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October 9, 2017

Rachel Domaszek
Senior Labor Relations Consultant
University of Minnesota
319 15th Avenue SE, Suite 100
Minneapolis, Minnesota 55455

Re: Unfair Labor Practices

Dear Ms. Domaszek:

As was stated several times during contract negotiations last week, the Union objects to the Employer's continuous engagement in unfair labor practices related to bargaining. The Employer has engaged in regressive bargaining, surface bargaining, and a refusal to negotiate a mandatory subject of bargaining; including but not limited to:

Regressive Bargaining: When we met in negotiations on September 22, the Employer presented a Settlement Offer which contained no proposed changes to the sick leave language in the contract, in spite of the fact that the Employer had presented proposed changes during earlier negotiations; withdrawing the issue from the table. The topic was never included in any subsequent counter proposals. In fact, the topic was never even raised the entire day of bargaining. At the beginning of negotiations last week, the Employer announced that it was putting the previously proposed changes to the sick leave language back on the table. The Union considers the proposal withdrawn and objects to the Employer's attempt to regressively bargain.

Surface Bargaining: During an earlier negotiating session the Employer agreed to continue the Respectful Workplace MOU in the next contract. While the Employer has refused to agree to add the definition of bullying to the MOU, the Employer stated that it would consider modifications to the MOU. At last week's negotiating session, the Union proposed non-substantive modifications that simply updates the current MOU language. The Employer rejected the proposed modifications out-of-hand

and refused to offer any counter proposal. The Union objects to the Employer's use of surface bargaining regarding this topic.

Refusal to Negotiate a Mandatory Subject of Bargaining: The Union has presented a proposal regarding weekend premium pay which is a term and condition of employment and a mandatory subject of bargaining. The Employer has refused to even talk about this mandatory subject of bargaining. The Union objects to the Employer's refusal to bargain in good faith.

We have a negotiating session scheduled for Tuesday, October 24. The Union expects the Employer to bargain in good faith when we return to the table and discontinue these unfair labor practices which are prolonging our ability to reach a settlement agreement.

Sincerely,

A handwritten signature in black ink, appearing to read 'Ken Loeffler-Kemp', with a stylized flourish at the end.

Ken Loeffler-Kemp
Field Representative
AFSCME Council 5

cc: Cherrene Horazuk
Joyce Carlson