

**Proposal #1**

**ARTICLE 18  
LEAVES OF ABSENCE**

**SECTION 2. PAID LEAVE OF ABSENCE**

~~C. 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. This leave may only be taken in the morning of the election day.~~

**Proposal #2**

**ARTICLE 19  
SALARY**

**SECTION 4. PROGRESSION**

A detailed wage progression proposal will be provided at a later date

**Proposal #3**

**ARTICLE 19  
SALARY**

**SECTION 5. OTHER SALARY ADJUSTMENTS: JULY 1, 2014-2013- JUNE 30, 2013-2015**

A detailed wage proposal will be provided at a later date

**Proposal #4**

**ARTICLE 20  
INSURANCE**

Detailed insurance proposals will be provided at a later date

**Proposal #5**

**ARTICLE 21  
SETTLEMENT OF DISPUTES**

**SECTION 3. GRIEVANCE PROCEDURE**

All written grievances shall contain the following: ~~(Step 1 grievances are not expected to be in writing and do not require detailing of the items listed below):~~

- a) name(s) of the grievant or grievants, if applicable.
- b) a brief summary of the facts giving rise to the alleged violation.

1      **The Employer retains the right to add, delete or modify proposals.**

- c) citation of the section or subsections of this Agreement alleged to have been violated.
- d) the date of the alleged violation.
- e) the specific remedy requested.

Any written grievance filed at Step ~~Two~~One or ~~Two~~Three not in accordance with the above requirements may be denied on the basis of improper filing and may be appealed to the next Step in accordance with this procedure.

~~Step One. The Union Steward alleging a violation of the express terms of this Agreement shall within twenty one (21) calendar days of the event or knowledge of the event giving rise to the grievance, present to the appropriate supervisor a written request for a Step One meeting. If no problem solving meeting has been held pursuant to Section 2 of this Article, the written request shall include a brief description of the issues of concern. If a problem solving meeting has been held, the grievance shall be reduced to writing and shall include the information listed in "a" through "e" of this Section prior to the scheduling of the grievance. This meeting shall be held within fourteen (14) calendar days of receipt of the request. The supervisor, employee(s), and Union steward shall attempt to resolve the grievance. If desired by the supervisor, another member of management may be present so long as that person will not be hearing the grievance at Step Two, should it progress to that Step. The parties are limited to one (1) representative each present on Employer paid time, in addition to the grievant and the supervisor.~~

~~The supervisor shall respond to the grievant with a copy of the response to the Steward within fourteen (14) calendar days following the meeting. If the grievance remains unresolved, the Union may submit it to Step Two.~~

~~Step TwoOne. The written grievance shall be filed with the head of the unit (or the supervisor at the next management level, if the head of the unit is the grievant's immediate supervisor) within fourteen (14) ~~twenty one (21)~~ calendar days of the event or knowledge of the event giving rise to the grievance when the Step One response was due and a copy shall be forwarded to the appropriate Human Resources Department. If no Step One response was given, the grievance shall be filed within fourteen (14) calendar days of when a Step One response was due. A representative of the appropriate Human Resources Department shall hold a meeting between the a member of the department/collegiate unit head of the unit, the grievant, and the designated union representative on Employer paid time to discuss and attempt to resolve the grievance. This meeting shall be held within fourteen (14) calendar days of the receipt of the Step ~~Two~~One grievance. Within fourteen (14) calendar days of the meeting, the head of the unit member of the department/collegiate unit shall provide a decision in writing to the grievant and the union representative with a copy to the appropriate Human Resources Department. The parties are limited to two (2) representatives each, in addition to the grievant and the supervisor. If the grievance remains unresolved, the Union may submit it to Step ~~Three~~Two as described below.~~

