

## **AFSCME Local 3800 and 3801 Contract Negotiations**

### **Opening Proposal: Wednesday, June 3, 2015**

#### Wages

- Bargaining unit employees shall receive general increases of 5 percent on the first day of each year of the contract.
- All job classifications (other than Office Support Assistant) shall have the number of steps in their respective ranges compressed to 19 equally distributed steps on the first day of the contract.
- The first step in the range for every job classification shall be eliminated. Employees at the first step will move to the second step. A new step shall be added at the top of each range. These changes shall take effect on the first day of the contract.
- Bargaining unit members will receive stability pay according to the same terms in effect for University of Minnesota Teamsters. These changes shall take effect when upcoming negotiations with the Teamsters are completed, and shall be retroactive to the first day of the new contract between Local 3800/3801 and the University.

#### Health Insurance

- The Employer shall increase its contribution to the monthly cost of health insurance premiums by seven percent.
- The amount provided by the University as part of its premium relief program shall increase by at least 50 percent at every income level and insurance plan over the amounts provided in 2014.
- Employees shall be allowed to attend University sponsored wellness programs on work time.
- Employees without access to an exercise facility within 15 miles of their workplace or home (whichever is closer) shall be able to cash out one day of sick leave upon request for the purchase of exercise equipment, and may cash out two additional sick days with supervisory approval.

#### Families and Children

- All parents, regardless of gender, shall receive 6 weeks of paid parental leave. Employees shall become eligible for parental leave after six months of employment.
- Bereavement leave shall be a stand-alone paid time-off benefit, separate from sick leave.

- Employees shall receive up to one year of unpaid medical leave, upon request, after the exhaustion of FMLA and/or paid time off.

### Job Security

- AFSCME workers may only be replaced by other AFSCME members, not by students or other non-AFSCME employees.
- Probation shall be reduced from 4 months to 2 months for employees returning from layoff. Subsequent probation shall be reduced from 6 months to three months.

### Non-discrimination

- Gender identity shall be included in the prohibition against discrimination.
- The University may only conduct background checks for new employees who are assigned responsibility for working with cash and/or minors.
- Bullying, intimidation or harassment – regardless of protected class status – shall not be allowed at the University of Minnesota. Complaints regarding these behaviors will be investigated by University Human Resources, who will disclose the results to the Union. If the Union disagrees with the results of the Human Resources investigation, the Union may refer the matter to the grievance procedure. There shall be no retaliation against employees making such complaints.
- All employees shall receive an additional floating holiday.

### Education and Personal Development

- Employees shall receive up to 12 hours of paid time per year for career development, rather than 4.
- The Employer shall grant up to 4 hours per week of educational leave during working hours.
- The Employer will restore the full Regent's scholarship, regardless of degree. The terms of the scholarship will be incorporated into the contract.
- Employees shall receive a discount of 50 percent when enrolling their minor children or grandchildren in special educational and recreational programs sponsored by the University.

## Health and Safety

- When the University of Minnesota remains open after public schools are closed due to inclement weather, employees shall be allowed to work from home upon request.

## Discipline

- The employer shall notify the Union of all investigatory and disciplinary meetings.

***The Union reserves the right to amend, add to, subtract from or otherwise modify this proposal.***