

COLLECTIVE BARGAINING AGREEMENT

**BETWEEN THE
UNIVERSITY OF MINNESOTA**

AND

**AFSCME LOCAL 3260
COUNCIL 5, AFL-CIO**

HEALTH CARE UNIT

Effective

July 1, 2022 through June 30, 2025

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**ARTICLE 1
PREAMBLE**

This Agreement is made and entered into this 16th day of December, 2022, by the Regents of the University of Minnesota, hereinafter referred to as the Employer, and the American Federation of State, County, and Municipal Employees, Council No. 5, and Local 3260 AFL-CIO, hereinafter referred to as the Union. This Agreement has as its purpose the promotion of harmonious relations between the Employer and the Union; the establishment of an equitable and peaceful procedure for the resolution of differences; and the establishment of a formal understanding relative to all conditions of employment provided for in this Agreement.

In this contract, they/them/their pronouns are used in the singular in place of other singular pronouns (his, her). The they/them/their pronouns may refer to either an individual employee or a group of employees as appropriate in the particular context and surrounding language.

**ARTICLE 2
RECOGNITION**

Section 1. Unit Scope. The Employer recognizes the Union as the sole and exclusive bargaining representative for all employees of the University of Minnesota employed in the following classifications whose employment exceeds the lesser of fourteen (14) hours per week or thirty-five (35) percent of the normal work week and who are employed more than sixty-seven (67) working days in any calendar year (as specified in the Bureau of Mediation Services Certification Notice, BMS Case No. 81PR-213-A, dated 9/12/80, but excluding students, managerial, supervisory, and confidential employees and other employees excluded by Minnesota Statutes, 179A.01-179A.25).

<u>Class Number</u>	<u>Class Title</u>
5001	Admissions Interviewer
5060	Boynton Health Central Service Technician
5075	Certified Medical Assistant
5039	Dental Assistant
5038	Dental Assistant Specialist
5065	Dental Ceramic Technician
5066	Dental Hygienist

5067	Dental Prosthetic Technician
5032	Licensed Practical Nurse
5077	Medical Laboratory Technician
5003	Medical Records Technician
5033	Nursing Assistant
5031	Nursing Station Assistant
5045	Outpatient Clinic Assistant
5091	Pharmacy Technician
5064	Senior Hospital Central Services Technician
5035	Senior Nursing Assistant
5070	Specimen Receiving Technician

Section 2. Disputes. Disputes which may occur over the inclusion or exclusion of new or revised classifications shall be referred to the Minnesota Bureau of Mediation Services for resolution.

Section 3. Aid to Other Organizations. The Employer will not meet and negotiate or meet and confer with any employee or group of employees who are at the time designated as a member or part of an appropriate employee unit except through the exclusive representative. The Employer will not assist or otherwise encourage any other employee organization which seeks to bargain for employees covered by this Agreement.

ARTICLE 3 UNION SECURITY

Section 1. Check-off. The Employer agrees to deduct Union membership dues from the earnings of any employee covered by this Agreement, provided the Union submits to the Employer a written request for such deductions, signed by the employee. Upon submission by the Union of a written request signed by the employee, the Employer also agrees to deduct contributions as part of the total dues deduction to the Union's political action fund, PEOPLE. Such requests must be received by the Employer no later than seven (7) calendar days prior to the end of the payroll period for which the deductions are to be effective. The Employer shall remit the total deductions with an itemized statement of the deductions to the Union as soon as possible.

Section 2. Check-off Cancellation. Union membership dues deductions for an employee, once authorized, shall continue until the Employer receives a written request from the Union to discontinue such deductions.

Section 3. Exclusivity. Check-off of Union dues shall be granted only to the exclusive representative for employees covered by this Agreement.

Section 4. Employee Lists. The Employer shall provide the Local Union with a monthly list organized by classification, providing employees' names (in alphabetical order) and Administrative Units. The Employer shall provide Council 5 with a bi-weekly list of employees deleted from or added to the bargaining unit, plus any classification changes within the bargaining unit for each Administrative Unit.

Section 5. Employee Orientation. The Employer agrees to give all new bargaining unit employees at the time of hire a copy of this Agreement which is to be provided by the Union. The Employer further agrees to furnish all new bargaining unit employees at the time of hire with a letter signed jointly by the Union and the Employer which explains the employee's rights under the Minnesota Public Employment Labor Relations Act. The Business Agent or designated Local Union representative shall be allowed to meet with new bargaining unit employees as a group during the designated lunch break of any central orientation in a scheduled conference facility for the purposes of informing them of the rights, privileges and responsibilities of membership in the Local Union.

Section 6. Indemnification. The Union agrees to indemnify and save the Employer harmless against all claims that may arise out of or by reason of action by the Employer in reliance upon the "authorization for payroll deductions" specified in this Article, Sections 1 and 2.

Section 7. Bargaining Unit Security. If restructuring of positions is necessary, the Employer will not reduce the number of full-time equivalent bargaining unit positions in a manner disproportionate to a reduction in the number of full-time equivalent student counterpart positions.

The Employer shall notify the Union in writing on a bi-weekly basis of the hire and the appointment percentage of each student employee hired into student counterpart positions of bargaining unit classifications.

Once each quarter the Human Resources Department will provide the Union with a report which shows the actual hours worked by individual employees in those classifications with bargaining unit counterparts for the six (6) consecutive payroll periods prior to the generation of the report. This report shall include temporary agency employees who have met the definition of "public employee" under Minnesota law. The results will be provided to the Union. Positions which appear to meet bargaining unit status shall be examined to see if hours were worked for any of the following reasons:

- 1) Filling in for approved bargaining unit leaves under Article 6, 7, 8, or 9.
- 2) Filling in for other student leaves and/or vacancies or previously existing student positions in the work location not to exceed three (3) payroll periods from the date of termination unless unusual recruiting difficulties arise.
- 3) Fill in during periods of recruitment not to exceed three (3) payroll periods from the date of termination unless unusual recruiting difficulties arise.

If this evaluation identifies a position that has been consistently used in a manner which would qualify it for bargaining unit status (for other than the above reasons), the Employer shall either move the position(s) into the bargaining unit or reduce the hours worked before the end of the next payroll period.

From each quarterly report the Employer shall calculate the full-time equivalent (FTE) bargaining unit positions and the full time equivalent student counterpart positions. The Employer will not increase the total number of FTE student counterpart positions in a manner disproportionate to a change in the total number of FTE bargaining unit positions, and that shall be evaluated and adjusted with every other quarterly report.

Section 8. Volunteers. The purpose of volunteers is to enhance the quality of the time spent at the University by patients and visitors. No job normally performed by bargaining unit employees will be performed by volunteers if this would result in the layoff of a bargaining unit employee or in the Employer choosing not to hire part-time or full-time bargaining unit employees.

ARTICLE 4 HOURS OF WORK

Section 1. Work Day. The regular work day shall consist of eight (8) hours of work within a twenty-four (24) hour period.

Section 2. Work Shifts. A work shift is defined as a regularly recurring day of work with a fixed starting and ending time exclusive of overtime work.

Section 3. Consecutive Hours. The regular work shift each day shall consist of consecutive hours except for interruptions for lunch periods. There shall be no split shifts.

Section 4. Work Week. The regular work period shall consist of forty (40) hours in a seven (7) day period. All employees shall be scheduled so as to receive at least two (2) consecutive days off during a fourteen (14) calendar day period. The Employer agrees to make every effort to schedule employees to a

five (5) day schedule where such schedules meet both the needs of the Employer and the desires of the employees.

Section 5. Work Schedules. Work schedules showing the shifts, days, and hours of all employees for a four (4) week period shall be prepared and posted by the Employer on all designated department bulletin boards at least fourteen (14) calendar days prior to their effective date. Employees may mutually agree to exchange days, shifts, or hours of work with the approval of their supervisor. The provisions of Article 9, Overtime, Sections 1 and 2, shall not apply to such a mutual exchange of shifts, unless the FLSA would require payment of overtime. Posted work schedules will not be changed except as specified herein unless necessary due to an emergency declared by the head of the Administrative Unit or due to Union leave of one (1) day or less in duration as specified in Article 8, Leaves of Absence. If an employee has worked more than four (4) hours of overtime adjacent to a regularly scheduled shift of eight (8) hours or more, and is scheduled to work a shift that starts within twelve (12) hours of the end of their working, the employee shall be allowed to use vacation, compensatory time, or leave without pay for the scheduled shift.

Section 6 . Consecutive Weekend Scheduling. The requirement for time and a half pay for weekend work schedules (Per Article 9, 1 C) may be waived by written agreement of the Employer, employee and Union.

Upon request the Employer agrees to meet with the Union to review and discuss the application of this waiver including the impact of implementing such schedules on all employees who work at the affected work location.

The Employer shall retain written documentation that the employee and the Union have agreed to a consecutive weekend schedule and shall document the scheduling pattern the employee will work. A copy of this documentation will be provided to the Union. An employee electing to work a schedule under this Section may revoke such election by giving the Employer written notice of eight (8) weeks prior to the effective date of the next posted schedule of work hours.

Section 7. Paid Rest Periods. All employees shall be granted a fifteen (15) minute paid rest period during each four (4) hours of work. This rest period shall occur at the approximate midpoint of each four (4) hours of work, whenever possible, barring emergency. Employees who work beyond their regular quitting time into the next shift shall receive a fifteen (15) minute rest period if the overtime work will be two (2) hours or more. This fifteen (15) minute rest period shall be provided before the employee starts work on the next shift or, if that is not possible, at a time mutually agreeable to the employee and the supervisor. Additionally, employees who work four (4) hours or more shall receive the regular rest periods that occur during the shift.

Section 8. Lunch Period. All employees shall be granted an unpaid lunch period not less than thirty (30) minutes or more than sixty (60) minutes during each work shift. Any employee who is required by the Employer to perform job duties or remain available for work during their meal period shall be compensated for such time at their regular hourly rate of pay, either on a straight time or overtime basis, whichever is applicable. Whenever possible, the lunch period shall be scheduled at the middle of each shift. These lunch period requirements may be waived by agreement of the Employer, employee, and the Union.

Section 9. Percentage of Appointment. An employee who works an average of ten (10) percentage points or more beyond their appointed percentage time for three (3) payroll periods in succession shall have their appointment percentage raised to the average percent time worked in the three (3) payroll periods if the employee so requests. However, the Employer will not be required to raise the percentage time worked if there is clear evidence that the employee will not be working beyond their appointment percentage time on a regular basis in the future. Any appointment percentage time adjustment made under the provisions of this Section shall be effective on the first pay period after the adjustment request is received by the Employer.

An employee may reduce their appointment percentage, with supervisory approval, as long as the reduction does not move the employee from above 75% time to below 75% time. Hours which become available for work due to such reductions shall be assigned to the most senior bargaining unit volunteer, including volunteers on rotating shifts in the same classification and work location, provided there is sufficient work on that shift to support the increase. The Employer shall make every reasonable effort to assign the available work hours caused by reductions to the shift schedule of the most senior volunteer. No posting of positions will be necessary for reductions or increases executed under this section.

Section 10. Clean-up Time. Reasonable clean-up time shall be granted to employees who change their uniforms or become soiled during their work shift provided that services given to patients are uninterrupted.

Section 11. Emergency Work. In the event of an emergency, declared by the University of Minnesota Administration, during which employees cannot reach home and are required to work, the Employer shall make food and emergency lodging available, if possible.

Section 12. Preferred Work Schedules. Upon request of the Local Union, the Employer agrees to meet and confer with the Local Union if an Administrative Unit plans to adjust clinic schedules to include hours not currently covered.

The purpose of the meeting will be to discuss the planned changes and the

potential impact on employee work schedules.

The Employer agrees to consider any scheduling and implementation plan which the Local Union presents that would minimize disruption to existing schedules.

In addition, the Employer agrees to meet upon request with the Local Union to discuss whether any improvements in the current schedules can be achieved to better meet the needs of the Administrative Unit and the employees. The Employer agrees to consider any scheduling plan, including an implementation plan, presented by the Local Union.

ARTICLE 5 HOLIDAYS

Section 1. Eligibility. All employees appointed at a designated percentage of 50% time or more shall be eligible for purposes of this Article.

Section 2. Observed Holidays.

The following days will be recognized as paid holidays:

New Year's Day	(January 1)
Memorial Day	(Last Monday in May)
Independence Day	(July 4)
Labor Day	(First Monday in September)
Thanksgiving Day	(Fourth Thursday in November)
Christmas Day	(December 25)
Martin Luther King's Birthday	(The 3rd Monday in January)

In addition, there shall be four (4) paid holidays, three (3) of which shall be designated each year by the Employer to coincide with the University holiday schedule, and one (1) paid personal holiday each year which shall be designated by the employee. However, with sixty (60) calendar days advance notice to the Union, an Administrative Unit may elect to remain open on a floating holiday which has been designated by the Employer and substitute a floating holiday of the employee's choice.

The personal holiday designated by the employee shall be taken at a time selected by the employee, with the supervisor's approval, and provided such requests are submitted to the employee's supervisor in writing, at least sixty (60) days prior to the requested day. If an employee requests a personal holiday with less than sixty (60) days notice, the supervisor shall make reasonable efforts to accommodate the request.

For all employees working a Monday through Friday schedule, whenever any of the above holidays falls on a Saturday, the preceding Friday shall be observed as a holiday, and whenever any of the holidays above falls on a Sunday, the following Monday shall be observed as a holiday. For employees whose schedules include Saturdays and/or Sundays, the holiday shall be on its actual day of occurrence. All eligible employees shall receive eleven (11) paid holidays annually, provided they receive paid compensation on the work day before or the work day after the holiday.

Section 3. Holiday Work. If an employee works on any of the holidays listed in Section 2 of this Article, they shall be paid at the rate of time and one-half (1 -1 /2) the hourly rate of pay for each hour worked in addition to their holiday pay. When a majority of hours of a shift fall on the designated holiday, the entire shift shall be compensated as hours worked on a holiday. Any employee who is not appointed at a designated percentage of time of 50% or more and is required to work on any day recognized as a holiday shall be paid at the rate of time and one-half (1 -1/2) for the hours worked. Compensation shall be either in the form of salary or compensatory time off at the option of the employee, for eligible employees. Compensatory time earned on the holiday shall be added to the employee's compensatory overtime bank unless the employee and supervisor agree to alternate time off within the same pay period.

At least thirty (30) days prior to each holiday, the Employer shall post a notice for a period of nine (9) days asking employees to sign up to work the holiday. These sign-up sheets shall be posted for all employees within a classification within a work location. Employees shall be allowed to sign up to work any holiday whether or not it falls in their normal schedule or shift if the employee is qualified to perform the tasks normally performed on that shift. The requests to work within the work location shall be granted according to department seniority. If an insufficient number of employees wish to work the holiday, the Employer shall assign employees to work according to inverse departmental seniority and ability to do the job within the work location. However, no employee shall be assigned to work more than two (2) consecutive holiday periods. Employees who work less than 50% shall be able to sign up to work holidays, but shall only be paid time and one-half (1-1/2) if required to work the holiday. No student shall be scheduled to work a holiday until all bargaining unit employees desiring to work are scheduled to work.

Employees scheduled to work holiday shifts shall be notified of holiday shift reductions at least eight (8) hours in advance of their scheduled starting time or as soon as the Employer knows of the need to cancel holiday work. The first shift eliminated shall be that of the most senior employee assigned to work the holiday or least senior employee who volunteered if all employees working are

volunteers. Additional reductions shall be in order of seniority. Employees shall be allowed to use vacation or compensatory time to achieve a full pay period of pay if such cancellation occurs. Probationary employees may be excluded from holiday scheduling at the Employer's option. Eligible bargaining unit employees who do not work on the holiday shall be paid for eight (8) holiday hour's pro-rated by their appointment percentage.

Section 4. Holiday Hours. For the purpose of computing overtime, the first eight (8) holiday hours (worked or not worked) for which an employee is compensated (in cash or with compensatory time off) shall be regarded as hours worked.

Section 5. Holiday Time Off. When a holiday occurring on a work day falls on an employee's regularly scheduled day off, they shall receive an alternate day off or shall receive cash compensation for the holiday at the straight time hourly rate at the option of the employee. Either option is based on the employee's percentage time of appointment. The alternate day off shall be at a time selected by the employee with the approval of the supervisor, which shall not be unreasonably denied. If, however, it is necessary to limit the number of employees who take the alternate day at the same time within a work location, the choice of the alternate day shall be awarded on the basis of classification seniority within the work location.

Section 6. Holidays During Work Reductions. Employees who experience work reductions because of the academic break over the Christmas - New Year holiday, shall be paid for holidays occurring during the work reduction, an unanticipated shift reduction, or a short-term layoff.

Section 7. Religious Holidays. Employees may be absent from work to participate in religious observances which are not identified as a holiday in Section 2 of this article. Employees may use a personal floating holiday, vacation leave, or compensatory time off, if available, or leave without pay. These absences must be arranged with the employee's supervisor who will accommodate the employee's request to the extent that it is practicable in their unit. Employees must request this absence in writing at least twenty one (21) calendar days in advance.

ARTICLE 6 VACATIONS

Section 1. Eligibility. All employees appointed at a designated percentage of 50% time or more shall be eligible for purposes of this Article.

Section 2. Accrual Rates. All employees eligible under this Article shall earn and accumulate vacation leave as follows:

Years of University Service	Accrual Rate Bi-Weekly Payroll	Maximum * Accumulation
0 through 5 years	3 minutes/hour	208 hours
6 through 8 years	3.75 minutes/hour	260 hours
9 through 12 years	5.25 minutes/hour	364 hours
13 through 20 years	5.65 minutes/hour	391.7 hours
21 through 25 years	6.0 minutes/hour	416 hours
26 through 30 years	6.375 minutes/hour	442 hours
31 plus years	6.75 minutes/hour	468 hours

* Employees may exceed the “Maximum Accumulation” if they are earning extra vacation as a result of the conversion of sick leave hours per Article 7, Section 3.

Employees shall accrue vacation leave for all hours worked, including regular and overtime hours, to a maximum of eighty (80) hours per pay period.

Vacation leave may be used within the same pay period which it is earned. When any leave accumulation rate period of service ends within a pay period, the new vacation accrual rate starts the following pay period.

New employees will immediately begin accumulating vacation. Such vacation leave shall be available for use by probationary employees with proper supervisory approval.

Any employee who is about to lose vacation leave because they have been denied a vacation request made in accordance with a departments leave policy and will therefore reach the maximum accumulation, shall be entitled to take one (1) week of vacation to prevent such loss upon advance notice of seven (7) calendar days to their supervisor, or shall be allowed to cash out one (1) week of vacation.

Section 3. Accrued Balance. All bi-weekly payroll employees will be furnished with a statement of the amount of accrued vacation leave to their credit at the end of a payroll period with their paycheck for that period.

Section 4. Vacation Periods. Vacations shall be taken at times selected by employees provided such requests are submitted to the employee's supervisor in writing, at least sixty (60) calendar days prior to the effective date of the vacation period but not more than one-hundred twenty (120) calendar days prior to the effective date of the vacation period on forms provided by the Employer.

Supervisors shall post all vacation requests for five (5) calendar days in all work areas affected before approving or denying any such requests. Any employee who desires to have vacation during the period posted must submit a written request to the supervisor during the posting. When the five (5) day posting ends, within five (5) calendar days, the supervisor shall approve or disapprove all vacation requests in the work location in order of greatest classification seniority. Approvals shall not be unreasonably withheld. An employee who believes their request was unreasonably withheld shall have the right to file a grievance at Step 3. Such grievance meetings shall be scheduled within ten (10) working days after the grievance is filed.

Vacation requests submitted with less than sixty (60) days advance notice shall be considered on a first request priority basis, without regard to seniority. No vacation shall be approved with less than sixty (60) days notice unless those employees who have requested vacation with more than sixty (60) days notice and have been denied are given the opportunity in classification seniority order to take vacation for any part of the vacation period which was earlier requested and denied. Except for emergencies, the Employer shall not have the right to change an employee's vacation schedule once their vacation request has been approved.

When advance written requests are impractical, employees shall request the approval of their supervisor by telephone or other means at the earliest opportunity. Supervisors shall respond to all vacation requests within five (5) calendar days.

Section 5. Vacation Charges. Employees will be charged only for the number of vacation hours they normally would have been regularly scheduled to work during their vacation period, provided, however, the employees will not be charged for vacation hours taken on any holiday defined in Article 5, Holidays, of this Agreement.

Section 6. Work During Vacation Period. Any employee who is required to return and does work during their vacation period shall be paid for regular hours at a rate of one and one-half (1-1/2) times their regular rate of pay. In addition,

the employee's vacation (with pay) shall be rescheduled to any future period the employee may request.

Section 7. Vacation Rights. Any employee who is laid off under Article 17, Section 2A, discharged, retired, or who gives notice of voluntary termination at least two (2) weeks in advance of such termination shall be compensated for accumulated, unused vacation with a check issued the next payroll period after receipt of their final work time paycheck.

If a date of expected return from layoff is included in the layoff notice, an employee shall be allowed to leave their vacation accruals intact. If an employee fails to give at least two (2) weeks advance notice of a voluntary termination, compensation for accumulated, unused vacation shall be made as soon as possible. Employees who are subject to temporary or seasonal reductions under Article 17, Section 1.B, may elect to have their accumulated unused vacation leave held over and credited to them upon re-employment, or shall be allowed to use up to their accumulated vacation hours during the period.

