TA TC 5-11-2023
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LETTER OF AGREEMENT
Fire Rated Cold Weather Outerwear Program

During negotiations in 2023 the UM Skilled Trades Union and University bargaining teams agreed to increase the availability of Personal Protective Equipment (PPE) Fire Rated Cold Weather Outerwear that can be checked-out for use while performing work for the University that may require it. The University agreed to establish other locations where such outerwear can be checked out. Upon ratification of our collective bargaining agreement these locations will be made available by November 1, 2023.

Ty Cole (Date)
President, UM Skilled Trades Union

David Day (Date)
Associate Director Labor Relations

Steve Brabbs (Date)
Director, Facilities & Operations Maintenance Services

Brad Cannon (Date)
Administrative Director, Facilities Operations

TA TC 5/18/2
DD 5-18-23

LETTER OF AGREEMENT
Stipend Program for PPE Footwear

During negotiations in 2023, the UM Skilled Trades Union and University bargaining teams agreed to implement an annual stipend for Skilled Trades employees for the purchase of Personal Protective Equipment (PPE) approved footwear. The annual stipend will be $200 per employee. This amount will be grossed up so that each employee will receive a net amount of $200. The parties agree that this stipend will be used for the purchase of PPE approved footwear to be used to perform work at the University. The parties agree that any costs in excess of $200 annually is the responsibility of the employee, unless the employee is required to dispose of her/his PPE footwear as a direct result of a work assignment, in which case replacement footwear may be reimbursed with prior management approval. The stipend program and increased amount (from $130 to $200) will take effect upon ratification of our collective bargaining agreement with the stipend being paid by September 1, 2023 and annually by September 1 for the period of our collective bargaining agreement.

Ty Cole 5/18/23
Ty Cole (Date)
President, UM Skilled Trades Union

5/18/23
David Day (Date)
Associate Director Labor Relations

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LETTER OF AGREEMENT

During negotiations in 2023 the UM Skilled Trades Union and University bargaining teams agreed to the following regarding work performed by employees in the University of Michigan Skilled Trades Union (Trades) and work performed by employees in AFSCME Local 1583 (AFSCME):

1. The parties will meet to discuss work that is appropriate for both AFSCME and Trades employees to perform, and work that is exclusive to Trades employees.

2. These discussions will pertain to the work performed by AFSCME and Trades employees and, as such, will not address work performed by other University of Michigan employees.

3. The parties will meet within 120 days of the ratification of a successor Agreement. Upon mutual agreement, additional meetings will be held. The Facilities and Operations Director of Maintenance Services will attend the meeting. Other members of management in attendance will vary based on the focus of the meeting.

4. Electrical and plumbing work will be the initial focus of the discussion.

5. The parties support an open, problem-solving based conversation regarding work performed by AFSCME and Trades employees, and achieving agreement on this issue. However, it is understood that an agreement may not be reached by the parties. Through mutual sharing of perspectives, interests, and ideas, the parties hope to provide guidance to employees and supervisors to provide maintenance services to the University community in an efficient, safe, and cost-effective manner.

Ty T. Cole 5-4-23

Ty Cole (Date)
President, UM Skilled Trades Union

5-4-23

David Day (Date)
Associate Director Labor Relations

05-04-2023

Steve Brabbs (Date)
Director, Facilities & Operations Maintenance Services

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LETTER OF AGREEMENT

MOU 22 recognizes the similar nature of work performed by Biomedical Engineering Technician (BMET) I, Biomedical Engineering Technician (BMET) II, Biomedical Engineering Technician (BMET) III, and Diagnostic Imaging Specialist positions in the Clinical Engineering Department. As such, departmental seniority will be used for seniority-based matters.

Implementation of MOU 22 will be as follows:

Within 60 days of ratification of the Collective Bargaining Agreement between the University and the UM Skilled Trades Union, Clinical Engineering management will assess and establish departmental seniority for individuals currently working in the following positions Biomedical Engineering Technician (BMET) I, Biomedical Engineering Technician (BMET) II, Biomedical Engineering Technician (BMET) III, and Diagnostic Imaging Specialist. Departmental seniority date will be applied to existing employees in these positions. Therefore, within the Clinical Engineering Department, specific to and limited to, these positions, classification seniority will not be the determining factor for matters that are seniority based. Departmental seniority will be the determining factor for matters that are seniority based.

Factors that will be considered in the assessment of seniority will include years of experience working on related equipment at the University of Michigan Health System (Michigan Medicine), in the Clinical Engineering Department and the historical departments of Imaging and Biomedical Engineering. Experience outside the University of Michigan, even in a related position and/or working on related equipment, will not be considered in determining departmental seniority in the Clinical Engineering Department. Upon entry into the Clinical Engineering Department new hires will begin to accrue departmental seniority.

Each employee will be informed of their Departmental seniority within 60 days of ratification of the Collective Bargaining Agreement.

Ty Cole (Date)
President, UM Skilled Trades Union

David Day (Date)
Associate Director Labor Relations

Shane Azizi (Date)
Director, Clinical Engineering

Sondra Workman (Date)
Senior Labor Relations Advisor