continuing reduction~~ of the percentage appointment of an employee appointed at 100% time or abolishes the position. The Employer may reduce the appointment of an employee appointed at 100% down as far as 90% without layoff protections coming into effect.
- B. ~~When the Employer implements a reduction of a twelve (12) month appointment by more than four (4) weeks.~~
- C. ~~When the Employer implements a continuing reduction of the percentage appointment of an employee appointed at less than 100% time which reduces the employee's current percentage appointment below benefit line: this means a reduction below 75% for a 75-99% appointment or below 50% for a 50-74% appointment or below 36% for a 36-49% appointment.~~
- D. ~~For employees in positions identified as less than twelve (12) month appointments whenever the period of working time is reduced by more than four (4) weeks.~~

Article 25, Layoff and Recall, Section 3. Definition of a Layoff

SECTION 6. BUMPING PROCEDURES Employee(s) shall bump in the following order (with respect to the "applicable definition of layoff," please see (E) below):

- A. The employee shall bump in the same Department, to the position occupied by the least senior employee that is in the same class, percentage appointment, immediate geographic area, and within the applicable definition of layoff or, if the employee has no bumping right and chooses to do so, ~~to a definition of layoff~~ to a percentage appointment which provides less work time, per Section 3A-D, that is held by the least senior employee by University seniority within the class. If no such position exists,
- B. The employee shall bump in the same Collegiate/Administrative Seniority Unit to the position occupied by the least senior employee who is in the same class, percentage appointment, immediate geographic area, and within the applicable definition of layoff or, if the employee has no bumping right and chooses to do so, ~~to a definition of layoff~~ to a percentage appointment which provides less work time, per Section 3A-D that is held by the least senior employee in the class by University seniority. If no such position exists,

- C. The employee shall bump in the same Department to the position in a lower class in which the employee has passed probation in the Department, in the same percentage appointment, in the same immediate geographic area, and within the applicable definition of layoff or, if the employee has no bumping right and so chooses to do so, to a percentage appointment definition of layoff which provides less work time, per Section 3A-D that is held by the least senior employee in the class by University seniority. If no such position exists,

Vacancies

Article 25 Layoff and Recall, Section 4. Preliminary to Layoff Reassignment Provisions

- Fourth paragraph, change "Departments may offer vacancies..." to "Departments will offer vacancies..."

Departments ~~may~~ shall offer vacancies or reassignments in the same class, transferable classes, or lower class, in those units where layoffs have been announced and/or have occurred to remaining qualified employees in order of University seniority before these vacancies are posted.

No Subsequent Probation

Article 7 Probationary Period, Section 1. Intent of Probation

- The second paragraph shall read as follows:

~~A Department Head may decide to waive an employee's probationary period requirement with written notice to the employee, if the employee is hired to a formerly held classification in which s/he has previously passed probation in the Department. An employee will not serve a probationary period when hired into a formerly held classification for which s/he has previously passed probation.~~

Article 7 Probationary Period, Section 3. Four Month Probation

- Strike this section. Renumber following sections accordingly.

~~SECTION 3. FOUR MONTH PROBATION A four (4) month probationary period shall be required of an employee who has already passed probation in that class in the following situations:~~

- A. ~~If the employee transfers or bumps to a class in which s/he has previously passed probation but in a different Department in the same Collegiate/Administrative Unit.~~

~~B. If the employee is rehired from the layoff list to a class in which s/he has previously passed probation but not in the rehiring Department.~~

Article 7 Probationary Period, Section 4. No Probationary Period

- Revise Section 4 as follows:

SECTION 4. NO PROBATIONARY PERIOD No subsequent probationary period shall be required of an employee who:

