

**BOARD OF REGENTS
EASTERN MICHIGAN UNIVERSITY**

RECOMMENDATION

SECTION: 22
DATE: October 13, 2015

**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 Interim President to execute the Agreement on behalf of the Board of Regents.

STAFF SUMMARY

The recommendation is based on the tentative agreement reached between Eastern Michigan University and the EMU-AAUP. The proposed agreement covers all full time tenure-track faculty and was ratified by the bargaining unit on September 10-11, 2015. Significant provisions of the proposed agreement include:

- Four year agreement, effective September 2, 2015 through August 31, 2019
- Across-the board salary Increase of 2.5% for each of the four years
- Changes to health care benefits include:
 - Annual increases in premiums by 8.5% (PPO Plan) and 13.95% (HSA and HMO plans)
 - Spouses with access to employer subsidized medical and dental insurance must enroll with their employer's plan for primary coverage beginning in 2017
 - Increase health care waiver to \$2000 in 2017
 - Increased prescription drug co-pays (\$10 Generics, \$30 Formulary, \$60 Non-formulary)
 - Additional prescription drug tier for Specialty Drugs (\$75 co-pay)
- Calendar-year option added to Voluntary Phased Retirement

FISCAL IMPLICATIONS

Yes, as describe above

ADMINISTRATIVE RECOMMENDATION

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

University Executive Officer
Gloria Hage