



Via Electronic Mail Only

September 7, 2022

Carl Chisem
President
CEUI

Dear Carl:

The University and CEUI have had a number of discussions regarding custodial services within the University's Facilities Operations Division. CEUI raised concerns regarding the University's plans for providing custodial services. The Custodial Services unit provides important and valued service to the campus community. It is important for the University to provide further clarification with respect to the provision of custodial services.

The following information has been shared with CEUI leadership:

- The University has no intention to engage in further outsourcing of custodial services in the current fiscal year.
- The University does not intend to layoff individuals in custodial services.
- The University has no plans to eliminate the custodial services unit.
- Facilities Operations Division will conduct a review of recent shift changes in order to determine opportunities for second shift assignments.

The University remains committed to work collaboratively with CEUI to eliminate further need for outsourcing moving forward. To that end, the University will be scheduling a Town Hall meeting with the custodial unit and NP-2 leadership in the coming days. Both the University and CEUI will continue to work together in accordance with the terms of the collective bargaining agreement.

The University and CEUI are committed to advocating for adequate funding of the costs impacting the University's workforce.

Sincerely,

Karen K. Buffkin

Karen K. Buffkin, Esq.
Executive Director
Employee Relations

Cc: Michael Jednak, AVP Facilities Operations
Cara O'Sullivan, General Counsel
Tom White, Chief Steward, CEUI