

Date:

MODEL MEMO_UNION

To: Union Members

From: Union Negotiation Team

Subject: Ratification of New CBA

A. Introduction

Since the negotiation of our previous contract, enrollment and state funding to Northern Michigan University has significantly decreased. In an attempt to decrease the increased economic burden on the University, they have asked the Union for several concessions in the negotiation of this contract. Though we had to make certain concessions, we were able to negotiate with the University to decrease the burden of this increase on our employees. The cost of this CBA is attached to this memorandum.

B. Economic Changes

1. We were able to maintain the current wage of \$17.82 for all employees. This is nearly \$2 an hour higher than the average wage of a maintenance worker in Marquette, Michigan.
2. To decrease costs, the University strongly negotiated to have the majority of employees become ten month employees, with only five employees working the entire year. Though we had to make a concession in the amount of paid vacation days all employees will be allowed, the Union was able to ensure that all employees remain as twelve month employees.
3. Employer contribution to all life-insurance and retirement policies will remain the same.
4. In order to keep all members of our bargaining unit as twelve month employees, we agreed to decrease the amount of vacation days from 39 paid days off to 29 paid days off a year.
5. Insurance costs increased by 7%. We agreed to share the burden of this increase equally with the employer, by increasing our monthly payment \$52.50.
6. We were able to receive an increase in our tuition allotment from Northern Michigan University. Our employee tuition allotment increased from \$2000 to \$5000 per year.

C. Maintenance Workers

In addition to the above terms, we were also able to negotiate a contract that will be very beneficial to the maintenance workers at Northern Michigan University.

1. In considering how to handle an employee who has violated the rules of the employer, the University will only consider records of discipline from the past two years.
2. The employer has agreed to provide all safety equipment that is required to the employee at no cost. (Currently the employer only pays for safety equipment once per year but not for equipment that is broken or stolen. The employees shall no longer be required to pay for safety equipment.

D. Request

For the reasons stated above the bargaining team respectfully requests that you ratify the new CBA.