



Special Committee on University Workforce

December 2024

December 12, 2024

1:30 p.m.

West Committee Room, McNamara Alumni Center

SCUW - DEC 2024

1. Special Committee Charge and 2024– 25 Work Plan

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BOARD OF REGENTS DOCKET ITEM SUMMARY

Special Committee on University Workforce

December 12, 2024

AGENDA ITEM: Special Committee Charge and 2024–25 Work Plan

Review

Review + Action

Action

Discussion

This is a report required by Board policy.

PRESENTERS: Regent Tadd Johnson

PURPOSE & KEY POINTS

The purpose of this item is to review the special committee’s charge and discuss the 2024–25 work plan.

BACKGROUND INFORMATION

The Special Committee on University Workforce was established in September 2024 by Board Chair Mayeron. The special committee’s charge is as follows:

The Special Committee on University Workforce will focus on employee compensation and benefits, employee engagement, and workforce development across the system. The special committee will grow the Board’s understanding of the University’s workforce and advise the Finance & Operations Committee on any items related to the University’s workforce that require the Board’s action this year. The special committee will help the administration chart a financially sustainable course to invest in retaining and rewarding the University’s talented faculty and staff.

**Special Committee on University Workforce
2024-25 Work Plan**

Date	Topics
2024	
December 12-13	<ul style="list-style-type: none"> • Special Committee Charge and 2024-25 Work Plan • Overview of University Employee Groups This item will provide the special committee with a primer on the University’s framework for employee groups, including an overview of job families, characteristics of employee classifications, and personnel counts. In addition to reviewing systemwide data, special committee members will delve into the differences and similarities between campuses. The presentation will also cover the impact of the implementation of the PEAK (Positioned for Excellence, Alignment and Knowledge) Initiative on employee groups across the system. • Investing in the University’s Workforce This item will focus on strategies for advancing the Board’s 2024-25 priority of charting a financially sustainable course to invest in the future of all University employees systemwide. Included in the presentation will be an overview of steps being taken to advance this priority and how this work also addresses the University Senate’s <i>Resolution on Workforce Reinvestment: Rebuilding a Better U for Employees</i>. • Information Items <ul style="list-style-type: none"> ○ In-Progress and Upcoming Contract Negotiations and Current Contract Expiration Dates
2025	
February 13-14	<ul style="list-style-type: none"> • Labor Relations Structure This item will provide the special committee with foundational knowledge of the structure of labor relations at the University. The presentation will highlight key components of the legal landscape governing labor relations and recent changes to the Public Employment Labor Relations Act (PELRA). The discussion will outline the process of negotiating collective bargaining agreements, including the roles and responsibilities of union representatives and Office of Human Resources staff. • Panel Discussion: Understanding and Engaging with University Employee Groups This panel discussion will gather the unique perspectives and feedback from various employee groups within the system. This item will seek input from these groups on areas or topics that those groups are interested in, while hearing about their priorities for this academic year. Representatives will include those employee groups that have not appeared as frequently before the Board including labor represented employees. • Information Items <ul style="list-style-type: none"> ○ [In-Progress and Upcoming Contract Negotiations and Current Contract Expiration Dates]