Section 8. Vacation and Sick Leave Charges. If an employee becomes ill or disabled while on vacation, their vacation leave shall be changed to sick leave, for the period of illness or disability, upon satisfactory notification to the employee's supervisor. If an employee's spouse, minor or dependent child, parent or significant other becomes seriously ill or disabled while the employee is on vacation and requires care from a medical practitioner, the employee's vacation shall be changed to sick leave upon providing a statement from a medical practitioner verifying the illness to the employee's supervisor. If an employee runs out of sick leave, they may use accrued vacation time rather than leave of absence. Such use of vacation shall be in conformance with Sections 4 and 5 of Article 7.

Section 9. Vacation Cash Out. AFSCME Unit 4 employees who are represented by Local 3260 may request to cash out up to 40 hours of their accumulated vacation time each fiscal year. Denials of requests will not be grounds for a grievance.

Section 10. Vacation Donation.

1. Purpose. The purpose of the vacation donation policy is to allow an employee to donate vacation leave to an individual under certain conditions. Employees who have a need for additional paid leave because they have exhausted all paid leave and have a serious medical hardship or catastrophic illness or injury, such as cancer, major surgery, AIDS, a serious accident, heart attack, etc., that poses a threat to life and/or requires inpatient hospice or residential health care are eligible. The employee's need may arise from their own serious medical hardship or catastrophic illness or from their need to care for a family member.

Family members include spouse or cohabiter, children (including foster children and stepchildren), parents or parents-in-law of the employee and registered same sex domestic partner, children of the registered same sex domestic partner, or parents of the registered same sex partner, who has a serious medical condition or catastrophic illness. This policy is not intended to cover an employee who is experiencing a normal pregnancy, has a common illness or injury covered by an employer paid long term disability policy or worker's compensation, or has incurred an injury during the course of committing a felony.

2. Eligible Donators. To be eligible to donate an employee must:
 - A. Be eligible to accrue vacation leave;
 - B. Have passed their initial probationary period;
 - C. Have leave available;
 - D. Not exhaust their own bank.
3. Donations. All donations are voluntary and are made to an individual. An employee may donate no less than eight (8) hours, but no more than forty hours (40) 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.

Department heads, in discussion with Human Resources and Union representatives may limit the number of donations when the donations will result in a budget deficit.

Employees who are prohibited by grant regulations from donating vacation may not donate vacation.
4. Eligibility to Receive Donated Vacation Leave. To be eligible an employee must:
 - A. Be eligible to accrue vacation and sick leave under the applicable labor agreement;
 - B. Have exhausted all forms of paid leave (vacation, sick, compensatory time and paid holidays);
 - C. Have passed their initial probationary period;
 - D. Suffer from a serious medical hardship, catastrophic illness or injury to either themselves or a family member as described in #1 above;
 - E. Employees are ineligible to use this bank during any investigatory suspension or if they are receiving or have applied for Worker's Compensation benefits. Employees are also ineligible if they have discipline for sick leave abuse in their personnel file.
5. Application for Leave.
 - A. Eligible employees, who must meet the criteria in #4 above, may apply to use the leave bank by completing an application and a release for

medical information form from their supervisor. In the event an employee is physically or mentally unable to initiate a request, the request may be initiated by a member of the employee's family, or by their department.

- B. An employee may be asked to provide additional medical information.
- C. Employees can initially apply for up to sixty five (65) days maximum per year of leave from the bank and may make an application once every calendar year.
- D. Any awarded days will be prorated based on the employee's percentage appointment.
- E. Application does not constitute approval of the request.
- F. All, or a portion of the time requested may be granted.
- G. Application may be made prior to the depletion of an employee's leave, as soon as the need for leave is known.
- H. If approved, the granted leave is meant to cover only the duration of the illness/injury for which it was granted. If the situation ceases or the recipient retires or terminates, any unused portion of the leave will be returned to the donor.
- I. Leave time need not be used continuously.

6. Administration.

The U of M Central Human Resources Department is responsible for administering this program in conformance with the guidelines in this section. The decisions on the eligibility to participate and distribution of donated leave time rests with Human Resources and shall not be subject to the grievance procedure.

The Employer agrees to meet with two representatives from the Union to discuss questions which arise from these programs.

The employer and the Local Union may mutually agree to increase the amount of vacation that may be donated by an employee on a case by case basis.

ARTICLE 7 SICK LEAVE

Section 1. Eligibility. All employees appointed at a designated percentage of 50% time or more, shall be eligible for purposes of this Article.

Section 2. Accrual. Employees shall begin earning sick leave as they become eligible under the provisions of Section 1 of this Article. Sick leave shall be accrued at the rate of three (3) minutes per hour paid, including regular and

overtime hours, to a maximum of eighty (80) hours per pay period. Employees will be furnished with a statement of the amount of accrued sick leave to their credit at the end of a payroll period with their paycheck for that period.

Section 3. Sick Leave Conversion. Upon reaching four hundred (400) hours accumulation, one quarter (1/4) of any sick leave accumulated thereafter shall be credited to the employee's vacation accumulation as long as the employee maintains their sick leave accumulation at four hundred (400) or more hours. The remaining three quarters (3/4) of sick leave accumulated thereafter shall continue to be credited to sick leave. When an accumulation of eight hundred (800) hours sick leave has been reached, one-half (1/2) of any sick leave accumulated thereafter shall be credited to the employee's vacation accumulation as long as the employee maintains their sick leave accumulation at eight hundred (800) or more hours. The remaining one-half (1/2) of sick leave accumulated thereafter shall continue to be credited to sick leave.

Section 4. Utilization. An employee shall be granted sick leave with pay to the extent of the employee's accumulation for absences necessitated by illness, disability, pregnancy, or pregnancy related problems; by necessity for medical, chiropractic, or dental care; or by exposure to contagious disease which endangers the health of other employees, clients, or the public; or by the illness of a spouse, children, foster or step children, or parent, or siblings, mother-in-law, father-in-law, grandchild, grand parent, or step parent, or significant other, for such reasonable periods as their attendance may be necessary. Except for care of the employee's minor child, such leave for all other members of the family shall be limited to a maximum of one-hundred sixty (160) hours per year of sick leave. Accumulated sick leave may also be used to supplement Worker's Compensation benefits during any period of lost work time due to compensable illness or injury.

Upon request of the Employer, when the Employer has reasonable cause to believe that an employee has abused or is abusing sick leave, employees utilizing leave under this Article may be required to furnish a statement from a medical practitioner stating that the practitioner finds the employee unable to work due to illness. Requests to furnish a statement from a medical practitioner may be oral or written. Oral requests shall be reduced to writing as soon as practicable. The written requests shall state the reason(s) for the request as well as the period of time that the employee will be required to furnish the statement. If an employee does not bring a medical practitioners statement of illness when requested, the supervisor may deny the use of sick leave. The abuse of sick leave shall constitute just cause for disciplinary action.

Section 5. Requesting Sick Leave. Whenever practicable, employees shall submit written requests for sick leave, on forms furnished by the Employer, in

advance of the period of absence. Supervisors shall respond promptly and shall answer all written requests in writing. When advance notice is not possible, employees shall notify their supervisor by telephone or other means at the earliest opportunity. Because of the personal nature of an illness, it is agreed that while supervisors must be informed of the general nature of an illness, such information shall be used only for administrative purposes. Departments shall post the names and phone numbers of supervisors designated to grant sick leave.

Requests for immediate leaves (i.e., family sickness or death) shall be answered before the end of the shift on which the request is submitted. The Union and the Employer agree that sick leave is a benefit to be used judiciously and should not be abused.

Section 6. Sick Leave Charges. An employee utilizing sick leave will be charged for only the number of hours they are scheduled to work during the period of their sick leave. Holidays that occur during sick leave periods will be paid as holiday and not charged as sick leave. If an employee runs out of sick leave, they may use accrued vacation or accumulated compensatory time rather than leave of absence. Such use of vacation time shall be in conformance with Section 4 and 5 of this Article.

Section 7. FMLA. Please refer to the following Web site for the applicable Family Medical Leave Act (FMLA) information, and/or contact your supervisor or Human Resources Consultant for a hard copy of the FMLA policies:
<https://humanresources.umn.edu/vacations-leaves/fmla-employees>

ARTICLE 8 LEAVES OF ABSENCE

Section 1. Application for Leave. All requests for a leave of absence, except for voting leave, shall be submitted in writing by the employee to the employee's immediate supervisor, and such written requests shall be on forms provided by the Employer with a duplicate of the request for the employee. In the event that a written request is impossible, a request shall be made as soon as the need for the leave is known. The request shall state the reason for and the anticipated duration of the leave of absence. All requests for leave of absence, except for voting leave and Union leave, shall be submitted at least ten (10) calendar days in advance, except that a one (1) day leave of absence shall only require a one (1) day notice.

Section 2. Authorization for Leave. Authorization for or denial of a leave of absence shall be furnished to the employee in writing by the immediate

supervisor. All requests for a leave of absence shall be answered by the Employer within three (3) working days. All requests for a leave due to an emergency shall be answered promptly. All leave of absence requests shall be given reasonable consideration by the Employer.

Section 3. Parental Leave. Parental leave is available to an employee, regardless of gender, on 50% appointment or greater becoming, a parent through birth, adoption, or gestational surrogacy or to an employee who is a gestational carrier. Upon request, eligible employees may take six (6) weeks paid leave related to the birth, adoption, or gestational surrogacy of a child.

The parental leave will begin at a time requested by the employee, but not more than two (2) weeks prior to the due date or adoption event, and no later than thirteen (13) weeks after the birth or adoption event. In the case where the child must remain in the hospital longer than the birth parent, the leave must begin no later than thirteen (13) weeks after the child leaves the hospital.

Employees are encouraged to talk to the responsible administrator/supervisor regarding taking parental leave as soon as possible. This leave must be taken without interruption and during the term of appointment. Employees may be eligible for other leaves that occur prior to or after parental leave under other applicable administrative policies, governing documents, or contracts.

During the parental leave, medical coverage will continue to be available for the employee and any dependents under any group insurance policy, group subscriber contract, or health care plan in existence at the time of leave. While on paid leave, the continued coverage will be provided on the same basis as available to the employee during the course of employment.

An unpaid parental leave of absence shall be granted to an employee for a period of up to six (6) months when requested in conjunction with the birth or adoption of the child. This leave may, upon request of the employee, be extended or renewed for a period not to exceed six (6) months with Department Head approval.

Section 4. Paid Leave of Absence. Paid leaves of absence shall be granted to employees proportionate to their percentage time of appointment.

A. Bereavement Leave. Employees who have an appointment between 50% and 100% shall be entitled to the bereavement leave benefit described in this Section. The number of hours of pay for a day of paid bereavement leave is dependent upon the employee's appointment at or above 50%; the benefit is 8.0 hours paid bereavement leave per day for an employee with an appointment of 100%, with the hours prorated for eligible employees between 50% and 100%.

Up to three work days of paid bereavement leave will be granted when a death occurs in the employee's immediate family. The employee's immediate family for purposes of this Section means an employee's spouse, child, parent, sibling, grandparent or grandchild, including active step and in-law relationships, as well as any other person who resides in the employee's household or is a dependent of the employee.

Up to two additional work days of paid bereavement leave may be granted at the discretion of the supervisor or responsible administrator to the employee upon the death of their immediate family member, taking into consideration the funeral location (local or long distance), cultural expectations, rituals, ceremonies, and other pertinent factors.

With the approval of their supervisor or responsible administrator, employees may use sick leave to serve as pallbearers or attend funerals of other individuals not identified above.

With the approval of their supervisor or responsible administrator, reasonable paid bereavement leave will be granted to attend the funeral or service of a university colleague.

B. Court Appearance Leave. Leave shall be granted for appearance before a court, legislative committee, or other judicial or quasi-judicial body as a witness in action involving the Federal Government, the State of Minnesota, or a political subdivision thereof, or the University, in response to a subpoena or other direction of proper authority.

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, or any tribal election where the employee is eligible to vote is eligible for a voting leave of absence. 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.

Section 5. Unpaid Leaves of Absence.

A. Personal Leave. After 10,400 hours of continuous service, personal leave of six (6) months shall be granted to any employee with three (3) months advance notice to the Employer. Any employee shall only be able to use this leave once in any twenty four (24) month period. If more than one (1) employee in a work location requests personal leave at the same time, and staffing would not allow approval of more than one (1) employees leave, the employee with the most Departmental Seniority shall get the leave. However, personal leave may be denied if other previously approved leaves do not allow staffing flexibility to grant this leave. Other personal leaves may be granted at any time to any employee for any period of time for personal purposes with supervisory approval.

B. Disability Leave. Any employee who is disabled due to illness or injury and who has exhausted accumulated sick leave shall be granted an additional nine (9) month leave of absence without pay upon presentation to the Employer of a doctor's statement substantiating continuing disability.

C. Military Leave. Leave shall be granted to an employee who enters into active military service in the armed forces of the United States for the period of military service, not to exceed five (5) years.

D. Political. Leave shall be granted upon request to any employee upon becoming a candidate, or during the course of such candidacy, for any elected public office. Leave shall also be granted upon election to any elected public office.

E. Union Leave. Leave shall be granted to employees who are elected officers or appointed representatives of the Union for the purposes of conducting Union business upon the written request of the Union. Any Union leave one (1) day or less in duration shall be requested as soon as possible. Any Union leave in excess of one (1) day shall be requested in writing at least fourteen (14) calendar days in advance of the effective date. Such requests shall state the anticipated duration of the leave. Effective July 1, 1989, all union leave hours except for leaves of more than one (1) week (5 days) shall count as hours of continuous service for accrual purposes in the Leave and Salary Articles.

F. Precinct Caucus/Party Conventions. Any employee who is entitled to attend their annual political party caucus or a convention of a state party unit and who submits a written request to the appropriate

Human Resources Department at least ten (10) days in advance shall be excused from work, without pay, to attend the caucus or convention.

G. School Conference and Activity Leave. An employee shall be granted up to sixteen (16) hours of unpaid leave per fiscal year to attend school conferences or activities related to the employee's child, provided the conferences or classroom activities cannot be scheduled during non work hours. When the leave cannot be scheduled during non-work hours and the need for the leave is foreseeable, the employee must provide reasonable prior notice of the request for leave and make a reasonable effort to schedule the leave so as not to unduly disrupt the operations of the Employer. If the employee has vacation or compensatory time off available to use, the employee may use the time for that purpose.

Section 6. Reinstatement After Leave. Any employee returning from an approved leave of absence as covered by this Article shall be entitled to return to the job in the University which they held at the time leave was granted. In the event the job has been eliminated during the employee's period of leave, the returning employee shall be entitled to exercise one of the following options:

- A. To be placed on the layoff list in accordance with Article 17, Layoff and Recall;
- B. To use their classification seniority to bump the least senior employee in that classification in the administrative unit, if qualified;
- C. To be placed in a vacancy which is comparable in pay and duties to the position from which leave was granted, if qualified. The salary paid to employees following a leave of absence shall reflect all increases for which the employee would have been eligible during the period of leave except those increases which are based on hours of service.

If any leave taken under any provision of this Agreement also qualifies as leave under applicable state or federal law, such leaves shall run simultaneously.

ARTICLE 9 OVERTIME

Section 1. Overtime Hours and Rates. Overtime must be approved by the immediate supervisor or other appropriately designated supervisor and/or

administrator. All employees shall receive premium overtime compensation as follows:

- A. All hours worked after twelve (12) consecutive hours in any work day shall be paid at two (2) times the employee's regular rate of pay. Hours shall be considered consecutive when there is no break greater than (1) hour during the work period.
- B. All hours worked on a scheduled shift which starts less than twelve (12) hours after the employee's most recent shift ends shall be paid at time and one-half (1/2) the employee's regular rate of pay
- C. All hours worked on the second of two (2) consecutive weekends shall be paid at time and one-half (1/2) the employee's regular rate of pay, except as provided for in Article 4, Section 6.

Section 2. Seven (7) Day Work Period. Employees whose scheduled work period consists of no more than forty (40) hours in a seven (7) day period shall receive overtime compensation as follows:

- A. All hours worked in excess of forty (40) hours in a seven (7) day period shall be paid at time and one-half (1/2) the employee's regular rate of pay. The Employer shall not reduce the hours in any 100% employee's posted work day in order to avoid the payment of overtime during a seven (7) day period. Such change in a posted work day shall result in payment at time and one-half (1/2) the employee's hourly rate of pay for hours worked outside the posted work schedule during the seven (7) day period;
- B. All hours on days beyond five (5) days worked in a seven (7) day period shall be paid at time and one-half (1/2) the employee's regular rate of pay;

Section 3. Overtime Compensation. Overtime shall be accumulated at the rate set forth in Sections 1 and 2. All overtime earned shall be paid in cash unless the employee requests compensatory time off in lieu thereof. All cash overtime shall be reported and liquidated in the payroll period in which it was earned. Upon fourteen (14) days written notice, the employee shall be able to cash out compensatory overtime in the following payroll period.

All employees shall be allowed to accumulate up to eighty (80) hours of compensatory overtime. Employees currently above the maximum shall not have their excess hours cashed out.

Requests for compensatory time off which exceed two (2) days shall be handled according to provisions of Article 6, Section 4. Requests for compensatory time off of two (2) days or less shall be at times selected by the employee subject to the approval of the supervisor, and shall not be unreasonably withheld.

Section 4. Distribution. Employees who work in more than one (1) work location shall exercise rights for voluntary overtime in the work location where the majority of regularly scheduled hours are worked. Additional work shifts resulting from unanticipated needs shall be distributed in the work location as follows:

- A. To bargaining unit employees who would not be eligible for overtime rates in order of greatest classification seniority;
- B. To non-bargaining unit employees who would not be eligible for overtime rates;
- C. To bargaining unit employees who would be eligible for overtime rates in order of greatest classification seniority.

Employees may volunteer for work outside of their primary work location before mandatory overtime is assigned. If more than one (1) employee volunteers, the extra shift will be granted to the employee with the greatest classification seniority. Overtime of less than a full work shift shall be distributed in the following order:

- A. To employees in the same classification and work location who are currently at work in order of greatest classification seniority;
- B. To employees in the same classification and work location who are on a scheduled day off in order of greatest classification seniority;
- C. To employees in the same classification and work location who are not at work but are scheduled to work during the twenty-four (24) hour period in order of greatest classification seniority.

The Employer shall not be required to call employees in from vacation or to interrupt a specific project in progress in order to distribute overtime.

Section 5. Overtime Assignments. Overtime shall be optional, except that if a supervisor cannot secure an adequate staff from among volunteers after offering the assignment per Section 4 of this Article, overtime shall be assigned to employees within a work location on the basis of ability to do the job and inverse classification seniority. Such an assignment shall not exceed eight (8) consecutive hours, exclusive of an unpaid lunch period. No more than two (2) full mandatory overtime shifts or four (4) partial mandatory overtime assignments per pay period per employee may be made by the supervisor. An employee may withdraw from their voluntary overtime assignment up to five (5) work days prior to the actual overtime with written notice to their supervisor. Withdrawal from a voluntary overtime assignment within five (5) work days may occur only with the approval of the supervisor.

Section 6. Duplication of Payment. Overtime hours worked shall not be paid more than once for the same hours worked under any provision of this Agreement.

Section 7. Call Back.

- A. Call Back Eligibility. For purposes of this Article, employees working at least 75% time are eligible. Employees working less than 75% time may be called back to work. However, since no compensation is guaranteed, no employee working less than 75% time shall be required to return for a call back.
- B. Call Time Compensation. An eligible employee who is called from home after having completed their work day shall, at the employee's option, unless such option is prohibited by law, receive as a minimum three (3) hours pay for the work performed. An eligible employee who is called in early shall be compensated (in cash) at the rate of time and one-half (1/2) for all work performed prior to the start of the employee's regularly scheduled work shift.

Section 8. Meet and Confer. The Union and the Employer agree to meet and confer regarding expanding the ability of employees to volunteer for overtime outside of their administrative units.

Section 9. On Call. In the event the Employer decides to implement an on-call procedure, the Employer agrees to meet and negotiate with the Union over the terms and conditions of the procedure prior to its implementation.

**ARTICLE 10
TEMPORARY APPOINTMENTS AND ASSIGNMENTS**

Section 1. Temporary Appointments. If a temporary appointment extends beyond three (3) years, the employee shall become permanent without posting the position.

Section 2. Temporary Reassignments. If it is necessary to reassign an employee from their continuing work location to another work location for more than three (3) days, the most senior (University seniority) volunteer among qualified employees who are at work on the work location shall be reassigned. If there are no volunteers, the least senior (University seniority) qualified employee at work on the work location shall be reassigned. Temporary reassignments made in accordance with this section shall not exceed six (6) months in duration.

Employees who are assigned to work with a specific doctor, may be temporarily reassigned, during the doctors absence, if work is not available in the employees continuing work location. Such reassignments shall not exceed 30 days.

In no case shall temporary reassignments be used to avoid the provisions of Article 13.

Section 3. Reassignment in Lieu of Layoff. The Employer may temporarily reassign employees who would otherwise be laid off or have their appointments terminated, to alternative work for up to three (3) months, if there is an expectation that there will be funding and work that will become available in their regular work location. The Administrative Unit and the Local Union may mutually agree to extend a temporary reassignment.

Section 4 Temporary Training Assignments Across Work Locations. Training of this type shall be offered in order of classification seniority by work location. If no one in the work location volunteers, training shall be assigned to the least senior (classification seniority) employee who has not had that training. Such training assignments shall not exceed two (2) consecutive weeks per training event.

ARTICLE 11 REPORTING TIME

Section 1. Reporting Time Compensation. Any employee who is scheduled to report for work for a scheduled work shift of at least four (4) hours and who presents themselves as scheduled, shall be entitled to at least four (4) hours of work or four (4) hours pay at their regular straight time hourly pay rate or overtime, whichever is applicable. Any employee who is scheduled to report for work for a scheduled shift of less than four (4) hours and who presents themselves as scheduled, shall be entitled to at least the scheduled hours of work or pay for the scheduled hours at their regular straight time hourly pay rate or overtime, whichever is applicable. Should an employee be excused from work due to illness or at their own request they shall receive pay only for hours actually worked, plus compensation for any hours charged to sick leave, vacation, or compensatory time off.

