

BOARD OF REGENTS
EASTERN MICHIGAN UNIVERSITY

SECTION: 2
DATE: August 2, 2016

RECOMMENDATION
APPROVAL OF COLLECTIVE BARGAINING AGREEMENT
BETWEEN EASTERN MICHIGAN UNIVERSITY AND
UAW LOCAL 1975

ACTION REQUESTED

It is recommended that the Board of Regents approve the tentative collective bargaining agreement between Eastern Michigan University and UAW Local 1975 representing the clerical and secretarial employees 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 UAW Local 1975. The proposed agreement was ratified by the UAW bargaining unit on July 12, 2016. Significant provisions of the proposed agreement include:

- Three year agreement, effective July 1, 2016 to June 30, 2019.
- 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
- Effective January 1, 2017, the proposed University's health insurance plans -- PPO 5, HMO, and HSA/PPO – will be offered. 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 January 1, 2018, spouses who have coverage through their employer must enroll in those plans for primary coverage; University coverage will be secondary.
- Effective upon the approval of the Agreement, all eligible newly hired employees into the bargaining unit will receive a four percent University contribution to their retirement plan and an additional maximum four percent University matching contribution based upon the amount of the employee contribution. The maximum university contribution is eight percent.

- Overtime is calculated on a weekly basis instead of a daily basis.
- Accrued sick time payout is eliminated for employees hired after the effective date of the Agreement.

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