

Clerical Contract 2009-2011 Tentative Agreement

Article 19: Salary, Section 5: Salary Adjustments	No general wage increase in first year of the contract. 2% general wage increase effective 7/1/2010 for all employees within pay range. All pay ranges will move upward by the same amount.
Article 19: Salary, Section 4: Progression	There shall be a temporary suspension of progression increases from July 1, 2009 through June 30, 2011.
Article 20: Insurance, Section 6: Basic Coverages	*Specialty drugs (office visits) medical plan to pharmacy plan
Article 20: Insurance, Section 6: Basic Coverages	*Low dose Lipitor (10-20 mg) moves to non-formulary, ex. med. necessity
Article 20: Insurance, Section 6: Basic Coverages, Sub-A-2-b-9	*One brand diabetic testing & supplies, generic-plus copay
Article 20: Insurance, Section 6: Basic Coverages, Sub-A-2-b-7	*Brand and non-formulary pharmacy copays become \$25 & \$50 respectively; generic plus copay remains \$8
Article 20: Insurance, Section 6: Basic Coverages, Sub-A-2-b-1	Emergency Room copay becomes \$75; copay waived if admitted to the hospital
Article 20: Insurance, Section 6: Basic Coverages, Sub-A-2-b-4	No copays lab/diagnostic testing, except \$25 copay for MRI & CT scans
Article 20: Insurance, Section 6: Basic Coverages, Sub-A-2-b-(2&6)	Office visit copays for base plan & Health Partners become \$11
Article 20: Insurance, Section 5: Coverages Changes, Sub-D-4	Delete obsolete contract language regarding one-time 2008 life insurance open enrollment
Memorandum of Understanding: Salary Step	2007-2008 MOU on step compression is deleted. This will be replaced with a letter recognizing work that has taken place and that discussions will take place in a more favorable economic climate.
Memorandum of Understanding: Respectful Workplace	Joint agreement to meet and confer on bullying issues
Memorandum of Understanding Housekeeping	Continue all applicable MOUs to next contract

\*Article 20: Insurance – Exceptions for medical necessity using Prior Approval, will default to generic copay; all insurance changes effective 1/1/2010.

The Union and the University agreed that there will be no changes in the percentages of employees' contributions to their Health Plans (90%/10% for the employee-only contribution; 85%/15% for family coverage).

For further explanation, please see Summary of the Tentative Agreement for 2009 Unit 6 Negotiations.