ARTICLE 12 SENIORITY

Section 1. Definitions.

University Seniority. "University Seniority" is defined as the total hours of continuous service with the University since the last date of hire. University Seniority shall be used to determine vacation and sick leave accrual rates and career bonus payments.

Bargaining Unit Seniority. "Bargaining Unit Seniority" is defined as the length of continuous service within the bargaining unit since the last date of entry into the bargaining unit.

Department Seniority. "Department Seniority" is defined as the length of continuous service within a department. Department seniority includes time worked in all classifications within a department, regardless of bargaining unit designation. Departments are listed in Appendix B.

Classification Seniority. "Classification Seniority" is defined as the length of continuous service in a specific job classification within the bargaining unit. If an employee exercises bumping rights within the administrative unit as provided in Article 17, Layoff and Recall, classification seniority in the class to which the employee has bumped shall include classification seniority in all higher or equally paid bargaining unit classes in which the employee has served, since the initial date of entry into the classification into which the employee bumps. Administrative Units are listed in Appendix B.

School of Dentistry Dental Assistant Specialists and Dental Assistants. Dental Assistant Specialists and Dental Assistants within the School of Dentistry may use combined seniority to bid on Dental Assistant Specialist and Dental Assistant vacancies within the School of Dentistry.

Continuous Service. For determining University Seniority, "Continuous Service" shall commence on the date an employee begins to serve a probationary period and shall accrue on the basis of straight time for all hours paid to a maximum of eighty (80) hours per pay period. For purposes of this section, overtime hours worked shall be credited as the number of hours worked exclusive of premium pay. For determining bargaining unit seniority, department seniority, and classification seniority, "Continuous Service" shall commence on the date an employee begins to serve a probationary period and shall be computed on the basis of the last date of entry into the bargaining unit, department and/or classification, whichever is appropriate. In the case of an employee in a trainee position, continuous service shall be credited back to the date of hire at the time the employee begins to serve a probationary period.

Section 2. Breaks in Service. An employee's continuous service record shall be interrupted only by dismissal for just cause, voluntary resignation, retirement, failure to return upon expiration of a leave of absence, or failure to respond to a recall from layoff. However, any employee who is reinstated to a bargaining unit position within one (1) year shall have their seniority, wage step, career bonus, and eligibility for other benefits at the time of interruption restored. Effective December 8, 1995, an employee who is reinstated to the job classification which they most recently held within three (3) years shall have their University seniority and career bonus restored. An employee who transfers,

promotes or demotes from a classification and returns within one (1) year shall have their classification and departmental seniority restored.

Section 3. Seniority Rosters. The Employer agrees to furnish the Union each January and July with rosters of all employees, their classifications, University seniority hours, bargaining unit seniority date, and classification seniority date. The Seniority Roster is available electronically at <https://humanresources.umn.edu>. In the event a dispute occurs involving the application of any employee's seniority, the Employer agrees to provide all pertinent seniority information to the Union, upon request.

When two (2) or more employees have the same classification seniority date, ties shall be broken by recognizing the employee with the greater department seniority first. If a tie continues, the employee with the greater bargaining unit seniority shall be recognized first. If a tie continues, the employee with the greater University seniority shall be recognized first. Finally, if a tie still continues, the employee's seniority position shall be determined by lot.

ARTICLE 13 FILLING OF VACANCIES

Section 1. Definition of a Vacancy. A vacancy is a job opening in the bargaining unit which the Employer determines to fill. Vacancies can result from promotion, demotion, transfer, termination of an employee or from the addition of new positions. A vacancy is not created by an assignment change within the same job classification, same department, and on the same shift.

Section 2. Posting of Vacancies. Whenever a vacancy occurs which the Employer determines to fill, the Employer shall post notice of the opening on the official Human Resources Department web page at <https://humanresources.umn.edu>, for a period of not less than seven (7) calendar days. The posting shall carry the position classification, title, number, the hourly rate of pay, minimum acceptable qualifications, and shift hours. The work schedule and work location shall be included. A posted vacancy may be canceled during the posting period but may only be canceled after the posting period for lack of funds. Upon request, the Employer shall furnish the Local Union with documentation of the lack of funds.

A temporary appointment shall not be made solely for the purpose of avoiding layoff rights for that employee or denying bidding rights to other employees.

Section 3. Applicant Consideration. Employees serving an initial probationary period shall not be considered for any vacancy except a vacancy in

the same class in a different percentage appointment or at a different term appointment. Employees serving an initial probationary period in a temporary position shall be permitted to apply for other positions which are not temporary unless there is a layoff list for the classification of the vacancy. The Employer may deny such a transfer if the employee has received disciplinary action at the level of written warning or higher or has received an unsatisfactory mid-point evaluation.

Employees may apply for posted vacancies by submitting an electronic application through the official Human Resources Department webpage. In order to be guaranteed seniority consideration, completed applications must be submitted prior to the end of the seventh day of the posting and must be accepted by the Human Resources Department, except that such acceptance shall not imply that the applicant is qualified. In filling all bargaining unit vacancies, the Employer shall fill openings from among qualified applicants in the following order:

- A. First, current bargaining unit employees who have received layoff notice in accordance with Article 17 on the basis of total bargaining unit seniority.
- B. Next, current bargaining unit employees on layoff list for the classification involved in accordance with Article 17.
- C. Next, current bargaining unit employee who has passed an initial probation with the University and who has either 1) been determined to be disabled according to the provisions of the Americans with Disabilities Act (ADA) and is unable to return to their former position because of the disability, or 2) is unable to return to their position due to a work related injury and now certified to return to other employment.
- D. Next, current bargaining unit employees requesting a transfer in the same classification and/or pay range as defined in Article 31, Section 5, in accordance with Section 6 of this Article on the basis of bargaining unit seniority.
- E. Next, current bargaining unit employees with at least five (5) years of continuous service, on the basis of bargaining unit seniority.
- F. Next, current bargaining unit employees within the department where the vacancy occurs in order of their departmental seniority.
- G. Next, current bargaining unit employees within the bargaining unit with less than five (5) years of continuous service in order of their total bargaining unit seniority.
- H. Next, a University employee who has passed an initial probation with the University and who has been determined to be disabled

according to the provisions of the Americans with Disabilities Act (ADA) and is unable to return to their former position because of the disability but is now certified to return to other employment shall have the right to any vacant position for which they are qualified as determined by the employer.

- I. Next, a University employee who has passed an initial probation with the University and who has been injured on the job and is unable to return to their former position because of the injury but is now certified to return to other employment shall have the right to any vacant position for which they are qualified as determined by the employer.
- J. If no applicant is found in the groups described above (A through I), the Employer shall fill the position using its standard employment procedure which shall not disqualify bargaining unit employees from competing for selection if they apply between the 8th and last day of posting.

The Employer shall send the Union the name(s) and classifications of any employee(s) referred to fill a bargaining unit vacancy or shift opening, and the name(s) of employee(s) selected, on a bi-weekly basis. Employees affected shall also be notified by the hiring supervisor within two (2) weeks of the hiring decision, and given the reason therefore.

The provisions of Section 2, Posting and Section 3, Applicant Consideration of this Article may be waived by written agreement between the Employer and the Union in order to return a bargaining unit employee or a former bargaining unit employee who is on Worker's Compensation or Unemployment Compensation, or a non-bargaining unit employee who has been determined to be disabled according to the provisions of the Americans with Disabilities Act (ADA) and is unable to return to their former position due to the disability, to a bargaining unit job.

Section 4. Assignment Change. An assignment change is a change of an employee's assignment within the same classification, same department, and same shift, and shall not require a new probationary period. This procedure shall occur before a vacancy is posted or when no vacancy has been created, but it is necessary to reassign an employee. Temporary employees shall not be reassigned into permanent positions.

Employees shall inform the Supervisor in advance of the job posting, in writing, of their desire to be considered for another assignment. Such notice must be received prior to formal posting of the vacancy by Human Resources in order to be considered for reassignment. The assignment change requests will remain in effect for a one (1) year period.

The Employer shall inform employees at the time of initial hire of the assignment change procedure. The Employer shall post on the work area bulletin boards where they exist, or on department bulletin board where there are no work area boards, the assignment change procedure which follows:

When an employee leaves an assignment for any reason, and the Employer determines to fill the vacated assignment, the Employer shall do the following:

- A. Notify the department Union Steward in writing that a vacancy has occurred;
- B. Consider applicants for the vacant assignment who have expressed interest in reassignment;
- C. Reassign the employee with the most classification seniority who expressed an interest in the reassignment and who has the ability to do the job.

Assignment changes may be initiated by the Employer, however, such changes shall not be arbitrary or capricious.

Section 5. Transfers. A transfer is a change of an employee from one position to another position having the same classification or a change between classifications having the same pay range:

- 1) Within the same department;
- 2) From one department to another department.

Section 6. Evaluation Period. Employees who have been transferred or voluntarily demoted or promoted to a new classification shall have ten (10) working days, working in the work location, in which to evaluate the position and decide whether or not to return to the previously occupied position. If an employee returns to a previous position, the employee shall assume all seniority in the former classification.

Section 7. Changes Due to Reorganization. If a cost center work location(s) is to be eliminated or combined, upon the request of the Union, the Employer shall convene a Labor Management meeting to work out a plan for the layoff process and/or for reassignment of the employees which considers employee choice, classification seniority and ability to do the preferred job.

Section 8. Trainee Positions. The Employer shall have the right to establish training positions in classifications where needed. Such positions shall be posted and filled in accordance with this Article, and the posting shall include a description of the job and estimated duration of the trainee program. The duration of the trainee program shall not exceed the minimum experience and training qualifications normally expected of a fully qualified applicant, nor shall it exceed nine (9) months in duration.

Individuals hired for trainee positions shall be paid no lower than two (2)

steps below the minimum step of the classification and may be granted increases as the employee progresses through the training period. After successfully completing training the employee shall be paid at least the minimum step for the classification and begin a probationary period in that classification. (see Article 14, Probationary Period, Section 2 for duration of the probation period).

Current employees who enter trainee positions shall remain in their current classifications until successful completion of the training program.

ARTICLE 14 PROBATIONARY PERIOD

Section 1. Intent. Each employee selected to fill a vacancy shall serve a probationary period which is an extension of the selection procedure. The intent of probation is to give the employee an opportunity to demonstrate their ability to perform the duties of the position. Any absences without pay shall automatically extend the probationary period. Absence covered by Workers' Compensation will not count towards completion of the probationary period.

Section 2. Probationary Period. Employees shall be required to serve a probationary period of six (6) months, except employees promoted during their probationary period shall be considered to have completed the probation in their previous classification on the effective date of such promotion. In the event the department head wishes more time to evaluate the employee's performance, the probationary period may be extended for an additional two (2) months, provided notice of the extension is agreed to by the Union not less than ten (10) working days prior to the expiration of the probationary period. If such an extension is requested, the department head shall meet with the employee, steward and supervisor to detail the work problems which resulted in the extension and the specific expectations which the employee must meet in order to pass probation.

Employees who are moved to a different classification (in which the employee has not previously served a probationary period) due to promotion, transfer, reclassification, voluntary demotion or recall shall serve a period of probation of six (6) months in their new classification. An employee who transfers in the same classification between departments may be required to serve an additional three (3) months probationary period if the employee has received disciplinary action at the level of written warning within the last three (3) calendar months or a higher level of discipline within the last six (6) months.

Employees working in a trainee position for three (3) months or more, who successfully complete requirements for qualification for their intended position, shall then serve a four (4) month probationary period in that intended position.

Employees serving an initial probationary period shall not be considered for any vacancy except a vacancy in the same class in a different percentage appointment or at a different term appointment. Employees serving an initial probationary period in a temporary position may apply for other positions which are not temporary. The Employer may deny such a transfer if the employee has received disciplinary action at the level of written warning or higher or has received an unsatisfactory mid-point evaluation. An employee may not apply for promotion during an initial probationary period.

An employee who transfers in the same classification between Administrative Units may be required to serve an additional three (3) months probationary period. In the event the Department Head wishes more time to evaluate the employee's performance, the probationary period may be extended for an additional two (2) months as provided in paragraph one. After completion of the initial period of probation with the Employer, an employee upon notice of non-certification in a different classification, department, or Administrative Unit, shall be entitled to return to their next previous position or layoff list, if appropriate.

If an employee is not certified in a classification, that employee shall not be appointed to a vacancy in that class for six (6) months after the date of removal from the class. In this event, the employee shall accrue all seniority in the former classification. Failure to pass probation may be grieved under the provisions of Article 25, Settlement of Disputes, except that an employee serving an initial probation period may only grieve through Step 3, unless a violation of Article 30, Pledge Against Discrimination and Coercion, is charged. Each supervisor shall ensure that each employee receives adequate orientation.

Section 3. Evaluation. At the approximate mid-point of the probationary period, the Employer shall conduct a performance counseling review of the employee's work performance and furnish the employee with a written copy of the evaluation. The Employer and the Union agree that this evaluation period does not preclude the non-certification of an employee's initial probation prior to or after the mid-point of the probationary period if it becomes apparent that the employee will not successfully complete the probationary period. If an employee serving other than an initial probationary period is not making satisfactory progress on the job after at least one (1) month, the employee shall receive at least one (1) documented performance review identifying job performance deficiencies and expected improvements prior to any decision to non-certify. The employee shall be given an adequate period of time to demonstrate improved performance following the review.

ARTICLE 15 CLASSIFICATION OF POSITIONS

Section 1. Job Classification. All positions shall be assigned to a specific classification by the Employer and all positions substantially alike with respect to type, difficulty, and responsibility of work shall be included in the same classification. Class specifications can be found electronically at:

<https://humanresources.umn.edu>

All classification specifications shall include the typical tasks required in the performance of the job.

Section 2. Reclassification of Positions. If the duties assigned to an individual employee are substantially changed in terms of level of difficulty or responsibility, they or the Union may request that the appropriate Human Resources Department initiate a job review of their job to determine correct bargaining unit classification for that employee's position. Such requests shall be in writing on forms supplied by the Employer. A copy of all such requests not initiated by the Union shall be provided to the Union. Upon receipt of a properly completed job review form, the appropriate Human Resources Department shall complete a review and render its decision to reclassify or not reclassify the position in writing to the employee, with a copy to the Union, within forty-five (45) calendar days. When a position is reclassified, the salary of the employee shall be adjusted effective upon the first day of the payroll period after the receipt of the properly completed job review request form by the appropriate Human Resources Department. Salary in the new classification shall be as determined in Article 31, Salaries, Section 5. Classification seniority in the new classification shall also begin on that date.

Positions which are reclassified, as a result of a job review and/or an organizational change, to existing class titles, shall remain within the scope of the bargaining unit, unless the reclassification constitutes a promotion to an existing classification outside the bargaining unit. If the new classification is established as a result of a reclassification and/or an organizational change and a dispute develops over the inclusion or exclusion of the class(es) in the bargaining unit, the parties agree to resolve the dispute in accordance with Article 2, Section 2, Recognition. However, the employees involved in the dispute shall remain covered by the provisions of this Agreement until a decision is issued by the Bureau of Mediation Services.

When any classification not listed in the wage schedule of this Agreement is established, the parties agree to meet and negotiate on the appropriate salary range. If the parties are unable to reach an agreement, the Employer shall designate the rate structure for the classification. The dispute shall be resolved

by submittal to arbitration upon the request of either party. The Employer agrees to inform the Union in the event a reclassification of any position results in the position being moved outside the bargaining unit.

Section 3. Appeal of Job Reviews. Within ten (10) calendar days after receiving notification of the appropriate Human Resources Department's job review decision, the employee may appeal the decision to Article 25, Settlement of Disputes, beginning at Step 3 and continuing through Step 4, if necessary.

Section 4. Limitation of Filing Job Review Requests. Neither the employee nor the Union may file more than one (1) request within any calendar quarter for a review of the same position on behalf of the same employee.

ARTICLE 16 PERFORMANCE APPRAISALS

Statement of Philosophy. The University and the Union share a belief that the purposes of the performance appraisal system include the following: to clarify both management's goals for the position and the employee's goals; to monitor the employee's achievements and any areas of needed improvement; to facilitate communication between supervisors and employees about the employee's job duties and establish a framework for open, constructive feedback; and to encourage and develop plans for employee development and growth. Annual performance appraisals shall be completed and provided to the employee in a timely fashion per established department guidelines. This statement shall not be grievable nor shall either party use this Section as evidence or argument in arbitration.

Section 1. Employee Appraisals. Performance appraisals for each employee shall be submitted at least once each year using either a standard University evaluation form or one that is an approved substitute for that standard form.

Employees shall be evaluated by their appropriate administrator/supervisor. Employees shall be given a minimum of three (3) workdays notice prior to the evaluation meeting. If a performance review meeting becomes disciplinary in nature in the employee's judgment, the employee shall have the right to adjourn the meeting and reschedule it with a Union Steward present.

At the time of such appraisal, the employee's specific job description, job duties, appraisal standards, and performance shall be reviewed by both the employee

and the supervisor to discuss patterns of performance for the past year and expectations for the upcoming year.

Each employee has the right to add written comments regarding the performance appraisal on the performance appraisal form, at the time of any review, and subsequently if any changes are made. The employee's signature on the performance appraisal form signifies that the performance appraisal has been reviewed with the employee, but does not signify that the employee agrees with the appraisal.

Each employee shall have the right to see any changes, deletions, or additions to the performance appraisal made by the immediate supervisor, a higher supervisor, department head, or administrator. Such changes shall be discussed with the employee. The employee shall be provided with copies of the completed performance appraisal.

The performance appraisal shall be placed in the employee's official personnel file. Any appraisals which are not in the official file shall not be part of the official record of the employee in considering discipline or future performance reviews. Employees have the right to review their official personnel files upon request per Article 24, Personnel Records.

A referral to employee assistance programs shall not be referenced on a performance appraisal or evaluation, nor shall supervisors use the performance appraisal as a substitute for disciplinary action as defined in Article 23, Discipline.

ARTICLE 17 LAYOFF AND RECALL

Section 1. Purpose. The purpose of this Article is to protect the jobs and hours of work of employees according to their length of service, as specified in this Article, so that least senior employees are first affected by reductions and most senior employees are last affected as specified in this Article.

No layoffs shall be made for disciplinary reasons or because the Employer has eliminated a specific full-time position and replaced the full-time employee with non-bargaining unit employees.

The employer may lay off an employee due to patient population decrease, abolition of position, shortage of work or shortage of funds, or because of subcontracting.

Section 2. Definitions.

- A. Continuing Reductions. A continuing reduction of the regular work hours of an employee appointed at 75% time or more which continues longer than two (2) consecutive weeks shall be considered a layoff and the Layoff Procedure, Section 3, Bumping, Section 4, and Recall, Section 7, is applicable.

A continuing reduction of the regular work hours of an employee appointed at less than 75% time which continues longer than three (3) consecutive pay periods shall be considered a layoff and the Layoff Procedure, Section 4, Bumping, Section 5, and Recall, Section 7, is applicable.

- B. Unanticipated Shift Reductions, Short Term Work Reductions and Special Term Appointments. The following reductions are only considered layoffs as specified below. These reductions are executed as follows:

1. Unanticipated Shift Reductions. Unanticipated reductions in the staffing needs of one (1) shift or less shall occur in inverse order of class seniority in the work location and shift affected. Day shift employees shall be notified of such shift reductions as soon as possible. Evening shift employees shall be notified at least two (2) hours in advance of their scheduled starting time. Night shift employees shall be notified at least four (4) hours in advance of their scheduled starting time.

If an employee who suffers an unanticipated shift reduction is not the least senior in the same class in the work location, that employee may elect to bump the least senior in the same class in the work location from a scheduled shift equal to the hours lost by the original shift reduction within three (3) pay periods following the shift reduction. The Employer shall incur no overtime obligation due to this change in shifts.

2. Short Term Reductions. Anticipated but short term reductions of work of two (2) weeks or less for employees working 75% time or more or for three (3) payroll periods or less for employees working less than 75% time shall occur in inverse order of classification seniority in the work location as defined in Appendix B.

Employees shall be notified of such short term reductions in writing by the Employer at least thirty (30) calendar days prior to the effective date of the short term reduction unless the reduction is due to an emergency beyond the Employer's control.

The Employer agrees that if any bargaining unit work is available in the department due to vacation or other employee absence it shall be made available first to the most senior qualified employee affected by the anticipated short-term reduction.

3. Special Term Appointments. Employees in positions identified as less than twelve (12) month positions shall receive a letter describing the periods of work and the periods of not working under the terms of their appointment at the time of hire. The notice shall advise the employees to inquire with the appropriate office or agency concerning any legal rights to insurance benefits or unemployment compensation during the period they are not working.

If the dates that the position is not working are changed from the period stated in the original letter, the employee will receive thirty (30) days notice and be eligible for Section 3, Layoff Procedure, and Section 4, Bumping, provided the duration of the change would qualify as a layoff as defined in Section 2A of this Article.

4. Layoff and Bumping Rights. When an employee's regular shifts have been reduced by a cumulative total of one (1) pay period of that employee's normal work hours or forty (40) hours, whichever is less, under any provision of Section 2, Subsection B, during any calendar quarter, then Section 3, Layoff Procedure, and Section 4, Bumping, shall apply. However, an employee may elect not to utilize the filling of vacancies and/or bumping options specified in Section 3 and 4, and retain their present position.

