

**Tentative Agreement**  
**Between**  
**Eastern Michigan University**  
**and**

**The Eastern Michigan University Chapter of the American Association of  
University Professors**

The parties agree that the terms of the current Collective Bargaining Agreement by and between Eastern Michigan University and the Eastern Michigan University Chapter of the American Association of University Professors shall be extended until August 31, 2021.

In addition to the terms stated in the existing bargaining agreement, the parties agree that:

1. Effective with the beginning of the academic year 2019-2020, each Faculty Member appointed prior to September 1, 2018, shall receive an increase of one and three quarters percent (1.75%) added to his/her academic base salary.
2. Following the salary adjustment hereinabove provided for academic year 2019-2020, those Faculty members granted promotions which are effective with the beginning of the 2019-2020 academic year shall receive those promotional increments provided for in Article XVIII.J of the current collective bargaining agreement.
3. Effective with the beginning of the academic year 2020-2021, each Faculty Member appointed prior to September 1, 2019, shall receive an increase of one and sixth tenths percent (1.6%) added to his/her academic base salary.
4. Following the salary adjustment hereinabove provided for academic year 2020-2021, those Faculty members granted promotions which are effective with the beginning of the 2020-2021 academic year shall receive those

promotional increments provided for in Article XVIII.J of the current collective bargaining agreement.

5. Participants in the Blue Cross and Blue Shield Community Blue PPO plan shall be required to make the following contribution through automatic payroll withholding to the cost of such coverage:

**BCBS- Yearly Premiums (CY refers to calendar year beginning January 1)**

	CY 2020	CY2021
Single	\$1,068	\$1,158
Two-person	\$2,137	\$2,319
Family w/3-4 Individuals	\$2,564	\$2,782
Family Plus (5 or more individuals)	\$2,990	\$3,244

6. Participants in the Blue Cross and Blue Shield HMO plan shall be required to make the following contribution through automatic payroll withholding to the cost of such coverage:

**HMO Yearly Premiums (CY refers to calendar year beginning January 1)**

	CY 2020	CY2021
Single	\$289	\$329
Two-person	\$575	\$653
Family w/3-4 Individuals	\$718	\$815
Family Plus (5 or more Individuals)	\$865	\$982

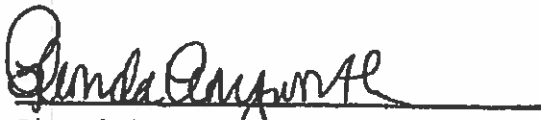
7. Participants in the Blue Cross and Blue Shield HSA plan shall be required to make the following contribution through automatic payroll withholding to the cost of such coverage:

**HSA Yearly Premiums (CY refers to calendar year beginning January 1)**


	<b>CY 2020</b>	<b>CY2021</b>
<b>Single</b>	<b>\$ 865</b>	<b>\$ 982</b>
<b>Two-person</b>	<b>\$1,729</b>	<b>\$1,962</b>
<b>Family w/3-4 individuals</b>	<b>\$2,160</b>	<b>\$2,451</b>
<b>Family Plus (5 or more individuals)</b>	<b>\$2,593</b>	<b>\$2,944</b>

8. Recognizing that any change to health care plan designs and rates as discussed in the collective bargaining agreement must be negotiated, it is agreed that a University Health Care Task Force will be established to study and discuss data around health care trends, plan utilization, rates, plan designs and other related issues. The EMU-AAUP will be asked to appoint a representative at the time the Task Force is established. Both parties acknowledge that participation on this task force does not constitute negotiation over healthcare benefits and does not meet the requirements for faculty participation in governance established by Article XIII of the EMU/EMU-AAUP agreement.
  
9. Recognizing continuing faculty concerns with current workload standards, the parties agree to form a Committee by April 30, 2019 to study and discuss issues related to workload and equivalencies. The structure of the committee and its charge will be mutually agreed upon by the parties. The parties anticipate that the work of the committee will be informed by workload data from EMU and peer institutions and that the Committee will consider different workload models that support departmental, college, and university missions. The work of the committee will not preclude departments requesting modifications of currently approved workload equivalencies. Both parties acknowledge that participation on this Committee does not constitute negotiation over workload and does not meet the requirements for faculty participation in governance established by Article XIII of the EMU/EMU-AAUP agreement.


10. This agreement does not preclude the parties from addressing any issues of mutual interest through mutual agreement in advance of the agreement's expiration.

  
Rhonda Longworth  
Provost and Executive Vice President  
Eastern Michigan University

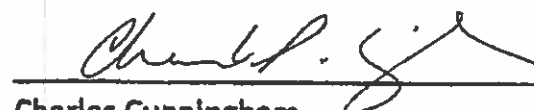
3/18/19  
Date

  
David Wolke  
Director of Academic Human Resources  
Assistant Vice President of Academic Affairs  
Eastern Michigan University

18 MAR 2019  
Date

  
Judith Kullberg  
President  
EMU Chapter of the American Association of  
University Professors

3/18/19  
Date

  
Charles Cunningham  
Vice President  
EMU Chapter of the American Association of  
University Professors

3/18/19  
Date