

Tab D-1
June 21, 2016

**BOARD OF REGENTS
EASTERN MICHIGAN UNIVERSITY**

RECOMMENDATION

**COLLECTIVE BARGAINING AGREEMENT BETWEEN EASTERN
MICHIGAN UNIVERSITY AND AFSCME LOCAL 3866**

ACTION REQUESTED

It is recommended that the Board of Regents approve the tentative collective bargaining agreement between Eastern Michigan University and the American Federal of State, County and Municipal Employees, Local 3866 and authorize the President of the University 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 AFSCME Local 3866. The proposed agreement covers all University employees with the FM classification and was ratified by the bargaining unit on June 13, 2016. Significant provisions of the proposed agreement include:

- Three year agreement, effective July 1, 2016 through June 30, 2019.
- Across-the board salary increase as follows:
 - 2.0% increase effective on July 1, 2016.
 - 2.0% increase effective on July 1, 2017.
 - 1.0% increase effective on July 1, 2018.

- Health care benefits include:

Effective January 1, 2017, the current University's health care insurance plans: PPO 5, HMO, and HSA/PPO with the proposed University's health care rates for 2017, 2018 and 2019, will be in effect for all members of the bargaining unit.

- Retirement benefits include:

Effective July 1, 2016, all eligible employees will receive a 5% University contribution and an additional maximum 4% University matching contribution based upon the amount of the employee contribution. The maximum total University contribution is 9%.

- Overtime hours will be calculated on a weekly basis instead of a daily basis.

FISCAL IMPLICATIONS

Yes, as described above.

ADMINISTRATIVE RECOMMENDATION

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

University Executive Officer
Gloria Hage

Tab D 2
DATE:
June 21, 2016

BOARD OF REGENTS
EASTERN MICHIGAN UNIVERSITY

**RECOMMENDATION
DELEGATION OF AUTHORITY TO APPROVE
COLLECTIVE BARGAINING AGREEMENT
BETWEEN EASTERN MICHIGN UNIVERSITY AND
EMU POLICE OFFICERS ASSOCIATION OF MICHIGAN**

ACTION REQUESTED

It is recommended that the Board of Regents delegate to the President of the University the authority to approve a successor collective bargaining agreement between Eastern Michigan University and the EMU Police Officers Association of Michigan (POAM) representing the police officers and detectives at Eastern Michigan University.

This delegation expires October 30, 2016.

STAFF SUMMARY

EMU has reached a tentative agreement for a successor collective bargaining agreement with the POAM. The Board of Regents has authority to approve collective bargaining agreements between EMU and the bargaining units that represent its employees. The Board of Regents next meets on November 1, 2016. If an agreement is ratified prior to the next Board of Regents meeting, the Board delegates the authority to the President to approve the agreement.

FISCAL IMPLICATIONS

Tentative at this time.

ADMINISTRATIVE RECOMMENDATION

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

University Executive Officer
Gloria A. Hage

Date