In 1991, clerical workers at the University of Minnesota joined together to organize our union. Since then, we’ve improved the quality of our workplace. Our goals were, and are, basic: respect for our members and respect for our work.

Before our union…

We didn’t have any influence over salary decisions.

There were no step increases. As a result, only 68 of the 3200 clericals at the U were at the top of the pay scale in 1991.

July 1st general wage adjustments did not impact salary ranges.

Part-time employees had to wait 3 years to accrue vacation and sick leave.

Since we organized…

We now have a say in our salaries. We negotiate increases every two years. Our union sets the standard for civil service increases.

Annual step increases were negotiated.

We won a University-wide minimum wage increase from $7.64 to $12 an hour.

Salary ranges move up with every general wage increase.

Part-time workers immediately begin to accrue vacation and sick leave.

We have negotiated in-range salary adjustments for individuals on the basis of salary equity, added responsibility or retention.

Find out more and get involved:
U of M AFSCME Local 3800
UTech Center 1313 Fifth St. S.E., Suite #332B, Minneapolis
612-379-3918
www.afscme3800.org ● union@afscme3800.org

It’s not a budget crisis. It’s a distribution crisis.
- Marie Millsten Fieldler
Clerical Worker, AFSCME Activist

WE CAN DO IT!

- A livable wage. Nobody should have to work a second job just to make ends meet.
- Respect for our life outside of work. Clerical workers should be afforded the flexibility of schedules enjoyed by other University employee groups.
- Internal hiring priority. External postings should occur only in the absence of an internal qualified candidate.
- No subsequent probations.
- An income-based sliding scale health insurance system.
- Real work security. The University is big enough that no laid-off employee should wind up without a job. Lay-off employees should have hiring rights to any University position for which they are qualified and should not be subjected to repeated probation.
- Expanded leave rights - including the six week paid parental leave that faculty and P&A employees get. Our children are just as important.
- Class time needed to finish a degree program should not be denied. Release time should be granted.
- Tuition remission for our family members.
- Increased co-worker to co-worker support in the workplace.

In 2003, the University administration announced their plan to freeze our salaries and drastically increase health care costs. We responded by organizing the first strike at the University in more than 60 years. Through our collective action, we kept our step increases, preserved the Rule of 75 when all other employee groups lost it, and sent a message to the entire University community that we expect respect.

In 2005, the University administration proposed to freeze our salaries and reduce the rate at which our salaries increase. We acted to prevent this. Our union set the standard for civil service increases.

In 2009, the University administration again proposed to freeze our salaries and reduce the rate at which our salaries increase. We acted to prevent this. Our union set the standard for civil service increases.

In 2013, the University administration again proposed to freeze our salaries and reduce the rate at which our salaries increase. We acted to prevent this. Our union set the standard for civil service increases.

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Since then, we’ve improved the quality of our workplace.

Our goals were, and are, basic: respect for our members and respect for our work.
Before our union...  
Supervisors could manipulate JEQs unopposed. You were alone with the difficult JEQ process.
There were absolutely no internal hiring rights.
Six-month subsequent probation were required with every job change.
Discipline occurred without representation.
Employees were disciplined arbitrarily – “just cuz.”
If you were brave enough to file a grievance, you had no one to support you, help you prepare or arbitrate for you.
Arbitration was an unaffordable employee cost.
Management eliminated job classes without employee input.

Since we organized...  
You have the right to appeal the outcome of your JEQ to a neutral external arbitrator. Union representatives serve as trained advocates through the appeals process.
Department vacancies must be posted. The 2 most senior applicants must be interviewed. There are layoff list hiring rights.
Subsequent probations have been limited to four months for employees bumping or rehired from the layoff list.
Notice requirements are established for investigatory and disciplinary meetings. Employees have the right to a Union steward.
Supervisors are held to a “just cause” standard in the grievance/ arbitration process.
Trained Union stewards are there with you from beginning to end of the grievance process.
Arbitration costs are paid for.
A new job classification system was negotiated over the course of several years. One result is expanded layoff rights.

Before our union...  
Your seniority applied to one department only and layoff rights were limited to a department.
You could work at the U for years – even 20+ years – and still be considered a temp.
Full-time clericals had their hours cut without layoff protections.
There were no seniority rosters.
There was no salary protection on rehire after layoff.
Employees who were laid off lost on average a third of their salary in order to continue working at the University.
Supervisors could block the reinstatement of your seniority, vacation and sick leave.
You could be laid off with only two weeks notice.
Major decisions were made by the University alone. The Rule of 75 was unilaterally eliminated for all non-union employee groups.

Since we organized...  
Layoff rights are based on total U seniority. Bumping rights have expanded to the collegiate unit.
Post-temporary jobs are now limited to one year. Temporary-no-posts are limited to six months.
If your appointment is reduced, you can claim layoff and bumping rights.
Seniority rosters are available on-line and in hard copy. If wrong, they may be appealed.
In 2003, we won salary protection if you were rehired anywhere at the University.
Your seniority cannot be taken away for a break in service. If the break is less than 3 years, vacation accrual rates and sick leave balances are reinstated.
We doubled layoff notification.
As a result of our strike, clerical workers were able to retain the Rule of 75 for 12 months longer than any other University employee group.

Before our union...  
Flexible schedules were granted totally at your supervisor’s discretion.
Your supervisor could arbitrarily deny release time for Regents classes and even decide which classes you could take on your own time!
You could take up to 16 hours off for your child’s school business.

Since we organized...  
You can discuss flexible scheduling twice a year; if your request is denied, you can appeal.
Regents, on non-work time, can’t be denied. You decide what class(es) to take.
A minimum of 4 hours paid time is guaranteed for promotional training.

Nationally, AFSCME was successful in spearheading FMLA and ADA legislation.
Our Union helps to enforce these laws in the workplace.

Recognition for our work

Job security

Flexibility

This U works because we do.
We expect respect!