

**THE UNIVERSITY OF MINNESOTA AND TEAMSTERS LOCAL 320**

**TENTATIVE AGREEMENT SUMMARY**

**JULY 1, 2022 THROUGH JUNE 30, 2025 CONTRACT PERIOD**

**FISCAL YEAR 2023, JULY 1, 2022 THROUGH JUNE 30, 2023**

1. Health and Dental insurance Article updated to include all three years of the contract.
2. 3.85% General Increase for all steps, except the top step, in all job classifications that did not receive market adjustments;
3. 5% increase for top steps in all job classifications that did not receive market adjustments at the top steps.
4. Market Adjustments. Additionally, the University proposes significant market adjustments for the 26 job classes listed below. All market adjustments include the 3.85% general increase. Percentage of increases vary because what it takes to align with the market varies for different job classes. All wage schedules are proposed to increase by at least 3.85%. Additionally, some Employees may move to a lower step on the new pay scale than they are currently on. This procedure will not cause any employee to “go backward” since each Employee will receive an increase in pay and move up on a scale that pays more. Employees will also receive steps per contract language in FY 2023. Market adjustments are proposed for the following job classes. The percentages on the side reflect the percentage increase in pay at the top of the pay scale for FY23:
  - a. Senior Cashier/Food Aide, 6001, 5.00%
  - b. Attendant, 6006, 7.04%
  - c. Sr. Attendant, 6007, 10.02%
  - d. Stores Specialist, 6008, 5.00%
  - e. Senior Building & Grounds Worker, 6018, 5.03%
  - f. Athletic Grounds Worker, 6022, 14.81%
  - g. Building & Grounds Worker, 6025, 5.00%
  - h. Mechanic 2, 6032 (2 steps added to the top of the range), 5.00%
  - i. Senior Maintenance Equipment Operator, 6036, 5.00%
  - j. Assistant Gardener, 6040, 5.00%
  - k. Gardener, 6041, 5.48%
  - l. Senior Operating Engineer, 6044, 8.31%
  - m. Principal Operating Engineer, 6045, 8.30%
  - n. Mechanic 3, 6046 (2 steps added to the top of the range), 5.00%
  - o. Laboratory Attendant, 6060, 5.00%
  - p. Laboratory Animal Attendant, 6062, 10.04%
  - q. Food Service Worker, 6071, 5.00%
  - r. Senior Food Service Worker, 6072, 5.00%
  - s. Senior Gardener, 6077, 6.11%
  - t. Heavy Equipment Mechanic, 6079, 5.00%
  - u. Junior Cashier/Food Aide, 6083, 5.00%

- v. Intercollegiate Athletics Equipment Worker, 6086, 5.00%
- w. Maintenance Equipment Operator, 6087, 7.87%
- x. Senior Utility Worker, 6090, 5.00%
- y. Delivery Service Driver, 6095, 6.01%
- z. Utility Worker, 6096, 5.00%

Percentages listed after each job code indicate ONLY the increase for the top step in each job classification as of June 20, 2022.

5. Backpay for all market adjustments, \$20 augmentations and General Increases to June 20, 2022.
6. NEW MOU: After the market adjustments have been applied to the following classifications, anyone making less than \$20.00 per hour shall be augmented to \$20.00 per hour. There will be no compression adjustments made to higher paid employees as a result of this augmentation. This MOU will expire on June 18, 2023.
  - a. Senior Cashier/Food Aide, 6001
  - b. Attendant, 6006
  - c. Sr. Attendant, 6007
  - d. Stores Specialist, 6008
  - e. Senior Building & Grounds Worker, 6018
  - f. Athletic Grounds Worker, 6022
  - g. Building & Grounds Worker, 6025
  - h. Mechanic 2, 6032 (2 steps added to the top of the range)
  - i. Senior Maintenance Equipment Operator, 6036
  - j. Assistant Gardener, 6040
  - k. Gardener, 6041
  - l. Senior Operating Engineer, 6044
  - m. Principal Operating Engineer, 6045
  - n. Mechanic 3, 6046 (2 steps added to the top of the range)
  - o. Laboratory Attendant, 6060
  - p. Laboratory Animal Attendant, 6062
  - q. Food Service Worker, 6071
  - r. Senior Food Service Worker, 6072
  - s. Senior Gardener, 6077
  - t. Heavy Equipment Mechanic, 6079
  - u. Junior Cashier/Food Aide, 6083
  - v. Intercollegiate Athletics Equipment Worker, 6086
  - w. Maintenance Equipment Operator, 6087
  - x. Senior Utility Worker, 6090
  - y. Delivery Service Driver, 6095
  - z. Utility Worker, 6096
7. NEW ARTICLE 21.11: PROJECT SQUAD PREMIUM PAY: B & G (6025) and Senior B & G (6018) Project Squad premium pay of \$.50 (50 cents) per hour on the basis that they

complete the project squad certification training and the premium pay does not follow the employee if they leave the project squad.

