

**WASHBURN UNIVERSITY OF TOPEKA  
BOARD OF REGENTS  
MINUTES  
February 12, 2013**

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**I. Call to Order**

The meeting was called to order at 8:10 a.m. in Morgan Hall Room 204 on the Washburn University campus.

**II. Roll Call**

Present were: \*Mr. Sneed, \*Mr. Lykins, \*Mr. McGivern, \*Mrs. Trusdale, \*Mrs. Parks, Mr. Bunten, Mrs. Sourk, and \*Mr. Storey.

\* Participated via telephone conference call.

**III. Washburn USW Local 307L-4 Memorandum of Agreement**

President Farley said the proposed Memorandum of Agreement between Washburn University and the USW Local 307L-4 was reached after both parties met on several occasions during the last two months. He said the Memorandum of Agreement was ratified by the Union on Thursday, February 7, 2013. Dr. Farley introduced Vice President of Administration and Treasurer, Rick Anderson, who noted two members of the negotiation team for management were present, Deborah Moore, Director of Human Resources and lead negotiator, and Lisa Jones, University Counsel and Secretary to the Board.

Lisa Jones presented a summary of the substantive changes to the proposed Memorandum of Agreement. She reported on highlights of changes to the agreement including the addition of Custodial II in Article I to provide for higher pay for additional responsibilities and demonstrated specialized skills. Ms. Jones said the stand-by pay in Article 4 would be raised from \$2.25 per hour to \$2.75 per hour. Rick Anderson noted this would cost approximately \$300.00 to \$400.00 dollars per year. Ms. Jones said shift differential pay would be increased from .10 cents additional per hour to .15 cents additional per hour. Ms. Jones also reported additions to Article 25 Progressive Discipline which provides as Group 3 violations, profane language, and failure to follow safety practices. She added that wages would be increased under the proposed agreement by .50 cents per hour for each bargaining unit member and the agreement would be for a three year term with a wage opener possible annually.

Rick Anderson, Vice President of Administration and Treasurer, explained there would not be a financial impact as funds were set aside in the fiscal year 2013 budget when a wage increase was provided for non-bargaining unit employees. He said the rest of the funds would come from restructuring.

Dr. Farley called for questions. Regent Lykins commented that compared to other Kansas Board of Regents employees the rates are below similar job comparisons and emphasized his strong support for the increase in wages.

A motion was made and seconded to ratify the Memorandum of Understanding. Motion passed.

Dr. Farley expressed his appreciation to the negotiating team and said they worked hard for an agreement. He said he believes there is now mutual respect among the parties.

The meeting was adjourned at 8:25 a.m.

/s/

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Lisa R. Jones  
Secretary, Board of Regents