

**AFSCME Locals 3800, 3801, 3260, and 3937
Negotiations with
University of Minnesota
May 17, 2017**

Title of Article	Article Number and Affected Contract
Labor Management Committee	Clerical & Technical Article 3
<ul style="list-style-type: none"> • Add to the Healthcare unit • See list of issues and topics at end of proposal 	
Discrimination Prohibition Pledge Against Discrimination and Coercion	Clerical & Technical Article 4 Healthcare Article 26
<ul style="list-style-type: none"> • Housekeeping - Insert Agreed upon Definition of Bullying in LMC. • Add Gender Identity. • Make all three contracts consistent • Add Article to Healthcare contract 	
Recruitment and Employment	Clerical & Technical Article 5
<ul style="list-style-type: none"> • Internal Bidding by seniority prior to hiring from outside the bargaining unit. • Abolish all additional selection criteria on postings. 	
Temporary Appointments	Clerical & Technical Article 6 Healthcare Article 10
<ul style="list-style-type: none"> • Limit all to 1 year. • Make Technical and Healthcare contract consistent with Clerical contract 	
Probationary Period	Clerical & Technical Article 7 Healthcare Article 13
<ul style="list-style-type: none"> • No probation when return from layoff or transfer to same or lower classification. 	
Educational and Career Opportunities	Clerical & Technical Article 10
<ul style="list-style-type: none"> • Employees shall be allowed 4 working -hours per week to attend classes. • The University shall only conduct background checks on employees applying for transfer to a position that involves cash or children • Full reinstatement of Regent Scholarship 	

Hours of Work	Clerical & Technical Article 12 Healthcare Article 4
<ul style="list-style-type: none"> • Add section regarding a 5-day period of rescinding a resignation. Resignations are not final until reduced to writing. • Technical Contract only – Section 7 (Interpreters) Union shall make a formal proposal at a later date. 	
Overtime	Clerical & Technical Article 13 Healthcare Article 9
<ul style="list-style-type: none"> • Union considers this Housekeeping - Remove all references to forced Comp Time – Illegal under the FLSA. 	
Reporting and Call In Time	Clerical & Technical Article 14
<ul style="list-style-type: none"> • Add on-call language from Technical contract to the Clerical Contract 	
Holidays	Clerical & Technical Article 15 Healthcare Article 5
<p>Union considers this Housekeeping</p> <ul style="list-style-type: none"> • Remove reference to forced comp time in lieu of cash for overtime worked on a holiday. FLSA violation. 	
Vacation	Clerical & Technical Article 16 Healthcare Article 6
<ul style="list-style-type: none"> • In the event a vacation is cancelled by the employer, Employer shall reimburse employee for any and all expenditures or commitments to expenditure for cancelled vacation costs • The Union reserves the right to add a proposal regarding vacation cash out to a Post-Retirement Health Savings Account 	
Sick Leave	Clerical & Technical Article 17 Healthcare Article 7
<ul style="list-style-type: none"> • Update all 3 contracts regarding the use of sick leave in accordance with Mn. Statute 181.9413 SICK LEAVE BENEFITS; CARE OF RELATIVES. (see attached) • <i>Technical and Healthcare</i> - Add purchase of in home exercise equipment. • <i>Clerical and Healthcare</i> – Add the employee may use up to 2 days of Sick Leave for participation in a wellness program or the purchase of in home exercise equipment. 	

Leaves of Absence	Clerical & Technical Article 18 Healthcare Article 8
<ul style="list-style-type: none"> • All new parents shall receive up to 6 weeks of parental leave. • Employees shall be allowed to use sick leave for the remainder of the 12 weeks of FMLA after the birth or adoption of a child. • An unpaid medical Leave request shall be granted up to an additional 6 months after exhausting FMLA. • Add paid Bereavement leave to all contracts. 	
Salary Salaries	Clerical & Technical Article 19 Healthcare Article 27
<ul style="list-style-type: none"> • If it is necessary to hire a new employee above the starting wage, all employees below the newly hired employee shall receive salary adjustments to reflect the new starting wage. <p>Housekeeping</p> <ul style="list-style-type: none"> • Remove "Step Progression Language shall be reinstated." • Remove "All employees who have been in the bargaining unit one (1) year or more and are not at or above the top of the range as of October 1, 2007 will then move up one (1) step on October 1, 2007 and on October 1 of each year thereafter, if terms for progression steps are provided for in successor collective bargaining agreements." • Update remaining article if needed • Change Title in Healthcare for contract consistency. • See Specific Wage proposal below 	
Insurance	Clerical & Technical Article 20 Healthcare Article 28
<ul style="list-style-type: none"> • Employer shall absorb any increase to health and dental premium increases for both fiscal years of the contract. • There shall be no plan design changes. 	
Settlement of Disputes	Clerical & Technical Article 21 Healthcare Article 21
<ul style="list-style-type: none"> • Add section for Mediation if both parties agree. 	
Safety	Clerical & Technical Article 27
<ul style="list-style-type: none"> • When Mn. Public schools have closed for inclement weather, employees shall be allowed to work from home. 	
Union Security	Clerical & Technical Article 30 Healthcare Article 3
<ul style="list-style-type: none"> • Increase allowed union time for the officers in Healthcare Unit to be consistent with the Clerical and Technical contracts. 	

Union Rights	Clerical & Technical Article 31 Healthcare Article 22
<ul style="list-style-type: none"> All contract negotiations shall be considered paid time. 	
Savings	Clerical & Technical Article 33 Healthcare Article 30
Housekeeping <ul style="list-style-type: none"> Modify Clerical & Technical contract to match traditional Article title of Savings Clause as found in Healthcare contract. 	
No Strike/No Lockout	Clerical & Technical Article 34 Healthcare Article 24
Housekeeping <ul style="list-style-type: none"> Modify article title in Healthcare to match other two contracts as No Strike/No Lockout 	
Entire Agreement	Clerical & Technical Article 35
<ul style="list-style-type: none"> Make consistent in Healthcare contract. 	
Duration	Clerical & Technical Article 36 Healthcare Article 32
<ul style="list-style-type: none"> Update as necessary 	
Update all Appendixes and Letters of Agreements. Review for relevancy and addition to the contract.	

Wages <ul style="list-style-type: none"> Increase all steps and ranges by 5% for all years of the contract Reduce number of steps for all salary grids in all contracts All steps shall be equally distributed. The union reserves the right to make specific wage proposals for individual classifications if necessary.
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Issues for LMC:

- Workload –
- Attendance at wellness and other University sponsored events such as Diversity
- Career development.
- Vacation restrictions.
- Cancellation of approved vacations.
- New Compensation “tool” JEQ vs JRQ discussion
- Maintenance and obtainment of certificates and licensure
- Transfer of work to non-bargaining unit positions

The Union reserves the right to add to or modify this proposal.