8. 22.12 Effective the first day of the payroll period following the Regents' approval of this contract, Employees required to hang their license as Chief of Record or Master of Record will receive an additional fifty cents (\$.50) one dollar (\$1.00) premium rate for each hour worked in this status.
9. 23.1 An employee is in an on-call status if their supervisor has instructed the employee, in writing, to remain available to work during an off duty period. An employee who is instructed to be in an on-call status is not required to remain in a fixed location but must leave word where they may be reached immediately by telephone. Any employee who is instructed to remain in an on-call status must be compensated for such time at the rate of fifteen (15) minutes straight time pay for each one (1) hour of on-call status. Such compensation must be limited to ~~four~~ ~~six~~ (4) (6) hours of straight time pay per calendar day. No employee receives on-call pay for hours actually worked. No employee can be assigned to on-call status for a period of less than eight (8) hours.
10. Renew the following MOU's in the back of the contract:
  - a. License Reimbursement
  - b. Minnesota DRIVE
  - c. Scheduled Shifts in Agricultural Operations
  - d. Bumping Qualifications
  - e. Layoff/Non-Renewal Program
  - f. B & G bidding in Facilities Management
  - g. Assigning Unscheduled Shifts to Part-Time Employees
  - h. Holding Assignments During a Leave
  - i. Meet and Confer Regarding Market Adjustments and Potential New Classifications
  - j. Salary Rates Augmentation
  - k. Hiring Mechanics and Gardeners
  - l. Cook's MOU
11. Delete the following MOU's in the back of the contract.
  - m. Addressing Harassment
  - n. Pilot Program Opportunity
  - o. Employee Assistance Fund
12. NEW MOU: SUMMER WORK FOR TWIN CITIES DINING EMPLOYEES: University Dining utilizes a variety of appointment types to meet operational needs. Our goal is to provide as much work as possible year round with a minimum of 30 hours per week for 12-month appointments who select and are awarded positions during the summer. However, being classified as a 12-month employee does not guarantee that work will be available for 12 months.

During the Summer Break (based upon the academic calendar) dining operations are significantly reduced and locations, offerings, and service times may vary. A high level of flexibility is therefore required to maintain the guaranteed minimum of 30 hours per week for those who select and are awarded positions during the summer. In order to keep more of these employees working, other departments will also offer summer work for dining staff to

select. Those who are placed into another department may be called back to Dining for temporary coverage of positions based upon operational needs.

For the Summer break the following process of job offerings and assignments shall be used:

- In the spring, upon written request from the Union, a meeting will be held between a Teamster representative and a Dining representative to ensure the accuracy of the seniority list.
- Dining will review the process with Teamster employees so they understand what steps they need to take to have summer work.
- All dining staff will be allowed to make a one time selection for desired shifts and departments, from a list of offerings in a form, in preferential order for the summer.
- Round 1 awards shall first be made in the Dining Job Class based upon Master Seniority. The levels of selection will include at a minimum general area of campus (East Bank, West Bank, St. Paul) and a general shift (Morning or Evening).
- Round 2 awards with offerings from other departments shall be made based upon Total Seniority. Both rounds will be selected at the same time using an online form.

It is up to the employee to complete the form by the due date. If an employee does not complete the form, then it is assumed the employee does not want summer work. The employee, not the University, is responsible for completing the form.

For those who select and are awarded positions within Dining over the summer, the guaranteed minimum of 30 hours per week shall be adhered to.

Within Dining, weekly hours will be scheduled based upon Master Seniority. Those with the most Master Seniority within a job class will receive the most hours per week within their awarded Area and Shift. If there are not enough hours available for those awarded within an Area and Shift, they may be offered other Areas or Shifts to provide the desired number of hours (30 hours minimum being guaranteed.)

We will also offer an on-call option for those who are not awarded summer work but still want the potential for some summer hours.

Seniority will continue to accrue in the employee's primary job classification. Work in a higher job classification will be augmented in accordance with Article 30.1.

In the fall of 2023, a meeting will be held between Teamster representatives and Dining representatives to review the program and make recommendations for changes and/or improvements.

13. NEW MOU: 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.

14. NEW MOU: CAMPUS WASTE COMMITTEE: The Teamsters may have 1 (one) seat on the Campus Waste Committee who is a University of Minnesota Bargaining Unit 3 employee appointed by the Union. This MOU will expire on June 30, 2025.
15. NEW MOU: 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.
16. NEW MOU: JOB POSTING WORK GROUP: The parties agree to form a Job Posting Workgroup comprised of 5 University Representatives and 5 Union Representatives to resolve the issue of job postings on the Twin Cities campus. This group shall meet and make recommendations to the Senior Director of Employee and Labor Relations for posting jobs to maximize opportunities for both internal and external candidates. These recommendations shall be made no later than June 30, 2023. This MOU shall expire on June 30, 2023.
17. NEW MOU: TWIN CITIES CAMPUS SUSTAINABILITY COMMITTEE: The Teamsters may have 1 (one) seat on the Twin Cities Campus Sustainability Committee who is a University of Minnesota Unit 3 employee appointed by the Union. This MOU will expire on June 30, 2025.
18. The University and the Union release each other from any and all legal claims arising from this round of bargaining.
19. Both the University and the Union withdraw all other items and proposals.

**FISCAL YEAR 2024, JULY 1, 2023 THROUGH JUNE 30, 2024**

20. Implement new payscales with \$20 minimum and compression adjustments.
21. Movement to the new pay scales will have a minimum increase per employee of at least 4% or the University's salary plan, whichever is greater;
22. Increase all other payscales by 4% or the University's salary plan, whichever is greater;

**FISCAL YEAR 2025, JULY 1, 2024 THROUGH JUNE 30, 2025**

23. Increase all payscales by 4% or the University's salary plan, whichever is greater.