- A. Is assigned to a different position in the same classification, ~~same Department.~~
- B. Bumps back into any classification in which the employee has previously passed probation ~~in the same Department.~~
- C. Is rehired off the layoff list ~~to the same Department~~ in any classification in which s/he has passed probation ~~in the Department.~~
- D. Is recalled following layoff to the same classification, ~~same Department.~~
- E. "Is voluntarily transferring or assigned to a different position within the same job classification, or a different position within a lesser job classification within the same job family."
- F. If, as the result of a layoff, is bumping into or assuming a vacancy in a position within a lesser classification within the same job family.
- G. Is reclassified in the position currently occupied and in which position the employee has passed probation.
- F. ~~HH.~~ Has been serving in a temporary posted position in which s/he passed probation and is hired for that position when it is reposted.
- I. A Department Head, at their discretion, may count time worked in a Temporary No Post (TNP) position towards completion of the probationary period, when the employee moves to a posted temporary or continuing appointment which is the same position and classification with no break in service.

Article 25, Layoff and Recall, Section 7. Limitations on Vacancy, Bumping Rights and Procedures

~~—Modify Section H as follows: Layoff Right Retention. In bumping, and in rehiring from the layoff list, employees may have to serve probation as required in Article 7, Probationary Period. However, in this bump or rehire situation, if the employee fails to pass probation, the employee shall be placed on the layoff list per Section 8, paragraph 2. This option may be exercised twice. Failure to pass probation a third time will exclude the~~

~~employee from all rights to return to the layoff list. (See Article 7, Probationary Period.) A right to return to the layoff list is forfeited if an employee is discharged from the University for disciplinary reasons.~~

- ~~_____~~
- _____ Employees will serve no subsequent probation upon bumping into a new position.

University Wide Bumping

Article 25 Layoff and Recall, Section 6. Bumping Procedures

- Further revise Section 6. As follows (changes proposed earluier in the definition of layoff section are repeated hear to enhance clarity)

The employee shall bump in the same Department, to the position occupied by the least senior employee that is in the same class, percentage appointment, immediate geographic area, and within the applicable definition of layoff or, if the employee has no bumping right and chooses to do so, ~~to a definition of layoff to a~~ percentage appointment which provides less work time, per Section 3A-D, that is held by the least senior employee by University seniority within the class. If no such position exists,

B. The employee shall bump in the same Collegiate/Administrative Seniority Unit to the position occupied by the least senior employee who is in the same class, percentage appointment, immediate geographic area, and within the applicable definition of layoff or, if the employee has no bumping right and chooses to do so, ~~to a definition of layoff to a~~ percentage appointment which provides less work time, per Section 3A-D that is held by the least senior employee in the class by University seniority. If no such position exists,

C. New paragraph C: "The employee shall bump into the position occupied by the least senior employee who is in the same class, percentage appointment, immediate geographic area, and within the applicable definition of layoff, or, if the employee has no bumping right and chooses to do so, to a percentage appointment which provides less work time, per section 3 that is held by the least senior employee in the class by University seniority. If no such position exists,

D. The employee shall bump in the same Department to the position in a lower class in which the employee has passed probation in the Department, in the same percentage appointment, in the same immediate geographic area, and within the applicable definition of layoff or, if the employee has no bumping right and so chooses to do so, to a percentage appointment definition of layoff which provides less work time, per Section 3A-D that is held by the least senior employee in the class by University seniority. If no such position exists,

E____(new paragraph) The employee shall bump in the same Collegiate/Administrative Seniority Unit to the position in a lower class in which the employee has passed probation in the Department,in the same percentage appointment, in the same immediate geographic area, and within the applicable definition of layoff or, if the employee has no bumping right and so chooses to do so, to a percentage appointment definition of layoff which provides less work time, per Section 3A-D that is held by the least senior employee in the class by University seniority. If no such position exists,"

F. (new paragraph) "The employee shall bump into the position in a lower class in which the employee has passed probation occupied by the least senior person, in the same percentage appointment, in the same immediate geographic area, and within the applicable definition of layoff or, if the employee has no bumping right and so chooses to do so, to a percentage appointment definition of layoff which provides less work time, per Section 3A-D that is held by the least senior employee in the class by University seniority. If no such position exists,

(Relabel current paragraph "D" to "G" and relabel subsequent paragraphs accordingly)

Collegiate/Administrative Units

Appendix C BU 6 Collegiate/Administrative Seniority Unit Listing

- This appendix will be modified to include the word "Department" in the section title. The appendix will include a complete list of departments for each Collegiate/Administrative Unit.
- Delete the following language from the last paragraph:

~~"The University in its sole discretion may change, alter establish or eliminate these groupings and seniority units. If the University does so, the University~~

and the Union agree to meet and to discuss how the seniority of any affected employees shall be calculated.”