5. School of Dentistry Academic Breaks. Layoffs occurring in the School of Dentistry because of breaks between academic terms shall not activate bumping rights. Any hours an employee is reduced in excess of the shortest hour reduction for a specific academic term break shall count towards the cumulative total in this section.

Section 3. Layoff Procedure. In the event of subcontracting or layoff the Employer shall identify the positions being eliminated, including the classifications, location, shift and percentage appointment.

If there is more than one (1) position on a work location in the same classification, percentage appointment and shift, the position eliminated shall be the position of the least senior employee according to classification seniority. The Employer may lay off the employee(s) in the classification(s) affected equal to the number of positions eliminated. The Union shall be provided this information at least seven (7) days prior to layoff notice(s) being issued.

Employee(s) whose position(s) has been eliminated shall receive notice as

soon as the need for layoff is known, but at least thirty (30) days prior to the effective date of the layoff, unless the layoff is necessary due to an emergency beyond the Employer's control.

Those receiving a notice shall have until nine (9) days prior to the effective date of the layoff to decide on a course of action.

If the minimum thirty (30) day notice cannot be provided by the Employer due to an emergency or because the person affected is being bumped, notification of any necessary layoff shall be communicated to the employee and the Union as soon as possible.

An employee being bumped shall receive a minimum of nine (9) working days advance notice.

All layoff notices shall include the reason for layoff, the estimated length of the layoff, and the form and instructions necessary for the employee to be placed on the layoff list.

During the notice period the following shall occur:

- 1) Each affected employee shall submit an updated application on forms provided by the Employer to the appropriate Human Resources Department;
- 2) The Employer shall meet with affected employee(s) to advise the employee(s) of their rights and options in the layoff situation and their rights under Article 13, Filling of Vacancies;
- 3) Affected employees shall be placed into job openings in accordance with Article 13, Filling of Vacancies.

Section 4. Bumping. Bumping rights shall be exercised only one (1) time per layoff. An employee who is about to be laid off may first bump the least senior employee in the same class and Administrative Unit at the closest percentage appointment. If no such position exists, or the position is at a lower percentage than the employee's current position, the employee may bump the least senior employee in classification(s) in which the employee has previously passed probation in the Administrative Unit. Bumping rights to previously held classes are in the order of most recently held.

When two (2) or more employees in the same classification, percentage appointment, and Administrative Unit have received layoff notices and intend to bump, the employee with the greater classification seniority shall have priority in exercising that option and may choose among the positions to be bumped.

In all cases of bumping, the employee exercising bumping rights must meet the posted qualifications for the position.

Employees who are bumped shall be considered laid off employees and shall also have the right to exercise bumping rights based on classification

seniority. An employee who chooses not to exercise bumping rights shall have their name placed on the layoff list.

Section 5. Probation. Employees who transfer to another classification or move to a new classification after receiving a layoff notice may be required to serve a probationary period in accordance with Article 14, Probationary Period.

If the employee does not pass probation, the employee shall still retain bumping rights under this Article to any classification in which they have previously passed probation and shall be allowed to exercise bumping rights at the time they are informed of the non-certification.

Section 6. Layoff Lists. The Employer shall maintain a list of all employees who have been laid off from their position, classification, or Administrative Unit. Such lists shall be maintained for the entire bargaining unit and shall be provided to the Local Union President, Chief Steward, or Business Representative upon request. The list shall contain the employees' seniority dates and dates of layoff.

Section 7. Recall. Employees shall be recalled from layoff by classification seniority order from the Administrative Unit layoff list.

No new employees will be hired into a classification until all employees on layoff status in that classification have been offered an opportunity to return to work.

An employee whose name has been placed on a layoff list shall retain recall rights for a period of three (3) years.

An employee who is recalled from layoff shall indicate their acceptance within seventy-two (72) hours of the time of notification. The Employer shall provide such notification by a certified mailing to the employee's last known address.

If an employee on permanent layoff status chooses to accept the offered position, they shall have a maximum of three (3) weeks from the date of accepting to report for work.

If an employee chooses not to accept the offered position, and the offered position is the same or higher percentage appointment, all recall rights shall be forfeited.

After a period of one (1) year from the date of the refusal to accept an offered position in the same or higher percentage appointment, an employee's recall rights shall be restored for the remainder of their three (3) year eligibility by the employee making a request for restoration by certified mail to the head of the Administrative Unit. The employee shall be informed of this obligation in the letter notifying them of recall.

Section 8. Rights of Employees on Temporary Appointments. An employee who has passed their initial probation in a continuing position and has moved to a temporary position, shall have their name placed on the layoff list when the temporary appointment ends.

Section 9. Temporary Work. Employees having been given notice of layoff or a short term reduction in employment shall be offered available work assignments, if qualified, before new temporary or agency temporary employees are hired, provided the employees have notified the appropriate employer contact regarding their availability.

Section 10. Layoff Severance Program

ELIGIBILITY:

Employees are eligible if they have received a notice of layoff, and hold at least a 75% time continuing appointment. Temporary employees are not eligible. While employees who previously have participated in termination severance programs are eligible for the Layoff/Non-Renewal program, time included in previous programs shall not be included in any subsequent programs.

BENEFITS:

(1) Eligible employees receive a lump-sum payment equal to one week of pay per full year of continuous service with the University, up to a maximum of 52 weeks of pay. One week of pay is equal to the regular hourly rate times the number of hours per week the employee was regularly scheduled to work on the last day of employment. This payment will be subject to payroll taxes.

(2) Employees' medical and/or dental coverage may be continued for up to 18 months following termination of employment (but not after the last day of the month in which the employee becomes eligible for Medicare or other group medical plan that has no limitations or exclusions with respect to any preexisting conditions of the employee or their dependents) according to the following schedule:

Full Years Of Continuous Service	University contribution
Less than 3 years	0 Months
3 through 4 years	6 Months
5 through 9 years	12 Months
10 years and over	18 months

The University's contribution for this coverage will be the same as if the employee had remained employed. If the above contribution is for less than 18 months, the employee may continue coverage for the balance of the 18 months at their own expense under COBRA.

The employee may choose to exercise the above option until effective date of layoff.

ARTICLE 18 SUBCONTRACTING

Section 1. Notification. The Employer shall normally notify the Union at least one-hundred twenty (120) calendar days prior to contracting out or sub-contracting any work which is currently being done by bargaining unit employees. During this time the Employer shall meet at mutually agreeable times with a Union committee composed of AFSCME Staff Representative(s), the Local Union President, Chief Steward and the Steward(s) from the affected department(s) to discuss employee concerns and consider suggestions or alternatives so as to try and minimize any impact that the contracting out or subcontracting may have on the employee. Subcontracting shall include contracting with another subdivision of the University or other public employer to perform work of bargaining unit classifications.

Section 2. Temporary Subcontracting. Temporary subcontracting of work for up to thirty (30) calendar days which does not result in layoffs shall not be subject to the provisions of Section 1. If it appears to be necessary to extend the temporary subcontracting beyond thirty (30) calendar days, the Employer agrees to meet with the Union committee specified in Section 1 to discuss employee concerns and consider other alternatives prior to making a final decision on the extension.

Section 3. Relocation of Employees. The Employer shall notify, in writing, the Union and all employees who may be affected and are potentially subject to layoff due to contracting out or subcontracting of work. During the one-hundred twenty (120) day notification period, upon request to the appropriate Human Resources Department, the Steward(s) representing the employees in the department(s) affected by subcontracting shall receive copies of all job postings when posted, in addition to normal Union posting notification procedures in Article 13. Employees not successfully relocated by thirty (30) days prior to the subcontracting shall receive layoff notice in accordance with Article 17, Layoff and Recall.

ARTICLE 19 CONTINUING EDUCATION

Employees have the opportunity, within the limits of this Agreement and with prior supervisor/administrator approval, to use up to sixteen (16) hours per fiscal year of Employer-paid time to take courses to maintain relevant certification and/or licensure or to continue their education and professional development. The supervisor/administrator will carefully consider the potential impact of the person's University work and impact on the overall operational needs prior to granting approval.

Employee requests for Employer-paid time off for continuing education must be submitted in writing at least sixty (60) calendar days prior to the effective date of the course, but not more than one-hundred twenty (120) calendar days prior to the effective date of the course. The supervisor/administrator will respond to a request for continuing education on Employer-paid time within five (5) calendar days of receipt of the request.

If University reduced tuition/tuition waiver programs exist, and an employee wishes to take advantage of such a program, the guidelines of that program will apply.

Should the University establish a tuition remission program, AFSCME bargaining units will be included in the program.

ARTICLE 20 LICENSE, CERTIFICATION and/or REGISTRATION RENEWAL REIMBURSEMENT

Effective July 1, 2021, for employees who must maintain a license, certification and/or registration in their current position, the University will reimburse the fees incurred for the initial or renewal license, certification and/or registration fees up to a maximum of \$300 per employee, per year.

The employee must submit appropriate written documentation according to current University finance reimbursement policy. See www.policy.umn.edu/finance for guidance.

An employee receiving reimbursement of the initial license, certification and/or registration fees must subsequently pass their probationary period and remain employed for at least one calendar year calculated from date of hire or the

reimbursement of the initial fee(s) will be deducted from the employee's final paycheck upon their departure from their position.

ARTICLE 21 UNIFORMS

A required uniform item is any item of clothing the Employer requires employees to wear while working at a particular work location.

When the Employer requires employees to wear a uniform item as a condition of employment and the Employer supplies the uniform:

1. Employees who are scheduled to work 75% time or more:

The Employer will provide five (5) initial new uniform items and four (4) new replacement uniform items annually thereafter;

2. Employees who are scheduled to work less than 75% time:

The Employer will provide three (3) initial new uniform items and two (2) new replacement uniform items annually thereafter.

When the Employer requires employees to wear a uniform item as a condition of employment and the Employer does not supply the uniform item:

1. The Employer will give the employee an annual uniform item clothing allowance of \$250.00. The clothing allowance is subject to any withholdings required by law.
2. The Employer will distribute the uniform item clothing allowance to the employee before January 1 of each year for the coming year.

New Uniform Item Requirement

When the Employer newly requires current and future employees to wear a new uniform item, the Employer will either provide the uniform item(s) OR provide a uniform item clothing allowance pursuant to this Article's terms above.

New Uniform Item Selection

1. If the Employer desires to implement a new uniform item for its employees, the Employer will consult with the Union about uniform item selection.

2. The Employer will meet with a maximum of three (3) Union representatives during work hours to receive input and advice from employees about the uniform items to be selected.
3. Any Union representative employee taking part in a uniform item selection meeting will receive regular pay for the meeting time.
4. The Employer will make the final selection of uniform items.

Uniform Item Maintenance

Uniform item maintenance is the responsibility of the employee.

Uniform Item Damage

1. Regardless of whether the Employer supplied the uniform item or the employee paid for the uniform item, whenever any uniform item is damaged in the course of employment so that it is no longer usable, the Employer will pay the cost to repair or replace the uniform item OR will provide a new uniform item. The department head must review and approve any decision to repair or replace a uniform item under this provision.
2. "Damaged in the course of employment" means that the damage occurred during the safe, routine performance of the employee's duties. The damage may be the result of some direct interaction with a patient or another employee, but the damage should not be the result of normal wear and tear.

Required Over-Garment Clothing

1. If the Employer requires employees to wear an over-garment clothing item while performing their work, the Employer will provide and maintain the over-garment clothing item(s) for daily employee use.
2. The Employer will determine the type and quantity of the over-garment clothing item(s).

ARTICLE 22 OCCUPATIONAL SAFETY AND HEALTH

Section 1. General Policy. It shall be the policy of the Employer that the occupational safety and health of its employees, the protection of work areas, and the prevention of accidents are continuing and integral parts of its everyday operating responsibility. The employees shall have the responsibility to use all provided safety equipment and procedures in their daily work and shall cooperate in all safety and accident prevention programs. Employees and the Union may exercise all their legal rights to secure a safe and healthful work place without threats, loss of pay, or other reprisals of any kind. The Employer agrees to abide by all relevant required local, state, and federal safety and health standards, and to keep employees informed of hazardous substances, harmful physical agents and infectious agents as required by the Minnesota Employees Right-to-Know Act (MERTKA).

Section 2. School of Dentistry, Boynton Health, and CUHCC Safety Committee. There shall be a Safety Committee composed of Employer and employee representatives in each Administrative Unit. A minimum of one (1) employee representative shall be selected by the Union from employees in each Administrative Unit. The Safety Committee Chairperson shall be designated by the head of the Administrative Unit. The function of each Safety Committee will be to review reports of unsafe equipment and job conditions submitted to it by bargaining unit employees, to provide support for a strong safety program, and to review and recommend safety policies to the Employer. The Employer and/or the Union may bring persons with special knowledge of issues being discussed to meetings on those issues. All Safety Committee meetings shall be held during normal day shift working hours on the Employer's premises and without loss of pay. Regular meetings of each Safety Committee shall be convened by the Union at least quarterly. Additional meetings of either Safety Committee may be called by the Chairperson or by a majority of that Committee as the need may arise.

Section 3. Committee Recommendations. The Safety Committee shall have the power to make recommendations to the heads of their respective Administrative Unit on matters affecting the safety of bargaining unit personnel. Such recommendations may include majority and minority reports. Where a work location has no Safety Committee, the designated Union Steward shall address such safety concerns to the head of the Administrative Unit.

Section 4. Employee Safety.

- A. All reports of unsafe equipment or job conditions shall be brought to the attention of the immediate supervisor by filling the Unusual

Incident Report. Should the reported unsafe equipment or job condition not be corrected or be in the process of being corrected within fourteen (14) calendar days, the equipment or job condition shall be brought to the attention of the Safety Committee by the bargaining unit employee.

- B. Any protective equipment or clothing, e.g., adequate eye protection, adequate head protection, safety vest, welding gloves and aprons, etc., required to be worn as a condition of employment by the Employer or OSHA shall be provided and maintained by the Employer.
- C. All employees who are injured or who are involved in an accident while performing the duties of the assigned job shall file an incident report on forms furnished by the Employer. All such injuries shall be reported to the employee's immediate supervisor any necessary immediate medical attention shall be arranged, without loss of pay for the employee. The Employer shall provide assistance to the employees, when requested, in filling out all necessary Worker's Compensation forms.
- D. When the Employer suspects that the health of an employee at work could endanger other employees, patients, or the employee themselves, the Employer may require the employee to acquire a work clearance from the appropriate Employee Health Service at no cost to the employee. (A copy of the medical report shall be furnished to the employee and the Employer).

Section 5. Safety Inspections. Safety Committee members may conduct inspections for the purpose of making recommendations with respect to the safety of employees with prior approval of the employee's supervisor to spend work time in this manner. However, such approval shall not be unreasonably withheld. This shall include the ability for the full committee or a subcommittee to inspect equipment and recommend whether it is safe for continued use. In areas which do not have a Safety Committee, inspections may be made by a designated Union Steward or Business Representative. Such inspection shall be coordinated with the supervisor of the area inspected, and will be conducted by a subcommittee consisting of one (1) representative of the Union and one (1) representative of the Employer.

Section 6. Building Safety. Fire and disaster plans shall be developed by the Employer and summaries of the plans will be posted on appropriate employee bulletin boards. Copies of the plans will be available in appropriate departmental offices for employee inspection. The Union Business Representative and/or Union members of the Safety Committees shall be

allowed to inspect the fire and disaster plans. A copy of the summaries posted on employee bulletin boards will be furnished to members of the appropriate Safety Committees. No employee shall be required to participate in any search for an explosive or incendiary device against their will, nor suffer any loss of pay because of any building evacuation in an emergency situation.

Section 7. Safety Committee Communications. The Employer and the Union agree to keep each other informed at all times of the identity of their representatives on the Safety Committees. For purposes of calling special meetings members may be polled individually.

Section 8. Safety Measures. Nothing in this Agreement shall be construed as a limitation on the right of management to engage in such activities it deems necessary in the furtherance of safety.

Section 9. Occupational Safety and Health Guidelines. The Employer agrees to compile, publish and disseminate certain procedural guidelines for distribution to employees in each work area. Such guidelines shall identify the various types of hazards potentially encountered in the several work areas, and, insofar as possible, identify the necessary precautions to be taken with respect to such hazards. Special concerns of bargaining unit employees which shall be addressed include ethylene oxide, chemotherapeutic agents, infectious agents, exposure to radiation from any of its various sources, investigational drugs, anti-biological agents and asbestos. Any other items deemed appropriate by the Employer or the Safety Committee shall also be included.

These guidelines shall provide concise instructions on how to obtain specific detailed information on each of the identified workplace hazards and on whom to call for immediate concerns of emergency situations which might arise, for example, from accidental spills of hazardous chemical or other agents. The guidelines shall describe briefly the types of precautionary measures available to employees and occasionally required. The guidelines shall introduce the employees to the Minnesota Employee Right-to-Know Act and apprise them of available training and information to which they are entitled thereunder. The guidelines shall also note the function of the Safety Committee and shall refer employees to Human Resources to identify the members, their work locations and phone numbers.

Such guidelines shall be available to all employees through their supervisors and given to new employees at the time of hire. The content of the guidelines which will be distributed to work areas with bargaining unit employees shall be reviewed and approved by the Safety Committee prior to publication. These guidelines shall be ready for submission to the Safety Committee for approval six (6) months after the effective date of this Agreement. Final approval shall be the responsibility of the Employer.

Any employee who is pregnant or is trying to become pregnant may request from their supervisor or the Employee Health Service the most current information on infectious agent danger as indicated in Policy 33.16. Additionally, the supervisor shall provide the employee with a copy of a joint letter indicating the concern of the Union and the Employer for their health and safety during pregnancy. The letter shall include an explanation of the employee's right to consult with the University's Environmental Health and Safety Department to receive information regarding any workplace hazards during pregnancy. The information being provided to employees by Environmental Health and Safety shall be reviewed by the Health and Safety Committee. In addition, the Employer agrees to notify all current employees of the availability of this information.

Section 10. Medically Necessary Work Restrictions.

A. Employees with Work Restrictions. The Employer and the Union agree that it is the responsibility of the Employer find alternative work or restructure a position for an employee with medically necessary work restrictions.

The Employer may consider the following options when an employee presents a statement from their medical practitioner substantiating the need for medically necessary work restrictions.

1. Evaluation of the medically necessary work restriction(s) to determine necessary job restructuring and/or assignment;
2. Temporary reassignment for a maximum of thirty-five (35) calendar days. If the Employer has not determined its ability to make reasonable accommodations within the thirty-five (35) calendar days, the temporary reassignment may be extended;
3. Restructuring of the employee's current position or an alternate position;
4. Assignment of the employee to a vacant position with the agreement of the Union and the Employer to waive the posting. This list of options shall not be considered exhaustive. The employee has the right to Union representation throughout this process.

B. Exposure to Workplace Hazards. Any employee who presents a statement from their medical practitioner substantiating the need to limit or eliminate exposure of that employee to specific work place hazards shall be immediately temporarily reassigned for a minimum of twenty-one (21) calendar days. During the temporary reassignment, the employee and the Employer shall attempt to find an appropriate reassignment, or shall restructure the employee's job

to accommodate the medical needs considering all the options in Section 10A of this Article.

ARTICLE 23 DISCIPLINE

Section 1. Purpose. Disciplinary action and discharge shall be taken only for job related behavior and only for just cause. Such action, except discharge, shall have as its purpose the correction or elimination of incorrect job related behavior by an employee.

Section 2. Coaching. Initial minor work deficiencies will normally be privately brought to the employee's attention by the immediate supervisor. Coaching and counseling to provide feedback on job performance are intended to be corrective and positive. This coaching and counseling is not part of the disciplinary procedure.

Section 3. Corrective Disciplinary Procedure. The normal corrective disciplinary procedure shall consist of three (3) steps.

- A. Oral warning given to employee specifying the nature of any incorrect job related behavior and pointing out that non-correction will result in further disciplinary action. Oral warnings shall be documented by use of the standard Employer form.
- B. Written warning given to the employee specifying the nature of any continuing incorrect job related behavior and pointing out that non-correction will result in further disciplinary action.
- C. Suspension given to the employee with a written explanation specifying the nature of any continuing incorrect job related behavior and pointing out that non-correction will result in further disciplinary action.

A written record of all disciplinary action shall be entered into the employee's personnel file and a copy forwarded to the Local Union unless the employee signs a statement providing that no copy should be forwarded.

Incorrect job related behavior by an employee shall be considered as "continuing" if its recurrence is observed by the Employer and brought to the employee's attention through corrective discipline at any time during the employee's normally scheduled work year which immediately follows any disciplinary step described above. Unpaid leaves of absence totaling more than two (2) weeks would be added to the work year. Such behavior not "continuing" for one (1) year, but which recurs thereafter, will normally be dealt with at Step "A" of the corrective disciplinary procedure.

If no disciplinary action is taken against an employee for one (1) work year following an oral or written reprimand, all records of past disciplinary action shall be removed from the employee's personnel file and destroyed. It shall be the responsibility of either the employee or the Employer to initiate the removal of disciplinary documentation in accordance with the above; however, any failure to remove such documentation shall not validate its continued inclusion in the file. If no disciplinary action is taken for two (2) years after a suspension, or three (3) years after a suspension for patient abuse, sexual harassment, or physical assault, all records of those suspensions shall be removed from the employee's personnel file and destroyed.

Disciplinary action taken by the Employer shall be done in a manner that will not intentionally embarrass the employee before other employees or the public, except that action taken in accordance with Section 6 of this Article shall not be a violation of this provision. Disciplinary action shall be confidential and shall not be discussed by the supervisor with bargaining unit employees other than the steward and the employee.

