

Eastern Michigan University's Best and Final Offer of Settlement

September 5, 2006 9:45 pm

1. Article III Recognition of Association  
Current contract language
2. Article V Association Rights  
See University proposal of 8/21/06 (attached)
3. Article XII Sabbatical Leaves, Research/Creative Activity Fellowships  
See University proposal of 7/19/06 (attached)
4. Article XIV Faculty Appointments, Reappointments, Tenure and Promotion  
See University proposal of 9/5/06 (attached)
5. Article XVIII Compensation  
See EMU proposal of 9/5/06 (attached)
6. Article XIX Fringe Benefits  
Amend the current language of the Article and all Appendices to accommodate the University's proposal of 9/5/06 5:15 pm (attached)
7. Article XX Retirement Benefits  
See University proposal of 9/5/06 5:15 pm (attached)
8. Article XXII Health and Safety Committee  
Current contract language
9. Article XXIX Duration  
See University proposal of 8/21/06 (attached)
10. Appendix H Entry level salaries  
Delete
11. Appendix I HMO  
Delete
12. Appendix J Care Choices  
Delete

13. Appendix K BCBS Traditional with Master Medical and Community Blue Benefits  
Delete
14. Appendix M Continuing Education – Compensation for Online Courses  
Retain
15. Appendix S Academic Affairs Educational Environment and Facilities Planning Committee  
See University proposal of 8/31/06 (attached)
16. All prior tentative agreements are hereby incorporated in this offer.