

BOT STAFF ADDRESS

Mr. Andrew Hill

September 15, 2023

Trustees, thank you for your service and ongoing commitment to Northern Michigan University, its students and its employees.

I'm Andy Hill, a staff member with the NMU Foundation, and current President of UAW Local 2178, representing over 230 Administrative Professionals. But I'm also here as a steward for UAW Local 1950 and AFSCME – a diverse group of employees who all keep the multi-functions and operations of the university always moving forward.

It's fitting to be here this morning because it's Homecoming. This annual event comes together each year because of staff who planned the week's activities and events through the weekend, and who prepared campus to welcome the alumni and visitors returning to back campus. Everyone working together to ensure Homecoming celebrations continue as they have in the past – building on traditions and maybe starting a few new ones.

Working together is the theme for my brief update and I want to share with you two examples of how our unionized staff is working together along with administration.

- Example one: Staff Professional Development Program
 - o This summer Rhea Dever in HR reached out to staff union leadership in an effort to put more attention on creating a professional development program for staff employees
 - o The first meeting we had was used to help HR develop a survey to further learn staff's various training needs
 - o The survey has been completed and we look forward to continuing to help HR build out this program together after the results are analyzed and ready to share.

- Example two: Staff Labor Council
 - o Together, UAW Local 2178, UAW Local 1950 and AFSCME just established the first ever Staff Labor Council
 - o The function of the Council is to expand opportunities to collaborate and collectively address matters of staff labor concern and speak together with administration to explore new solutions to issues we are seeing.
 - o Dr Tessman has supported this initiative and, since his arrival, has provided monthly check-ins for us to meet and talk about what is happening in our respective areas.

To wrap up, staff will continue to be available to you. Please continue to invite us to the table. Let's keep working together on staff issues.

Thank you.