Section 4. Discharge. The Employer shall have the right to immediately discharge an employee who:

- A. Is guilty of continuing non-correction of improper job related behavior after suspension as specified in Section 3C above.
- B. Endangers in a willful or careless manner, the safety of patients, the public, themselves, or other employees.
- C. Causes a liability to the Employer by violating procedures on confidentiality or patients rights.
- D. Is judged by the Employer to be guilty of serious violations of generally accepted standards of employee conduct such as, but not limited to, theft, willful or careless destruction of Employer property, gross insubordination, or falsifying of documents.
- E. Fails to pass the initial period of probation in the bargaining unit.
- F. Fails to report for work for three (3) consecutive days without an authorized leave or giving any notice. However, a person may subsequently apply for a retroactive leave of absence without pay to cover the unauthorized time off, and such a request, made within seven (7) calendar days of discharge, shall receive reasonable consideration, particularly in those cases where a documented disability caused the absence and that fact is supported by a statement from a medical practitioner as defined in the Family Medical Leave Act which is to be submitted along with the leave of absence request.

Any demand by the Employer for an employee's resignation shall be considered a discharge. Should the Employer feel there is just cause for discharging an employee, the employee may be first suspended for a period of five (5) work days without pay during which the Union and the employee shall be notified immediately and furnished with the reasons for discharge. The Union shall have the right to initiate a grievance involving any suspension, discharge or non-certification at the third step of the grievance procedure, in accordance with the provisions of Article 25, Settlement of Disputes.

Section 5. Appeal. All disciplinary actions taken by the Employer may be processed through the procedure for "Settlement of Disputes," outlined in Article 25 except that an employee's discharge during their initial probationary period within the bargaining unit shall not be arbitrable.

Section 6. Access to Personnel Records. An employee shall be given a copy of any written entry to their official Human Resources Office file which is the result of disciplinary action and shall be allowed to reply thereto. Disciplinary action documents shall be sent to the appropriate Human Resources Department within five (5) work days of the disciplinary action and shall be given priority in filing.

In addition, any employee shall be allowed to review all documents held in their respective Human Resources file. Requests for such review shall be in writing and addressed to the appropriate Human Resources Department. Following receipt of such request, arrangements shall be made for the employee to review their file in the presence of a Human Resources Department representative. No material may be removed from the official file by any employee. Upon receipt of written authorization signed by the employee, the appropriate Human Resources Department shall arrange to have the employee's Union Representative inspect or receive copies of all documents related to the disciplinary action present in the employee's official file.

Section 7. Union Representation. Disciplinary Meeting. Before a supervisor may institute disciplinary action against an employee, the employee shall be given the opportunity to have the appropriate Union Steward or a Union official present during such action. However, neither the refusal of the employee's Union Steward, or Union officials to participate, nor their unavailability due to absence, shall abridge the Employer's right to take disciplinary action in accordance with Section 1 of this Article. Supervisors shall give a forty-eight (48) hour notice, whenever possible, of planned meetings with the employee which involve discipline as described in this Article. If the Steward and the employee agree, the disciplinary meeting can be held less than forty-eight (48) hours after notification, but the steward or employee cannot refuse to hold an immediate

meeting if urgent circumstances require it. Upon request, the Employer shall give the steward an indication of why disciplinary action is being taken.

Section 8. Presentation of Evidence. Each employee shall have only one (1) official Human Resources Department file. No written documentation of prior disciplinary action or written allegations of improper employee behavior shall be used as the basis for disciplinary action unless it has been entered into the employee's official Human Resources Department file.

Section 9. Resignations. A resignation is only valid when it is submitted to the supervisor in writing. The Employer shall consider any request to rescind a resignation made within five (5) days of the date of the resignation. The Employer shall not unreasonably deny a request to rescind a resignation.

ARTICLE 24 PERSONNEL RECORDS

The official personnel file is the file maintained by the University Human Resources Department or by the appropriate Human Resources Department of the coordinate campuses. No written documentation of prior disciplinary action shall be used as the basis for disciplinary action unless it has been entered into the employee's official personnel file, or if the employee has been provided written notification of recent disciplinary action. Written allegations of improper employee behavior that have not been used as a basis for coaching or are more than one (1) year old shall not be used as the basis for disciplinary action, nor shall they be placed in the official personnel file. Disciplinary action documents shall be sent to the appropriate Human Resources Department, where they shall be date stamped upon receipt, and shall be given priority in filing.

Any employee shall be allowed to review all documents held in their official personnel file. Requests for such review shall be in writing and addressed to the appropriate Human Resources Department. Following receipt of such request, arrangements shall be made for the employee to review their file in the presence of a Human Resources Department representative. No one may remove material from an employee's official personnel file unless authorized to do so by the head of the appropriate Human Resources Department or their designee.

Upon receipt of written authorization by the employee, their Union representative may schedule an appointment to review the employee's file. Copies of any document in the file related to a disciplinary action will be made upon request by the Union Representative. There will be no charge for the first ten (10) copies. A charge for all copies greater than ten will be at the departmental rate.

Employees have the right to include or update a reasonable amount of information in their personnel files that may be pertinent to their job performance. Employees shall also be able to respond to performance appraisal or disciplinary materials placed in their official file. (See Article 23, Discipline, Section 6, regarding employee signature on standard University form attached to the written discipline.)

Materials related to job performance or discipline that are placed in an employee's official personnel file by management must be copied to the employee. Materials placed in the official file by the employee must be copied to the employee's immediate supervisor. Materials that are designated for an employee's official personnel file should be filed promptly.

ARTICLE 25 SETTLEMENT OF DISPUTES

Section 1. Grievance Definition. A grievance for the purpose of this Article is defined as a dispute or disagreement of the application or interpretation of any term(s) or condition(s) of this Agreement.

Section 2. Grievance Procedure. All grievances shall be settled in accordance with the following procedure. However, upon mutual agreement of the parties, any step in the procedure may be waived. For purposes of this Article, "working days" is defined as the days when the appropriate Human Resources office is open.

Step 1. The Union Steward shall present a written request for a step one grievance to the appropriate supervisor no later than thirty (30) calendar days from the date the employee, through the use of reasonable diligence had or should have had, knowledge of the event(s) giving rise to 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 matter. The supervisor shall respond to the grievant with a copy 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 2. If the grievance has not been settled, it shall be submitted in writing, stating the nature of the grievance, the specific provisions(s) of the Agreement in question, the alleged facts upon which the grievance is based, and the relief requested to the appropriate Human Resources

Department within fourteen (14) calendar days of the date on which the first step answer was given or was due. Within fourteen (14) calendar days following receipt of the written grievance an appropriate Human Resources Department head, or their designee, and the Union Steward will meet to discuss the grievance. Others who may attend are the aggrieved employee's immediate supervisor, and the aggrieved employee, the Local Union President or the Chief Steward. The department head, or their designee shall attempt to resolve the matter and shall respond in writing to the Union Steward within fourteen (14) calendar days following the meeting.

Step 3.

If the grievance remains unsettled, a copy of the original written grievance shall be submitted by the Union to the appropriate Human Resources Department within fourteen (14) calendar days after the second step answer was given or was due. The appropriate Human Resources Department shall convene a hearing with the Union Business Representative, the Union Grievance Committee consisting of the Local Union President, Chief Steward, and the appropriate Union Steward, the head of the Administrative Unit, or their designee, the immediate supervisor and an appropriate Human Resources Department representative within fourteen (14) calendar days from the time they receive the written grievance. This meeting may be held with or without the aggrieved employee present. The head of the Administrative Unit or their designee shall attempt to resolve the matter and respond in writing to the Union Business Representative within fourteen (14) calendar days of the meeting.

Step 4.

If the grievance remains unresolved after the response of the head of the Administrative Unit, or their designee, is given or is due, the Union shall have ninety (90) calendar days to request arbitration by way of a letter of intent to arbitrate/notice of arbitration. This letter of intent shall be sent to the office of Human Resources. The Union shall make a good faith effort to reduce the ninety (90) calendar day time limit whenever possible and particularly in cases involving a continuing back pay liability. Within ten (10) calendar days thereafter the parties shall attempt to select an arbitrator by mutual agreement. If the parties fail to mutually agree upon the selection of an arbitrator within the said ten (10) calendar day period, the Union shall immediately request the Minnesota State Bureau of Mediation Services or the American Arbitration Association to provide a list of seven (7) names of neutral arbitrators within five (5) calendar days following the 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 Employer shall then strike one name, and the process will be repeated and the remaining person shall be the arbitrator. Expenses for the arbitrator's services and the processing shall be borne by the losing party.

Section 3. Arbitrator's Authority. The arbitrator shall have no right to amend, modify, nullify, ignore, add to, or subtract from the provision of this Agreement. They shall consider and decide only the specific issue or issues submitted to them in writing by the parties to this Agreement, and shall have no authority to make a decision on any other matter not so submitted to them. The arbitrator shall be without power to make decisions contrary to or inconsistent with or modifying or varying in any way the application of the law. The decision shall be based solely upon the arbitrator's interpretation and application of the expressed terms of this Agreement and to the facts of the grievance presented. The arbitrator shall issue the award within thirty (30) days.

Section 4. Time Limits. If a grievance is not presented within the time limits set forth above it shall be considered "waived." If a grievance is not appealed to the next step or steps within the specified time limit or any agreed extension thereof, it shall be considered settled on the basis of the Employer's last answer. If the Employer does not answer a grievance or an appeal thereof within the specified time limits, the Union may elect to treat the grievance as denied at the step and immediately appeal the grievance to the next step. The time limit in each step may be extended by mutual written agreement of the Employer and the Union. The Union and the Employer agree to institute a regular schedule for grievance meetings on a day mutually agreeable to the parties.

Section 5. Processing of Grievances. The Local Union President and/or Chief Steward, the Department Steward, and the aggrieved employee may attend grievance meetings during working hours without loss of pay whenever such activity is not detrimental to the operation of the department. At Step 3, the aggrieved employee and two of the three Union representatives shall be paid by the Employer if the meeting is during their working hours. Whenever such meetings are held outside normal working hours, the grievant shall receive their appropriate rates of pay, either at regular or overtime rates, according to their respective schedules.

Section 6. Union Stewards. The Union shall certify quarterly in writing to the appropriate Human Resources Department the name of any persons selected as stewards. The Employer will not recognize anyone as a steward if the name is not on the certified listing. The listing shall include a designation of which departments a steward shall represent. At least one (1) steward shall represent more than three (3) departments, except that when a steward is

working the second or third shift, they may represent any other employees working on the second or third shift. The total number of stewards shall not exceed one (1) steward for each twenty (20) bargaining unit employees. The Employer may limit to one (1) the number of stewards or officers who may be gone from a work location on steward business at any one time.

In the event of a class action grievance involving two (2) or more employees from different work locations in the same department, or a grievance involving discrimination issues, the grievance shall be taken directly to Step 2 by the steward of the Union's choice, the Local Union President and the Chief Steward.

In the event of a class action grievance involving two (2) or more employees from different departments or any grievance relation to payroll, holiday, or filling vacancies, issues, the grievance shall be taken directly to Step 3 by the steward of the Union's choice, the Chief Steward, the Local Union President and the Business Representative. The initial thirty (30) day time limit shall apply to a class action grievance or discipline grievance started above Step 1. This shall not limit the Union's rights to ask for a class action remedy if an issue potentially affects more than one (1) employee but only one (1) employee is identified as a grievant. In such an instance, the grievance may be instituted at Step 1 as specified in Section 2.

Section 7. Exclusive Procedure. The procedure described in this Article shall be the sole and exclusive means of resolving grievances submitted by employees in the bargaining unit.

ARTICLE 26 UNION RIGHTS

Section 1. Union Activities.

- A. Officers Activities. Elected officers whose names have been provided to the Employer on the quarterly list shall have reasonable time off with pay of up to four (4) hours per pay period to conduct union business, with advance notice to their supervisor.

The Local Union President, Vice President and Chief Steward may consult with the Employer or designated representative, concerning enforcement of any provisions of this Agreement, provided permission has been obtained from the employee's immediate supervisor.

- B. Stewards Activities. The Employer agrees that during working hours, on the Employer's premises, a designated Union Steward shall be

allowed reasonable time off with pay, which does not unduly interfere with their normal duties to:

Post Union Notices and announcements;

Transmit communication authorized by the Local Union or its officers to the Employer;

Procure grievance related documents from the Employer.

- C. Accredited Representatives. Accredited representatives of AFSCME shall have access to the premises of the Employer at reasonable times during working hours to conduct Union business related to administration of the Agreement as may be required after first informing the supervisor of the unit they wish to visit.

Section 2. Local Union Meeting. The Employer agrees that Union members may attend the regular monthly Local Union meeting during working hours, after notifying and receiving approval from the employee's immediate supervisor at least forty-eight (48) hours in advance. Employees may elect to use leave without pay, accumulated vacation time, or accumulated compensatory time to cover such attendance.

Section 3. Labor/Management Meetings. The Union and the Employer agree to hold, when the parties concur that it is desirable, but at least quarterly, at times mutually agreed to, on the Employer's premises and during normal working hours, a joint labor/management meeting. The Employer's representation at such meetings shall include representatives of the Human Resources Department and heads of the Administrative Units, or their designees, as deemed appropriate by the Employer. The Union's representation at such meetings shall include the Local Union President, the Chief Steward, the Union Business Representative, and up to three (3) additional Union Representatives which may be Union Stewards or employees, as deemed appropriate by the Union. Union representatives shall suffer no loss of pay due to attendance at such meetings. Both parties agree that the purpose of this meeting shall be to improve communications between the Employer and the Union and to solve problems by mutual decisions reached in such labor/management meetings.

Section 4. Labor Management Committee on Transgender and Gender Non-Conforming Rights. The University of Minnesota and the Union are committed to providing equal access and opportunity to individuals of all gender identities and expressions. To work toward a just and respectful workplace, the parties agree to convene a standing labor management committee to continue working on the specific needs of transgender and gender non-conforming workers employed by the University of Minnesota.

This LMC will meet on a regular basis to follow up on the issues discussed in bargaining and collaborate on projects that meaningfully address employee concerns in the areas of access to healthcare and wellness programs, data privacy, facilities, bias and bullying training, and any other topics the committee determines and as brought forth by employees.

The Labor Management Committee will consist of representatives from Human Resources, the University's Employee Relations Team, Facilities Management, Total Compensation and AFSCME locals 3800, 3801, 3937, and 3260, as deemed appropriate by the unions.

The University and Union will each designate one of its attendees to serve as co-facilitators at the meet and confer session. The University and the Union agree to involve subject matter experts in order to inform the discussion. The two co-chairs will determine the agendas at least one week prior to the meetings and the University (and Union, as appropriate) will arrange for the relevant subject area experts, as needed.

The first meeting of this LMC will occur in the month following signing of the contract and continue at regular intervals, but at a minimum will meet quarterly.

Section 5. Labor-Management Committee on Hiring Ideas to Address Systemic Racism. The University of Minnesota and the Union are committed to developing and sharing ideas to provide equal access and opportunity for all persons to access University employment. To further this work, the parties agree to convene a standing labor management committee to share these ideas. The LMC will meet on regular basis to follow up on the issues discussed during negotiations such as:

- Developing jobs pipeline programs to recruit and train community members from targeted areas to qualify for entry-level skill positions,
- How to best reach potential applicants in the areas near where our campuses are located with the greatest diversity and/or lowest incomes.
- Developing partnerships and training programs between Minnesota State and University colleges, departments and to develop employment opportunities for local community residents.

- Hiring fairs aimed at hiring from communities that have been historically disenfranchised.
- Partnering with local public schools and community organizations to identify hiring fair opportunities.
- Implicit bias
- Cultural competency

The Labor Management Committee will consist of University representatives from local Human Resources, OHR–Employee Relations, OHR–Talent Acquisition, and AFSCME Locals 3800, 3801, 3937, and 3260, as deemed appropriate by the unions.

The University and Union will each designate one of its attendees to serve as co-chairs. The University and the Union agree to involve subject matter experts in order to inform the discussion.

The two co-chairs will determine the agendas at least one week prior to the meetings and the University (and Union, as appropriate) will arrange for the relevant subject area experts, such as resources and expertise in diversity, equity and inclusion, as needed.

The first meeting of this LMC will occur within two months following BOR approval of a ratified contract and will meet at regular intervals, but at a minimum will meet quarterly.

Section 6. RESPECTFUL WORKPLACE LMC. The parties agree to convene a Labor Management Committee to discuss the parameters around developing an approach to ensure a respectful workplace for all employees.

The Committee will include:

- Five (5) AFSCME union representatives
- One (1) central OHR Employee or Labor Relations representative
- One (1) central OHR LTD representative
- One (1) Human Resources representative from local colleges / units
- One (1) representative from Trans Advisory and Action Team
- One (1) representative from the Office of Conflict Resolution
- One (1) representative from the EEOA
- One (1) representative from the Disability Resource Center

The first meeting will occur within 60 days following the Board of Regents’ approval of the parties’ collective bargaining agreement at a mutually agreed-upon location.

The Committee’s work is to:

- Arrive at a common understanding and definition of bullying using the previously agreed-upon definition as a starting point;

- Determine a strategy to educate and communicate with all University faculty and staff about the importance of a respectful workplace;
- Examine how University resources could be used to implement the strategy; and
- Explore and establish procedures, including restorative justice approaches, to investigate bullying complaints and address the impact of bullying where and when it has occurred.

Section 7. Discussion Agenda for Supervisor-Union Activist Orientation.

The supervisor, steward or officer, Human Resources Representative and Union Representative, shall meet and review the contract provisions on Article 8, Leaves of Absence, E. Union Leave; Article 23 Discipline, Section 7 Union Representation; Article 25 Settlement of Disputes, Section 5 Processing of Grievances; and Article 26 Union Rights, Sections 1-3. Application of these provisions to the Union Activist's specific work situation shall be clarified in the following aspects:

1. Who shall be notified of grievance of disciplinary meetings? In that person's absence, who should be notified of such meetings?
2. Who should be contacted to request Union leave under Article 8, or paid time away from work under Article 26. In that person's absence, who should be contacted?
3. What form should above notification take, such as, request in time book, oral notice, or written notice?
4. What are the highest activity time periods in the work location? What are the lowest activity time periods in the work location?
5. What provisions will be made for phone calls and messages?

It is understood the Union and employer may not have total agreement on the degree to which union rights must be accommodated in every situation. However, the parties do agree on the following points:

1. The Union Activist shall give notice immediately when grievance meetings or discipline meetings are scheduled.
2. The Union Activist will make known to Human Resources the preferred meeting times for their work area, and the meeting times to be avoided, if possible.
3. The Union Activist will request union leave as much in advance as possible, as soon as the need is known, and in periods of low activity, to the extent possible.
4. The Employer recognizes meetings may be on relatively short notice and will attempt to accommodate time off.

5. The Employer recognizes the Union Activist is not in sole control of grievance meeting scheduling and will accommodate time off in unavoidable conflicts.
6. The Employer recognizes employees may contact Union Activists by phone and agrees to accommodate reasonable phone contact for the Union Activist.
7. The parties agree that the joint goals of providing union representation to employees and completing the work of the Employer shall be pursued in a positive problem-solving manner.

After the meeting, it is desirable to reduce to writing the specific understandings reached. The parties understand this does not abrogate either parties' right under the Collective Bargaining Agreement.

Section 8. President's Paid Time for Negotiations/Mediation.

The President of Local 3260 may take up to sixteen (16) hours of paid time per calendar month for the sole purpose of participating in contract negotiation / mediation sessions with the Employer.

**ARTICLE 27
BULLETIN BOARDS**

Section 1. Union Meeting Notice Posting. The Employer agrees to permit the posting of official Union meeting notices not to exceed 8^{1/2} x 11 inches in size, on specifically designated department bulletin boards

Section 2. Exclusive Union Bulletin Boards. The Employer agrees to establish a glass enclosed, locked bulletin board, 3'x4' (three by four feet) in size, at Boynton Health, at the Dental School and at Community University Health Care Center to be used exclusively by the Union for posting Union information. The employer agrees to establish three, non-enclosed bulletin boards in the Dental School. The areas will be designated by mutual agreement between the Employer and the Union. The Union and the Employer shall be provided with a key to each Union Bulletin Board. Should the Employer believe that any material is inappropriate, the Employer shall remove the material and notify the President, Vice President, or Chief Steward and upon request of the Union, discuss the reasons for removal of the material.

ARTICLE 28 NO STRIKE / NO LOCKOUT

Section 1. No Strikes. The Union agrees that it will not promote or support any unlawful strike under the Minnesota Public Employment Labor Relations Act. A strike is lawful if conducted as provided under the provisions of Minnesota Statutes 179A.18, Subdivision 1. A strike is defined under the Minnesota Public Employment Labor Relations Act as a "concerted action in failing to report for duty, the willful absence from one's position, the stoppage of work, slowdown, or the abstinence in whole or in part from the full, faithful, and proper performance of the duties of employment for the purpose of inducing, influencing or coercing a change in the conditions or compensation or the rights, privileges, or obligations of employment." (Minnesota Statutes 179A.19, Subdivision 12). Any employee who knowingly violates the provisions of this section may be discharged or otherwise disciplined. Any employee so disciplined may elect to grieve the discipline under Article 25 (Settlement of Disputes) of this Agreement.

Section 2. No Lockouts. No lockout or refusal to allow employees to perform available work, shall be instituted by the Employer during the life of this Agreement.