<p>May 8-9</p>	<ul style="list-style-type: none"> • Employee Performance Evaluation Process and Implementation This item will provide a comprehensive overview of the current model for evaluating and rewarding employee performance for those job classifications that are included. Discussion will include the process and requirements, how the merit pool functions, and how pay increases are distributed at various levels across the system. The special committee will discuss if the current model is effective in retaining talented employees and rewarding performance. • Employee Compensation: Market Competitiveness and Benchmarking This item will provide an overview of the compensation markets used to benchmark University employees across all job classifications and appointment types, which were discussed at the December meeting (e.g. labor-represented groups, term/non-tenure track faculty, academic administrative staff, academic professional employees, etc.). The special committee will discuss how those markets are used to gauge how competitive University compensation packages are. The item will also provide an update on market refinement work across the system. • Information Items <ul style="list-style-type: none"> ○ [In-Progress and Upcoming Contract Negotiations and Current Contract Expiration Dates]
<p>June 12-13</p>	<ul style="list-style-type: none"> • Systemwide Employee Engagement This item will provide the special committee with a deeper understanding of employee engagement, including factors affecting employee engagement and the impact on productivity, retention, and institutional success. The special committee will also hear about preparations for the 2025 Employee Engagement Survey and provide feedback on areas the Board would be interested in hearing more from employees on. The special committee will also discuss strategies for enhancing employee engagement and alternative methods for measuring and assessing engagement across the system. • [Hold for emerging topic] • Information Items <ul style="list-style-type: none"> ○ [In-Progress and Upcoming Contract Negotiations and Current Contract Expiration Dates]



BOARD OF REGENTS DOCKET ITEM SUMMARY

Special Committee on University Workforce

December 12, 2024

AGENDA ITEM: Overview of University Employee Groups

Review Review + Action Action Discussion

This is a report required by Board policy.

PRESENTERS: Ole Gram, Associate Vice Provost for Faculty & Academic Affairs, Office of the Executive Vice President & Provost
Mani Vang, Senior Director of Employee & Labor Relations, Office of Human Resources

PURPOSE & KEY POINTS

The purpose of this item is to provide an overview of the University’s workforce and to lay the groundwork for future special committee discussions. The presentation will highlight the major employee groups, examples of the roles they play and work they perform, and how they advance the University’s mission of research and discovery; teaching and learning; and outreach and public service.

To carry out the mission, and fully serve the needs of the state, nation, and world, the University recruits and retains a diverse workforce of employees with a wide variety of backgrounds, expertise, experience, and roles in the organization. Each employee group plays a vital role in advancing the mission of the University—whether directly or indirectly—and are governed by Board and other University policies and procedures, rules, and collective bargaining agreements.

Board of Regents Policy: *Employee Group Definitions* sets forth the following guiding principles:

- (a) The University shall seek to recruit, mentor, reward, and retain world-class faculty and staff and provide employment opportunities for students during their enrollment.
- (b) The University shall classify its positions according to (1) the nature of the work, and (2) the knowledge, skills, abilities, and levels of difficulties of duties and responsibilities assigned to and performed by employees appointed to such positions.
- (c) The University extends the safeguards of academic freedom to its employees and holds them to high standards of academic responsibility pursuant to Board of Regents (Board) policy.
- (d) The University's system of employment shall provide reasonable and fair treatment and invest in the success of its employees.

The Board policy identifies the University’s employee groups as faculty, academic professional and administrative (P&A), civil service, labor represented, graduate assistants, and student workers. The P&A employee group also includes three sub-groups of employees: academic professionals, academic

administrators, and professionals-in-training. Each of these groups are summarized below. There are 28,130 total employees across all groups in the University system.

Faculty

There are 4,926 faculty across the system—this includes tenured, tenure-track faculty, and term faculty. Faculty hold mission-direct roles, with the rank of assistant professor, associate professor, or professor. While they have a primary responsibility to advance the University’s tri-partite mission of teaching, research, and outreach, faculty also engage in academic advising, department committees, curriculum development, and institutional service assignments, such as shared governance participation. Faculty at the Crookston and Duluth campuses are labor represented and governed by the University Education Association (UEA) contract. All faculty are governed by Board and other University policies, including Board of Regents Policy: *Faculty Tenure*.

Academic Professional & Administrative (P&A)

There are 5,823 P&A academic professional employees across the system; they serve in mission-direct roles such as lecturers, teaching specialists, education specialists, extension educators, librarians, and researchers. They teach credit and non-credit courses (either full-time or part-time), conduct research, and engage in library services to the University community.

