

20090529 –4:10 PM - Union Proposal Package for Unit 7 Negotiations  
**(Presented to the University as whole package proposal)**

1. **Wages:**

- Article 19, Section 5A – Salary: Employees will receive a reasonable annual general wage increase effective 7/1/2009 and 7/1/2010.
- Article 19, Section 5-Other Salary Adjustments: **July 1, 2009-June 30, 2011:**
- Strike current provisions: C, D, E, F
- Add new C: **Effective July 1, 2009, all employees in the bargaining unit shall receive a \$1000.00 (one-thousand) lump sum payment.**

2. **Step Progression:** Article 19, Section 4-Progression: General provisions: Add the following language at the beginning of the paragraph:

- **Step Progression will be paused in fiscal 7/1/09 to 6/30/10 in this contract only**

Language will change to read: **Step progression will be paused in fiscal 7/1/09 to 6/30/10 in this contract only.** 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, 2010** and on October 1 of each year thereafter. ~~If terms for progression steps are provided for in successor collective bargaining agreements.~~

3. Steps in successor agreements: Article 19, Section 4 Progression: Delete the following phrase from the first sentence in the first paragraph of General Provisions:

**Step Progression will be paused in fiscal year 7/1/09 to 6/30/10 in this contract only.** 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~~ **2010** and 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.

**The Union reserves the right to add to or amend these proposals.**

4. Article 20, Insurance: we accept the Employer's insurance language, with the following changes:

- (1) We are unable to craft a response at this time without the requested feedback from Benefits.
- (2) Agreeable provided there is a bullet added to 20, A-2-b-7 noting an exception for medical necessity determined by a medical practitioner with prior approval language at the Generic Plus rate included in the contract.
- (3) Agreeable provided there is an exception for medical necessity determined by a medical practitioner with prior approval language included in the contract in 20, A-2-b-9.
- (4) We are unable to craft a response at this time without the requested feedback from Benefits.
- (5) Agreement as proposed: ER co-pay will change from \$50.00 to \$75.00
- (6) Agreement contingent on new subsection rather than be addressed as struck language in a new sub-sub-sub section: Art 20, 6, A-2-b new 7; items following will be re-number.

7. CT Scans and MRIs: 100% covered services after a \$25.00 co-pay for the first procedure for a specific medical diagnosis. Subsequent procedures related to that same diagnosis will be 100% covered service with no additional co-pay.

- (7) Agreement to increase in office visit co-pay (as currently defined by the plans) on base plans and HP from \$10.00 to \$11.00.
- (8) The Union is not accepting this proposed change to Art.20, Sec 3, Subs B-1. We do not think the proposed change is necessary.

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, with recognition of the work we have already done by attaching joint statement to the final document.

**The Union reserves the right to add to or amend these proposals.**

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.

8. If the Employer enacts a wage compensation adjustment during the life of this agreement that exceeds the total wage compensation agreed upon herein, then the Union's average total wage compensation package will be augmented by that same amount. (proposed on 5/26/09, 3:25 pm)

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Performance management

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