ARTICLE 29 MANAGEMENT RIGHTS

Except as specifically limited by the express written provisions of this Agreement, nothing in the Agreement shall be deemed to limit the Employer in any way in the exercise of its functions of management including, but not limited to, the scheduling of work to determine the number of hours to be worked; the establishment of methods of operation; the promotion and demotion of employees; the establishment of plans for increased efficiency; the determination of the equipment to be utilized and type of service to be given; the right to hire, suspend, or discharge for proper cause; the right to select or employ supervisory employees, including foremen and their assistants; the right to transfer or relieve from duty because of lack of work; the right to assign and delegate work; the right to establish and enforce rules and regulations pertaining to conduct of employees relating to work performance and the determination of employee competency. This Article shall not be used to avoid any of the provisions in this Agreement.

ARTICLE 30
PLEDGE AGAINST DISCRIMINATION AND COERCION

STATEMENT OF PHILOSOPHY. The University of Minnesota and the Union are committed to recognizing and acknowledging the healthy and positive diversity that we have on the University campuses. Further, the parties recognize that all employees have the right to work in a respectful, productive environment in which there is no verbal or physical intimidation or discrimination or harassment. It is in this spirit that the parties agree to the provisions of this Article. This statement shall not be grievable nor shall either party use this Section as evidence or argument in arbitration.

Section 1. Discrimination Prohibition. The provisions of this Agreement shall be applied equally to all employees in the bargaining unit without regard to an employee's age, sex, marital status, affectional preference and/or sexual orientation, gender identity, gender expression, race, color, creed, or religion, national origin, political affiliation, Veterans' Status, public assistance status or because of a physical or mental disability. Every employee shall have the right to a workplace free from discrimination.

The Union shall share equally with the Employer the responsibility for applying this provision of the Agreement.

Section 2. Union Discrimination Prohibition. The Employer agrees not to interfere with the rights of employees to become members of the Union, and there shall be no discrimination, interference, restraint, or coercion by the Employer or any Employer representative against any employee because of Union membership or because of any employee activity in an official capacity on behalf of the Union. The Union recognizes its responsibility as bargaining representative and agrees to represent all employees in the bargaining unit without discrimination, interference, restraint, or coercion.

Section 3. General Harassment Prohibition. The parties agree that all employees have a right to a work place free from sexual harassment. Sexual harassment is defined as unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature, and as further defined by law.

The Employer will make available to employees copies of the procedure to follow in cases of sexual harassment. At the request of the department head or the Union, additional training sessions may be held if deemed necessary by the Employer. The Union recognizes its responsibility to assist in maintaining a work place free of sexual harassment.

The parties further agree that all employees have a right to a workplace free from harassment based on the employee's protected class status. Such

harassment is defined as unwelcome verbal or physical conduct which has the purpose or effect of unreasonably interfering with an individual's work performance or which creates an intimidating, offensive or hostile work environment based upon the employee's protected class status.

Section 4. Reprisal Prohibition. The Employer shall not intentionally engage in any reprisal against an employee because the employee:

- 1) has reported alleged discrimination or harassment to the Employer or any governmental agency charged with the investigation of such allegations,
- 2) has testified, assisted, or participated in an investigation of alleged discrimination or harassment by the Employer or any governmental agency charged with the responsibility for conducting such investigations, or
- 3) has testified, assisted, or participated in a proceeding or hearing relating to alleged harassment or discrimination conducted by the Employer or other appropriate entity. Reprisal includes, but is not limited to, any form of intimidation, retaliation, or harassment.

Section 5. Discrimination Complaint Procedure. Employees who feel they have encountered discrimination, harassment or reprisal as defined above have the right to discuss with or submit a complaint to the appropriate University of Minnesota Office. The Minnesota Human Rights Department, and the U.S. EEOC are also available resources for discrimination, harassment and reprisal complaints.

When a complaint is filed, the person notified of the complaint shall promptly commence an investigation, normally within five (5) working days.

If a complaint is filed, it shall be in writing and shall specifically detail the relevant fact and the nature of the discrimination, and shall identify the employee's protected class.

The person conducting the investigation shall respond in writing to the affected employee with a report which contains the results of the investigation and proposed resolution within thirty (30) calendar days of the initial contact by the employee. This report need not include any facts or information that would violate any employee's confidentiality. The parties recognize that in appropriate circumstances the investigation and the completion of the report may take longer than thirty (30) calendar days. In this event the investigation and report shall be completed promptly. If an employee so requests, they may ask a union representative to attend a scheduled meeting related to the investigation. All parties to this procedure agree to handle information provided by employees in accordance with the requirements of State and Federal law regarding privacy and confidentiality.

The following contacts can provide information and complaint forms:

Office of Equal Opportunity and

Affirmative Action

612-625-5000

Minnesota Department of Human Rights

651-296-5663

U.S. EEOC

612-335-4040

ARTICLE 31 SALARIES

Section 1. Job Classifications. Every position shall be in a class for which the Human Resources Department has allocated a classification (position title) and class specification (job duties).

Section 2. Salary Range. The salary range for classifications covered by this Agreement are those contained in Appendix A. In the event that bargaining unit employees are assigned to newly created or newly added bargaining unit classes during the term of this Agreement, the salary range for such class shall be subject to mutual agreement between the Union and the Employer.

Section 3. Conversion. Employees shall convert to their current salary step, or as otherwise noted, on July 1, 2006 in the salary range identified in Appendix A.

Section 4. Progression. There will be Step progression during the June 20, 2022 - June 18, 2023 Contract period.

Employees will move through the pay range in the following manner: Employees at the first step shall be advanced to the second step at the completion of six (6) months of service at the first step. Employees shall be advanced from the second to the third step at the completion of six (6) months of service at the second step. Employees at or beyond the third step shall advance to the next higher step at the completion of twelve (12) months of service at that step, until the maximum rate of pay is attained.

Any time off the payroll of four (4) consecutive months or more will extend the eligibility date for the next increase by the entire time off the payroll.

Effective June 19, 2023, Employees will move through the pay range in the following manner: Employees at the first step shall be advanced to the second step at the completion of six (6) months of service at the first step. Employees shall be advanced from the second to the third step at the completion of six (6) months of service at the second step. Employees at or beyond the third step shall advance to the next higher step at the completion of twelve (12) months of service at that step, until the maximum rate of pay is attained.

The Employer may withhold this step increase because of unsatisfactory performance, with written notice to the Employee. Increases so withheld may subsequently be granted upon certification by the Employer that the Employee has achieved a satisfactory level of performance. If the Employer fails to give the Employee written notice that a progression increase is to be withheld prior to the date on which the increase is due, the increase shall be granted.

When an employee is rehired from the layoff list, they shall retain credit toward the next progression increase for time worked before the break in service.

Any time off the payroll of four (4) consecutive months or more will extend the eligibility date for the next increase by the entire time off the payroll.

Section 5. Salary in New Positions. An employee who is promoted to a new position which has a salary midpoint that is more than five cents higher than the salary midpoint of the current class shall be advanced to the next higher rate of pay or the minimum salary of the new class, whichever is greater. However, if such an adjustment would not provide at least a 3% pay increase, the employee shall be advanced to the next higher step. An employee appointed to a class where the difference between the two (2) salary midpoints is five cents or less shall be moved to the same salary step held in the old class and shall transfer seniority credit for salary progression purposes to the new class. An employee appointed to a class having a salary midpoint which is more than five cents lower than the salary midpoint of the current class shall have their salary adjusted to a step within the pay range of the new position, but shall not have their pay reduced by more than 3% or top of the new range whichever is lower. An employee who demoted in lieu of layoff shall transfer seniority credit for salary progression purposes to the new class.

Section 6. General Salary Adjustments (July 1, 2022 through June 30, 2025).

A. Fiscal Year 2023, July 1, 2022 through June 30, 2023:

1. Effective the first payroll period of the fiscal year beginning July 1, 2022, all employees whose pay rate falls within the pay range and did not receive a market adjustment will receive a 3.85% general wage increase. All pay ranges that did not receive a market adjustment will increase by the same amount.
2. Employees in the following job classes will receive market adjustments as indicated in Appendix A.
 - a) LPN, 5032
 - b) CMA, 5075
 - c) Sr. Hospital Central Services Tech, 5064
 - d) Admissions Interviewer, 5001

e) Pharmacy Technician, 5091

B. Fiscal Year 2024, July 1, 2023 through June 30, 2024:

1. Effective the first payroll period of the fiscal year beginning July 1, 2023, all employees whose pay rate falls within the pay range will receive a 4% general wage increase, or a wage increase based on the University's salary plan, whichever is greater. All pay ranges will increase by the same amount.
2. After application of the general wage adjustment, any pay scale with a starting wage below \$20 per hour, will be adjusted to a \$20 per hour minimum starting wage with compression adjustments resulting from the \$20 minimum made to the other steps in the pay range.
3. Movement to the \$20 minimum adjusted pay scales will give each employee an increase of at least 4% or the University's salary plan, whichever is greater.

C. Fiscal Year 2025, July 1, 2024 through June 30, 2025:

1. Effective the first payroll period of the fiscal year beginning July 1, 2024, all employees whose pay rate falls within the pay range will receive a 4% general wage increase, or a wage increase based on the University's salary plan, whichever is greater. All pay ranges will increase by the same amount.

Section 7. Shift Differential. Effective June 21, 1999 all employees working an assigned shift that begins on or before 6:00 a.m. or which ends on or after 7:00 p.m. shall receive a shift differential of sixty cents (\$0.60) per hour for all hours worked on that shift in addition to their regular rate of pay. Such differential shall be included in all payroll computations for hours worked but shall not apply during periods of paid leave. Employees working the regular day schedule who are required to work overtime or who are called back to work for special projects shall not be eligible for the shift differential. Employees working a continuous rotating shift schedule shall receive the sixty cents (\$0.60) shift differential for all hours worked. If an employee, who ordinarily works a shift not qualifying for differential is assigned to work a shift qualifying for differential, the appropriate rate shall be paid.

Employees are considered to be working a continuous rotating shift schedule when they are assigned to work shifts that have starting times at least five (5) hours or more apart on a regular recurring basis, which is defined as three (3) qualifying shifts in the posted four (4) week schedule period.

Section 8. Career Bonus. Effective June 15, 2015, employees shall be paid an annual career bonus, payable in a lump sum, in a check, upon completion of the required service, in accordance with the following schedule:

Total University Service Annual Career Bonus

(Computed from last date of hire)

5 through 9 years	\$225.00
10 through 14 years	\$325.00
15 years through 19 years	\$450.00
20 years and over	\$525.00

Section 9. Paycheck. Payday is every two weeks on Wednesday. Pay may be direct deposited to the bank account designated by the employee or an employee may opt to receive a paper check. If the payroll department, or any representative of the employer makes an error which results in the employee receiving less than the actual amount of pay due to the employee, the payroll department shall correct the error by providing the employee with a corrected payment, paid via the employee's usual means of payment (printed check or direct deposit) generated by the payroll department within two (2) business days, upon request of the employee or the Union. In the case of overpayment, the Administrative Unit Office shall complete all required documentation and submit to the proper authority to correct the error within two(2) business days.

Section 10. Work Out of Classification. When an employee is required to assume the full responsibilities of a classification which has a salary midpoint that is more than five cents higher than the midpoint of the current class for at least four (4) consecutive hours, they shall be compensated at the rate for the higher paid classification for that period.

Section 11. Expense Policy. Employees incurring business related expenses shall be compensated in accordance with University Policy 3.8.3 "Traveling on University Business." The employer agrees to meet and negotiate any proposed economic changes.

Section 12. Second Language Differential. Employees whose jobs require the knowledge of a second language will receive a fifty cent (\$0.50)differential for all hours worked.

ARTICLE 32 INSURANCE

SECTION 1. UNIVERSITY OF MINNESOTA EMPLOYEE INSURANCE PLANS

During the life of this Agreement, the Employer agrees to offer a Group Insurance Program that includes medical, dental, life with matching accidental death and dismemberment, and disability coverages.

The University will make a Summary describing these coverages available to all insurance eligible employees. The Summary shall be provided no less than biennially and after the beginning of the insurance year. New insurance eligible employees shall receive a Summary within thirty (30) days of their enrollment in the plan.

SECTION 2. ELIGIBILITY FOR GROUP PARTICIPATION

This section describes eligibility to participate in the Group Insurance Program.

- A. Employees - Basic Eligibility. Employees may participate in the University of Minnesota Employee Insurance Plan if they are scheduled to work at the University with an appointment of at least fifty percent (50%) time and lasting at least three (3) months in duration.
- B. Employees - Special Eligibility. The following employees are also eligible to participate in the Group Insurance Program.
 1. Employees with a Work-Related Injury/Disability. An employee who was off the University payroll due to work-related injury or work-related disability may continue to participate in the Group Insurance Program if an employee receives Workers' Compensation payments, or while the Workers' Compensation claim is pending.
 2. Totally Disabled Employees. Consistent with Minn. Statute 62A.148, certain totally disabled employees may continue to participate in the Group Insurance Program.
 3. Retired Employees. An employee who retires from University service, at age 55 with five (5) years of service, age 50 with fifteen (15) years of service or at any age with thirty (30) years of service, who is eligible to maintain participation in the medical and dental plans, may indefinitely maintain medical and dental coverage with the University at their own expense. Medicare coverage is primary for retirees over sixty-five (65), and for totally disabled employees who qualify for Medicare, and must coordinate with the Retiree Medical plan options. If retired or totally disabled employees elect not to continue coverage in the medical and dental plans at the time they

leave employment, they may not elect to do so at a later date. (see also Section 5E.)

C. Dependents. Eligible dependents for the purposes of this Article are as follows:

1. Spouse. The spouse of an eligible employee (if not legally separated).
2. Children and Grandchildren. An eligible employee's unmarried or married dependent children and unmarried dependent grandchildren: (1) through age twenty-five (25) or (2) a disabled child or grandchild, regardless of age or marital status, who is incapable of self-sustaining employment by reason of intellectual disability, mental illness or physical disability and is chiefly dependent on the employee for support. The disabled dependent shall be eligible to continue coverage as long as they continue to be disabled and dependent, unless coverage terminates under the contract. Children or grandchildren of current employees who become disabled after they are no longer eligible dependents under (1) above do not become eligible dependents due to their change in health status. Disabled children or grandchildren must maintain residence with the employee and be dependent upon the employee for their support and maintenance.

"Dependent Grandchild" includes an employee's: (1) grandchild placed in the legal custody of the employee, (2) grandchild legally adopted by the employee or placed for adoption with the employee, or (3) grandchild who is the dependent child of the employee's unmarried dependent child. Under (1) and (2) above, the grandchild must be dependent upon the employee for principal support and maintenance.

If both spouses work for the University, either spouse, but not both, may cover their eligible dependent children or grandchildren. This restriction also applies to two divorced, legally separated, unmarried employees whose partnership has been terminated who share legal responsibility for their eligible dependent children or grandchildren.

D. Continuation Coverage. Consistent with state and federal laws, certain employees, former employees, dependents, and former dependents may continue group medical, dental, and/or life coverage at their own expense for a fixed length of time. As of the date of this Agreement, state and

federal laws allow certain group coverages to be continued if they would otherwise terminate due to:

1. Termination of employment (except for gross misconduct);
2. Layoff;
3. Reduction of hours to an ineligible status;
4. Dependent child becoming ineligible due to change in age, marital status, or financial support (in the case of a foster child or stepchild);
5. Death of employee; or
6. Divorce.

SECTION 3. ELIGIBILITY FOR EMPLOYER CONTRIBUTION This section describes eligibility for an Employer Contribution toward the cost of coverage.

A. Full Employer Contribution - Basic Eligibility. The following employees covered by this Agreement receive the full Employer Contribution:

1. Employees who are scheduled to work at least thirty (30) hours weekly for a period of three (3) consecutive months or more in any twelve (12) consecutive months.
2. Employees who are scheduled to work at least thirty (30) hours weekly for at least nine (9) months in duration during any twelve (12) consecutive months are eligible for the full employer contribution for the entire twelve (12) month period.

B. Special Eligibility. The following employees shall also receive an Employer Contribution:

1. Employees on Layoff. An employee who receives an Employer Contribution, who has three (3) or more years of continuous service, and who has been laid off and elects not to participate in the University Layoff/Severance Program, remains eligible for an Employer Contribution and all other benefits provided under this Article for six (6) months from the date of layoff.
2. Work-Related Injury/Disability. An employee who receives an Employer Contribution and who is off the University payroll due to a work-related injury or a work-related disability remains eligible for an Employer Contribution as long as such an employee receives Workers' Compensation payments.

C. Maintaining Eligibility for Employer Contribution.

1. General. An employee who receives an Employer Contribution maintains that eligibility as long as the employee meets the Employer Contribution eligibility requirements, and appears on a University payroll for at least one (1) full working day during each payroll period.

This requirement does not apply to employees who receive an Employer Contribution while on layoff as described in Section 3B1, or while eligible for Workers' Compensation payment as described in Section 3B2.

2. Unpaid Leave of Absence. If an employee is on an unpaid leave of absence, vacation leave, compensatory time, or sick leave cannot be used for the purpose of maintaining eligibility for an Employer Contribution by keeping the employee on a University payroll for one (1) working day per pay period.
3. School Year Employment. If an employee is employed on the basis of a school year and such employment contemplates absences from the University payroll during the summer months or vacation periods scheduled by the employer which occur during the regular school year, the employee shall nonetheless remain eligible for an Employer Contribution, provided that the employee appears on the regular payroll for at least one (1) working day in the payroll period immediately preceding such absences and returns to work in the pay period following the normal scheduled absence.
4. An employee who is on an approved FMLA leave or on a Voluntary Reduction in Hours as provided elsewhere in this Agreement maintains eligibility for an employer contribution.

SECTION 4. EMPLOYER CONTRIBUTION For employees eligible for an Employer Contribution as described in Section 3, the Employer Contribution amounts and rules in effect on June 30, 2022, will continue through the 2022 insurance contract year. The amount of the Employer Contribution will be determined as follows beginning on the first day of the 2023, 2024, and 2025 insurance contract years. For purposes of this Article, the 2023, 2024, and 2025 insurance contract years are the period beginning January 1, of each year and ending December 31, of each year.

A. Contribution Formula - Medical Coverage.

1. Employee Coverage. The employee's cost for employee-only coverage will be thirteen percent (13%) of the employee-only rate for the Base Medical Plan. If the employee chooses a plan other than the Base Medical Plan, the employee's cost will be the standard employee rate established for that plan (i.e. the rate applicable where it has not been modified to be a zone's Base Medical Plan.) The employer shall pay the rate over and above the employee's cost for the Base Medical Plan.

2. Family Coverage. The employee's cost for family coverage will be nineteen and one-half percent (19.5%) of the family rate for the employee's Base Medical Plan. If the employee chooses a plan other than the Base Medical Plan, the employee's cost will be the standard employee's family rate established for that plan (i.e. the rate applicable where it has not been modified to be a zone's Base Medical Plan). The employer shall pay the rate over and above the employee's cost for the Base Medical Plan.
3. Base Medical Plan. For the purposes of Section 4A, Base Medical Plan means the medical plan: (1) with the benefit set established in Section 6A of this article; and (2) operating in the zone(s) containing the employee's permanent residence and work locations. If the employee has more than one Base Medical Plan available based on living and working in two different zones, the employee may choose either plan as their Base Medical Plan during open enrollment. If an employee's residence is outside any of the defined zones, their only Base Medical Plan choice will be that plan defined by the employee's work location. A list of each zone's Base Medical Plan for the 2023, 2024, 2025 insurance contract years will be available from the Total Rewards Department. During the 2023, 2024, 2025 insurance contract years, this list may be changed only if a zone's Base Medical Plan no longer operates in that zone.

B. Contribution Formula - Dental Coverage.

1. Employee Coverage. The employee's cost for employee-only coverage will be twelve percent (12%) of the employee-only rate for the Base Dental Plan. If the employee chooses a plan other than the Base Dental Plan, the employee's cost will be the standard employee rate established for that plan (i.e., the rate applicable where it has not been modified to be a zone's Base Dental Plan). The employer shall pay the rate over and above the employee's cost for the Base Dental Plan.
2. Family. The employee's cost for family coverage will be forty-eight percent (48%) of the family rate for the employee's Base Dental Plan. If the employee chooses a plan other than the Base Dental Plan, the employee's cost will be the standard employee's family rate established for that plan (i.e., the rate applicable where it has not been modified to be a zone's Base Dental Plan). The employer shall pay the rate over and above the employee's cost for the Base Dental Plan.

3. Base Dental Plan. For the purposes of Section 4A, Base Dental Plan means the dental plan: (1) with the benefit set established in Section 6B of this article; and (2) operating in the zone(s) containing the employee's permanent residence and work locations. If the employee has more than one Base Dental Plan available based on living and working in two different zones, the employee may choose either plan as their Base Dental Plan during open enrollment. If an employee's residence is outside any of the defined zones, the employee's only Base Dental Plan choice will be that plan defined by the employee's work location. A list of each zone's Base Dental Plan for the 2023, 2024, 2025 insurance contract years will be available from the Total Rewards Department. During the 2023, 2024, 2025 insurance contract years, this list may be changed only if a zone's Base Dental Plan no longer operates in that zone.
- C. Contribution Formula - Basic Life Coverage. For employee basic life coverage with matching accidental death and dismemberment coverage, the employer contributes one hundred percent (100%) of the cost.

SECTION 5. COVERAGE CHANGES AND EFFECTIVE DATES

- A. When Coverage May Be Chosen. All employees must make their choice of employee medical and dental plans and choice of family coverage (if applicable) within thirty (30) calendar days of the date of initial employment in an insurance eligible position. The employee will automatically be enrolled in the basic life insurance coverage. Employees who become eligible for a full employer contribution must make their choice of employee or family medical and/or dental coverage within thirty (30) calendar days of becoming eligible. Employees who do not make an election within this period will have no coverage, and may not elect coverage until the next open enrollment period.

