

ARTICLE 16
VACATION

Section 2 Accrual Rates.

TA
2/29/15

Years of University Service	Accrual Rate*	Maximum Accumulation
0 through 5 years (10,400 hours of continuous service or proportionate part thereof)	3 minutes/hour	208 hours
6 through 8 years (10,401-16,640 hours of continuous service or proportionate part thereof)	3.75 minutes/hour	260 hours
9 through 12 years (16,641-24,960 hours of continuous service or proportionate part thereof)	5.25 minutes/hour	364 hours
13 through 20 years (24,961-41,600 hours of continuous service or proportionate part thereof)	5.65 minutes/hour	391.7 hours
21 through 25 years (41,601-52,000 hours of continuous service or proportionate part thereof)	6.0 minutes/hour	416 hours
26 - 30 years (52,001-62,400 hours of continuous service or proportionate part thereof)	6.375 minutes/hour	442 hours
31 plus years (all hours after 62,401)	6.75 minutes /hour	468 hours

*Accrual rates and maximum accumulation rates are exclusive of time converted from sick leave, in accordance with Article 17, Sick Leave, Section 3, Sick Leave conversion

12/10/15 3:00 p.m.

MEMORANDUM OF UNDERSTANDING

BETWEEN

AFSCME LOCALS 3800 AND 3801 (Clerical and Office Unit)

AND

THE UNIVERSITY OF MINNESOTA

The Parties agree that all employees should be able to work in a respectful environment. The Parties also agree to convene a Labor Management Committee to do the following:

- Arrive at a common understanding and definition of bullying;
- Discuss means of educating and communicating to employees the importance of a respectful workplace;
- Examine how University resources may be utilized to achieve this common goal; and
- Explore procedures to investigate complaints of bullying and appropriate follow-up.

The Labor Management Committee shall be comprised of 5 Union Representatives and 5 University Representatives. The first meeting shall be held no later than April 30, 2016 at a mutually agreeable location.