

AUGSBURG UNIVERSITY

AND

OPEIU, LOCAL 12

Tentative Agreements Reached on August 30, 2021

ARTICLE __

HEALTH & SAFETY

- 11.1 Augsburg University and the Union are committed to providing a safe working environment for all employees. The Employer is committed to providing an environment that is free from hostile, abusive and disrespectful behavior.

It shall be the policy of the Parties that safety, the protection of work areas, adherence to necessary safety practices, and the prevention of work-related injuries are a continuing and integral part of their shared, every-day responsibilities. To that end, the Union may designate one (1) bargaining unit member to be a full participant on campus-wide committees related to workplace safety that include non-management participants (such as the Augsburg Safety Committee, the Augsburg Risk Management Committee, the Covid Taskforce, etc.).

- 11.2 The Employer will inform an employee if the University becomes aware of a specific threat to that employee's physical safety.

ARTICLE __

UNION RIGHTS

- 3.1 The Union shall be allowed to reserve rooms for meetings with employees on University property. Union representatives shall have reasonable access to University property, buildings and offices as necessary to carry out their responsibilities - including the right to reserve rooms for meetings. The Union agrees to comply with all University regulations and policies regarding the use of University facilities, including following proper procedures for reserving meeting rooms.

Unless otherwise permitted by this agreement, the Union shall not meet with employees during their working time, and bargaining-unit members shall not meet with each other during work time to conduct Union business. Such meetings will not otherwise interfere with the duties and responsibilities of employees.

- 3.2 New Hire Orientation. A Union representative or a bargaining unit member shall be allowed to meet with a new employee for up to thirty (30) minutes during the new employee's probationary period without loss of pay for the new employee or the bargaining unit member.
- 3.3 Union members may be designated as union stewards on behalf of their other members. The Union shall provide Augsburg University a list of stewards every six months. A bargaining unit member serving as steward shall be permitted a reasonable amount of employer-paid work time to attend grievance and disciplinary meetings.
- 3.4 The bargaining unit shall select a representative that will have a seat with full voting and other rights on the University Council.

ARTICLE __
INTERNAL POSTINGS

1. Promotional opportunities and internal movement encourages career development and reduces turnover of talented and valuable staff. The University is committed to promoting career development for staff. As part of this commitment, the University intends, to the extent reasonably appropriate under the circumstances, to fill job vacancies from within the University before hiring external candidates, provided internal candidates have the required qualifications and demonstrated work experience.
2. Notice of all job vacancies shall be posted on the Augsburg University careers website for a minimum of fourteen (14) calendar days. Notice of vacancies shall be published in A-Mail for the first five (5) business days of posting. Qualified employees who apply during this 14-day period shall be given first consideration for the vacancy.
3. If a qualified internal candidate(s) applies, Augsburg must interview at least three (3) qualified internal candidates (or all qualified internal candidates if there are less than three (3)).
4. The Employer may interview external applicants if there are no qualified internal applicants, or after the Employer has interviewed at least three (3) qualified internal applicants.
5. The Employer in its sole discretion will determine the qualifications required for any open position and has sole discretion in its selection of the appropriate candidate for any open position, consistent with the provisions of this Article.
6. Senior leadership, special project assignments, and temporary positions (expected to extend six (6) months or less in duration) are excluded from the provisions of this Article.