An employee may change their medical or dental plan during the year if the employee changes to a new permanent residence or work location, and as a result of this change, the employee's current plan is no longer available. When an employee receives notification of a work location change between the end of an open enrollment period and the beginning of the next insurance year, the employee may change their medical or dental plan within thirty (30) days of the date of the relocation under the same provisions accorded during the last open enrollment period.

An employee or a retired employee, may also add dependent medical or dental coverage following the birth of a child or dependent grandchild, or following the adoption of a child within thirty (30) days of the birth or adoption event.

In addition, an employee or a retired employee may add family health or dental coverage within thirty (30) days of the following event:

1. If an employee or retiree becomes married, the employee or the retiree may add their spouse and any dependent children/grandchildren.
2. If the employee's spouse loses group medical or dental coverage, the employee may add their spouse and any dependent children/grandchildren.
3. If the retiree's spouse involuntarily loses group medical or dental coverage, the retiree may add their spouse and any dependent children/grandchildren.

B. When Coverage May Be Canceled.

1. An employee may cancel medical and/or dental coverage outside of open enrollment only in the case of certain life events that are consistent with the request to cancel coverage. The request to cancel coverage must be made within thirty (30) calendar days of the event. Life events include, but are not limited to:
 - loss of dependent status of a sole dependent;
 - death of a sole dependent;
 - divorce;
 - change in employment condition of an employee or spouse and
 - a significant change of insurance coverage for the employee's spouse.

Family medical or family dental coverage may also be canceled during the open enrollment period that applies to each type of plan for any reason. Cancellation will take effect on the first day of the following insurance contract year.

2. Effective Date of Benefit Termination. Medical and Dental coverage terminations will take effect on the first of the month following the date of application to cancel coverage, or the loss of eligible employee or dependent status.
3. Coverage Continuation: Former members are eligible to continue medical and dental coverage under federal COBRA law, by paying COBRA premiums. Coverage can be continued for up to 36 months for a dependent child or divorced spouse who loses eligibility status.

Coverage can be continued for up to 18 months for other individuals who lose eligibility under the plan. Coverage for divorced spouses prior to December 31, 2007 can be continued until the earlier of (1) the date coverage would otherwise end or (2) enrollment date in other group coverage or Medicare.

C. Effective Date of Coverage.

1. Initial Effective Date. The initial effective date of coverage under the Group Insurance Program is the first day of the month following the first day of employment. An employee must be actively at work on the initial effective date of coverage or the effective date will be delayed until the first day of the pay period the employee is actively at work. In no event shall an employee's family coverage become effective before the employee's coverage.

If an employee is not actively at work due to employee or dependent health status or medical disability, medical and dental coverage will still take effect. (Life and disability coverage will be delayed until the employee returns to work.)

If an employee is on paid leave on the date University paid life insurance benefits would otherwise increase, the employee will receive the increased life insurance coverage on that date.

2. Delay in Coverage Effective Date.

- a. Basic Life. If an employee is not actively at work on the initial effective date of coverage, coverage will be delayed until the first day of the pay period coinciding with or next following the employee's return to work. The effective date of a change in coverage is delayed in the event that, on the date the coverage change would be effective, an employee is on an unpaid leave of absence or layoff.
- b. Medical and Dental. If an employee is not actively at work on the initial effective date of coverage due to a reason other than hospitalization or medical disability of the employee or dependent, medical and dental coverage will be delayed until the first day of the pay period coinciding with or next following the employee's return to work. The effective date of a change in coverage is not delayed in the event that, on the date the coverage change would be effective, an employee is on an unpaid leave of absence or layoff.

- c. Optional Life and Disability Coverages. In order for coverage to become effective, the employee must be in active payroll status and not using sick leave on the first day of the pay period coinciding with or next following approval by the insurance company. During an open enrollment period, coverage may be applied for but will not become effective until the first day of the pay period coinciding with or next following the employee's return to work in the following insurance contract year.

D. Open Enrollment.

1. Frequency and Duration. Open enrollment periods shall last a minimum of thirty (30) calendar days. Open enrollment changes become effective the first day of the following insurance contract year.
2. Medical. There shall be an open enrollment period for medical coverage in each year of this Agreement. An employee may elect no medical coverage during any open enrollment period. An employee who has elected no medical coverage may elect medical coverage during an open enrollment period. No pre-existing condition limitations will apply.
3. Dental. There shall be an open enrollment period for dental coverage in each year of this agreement. Employees may elect no dental coverage during any dental open enrollment period. An employee who has elected no dental coverage may elect dental coverage during any dental open enrollment period. No pre-existing conditions will apply.
4. Eligibility to Participate. An employee eligible to participate in the Group Insurance Program, as described in Sections 2A and 2B, may participate in open enrollment. In addition, a person in the following categories may, as allowed in Section 5D1, make certain changes: (1) a former employee or dependent on continuation coverage, as described in Section 2D, may change plans or add coverage for medical and/or dental plans on the same basis as active employees; and (2) an early retiree, prior to becoming eligible for Medicare, may change medical and/or dental plans as agreed to for active employees, but may not add family coverage.
5. Materials for Employee Choice. Each year prior to open enrollment, the employer will give eligible employees the information necessary to make open enrollment selections. Employees will be provided a statement of their current coverage each year of the contract.

- E. Coverage Selection Prior to Retirement. An employee who retires and meets eligibility criteria under Section 2.3 may change their medical or dental plan during the sixty (60) calendar day period immediately preceding the date of retirement. The employee may not add dependent coverage during this period. The change takes effect on the first day of the month beginning after the date of retirement.

The employee who has elected no coverage may not add coverage during this period. The retiring employee may only carry into retirement coverage in effect on the date of retirement.

SECTION 6. BASIC COVERAGES.

A. Employee and Family Medical Coverage.

1. Coverage Options. Eligible employees may select coverage under any one of the medical options offered by the Employer, for employees in that zone. Coverage offered through these plans is subject to change during the life of this Agreement upon approval of the employer after consultation with the Union.
2. Coverage Under the Base Medical Plan. From July 1, 2022 through December 31, 2022 coverage under the current plan will continue at the level in effect on June 30, 2022.
 - a. Effective for the 2023, 2024, 2025 insurance contract years, the Base Medical Plan will cover allowable charges for the following eligible services subject to the copayments and coverage limits stated. Services provided through this plan are subject to standards of medical necessity and appropriate practice.
 - b. Effective for the 2023, 2024, 2025 insurance contract years: (Benefit amounts reflect Base Plan amounts only. See Summary of Benefits for a full description of coverages.)
 1. Emergency
In Network and Out of Network: 100% coverage after a \$100 copay. The copay is waived if the patient is admitted within 24 hours.
 2. Urgent Care
In Network and Out of Network: 100% coverage after a \$25 office visit copay.
 3. Network Hospitals
100% coverage for covered Inpatient services at network hospitals, including medical, mental health, and chemical

dependency treatment, after a \$100 per person and a \$200 per family combined annual deductible.

4. Network Services

Preventive care: 100% coverage. Preventive services include, but are not restricted to routine physical exams, routine gynecological exams, routine hearing exams, routine eye exams, and immunizations.

A \$100 single and \$200 family combined annual deductible will apply to lab/diagnostic testing after which 100% coverage will apply. A \$50 copay will apply to CT and MRI scans.

5. Outpatient Surgery

A \$100 single and \$200 family combined annual deductible will apply to Outpatient Surgery after which 100% Coverage will apply.

6. Certain Outpatient Services

Outpatient mental health and chemical dependency treatment; chiropractic care; physical, speech and occupational therapy; home health care: 100% coverage for covered services after a \$25 copay per visit.

7. Prescription Drugs

- \$10 copayment per prescription or refill for up to a 30 day supply of Generic Plus drugs. A copay is incurred for each type of insulin.
- \$30 copayment per prescription or refill for up to a 30 day supply of all other formulary brand drugs. A copay is incurred for each type of insulin.
- \$75 copayment per prescription or refill for up to a 30 day supply of non-formulary drugs.
- If a chemically equivalent generic drug is available and the employee takes the brand drug, the employee pays the generic copay and the difference in cost between the brand drug and generic drug.
- Annual out of pocket (OOP) maximum for prescription drug copayments of \$750 per person or \$1500 per family. Copayments for the cost difference between generic and brand name drugs do not count against this annual OOP maximum.

8. Durable Medical Equipment
80% coverage, including hearing aids.
9. Diabetic Supplies
Eligible diabetic supplies, including test strips and syringes, are covered under the pharmacy benefit and will count toward the pharmacy out-of-pocket maximum. Diabetic monitors are covered at 80% as part of the pharmacy benefit and will count toward the pharmacy out-of-pocket maximum.
10. Ambulance
Eligible ambulance expenses are covered at 80%, including ground or air transport as medically necessary.
11. Out of Network
Covered for Medical Base Plan with \$600 deductible and 70% coinsurance up to the annual out-of-pocket maximum. Pre-arranged services while outside the area are covered as if in-network. Out of network care could cost more than the out-of-pocket maximum, because certain amounts don't count toward the maximum. After the out of pocket maximum is met, billing will continue for the difference between what the provider bills and what is covered by the plan.
12. Plan Deductibles and Maximums
Deductibles: \$100 per person and \$200 per family, applicable to all items without a copay.
Annual Maximum: Annual out of pocket maximum of \$2500 per person or \$4000 per family. The prescription out of pocket maximum is separate.
Life-time Maximum: The medical lifetime maximum will be unlimited for each member.
13. Coordination with Workers' Compensation. If an employee has filed a claim for worker's compensation, and if a dispute exists as to whether the employee's injury or disability is work-related, coverage will be provided pursuant to M.S. 176.191, Subdivision 3.

B. Employee and Family Dental Coverage.

1. Coverage Options. For the 2023, 2024, 2025 insurance years, eligible employees may select coverage under any one of the dental options offered by the employer for employees in that zone.
2. Coverage Under the Base Dental Plan.
 - a. Copayments. Effective with the 2023, 2024, 2025 insurance contract years, the Base Dental Plan will cover allowable charges for the following services subject to the copayments and coverage limits stated. Services provided through the plan are subject to the managed care procedures and principles, including standards of dental necessity and appropriate practice. The plan shall cover general cleaning two (2) times per plan year and special cleanings (root or deep cleaning) as prescribed by the dentist.

<u>Services</u>	<u>In-Network</u>	<u>Out-of-Network</u>
Diagnostic/Preventive	100%	None
Fillings	80%	None
Endodontics	80%	None
Periodontics	80%	None
Oral Surgery	80%	None
Crowns	80%	None
Prosthetics	50%	None
Prosthetic Repairs	50%	None
Orthodontics*	80%	None

*Please refer to your certificate of coverage for information regarding age limitations for dependent orthodontic care.

- b. Deductible. An annual deductible of one hundred twenty-five dollars (\$125) per person applies to services received from out of network providers. The deductible must be satisfied before coverage begins.
- c. Annual maximums. Coverage is subject to a two thousand dollar (\$2,000) annual maximum in benefits payable (excluding orthodontia) per person. "Annual" means per insurance year.

- d. Orthodontia lifetime maximum. Orthodontia benefits are available to eligible dependent children ages 8 through 18 subject to a two thousand eight hundred dollar (\$2,800) lifetime maximum benefit.

C. Employee Life Coverage.

1. Basic Life and Accidental Death and Dismemberment Coverage. The employer agrees to provide and pay for the following term life coverage, with matching accidental death and dismemberment coverage, for all employees eligible for an Employer Contribution, as described in Section 3. The basic life insurance amount is 115% of the employee's annual salary, subject to a \$200,000 maximum. Basic Life and Accidental Death and Dismemberment coverage is provided regardless of the employee's health history.

There is a reduction schedule in basic life if the employee is age 67 or older. At age 67 the amount is reduced to 65%; at age 70 it is reduced to 50%; and at age 75 the life insurance amount is reduced to 25% of the original benefit.

Any premium paid by the University in excess of fifty thousand dollars (\$50,000) coverage is subject to a tax liability in accord with Internal Revenue Service regulations. An employee may decline coverage in excess of fifty thousand dollars (\$50,000) by filing a waiver in accord with Total Compensation Department procedures. The basic life insurance policy will include an accelerated benefits agreement providing for payment of benefits prior to death if the insured has a terminal condition.

2. Extended Insurance. An employee who becomes totally disabled before age 70 shall be eligible to apply for the extended benefit provisions of the life insurance policy until age 70.

See Section C.1. for reduction schedule.

Employees who were disabled prior to July 1, 1983, and who have continuously received benefits shall continue to receive such benefits under the terms of the policy in effect prior to July 1, 1983.

3. Additional Death Benefit. Employees who retire on or after July 1, 1985, and who have twenty (20) years of service as of 12/31/02, shall

be entitled to a five hundred dollar (\$500) death benefit payable to a beneficiary designated by the employee.

SECTION 7. OPTIONAL COVERAGES.

A. Life Coverage.

1. Employee. An employee may purchase up to five hundred thousand dollars (\$500,000) additional life insurance, in increments established by the employer, subject to satisfactory evidence of insurability. A new employee may purchase up to three (3) times annual salary or \$500,000, whichever is less, in additional employee life coverage within thirty (30) calendar days of hire or the date of first becoming eligible, without evidence of insurability.
2. Spouse. A new employee may purchase up to twenty-five thousand dollars (\$25,000) in optional spouse life coverage within thirty (30) calendar days of hire without evidence of insurability. An employee can elect or increase a current amount of spouse life insurance up to five hundred thousand dollars (\$500,000) by submitting a satisfactory evidence of insurability.
3. Children/Grandchildren. An employee may purchase life insurance in the amount of ten thousand dollars (\$10,000) as a package for all eligible children/grandchildren (as defined in Section 2C of this Article) with no evidence of insurability required.
4. Accelerated Life. The additional employee, spouse and child life insurance policies will include an accelerated benefits agreement providing for payment of benefits prior to death if the insured has a terminal condition.
5. Extended Insurance. An employee who becomes totally disabled before age 70 shall be eligible to apply for the extended benefit provisions of the life insurance policy until age 70.

B. Disability Coverage.

1. Short-term Disability Coverage. An employee may purchase short-term disability coverage that provides a benefit from three hundred dollars (\$300) to five thousand dollars (\$5,000) per month, but no more than two-thirds (2/3) of an employee's salary, for up to one hundred eighty (180) calendar days during total or partial disability due to a non-occupational accident or a non-occupational sickness. Benefits are paid from the first day of a disabling injury or from the eighth day of a disabling sickness or pregnancy. Coverage applied

for within thirty (30) days of hire or becoming insurance eligible does not require evidence of insurability.

2. Long-term Disability Coverage. New employees may enroll in long-term disability insurance within thirty (30) days of employment or insurance eligibility. The terms are the same as for employees who wish to add/increase during the annual open enrollment. During open enrollment only, an employee may purchase long-term disability coverage that provides a benefit from three hundred dollars (\$300) to five thousand dollars (\$5,000) per month, but no more than sixty percent (60%) of an employee's salary, commencing on the 181st calendar day of total or partial disability, and not subject to evidence of insurability but with a limited term pre-existing condition exclusion.

Employees should be aware that other wage replacement benefits, as described in the certificate of coverage (i.e., Social Security Disability, Minnesota State Retirement Disability, etc.), may result in a reduction of the monthly benefit levels purchased. In any event, the minimum is the greater of three hundred dollars (\$300) or fifteen percent (15%) of the amount purchased. The minimum benefit will not be reduced by any other wage replacement benefits. In the event that the employee becomes totally disabled before age seventy (70), the premiums on this coverage shall be waived according to the certificate of coverage.

- C. Continuation of Optional Coverages During Unpaid Leave or Layoff. An employee who takes an unpaid leave of absence or who is laid off may discontinue premium payments on optional policies during the period of leave or layoff. If the employee returns within one (1) year, and applies within two weeks of returning to work, the employee shall be permitted to pick up all optional coverages held prior to the leave or layoff. For purposes of reinstating such optional coverages, the following limitations shall be applicable:

For the first 24 months long-term disability coverage after such a period of leave or layoff during which long-term disability coverage was discontinued, any such disability coverage shall exclude coverage for certain pre-existing conditions.

For disability purposes, a pre-existing condition is defined as any disability which is caused by, or results from, any injury, sickness or pregnancy

which occurred, was diagnosed, or for which medical care was received during the period of leave or layoff. In addition, any pre-existing condition limitations that would have been in effect under the policy but for the discontinuance of coverage shall continue to apply as provided in the policy.

The limitations set forth above do not apply to leaves that qualify under the Family Medical Leave Act (FMLA).

SECTION 8. HEALTH PROMOTION AND HEALTH EDUCATION. Upon request of the Union, the employer shall meet and confer on health promotion and education issues. Agenda items shall include but are not limited to smoking cessation, weight loss, stress management, health education/self-care, employee participation in programs, and education on related benefits provided through the plans.

ARTICLE 33 WORK RULES

Section 1. Development and Application. The Employer may establish and enforce reasonable work rules which are not in conflict with the terms of this Agreement. Such rules may be established on a work location, department, or Administrative Unit wide basis and shall be applied uniformly to all bargaining unit employees affected within those organizational units.

Section 2. Communication of Rules. Whenever new or amended rules are established by the Employer, such rules shall be posted on appropriate bulletin boards as far in advance of their effective date as practicable. Within thirty (30) days of the effective date of the Agreement, the Employer shall verify that current copies of the work rules are posted on each employee bulletin board and inform the Local Union President that the rules are properly posted on all boards. Copies of existing, new or amended rules covering bargaining unit employees shall be furnished to the Union. All new employees shall be provided copies of work rules during their departmental orientation.

ARTICLE 34 SAVINGS CLAUSE

This Agreement is intended to be in conformity with all applicable and valid federal and state laws and those rules or regulations promulgated thereunder

having the force and effect of law which are in effect on the effective date of this Agreement.

Should any Article, Section, or portion thereof, of this Agreement, be held unlawful and unenforceable by any court of competent jurisdiction, such decision of the court shall apply only to the specific Article, Section, or portion thereof, directly specified in the decision, and all other valid provisions shall remain in full force and effect. Upon the issuance of such a decision, the parties agree immediately to negotiate regarding the invalidated Article, Section, or portion thereof. Should the implementation of any provision or portion of this Agreement be delayed or withheld because of an applicable state or federal law, Executive Order or Regulation dealing with wage and price controls, then only such specific provisions or portion shall be affected and the remainder of this Agreement shall continue in full force and effect for the term of this Agreement. Any portion or provisions of this Agreement thus delayed or withheld shall become effective and be implemented at such time, in such amounts, and for such periods, retroactively and prospectively, as will be permitted by law at any time during the life of this Agreement or any extension thereof.

ARTICLE 35 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.

Employees may use accrued sick leave hours up to 16 hours per unscheduled occurrence to provide child care for their own well child or children.

ARTICLE 36 ENTIRE AGREEMENT

This Agreement constitutes the sole and entire existing Agreement between the parties. This Agreement is subject to amendment only by a subsequent written agreement between, and executed by, the University and the Union. The waiver of any term or condition of the Agreement by either party shall not constitute a precedent unless the parties specifically agree in writing.

**ARTICLE 37
DURATION**

This Agreement will be effective as of the 1st day of July 2022, except as otherwise provided in the Agreement, and will remain in full force and effect until the 30th day of June, 2025.

It will automatically renew from year to year thereafter unless either party notifies 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 will 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 will remain in full force and effect 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 must not be before the expiration date set forth in the preceding paragraph.

In witness, the parties have set their hands this the 20th day of March, 2023.

FOR THE UNIVERSITY

FOR THE UNION

APPENDIX A
Salary Rate Information
Health Care Unit 4 - Represented by AFSCME

5001 Admissions Interviewer
Salary Plan/Grade: H1 06

<u>Step</u>	<u>6/20/2022</u>	<u>Step</u>	<u>6/19/2023*</u>	<u>Step</u>	<u>6/17/2024*</u>
1	20.00	1	20.80	1	21.63
2	20.09	2	21.06	2	21.90
3	20.50	3	21.32	3	22.17
4	20.91	4	21.75	4	22.62
5	21.33	5	22.19	5	23.08
6	21.75	6	22.62	6	23.52
7	22.18	7	23.07	7	23.99
8	22.63	8	23.54	8	24.48
9	23.07	9	24.00	9	24.96
10	23.54	10	24.49	10	25.47
11	24.01	11	24.98	11	25.98
12	24.50	12	25.48	12	26.50
13	24.99	13	25.99	13	27.03
14	25.49	14	26.51	14	27.57
15	25.99	15	27.03	15	28.11

5003 Medical Records Technician
Salary Plan/Grade: H1 15

<u>Step</u>	<u>6/20/2022</u>	<u>Step</u>	<u>6/19/2023*</u>	<u>Step</u>	<u>6/17/2024*</u>
1	22.37	1	23.27	1	24.20
2	22.89	2	23.81	2	24.76
3	23.37	3	24.31	3	25.28
4	23.61	4	24.56	4	25.54
5	24.07	5	25.04	5	26.04
6	24.69	6	25.68	6	26.71
7	25.19	7	26.20	7	27.25
8	25.71	8	26.74	8	27.81
9	26.22	9	27.27	9	28.36
10	26.75	10	27.82	10	28.93

Steps that are less than \$20 are augmented to \$20 in FY 2023, so any pay rate of \$20 per hour on the FY 2023 (6/20/2022) wage schedules may include base pay plus augmentation.

*Employees moving to the new FY 2024 (6/19/2023) and FY 2025 (6/17/2024) wage schedules will receive an increase of at least 4% each year, or the increase provided in the University's Salary Plan for that year if greater, not including step progression increases.

