

BOARD OF REGENTS
EASTERN MICHIGAN UNIVERSITY

RECOMMENDATION

**COLLECTIVE BARGAINING AGREEMENT BETWEEN EASTERN
MICHIGAN UNIVERSITY AND THE EASTERN MICHIGAN UNIVERSITY
FEDERATION OF TEACHERS (EMUFT) – FULL TIME LECTURERS**

ACTION REQUESTED

It is recommended that the Board of Regents approve the new collective bargaining agreement between Eastern Michigan University and the EMU-Federation of Teachers (EMUFT) - Full-Time Lecturers 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 EMUFT. The EMUFT is the University's Full-Time Lecturers bargaining unit. The proposed agreement covers approximately 100 full-time lecturers and was ratified by the unit on January 31, 2013. Significant provisions of the proposed agreement include:

- Four-year agreement, ending August 31, 2016
- Across the Board increases of 1.5% (1/1/13), 2%, 2%, and 1.75%
- \$1,250 added to base effective January 1, 2013
- Increases to minimum base salaries at each Lecturer level. (\$32,500, \$35,000, \$38,000)
- Promotional increases from \$2,000 to \$2,500 (I to II) ; \$2,000 to \$3,000 (II to III)
- Restructuring of the health care plan effective April 1, 2013 including;
 - Elimination of PPO1 and PPO2
 - Establishment of the new PPO5
 - Addition of new HSA and HMO plans
 - Increased premiums by 8.25% (PPO) and 12% (HSA and HMO)
- Establishment of a Professional Development Fund of \$10,000 annually

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 Board action has been reviewed and is recommended for Board Approval.

University Executive Officer

Date