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.

<table>
<thead>
<tr>
<th>Classification</th>
<th>Steps removed</th>
<th>Steps Remaining</th>
</tr>
</thead>
<tbody>
<tr>
<td>1811</td>
<td>None</td>
<td>11</td>
</tr>
<tr>
<td>1815</td>
<td>None</td>
<td>19</td>
</tr>
<tr>
<td>1826</td>
<td>None</td>
<td>19</td>
</tr>
<tr>
<td>1858</td>
<td>None</td>
<td>19</td>
</tr>
<tr>
<td>1865</td>
<td>1,2,3,4,5,6</td>
<td>21</td>
</tr>
<tr>
<td>1885</td>
<td>1,2,3,4,5,6</td>
<td>21</td>
</tr>
<tr>
<td>1888</td>
<td>1,2,3,4,5,6</td>
<td>21</td>
</tr>
<tr>
<td>1897</td>
<td>1,2,3,4,5,6</td>
<td>21</td>
</tr>
<tr>
<td>Number of employees</td>
<td></td>
<td>55</td>
</tr>
</tbody>
</table>

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.

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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.

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