




Memorandum

To: Robert Specter, Vice President for Administrative Affairs

From: Eric Kasischke, Chair of the University Senate 

Cc: Michele Eastman, Steven Petkas, Marcia Marinelli

Date: April 23, 2012

Re: Proposal to Reintroduce Early Morning Shuttle Service for Facility and Residential Management Workers (Senate Doc. No. 11-12-40)

The Senate Executive Committee (SEC) requests that you consider the points raised and recommendations put forth in the attached "*Proposal to Reintroduce Early Morning Shuttle Service for Facility and Residential Management Workers.*"

The Senate's Campus Affairs Committee holds an annual safety forum to discuss campus-wide issues. The theme for this year's forum was sexual harassment and sexual assault. A speaker at the forum expressed concern for the safety of campus staff who work on campus early in the morning and must walk to buildings in the dark. Those concerns prompted the attached proposal.

The SEC reviewed the proposal at its meeting on April 17, 2012 meeting. Members of the committee noted that the issues raised are not policy related. There were also concerns about abiding by the University's collective bargaining agreements with the Unions. Therefore, the SEC agreed that the issue is best reviewed through the appropriate channels in the administration.

The SEC agrees that the safety of our campus constituents should be a priority. Therefore, we ask that you consider the concerns raised in the proposal and recommend whether administrative action is appropriate. Members of the Senate's Staff Affairs and Campus Affairs Committees would be willing to discuss possible solutions with you.

If possible, we request that you report on any actions related to this request to the Senate Office by the end of the review process. If you have any questions regarding this request, please contact Ms. Reka Montfort at x55804 or reka@umd.edu.

Attachment

EK/rm



University Senate PROPOSAL FORM

Name:	Solomon Comissiong
Date:	April 4, 2012
Title of Proposal:	Proposal to Reintroduce Early Morning Shuttle Service for Facility and Residential Management Workers
Phone Number:	301-314-8439
Email Address:	Solomon@umd.edu
Campus Address:	1120 Nyumburu
Unit/Department/College:	Nyumburu Cultural Center
Constituency (faculty, staff, undergraduate, graduate):	Faculty/Staff and President of the Black Faculty & Staff Association
Description of issue/concern/policy in question:	<p>Scores of university women workers (mostly housekeeping and custodial staff) have come forward with horrifying allegations of workplace sexual assault and abuse. These allegations are detailed throughout the BFSAs 56-page worker abuse report (http://bfsaumd.wordpress.com/workers-rights-report/). Countless women workers have also aired their sexual abuse allegations at seven forums that were hosted by BFSAs, in conjunction with other organizations. Many of these allegations were said to have happened at the early morning hours when many workers check in at 4:00 AM. These women have categorically stated how fearful they are when they walk in the darkness from one work zone to another. They desperately would like a restoration of the shuttle service that used to be provided to workers as recently in the 1990s, when it brought them from wherever they punched in to the various work zones.</p>
Description of action/changes you would like to see implemented and why:	<p>This kind of shuttle service would help provide added safety to our valued workers and show that we (as a community) are committed to this human rights issue (sexual abuse). Restoring this much needed shuttle service should not be a huge undertaking when it comes to re-implementing. If we value our workers like we do our reputation, we should move forward with this shuttle service as soon as possible. This AM shuttle service would not be a huge financial undertaking,</p>

	<p>however regardless of the costs---it is something that should not be impeded because of cost. If we can build infrastructure around campus at the "drop of a hat" we should be able to provide shuttle service to ensure the overall protection of women workers who are petrified over being physically abused. I am asking the senate to help bring about this workplace policy change by way of a bill that would re-establish an AM shuttle service for campus workers. Their protection is a human right. We have met with university law enforcement officials (including Chief David Mitchell) who concur that this is a service whose need is of the essence. As it stands right now UMD students are waking up at 3 AM to come to campus to provide foot escort service to these workers, from zone to zone. These students are doing an incredibly altruistic service, however this is something the university, itself, should be providing for workers. Please visit: www.justiceatmaryland.com for details of what these students have been doing to help campus workers.</p>
<p>Suggestions for how your proposal could be put into practice:</p>	<p>Coordination between the President's administration, Facilities Management and the Department of Transportation is essential to reintroduce the AM shuttle service for workers. This could be accomplished with a small-designated fleet of minivans simply picking up workers and dropping them off at their various work zones during the AM hours. This invaluable service would need funding, which I hope that the University Senate will also push for. The costs should be relatively low, however with an issue like this---cost should not prevent the restoration of this service.</p>
<p>Additional Information:</p>	<p>Please refer to the BFSa 56-page report for further justification for this prospective bill/policy initiative by visiting: http://bfsaumd.wordpress.com/workers-rights-report/.</p>