

Date	Event	Occurred		Mode			Negotiations Team Member	
		Yes	No	In-Person	Zoom	Call / Text / Email	College	UAW
2/18/2020	Discussions with UAW	X		X			College Negotiations Team	UAW Negotiations Team
2/19/2020	Discussion with Local UAW Representative	X				X	College Negotiations Representative	UAW Local Representative
2/27/2020	Discussion with Local UAW Representatives	X		X			College Negotiations Representatives	UAW Local Representatives
2/28/2020	Negotiations between College and UAW	X		X			College Negotiations Team	UAW Negotiations Team
2/29/2020	Email follow-up summary of discussions	X				X	Labor Counsel and College Negotiations Representative	UAW Regional and Local Representatives
3/1/2020	Discussion with Local UAW Representative	X				X	College Negotiations Representative	UAW Local Representative
3/2/2020	Negotiations between College and UAW	X		X			College Negotiations Team	UAW Negotiations Team
3/4/2020	Discussion with Local UAW Representative	X				X	College Negotiations Representative	UAW Local Representative
3/4/2020	Negotiations between College and UAW	X		X			College Negotiations Team	UAW Negotiations Team
3/9/2020	Negotiations between College and UAW	X		X			College Negotiations Team	UAW Negotiations Team
3/10/2020	Discussion with Local UAW Representative	X				X	College Negotiations Representative	UAW Local Representative
3/12/2020	Discussion with Local UAW Representative	X				X	College Negotiations Representative	UAW Local Representative
3/13/2020	Email response to UAW information request	X				X	Labor Counsel	UAW Regional Representative
3/13/2020	Phone call with UAW	X				X	College Negotiations Team	UAW Negotiations Team
3/16/2020	Discussion with Local UAW Representative	X				X	College Negotiations Representative	UAW Local Representative
3/16/2020	Email response to UAW information request	X				X	Labor Counsel	UAW Regional Representative
3/17/2020	Discussion with Local UAW Representative	X				X	College Negotiations Representative	UAW Local Representative
3/18/2020	Discussion with Local UAW Representative	X				X	College Negotiations Representative	UAW Local Representative
3/18/2020	Negotiations between College and UAW	X			X		College Negotiations Team	UAW Negotiations Team
3/19/2020	Discussion with Local UAW Representative	X				X	College Negotiations Representative	UAW Local Representative
3/20/2020	Discussion with Local UAW Representative	X				X	College Negotiations Representative	UAW Local Representative
3/21/2020	Discussion with Local UAW Representative	X				X	College Negotiations Representative	UAW Local Representative
3/22/2020	Discussion with Local UAW Representative	X				X	College Negotiations Representative	UAW Local Representative
3/23/2020	Discussion with Local UAW Representative	X				X	College Negotiations Representative	UAW Local Representative
3/23/2020	Email response to UAW information request	X				X	Labor Counsel	UAW Regional Representative
3/25/2020	Discussion with Local UAW Representative	X				X	College Negotiations Representative	UAW Local Representative
3/25/2020	Discussion with Local UAW Representative	X				X	College Negotiations Representative	UAW Local Representative
3/27/2020	Communication with UAW Regional Representative	X				X	College Negotiations Representative	UAW Local Representative
3/27/2020	Discussion with Local UAW Representative	X				X	College Negotiations Representative	UAW Local Representative
3/27/2020	Discussion with Local UAW Representative	X				X	College Negotiations Representative	UAW Local Representative
3/30/2020	Discussion with Local UAW Representative	X				X	College Negotiations Representative	UAW Local Representative
3/31/2020	Discussion with Local UAW Representative	X				X	College Negotiations Representative	UAW Local Representative
4/1/2020	email to Chris Freeman regarding voluntary layoffs	X				X	Labor Counsel	UAW Regional Representative
4/2/2020	email to Chris Freeman regarding voluntary layoffs	X				X	Labor Counsel	UAW Regional Representative
4/2/2020	Discussion with Local UAW Representative	X				X	College Negotiations Representative	UAW Negotiations Representative
4/3/2020	Phone conference regarding voluntary layoffs and workforce reallocations	X				X	Labor Counsel and College Negotiations Representative	UAW Regional and Local Representatives
4/6/2020	Discussion with Local UAW Representative	X				X	College Negotiations Representative	UAW Local Representative
4/6/2020	Discussion with Local UAW Representative	X				X	College Negotiations Representative	UAW Local Representative
4/6/2020	Email to UAW Regional Representative	X				X	Labor Counsel	UAW Regional Representative
4/8/2020	Discussion with Local UAW Representative	X				X	College Negotiations Representative	UAW Local Representative
4/17/2020	Discussion with Local UAW Representative	X				X	College Negotiations Representative	UAW Local Representative
4/17/2020	Email to UAW Regional Representative regarding voluntary layoff MOU	X				X	Labor Counsel	UAW Regional Representative
4/19/2020	Email to UAW Regional Representative regarding negotiations	X				X	Labor Counsel	UAW Regional Representative
4/20/2020	Phone call with UAW Regional Representative regarding negotiations	X				X	Labor Counsel	UAW Regional Representative
4/20/2020	Email to UAW Regional Representative regarding negotiations	X				X	Labor Counsel	UAW Regional Representative

