University Proposal #8 Health Care Unit
October 30, 2019

This proposal is contingent upon the Union dropping its remaining proposals and on the parties reaching a tentative agreement which is member-voter approved and fully reviewed and corrected by 12-1-19—in time to bring forward as an agenda item at the Regent's Meeting on December 11-12, 2019.

University Proposal #8—Health Care Unit Two Years Duration

The effective dates of this agreement are July 1, 2019 through June 30, 2021.

University Proposal #8—Health Care Unit Step Adjustment

The University will remove Steps 1, 2, 3 from 5003, 5031, 5032, 5035, 5038, 5039, 5045, 5060, 5065, 5067, 5070, 5075 and 5077. Job classes 5001, 5033, 5064, 5066 and 5091 will remain with the same number of steps as currently listed in the contract.

Any employees currently in Steps 1-3 will move to Step 4 effective first pay period of the contract's effective date. Step 4 will become the new Step 1 in each of the job classes listed above and the remaining steps will be renumbered accordingly.

The University will add 4 steps to the top of every job class covered by this contract at the rate of 2% each step.

University Proposal #8—Health Care Unit Salaries

YEAR 1
There will be an across the board increase of 1.0% effective July 1, 2019.

Effective the first payroll period of January 2020, the Employer will give a one-time lump sum of $400 to every unit employee who is either at the top of their step range OR (not both) has at least 15 years University seniority as of January 1, 2020.

There will be normal step progression in Year 1.

The University reserves the right to add, modify and withdraw proposals.
YEAR 2
There will be an across the board increase of 2.25% effective the first pay period of the July 1, 2021 fiscal year.

There will be normal step progression in Year 2.

University Proposal #8—Health Care Unit Continuing Education

This is a new ARTICLE 16, proposed placement is directly after the contract's current ARTICLE 15 CLASSIFICATION OF POSITIONS. All following Articles would be renumbered accordingly.

ARTICLE 16 (NEW)
CONTINUING EDUCATION

Employees have the opportunity, within the limits of this Agreement and with prior supervisor/administrator approval, to use up to sixteen (16) hours per fiscal year of Employer-paid time off to take courses to maintain relevant certification and/or licensure or to continue their education and professional development.

The supervisor/administrator will carefully consider the potential impact on the person's university work and on the overall operational needs prior to granting approval.

Employee requests for Employer-paid time off for continuing education must be submitted in writing at least sixty (60) calendar days prior to the effective date of the course, but not more than one-hundred twenty (120) calendar days prior to the effective date of the course.

Supervisors/administrators will respond to all employee requests for Employer-paid time off for continuing education within five (5) calendar days of receipt.

If University reduced tuition/tuition waiver programs exist, and an employee wishes to take advantage of such a program, the guidelines of that program will apply.

University Response to Open AFSCME Health Care Unit Proposals

Union 10-23 Economic Proposal

University Response: See University Proposal #8—Health Care Salaries

The University reserves the right to add, modify and withdraw proposals.
**Conduct of Union Business**
Extend the language on Conduct of Union Business from Technical and Clerical contracts.

University Response: The University maintains its rejection of the Union's proposal as previously stated.

**U2 Cost and Time of License**

University Response: The University maintains its rejection of the Union's proposal as previously stated.

**U3 Job Classification and Compensation Study for CMA/LPN**

The University has the management right to evaluate employee job classifications and employee classification compensation at any time. The University rejects this proposal.

**U6 Market Surveys for Job Classes 5032, 5038, 5039, 5066, 5075, 5077**

The University has the management right to evaluate employee job classifications and employee classification compensation at any time. The University rejects this proposal.

*The University reserves the right to add, modify and withdraw proposals.*
University Proposal #8 Clerical and Office Unit
October 30, 2019

This proposal is contingent upon the Union dropping its remaining proposals and on the parties reaching a tentative agreement which is member-voter approved and fully reviewed and corrected by 12-1-19—in time to bring forward as an agenda item at the Regent’s Meeting on December 11-12, 2019.

University Proposal #8—Clerical and Office Unit Two Years Duration

The effective dates of this agreement are July 1, 2019 through June 30, 2021.

University Proposal #8—Clerical and Office Unit Step Reduction

For each of the classifications noted in the table below, on the date that the all parties have signed the contract, the University will move all employees remaining in Steps 1-6 to Step 7. Step 7 will become the new Step 1 with the remaining steps renumbered accordingly.

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The University reserves the right to add, modify and withdraw proposals.
University Proposal #8—Clerical and Office Unit Salaries

YEAR 1
There will be an **across the board increase of 1.25% effective June 10, 2019.**

There will be normal step progression in Year 1.

---------------------------------------------------------------

YEAR 2
There will be an **across the board increase of 2.25% effective the first pay period of the July 1, 2021 fiscal year.**

There will be normal step progression in Year 2.

University Proposal #8—Clerical and Office Unit Update MOU

MOU Step Committee Letter - RENEW

University’s Response to AFSCME 3800 and 3801 Proposals dated 10/28/2019 2:23pm

Union 1) Comprehensive wage proposal
See University Proposal #8—Clerical and Office Unit Salaries.

Union 2) Comprehensive step compression proposal
See University Proposal #8—Clerical and Office Unit Step Reduction.

Union 3) Comprehensive internal pay equity proposal
The University rejects the Union’s proposal from 10/28/2019.

