



**MEMORANDUM**

**To:** Donna E. Shalala, President

**From:** Mary Coombs  
Chair, Faculty Senate

A handwritten signature in black ink that reads "Mary Coombs". The signature is written in a cursive style and is positioned to the right of the printed name and title.

**Date:** May 9, 2006

**Subject:** Faculty Senate Legislation #2005-15(D) –Resolution pertaining to UNICCO  
(Addendum to Legislation 2005-14(D))

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The Faculty Senate, at its April 26, 2006 meeting, voted to approve the following resolution regarding UNICCO. This resolution is an addendum to Legislation #2005-14(D) sent to you on March 28, 2006. A copy of that legislation is enclosed for your reference.

- 1) The Faculty Senate requests that the President affirm that no contractor will lose its position solely as a result of any decision made by their workers regarding unionization.
- 2) The Faculty Senate requests that the university administration adhere to its announced policy of neutrality and indicate that it supports the UNICCO workers' legal right to decide their future through a process of their choosing.

I believe that intervening events have made item 2 moot, for which we are appreciative. We still ask for a response to the request for affirmation indicated in item 1.

Thank you.

MC/kl


cc: Thomas LeBlanc, Executive Vice President and Provost



**MEMORANDUM**

May 11, 2006

TO: Mary Coombs

FROM: Donna E. Shalala 

SUBJECT: Faculty Senate Legislation #2005-15(D)  
(Addendum to Legislation 2005-14(D))  
Your memo of May 9, 2006

I agree intervening events have made item 2 moot. On item 1, I issued a statement on April 26, 2006 (which is attached). That statement included a paragraph:

“We review and select our outside service contractors only on the basis of quality of service and competitiveness. As with anyone with whom we do business, we expect them to obey the law.” (Dialogue, April 26, 2006).

DES:om

cc: Thomas J. LeBlanc

Enclosure



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UM Home > President Donna E. Shalala > **Dialogue Letters****Dialogue Letters**A large graphic featuring the word "DIALOGUE" in a serif font, flanked by stylized quotation marks. Below the word, in a smaller font, is the text "A LETTER FROM PRESIDENT DONNA E. SHALALA".

# DIALOGUE

A LETTER FROM PRESIDENT DONNA E. SHALALA

April 26, 2006

To the University of Miami Community:

We believe in civil and human rights and will not tolerate anyone who denies those rights.

As I expressed in *The New York Times*, the workers involved in the strike are not University of Miami employees, and the University is not a party to the unionization process. We have repeatedly stated that the contract workers have the right to decide for themselves whether they will unionize; however, the University will not take a position of endorsing one process over another as to how the contract employees make that determination. We are strongly encouraging both the Service Employees International Union and UNICCO Service Company to jointly come to a resolution of this issue.

We review and select our outside service contractors only on the basis of quality of service and competitiveness. As with anyone with whom we do business, we expect them to obey the law.

We believe the University's buildings must be accessible to students, faculty, staff, patients, and visitors. Those who work and study on our campuses must do so without fear of intimidation, disruption, or coercion.

During this final week of classes and final exams, we will not tolerate interruptions to campus life. Our attorneys went to court yesterday and were granted an injunction to prohibit the union and its agents from coming on our campuses and disrupting activities. The order simply requires the union to comply with Florida state law.

We have deep respect for the members of our University community who have differing views on the method of determining the question of union representation. However, they should not encourage, or invite to campus, those who would disrupt members of our University community who are attending class, studying, teaching, working, conducting research, recruiting new faculty and students, and seeing patients.

A handwritten signature in black ink, appearing to read "D. Shalala".

Donna E. Shalala  
President



**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  
\*\*\*\*\*

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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