

Terms of the 2015-2017 Clerical Contract Agreement

SALARY

(Article 19 and Appendix D)

- For those within the salary range:
 - Year One: Effective June 29, 2015 – 1.5% across the board increase
 - Year Two: Effective June 13, 2016 – 1.5% across the board increase
 - (Both years: Workers will receive the 2% salary increases on your anniversary date that are already set in the contract.)

- For those at the top step of the salary range:
 - Year One: Effective June 29, 2015 – 1.5% across the board increase
 - Year Two: Effective June 13, 2016 – 2% across the board increase

- For those earning below \$15/hour:
 - Year One: On June 29, 2015 – 1.5% across the board increase. After that is applied, all steps below \$15 will be eliminated, and those workers' wages will be raised to \$15.
 - Year Two: Effective June 13, 2016 – 1.5% across the board increase
 - (Both years: Workers will receive the 2% salary increases on your anniversary date that are already set in the contract.)

HEALTH INSURANCE

(Article 20)

- The University's July 9 2015 proposal:
 - Dates of coverage will be updated to reflect the current contract years.
 - Eliminate coverage for the registered same-sex domestic partners of LGBTQ workers. They will now need to be married to receive coverage.
 - Optional life insurance coverage for children and grandchildren will no longer require evidence of insurability (Section 7).

LANGUAGE

- PARENTAL LEAVE (Article 18, section 5): Increase from two to six weeks of paid parental leave for the birth mother.

- VACATION ACCRUAL (Article 16, Section 2): Accrual rates will be based on years of service, and no longer list the proportional hours. (See back of this page for exact language).

- MEMORANDUM OF UNDERSTANDING ON RESPECTFUL WORKPLACE:
Creation of a Labor Management Committee to address issues of workplace bullying. (See back of this page for exact language).

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.