

BOARD OF REGENTS
EASTERN MICHIGAN UNIVERSITY

SECTION: 1

DATE:

August 2, 2016

RECOMMENDATION
APPROVAL OF COLLECTIVE BARGAINING AGREEMENT
BETWEEN EASTERN MICHIGAN UNIVERSITY AND
EMU POLICE OFFICERS ASSOCIATION OF MICHIGAN

ACTION REQUESTED

It is recommended that the Board of Regents approve the tentative 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 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 the POAM. The proposed agreement was ratified by the POAM bargaining unit on July 7, 2016. Significant provisions of the proposed agreement include:

- Four year agreement, effective July 1, 2016 to June 30, 2020.
- Across the board salary increase as follows:
 - 2.0% increase effective July 1, 2016
 - 2.0% increase effective July 1, 2017
 - 2.5% increase effective July 1, 2018
 - Wages effective July 1, 2019 will be bargained in a reopener.
- Effective January 1, 2017, the proposed University's health insurance plans -- PPO 5, HMO, and HSA/PPO – will be offered. Spouses who have coverage through their employer must enroll in those plans for primary coverage; University coverage will be secondary. In calendar year 2017, the rates will be the health care, dental and prescription rates applicable to tenure track faculty. In the subsequent years of the contract, employee contribution rates increase annually by 8.5% for PPO and 13.5% for the HMO and HSA.
- Effective upon the approval of the Agreement, all eligible newly hired employees into the bargaining unit will receive a five percent University contribution to their retirement plan and an additional maximum five percent University matching contribution based upon

the amount of the employee contribution. The maximum university contribution is ten percent.

FISCAL IMPLICATIONS

The fiscal implications are described above.

ADMINISTRATIVE RECOMMENDATION

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

University Executive Officer
Gloria A. Hage

Date