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5031 Nursing Station Assistant

Salary Plan/Grade: H1 11

		New Steps Effective 6/19/2023				
<u>Step</u>	<u>6/20/2022</u>	<u>Step</u>	<u>Step</u>	<u>6/19/2023*</u>	<u>Step</u>	<u>6/17/2024*</u>
1	20.61	1	→ 1	21.95	1	22.83
2	21.10	2	→		2	23.24
3	21.49	3	→ 2	22.35	3	23.72
4	21.93	4	→ 3	22.81	4	24.33
5	22.49	5	→ 4	23.39	5	24.82
6	22.95	6	→ 5	23.87	6	25.31
7	23.40	7	→ 6	24.34	7	25.83
8	23.88	8	→ 7	24.84	8	26.35
9	24.36	9	→ 8	25.34		

5032 Licensed Practical Nurse

Salary Plan/Grade: H1 14

<u>Step</u>	<u>6/20/2022</u>	<u>Step</u>	<u>6/19/2023*</u>	<u>Step</u>	<u>6/17/2024*</u>
1	25.56	1	26.59	1	27.65
2	26.16	2	27.21	2	28.30
3	26.77	3	27.85	3	28.96
4	27.38	4	28.48	4	29.62
5	28.00	5	29.12	5	30.28
6	28.57	6	29.72	6	30.91
7	29.15	7	30.32	7	31.53
8	29.72	8	30.91	8	32.15
9	30.31	9	31.53	9	32.79
10	30.91	10	32.15	10	33.44
11	31.52	11	32.79	11	34.10
12	32.15	12	33.44	12	34.78

Steps that are less than \$20 are augmented to \$20 in FY 2023, so any pay rate of \$20 per hour on the FY 2023 (6/20/2022) wage schedules may include base pay plus augmentation.

*Employees moving to the new FY 2024 (6/19/2023) and FY 2025 (6/17/2024) wage schedules will receive an increase of at least 4% each year, or the increase provided in the University's Salary Plan for that year if greater, not including step progression increases.

APPENDIX A
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5033 Nursing Assistant

Salary Plan/Grade: H1 04

		New Steps Effective 6/19/2023				
<u>Step</u>	<u>6/20/2022</u>	<u>Step</u>	<u>Step</u>	<u>6/19/2023*</u>	<u>Step</u>	<u>6/17/2024*</u>
1	20.00	1	1	20.80	1	21.63
2	20.00	2			2	21.86
3	20.00	3			3	22.32
4	20.00	4			4	22.89
5	20.00	5			5	23.36
6	20.00	6			6	23.82
7	20.21	7	2	21.02	7	24.29
8	20.63	8	3	21.46	8	24.78
9	21.16	9	4	22.01		
10	21.59	10	5	22.46		
11	22.01	11	6	22.90		
12	22.46	12	7	23.36		
13	22.91	13	8	23.83		

5035 Senior Nursing Assistant

Salary Plan/Grade: H1 09

		Effective 6/19/2023				
<u>Step</u>	<u>6/20/2022</u>	<u>Step</u>	<u>Step</u>	<u>6/19/2023*</u>	<u>Step</u>	<u>6/17/2024*</u>
1	20.71	1	1	22.00	1	22.88
2	21.08	2			2	23.32
3	21.55	3		2	22.42	3
4	21.99	4	3	22.87	4	24.39
5	22.54	5	4	23.45	5	24.88
6	23.00	6	5	23.92	6	25.37
7	23.45	7	6	24.39	7	25.89
8	23.93	8	7	24.89	8	26.41
9	24.41	9	8	25.39		

Steps that are less than \$20 are augmented to \$20 in FY 2023, so any pay rate of \$20 per hour on the FY 2023 (6/20/2022) wage schedules may include base pay plus augmentation.

*Employees moving to the new FY 2024 (6/19/2023) and FY 2025 (6/17/2024) wage schedules will receive an increase of at least 4% each year, or the increase provided in the University's Salary Plan for that year if greater, not including step progression increases.

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5038 Dental Assistant Specialist
Salary Plan/Grade: H1 16D

<u>Step</u>	<u>6/20/2022</u>	<u>Step</u>	<u>6/19/2023*</u>	<u>Step</u>	<u>6/17/2024*</u>
1	25.43	1	26.45	1	27.51
2	25.77	2	26.81	2	27.88
3	26.90	3	27.98	3	29.10
4	27.46	4	28.56	4	29.70
5	27.98	5	29.10	5	30.26
6	28.53	6	29.68	6	30.87
7	29.03	7	30.20	7	31.41
8	29.53	8	30.72	8	31.95
9	29.91	9	31.11	9	32.35
10	30.34	10	31.56	10	32.82
11	30.80	11	32.04	11	33.32
12	31.28	12	32.54	12	33.84
13	31.74	13	33.01	13	34.33

5039 Dental Assistant
Salary Plan/Grade: H1 16B

<u>Step</u>	<u>6/20/2022</u>	<u>Step</u>	<u>6/19/2023*</u>	<u>Step</u>	<u>6/17/2024*</u>
1	24.98	1	25.98	1	27.02
2	25.33	2	26.35	2	27.40
3	26.49	3	27.55	3	28.65
4	27.00	4	28.08	4	29.20
5	27.55	5	28.66	5	29.81
6	28.09	6	29.22	6	30.39
7	28.58	7	29.73	7	30.92
8	29.08	8	30.25	8	31.46
9	29.44	9	30.62	9	31.84
10	29.86	10	31.06	10	32.30
11	30.31	11	31.53	11	32.79
12	30.78	12	32.02	12	33.30
13	31.24	13	32.49	13	33.79

Steps that are less than \$20 are augmented to \$20 in FY 2023, so any pay rate of \$20 per hour on the FY 2023 (6/20/2022) wage schedules may include base pay plus augmentation.

*Employees moving to the new FY 2024 (6/19/2023) and FY 2025 (6/17/2024) wage schedules will receive an increase of at least 4% each year, or the increase provided in the University's Salary Plan for that year if greater, not including step progression increases.

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5045 Outpatient Clinic Assistant
Salary Plan/Grade: H1 01A

<u>Step</u>	<u>6/20/2022</u>	<u>Step</u>	<u>6/19/2023*</u>	<u>Step</u>	<u>6/17/2024*</u>
1	20.15	1	20.96	1	21.80
2	20.67	2	21.50	2	22.36
3	21.18	3	22.03	3	22.91
4	21.65	4	22.52	4	23.42
5	22.05	5	22.94	5	23.86
6	22.51	6	23.42	6	24.36
7	22.96	7	23.88	7	24.84
8	23.32	8	24.26	8	25.23
9	23.79	9	24.75	9	25.74
10	24.26	10	25.24	10	26.25
11	24.74	11	25.73	11	26.76
12	25.24	12	26.25	12	27.30

5060 BHS Central Services Tech
Salary Plan/Grade: H1 01

<u>Step</u>	<u>6/20/2022</u>	<u>Step</u>	<u>6/19/2023*</u>	<u>Step</u>	<u>6/17/2024*</u>
1	20.00	1	20.91	1	21.75
2	20.41	2	21.23	2	22.08
3	20.91	3	21.75	3	22.62
4	21.38	4	22.24	4	23.13
5	21.91	5	22.79	5	23.70
6	22.35	6	23.25	6	24.18
7	22.81	7	23.73	7	24.68
8	23.26	8	24.20	8	25.17
9	23.71	9	24.66	9	25.65

Steps that are less than \$20 are augmented to \$20 in FY 2023, so any pay rate of \$20 per hour on the FY 2023 (6/20/2022) wage schedules may include base pay plus augmentation.

*Employees moving to the new FY 2024 (6/19/2023) and FY 2025 (6/17/2024) wage schedules will receive an increase of at least 4% each year, or the increase provided in the University's Salary Plan for that year if greater, not including step progression increases.

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5064 Sr. Hospital Central Svc Tech

Salary Plan/Grade: H1 02

<u>Step</u>	<u>6/20/2022</u>	<u>Step</u>	<u>6/19/2023*</u>	<u>Step</u>	<u>6/17/2024*</u>
1	20.00	1	20.80	1	21.63
2	20.09	2	21.01	2	21.85
3	20.50	3	21.32	3	22.17
4	20.91	4	21.75	4	22.62
5	21.33	5	22.19	5	23.08
6	21.75	6	22.62	6	23.52
7	22.18	7	23.07	7	23.99
8	22.63	8	23.54	8	24.48
9	23.07	9	24.00	9	24.96
10	23.54	10	24.49	10	25.47
11	24.01	11	24.98	11	25.98
12	24.50	12	25.48	12	26.50
13	24.99	13	25.99	13	27.03
14	25.49	14	26.51	14	27.57
15	25.99	15	27.03	15	28.11

5065 Dental Ceramic Technician

Salary Plan/Grade: H1 17A

<u>Step</u>	<u>6/20/2022</u>	<u>Step</u>	<u>6/19/2023*</u>	<u>Step</u>	<u>6/17/2024*</u>
1	27.42	1	28.52	1	29.66
2	28.27	2	29.41	2	30.59
3	28.84	3	30.00	3	31.20
4	29.43	4	30.61	4	31.83
5	30.04	5	31.25	5	32.50
6	30.64	6	31.87	6	33.14
7	31.09	7	32.34	7	33.63
8	31.70	8	32.97	8	34.29
9	32.34	9	33.64	9	34.99
10	32.99	10	34.31	10	35.68
11	33.65	11	35.00	11	36.40

Steps that are less than \$20 are augmented to \$20 in FY 2023, so any pay rate of \$20 per hour on the FY 2023 (6/20/2022) wage schedules may include base pay plus augmentation.

*Employees moving to the new FY 2024 (6/19/2023) and FY 2025 (6/17/2024) wage schedules will receive an increase of at least 4% each year, or the increase provided in the University's Salary Plan for that year if greater, not including step progression increases.

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5066 Dental Hygienist
Salary Plan/Grade: H1 18

<u>Step</u>	<u>6/20/2022</u>	<u>Step</u>	<u>6/19/2023*</u>	<u>Step</u>	<u>6/17/2024*</u>
1	35.47	1	36.89	1	38.37
2	36.37	2	37.83	2	39.34
3	37.28	3	38.78	3	40.33
4	38.18	4	39.71	4	41.30
5	39.15	5	40.72	5	42.35
6	40.11	6	41.72	6	43.39
7	41.15	7	42.80	7	44.51
8	42.17	8	43.86	8	45.61
9	43.22	9	44.95	9	46.75
10	44.07	10	45.84	10	47.67
11	44.96	11	46.76	11	48.63
12	45.87	12	47.71	12	49.62
13	46.79	13	48.67	13	50.62

5067 Dental Prosthetic Technician
Salary Plan/Grade: H1 17

<u>Step</u>	<u>6/20/2022</u>	<u>Step</u>	<u>6/19/2023*</u>	<u>Step</u>	<u>6/17/2024*</u>
1	27.42	1	28.52	1	29.66
2	28.27	2	29.41	2	30.59
3	28.84	3	30.00	3	31.20
4	29.43	4	30.61	4	31.83
5	30.18	5	31.39	5	32.65
6	30.79	6	32.03	6	33.31
7	31.41	7	32.67	7	33.98
8	32.03	8	33.32	8	34.65
9	32.68	9	33.99	9	35.35

Steps that are less than \$20 are augmented to \$20 in FY 2023, so any pay rate of \$20 per hour on the FY 2023 (6/20/2022) wage schedules may include base pay plus augmentation.

*Employees moving to the new FY 2024 (6/19/2023) and FY 2025 (6/17/2024) wage schedules will receive an increase of at least 4% each year, or the increase provided in the University's Salary Plan for that year if greater, not including step progression increases.

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Health Care Unit 4 - Represented by AFSCME

5070 Specimen Receiving Technician

Salary Plan/Grade: H1 13

<u>Step</u>	<u>6/20/2022</u>	<u>Step</u>	<u>6/19/2023*</u>	<u>Step</u>	<u>6/17/2024*</u>
1	22.05	1	22.94	1	23.86
2	22.63	2	23.54	2	24.48
3	23.28	3	24.22	3	25.19
4	23.76	4	24.72	4	25.71
5	24.35	5	25.33	5	26.34
6	24.83	6	25.83	6	26.86
7	25.32	7	26.34	7	27.39
8	25.83	8	26.87	8	27.94
9	26.35	9	27.41	9	28.51

5075 Certified Medical Assistant

Salary Plan/Grade: H1 05A

New Steps
Effective
6/20/2022

<u>Step</u>	<u>Step</u>	<u>6/20/2022</u>	<u>Step</u>	<u>6/19/2023*</u>	<u>Step</u>	<u>6/17/2024*</u>
1	1	21.70	1	22.57	1	23.47
2			2	23.13	2	24.06
3			3	23.71	3	24.66
4	2	22.24	4	24.22	4	25.19
5	3	22.79	5	24.80	5	25.79
6	4	23.28	6	25.30	6	26.31
7	5	23.84	7	25.80	7	26.83
8	6	24.32	8	26.32	8	27.37
9	7	24.80	9	26.85	9	27.92
10	8	25.30	10	27.39	10	28.49
11	9	25.81	11	27.94	11	29.06
	10	26.33	12	28.50	12	29.64
	11	26.86				
	12	27.40				

Steps that are less than \$20 are augmented to \$20 in FY 2023, so any pay rate of \$20 per hour on the FY 2023 (6/20/2022) wage schedules may include base pay plus augmentation.

*Employees moving to the new FY 2024 (6/19/2023) and FY 2025 (6/17/2024) wage schedules will receive an increase of at least 4% each year, or the increase provided in the University's Salary Plan for that year if greater, not including step progression increases.

APPENDIX A
 Salary Rate Information
 Health Care Unit 4 - Represented by AFSCME

5077 Medical Laboratory Technician
 Salary Plan/Grade: H1 07

<u>Step</u>	<u>6/20/2022</u>	<u>Step</u>	<u>6/19/2023*</u>	<u>Step</u>	<u>6/17/2024*</u>
1	21.53	1	22.40	1	23.30
2	22.06	2	22.95	2	23.87
3	22.67	3	23.58	3	24.52
4	23.12	4	24.05	4	25.01
5	23.63	5	24.58	5	25.56
6	24.02	6	24.99	6	25.99
7	24.51	7	25.50	7	26.52
8	25.12	8	26.13	8	27.18
9	25.64	9	26.67	9	27.74
10	26.14	10	27.19	10	28.28
11	26.66	11	27.73	11	28.84
12	27.20	12	28.29	12	29.42
		13	28.55	13	29.69

Steps that are less than \$20 are augmented to \$20 in FY 2023, so any pay rate of \$20 per hour on the FY 2023 (6/20/2022) wage schedules may include base pay plus augmentation.

*Employees moving to the new FY 2024 (6/19/2023) and FY 2025 (6/17/2024) wage schedules will receive an increase of at least 4% each year, or the increase provided in the University's Salary Plan for that year if greater, not including step progression increases.

APPENDIX A
 Salary Rate Information
 Health Care Unit 4 - Represented by AFSCME

5091 Pharmacy Technician
 Salary Plan/Grade: H1 03

New Steps Effective <u>6/20/2022</u>			New Steps Effective <u>6/19/2023</u>				
<u>Step</u>	<u>Step</u>	<u>6/20/2022</u>	<u>Step</u>	<u>Step</u>	<u>6/19/2023*</u>	<u>Step</u>	<u>6/17/2024*</u>
1	1	20.00	1	1	20.86	1	21.69
2			2			2	22.13
3			3			3	22.44
4			4	2	21.28	4	22.88
5			5	3	21.58	5	23.45
6			6	4	22.00	6	23.93
7	2	20.00	7	5	22.55	7	24.41
8	3	20.05	8	6	23.01	8	24.90
9	4	20.46	9	7	23.47	9	25.40
10	5	20.75	10	8	23.94	10	25.92
11	6	21.15	11	9	24.42	11	26.45
12	7	21.68	12	10	24.92		
13	8	22.12	13	11	25.43		
14	9	22.56					
15	10	23.01					
16	11	23.48					
	12	23.96					
	13	24.45					

Steps that are less than \$20 are augmented to \$20 in FY 2023, so any pay rate of \$20 per hour on the FY 2023 (6/20/2022) wage schedules may include base pay plus augmentation.

*Employees moving to the new FY 2024 (6/19/2023) and FY 2025 (6/17/2024) wage schedules will receive an increase of at least 4% each year, or the increase provided in the University's Salary Plan for that year if greater, not including step progression increases.

APPENDIX B

ADMINISTRATIVE UNIT ACADEMIC HEALTH CENTER

Department

Community-University
Health Care Center

Work Location

CUHCC – Finance
(Coding, Accounting, Payroll, Billing)
CUHCC – Clinical
(Medical, Dental, Behavioral
Health, Pharmacy, Lab)
CUHCC – Clinic Management
(Patient Services, Medical Records,
Support Services)

ADMINISTRATIVE UNIT BOYNTON HEALTH

Department

Boynton Health

Work Location

Building Services
Patient Assistance and
Information
Dental Clinic
Nursing
Eye Clinic
Laboratory

ADMINISTRATIVE UNIT SCHOOL OF DENTISTRY

Department

Clinical Systems
Dental Lab Services
Endodontics
Hibbing
Periodontics
Oral & Maxillofacial Surgery
Orthodontics

Work Location

**ADMINISTRATIVE UNIT
CLINICAL RESEARCH UNITS**

Department

Clinical Translational Science
Institute Masonic Care Center
Medicine
Pediatrics
Surgery

Work Location

**ADMINISTRATIVE UNIT
SCHOOL OF PUBLIC HEALTH**

Department

Biostatistics Division
Environmental and Occupational Health Division

Work Location

**ADMINISTRATIVE UNIT
COLLEGE OF VETERINARY MEDICINE**

Department

Veterinary Medical Center

Work Location

Veterinary Medical Center

**ADMINISTRATIVE UNIT
UNIVERSITY OF MINNESOTA, DULUTH**

Department

UMD Student Health Services

Work Location

UMD Student Health Services

If the University in its sole discretion changes, alters, establishes or eliminates these groupings and seniority units, the University and the Union agree to meet and discuss how the seniority of any affected employees shall be calculated.

**MEMORANDUM OF UNDERSTANDING
RESPECTFUL WORKPLACE**

The University and AFSCME 3260 agree to meet and confer beginning no later than March 31, 2012 and to be completed no later than June 30, 2012 for the express purpose of considering best practices and education for managing and modifying forms of hostile, intimidating, threatening, humiliating or violent behavior which are not necessarily illegal discrimination.

This MOU will expire on June 30, 2025.

**MEMORANDUM OF UNDERSTANDING
STAFF ONLY BREAK ROOMS**

The Union and the University agree to establish a Labor Management Committee to address the requests of the Union to have staff only break rooms at the Dental School and at the Community University Health Care Center on the Twin Cities campus and how these break rooms should be equipped.

AFSCME Local 3260 and the University will each select 5 people to serve on this committee.

The Labor Management Committee will identify and recommend proposed solutions to these needs. The proposed solutions will be forwarded to AFSCME Local 3260 and the Office of Human Resources for consideration and implementation.

Committee meetings will be scheduled no later than 60 days following the signing of the labor agreement.

This MOU will expire on June 30, 2025.

**MEMORANDUM OF UNDERSTANDING
MARKET ADJUSTMENTS TO \$20 PER HOUR**

After the market adjustments, payscale revisions or 3.85% general increase has been applied, any employee making less than \$20 per hour shall be augmented to \$20 per hour. No compression adjustments will be made because of this augmentation.

This MOU shall expire on June 18, 2023.

**MEMORANDUM OF UNDERSTANDING
HEALTH BENEFITS REVIEW**

University Representatives, including the Director of Health Benefits or equivalent, will meet with Union representatives once each fiscal year to discuss and understand the Union's desired benefits changes.

This MOU will expire on June 30, 2025.

**MEMORANDUM OF UNDERSTANDING
JUNETEENTH**

The University will designate one additional paid holiday in FY 2023 and FY 2024 as Juneteenth. If during the life of this agreement, the University chooses to add Juneteenth as an official holiday in FY 2025, employees in this bargaining unit will receive the same benefit.

This MOU expires on June 30, 2025.

MEMORANDUM OF UNDERSTANDING TRANSIT PASSES

During the life of this agreement, if the University offers mass transit passes for employees in the Twin Cities, the employees in this bargaining unit in the Twin Cities will be offered the same benefit.

This MOU shall expire on June 30, 2025.

MEMORANDUM OF UNDERSTANDING VACATION PERIODS

Once every rolling 12 months, Employees may request a vacation period of no less than 3 consecutive working days up to 365 days in advance. Such requests shall be considered on a first request priority basis, without regard for seniority. Supervisors must respond to such requests within 5 business days of submission by the Employee. Approval shall not be unreasonably withheld. The rolling 12 months begins with the date of the request. Results of requests submitted under this MOU are not subject to the grievance procedure.

STEP COMMITTEE LETTER

Date: June 9, 2009

To: Jeff Fowler, Business Agent
Joyce Carlson, Business Agent
Kurt Errickson, Business Agent

From: Patti Dion, Director Employee Relations

Re: Step Committee recognition

In 2008, pursuant to an MOU between AFSCME and the University of Minnesota, representatives from both parties met and worked on issues related to compressing the number of salary steps within the classifications in the clerical, technical and health care bargaining units.

On November 12, 2008, the participants reached consensus on the following three recommendations:

1. The parties recommend reducing the number of steps to no more than nineteen (19) steps in any classification.
2. The restructuring/compression of steps may vary from bargaining unit to bargaining unit and will be determined through collective bargaining.
3. These recommendations are not limited to the 2009 contract negotiations.

The University of Minnesota and AFSCME recognize that either party may wish to pursue logical next steps at a future date in a more favorable economic climate.



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