

# **AFSCME Local 3800 Contract Proposal: 5-18-09**

## **Job Security**

- 1) For the purposes of layoff (bumping and recall), employees will be assumed qualified for all positions within their job classification.
- 2) For the purposes of layoff (bumping and recall), employees will be assumed to be qualified for all lower classifications within the same job family.
- 3) There will be no external hires in a job classification while there are workers in that job classification on the layoff list.
- 4) When filling vacancies for within the bargaining unit, the University will not consider external applicants until after a five-day priority hiring period when only the applications of bargaining unit members for vacant positions will be reviewed.

## **Regents Scholarship**

- 1) The Regents Scholarship shall provide for the full amount of tuition for all university classes.
- 2) Supervisory approval for taking classes under the Regents Scholarship shall only be required for classes taken during working hours.

## **Benefits**

- 1) The benefit package and costs contained in the current contract will not be changed.
- 2) There will be a special open enrollment period for short term disability insurance concurrent with open enrollment for health insurance.
- 3) All employees shall receive 6 weeks of parental leave, in line with other employee groups.

## **Wages**

- 1) All employees will receive a 2.5 percent general increase on the first day of the contract, 7-1-09
- 2) All employees will receive a 3 percent general increase on the first day of the second year of the contract, 7-1-10.
- 3) If the employer enacts a wage compensation policy during the life of this agreement that exceeds the total wage compensation agreed up herein, then the Union's average total wage compensation package will be augmented by that same amount.