



Vice Provost Mike Rounds
University of Kansas
Carruth O'Leary Hall, Room 103
1246 West Campus Road
Lawrence, KS 66045-7521

Wednesday, June 19th, 2019

Mr. Rounds,

Recently, the University violated Article 4, Section 4 of our Memorandum of Agreement by failing to notify AFT-Kansas and GTAC of the retirement of and replacement for the Director of Human Resources Management at the University of Kansas. As the Director is specified in multiple provisions of our agreement, GTAC was concerned about maintaining our responsibilities towards the Director and vice versa. As you know, we filed a grievance in this matter and asked to resolve this issue by choosing a mutually agreement replacement person for the duration of the agreement. In response, we were informed that as there is no Director, there is no violation. While we have concerns that this does not satisfy the spirit of our agreement, we do concede that this satisfies the letter of our agreement and we thereby agree with your resolution. In keeping with this resolution, please be advised that the parties cannot comply with Article 4, Sections 3, 4, and 6a or Article 15, Section 5 and as there is no Director, the University cannot complain that non-observance of these provisions is a violation of our agreement. We are pleased that we were able to reach a resolution of this grievance. Thank you for your time.

Respectfully,

Rose Welch, AFT-Kansas

Neill Kennedy, GTAC President

Kansas Association of Public Employees/AFT-Kansas

1300 SW Topeka Blvd. • Topeka, KS 66612 • 785-235-0262 • Fax: 785-235-3920 • Toll Free 1-800-232-5273

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