

STANFORD
UNIVERSITY



To: The Stanford Community

From: Diane Peck, Executive Director, Human Resources

Re: **NEGOTIATIONS UPDATE**

Date: August 28, 2006

Negotiations between the University and the Union continued on Friday evening and throughout the day on Sunday.

In these sessions, the Union and University entered into seven more tentative agreements, covering such subjects as standby duty, rotating shifts, cleanup time, use and information related to temporary agency employees as well as changes to the Staff Retirement Annuity Plan (SRAP) reflecting the agreement on SRAP reached during the reopener earlier this year. We also agreed to delete an outdated side letter (side letter 16).

On Sunday, in order to move negotiations towards a timely resolution, the parties mutually agreed to withdraw a total of fourteen (14) different proposals and both sides indicated their intention to make new counterproposals on a number of remaining issues when they next meet on Tuesday.

In addition, on Sunday the University made its opening economic proposal, including benefits, an agreement on one of the Union's realignment proposals, and a first offer on wages. The University indicated that it is continuing to evaluate the Union's other realignment proposals and will be in a position to respond to them at the next meeting.

The University stressed that its proposal on wages is a *first* offer, indicating that its flexibility in future wage proposals depends in some measure on the Union's agreement to the University's proposal on the Stanford Contributory Retirement Plan (SCRP). The SCRP proposal, which also was discussed during the reopener last fall and winter, provides for the same ramp-up in the University's retirement contributions as are provided for other benefits-eligible staff and faculty.

Further bargaining sessions are scheduled for Tuesday and Thursday. The University remains committed to reaching a fair and reasonable agreement before the current contract expires on August 31.

I will continue to keep you informed about the progress of negotiations in the coming weeks. Ongoing information is also available online at <http://laborupdate.stanford.edu/>.

August 28 2006