

Department of Labor Relations  
3900 AAB  
Detroit, MI 48202  
(313) 577-2081  
FAX (313) 577-6513

**CORRESPONDENCE**

---

Date: May 22, 2012

To: Michelle Burns, President  
UAW P&A Local 1979  
5057 Woodward, Suite #2222  
Detroit MI 48208

From: A.L. Rainey, Jr., Director, Labor Relations

Subject: **Article 1, Recognition**

It has come to our attention that some bargaining unit members of UAW P&A Local 1979 may be utilizing pseudo job classifications/titles that are not included in our Article 1 listing of represented classifications. Be advised that while this may be an attractive, empowering practice, it could prove to be damaging and moreover, could blur representation limitations and job audit efforts going forward. As you know, the contractually recognized job classifications are subjects of bargaining (extremely important), and the misuse of them could carry a great deal of future implications. All parties, including UAW Local 1979 bargaining unit members as well as participating supervisors/managers, are advised to cease and desist this practice of non-bargained, self-created job titles/classifications. Article 1 has been attached for your reference.

What has been outlined above is consistent with the current contractual practices of our other nonacademic unions, and is meant to draw us closer to the provisions and the spirit of our Agreement. The outcome will be of a benefit to the University and the Union alike.

Thanks for your cooperation.

cc: John Cunningham, UAW Region 1  
Shawn Junior, LRS

## **ARTICLE (1) RECOGNITION - EMPLOYEES COVERED**

Pursuant to and in conformity with the certification issued by the Michigan Labor Mediation Board on September 28, 1970, in case Number R70 F-202 and the subsequent affiliation with the UAW on March 1, 1976, the University agrees to recognize the Union as the sole collective bargaining agent for the purpose of bargaining with the University with respect to wages, hours, and other terms and conditions of employment for all full-time and fractional-time Employees (working 50% of the time or more) in Professional and Administrative classifications which are listed below:

Accountant I	
Accountant II	
Acquisitions Editor, Sr.	Child Care Services Coordinator
Administrative Assistant	Child Care Services Worker
Administrative Assistant I	Collections Specialist
Administrative Assistant II	
Administrative Assistant III	Database Administrator
Administrative Assistant IV	Database Administrator LD
Applications Project Leader	Database Analyst I
Applications Specialist I	Database Analyst II
Applications Specialist II	Data Analyst, Graduate Admissions
Applications Specialist LD	
Applications Specialist SR	Editorial Specialist
Applications Technical Advisor	Electronic Publishing Coordinator
Applications Technical Analyst	Enrollment Services Specialist
Applications Technical Analyst LD	Environmental Health Specialist
Applications Technical Analyst SR	Event and Conference Coordinator
Archivist Assistant I	
Archivist Assistant II	Facility Coordinator I
Assistant Buyer	Facility Coordinator II
Assistant Editor	Financial Accounting & Budget Specialist
Assistant Music Director	Financial Analyst I
Assistant Radiation Safety Officer	Financial Analyst II
Audio Engineer/Producer II	Forms Coordinator
Broadcast Manager	Grant/Contract Administrator
Budget Analyst I	Grant/Contract Administrator SR
Budget Analyst II	Grant/Contract Officer I
Budget Analyst III	Grant/Contract Officer II
Business Manager I	Grant/Contract Officer III
Business Manager, University Press	Graphic Designer II
Business Systems Analyst I	Graphic Designer SR
Business Systems Analyst II	Hazardous Materials Specialist
Business Systems Analyst LD	Help Desk Analyst
Business Systems Analyst SR	Help Desk Supervisor
Buyer I	
Buyer II	Information Assistant I
	Information Assistant II

Information Coordinator I  
Information Coordinator II  
Information Officer I  
Information Officer II  
Information Officer III  
Instructional Technology Designer

Leasing & Billing Specialist  
Library Assistant I  
Library Assistant II  
Library Assistant III

Marketing/Sales Assistant  
Marketing Specialist  
Mortuary Supervisor  
Multimedia Assistant  
Multimedia Specialist  
Music Coordinator  
Music Director

Network Engineer I  
Network Engineer II  
Network Engineer LD  
Network Engineer SR  
News Director

Operations Manager

Personnel Officer I  
Personnel Officer II  
Procurement Specialist  
Program/Project Assistant II  
Program/Project Coordinator I\*  
Programmer I  
Producer/Director I  
Producer/Writer  
Program Associate – WDET  
Program Coordinator-MI-AHEC (Nursing)  
Program/Project Assistant I

Programmer II  
Programmer SR  
Promotion Assistant  
Promotion Manager  
Psychometric Security Officer  
Psychometric Services Officer I  
Psychometric Services Officer II  
Psychometric Services Officer, Sr.  
Publications Coordinator

Research Compliance Administrator  
Research Compliance Administrator, LD

Systems Administrator I  
Systems Administrator II  
Systems Administrator LD  
Systems Administrator SR  
Systems Integrator I  
Systems Integrator II  
Systems Integrator LD  
Systems Integrator SR  
Systems Software Engineer I  
Systems Software Engineer II  
Systems Software Engineer LD  
Systems Software Engineer SR

University Press Production & Design Mgr.

Videographer/Editor

WDET Creative Producer/Engineer  
WDET Senior Media Engineer  
Web Content Administrator

\* When the P & A Hay study results were implemented (1987), there were several represented positions that had been classified in non-represented classifications. As part of the implementation agreement, such P& A employees were "grandfathered" into P&A. The position title was to reflect the non-represented classification title. The grandfather status would cease at the time the affected P&A employee(s) vacated the position (by promotion, reclassification, resignation, etc.). Once the position was vacant, the "non-represented classification" would be in effect.