~~Step ThreeTwo. The grievance shall be submitted to the Dean or equivalent administrative officer designee within fourteen (14) calendar days from the time the Step ~~Two~~One answer was due and a copy shall be forwarded to the appropriate Human Resources Department. If no Step ~~Two~~One response was given, the grievance shall be filed within fourteen (14) calendar days of when a Step ~~Two~~One response was due. A representative of the appropriate Human Resources Department shall hold a meeting between a Dean or equivalent administrative officer designee at the next management level, the grievant, and the designated Union representative to discuss and attempt to resolve the grievance. This meeting shall be held within fourteen (14) calendar days of the receipt of the Step ~~Three~~Two grievance. The Union or the University may also request additional relevant information from employees other than the Grievant. However, these employees may not be required to present information.~~

Within fourteen (14) calendar days of the meeting, the Dean or equivalent ~~administrative officer designee~~ shall provide a decision, in writing, to the grievant and the Union representative with a copy to the appropriate Human Resources Department. The parties are limited to two (2) representatives each, in addition to the grievant and the supervisor.

An issue not raised by the Union in the Step ~~Three~~ Two grievance shall not proceed to arbitration unless mutually agreed between the parties.

Step ~~Four~~ Three Arbitration. If the matter is not resolved, or if no decision is rendered within fourteen (14) calendar days of the meeting, the Union may request arbitration within ninety (90) calendar days of when the Step Two response was due. The request for arbitration shall be sent to the Office of Human Resources. ~~file a letter of intent to arbitrate within sixty (60) calendar days of when the Step Three response was due. This letter shall be sent to the Office of Human Resources.~~

The Union will make a good faith effort to reduce the ~~sixty (60)~~ ninety (90) calendar day time limit whenever possible and particularly in cases involving a continuing back pay liability. ~~The Union shall request arbitration within 90 calendar days of the filing of the letter of intent to go to arbitration.~~

Within ten (10) calendar days from the Union's request for arbitration the Union and the University shall select an arbitrator from an agreed upon list of arbitrators. The University and the Union may mutually agree to an arbitrator outside their agreed upon list. If the parties are unable to agree on a list of arbitrators, then the parties shall select, within ten (10) calendar days of the Union's request for arbitration, an arbitrator from a panel provided by the Bureau of Mediation Services or the American Arbitration Association. The parties shall have ten (10) calendar days following receipt of the list to select an arbitrator in the following manner: The Union shall have the right to strike one name from the list, the University shall then strike one name, and the process will be repeated and the remaining person shall be the arbitrator.

The parties shall have ten (10) calendar days following the selection of the arbitrator to ~~The arbitrator will then be jointly notified the arbitrator of by the parties of selection with a request for available hearing dates.~~ The parties agree that arbitration hearings involving possible monetary liabilities shall be given first priority in scheduling.

## Proposal #6

### ARTICLE 36 DURATION

This Agreement shall be effective as of the 27<sup>th</sup> ~~day of March, 2012~~, except as otherwise provided in the Agreement, and shall remain in full force and effect until the 30th day of June, 20132015.

## Proposal #7

### MOU TASK FORCE ON OFFICE ERGONOMICS

~~1. During the course of this Agreement, the University and the Union agree to continue the task force for the purpose of assessing and evaluating office ergonomic considerations and possible occupational health hazards associated with office ergonomics~~

- ~~2. Task force membership shall be comprised of one (1) technical unit, three (3) clerical unit, one (1) Health Care unit and five (5) University representatives. Additional members of the University may be invited to participate including a representative from the Purchasing Department.~~
- ~~3. With advance notice and supervisory approval, the task force shall be released for up to two (2) hours per month without loss of pay for the duration of this Agreement or as mutually agreed.~~
- ~~4. The task force will develop operational guidelines/communication plans regarding office ergonomics and prepare recommendations and conclusions for presentation to the ULMC. The task force will not continue beyond the duration of this Agreement.~~

**Proposal #8**

**MOU  
FITNESS INCENTIVE LETTER**

Date:            August 9, 2007

To:            Gladys McKenzie, Business Agent  
           Joyce Carlson, Business Agent

From:            Dann Chapman, Director of Benefits

Re:            Frequent Fitness Incentive

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The University may have additional proposals related to the Enterprise System Upgrade Project (ESUP).