



LEO's History

- September 2001 Lecturers begin organizing. The main issues are wages, job security and professional respect.
- April 2003 Lecturers vote 631 to 135 to unionize. LEO is certified as a union by the State of Michigan.
- August 2003 Contract negotiations begin with the University Administration.
- February 2004 Members ratify a constitution for LEO.
- April 2004 Contract negotiations come to an impasse. Lecturers go on a one day strike, shutting down most classes, after which a Tentative Agreement with the University Administration is reached.
- June 2004 Lecturers vote to ratify their first Contract. The main gains are improved wages and health-care coverage; and job security based on performance evaluation, a layoff and recall system, and a grievance process.
- September 2004 Implementation of the first Contract ensues. The main issues are job classification; criteria for performance reviews; workload; and unfair dismissal, lay-off, and appointment reduction of Lecturers.
- January 2007 Contract negotiations for the second Contract begin with the University Administration.
- June 2007 LEO reaches a Tentative Agreement with the University Administration.
- September 2007 Lecturers vote to ratify their second Contract. The main gains are improved wages; enhancement of the appointment system, layoff and recall system, and grievance process; and the creation of a professional development fund.
- September 2007 Implementation of the second Contract ensues. The main issues are narrower than in the first implementation, arising instead within individual Departments, Schools, and Units in the University.



What's Next?

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| January 2010 | Contract negotiations for the third Contract begin with the University Administration. |
| May 15, 2010 | The current LEO-UM Collective Bargaining Agreement expires. |

LEO
Lecturers' Employee Organization
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