MIT Campus Police Association
Labor Relations Update
To The MIT Campus Community:

Volume III
May 27, 1999

Contract Negotiations

The MIT Campus Police Association has been engaged in contract negotiations with MIT for almost a year and one-half without reaching agreement. In previous issues of the Labor Relations Update, the Association has explained that a major factor in the failure of the process to date has been the absolute refusal by the Institute to address important quality of life proposals made by the Association. To assure the campus community that the Association's proposals are both just and reasonable, we set several out below, and invite members of the community to decide for themselves whether MIT's refusal to agree to any or all of them is justified.

Association Proposal: Vacation requests shall be answered as soon as possible and shall not be unreasonably denied.
MIT Response: Rejected without explanation.

Association Proposal: Allow personal time to be taken in one hour increments as is the case with other MIT employees.
MIT Response: Rejected without explanation.

Association Proposal: Excuse employees who are on regularly scheduled days off, on vacation, out sick or on personal days off from being required to work overtime, except in emergencies of during graduation activities.
MIT Response: Rejected without explanation.

Association Proposal: Revise work schedules so that all employees periodically get weekends off.
MIT Response: Rejected without explanation.

Association Proposal: Allow employees who are to be interrogated by management over allegations of misconduct to have a union representative or attorney present during the questioning.
MIT Response: These protections are not necessary.

Association Proposal: Add a section to the contract which says that employees will not be disciplined without just cause, and that outdated personnel file materials will not be used against them.
MIT Response: These protections are not necessary.

The Association believes that its proposals address important issues in a way that minimally intrudes into the acknowledged managerial rights of MIT. It remains perplexed that MIT stubbornly refuses to acknowledge the significance of these basic rights, and to assume some responsibility for their implementation. If you agree, please feel free to contact the following MIT representatives and let them know your views.

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Unfair Labor Practice Charge

In January of 1999, MIT announced to the MIT Campus Police Association that it wanted to establish regular patrol routes for campus police officers within the jurisdiction of the City of Boston. Although not objecting to such patrols, the Association asked for collective bargaining negotiations over the working conditions of its officers related to the patrols. Although MIT began negotiating with the Association over issues related to its Boston Patrol Plan, it implemented that plan before the negotiations were completed. The Association believes that MIT was bargaining with it in bad faith, and never intended to reach an agreement over safety and others issues raised in the bargaining. As a result, the Association has been forced to file a charge of unfair labor practice against MIT with the National Labor Relations Board, the federal agency responsible for enforcing national labor law. That charge is under active investigation by the NLRB, and the Association will advise of its progress in subsequent updates.