

20090514 Union Proposal Package for Unit 7 Negotiations

1. Article 19, Section 5A – Salary: Employees will receive a reasonable annual general wage increase effective 7/1/2009 and 7/1/2010.
2. Article 19, Section 4-Salary: No substantive change in the language regarding date of step progression in technical titles. October 1, 2007 will change to October 1, 2009 in the first sentence in the first paragraph of General Provisions.
3. Article 19, Section 4: Delete the following phrase from the first sentence in the first paragraph of General Provisions:

All employees who have been in the bargaining unit one (1) year or more and are not at or above the top of the range as of October 1, ~~2007 2009~~ will then move up one (1) step on October 1, ~~2007 2009~~ and effective October 1 of each year thereafter, ~~if terms for progression steps are provided for in successor collective bargaining agreements.~~ Each employee will move to the next highest step in the classification, provided s/he has served one year in the bargaining unit until s/he has reached range maximum.

4. Article 20, Insurance: all language remains the same. Applicable dates will change to reflect the new duration of the Collective Bargaining Agreement.
5. Salary step compression MOU will continue to the next Collective Bargaining Agreement and the related joint statement will be attached to the final document.
6. Article 21, Settlement of Disputes: In Section 3, Step 3, add the following language in the third sentence:

A representative of the appropriate Human Resources Department shall hold a meeting between a Dean or equivalent administrative officer at the next management level from ~~in~~ a department outside of the department instituting the discipline, the grievant, and the designated union representative to discuss and attempt to resolve the grievance.

7. Article 4, Discrimination Prohibition: Add new Section 2, and re-number the sections following:

(NEW) Section 2. Respectful Workplace: The parties agree that all employees have a right to a respectful workplace, and that it is integral to the efficient conduct of the University's business. All forms of bullying, harassment, intimidation, hazing, and/or violence are prohibited.

The Unions reserves the right to add to or amend these proposals.