

LACK OF NEGOTIATIONS^V PROGRESS REPORT



U OF M UNIVERSITY UNIONS UNITED

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Management stalls Monday and Tuesday...

1% across-the-boards still on table

Monday and Tuesday were two more days of mediation for the AFSCME unions. On both days, management continued to stall. After 2 months of negotiations and now 5 days of mediation, the employer has still not moved an inch on wages, and is still stuck at its original proposal of 1% across-the-boards. There is only one more day of mediation scheduled – this Wednesday.

The unions came to the negotiating table this week ready to work hard and finish negotiations. Instead, our negotiating committees have been left sitting for hours at a time and have received almost no meaningful negotiation from the management committee this week. There is no other conclusion than that management does not want to negotiate yet and is just delaying for some reason. On

Tuesday, management asked the union committees what days they'd be available to negotiate in September. (*After this week, the mediator is not available again until September. This was part of the reason the unions wanted to do everything possible to finish negotiations this week.*) Management has not come to the table with anything serious this week.

Our contracts expired on June 30. Other employee groups received an across-the-board increase on July 1. We want to finish negotiations so our members can get their across-the-board increase as soon as possible. But it appears management doesn't care. The unions are ready to negotiate. Hopefully management shows up on Wednesday ready to move off of their 1% across-the-board "offer". ◉

Check your check

In the previous edition, we wrote that management's proposed 1% increase is insulting on top of the backsliding that union members have suffered since 2003. This table shows examples of Unit 7 members whose take-home pay *decreased* or went nowhere over the last two years due to the wage freeze and health care increases. *We deserve economic progress in this contract!* ◉

Effect of 2003-2005 Contract on Unit 7 Employees' Paychecks

Contract Activity	Paycheck Dates	Example 1	Example 2
		Family Coverage (Base Plan)	Single Coverage (Base Plan)
No changes to wages or health costs from previous contract	1/7/2004	\$611.00	\$863.11
Lump Sum \$200	1/21/2004	\$722.63	\$964.58
Premium increases and cost shift on single coverage (0% to 10%)	2/4/2004	\$588.29	\$843.83
2.5% wage increase	7/7/2004	\$620.86	\$863.00
Premium increases and cost shift on family coverage (10% to 15%)	1/19/2005	\$579.52	\$863.81

* Take home pay after taxes and deductions. In these examples, the employee made no other voluntary changes in their deductions.