

**BOARD OF REGENTS**  
EASTERN MICHIGAN UNIVERSITY

SECTION: **F**

DATE:

**June 27, 2017**

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

**ACTION REQUESTED**

It is recommended that the Board of Regents approve the tentative collective bargaining agreement (“Agreement”) between Eastern Michigan University and the EMU Command Officers Association of Michigan (“COAM” or “Union”) representing the police sergeants at Eastern Michigan University (“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 COAM and ratified by the COAM bargaining unit on June 20, 2017. Significant provisions of the proposed agreement include:

- Four year agreement, effective July 1, 2017 to June 30, 2021.
- Across the board salary increase as follows:
  - 2.0% increase effective July 1, 2017
  - 2.0% increase effective July 1, 2018
  - 2.0% increase effective July 1, 2019
  - Wages effective July 1, 2020 will be bargained in a reopener during the time period of April 1, 2020 to June 30, 2020.
- Effective January 1, 2018, the proposed University’s health insurance plans -- PPO 5, HMO, and HSA/PPO – will be offered. The university will not offer medical or dental coverage to spouses who have coverage through another source. The university will not offer medical or dental coverage to additional eligible adults or sponsored dependents.
- In calendar year 2018, 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, the university will offer a medical insurance Opt Out waiver to the employees up to the maximum annual allotment allowed by law, not to exceed \$2,000.00.

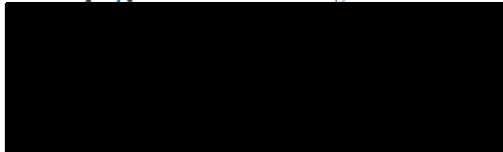
- Effective January 1, 2018, employees hired after July 1, 2013 into the bargaining unit will receive a five percent University contribution to their retirement plan and an additional maximum five percent University matching contribution utilizing a percentage step up tier based upon the employee contribution. The maximum university contribution is ten percent. For those hired and entered into the bargaining unit prior to July 1, 2013 the university will contribute eleven percent until July 1, 2019, when the university contribution will be reduced to 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**  
**David Turner, SPHR, SHRM-SCP**

6/26/2017

**Date**