Work-Life Balance and Workplace Quality Issues

Article 27 Safety, Section 1. General Policy.

- Insert the following bolded language:

“It shall be the policy of the Employer that... All employees have a right to a respectful workplace. The Employer is committed to providing a safe and healthful working environment for employees...”

Article 27 Safety, Section 2. Employee Safety

- Insert new sub-section to be labeled “B.” Section shall read:

“The Employer will not tolerate bullying, harassment, intimidation, hazing, and/or physical or emotional violence.”

- Remaining section 2 sub-sections will be re-lettered in progression
- Sub-section previously noted as “2.B”. Add bolded text:

“The University agrees to assess any physically or emotionally unsafe or unhealthy working conditions in a timely manner...”

Flexible Scheduling

Article 12 Hours of Work, Section 2. Flexible Work Schedule

- Insert into second paragraph the bolded text as follows:

“The Department shall look favorably upon flexible scheduling requests. Discussions involving flexible scheduling may focus on work productivity... Elements of flexible schedules may include... variable appointment percentages, and telecommuting options.”

Resignation

Article 5, Recruitment and Employment

- New Section 5, as follows

"Section 5. Employee Resignation

An employees resignation shall not be considered final until it has been placed in writing by the employee. There shall be a five-day recision period for employees who have submitted such written resignations.

Discipline and Settlement of Disputes

Article 21 Settlement of Disputes, Section 3. Grievance Procedure

Step One. The Union Steward alleging a violation of the express terms of this Agreement shall within twenty-one (21) calendar days of the event or knowledge of the event giving rise to the grievance, present to the appropriate supervisor head of the unit (or the supervisor at the next management level, if the head of the unit is the grievant's immediate supervisor) a written request for a Step One meeting. If no problem solving meeting has been held pursuant to Section 2 of this Article, the written request shall include a brief description of the issues of concern. If a problem solving meeting has been held, the grievance shall be reduced to writing and shall include the information listed in "a" through "e" of this Section prior to the scheduling of the grievance. This meeting shall be held within fourteen (14) calendar days of receipt of the request. The head of the unit supervisor, employee(s), and Union steward shall attempt to resolve the grievance. If desired by the head of the unit supervisor, another member of management may be present so long as that person will not be hearing the grievance at Step Two, should it progress to that Step. The parties are limited to one (1) representative each present on Employer paid time, in addition to the grievant and the supervisor.

head of the unit (or the manager at the next management level, if the head of the unit is the grievant's immediate supervisor) ~~The supervisor~~ shall respond to the grievant with a copy of the response to the Steward within fourteen (14) calendar days following the meeting. If the grievance remains unresolved, the Union may submit it to Step Two.

Step Two. The written grievance shall be filed with the Dean ~~head of the unit~~ (or the supervisor at the next management level, if the Dean ~~head of the unit~~ is the grievant's immediate supervisor) within fourteen (14) calendar days of when the Step One response was due and a copy shall be forwarded to the appropriate Human Resources Department. If no Step One response was given, the grievance shall be filed within fourteen (14) calendar days of when a Step One response was due. A representative of the appropriate Human Resources Department shall hold a meeting between the Dean ~~head of the unit~~,

the grievant, and the designated union representative on Employer paid time to discuss and attempt to resolve the grievance. This meeting shall be held within fourteen (14) calendar days of the receipt of the Step Two grievance. Within fourteen (14) calendar days of the meeting, the Dean ~~head of the unit~~ shall provide a decision in writing to the grievant and the union representative with a copy to the appropriate Human Resources Department. The parties are limited to two (2) representatives each, in addition to the grievant and the supervisor.

