

**Labor Relations Update  
To The MIT Campus Community:  
A Publication of the  
MIT Campus Police Association**

**Volume I  
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The MIT Campus Police officers were recently praised for professionalism and responsiveness in the report of a peer review team commissioned to review MIT police operations. It is apparent that MIT does not share the respect for its officers expressed by the peer reviewers.

The Massachusetts Institute Of Technology Campus Police Association (Association) is the lawful collective bargaining representative of approximately 42 patrol officers employed by MIT. On behalf of its officers, the Association has spent the last fifteen months actively negotiating over the terms of a new contract with MIT. As those of you who have dealt with MIT in employment matters may already know, our task has been a difficult and tiring one. Not only has MIT steadfastly refused to fairly address important quality of life issues at the bargaining table, the Association has been compelled to file charges of improper conduct against MIT with the National Labor Relations Board, the United States Department of Justice, and the United States Department of Labor. Meanwhile, MIT negotiators smugly go through the motions at the bargaining table knowing that the Association has limited resources, and hoping that the Association will exhaust itself, as many often do, against the sheer weight of the Institute's vaunted name and infinite resources.

Notwithstanding the difficulty of its struggle, the Association is committed to a fair outcome in its negotiations, and a fair resolution of its grievances. These outcomes are not only socially just, but will improve the police services at MIT and contribute to a safe environment for everyone at MIT. Because the MIT Community has an important stake in these outcomes, the Association begins with this issue the first in a series of Labor Relations Updates. These updates are designed to inform the Community of the issues in our dispute with MIT, and will continue at least until the Association's negotiations and grievances are fairly addressed by MIT. Below, the Association identifies several of its major goals.

- A COMMITMENT FROM MIT THAT OFFICERS WILL NOT BE FORCED TO WORK EXCESSIVE OVERTIME WITHOUT ADEQUATE REST AND NUTRITION

- A COMMITMENT FROM MIT THAT SAFETY MEASURES SURROUNDING THE ASSIGNMENT OF OFFICERS TO PATROL WITHIN THE CITY OF BOSTON BE IMPLEMENTED TO PREVENT SERIOUS INJURY OR IMPAIRMENT

- A COMMITMENT FROM MIT THAT OFFICERS WILL NOT BE ORDERED IN TO WORK ON THEIR SCHEDULED DAYS OFF AND THEREBY DENIED NECESSARY PARENTING AND OTHER IMPORTANT PERSONAL TIME EXCEPT IN THE CASE OF EMERGENCY

- A COMMITMENT FROM MIT THAT OFFICERS BE ALLOWED TO TAKE PERSONAL TIME IN HOURLY INCREMENTS TO ALLOW ATTENDANCE AT MEDICAL APPOINTMENTS OR TO ATTEND TO IMPORTANT PERSONAL BUSINESS

- RECOGNITION BY MIT THAT THE POSSESSION OF EDUCATIONAL DEGREES BY POLICE OFFICERS IS AN ASSET TO MIT AND THE MIT COMMUNITY

- COMPLIANCE BY MIT WITH FEDERAL LAWS DEALING WITH OVERTIME PAY AND GOOD FAITH BARGAINING (SEE ATTACHED NOTICE TO EMPLOYEES CONCERNING A POSSIBLE VIOLATION OF YOUR LEGAL RIGHTS BY MIT WITH RESPECT TO OVERTIME PAY)

- A COMMITMENT BY MIT THAT OFFICERS RECEIVE THE RIGHT TO TIMELY UNION REPRESENTATION AND DUE PROCESS IN DISCIPLINARY MATTERS

- A COMMITMENT BY MIT TO FAIR SCHEDULING AND ASSIGNMENT PRACTICES

- A COMMITMENT BY MIT THAT OFFICERS BE ALLOWED TO TAKE VACATIONS EARNED BY THEM

In upcoming issues of the Association's Labor Relations Update, MIT's lack of responsiveness in the above areas will be identified and discussed. As well, in future issues of the Labor Relations Update, the Association will provide valuable information to MIT employees about rights under state and federal law, which may be of value in dealing with MIT. In that regard, attached to this issue is a notice informing MIT employees of a possible violation by MIT of federal law regarding the payment of overtime, and information about how a claim for back pay may be pursued. The Association welcomes feedback and invites support from other employees, faculty, students and all other members of the Community. If you do support our efforts for fairness in the work place, please feel free to contact MIT administration and express your support for us.