

**BOARD RESOLUTION REGARDING EMPLOYER NEUTRALITY, COOPERATIVE
DETERMINATION AND RECOGNITION OF BARGAINING UNITS, AND NOTIFICATION
OF AGREEMENTS**

1. Employer Neutrality. The University of Michigan recognizes and supports the fundamental right of its employees to form unions and bargain collectively. The University, and all of its agents acting in a supervisory role shall remain neutral on the issue of union representation in any organizing efforts by employees of the University and shall not express an opinion - positive or negative - about such efforts nor will they provide employees with any information regarding unionization except that required by law. The University may distribute purely factual information to employees that corrects an inaccuracy or misrepresentation published by the union, provided that the union fails to make the correction itself within two days following notification by the University. No University agent shall threaten, intimidate, discriminate against, retaliate against, or take any adverse action against any employee based on their decision to support or oppose forming a union.

2. Cooperative Determination and Recognition of Bargaining Units.

With regard to the determination of appropriate bargaining units, if a group of employees wishes to form or join a union, the union representing them may present a proposed bargaining unit to the University. The University will accept the bargaining unit proposed by the union as long as the proposed unit is reasonable. If the University asks for changes in the unit, representatives of the University and the union will work to reach agreement on disputed issues. At any time, either party may opt for a mutually-approved arbitrator to make a binding decision solely on whether or not the proposed unit is reasonable under the Public Employment Relations Act. Arguments will be presented to the arbitrator within two weeks following notification of this option (unless both parties agree to an extension) and the arbitrator shall issue their ruling within two weeks following. If the arbitrator determines the proposed unit is reasonable, the University will accept the proposed bargaining unit; If the arbitrator determines the proposed unit is not reasonable, the Union may propose an alternative unit to the University.

With regard to certification of bargaining units, once a bargaining unit has been determined, the University will recognize the union as the bargaining representative of the employees upon a showing of majority support of the

employees in the bargaining unit (a practice commonly referred to as “card check”). Majority support will be verified by a mutually agreed upon process.

3. Notification of Agreements. When an agreement is reached with regard to the determination or certification of a bargaining unit, the core elements of the agreement will be jointly communicated by the University and the union to all potential members of the bargaining unit, relevant supervisors, and any relevant third parties.

The University will take all necessary steps to enforce these policies effective immediately.