

SECTION: 5
DATE:
September 30, 2016

BOARD OF REGENTS
EASTERN MICHIGAN UNIVERSITY

RECOMMENDATION

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

ACTION REQUESTED

It is recommended that the Board of Regents approve the recently negotiated collective bargaining agreement between Eastern Michigan University and the EMU Federation of Teachers Full-Time Lecturers bargaining unit (EMUFT). It is further recommended that the Board of Regents authorize the President to execute the Agreement on its behalf.

STAFF SUMMARY

The Recommendation is based on the tentative agreement reached between Eastern Michigan University and the EMUFT. The proposed agreement covers approximately 94 Full Time Lecturers and was ratified by the bargaining unit on September 15, 2016. Significant provisions of the proposed agreement include:

- Two year agreement, effective September 1, 2016 through August 31, 2018
- Across-the-board salary increase of 2.5% for each of the two years
- Changes to health care benefits include
 - Annual increases in premiums by 8.5 % (PPO Plan) and 13.95 % (HSA and HMO plans) to maintain current cost-sharing levels
 - Spouses with access to employer subsidized medical and dental insurance will enroll with their employer's plan for primary coverage beginning in January 2017
 - One-time only \$1,000 offset payment to employees whose spouses and Additional Eligible Adults are removed from primary or secondary coverage effective January 2017
 - Payment for waiving enrollment in EMU health insurance coverage remains at \$1,200
 - New prescription drug co-pays (\$10 Generics, \$30 Formulary, \$60 Non-formulary)
 - New prescription drug tier for Specialty Drugs (\$75 co-pay)
- Retirement
 - Current employees: 10% employer contribution (decrease of .5% from current coverage)
 - New employees (after Jan 2017): 5% employer contribution with option for

employees to contribute up to 5 % of earnings, with EMU match for a total maximum EMU contribution of 10 %

- Disability Coverage, to achieve parity with the other bargaining units
 - Short-Term Disability: Voluntary, employee-paid option only
 - Long-Term Disability: Employer paid

- Promotion increments
 - Lecturer I to Lecturer II: \$2,500 (no change)
 - Lecturer II to Lecturer III: \$3,500 (increase of \$500)

- Increases in minimum base salaries
 - Lecturer I: \$34,000
 - Lecturer II: \$36,500
 - Lecturer III: \$40,000

FISCAL IMPLICATIONS

Yes, as described above.

ADMINISTRATIVE RECOMMENDATION

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

University Executive Officer
Gloria A. Hage