

**University Proposal #1**

**ARTICLE 4  
HOURS OF WORK**

~~Section 1. Work Day. The regular work day shall consist of eight (8) hours of work within a twenty-four (24) hour period.~~

Replace with: Section 1. Work Week. The regular work period shall consist of forty (40) hours in a seven (7) day period. All employees shall be scheduled so as to receive at least two (2) consecutive days off during a fourteen (14) calendar day period. The Employer agrees to make every effort to schedule employees to a five (5) day schedule where such schedules meet both the needs of the Employer and the desires of the employees.

Sections 2 and 3 remain unchanged.

~~Section 4. Work Week. The regular work period shall consist of forty (40) hours in a seven (7) day period. All employees shall be scheduled so as to receive at least two (2) consecutive days off during a fourteen (14) calendar day period. The Employer agrees to make every effort to schedule employees to a five (5) day schedule where such schedules meet both the needs of the Employer and the desires of the employees.~~

Renumber other sections accordingly

**University Proposal #2**

**ARTICLE 7  
SICK LEAVE**

SECTION 4. UTILIZATION. An employee shall be granted sick leave with pay to the extent of the employee's accumulation for absences necessitated by illness, disability, pregnancy, or pregnancy related problems; by necessity for medical, chiropractic, or dental care; or by exposure to contagious disease which endangers the health of other employees, clients, or the public; or by the illness of a spouse, ~~registered same sex domestic partner,~~ minor or dependent children, foster, or step children, or parent, siblings, or significant other, for such reasonable periods as his/her attendance may be necessary. Such leave to arrange for necessary nursing care of members of the family ~~or for the father at the birth or for either parent at the adoption of a child~~ shall be limited to not more than three (3) days of sick leave, although vacation leave may also be granted for such purposes. ~~Natural Mothers may use up to twenty (20) working days of accumulated sick leave in conjunction with the birth of a child which shall not preclude use of vacation leave in lieu of or in addition to such sick leave use.~~ Accumulated sick leave

may also be used to supplement Worker's Compensation benefits during any period of lost work time due to compensable illness or injury.

University Proposal #3

**ARTICLE 8  
LEAVES OF ABSENCE**

SECTION 3. PAID LEAVE OF ABSENCE

~~D. Voting. Voting in any regularly scheduled state primary or general election or in an election to fill a vacancy in the office of U.S. Senator or U.S. Representative, or a presidential primary is eligible for a voting leave of absence. This leave may only be taken for the time necessary to appear at the employee's polling place, cast a ballot, and return to work on the day of that election. Any employee who is entitled to vote at any statewide general election or at any election to fill a vacancy in the office of representative to congress shall be entitled consistent with Minnesota state law to absent themselves from work for the purpose of voting on election day without penalty or deduction from their salary or wages on account of such absence.~~

University Proposal #4

**ARTICLE 13  
FILLING OF VACANCIES**

SECTION 3. APPLICANT CONSIDERATION. First paragraph is unchanged.

Employees may apply for posted vacancies by submitting ~~a written application form which shall be provided, upon request by the appropriate Human Resources Department~~ an electronic application through the official Human Resources Department webpage.

The rest of this section is unchanged.

University Proposal #5

**ARTICLE 15  
CLASSIFICATION OF POSITIONS**

SECTION 2. RECLASSIFICATION OF POSITIONS. If the duties assigned to an individual employee are substantially changed in terms of level of difficulty or responsibility, he/she or the Union may request that the ~~appropriate~~ Human Resources Department initiate a job review of his/her job to determine correct bargaining unit classification for that employee's position. Such requests shall be in writing on forms supplied by the Employer. A copy of all such requests not

initiated by the Union shall be provided to the Union. Upon receipt of a properly completed job review form, the **appropriate** Human Resources Department shall complete a review and render its decision to reclassify or not reclassify the position in writing to the employee, with a copy to the Union, within forty-five (45) calendar days. When a position is reclassified, the salary of the employee shall be adjusted effective upon the first day of the payroll period after the receipt of the properly completed job review request form by the **appropriate** Human Resources Department. Salary in the new classification shall be as determined in Article 27, Section 5.

