

**BOARD OF REGENTS**  
EASTERN MICHIGAN UNIVERSITY

<b>SECTION: 18</b>
<b>DATE:</b> September 18, 2012

**RECOMMENDATION**

**COLLECTIVE BARGAINING AGREEMENT BETWEEN EASTERN MICHIGAN UNIVERSITY AND UAW LOCAL 1975 (EMU CLERICAL/SECRETARIAL UNIT)**

**ACTION REQUESTED**

It is recommended that the Board of Regents approve the new collective bargaining agreement between Eastern Michigan University and UAW Local 1975 (EMU Clerical/Secretarial Unit) 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 Clerical/Secretarial bargaining unit (UAW Local 1975). The proposed agreement covers approximately 230 employees and was ratified by the bargaining unit on August 29, 2012.

Significant provisions of the proposed agreement include:

- Four year agreement, effective July 1, 2012 through June 30, 2016
- Across-the-board salary increases of 0% in the first year of the agreement, 1.5% in the second year, and 2.0% in the third and fourth years
- One-time bonus payment to members of \$750 within two pay periods of Board approval of the agreement
- Effective January 1, 2013, adoption of the University's 2013 employee health care plan structure offering three plan options (PPO, HMO, HSA) as announced for the University's non-represented employees, adopted by the Police Officers unit (POAM), and included in the Tentative Agreement with the Faculty unit (AAUP). Employee premiums for the PPO plan increase by 8.25% annually and for the HMO and HSA plans, by 12.0% annually. The employee premiums for the HMO plan are waived for the first year (2013 Calendar Year).
- Effective upon Board approval, members receive a \$1,250 increase to base salary to mitigate the impact of the increased health care cost sharing
- Significant non-economic provisions include removal of BCBS as the designated health care carrier, revisions to the bumping process to ensure a more orderly process, and doubling the size of the internal bargaining unit applicant pool for filling vacant positions

**FISCAL IMPLICATIONS**

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

**ADMINISTRATIVE RECOMMENDATION**

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

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University Executive Officer

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Date