Union 5) Fully cover health needs of transgender employees
The University rejects the Union’s proposal.

Joint Union 5) OT Eligibility begins after employee’s regularly scheduled shift of 8 hours or more
The University rejects the Union’s proposal.

Joint Union 7) Add RX eyewear
The University rejects the Union’s proposal.

*The University reserves the right to add, modify and withdraw proposals.*
Joint Union 8) Shift Differentials Weekend: $1.50, Shift: $1.50
   The University rejects the Union's proposal.

Joint Union 11) Bereavement Leave as a stand-alone benefit
   The University rejects the Union's proposal.

Joint Union 14) Define the role of Facilitator in dispute resolution
   The University rejects the Union's current proposal, see handout Facilitating
   Step II and III Union Grievance Hearings.

Joint Union 15) Internal candidates receive hiring priority in classifications where
   probation already passed
   The University rejects the Union's proposal.

Joint Union 15) - Turnaround time between shifts
   The University rejects the Union's proposal.

Joint Union 16) No probation for employees hired off layoff list in the same job
   classification to different unit
   The University rejects the Union's proposal.

Joint Union 22) Bullying Definition & Respectful Workplace LMC in Contract
   The University rejects the Union's proposal from 8/12/2019.

Joint Union 26) Create a new contract section: Transgender Workers
   The University rejects the Union's proposal.

Joint Union 27) Restore Regent's Scholarship to 100%
   The University rejects the Union's proposal.

Joint Union 33) Full pay for Union reps on Negotiating Committee.
   The University rejects the Union's proposal.

Joint Union 34) Impact of Climate Change
   The University rejects the Union's proposal.

The University reserves the right to add, modify and withdraw proposals.
University Proposal #8 Technical Unit
October 30, 2019

This proposal is contingent upon the Union dropping its remaining proposals and on the parties reaching a tentative agreement which is member-voter approved and fully reviewed and corrected by 12-1-19—in time to bring forward as an agenda item at the Regent’s Meeting on December 11-12, 2019.

**University Proposal #8—Technical Unit Two Years Duration**

The effective dates of this agreement are **July 1, 2019 through June 30, 2021**.

**University Proposal #8—Technical Unit Step Adjustment**

No job class will be reduced to less than 5 steps.

**Job Classes with More Than 20 Steps.**

- For all job classes with more than 20 steps and with employees currently placed in Steps 1, 2 or 3, the bottom 3 steps will be removed. All employees currently placed in Steps 1, 2 or 3 will move to Step 4. Step 4 will become the new Step 1 and all remaining steps will be renumbered accordingly.

- For all job classes with more than 20 steps and with a continuous run of unoccupied steps beginning at Step 1, all of those unoccupied steps will be removed from Step 1 through the last unoccupied step. The first occupied step will become Step 1 and all remaining steps will be renumbered accordingly.

**Job Classes with Fewer Than 20 Steps**

- For all job classes with fewer than 20 Steps, there will be no change in Steps.

- There are two exceptions noted in the chart:
  *If Step 1 is unoccupied and Step 2 is occupied, Step 1 will be removed and Step 2 will become the new Step 1. All remaining Steps will be renumbered accordingly.*

_The University reserves the right to add, modify and withdraw proposals._
**If both Steps 1 and 2 are unoccupied but Step 3 is occupied, Steps 1 and 2 will be removed and Step 3 will become the new Step 1. All remaining Steps will be renumbered accordingly.

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<th>Classification</th>
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The University reserves the right to add, modify and withdraw proposals.
University of Minnesota and AFSCME Council 5 Negotiations
Date -----10-30-2019---------Time--------am/pm    University Proposal #--8-------

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Number of impacted employees: approximately 49

University Proposal #8—Technical Unit Salaries

YEAR 1
There will be an **across the board increase of 2.0% effective July 1, 2019.**

There will be **normal step progression in Year 1.**

YEAR 2
There will be an **across the board increase of 2.25% effective the first pay period of the July 1, 2021 fiscal year.**

There will be **normal step progression in Year 2.**

All employees at the top step of their classification will receive a $200 lump sum both years of the contract pursuant to the parties' MOU at the back of the current agreement.

University’s response to all outstanding AFSCME Technical Proposals from 10-16-19

Union 1) Longevity/Equity Fix
See University Proposal #8—Step Adjustment

Union 2) Increase the top of the range
See University Proposal #8—Step Adjustment. The University rejects the Union’s proposal to add steps to the top of the ranges of every classification.

Union 3) Reduce the total number of steps in Year 2
See University Proposal #8—Step Adjustment

Union 4) ATB of 3% each year and step progression
See University Proposal #8—Salaries

*The University reserves the right to add, modify and withdraw proposals.*
The University rejects the following union proposals for the reasons given at prior negotiation sessions:

Union 5) Healthcare Needs of Trans Employees
Union 16) No Subsequent Probation
Union 18) 4% Augmentation Re: Increased Workload
Union 21) Background Checks
Union 22) Non-Sexual Harassment
Union 23/24) Training of Supervisors/HR
Union 26) Trans Employees
Union 27) Regent’s Scholarship 100%
Union 29) Education Leave 6 hours
Union 30) Licensure
Union 31) Letters of Expectation/Discipline
Union 33) Paid Union Negotiations
Union 34) Climate Change

The University reserves the right to add, modify and withdraw proposals.