



**MEMORANDUM**

**To:** Donna E. Shalala, President  
**From:** Mary Coombs *Mary Coombs*  
Chair, Faculty Senate  
**Date:** March 28, 2006

**Subject:** Faculty Senate Legislation #2005-14(D) –Resolution pertaining to UNICCO  
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The Faculty Senate, at it March 22, 2006 meeting, voted unanimously to approve the following resolution regarding UNICCO. It also passed a resolution urging all parties involved in the current labor situation to adhere to all labor laws and refrain from all unfair labor practices.

The Faculty Senate as well as student groups went on record in 2001 requesting that our UNICCO-employed staff be afforded a "Living Wage" and be extended a variety of benefits as well, the most important being affordable health coverage. It is commendable that a number of steps have been taken unilaterally by the University to enhance their situation, but major points still remain to be addressed. The current labor union organizing efforts and the timing of the next contract negotiation do not offer a clear window as to how additional improvements can be made at this time. For this reason, and this reason only, we are restricting our re-emphasized recommendations to the next contract period rather than the current situation.

- 1) The University shall insist in its Request For Proposals for any contract with any provider after the expiry of the contract currently held by UNICCO that contractors commit to paying at least a "living wage" as set out in the Miami-Dade ordinance, including affordable employer-subsidized health insurance and other benefits and working conditions so that the complete compensation package is at least comparable to those of major employers in Miami-Dade area for similar work. The University shall further, during the period of the contract, keep under constant review, via an appropriate group consisting of administration, faculty, student, and a worker affected by this provision, the living wage standards and the wage practices of comparably situated research universities, and seek appropriate improvements of the compensation of the contract workers.
- 2) The successful bidder for any such contract, if not UNICCO, must, as a condition of being awarded that contract, offer to any and all UNICCO employees currently assigned to the University of Miami positions comparable to or better than they now hold.

Kindly let the Senate office know what action is taken.

MC/kl

cc: Thomas LeBlanc, Executive Vice President and Provost  
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