

Bargaining Session 1

Meeting Notes

10/3/14

Introductions

Admin Present: Leslie Arvan (Head of HR LER), Paul Redman (Assistant Dean of FAA), James Yoon (Head of Linguistics), Heather Horn (Academic HR), Sharon Reynolds (Academic HR), Debbie Huisiuga (Director of Social Work)

Bteam Present: Jen Burns, Dorothee Schneider, Jon Nadler, Kay Emmertt, John Claborn, Sasha Mobley

Observers: Bryan Nicholson and Wren Keturi

Leslie: Passes around sign-in sheet

Kay: Begins with wage proposal. Distributes it to admin team. Proposal to unfreeze wage program of 2014. No need to bargain over the proposal because it was agreed upon and put into place. This has had grave consequences for our members. Including members who were promised raises, and then had them revoked. Members signed NOA's with raises included and later were reissued new NOA's. Many of our members have not had raises in many years. This is our most important issue. We do not see this as something we need to bargain over, so we've issued an immediate proposal to reinstate the campus wage proposal. This does not mean that we will not bargain wages, and is not meant to bargain, but rather to reinstate the agreed upon wage proposal.

Leslie: BOT greetings. Reiterates that they do not recognize this unit as an appropriate bargaining unit. We're meeting today and any future negotiations should not be construed as a waiver of this position. Likely that we will be here several months—we would appreciate it if you would take steps to set a realistic expectation for your members. We would now like to take a caucus to look at your proposal.

Admin proposed caucus at 9:08.

Back in session at 9:37

Leslie: Both Prof Yoon and Redman will need to leave early. First we share your concern about their appointment and salary. We haven't heard any concerns or questions, and we encourage you to share names. They can bring any questions or concerns to us, because we haven't heard that there are any issues. Secondly, thank you for the written proposal. We haven't yet gotten into anything about the normal process for bargaining. One, we don't usually give a response to a written proposal on the day we receive it. We plan to give very thorough consideration to every one of your proposals—especially when it's the first time we are seeing the proposal. Also, we typically hold economic proposals until the end. However, we will give this proposal very careful and thoughtful consideration and will provide a response the next time we meet. Do we want to have a conversation about logistics now?

Kay: We would like to hear a little bit more about why are you are going to hold off on this proposal. It is not a typical wage proposal, it is simply a statement that we agree that your prior wage proposals should go forward. The admin had already announced this wage program and had already begun taking steps to put it into place. If you could discuss why you don't want to go forward or are holding off on this.

Leslie: We are not saying that we do not want to do this. Is this going to resolve all 2014-2015 academic year wage programs? In all of our negotiations, a BU does not get a campus wage program if they engage in negotiations. Even when a salary program has been announced.

Kay: We do not see this as an end all economic proposal. The admin's initial proposal was that this wage program should go forward—we agree with that position. If this plan had been proposed after we had certified, this might be a different story. We see this as retribution. All the answers the admin has been going forward has been that we have to agree with the union first. Well, we have agreed. Why is there still some kind of barrier to us agreeing?

Leslie: When you say the plan was announced in April, what are talking about?

Kay: April. Massmail from Robert Easter. The wage program is your language and what we are using. I misspoke about the date, but still a month before our unit.

Leslie: His email said that the salary program is not meant for collective bargaining units.

Kay: This was announced prior to certification.

Leslie: Yes, but the program was not meant to go into effect until August.

Kay: You have made your position clear. We would like to take a break.

Bteam proposed caucus at 9:47

Caucus ends at 10:00

Kay: So let's set some bargaining dates. We are available MWF at 3:30 for 4 hour blocks. What dates are workable for your team?

Leslie: Friday is not a good date. Mondays are not good either. We did not get so specific to discuss time of day.

Kay: If we could get a couple tentative dates.

Leslie: Let's look at Wednesdays. We also like the idea of getting a couple of dates set too.

Kay: 10/15 on Wednesday?

Leslie: Why don't you just give us some dates and we will get back to you.

Kay: The following 3 Wednesdays at 3:30.

Leslie: We will discuss with our team.

Kay: When will you get back to us?

Leslie: Tuesday, 10/7

Kay: Okay. That transitions pretty well into what next time will look like. You already said you would like to come back with a response to our proposal—we will be expecting that. If we have time, we will start rolling out some of our own proposals and we look forward to yours. This leads to another question, you said that the admin is willing to commit to any bargaining that may occurred without withdrawing your position that we are an inappropriate unit. I'm curious as to how that looks?

Leslie: We are not certain. Largely because the unit is so uncertain. We do not know what is going to happen. The courts may decide that we have two separate units or that Uni High will be included in the bargaining unit.

Kay: How will you be treating the sessions until that ruling?

Leslie: We are not certain what our obligations are, but we are willing to fulfill whatever obligations we have.

Kay: Well, the stay has been turned down. From our position and the courts it seems pretty clear that we should go forward.

Leslie: We agree that the stay was denied, and that we are willing to fulfill any obligations we have. However, we still do not know what this unit will look like.

Kay: Okay, do you have any questions?

Leslie: Just logistics. Do you have any idea of how often you would like to meet?

Kay: We are committed to moving quickly and making this as smooth as possible. We would like to meet as often as possible.

Leslie: Kay, are you still the contact? Is email okay?

Kay: I am. Email is fine. (Leslie and Kay also exchange cell numbers).

Leslie: Again, we will not respond to proposals immediately.

Kay: Does that mean your team does not have the authority to make decisions at the table.

Leslie: No, we have the authority to act on behalf of the BOT at these negotiations. I think that is it for us, does anyone have anything else?

Jon: Will you scan and email documents?

Leslie: Yes.

Kay: That's it for us. Thank you.

Sasha: Same location?

Leslie: Yes, tentatively. We will let you know if it changes.

End at 10:09