



## **RESOLUTION TO OUTLINE STAFF SENATE’S POSITION ON OUTSOURCING CURRENT UNIVERSITY OF ARKANSAS, FAYETTEVILLE (UAF) EMPLOYEE JOBS**

As the governing body representing the interests and well-being of the entire staff at the University of Arkansas, Fayetteville, the Staff Senate recognizes the indispensable contributions of custodial and facilities staff in fostering a clean, safe, and vibrant campus atmosphere. Aware of the potential adverse effects of outsourcing on our community, we acknowledge the dedication and expertise of these employees, whose work underpins the very essence of our campus life.

The Staff Senate understands the severity of the repercussions that outsourcing can have on job security, employee morale, and the overall quality of service on campus. We whole-heartedly support the staff who may be impacted by such measures, advocating for the continuance of their employment within our university community.

**WHEREAS** the long-term costs of outsourcing often outweigh projected short-term savings;

**WHEREAS** University of Arkansas, Fayetteville employees possess irreplaceable institutional knowledge and demonstrate unwavering dedication, both of which are essential to the university's successful operation;

**WHEREAS** outsourcing of custodial and facilities services could lead to job losses, reduced wages, and diminished benefits, directly contradicting our commitment to employee well-being and our “Employer of Choice” campaign;

**WHEREAS** the Staff Senate is concerned that outsourcing current state employees to a private company will jeopardize employees' eligibility for the Public Service Loan Forgiveness (PSLF) program offered to U.S. federal, state, local, or Tribal government or qualifying not-for-profit organization;

**WHEREAS** the Staff Senate reaffirms its unwavering commitment to supporting and protecting the jobs of its dedicated custodial and facilities staff, whose work is integral to the university's operations and mission;

Therefore, **BE IT RESOLVED** by the Staff Senate of the University of Arkansas, Fayetteville:

1. That our primary objective is for **all jobs currently considered for outsourcing to remain under the direct employment of the University of Arkansas**, honoring our commitment to our valued employees. This requires the University of Arkansas to prioritize the retention of current employees and explore all internal restructuring, reassignment, or retraining options before resorting to outsourcing;



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2. Should the above objective prove infeasible, the Staff Senate recommends that employees be offered the choice to remain with the University of Arkansas or transfer to the new company. Subsequent vacancies would then transition to the new company upon employee departure or retirement.
3. If retaining all jobs within the University of Arkansas proves impossible, the Staff Senate strongly advocates for a rigorous Request for Proposal (RFP) process to identify the most qualified vendor, ensuring fairness and ethical standards if outsourcing becomes unavoidable.

**BE IT FURTHER RESOLVED** that should a true RFP process be employed; the following protections and safeguards should be integrated as contractual stipulations with the selected vendor(s):

- **Competitive Compensation:** The chosen vendor(s) should provide a wage and benefits package that meets or exceeds the package, including weather essential compensation, offered by the University of Arkansas at the time of outsourcing for the duration of their employment.
- **University Support for Employees:** The University should provide the following for impacted employees:
  - Continuation of the current reduced-price tuition waiver for employees or their dependents as outlined in Fayetteville Policies and Procedures 512.0.
  - Provision of early retirement options for eligible staff.
  - Access to mental health support during the transition.
  - Distribution of generous severance packages to those who qualify.

**CLOSING STATEMENT:** This resolution reflects the Staff Senate's unwavering dedication to the well-being and fair treatment of all employees. The University of Arkansas must demonstrate leadership by upholding the highest standards of employment practices and by prioritizing its community and mission.

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Staff Senate Chair, Roy Cordell

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Date