



March 6, 2026

MAPE reserves the right to add to, modify, or withdraw any of its proposals as needed.

Union Proposal 45

Association Rights

Section 1. Access. Association representatives shall have reasonable access to college property, buildings, and offices as necessary to carry out their responsibilities, including the right to reserve rooms for meetings with employees on college property. The Association agrees to comply with all Employer regulations and policies regarding the use of college facilities, including following proper procedures for reserving meeting rooms.

Section 2. Employee Lists. The Employer shall furnish the Association with a list of names, classifications, work addresses, home addresses, work phone, home phone, work email, home email, department, FTE, and FLSA status of employees covered by this Agreement on a monthly basis or upon request. All such data shall be provided in a mutually agreeable format.

Section 3. Association Business. The Association may meet with employees during their work time, and bargaining unit members may meet with each other during work time to conduct Association business, provided such meetings will not otherwise interfere with the duties and responsibilities of employees.

Section 4. New Employee Orientation. An Association 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 orientation or probationary period during work time without loss of pay for the new employee or the bargaining unit member.

Section 5. Association Stewards. Bargaining unit members may be designated as Association Stewards on behalf of their members. The Association shall provide the Employer with a list of Association Stewards as they are trained and appointed. A bargaining unit member serving as an Association Steward shall be permitted a reasonable amount of Employer-paid work time to investigate contract violations and attend grievance and disciplinary meetings.

Section 6. Association Negotiations Team. Up to five (5) bargaining unit members shall be allowed to flex their schedules to participate in the negotiations process and shall be permitted Employer-paid work time to attend all scheduled negotiations meetings.

Section 7. Association Leave. Upon advanced written notice to the Employer by the Association, leave shall be granted to employees for Association business. An employee may use normally available leaves such as vacation time or a holiday for this purpose or leave without pay at the employee's discretion. Association Leave shall be considered as paid leave for purposes of vacation and sick leave accrual, holiday pay entitlement, as well as retirement and healthcare contributions, and any additional benefits normally available to the employee. Annually, the Employer may request the Association to confirm the employee's continuation on Association Leave. Leave time for service to the Association shall not be deducted for purposes of determining an employee's accrual rates or seniority.

Union Proposal 46

Work Rules

The Employer may establish and enforce reasonable work rules that are not in conflict with the provisions of this Agreement. Such rules shall be applied and enforced without discrimination. The Employer shall discuss new or amended work rules with the Association, explaining the need for the rule, and shall allow the Association reasonable opportunity to express its views prior to placing them in effect. Work rules will be labeled as new or amended and shall be shared in the appropriate forum (e.g., Mac Daily, or email group) no less than twenty-eight (28) working days in advance of their effective date, unless by mutual agreement.

Union Proposal 47

Picket Lines

It shall not be a violation of this Agreement and it shall not be cause for disciplinary action or discharge in the event an employee refuses to enter upon any property involved in a primary labor dispute, or refuses to go through or work behind any primary picket line, including primary picket lines of other bargaining units at the Employer.

Union Proposal 48

Travel

The Employer shall provide eligible employees covered by this Agreement with the same travel benefits made available to non-bargaining unit employees of the Employer, as described in the Employer's policies and procedures. During the term of this Agreement,

the Employer's travel benefits shall not be less than provided at the time of ratification of this Agreement.

Union Proposal 49

Additional Benefits

Section 1. General. The Employer shall provide eligible employees covered by this Agreement with the same benefits made available to non-bargaining unit employees of the Employer, as described in the Employer's policies and procedures or as enumerated in this Agreement, in the following categories:

- WHAM (Wellness & Health at Macalester) Programming
- Free Parking
- Retiree Benefits
- Identity Protection
- Lactation Support
- Legal Plan
- Student Loan Management
- 529 College Savings Plan
- Walk to Work Program
- Macalester-provided "Community Perks"

During the term of this Agreement, these benefits shall not be less than provided at the time of ratification of this Agreement.

Section 2. Discretionary Benefits. Nothing in this Agreement shall prevent the Employer from providing additional benefits over and above those expressly stated in this Agreement.

Union Proposal 50

Legal Protection

The Employer shall assume any personal and professional liability against an employee (including fines, posting of bail or bond, and reasonable attorney's fees, if counsel is not provided by the Association), arising out of any claim, suit, criminal prosecution, or judgment against the employee because of any act of the employee performed in the course of their duties of employment.

If a staff member is a witness or respondent to a lawsuit brought because of their work on behalf of the Employer, provided they acted within the scope of employment, in good faith, and without intentional misconduct, the Association shall provide legal protection in the case of potential conflict of interest between the Association and the Employer.