University Joint Proposal #4—

Non-Binary Language
Child Care
Salaries

Duration (Clerical)
Step Reduction (Clerical and Technical Only)

Update MOU status *Moved to individual unit negotiations*

The University retains the right to add, delete or modify proposals.
University Joint Proposal #4—Non-Binary Language

The University and the Union agree in principle.

HEALTH CARE UNIT

Find all binary pronouns and replace with non-binary terms.
- "he/she" becomes "the employee"
- "his/her" becomes "the employee's"

CLERICAL & OFFICE UNIT

Find all binary pronouns and replace with non-binary terms.
- "he/she" becomes "the employee"
- "his/her" becomes "the employee's"

TECHNICAL UNIT

Find all binary pronouns and replace with non-binary terms.
- "he/she" becomes "the employee"
- "his/her" becomes "the employee's"

The University retains the right to add, delete or modify proposals.
University of Minnesota and AFSCME Council 5 Negotiations

Date -----7/30/2019--------Time-----/pm   University Proposal #---4-----

University Joint Proposal #4—Child Care

The University rejects the Union's 6/24/19 counter on new paragraph language.

HEALTH CARE UNIT

ARTICLE 31
CHILD CARE

The Employer shall continue to provide tax sheltered dependent care accounts for employees' payroll deduction use. The Employer agrees to meet and confer with the Union on child care upon the Union's request.

NEW paragraph:

Employees may arrange with their supervisor to use accrued sick leave hours up to 16 hours to provide child care for their own well child or children.

The University retains the right to add, delete or modify proposals.
University Joint Proposal #4—Child Care

The University rejects the Union's 6/24/19 counter on new paragraph language.

CLERICAL & OFFICE UNIT

APPENDIX E
CHILD-CARE
(Delete entire Appendix E and move language to ARTICLE 11 below)

ARTICLE 11
CHILD CARE

The Employer shall continue to provide tax sheltered dependent care accounts for employees' payroll deduction use, if allowable under state and federal statutes.

Each campus shall provide to employees information that is available on child care referral services existing for both well and sick child care. This information will be provided at employee orientation and upon employee request by the appropriate Human Resources Department. Additional child-care information is included in Appendix E.

(NEW paragraph):
Employees may arrange with their supervisor to use accrued sick leave hours up to 16 hours to provide child care for their own well child or children.

Whenever the University establishes an active Child Care Committee on a campus, the Union shall be offered representation on that Committee.

(add bullets and bold city names below)

CHILD CARE RESOURCE AND REFERRAL NETWORK

- Employees in the Duluth area should contact the UMD Department of Human Resources at (218) 726-7161 for information regarding adult and child care services.

- Employees in the Morris area should contact the Office of the Vice-Chancellor for Finance at (320) 589-6021.

The University retains the right to add, delete or modify proposals.
THE UNIVERSITY OF MINNESOTA CHILD CARE CENTER

- The Child Care Center provides child care programs at several locations in the Twin Cities area. For more information call the University Child Care Center at (612) 627-4014.
- In addition, child care services are available at the Child Care Center on the Crookston campus. For more information contact the UMC Child Care Center at (218) 281-6510.

The University retains the right to add, delete or modify proposals.
University Joint Proposal #4—Child Care

The University rejects the Union's 6/24/19 counter on new paragraph language.

TECHNICAL UNIT

APPENDIX E

CHILD CARE

(Delete entire Appendix E and move language to proposed ARTICLE below)

ARTICLE 11

CHILD CARE

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The University retains the right to add, delete or modify proposals.
University Proposal #4—Salaries

HEALTH CARE UNIT

ARTICLE 27

SALARIES

SECTION 4. Progression

There will be step progression for the July 1, 2019 - June 30, 2021 contract period.

SECTION 6. General Salary Adjustment

Effective July 1, 2019, all employees whose pay rate falls within the pay range will receive a 1.00% general wage increase. All pay ranges shall increase by the same amount. Effective July 1, 2020, all employees whose pay rate falls within the pay range will receive a 0.75% general wage increase. All pay ranges shall increase by the same amount.

The University retains the right to add, delete or modify proposals.