Classification seniority in the new classification shall also begin on that date....(rest of this section remains unchanged)

SECTION 3. APPEAL OF JOB REVIEWS. Within ten (10) calendar days after receiving notification of the **appropriate** Human Resources Department's job review decision, the employee may appeal the decision to Article 21, Settlement of Disputes, beginning at Step 3 and continuing through Step 4, if necessary.

University Proposal #6

**ARTICLE 27  
SALARIES**

Salary proposals will be provided at a later date.

University Proposal #7

**ARTICLE 28  
INSURANCE PLAN**

Insurance proposals were provided on May 8, 2017

University Proposal #8

**APPENDIX B  
ADMINISTRATIVE UNIT  
ACADEMIC HEALTH CENTER**

Department

Work Location

Community-University Health Care Center

~~CUHCC – Human Resources~~  
~~CUHCC – Performance Mgmt/Compliance~~  
~~CUHCC – Development/Public Relations~~  
CUHCC – Finance  
(Coding, Accounting, Payroll, Billing)



CUHCC – Clinical (Medical, Dental, Behavioral Health, Pharmacy, Lab)

CUHCC – Clinic Management (Patient Services, Medical Records, Support Services)

**ADMINISTRATIVE UNIT  
BOYNTON HEALTH SERVICE**

Department

Boynton Health Service

Work Location

Central Supply/Receiving

Registration/Referrals/Information

Dental Clinic

Nursing

Eye Clinic

Laboratory

**ADMINISTRATIVE UNIT  
DENTAL SCHOOL COLLEGE OF DENTISTRY**

Department

Dental School

Clinical Systems

Work Location

Dental School

Reception 6, 7, 8, 9

Patient Accounting

Dispensary/IMS

Administration

Faculty Practice

Clinical Research Center

Faculty Practice Clinic

Restorative Sciences

Prosthodontics

Endodontics

Maxillofacial Production Labs

Primary Dental Care

Comprehensive Care

Emergency

Dental Hygiene Outreach

Contemporary Dental Clinic

Developmental and Surgical Sciences

Pediatric Dentistry

Cleft Palate

Periodontology

Oral & Maxillofacial Surgery

Oral Health Clinical Research Center

Orthodontics

~~Diagnostic and Biological Sciences~~

TMD

~~Oral Medicine and Diagnostic~~

~~Radiology~~

(The rest of Appendix B is unchanged)

University Proposal #9

**APPENDIX f  
MEMORANDUM OF UNDERSTANDING  
VACATION DONATION**

1. Purpose. The purpose of the vacation donation policy is to allow an employee to donate vacation leave to an individual under certain conditions. Employees who have a need for additional paid leave because they have exhausted all paid leave and have a serious medical hardship or catastrophic illness or injury, such as cancer, major surgery, AIDS, a serious accident, heart attack, etc., that poses a threat to life and/or requires inpatient hospice or residential health care are eligible. The employee's need may arise from their own serious medical hardship or catastrophic illness or from their need to care for a family member. Family members include spouse or ~~cohabiter~~, children (including foster children and step children), parents or parents-in-law, of the employee ~~and registered same-sex domestic partner, children of the registered same-sex domestic partner, or parents of the registered same-sex partner,~~ who has a serious medical condition or catastrophic illness. This policy is not intended to cover an employee who is experiencing a normal pregnancy, has a common illness or injury covered by an employer paid long term disability policy or worker's compensation, or has incurred an injury during the course of committing a felony.
2. Eligible Donators. To be eligible to donate an employee must:
  - A. Be eligible to accrue vacation leave;
  - B. Have passed their initial probationary period;
  - C. Have leave available;
  - D. Not exhaust their own bank.
3. Donations. All donations are voluntary and are made to an individual. An employee may donate no less than eight hours, but no more than forty hours of vacation each year, prorated according to their percentage appointment. The donated paid time will be calculated on the hourly rate ~~and fringe-benefit rate~~ of the employee donating the time.

(The remainder of the appendix is unchanged)

**University Proposal #10**

**MEMORANDUMS OF UNDERSTANDING  
RESPECTFUL WORKPLACE**

- Delete.