

**Miami University Board of Trustees
Special Meeting
200 Civic Center Drive, Columbus, Ohio, 43215
Enter through the 12th floor offices of BakerHostetler
11:00 a.m., Wednesday, September 10, 2025
The meeting was also streamed via a public Zoom link**

The Secretary to the Board of Trustees confirms that as specified in the Regulations of the Board of Trustees of Miami University, in compliance with Section 121.22 of the Ohio Revised Code, due notice was given prior to holding this meeting of the Board of Trustees.

The meeting was called to order at 11:00 a.m. with Vice Chair Debbie Feldman presiding. Roll was called with a third of the Trustees physically present and a majority of Trustees present in-person or remotely, constituting a quorum. In addition to the Trustees, members of the President's Executive Cabinet attending for all or part of the meeting were President Greg Crawford; interim Provost Chris Makaroff; Senior Vice Presidents Jayne Brownell, and David Creamer; Vice Presidents Jessica Rivinius, Amy Shoemaker, and Jessica Palatka; and Ted Pickerill, Chief of Staff, and Secretary to the Board of Trustees. Head of the negotiating team, Associate Vice President Dawn Fahner was also present

Roll call of Trustees:

Present:	Steve Anderson (Remote)	Lisa Peterson (In Person)
	Bill Ebbing (Remote)	Rick McVey (National, Remote)
	Deborah Feldman (Remote)	Dinesh Paliwal (National, Remote)
	Zachary Haines (In Person)	Rod Robinson (Remote)
	Beth McNellie (In Person)	Mark Sullivan (National, Remote)

Absent: Trustees Ryan Burgess and Mary Schell; National Trustee Biff Bowman and Jeff Pegues; and Student Trustees Arushi Agrawal and Peyton Morrow

Public Business Session

Executive Session

Trustee Haines moved, Trustee McNellie seconded, and by unanimous roll call vote, with seven voting in favor and none opposed, the Board convened to consider negotiations with public employees, as provided by the Open Meetings Act, Ohio Revised Code Section 121.22.

Return to Public Session

Resolution

Collective Bargaining Agreement with AFSCME

The resolution was presented and Trustee McNellie moved, Trustee Haines seconded, and by roll call vote the resolution was unanimously approved, with seven voting in favor and none opposed.

Adjournment of Meeting

With no other business to come before the Board, Trustee Haines moved, Trustee McNellie seconded, and by unanimous roll call vote, with seven voting in favor and none opposed, the Board meeting adjourned at 11:30 a.m.



T. O. Pickerill II
Secretary to the Board of Trustees

Resolution 2026-xx

WHEREAS, the University, by its representative bargaining team, submits its successor collective bargaining agreement between Miami University (the “University”) and the AFSCME Local 209 that will govern the terms and conditions of employment for AFSCME-represented staff at the University.; and

WHEREAS, duly authorized representatives of the University have met and discussed with representatives of the Union and have reached a full tentative agreement on its successor collective bargaining agreement with the AFSCME unit.; and

WHEREAS, in accordance with O.R.C. 4117, the full tentative collective bargaining agreement shall not become final and binding upon the University and the Union, until Union membership has ratified the full tentative agreement and the University Board of Trustees has approved the full tentative agreement; and

WHEREAS, the University was informed by AFSCME Local 209 that its members successfully ratified the agreement on July 30, 2025; and

WHEREAS, this successor collective bargaining agreement between Miami University and AFSCME was the result of four and a half collective bargaining negotiation sessions and one mediation session between the parties, and

WHEREAS, this collective bargaining agreement is now being presented to the Board of Trustees with endorsement for approval from the University President and the Vice President for Human Resources.

NOW, THEREFORE BE IT RESOLVED by the Board of Trustees of Miami University that:

(A) The attached “Summary of Articles During the Miami University and AFSCME Collective Bargaining Negotiations” containing tentative agreements on compensation, benefits and other non-economic matters are approved in principle, subject to preparation and adoption of a final and complete revised collective bargaining agreement.

