

**THE UNIVERSITY OF MICHIGAN
REGENTS COMMUNICATION**

Received by the Regents
July 21, 2006

ITEM FOR INFORMATION

Subject: Human Resources & Affirmative Action Report

Union Activity

Police Officers Association of Michigan (POAM)

The agreement with POAM expired December 3, 2005. The University's proposal for a 4 year agreement was not ratified by the Union. The parties have agreed to extend the existing contract until a new agreement is ratified. The parties will meet with a state appointed mediator for the second time on July 18, 2006. POAM represents approximately 180 police and security personnel.

Lecturers Employee Organization (LEO)

On May 22, 2006 the University received its first ruling by an arbitrator under the Lecturers Employee Organization Agreement (LEO). A primary objective for the first contract was to protect from third party review employment decisions based on academic judgment. The arbitrator held that the collective bargaining agreement between the University and LEO prohibited the arbitrator from reversing the academic judgment of the University in making hiring or promotional decisions unless the union could demonstrate that the decision was made in bad faith or was arbitrary, capricious, unreasonable or discriminatory. This was a key ruling for the University.

Respectfully submitted,



Timothy P. Slotow
Executive Vice President and
Chief Financial Officer

July 2006