

**BOARD OF REGENTS**  
**EASTERN MICHIGAN UNIVERSITY**

**RECOMMENDATION**

**COLLECTIVE BARGAINING AGREEMENT BETWEEN EASTERN MICHIGAN UNIVERSITY AND THE EMU CHAPTER OF THE AMERICAN ASSOCIATION OF UNIVERSITY PROFESSORS (EMU-AAUP)**

**ACTION REQUESTED**

It is recommended that the Board of Regents approve the new collective bargaining agreement between Eastern Michigan University and the EMU Chapter of the American Association of University Professors (EMU-AAUP) and authorize the President to execute the Agreement on behalf of the Board of Regents.

**STAFF SUMMARY**

The recommendation is based on outcomes of negotiations between Eastern Michigan University and the EMU-AAUP. The proposed agreement covers approximately 700 full-time tenure-track faculty and was ratified by the bargaining unit on September 5, 2012. Significant provisions of the proposed agreement include:

- Three year agreement, effective September 1, 2012 through August 31, 2015
- Across-the-board salary increase of 2% for each of the three years
- Restructuring of health care plans effective January 1, 2013 including:
  - Elimination of PPO4
  - Addition of new HSA and HMO plans
  - Increased premiums by 8.25% (PPO plan) and 12% (HSA and HMO plans)
  - New pharmacy initiatives
  - Retail 90 available only at Snow Health
- Voluntary phased retirement created.
- Full Professor Adjustment
- Significant changes to the administration of online courses
- New incentives for grant activities

**FISCAL IMPLICATIONS**

The net cost impact resulting from this agreement is funded by the FY13 General Fund operating budget approved by the Board of Regents on June 19, 2012.

**ADMINISTRATIVE RECOMMENDATION**

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

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University Executive Officer

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Date