

# CLASSIFICATION OF LABOR-MANAGEMENT REVIEW PANEL REPORT

(Draft January 23 2006)

## Recommendation

## Responsible Party

### Question 1: Why did negotiations break down this year?

Change participants on all sides

Administration; Union

Do not include lawyers on the negotiating teams.

Administration; Union

Open the University's economic circumstances to scrutiny from all parties well before negotiations commence.

Administration

Carve out health care as a separate item which the University would discuss with all unions and resolve as a separate issue from the other items in the contract. The parties should also try to find other areas of uniformity to facilitate labor relations and to reduce costs and administrative complexity.

Joint Administration/Union/

Ground rules for future negotiations should include a news blackout.

Joint Administration/Union/Board

### Question 2: How was this round of negotiations different from previous rounds?

All parties must commit to resolving work related matters without resorting to the grievance procedure.

Joint Administration/Union

The Director of Faculty Relations should report to the Provost, not to the President, and a new Director of Faculty Relations should be appointed. The Director of Faculty Relations should also not be a participant in the contract negotiating process.

Administration

The President should appoint an Ombudsperson for non-faculty employees to parallel the function served by the Director of Faculty Relations. The Ombudsperson should not be a participant in the contract negotiating process.

Administration

The President should constitute a standing Labor-Management Council whose membership will include the President and elected representatives of relevant campus constituencies.

Joint Administration/Union

This Council should make regular reports to the Internal Affairs Committee of the Board of Trustees.

Board

The President of the University must take the lead in re-establishing a relationship with the Unions, and he must be involved in the rehabilitation process.

Administration

It is the recommendation of this Panel that neither Mr. John Habat nor Mr. Hugh Chatman can serve effectively at the University in any capacity.

Administration; Board

**Recommendation****(Draft January 23 2006)****Responsible Party**

Health, safety, and environmental concerns need to be accorded greater priority in the university's administrative structure.

Administration

**Question 3: How can we make sure the next round will be better?**

Involve the provost in the negotiating process with the faculty, as well as department heads as needed for non-economic issues.

Administration

all parties should agree on a mechanism for rumor control.

Joint Administration/Union

Union leadership should communicate regularly and accurately with bargaining unit members and important votes should be taken by secret ballot.

Union

Provide a vehicle for the President, with or without other administrative officers, and the Union representatives to have regular contact.

Joint Administration/Union

The administration and union negotiating teams should limit their proposals to a handful of key issues and not seek to completely rewrite existing labor agreements, particularly when there is no demonstrable and reasonable basis for the proposed change.

Administration; Union

The Panel recommends that Ms. Christine Domhoff be rehired.

Administrative; Board

Further, the Panel recommends that both Ms. Domhoff and Mr. Maldonado voluntarily withdraw from primary leadership roles in ACE for at least one round of negotiations.

Union

Parties should complete negotiations fully at the table.

Joint Administration/Union

The Panel recommends that the portfolio of the current Vice President for Administration be divided as it was previously and that separate executive officers for University Services and for Human Resources be appointed. National searches for each of these positions should be undertaken. However, the President may make interim appointments until these searches are concluded.

Administration; Board

**Question 4: How can the process be changed to produce better results?**

Good minutes should be kept of every negotiating session and provided to all parties in a timely fashion.

Joint Administration/Union

The Trustees should adopt the improvement of the labor relations climate on campus as a long term goal, and give the administration the resources needed to achieve this goal.

Board