

University Proposal #1: Language Clean Up

Article 3, Section 5 A: A plan to encourage schools/colleges, or equivalent administrative units, to establish their own local committees. Such committees shall be established when there is a joint request from the uUnion and the employer ~~in the area~~. Those units electing to establish local committees will determine an appropriate mix and number of participants and may seek advice from the ULMC in establishing and facilitating committee operation.

Articles 4, 17, 18, 30, MOU Vacation Donation: Delete references to "registered same sex domestic partner."

Article 5, 6, 7, 22, 25, MOU Vacation Donation: Where applicable, change "probation" to "probationary period."

Article 9: Rename "Periodic Survey" to "Employer Initiated Review"

Article 15, Section 1 B: Delete "Minnesota Extension Service." Replace with "Minnesota Extension."

Article 16, Section 2: Employees shall accrue vacation leave for all straight-time paid work hours. ~~A year of continuous service shall consist of two thousand eighty (2,080) straight time paid work hours or proportionate part thereof.~~ Paid vacation is available for use the pay period in which it is earned, ~~and each year of continuous employment, shall be extended by adding to such periods the number of work days the employee has been absent without pay.~~ Vacation leave shall not accrue during periods of unpaid leave, except as provided for in Article 31, Union Rights, Section 5, Unpaid Leave Provisions.

Article 18, Section 2: Update voting leave language

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, consistent with Minnesota State Statute. 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.

Article 31: Proofing error. Correct references to Minnesota Public ~~Employee Employment~~ Labor Relations Act

Article 31: Delete examples of task forces in Section 1, D.

University Proposal #2

**ARTICLE 4
DISCRIMINATION PROHIBITION**

SECTION 4. NEPOTISM ~~Relatives~~ Employees with a personal relationship, as defined in the Board of Regents Policy on Nepotism and Personal Relationships, may work for the University provided there is no immediate supervisory relationship or substantive administrative relationship. ~~Relatives include: (1) by blood or adoptive relationship: parents, grandparents, children, grandchildren, brothers, sisters; or (2) by marriage relationship: husbands, wives, brothers or sisters-in-law, fathers or mothers-in-law, sons or daughters-in-law, stepparents, stepchildren or (3) by registered domestic partnership: registered same sex domestic partners, brothers or sisters of registered same sex domestic partners, fathers or mothers of registered same sex domestic partners, sons or daughters of registered same sex domestic partners.~~

University Proposal #3

**ARTICLE 5
RECRUITMENT AND EMPLOYMENT**

SECTION 1. VACANCY POSTING When the Employer determines there is a continuing or temporary vacancy to be filled, the hiring Department shall submit a ~~personnel requisition~~ job opening to the appropriate Human Resources Department. Announcements of vacancies shall be posted on the official Human Resources Department web page and shall include cross campus postings as feasible. The posting shall state the first day of listing, shall remain open for applications from the first day it is officially posted for at least seven (7) calendar days and shall state the date at which bargaining unit consideration ends. ~~The appropriate Human Resources Department shall provide copies of postings to the Union.~~ In addition, the appropriate supervisor(s) shall notify bargaining unit employees in the department, by means of the supervisor's choosing, when a bargaining unit vacancy in the department is to be posted. Disputes regarding supervisory notification may be grieved under Article 21 but remedies shall not require reversal of the hiring decision.

SECTION 2. APPLICATION Employees shall apply by submitting official application materials to the appropriate Human Resources Department or, when the option is available, by notifying the appropriate Human Resources Department that they wish ~~a current~~ application materials already on file to be considered for a particular vacancy. The application, to be considered for the posted position, must be received in the appropriate Human Resources Department by the close of the business day of the last day of the posting period.

Within a reasonable time after receiving and evaluating an employee's application for a vacancy, if it is determined the employee is not qualified for the position, the employee shall be notified of the results of the evaluation.

An employee may not apply or be considered for promotion to a vacant position during an initial probationary period unless initiated by the Employer. Employees in an initial probationary period may be promoted as the result of an employer ~~supported~~ initiated job reclassification.

SECTION 3. APPLICANT HIRING

A. An employee who has received a layoff notice and has not yet been laid off, who has requested in writing to be placed on the layoff list and has submitted an updated application to the appropriate Human Resources Department, shall have a right to any vacant position within his/her applicable definition of layoff per Article 25, Layoff and Recall, Section 3A-D, for which s/he has passed probation and is qualified, as determined by the Employer, and meets the measurable, job related selection criteria as applied by the Department, in order of University Seniority (see Article 24, Seniority). This section shall also apply to an employee who has failed a subsequent probationary period, and wishes to return to their prior continuing position, as described in Article 7, Section 6.

University Proposal #4

**ARTICLE 19
WAGES**

Detailed wage proposals will be provided at a later date

University Proposal #5

**ARTICLE 20
INSURANCE**

Insurance changes as proposed on May 8, 2017

University Proposal #6

**ARTICLE 36
DURATION**

The University proposes a two-year contract

University Proposal #7

MEMORANDUMS OF UNDERSTANDING

The following MOUs may be renewed by the parties:

- ~~Clerical Classification Transition and Implementation~~
- Alternatives to Layoff
- Union Activist/Supervisor Orientation
- Vacation Cash Out Option for 3800
- Vacation Cash Out Option for 3801
- Conduct of Union Business
- Tuition Remission

University Proposal #8

**MEMORANDUMS OF UNDERSTANDING
VACATION DONATION**

3. DONATIONS

All donations are voluntary and are made to an individual. An employee may donate no less than eight hours, but not 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.

5. APPLICATION FOR LEAVE

Most unchanged except delete c.

~~c) If other campuses choose to have campus-wide vacation donation programs, they will be responsible for the administration of the program.~~