(B) The Executive Vice President & Provost and the Chief Human Resources Officer, or their designees, are authorized to take all steps necessary and appropriate to implement this collective bargaining agreement. It is anticipated that a final revised collective bargaining agreement will be prepared and executed by Miami University and AFSCME Local 209 within 30 days of the passage of this resolution.

Attachment A

Summary of Articles During the Miami University and AFSCME Collective Bargaining Negotiations

I. Summary Background

This successor collective bargaining agreement between Miami University and AFSCME Local 209 was the result of four and a half collective bargaining negotiation sessions and one mediation session between the parties. A full tentative contract agreement was reached on July 21, 2025. On July 30, 2025, the Union informed the University that its membership ratified the full tentative contract agreement.

The University's negotiating team consisted of:

- Evan Cohn, Attorney, Taft
- Aimee Smart, Director, Labor Relations
- Jeremy Davis, Senior Director Operations
- Dawn Fahner, Associate Vice President Human Resources
- Geno Svec, Senior Director Dining Services

The Union's negotiating team consisted of:

- Kyle Benton, AFSCME Council 8 Staff Representative
- Jeff Mills, AFSCME Local President
- Shane Witter, AFSCME Local Vice-President
- Lloyd Cameron, AFSCME Local Secretary
- Sy Revelee, AFSCME Local Union Steward
- Jeff Lohrey, AFSCME Local Union Steward
- Summer Shaffer, AFSCME Local Union Steward
- Lisa Smith, AFSCME Local Union Steward
- Andrea (Dawn) Mays, AFSCME Local Union Steward

The following summary highlights significant articles related to the economic and work-related terms and conditions of the collective bargaining agreement tentatively agreed to by the parties and ratified by the Union membership. The tentative agreement for each of the articles is attached hereto as Exhibit B.

1) Article 12 – Union Security

- a) Replaced all sections with revised language to reflect current practices.

2) **Article 16- Probation**

- a) Section D – removed language requiring management obtain mutual agreement from the bargaining unit
- b) Maintained current contract language for all others

3) Article 22 – Pre-Disciplinary Procedures

- a) Section A and B – added “Local Secretary” to the list of positions for notice delivery
- b) Maintained current contract language for all others

- 4) Article 24B Grievance Procedures
 - a) Section D – updated for other mediation services as the Federal Mediator Conciliation Services has been decimated with the federal government staffing cuts
 - b) Maintained current contract language for all others
- 5) Article 25A Hours of Work and Overtime
 - a) Section B- clarified that if an employee is “called back” they will be eligible for overtime even if paid sick leave has been utilized in the same work week
 - b) Maintained current contract language for all others
- 6) **Article 26 Wages**
 - a) Section 1 – Maintained “me too” language for annual increases in the second and third year of the contract
 - b) Section 2 – deleted irrelevant for new contract
 - c) Section 3 – 3% annual increase, aligned with increase all other Miami employees received
 - d) Maintained current contract language for all others
- 7) Article 28 Vacation
 - a) Section D – updated language to reflect current practice of allowing newly hired employees to used vacation as it is accrued during the first year of employment
 - b) Maintained current contract language for all others
- 8) Article 29-Holidays
 - a) Section A – Agreed to recognize “Winter Closure Days” as holidays, therefore employees scheduled to work on these days would receive holiday premium pay.
 - b) Maintained current contract language for all others
- 9) **Article 35-Meals**
 - a) Section B- Removed reference to “payroll deduction” as a means for payment
 - b) Maintained current contract language for all others
- 10) Article 55 -Driver License Requirements and Motor Vehicle Reports
 - i) Housekeeping clean-up to clarify the Union may request to bargain effects of university policy on unsatisfactory driving records
 - b) Maintained current contract language for all others
- 11) **Article 54-Drug and Alcohol Testing**
 - a) Strengthened language to align with existing Miami policy and clarifying the University has discretion when to conduct post-accident/incident drug and alcohol testing
 - b) Maintained current contract language for all others

Articles not listed were not opened/negotiated, current contract language retained.