

Advisory governing outsourcing, sub-contracting and/or performance of work subject to contract labor

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Sender : university-relations@wmich.edu

Subject : Advisory governing outsourcing, sub-contracting and/or performance of work subject to contract labor

To : wmu-employee@wmich.edu

Reply To : WMU Human Resources <hr-info@wmich.edu>

Greetings:

Here at the University, several employee groups are covered by collective bargaining agreements. Work of the unit is defined within those agreements and the University is legally bound to honor those definitions. There have been occasions when individuals in departments have either hired work to be done, or performed it themselves, usually without realizing the University's obligations to preserve this work for the appropriate employees.

Please let this memo serve as a reminder to all departments that work related to maintenance, landscaping, dining, and custodial with few exceptions, is work of the unit at the University. Not utilizing the appropriate staff for these functions not only creates issues with our compliance with the bargaining agreements, it may result in financial damages. Such costs will be borne by the department involved.

When questions arise, it is advisable to pose them when planning activities that may create issues. Questions may be addressed to Doreen Brinson, our labor relations specialist, at (269) 387-8595, or to the University labor relations director, Mr. Umar Abdul-Mutakallim, at (269) 387-3648.

Your recognition of the work done by our union employees is very much appreciated. Thanks in advance for your cooperation.

Diane Anderson
Vice President for Student Affairs

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