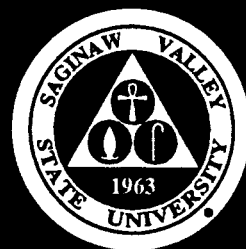


SVSU

BOARD OF CONTROL

MINUTES

JULY 1, 1993



SAGINAW VALLEY STATE UNIVERSITY

BOARD OF CONTROL
JULY 1, 1993
SPECIAL MEETING
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MINUTES

BOARD OF CONTROL

Special Meeting

10:30 a.m.

Board of Control Room - Wickes Hall

July 1, 1993

Present: Braun
Curtiss
Gilbertson
Roberts
Rush
Walpole
Ward

Absent: Revilla

Others

Present: L. Donner
J. Fallon
L. Fitzpatrick
J. Lyddon
R. Payne
J. Stanley
S. Strobel
D. Taylor
R. Tutsock
J. Woodcock
R. Yien
Press (2)

I. CALL TO ORDER

Chairperson Rush called the meeting to order at 10:31 a.m. He noted that six of the Board's seven members were present. (Trustee Roberts participated via telephone conference call.)

II. ACTION ITEM

1) Resolution to Approve SVSU Support Staff Association, MEA/NEA, Collective Bargaining Agreement

RES-1059 It was moved and supported that the following resolution be adopted:

WHEREAS, Representatives of the Administration of Saginaw Valley State University and the SVSU Support Staff Association, MEA/NEA, reached a tentative agreement to replace the 1988-1991 agreement between the University and the Association on June 16, 1993; and

WHEREAS, The SVSU Support Staff Association, MEA/NEA ratified the proposed agreement on June 18, 1993;

NOW, THEREFORE, BE IT RESOLVED, That the Board of Control does hereby approve the collective bargaining agreement between Saginaw Valley State University and the SVSU Support Staff Association, MEA/NEA covering the period from July 1, 1991 through June 30, 1995.

Chairperson Rush asked President Gilbertson to comment.

President Gilbertson stated:

This is a very important matter, especially to a great number of our employees who have been waiting for some time for a contract. I asked for this Special Meeting because we wanted to show these employees that this contract is important to us as well as to them, and to ensure that they would receive prompt payment for the amount that had been negotiated under this agreement as a gesture of good faith and high regard from the University.

This matter comes before you because under its bylaws the Board has reserved to itself the authority to approve all collective bargaining agreements. We have been talking with you from time-to-time about this phase of our negotiations with

the Support Staff Association, so I hope it comes as no surprise to you that we reached tentative agreement with them about a week and a half ago. Subsequent to that tentative agreement, the Support Staff Association voted to ratify the agreement. It now comes to you for final action. As I indicated to you in previous conversations, we're a bit behind our normal schedule on this. The proposed agreement covers a four-year period -- two years retroactive, back to July 1, 1991 -- and two years prospective. The reason that we're two years behind on this has largely to do with the fact that our two separate staff unions voted to merge into a single organization. Previously they had been represented by two different organizations -- one representing the maintenance/grounds group, and the other representing the secretarial/clerical group. This contract required the merger of two separate agreements dealing with employees from two very different types of employment categories. It was a long, arduous and difficult negotiation. And, of course, as with most negotiations in tough economic times, economic issues were difficult. But we are pleased with this agreement. We think it's a fair agreement. It treats the employees in this category with parity to what the increases have been for other employees in other categories over the past two years. We think also that it sets a fair and reasonable standard for the prospective increases over the next two years. The across-the-board increases were 3% and 3% for each of the past two years, 2.5% and then 3% for the two years ahead.

Again, these are tough economic times for the institution. As you know, we received no increase in State support last year and we expect no increase in the coming year. On the other hand, we have absorbed larger enrollments without significant increases in our workforce -- everyone is working harder. The folks in the SVSU Support Staff Association are certainly working harder too to keep up with the increased demands of a growing university.

We regard this as a fair settlement, one with which we are pleased. We are pleased also that it received a significant ratification vote by the members of the Support Staff Association, and we recommend it to you in the strongest possible terms.

President Gilbertson then introduced three members of the University bargaining

team: Larry Fitzpatrick, Director of Personnel/Contract Administrator; Lynda Donner, Assistant to the Director of Personnel; and Robert Tutsock, Director of Physical Plant. He also introduced Dan Taylor, Vice President of the SVSU Support Staff Association, who was a member of their bargaining team.

Chairperson Rush asked for questions or comments.

Trustee Curtiss stated: "We've gotten a substantial amount of information on the economic impact of the proposed settlement. I'm curious as to whether there are other non-economic issues of any consequence of which the Board should be aware."

Mr. Fitzpatrick replied: "With the merged group, we had differing probationary periods. The former Plant Service contract called for a 90-day probationary period. We changed that to the language that had been in the secretarial/clerical contract of 120 days. We adopted the language for the grievance procedure that had been in the MEA contract with the secretarial/clerical employees. It was a much less cumbersome grievance procedure than the one in the Plant Services contract. We blended together the sick leave accumulations so that they were identical. The Physical Plant employees had long had a bonus, once they had accumulated more than 65 days in their bank. We extended that to the secretarial/clerical employees for the first time....A lot of good discussions took place -- a lot of hard discussions, sometimes heated, as is usually the case in negotiations. But eventually we solved a lot of problems, and we're all very proud. I think we all felt that we had reached a good agreement. We had good language, and we had something that's not going to hurt either the Association or the University."

Mr. Taylor stated: "We're very happy with the agreement. A lot of good

conversations were held. We had the opportunity to speak openly and off the record about different issues that had bothered the support staff people, not only with the merger, but with the way certain things had been managed. I think there was a whole different light brought to the communications between ourselves and management. And with the language we wrote, I think we're going to have a very comfortable next two years. I see no problem with the next contract, other than with monetary issues. I don't see any problems in the future as far as language is concerned."

Trustee Ward commended all parties involved in the negotiations on writing a fair and responsible agreement which is in the best interests of the entire University community.

Chairperson Rush stated: "All parties should be highly complimented on this agreement. I'd also like to point out that the percentage increases President Gilbertson spread before us indicate only part of the pay package. The total compensation package is substantially more than that on a percentage basis -- and it's still within the budgetary guidelines. This agreement is fair and prudent and reasonable. I think it makes the students and all the members of the Saginaw Valley community real winners. This is a very happy day for this University."

Chairperson Rush asked for further comments. There were none.

The motion was APPROVED unanimously.

III. ADJOURNMENT

2) Board Motion to Adjourn

BM-835 It was moved and supported that the meeting be adjourned.

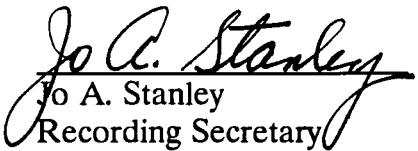
The motion was APPROVED unanimously.

The meeting was adjourned at 10:43 a.m.

Respectfully submitted:

Thomas E. Rush
Chairperson

Robert H. Walpole
Secretary



Jo A. Stanley
Recording Secretary