University Proposal #4—Salaries

CLERICAL & OFFICE UNIT

ARTICLE 19
SALARIES

SECTION 4. PROGRESSION

Note: There will be step progression as outlined in the contract. The total cost of the contract for 2019 is 2.25% and for 2020 is 2.0%. The University costs steps as part of the total cost of the contract.

SECTION 5. OTHER SALARY ADJUSTMENTS: July 1, 2019 – June 30, 2021

A. Effective July 1, 2019, all employees whose pay rate falls within the pay range will receive a 1.25% 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 1.0% general wage increase. All pay ranges shall increase by the same amount.

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

TECHNICAL UNIT

ARTICLE 19

SALARIES

SECTION 4. PROGRESSION

Note: There will be step progression as outlined in the contract. The total cost of the contract for 2019 is 2.25% and for 2020 is 2.0%. The University costs steps as part of the total cost of the contract.

SECTION 5. OTHER SALARY ADJUSTMENTS: July 1, 2019 – June 30, 2021

A. Effective July 1, 2019, all employees whose pay rate falls within the pay range will receive a 2.0% 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 1.75% general wage increase. All pay ranges shall increase by the same amount.

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

CLERICAL & OFFICE UNIT

ARTICLE 36
DURATION

This Agreement shall be effective as of the (date) day of (month), 2018 2019, except as otherwise provided in the Agreement, and shall remain in full force and effect until the (date) day of (month), 2019 2021.

It shall be automatically renewed from year to year thereafter unless either party shall notify the other in writing at least one hundred fifty (150) calendar days prior to the expiration date that it desires to modify this Agreement.

In the event that such notice is given, negotiations shall begin not later than one hundred twenty (120) calendar days prior to the expiration date. All time limits contained herein may be extended by mutual written agreement. This Agreement shall remain in full force and be effective during the period of negotiations and until notice of termination of this Agreement is provided to the other party in the manner set forth in the following paragraph.

In the event that either party desires to terminate this Agreement, written notice must be given to the other party not less than ten (10) calendar days prior to the desired termination date which shall not be before the expiration date set forth in the preceding paragraph.

In witness whereof, the parties have set their hands (date) day of (month), 2018 2019.

FOR THE UNIVERSITY

__________________________________________

__________________________________________

FOR THE UNION

__________________________________________

__________________________________________

The University retains the right to add, delete or modify proposals.
University Proposal #4--Step Reduction

The University rejects the Union’s 7-11-19 and 7-24-19 counter proposals.

First, for each classification, if there is no one paid at Step 1 as of (DATE), then Step 1 will be removed and the remaining steps renumbered accordingly.

Second, for each classification, if there is no one paid at Step 2 as of (DATE), then Step 2 will be removed and the remaining steps renumbered accordingly.

CLERICAL & OFFICE UNIT

APPENDIX D

Salary Rate Information

University's intent is to place new Step rates in Appendix D.

TECHNICAL UNIT

APPENDIX D

Salary Rate Information

University's intent is to place new Step rates in Appendix D.

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 Proposal #4--UPDATE MOU STATUS-- HEALTH CARE UNIT**

Moved to individual unit negotiations

**University Proposal #4--UPDATE MOU STATUS** CLERICAL & OFFICE UNIT

Moved to individual unit negotiations

**University Proposal #4--UPDATE MOU STATUS** TECHNICAL UNIT

Moved to individual unit negotiations
University's Response to Union's 7/30/2019 Joint Proposals

Union 5) Overtime begins after 8 hours worked
   The University rejects the Union's proposal.

Union 6) Use of sick or vacation does not impact weekly overtime eligibility
   The University rejects the Union's proposal.

Union 7) U of MN medical plan expansion to include prescription eyewear
   The University rejects the Union's proposal.

Union 8) Pay Differentials all at 25% of hourly pay (weekend, shift and on call)
   The University rejects the Union's proposal.

Union 8) On Call Pay Language
   The University rejects the Union's proposal.

Union 10) All unused sick leave to HSA upon separation
   The University rejects the Union's proposal.

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

Union 12) Holiday Pay equal to normal shift hours (ex: 4/10)
   The University rejects the Union's proposal.

The University retains the right to add, delete or modify proposals.
Union 13) Subcontracting Notice 120 days in all contracts

The University rejects the Union's proposal.

Union 14) Define the role of Facilitator in dispute resolution

The University rejects the Union's proposal.