4/21/2020	Email to UAW Regional Representative regarding negotiations	X				X	College Negotiations Representative	UAW Regional Representative
4/24/2020	Negotiations between College and UAW	X			X		College Negotiations Team	UAW Negotiations Team
4/27/2020	Discussion with UAW Regional Representative regarding voluntary furloughs	X				X	Labor Counsel and College Negotiations Representative	UAW Regional Representative
4/27/2020	Working meeting between College and UAW to discuss UAW supposal	X			X		College Negotiations Team	UAW Negotiations
4/29/2020	Discussion with UAW Regional Representative regarding voluntary furloughs and memorandum of understanding regarding same	X				X	Labor Counsel	UAW Regional Representative
4/30/2020	Discussion with Regional UAW Representative regarding information requested in negotiations	X				X	Labor Counsel	UAW Regional Representative
5/1/2020	Negotiations between College and UAW	X			X		College Negotiations Team	UAW Negotiations Team
5/4/2020	Provide UAW with requested information regarding College's analysis of UAW supposal	X				X	Labor Counsel	UAW Regional Representative
5/5/2020	Negotiations between College and UAW	X			X		College Negotiations Team	UAW Negotiations Team
5/6/2020	Discussion between College and UAW, clarifying that prospective vendor's posting of position was not sanctioned by College	X				X	Labor Counsel	UAW Regional Representative
5/8/2020	Negotiations between College and UAW	X			X		College Negotiations Team	UAW Negotiations Team
5/12/2020	Negotiations between College and UAW	X			X		College Negotiations Team	UAW Negotiations Team
5/22/2020	Negotiations between College and UAW	X			X		College Negotiations Team	UAW Negotiations Team
5/26/2020	Email exchange between College and UAW regarding UAW's 5/26 request for information	X				X	Labor Counsel	UAW Regional Representative
5/28/2020	College distributes its proposed outline of contract changes to UAW	X				X	College Labor Counsel	UAW Regional Representative
5/29/2020	Negotiations between College and UAW, including discussion of previously provided outline of contract changes	X			X		College Negotiations Team	UAW Negotiations Team
6/1/2020	Email from College to UAW regarding progress of negotiations, including discussion of previously provided outline of contract changes	X				X	College Labor Counsel	UAW Regional Representative
6/4/2020	Email from UAW to College outlining UAW's current position regarding status of negotiations	X				X	College Labor Counsel	UAW Regional Representative
6/9/2020	Negotiations between College and UAW, including College's reinforcement of need for contractual changes previously outlined	X			X		College Negotiations Team	UAW Negotiations Team
6/10/2020	Email from UAW to College clarifying the terms of UAW proposal regarding outsourcing	X				X	College Labor Counsel	UAW Regional Representative
6/22/2020	College issues formal last best and final offer to retain custodial services; requests response by June 29, 2020	X				X	College Labor Counsel	UAW Regional Representative
6/25/2020	UAW emails College to ask for more time to consider College's last best and final offer	X				X	College Labor Counsel	UAW Regional Representative
6/25/2020	College responds to UAW's request for more time by extending the requested response date to July 2, 2020	X				X	College Labor Counsel	UAW Regional Representative
6/28/2020	Union requests information concerning CDHP and other healthcare plans, clarification as to applicability of proposed contract change to entire unit	X				X	College Labor Counsel	UAW Regional Representative
6/29/2020	College provides response to UAW's request for information	X				X	College Labor Counsel	UAW Regional Representative
6/29/2020	UAW requests early release from work to participate in the vote on June 30. College grants requests; provides release as requested.	X				X	College Labor Relations Representative	UAW Local Chair
6/29/2020	email from Erik saying UAW was voting. College agreed to release employees an hour early from work to vote.	X				X	College Negotiations Team	UAW Negotiations Team
7/1/2020	UAW informs College that UAW does not have a space large enough to hold vote in compliance with social distancing guidelines. College contacts UAW and offers access to fieldhouse to hold vote.	X				X	College Labor Relations Representative	UAW Local Chair
7/1/2020	Chris Freeman notified the College that the UAW would not be taking the College offer to the membership and would not hold a vote on the College offer to keep Custodial.	X				X	College Negotiations Team	UAW Regional Representative
7/1/2020	UAW informs College that it had decided to reject College's last, best and final offer to retain custodial services, and that UAW had made this decision without submitting the offer to the UAW membership for a vote	X				X	College Labor Counsel	UAW Regional Representative

7/2/2020	College notifies UAW that because UAW had rejected its last, best and final offer, College would proceed with outsourcing of custodial services	X				X	College Labor Counsel	UAW Regional Representative
7/6/2020	College reiterates willingness to engage in effects bargaining over decision to outsource dining and custodial services; provides UAW with initial offer of transitional benefits for displaced employees, including severance pay, benefits continuation, and outplacement services, and invites further discussions with UAW regarding these subjects	X				X	College Labor Counsel	UAW Regional Representative