

Did you know? OR Do you remember?

A Decade (or so) in review!

In **1996** the university hired a prestigious consulting firm to "conduct a salary survey to determine the current market competitiveness" and 1996 Mercer Report of the classified AFSCME and SATTs employees salaries? The consultant concluded:

- "The university's market position appears to be less than competitive"
- "Miami's overall structure positioning appears to be approximately 18% to 19% below market"

Complete Mercer report available at www.afscme209.org click on newsletters/publications link then "Mercer report" Paper copy available upon request

--- and ---

In **2003**, before the strike, a fact finder recommended wage increases for the AFSCME bargaining unit employees that equaled a 20% to 25% pay raise. The university's administration rejected the fact finders recommendation, causing the AFSCME employees to strike.

Complete fact finder report and Anatomy of the AFSCME strike at Miami University report available at www.afscme209.org click on newsletters/publications link then "2003 fact finder report" and "Anatomy of the AFSCME strike at Miami University" Paper copies available upon request

--- and ---

In **2003, 2006** and **2010** when negotiating the union contract the university consistently makes a "best and final" offer to the AFSCME bargaining unit employees regarding their salaries and insurances to avoid "negotiating conclusions" or "negotiating out" on these economic items. Therefore, forcing a less than desirable contract onto employees. Due to a low union membership the university believes the workers apparently do not support their union and the employees will not "stand up" to them. Because employees don't support their union the university takes full advantage of them and continues restricting their salaries and increasing the health care contributions through best and final offers. In layman terms a best and final offer means, accept the offer or strike if you want more.

--- and ---

In **2008** the union coined the term "Economic Genocide"? Are you familiar with it? We tried to tell you so!

Economic Genocide article available at www.afscme209.org click on newsletters/publications link then "Economic Genocide" Paper copy available upon request

--- could the results be ---

In **2008** the union distributed flyers informing the bargaining unit that the Census Bureau reported Oxford is third in the nation for the largest income drops since 1999. We tried to tell you so, again!

Oxford Falling incomes flyer available at www.afscme209.org click on newsletters/publications link then "Oxford Falling incomes flyer" Paper copy available upon request

--- and ---

With all these signs, recommendations and indications the university has never addressed the economic disparities with their classified staff!

Now they expect you to work without a pay raise for three years and, they expect employees to give back close to 25% of their take home pay to the university for health care premium cost!

***** But at the same time behind your back! *****

During the years between 1997 and 2007 the salaries for MU's administrative positions grew as much as four times faster than the salaries for the classified AFSCME employees? One Administrators salary grew as much as 121%. On an average, the salaries for the administrative positions grew 69% during this ten year period. In contrast, the AFSCME bargaining unit employees' salaries only grew 33.75% with general raises during 1997-2007. How many Mercer reports and fact finder recommendations do you think they relied on to justify their salary increases? How many best and final offers do you think were made by the university when negotiating these individual contracts for the administrators?

Complete Faculty Welfare Report available at www.afscme209.org click on newsletters/publications link then "Faculty Welfare Report on Faculty Salaries" Paper copy available upon request

What do you think is waiting for us in the next decade if we allow business as usual to continue!

If all the service and maintenance staff don't unite and make a stand what awaits us?

If not us, who? If not now, when?

The future will hold all of us accountable for our actions today!

History can repeat itself in the next ten years!

Don't let it!

If you want to learn how to stop this, contact one of the union officers below.

Pres. Mattie Gray - (513)255-4240

VP. Mark Sawyer - (513)255-5306

Sec. Amber VanWinkle

Treas. Shirley Young - (513)255-4221

E-Board officers

Greg Clemen

Wendell Davis

Tiki Digby

Stanley Gregg

Dustin Jones - (513)255-7106

Attention!

Recently, the union released this flyer and now you can add to it,

“and if this wasn't enough, now the “out of towners, outsider” administrators want to come into our house, kick us out to the curb, and outsource our jobs!”

Got the picture?

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