There are 1,932 P&A administrative employees across the system; they serve in mission-support roles such as managing departments, directing programs, ensuring compliance, supporting policy development and execution, and fostering partnerships. Examples of employees in this group include academic advisors, admissions officers, athletic coaches, development officers, assistant or associate deans, and senior leaders.

There are also 1,990 professionals in training across the system. These employees are found in teaching and research and are furthering their training in their field for a limited amount of time. Residents, fellows, and interns in the Medical School, School of Dentistry, College of Pharmacy, College of Veterinary Medicine, and the Department of Psychology, Twin Cities campus are examples of professionals in training.

Civil Service

There are 5,375 civil service employees across the system. These are either exempt or nonexempt (hourly) employees who support the academic and administrative work of the institution, such as in business, research, human resources, accounting, information technology, purchasing, and student services. They serve in mission-support roles with a typical span of control that is at the department level or below. While governed by Board and other University policies and procedures, they also have their own set of Civil Service Rules, which are approved by the Board.

Labor Represented

There are 3,714 labor-represented employees across the system. The University currently has 11 unions: AFSCME, Teamsters, Law Enforcement, Crafts & Trades, Printers, Broadcast Technicians, Faculty (Crookston and Duluth). Labor represented employees hold mission-support roles and work in administration, auxiliary services, law enforcement, instruction, research, healthcare, and diverse technical roles across the University. All labor-represented employees have exclusive representation

under law and are governed by collective bargaining agreements (CBAs), which are also approved by the Board.

Graduate Assistants

There are 4,370 graduate assistants across the system. Graduate assistants are graduate students who are employed and registered for classes at the University. They serve in mission-support roles and are engaged in teaching, research, or administrative functions under direct supervision of faculty or P&A employees. They assist with grading and teaching; teach courses; conduct research; or perform professional tasks in an on-campus office, lab, clinic, or facility. Not all graduate students are employed as graduate assistants at the University.

Graduate assistants are now represented by the Graduate Labor Union-United, Electrical, Radio and Machine Workers of America (GLU-UE). The University has reached a tentative agreement with the GLU-UE for a first contract, which if ratified by its members, will be presented to the Board for approval.

Student Workers

There are 8,287 student workers across the system. Student workers are undergraduate student employees registered for classes and employed in a non-academic student position, including a variety of administrative and academic support work such as lab support, orientation leaders, social media specialists, and tutors.

Employee Groups by Campus

The composition of the University’s employee groups varies across campuses, depending on the size of the campus but also the nature of the work on each campus, as follows:

Employee Group	Crookston	Duluth	Morris	Rochester	Twin Cities	Total
Faculty	39	535	80	16	4,356	4,926
P&A Academic	144	242	112	60	5,265	5,823
P&A Administrative	20	96	25	8	1,783	1,932
Professionals in Training	0	12	0	0	1,978	1,990
Civil Service	28	287	31	17	5,012	5,375
Labor Represented	58	364	102	1	3,189	3,714
Graduate Assistants	0	208	1	4	4,157	4,370
Total	289	1,744	351	106	25,640	28,130

BACKGROUND INFORMATION

The Board previously discussed this topic at the following meeting:

- February 2024: *Evolution of the University’s Employment Structure*, Finance & Operations Committee
- October 2023: *University Job Structures: Past, Present, & Future*, Finance & Operations Committee

Overview of University Employee Groups

Board of Regents | Special Committee on the University's Workforce | December 2024

Ole Gram

Associate Vice Provost
Faculty & Academic Affairs
Office of the Executive Vice
President & Provost

Mani Vang

Senior Director
Employee & Labor Relations
Office of Human Resources



UNIVERSITY OF MINNESOTA
Driven to DiscoverSM

Goal

To educate the committee on the University's employee groups and lay the groundwork for future discussions about our workforce



Board of Regents Policy: *Mission Statement*

- The University's mission is carried out on multiple campuses throughout the state, and is threefold:

Research & Discovery | Teaching & Learning | Outreach & Public Service

- To carry out the mission, and fully serve the needs of the state, nation and world, the University recruits and retains a diverse workforce of employees with a wide variety of backgrounds, expertise, experience and roles in the organization.



