

# Middle Path Partnership Agreement

We, Kenyon College and its unions, are committed to jointly develop a partnership that will accomplish goals of mutual benefit to all students, employees, unions, and the community in which we are located.

As partners in workplace change, we will enhance the core mission of the college by establishing a better relationship and address the compelling need to create a system of labor-management relations responsive to the challenges we face. This new labor-relations system, based on our partnership, will meet the key metrics which we have jointly agreed will make Kenyon College and its employees successful. Our partnership will enhance the quality of service to the campus, job satisfaction and safety for all employees.

Kenyon College and its unions recognize their collective responsibility to gain commitment from all Kenyon Maintenance employees, to contribute to the success of the college and promote a positive work environment. This agreement will enable employees in all parts of the organization to participate in workplace change. They will share information, solve problems, and make decisions to a far greater extent than in the past. We will implement, through shared decision-making, a new work system designed to meet the challenges facing the college and its employees.

The success of the new work system will depend on a commitment to supply the resources, the time, and the staff to meet key metrics and arrive at predetermined levels of shared decision-making. It will depend on a commitment from all employees to sharpen existing skills, seek out, learn, and apply new knowledge in diverse functions and work activities.

---

---

Signed this date: \_\_\_/\_\_\_/\_\_\_