

## **A Resolution to Protect Full-Time Positions and Enhance Campus Safety**

Madison College AFT Local 243

Whereas consistent long-term employees add a level of security, essential in these times on an open campus, which is likely to be visited by students and members of the public and

Whereas full-time custodial staff provide knowledge of and access to areas of Madison College enhancing safety for students, visitors and employees, and

Whereas the expertise of College custodians supports efficiencies lost by rotating non-College custodians who must orient to the facility and work, and

Whereas outsourcing erodes a healthy economy by converting tax dollars intended for the public good into profits for private contractors, who sometimes do not reinvest those profits in the community, and

Whereas outsourcing reduces the number of family-supporting jobs in favor of profit for an external organization, and

Whereas FERPA and HIPAA sensitive materials must and do exist on campus, and require familiarity with College policies and proper handling procedures, and

Whereas many departments are responsible for the property of both College and Community members and rely on the consistent support of full-time custodial staff, and

Whereas there are well documented instances of increased costs, management redundancies, quality of work performance issues, and ethical and legal issues with contracted out services, and

Whereas this unilateral decision was made without regard for the possible alternate solutions which could have been identified by the College custodial workers and their Union, and

Whereas outsourcing does not support the College's Strategic Values, specifically:

Consistently meet or exceed the needs and expectations of our learners, community and ourselves;

Be innovative and forward-thinking;

Consider the talents, feelings and contributions of all in our interactions and behavior;

Practice active listening and collaboration in our daily work;

Base our relationships on the essential dignity of each individual;

Understand that inclusion makes us stronger and able to perform at higher levels;

Honor our role as stewards of the public trust through effective and efficient use of resources;

Whereas outsourcing is not consistent with the College's obligation to its AQIP re-accreditation criteria, specifically AQIP 4, which obliges the College to "value people,"

Be it resolved that the Members of AFT Local 243 commit to countering all efforts to outsource College work, and request that the College recall its current Request for Proposals to outsource custodial services and collaborate with Local 243 to identify alternative solutions.