Board of Regents Policy: *Employee Group Definitions*

- Defines the University's employee groups in which there exists an employer-employee relationship:
 - Faculty, P&A academic, P&A administrative, professionals in training, civil service, labor represented, graduate assistants, and student workers
- Employees in each group are governed according to applicable policies, rules, and contracts.
- Terms and conditions of employment are specified in employment contracts.



Snapshot of the University's Workforce

By Employee Group

Faculty	4,926
P&A Academic (inc. instructional)	5,823
P&A Administrative	1,932
Professionals in Training	1,990
Civil Service	5,375
Labor Represented Staff	3,714
Graduate Assistants	4,370
Total*	28,130

*Note: Does not include student workers



Faculty

Who They Are

Tenured & Tenure Track Faculty

Mission direct roles with primary responsibility for teaching, research and outreach – requires rigorous academic training and evidence of national or international excellence



What They Do

- Assistant professors
- Associate professors
- Professors

Term Faculty

Mission direct contributions, but work may be more specialized; for example, an emphasis on clinical work, research projects, or extensive industry experience



- Clinical associate professors
- Research professors



Heidi Roop, Faculty

Dr. Roop is an assistant professor and Director of the Climate Adaptation Partnership and Assistant Professor of Climate Science & Extension Specialist at the University.

Her research and Extension programs combine cutting-edge climate science and effective science communication.



Dr. Heidi Roop, Assistant Professor
Department of Soil, Water, & Climate, CFANS



P&A

Who They Are

P&A Academic

Mission direct roles that have requisite expertise and specialized knowledge in an academic discipline



P&A Administrative

Mission support roles such as managing departments; directing programs; ensuring compliance; and fostering partnerships



Professionals in Training

Engaged in teaching and research to further training in a field of study for a limited time



What They Do

- Education specialists
- Extension educators
- Librarians
- Researchers

- Academic advisors
- Admissions officers
- Assistant deans
- Athletic coaches
- Development officers

- Interns
- Residents



José Aguirre, P&A Academic

José is an instructor and a language program and remote instruction coordinator in the College of Liberal Arts.

He teaches 1XXX and 3XXX level courses, including Spanish composition and communication, introduction to the study of Hispanic literatures, and knowledge and power.



José Aguirre is an instructor and language program and remote instruction coordinator in the Department of Spanish & Portuguese Studies, CLA



Charissa Blue, P&A Administrative



Charissa Blue, Senior Academic Advisor, Martin Luther King Program and advisor for the Department of American Indian Studies, CLA

Charissa is a Senior Academic Advisor for the MLK Program and advisor for the Department of American Indian Studies.

She provides support, resources and programs that increase access to all aspects of higher education for our American Indian students, staff, faculty and community members.



Civil Service

Who They Are

Mission support roles that have a typical span of control at the department or division level or below

Engaged in academic and administrative work of the institution, such as accounting, business, finance, HR, IT, research, purchasing, and student services



What They Do

- Care coordinators
- Communications specialists
- Computer systems administrators
- Executive assistants
- Finance analysts
- Grants & contracts professionals
- Instructional designers
- Office managers
- Project coordinators



Amanda Steepleton, Civil Service

Amanda is a program manager who bridges the gap between higher education and surrounding communities.

She engages in and facilitates ongoing dialogue with CLA faculty, staff, students, and non-University affiliated community members to ensure that the Engagement Hub is responsive to their diverse needs and potential projects and initiatives.



Labor Represented

Who They Are

Mission support roles with exclusive representation under law and governed by collective bargaining agreements:

- AFSCME: Health Care, Clerical and Office, Technical
- Broadcast Technicians
- Crafts and Trades
- Graduate Labor Union-United Electrical (GLU-UE)
- Law Enforcement Labor Services (LELS)
- Teamsters
- University Education Association (UEA)



What They Do

- Broadcast technicians
- Campus security advisors
- Delivery service drivers
- Department coordinators
- Electricians
- Graduate assistants
- Licensed practical nurses
- Research vet techs
- Tenured faculty



V. Paul Virtucio, Labor Represented

V. Paul is a class scheduler in the Office of Academic Programs in the School of Nursing.

He creates, maintains, and updates course schedules and faculty assignments, reserves appropriate classroom spaces to support various teaching activities, and assists faculty in how to use classroom technology.



Graduate Assistants

Who They Are

Mission support roles held by graduate students while being registered for classes at the University

Engaged in teaching, research, or administrative functions under direct supervision of faculty or P&A, such as teaching courses independently; conducting research; or performing professional tasks in an on-campus office, lab, clinic, or facility



What They Do

- Administrative fellows
- Graduate assistants
- Graduate instructors
- Research assistants
- Research project assistants
- Teaching assistants



Divya Kumawat, Graduate Assistant



Divya Kumawat
Graduate Assistant, Hydrology, CFANS

“I served as leader and facilitator in the Institute on the Environment’s Graduate Leader Program, leading 12 graduate students in conducting research focused on sustainability initiatives.

We explored ecosystem health related to water from a multidisciplinary perspective.”



Student Workers

Who They Are

Student workers are undergraduate students who hold mission support roles while being registered for classes at the University

Engaged in non-academic student positions and undergraduate teaching and research assistant positions



What They Do

- Digital marketing interns
- Events service specialists
- Lab support specialists
- Lifeguards
- Orientation leaders
- Residence hall desk attendants
- Social media specialists
- Technology supports
- Tutors



Lauren Magnuson, Student Worker



Lauren Magnuson
Golf Course Attendant, Recreation &
Wellness, OSA

“I’ve had the opportunity to join programs like PGA Hope and work with disabled veterans at the driving range.”

“Since I am going to school for occupational therapy, getting this experience at the golf course was the best of both worlds.”



Questions?





BOARD OF REGENTS DOCKET ITEM SUMMARY

Special Committee on University Workforce

December 12, 2024

AGENDA ITEM: Investing in the University’s Workforce

Review **Review + Action** **Action** **Discussion**

This is a report required by Board policy.

PRESENTERS: Beth Lewis, Vice Provost for Faculty & Academic Affairs, Office of the Executive Vice President & Provost
Mary Rohman Kuhl, Senior Director of Total Rewards, Office of Human Resources

PURPOSE & KEY POINTS

The purpose of this item is to engage the special committee in a discussion of the University’s efforts to invest its workforce systemwide—including current initiatives, costs, and future opportunities. This work is rooted in four principles:

1. Provide livable, equitable, and competitive pay
2. Recruit, reward, and retain people
3. Clear pathways to professional development
4. Promote manageable workloads

Many of the current initiatives were prompted by the University Senate-endorsed resolution [Workforce Reinvestment: Rebuilding a Better U for Employees](#) (resolution). To date, the University has implemented ten of the recommended actions from the resolution, representing \$2 million in recurring investments in the workforce.

To continue to advance this work, in October 2024, President Cunningham charged a Workforce Reinvestment Resolution Governance Committee to prioritize and recommend how to address the remaining items in the resolution. The work is divided into four work groups: compensation; benefits; faculty and P&A instructor success; and P&A and Civil Service staff success.

BACKGROUND INFORMATION

The resolution was approved by the University Senate in April 2023—after months of broad consultation with university senators across many committees. All four constituent senate consultative committees—civil service, faculty, P&A, and students—endorsed the resolution and the leadership of those four groups co-sponsored the resolution and presented it to the University Senate for their endorsement. The vote to endorse the resolution was 132 members in favor, 0 against, and 8 abstentions.

In response to the resolution, the administration, under the direction of then-Interim President

Jeffrey Ettinger, charged a representative task force to make recommendations for how to address the items in the resolution; that report was submitted to Interim President Ettinger in March 2024. Based on the report's recommendations, Interim President Ettinger provided a response to the University Senate in May 2024.

The Board previously discussed this topic at the following meeting:

- May 2024: *Workforce Reinvestment Resolution Update*, Board of Regents

Investing in the University's Workforce

Board of Regents | Special Committee on University Workforce | December 2024

Beth Lewis

Vice Provost
for Faculty & Academic Affairs
Office of the Executive Vice
President & Provost

Mary Rohman Kuhl

Senior Director
of Total Rewards
Office of Human Resources

Goals

- To **educate** the committee on the University's efforts to address workforce investments, costs, and future opportunities.
- To **engage** the committee in identifying priorities, considering tradeoffs, and understanding what additional information is needed to effectively govern this topic.



Timeline



\$2M of recurring investment were made in 2023-24 by implementing 10 recommendations from the task force

Four Core Principles

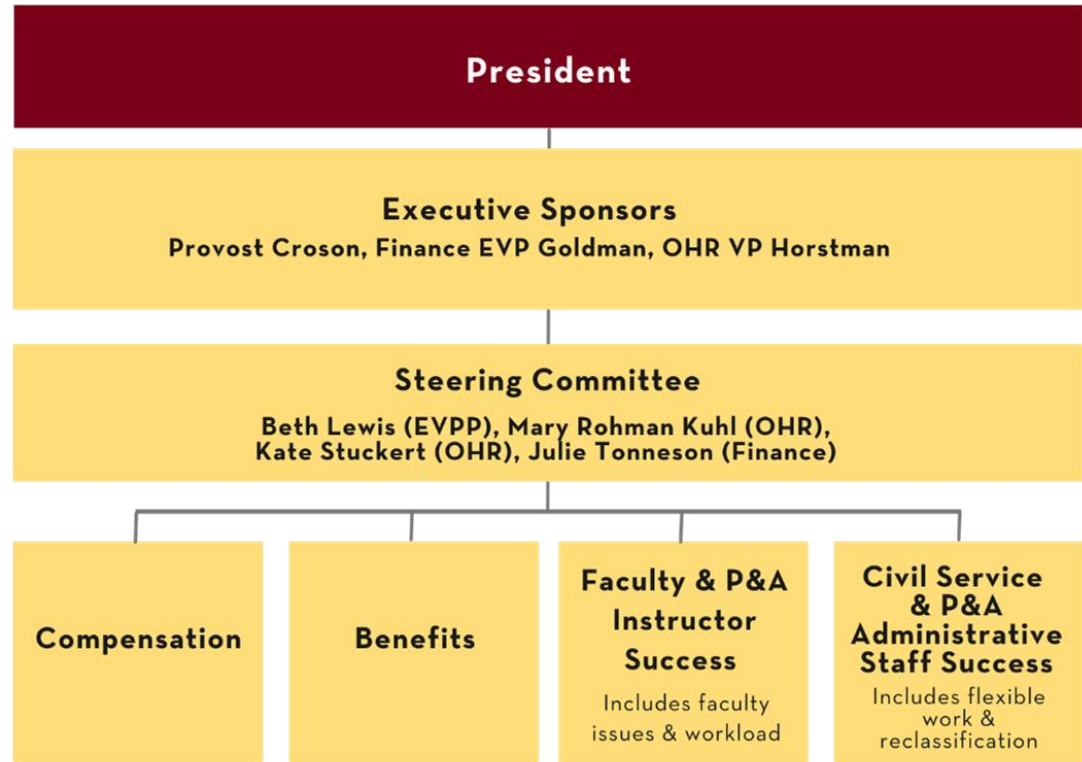


1. Provide livable, equitable, & competitive pay
2. Recruit, reward, & retain people
3. Clear pathways to professional development
4. Promote manageable workloads

Workforce Investments to Date

Principle	Investments to Date	Recurring Dollars
Livable, equitable, & competitive pay	<ul style="list-style-type: none"> Increased postdoc associate salary floor Increased student employee salary floor Raised exempt salaries to 7/1/2024 FLSA floor Raised CS and P&A minimum salaries to \$20/hour 	\$374,000 \$691,500 \$210,000 \$587,000
Recruit, retain, & reward	<ul style="list-style-type: none"> Developed systemwide Awards for Academic Unit Service 	\$100,000
Clear pathways to professional development	<ul style="list-style-type: none"> Streamlined Regents Tuition Benefit Policy Initiated regular meetings of Provost's Office & OHR 	Existing staff resources Existing staff resources
Promote manageable workloads	<ul style="list-style-type: none"> Established a faculty researcher burden reduction committee Expanded writing hunkers Offered guidance to chairs/heads on equitable workload 	Existing staff resources \$7,000 Existing staff resources
	Total	\$1,969,500

Workforce Resolution Governance Committee (WRGC)



FY25: Potential Workforce Investments

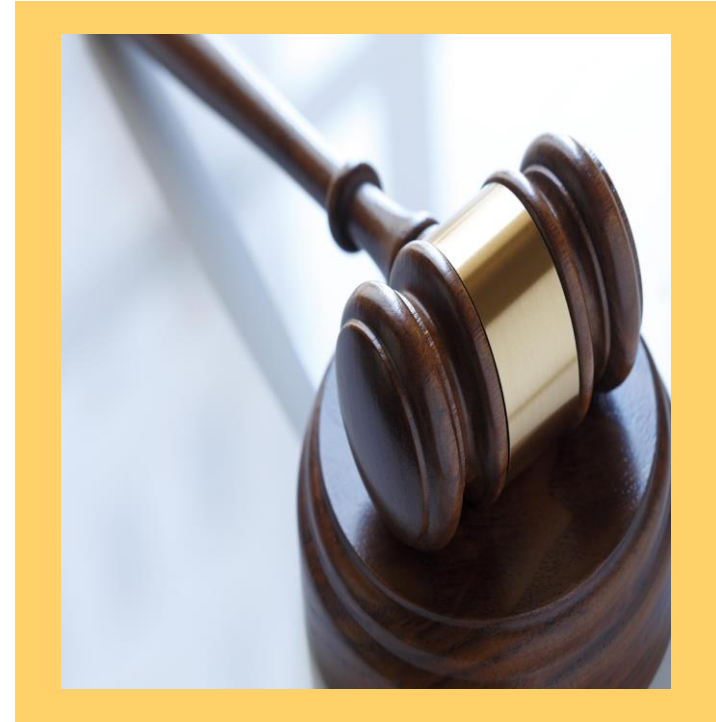
Principle	Task Force Recommendations	Estimated Costs
Livable, equitable, & competitive pay	<ul style="list-style-type: none"> • Revisit how annual pay increases are awarded • Implement market refinements • Deliver education on pay equity, compensation strategies, etc. • Establish system-wide minimum per-credit-hour payment for employees teaching on a per credit basis 	Existing staff resources Existing staff resources Existing staff resources Incremental costs TBD
Recruit, retain, & reward	<ul style="list-style-type: none"> • Conduct Total Rewards Optimization to assess benefit value to employees • Ensure service assignments are fair, equitable, and aligned with the work • Examine challenges re: to P&A Instructional staff • Enhance <i>Work. With Flexibility.</i> guidance around hybrid work 	Incremental costs TBD Incremental costs TBD Incremental costs TBD Existing staff resources
Clear pathways to professional development	<ul style="list-style-type: none"> • Expand and enhance HR services for faculty • Build awareness of annual consideration for reclassification (recurring) 	Existing staff resources \$800,000
Promote manageable workloads	<ul style="list-style-type: none"> • Providing managing workloads guidance • Develop pilot program on workload distribution in 3-5 departments 	Existing staff resources Existing staff resources
Total		\$800,000

