

MACALESTER COLLEGE

MINNESOTA ASSOCIATION OF PROFESSIONAL EMPLOYEES

December 19, 2025

EMPLOYER RESPONSES TO UNION PROPOSAL NOS. 13-19

UNION PROPOSAL 13 – Personnel Record

ER Response: The Employer is not interested in this proposal.

Counter-Proposal:

Employer 16 – Personnel File [NEW]

**ARTICLE ____
PERSONNEL FILE**

An employee shall be allowed to inspect and copy the employee's personnel record in accordance with any applicable federal, state, or local law.

UNION PROPOSAL 14 – Flexible Work Arrangement

ER Response: The Employer is not interested in this proposal.

UNION PROPOSAL 15 – Job Sharing

ER Response: The Employer is not interested in this proposal.

UNION PROPOSAL 16 – Remote Work

ER Response: The Employer is not interested in this proposal.

UNION PROPOSAL 17 – Joint Labor Management / Meet and Confer Committee

ER Response: The Employer is not interested in this proposal.

Counter-Proposal:

Employer 17 – LMC [NEW]

**ARTICLE ____
LABOR MANAGEMENT COMMITTEE**

A labor management committee may be established by the parties to consider issues of mutual interest upon the request of either party. The committee shall consist of a mutually agreed number

of employees and Employer representatives. The labor management committee shall not consider grievance matters or changes to the contract.

UNION PROPOSAL 18 – Hours of Work

ER Response: The Employer is not interested in this proposal.

Counter-Proposal:

Employer 17 – Personnel File [NEW]

**ARTICLE
HOURS AND SCHEDULING**

Section 1. Hours. The number of hours worked in a week or pay period will be dependent upon the employee's established FTE.

Section 2. Breaks. A non-exempt employee shall be entitled to one (1) paid fifteen (15) minute rest break for each four (4) hours on duty. In addition, they will be given one (1) thirty (30) minute unpaid meal break for each scheduled shift of at least eight (8) hours. This meal break may extend the scheduled shift time by one-half (½) hour. An employee must receive supervisory approval to forgo the 30-minute unpaid meal break. If approved, the scheduled shift end time will remain the same unless the employee receives supervisory approval to leave early. No breaks shall be taken consecutively without supervisory approval.

Section 3. Overtime: Employees may occasionally be asked or required to work more than their scheduled FTE or shift.

A non-exempt employee shall be paid time and one-half (1½) for hours worked in excess of forty (40) hours per week.

The Employer reserves the unconditional right to add to, delete, or modify any of these proposals prior to a final agreement on all terms.