If the grievance remains unresolved, the Union may submit it to Step Three as described below.

Step Three. The grievance shall be submitted to the Vice President, Provost or equivalent academic officer (or the academic officer at the next management level, if the head of the unit is the grievant's immediate supervisor) ~~Dean or equivalent administrative officer~~ within fourteen (14) calendar days from the time the Step Two answer was due and a copy shall be forwarded to the appropriate Human Resources Department. If no Step Two response was given, the grievance shall be filed within fourteen (14) calendar days of when a Step Two response was due. A representative of the appropriate Human Resources Department shall hold a meeting between a Vice President, Provost or Dean ~~or equivalent administrative officer~~ at the next management level, the grievant, and the designated Union representative to discuss and attempt to resolve the grievance. This meeting shall be held within fourteen (14) calendar days of the receipt of the Step Three grievance. The Union or the University may also request additional relevant information from employees other than the Grievant. However, these employees may not be required to present information.

Within fourteen (14) calendar days of the meeting, the Vice President, Provost -Dean or equivalent administrative officer shall provide a decision, in writing, to the grievant and the Union representative with a copy to the appropriate Human Resources Department. The parties are limited to two (2) representatives each, in addition to the grievant and the supervisor.

Coaching

Article 22 Discipline, Section 2. Coaching

- Change section title to read "Section 2. Coaching and Problem-Solving"
- Add additional bolded language to Section 2 as follows:

"The normal corrective ... through coaching, and problem-solving. ... Coaching and/or problem-solving provides ... Coaching and problem-solving shall not be considered disciplinary."

Notice of Investigative and Disciplinary Meetings

Article 22 Discipline, Section 3. Investigatory Meeting

- Add bolded text as follows:

"Twenty four (24) hours notice ... given to the employee and the Union Chief Steward whenever possible. For all investigatory meetings occurring outside the Twin Cities Metro area, the University shall provide at least seventy-two (72) hours notice to the employee and the Union Chief Steward. ... written notification of the change to all affected employees."

Article 22 Discipline, Section 4. Disciplinary Meeting

- Add bolded text as follows:

"Supervisors shall give employees and the Union Chief Steward forty-eight (48) hour notice ... For all disciplinary meetings occurring outside the Twin Cities Metro area, the University shall provide at least seventy-two (72) hours notice to the employee and the Union Chief Steward. ..."

Vacation

Article 16, Vacation, Section 2. Accrual Rates

Article 16, Vacation, Section 3. Vacation Periods.

- Add a new third paragraph, as follows:

Additionally, any employee shall be entitled to take up to one (1) week of vacation as a 'vacation buy down' once a calendar year at the employee's current hourly wage."

Sick Leave

Article 17 Sick Leave, Section 2. Accumulation.

- Delete strike through language and replace with bolded language.

"Sick leave shall accrue at the rate of ~~three (3)~~ 3.75 minutes per straight time hour paid..."

Article 17 Sick Leave, Section 4. Utilization.

- Include the following bolded language in 3rd paragraph.

"Approved sick leave may be used... for an employee's child or grandchild, ... Immediate family as used in this portion of the article shall ... , grandchildren, parents, or parents-in-law ..."

- In 5th paragraph, delete strike through text.

"~~Five (5) days of accumulated sick leave shall be granted for bereavement leave per Article 18, Leaves of Absence, Section 2. Additionally, With approval of the supervisor ..."~~

Article 18 Leaves of Absence, Section 2. Paid Leave of Absence

Delete strike through text as follows:

"Bereavement leave. Five (5) days ~~of accumulated sick leave~~ shall be granted when a death ..."

Family Medical Leave

Article 18 Leaves of Absence, Section 4. Leaves without Pay.

- Subsection C. Delete strike through text and replace with bolded text as follows: