

## **Agenda Item No. III.**

### **Washburn University Board of Regents**

**SUBJECT:** Washburn USW Local 307L-4 Memorandum of Agreement

**DESCRIPTION:** The current Memorandum of Agreement (MOA) between Washburn University and the United Steelworkers Local 307L-4 expired on June 30, 2011, with agreed upon contract extensions until conclusion of negotiations on August 5. Representatives of the University and United Steelworkers met repeatedly through June, July and August to negotiate a new MOA. Both sides worked diligently to create a clearer understanding of the University's goals toward serving students, and the Union's goals toward improving their members' wages and working conditions. All agreed that striving to achieve greater efficiencies and improving customer service is essential.

The attached proposed MOA was voted on and ratified by the membership of USW 307L-4 on August 10. The proposed new MOA will expire January 31, 2013.

There were slight changes made in the MOA Articles 5 and 6. One major change is the addition of Article 25 on Progressive Discipline. The other substantive changes are in Appendix A. For at least the past two years we have been concerned that our wage entry rates were far below local market rates of pay. Specifically, custodians, gardeners, and laborers are as much as 26% below market. We have difficulty attracting new employees and turnover is high. We propose adjustments to the rates for these employees, but not for higher paid craftsmen. The new MOA begins the process of addressing these significant inequities.

It was agreed during these discussions that joint efforts to develop a closer, more productive relationship would continue after the conclusion of the current contract negotiations. To that end, the University and Union agree to meet on a regular basis throughout the term of the new contract.

**FINANCIAL IMPLICATIONS:**

None. No additional funds are being requested. Funds for the market entry rate adjustments to select current bargaining unit members will be reallocated within the department through reorganization.

**RECOMMENDATION:**

The proposed MOA is presented by the management bargaining team for Board of Regents consideration and ratification.

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(date)

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Jerry B. Farley, President