

BOARD OF REGENTS
EASTERN MICHIGAN UNIVERSITY

SECTION: 22

DATE:

September 20, 2011

RECOMMENDATION
COLLECTIVE BARGAINING AGREEMENT BETWEEN EASTERN MICHIGAN
UNIVERSITY AND AFSCME LOCAL 3866 (FM UNIT)

ACTION REQUESTED

It is recommended that the Board of Regents approve the new collective bargaining agreement between Eastern Michigan University and AFSCME Local Union 3866 affiliated with AFSCME Council 25 (FM Unit).

STAFF SUMMARY

The recommendation is based on outcomes of negotiations between Eastern Michigan University and AFSCME Local 3866. The proposed agreement covers approximately 200 employees and was ratified by the Union on July 13, 2011.

Significant provisions of the proposed agreement include:

- o Three year agreement, effective July 1, 2011 through June 30, 2014
- o Effective January 1, 2012, adoption of the University's health care plan currently in place for most other employees including increases in deductibles, copays, coinsurance and employee premium sharing with \$1,250 lump sum increase to base salary to help offset the increased health care cost sharing beginning at that time
- o Guaranteed across-the-board increase to base salary:
 - o July 1, 2011 0 %
 - o July 1, 2012 0 %
 - o July 1, 2013 1.0 %

FISCAL IMPLICATIONS

The net cost impact resulting from this agreement is contained in the FY12 budget approved by the Board on June 21, 2011.

ADMINISTRATIVE RECOMMENDATION

The proposed Board action has been reviewed and is recommended for Board approval.

University Executive Officer

Date

9/20/11