

STANFORD
UNIVERSITY



To: Bargaining Unit Members

From: Diane Peck, Executive Director, Human Resources

Re: **NEGOTIATIONS UPDATE**

Date: September 5, 2006

Talks between the University and the Union continued during Labor Day weekend. The negotiating teams spent nearly 30 hours at the table and reached many tentative agreements, but there has been no closure on a wage package yet.

If the parties agree on wages, some of other terms of the Agreement will include:

- A new Health Care Assistance Program benefit subsidizing the employee's regular contribution for employee plus dependent coverage under the least expensive comprehensive medical plan. The subsidy would be up to 100% for employees working three fourths time or more with verified household incomes of \$45,000 or less. There is a sliding scale subsidy for employees with household incomes up to \$60,000.
- A guarantee that the University's current contribution towards employee and employee plus dependents medical coverage will not be reduced during the term of the Agreement.
- A guarantee that retiree health care benefits will not be substantially reduced during the term of this Agreement.
- A commitment by the University to use progressive discipline where appropriate to correct performance deficiencies.
- Guidance on what is required when "operational need" is given as the reason for management decisions.
- Realignments for workers in the HVAC, Lab Welder, and Road Maintenance Worker series, and new classifications established for Carpenter Specialist Leaders and Instrument Process Control Technicians.
- Evaluation of the correct job classification placement for individuals now in positions in the "Miscellaneous" series and those who work as Waiter/Servers.

Discussions will resume Wednesday afternoon.

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