Task Force Report: Items Not Being Pursued

- Reclassify all P&A teaching positions into faculty job codes
- Allocate a portion of annual salary pool into flat dollar cost-of-living (COLA) adjustments for all employees
- Connect Graduate Assistant (GA) minimum and maximum wages to cost of living*
- Guarantee vacation and paid family time leave for GAs*

Other Considerations

- Mandates
 - Paid Family Medical Leave (new MN requirement)
- Recommendation
 - Postdoc salary floor updates (NIH recommended)



Next Steps



- Work groups are meeting to discuss the resolution and task force report
- Work groups will make recommendations to the Workforce Resolution Governance Committee (WRGC)
- WRGC makes final recommendations to the President

Discussion

- What do members of the committee identify as their top priorities for investing in the University's workforce?
- Are there trade-offs that might be made to achieve certain priorities?
- Are there specific points either from the resolution or the task force response that need further clarification?

Thank You





BOARD OF REGENTS DOCKET ITEM SUMMARY

Special Committee on University Workforce

December 12, 2024

AGENDA ITEM: Information Items

Review

Review + Action

Action

Discussion

This is a report required by Board policy.

PRESENTERS: Julie Tonneson, Vice President and Budget Director

PURPOSE & KEY POINTS

In-Progress and Upcoming Contract Negotiations and Current Contract Expiration Dates

The purpose of this item is to provide the committee with a summary of the University’s employee groups governed by the Public Employment Labor Relations Act (PELRA), the name of the respective union for each group, and the current status of the collective bargaining agreements and their respective effective dates.

BACKGROUND INFORMATION

Per Board of Regents Policy: *Reservation and Delegation of Authority*, “the Board reserves to itself, or to one of its committees, authority to approve all contracts and other agreements with the exclusive collective bargaining representatives of its employees.”

Information Item

**In Progress and Upcoming Contract Negotiations
& Current Contract Expiration Dates**

<i>PELRA Employee Groups</i>	<i>Union</i>	<i>Contract Effective Dates</i>
Law Enforcement	LELS (Law Enforcement Labor Services of Minnesota)	January 1, 2023, through December 31, 2025
Crafts and Trades	Minn. State Building & Construction Trades Council (there are 18 affiliate agreements under the Trades umbrella agreement)	July 1, 2024, through June 30, 2027
Crafts and Trades	Graphic Communications Conference of the International Brotherhood of Teamsters (Local 1-M)	July 1, 2024, through June 30, 2027
Crafts and Trades	Graphics Communication Conference International Brotherhood of Teamsters (Local 1-B)	July 1, 2024, through June 30, 2027
Crafts and Trades	International Brotherhood of Electrical Workers (IBEW Local 292)	June 17, 2024, through June 30, 2027
Service, Maintenance & Labor	Teamsters (Local 320)	July 1, 2022, through June 30, 2025
Health Care Non-Professional	AFSCME Council 5 (Local 3260)	July 1, 2022, through June 30, 2025
Clerical & Office	AFSCME Council 5 (Locals 3800 & 3801)	July 1, 2022, through June 30, 2025
Technical	AFSCME Council 5 (Locals 3937 & 3801)	July 1, 2022, through June 30, 2025
Faculty Outstate Instructional UMD/UMC Faculty	University Education Association (UEA) Labor Agreement	July 1, 2023, through June 30, 2026
Graduate Assistants	Graduate Labor Union, United Electrical, Radio & Machine Workers of America (GLU-UE Local 1105)	TBD - still bargaining inaugural CBA