



**EASTERN MICHIGAN UNIVERSITY**

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**Proposal Date: March 28, 2022**

**Tentative Agreement**

**By and Between**

**Eastern Michigan University**

**And**

**AFSCME, Local 3866**

**The parties agree that the terms of the current Collective Bargaining Agreement (CBA) by and between Eastern Michigan University and AFSCME, Local 3866 shall be extended until June 30, 2023.**

**All terms and conditions of the current CBA will carry forward with wages increased by two and one-half percent (2.5%), along with an increase on the health care rates effective January 1, 2023 which is based on the increase applied during the last year of the current agreement. As it relates to wages and benefits, and for the sake of additional clarity, the parties agree that:**


- 1. A 2.5% (two and a half percent) across-the-board wage increase will be applied to the wage rates for all members of the bargaining unit on the active payroll as of 6/30/2022 to be effective 7/1/2022.**
- 2. The healthcare benefits program will remain unchanged throughout the duration of the extension period with the following employee contribution rates to be effective January 1, 2023:**

*Handwritten signatures and initials:*  
A large signature on the left, and initials "T.L.", "JL", and "NT" on the right.

**2023**

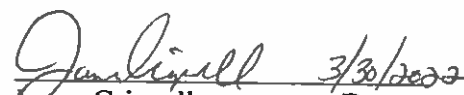
<b>Option #5</b>	<b><u>Employee</u> <u>Contribution</u></b>	<b><u>Per Pay</u> <u>Contribution</u></b>
Single	\$113.64	\$56.82
Two Person	\$227.51	\$113.76
3 to 4	\$272.90	\$136.45
5 or more	\$318.29	\$159.14
<b>Blue Care Network</b>		
	<b><u>Employee</u> <u>Contribution</u></b>	<b><u>Per Pay</u> <u>Contribution</u></b>
Single	\$35.26	\$17.63
Two Person	\$70.11	\$35.06
3 to 4	\$87.54	\$43.77
5 or more	\$105.38	\$52.69
<b>HSA Flexible Blue PPO</b>		
	<b><u>Employee</u> <u>Contribution</u></b>	<b><u>Per Pay</u> <u>Contribution</u></b>
Single	\$105.38	\$52.69
Two Person	\$210.62	\$105.31
3 to 4	\$263.17	\$131.59
5 or more	\$316.00	\$158.00


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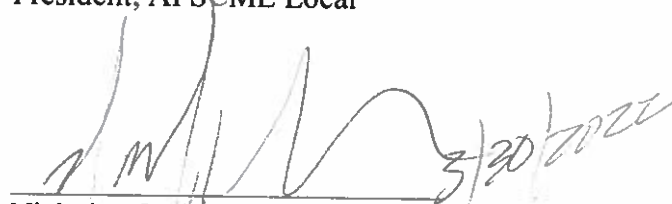
  
Dwayne G. Zuhlke, PhD      Date  
Director, Labor Relations and  
HR Business Partner Services


  
Denis Martin      Date  
AFSCME Council 25 Representative


  
Mia Bass, MAIR      Date  
HR Business Partner


  
Jason Crispell      Date  
President, AFSCME Local

  
Dieter Otto      Date  
Director of Physical Plant Operations  
Grounds and Custodial

  
Nicholas Graham      Date  
Vice President

  
Scott Storrar      Date  
Director Facilities, Planning and  
Construction

  
Scott Cejmer      Date  
Unit 1 Representative

  
Torrence Hughbanks      Date  
Unit 2 Representative

  
Nina Jones      Date  
Unit 3 Representative

***This Agreement is subject to ratification by the AFSCME Local membership.***