

Memo of Understanding

Between: Michigan Tech University and UAW Local 5000

Regarding: Workplace Conditions


The Parties agree to the following:


Workplace Conditions

- A. Anti-Discrimination** Employer discrimination against employees based on race, religion, color, national origin, age, sex, sexual orientation, gender identity, height, weight, genetic information, or marital status, disability, or veteran status is strictly prohibited.
- B. Health and Safety** Members of the University must be committed to protecting the **physical and mental** health and safety of its members by maintaining safe workplaces, and must comply with all environmental and occupational health and safety laws and regulations.
- C. Mutual Respect & Anti-Bullying** All members of the University are expected to fulfill their obligations toward students, colleagues, and other University community members in a manner that is always fair, respectful, and professional. The University is committed to equitable treatment, opportunity, and respect in relationships among faculty, administrators, staff, students, and others who come in contact with the University.
- D. Retaliation.** Retaliation is expressly prohibited by University policy. The University will not tolerate retaliation against persons due to the assertion of their protected civil rights, including filing complaints with federal or state civil rights enforcement agencies, bringing the University's attention to prohibited activity, or participation in an investigation of such complaint.


When issues are brought to Human Resources through the UAW Leadership, Human Resources is committed to meet with UAW Leadership within five (5) business days to discuss the issue. Each member of the University has the responsibility, whether the offense is directed at them or they are indirectly affected, to ask questions, seek guidance, and report suspected violations of issues contained within or any other applicable law or regulation, contractual or other obligation of the University, or of University policy or procedure. Individuals are encouraged to report suspected violations through standard management channels, such as to their immediate supervisor or other appropriate University officials.

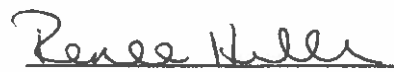
For the Union:

 11-21-19
Betsy Bennett
International Representative


Amanda Cadwell
President, UAW Local 5000

For the University:


Catherine Burns
Manager of Staff Employment


Renee Hiller
Director, Human Resources

Date Signed: 11-21-19