

AFSCME Local 3800 Opening Bargaining Proposal: Non-Wage

Tuesday, June 18, 2013

Non-Discrimination

Gender Identity

There shall be no discrimination on the basis of gender identity. Any relevant benefits, including health insurance, will apply to all domestic partners regardless of gender identity.

Holidays

Observed Holidays

- All employees will receive an additional floating holiday (increasing from 4 to 5).
- All employees will receive the following dates as additional observed holidays:
December 26 through December 31.

Vacation

Accrual

- When employees reach the maximum accrual for vacation, they may either cash out vacation accruals in excess of the maximum or take an immediate week of vacation, regardless of whether they have asked for and been denied vacation.
- When the Employer cancels a vacation after it has been approved, the Employer shall reimburse the affected employee for any non-refundable travel arrangements incurred for the period of the rescinded vacation.

Leaves of Absence

Parental Leave

Paid parental leave shall increase from two to six weeks.

Bereavement Leave

All employees may use five days of paid bereavement leave each year. This leave will be separate from sick leave and vacation.

Employee Medical Leave

The employer shall grant a leave of absence without pay of up to one year to an employee in the case of illness or physical disability that renders the employee unable to work, and which exhausts accumulated time off.

Insurance

Part-time Benefits

All AFSCME employees will receive the full benefit contribution from the employer for all benefits, regardless of hours worked.

Optical Care

The employer will pay the full cost for all ^{prescription} contact lenses and eye-glass lenses.

Investigatory and Disciplinary Meetings

Employees shall receive at least 24 hours written notice of an investigatory meeting. Employees shall receive at least 48 hours written notice of a disciplinary meeting.

Employee Resignations

Resignations will only be valid when they are submitted in writing. Employees shall be able to rescind their resignation within five days of submission.

Job Security

Staff Reductions

- If it is necessary to reduce staff either through layoff or the attrition of positions, the Employer will not reduce bargaining unit positions at a greater percentage than it reduces management and supervisory positions.

- The employer will not assign the work of laid-off employees to outside contractors.

Hiring Priority

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

- All temp positions will be eliminated in a given job classification before layoffs occur in that job classification.

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

Elimination of Selection Criteria

For the purposes of layoff (bumping and recall), employees will be assumed qualified for all positions: within their job classification; within previously held job classifications; and within job classifications at lower levels of the same job family.

Definition of a Layoff

Any reduction in hours below an employee's appointment shall be considered a layoff.

Vacancies

Departments will offer vacancies to laid-off employees.

No Subsequent Probation

For purposes of layoff (bumping and recall) and transfer, employees who have passed probation in a classification will not serve subsequent probation for different positions: within the same job classification; previously held job classifications; or job classifications at lower levels of the same job family.

University Wide Bumping

If there is no bump available at the levels of the department or collegiate/administrative unit, the laid-off employee may bump the least senior person University-wide within the geographic area.

Collegiate/Administrative Units

The listing of collegiate/administrative units will also include a listing of departments. These lists shall not be subject to unilateral change by the employer.

Layoff Notification

The notification of layoff shall increase from 28 to 90 days.

Work-Life Balance and Workplace Quality Issues

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

Supervisor Training

All staff assigned a supervisory or managerial role over bargaining unit members will complete a supervisory training program. The curriculum for this training program will be determined by the parties in a labor/management committee.

Regents Scholarship

The employer will restore the full Regents Scholarship benefit.

Union Rights

The Union bargaining committee will negotiate on time paid by the employer.

Safety

Safety equipment required by the Employer, law or regulation will be kept on hand and immediately available to affected staff at all times.

Duration

The contract will be a two-year agreement.

Continue all Memorandums of Understanding and Letters of Agreement, correct all dates. The Union reserves the right to add to, subtract from, or otherwise modify this proposal.