

**BOARD OF REGENTS**  
EASTERN MICHIGAN UNIVERSITY

SECTION: **G**

DATE:

**June 27, 2017**

**RECOMMENDATION  
APPROVAL OF COLLECTIVE BARGAINING AGREEMENT  
BETWEEN EASTERN MICHIGAN UNIVERSITY AND  
EMU UNITED AUTOMOBILE WORKERS 1976**

**ACTION REQUESTED**

It is recommended that the Board of Regents approve the tentative collective bargaining agreement (“Agreement”) between Eastern Michigan University and the EMU International Union, United Automobile, Aerospace and Agricultural Implement Workers of America Local 1976 (“UAW 1976” or “Union”) representing the regular full-time and part-time non-academic and/or non-faculty professional technical and administrative employees 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 UAW 1976 and ratified by the UAW 1976 bargaining unit on June 26, 2017. Significant provisions of the proposed agreement include:

- Three year agreement, effective July 1, 2017 to June 30, 2020.
- Non base salary increase not rolled into the base salary as follows:
  - 2.5% payment effective July 1, 2017
  - 2.5% payment effective July 1, 2018
  - 2.5% payment effective July 1, 2019
- The 2016-2017 salary scale will remain status quo for the next three years.
- Effective July 1, 2017, the longevity scale extends as follows: (1) minimum 0-4 years, (2) 20% - 4-8 years; (3) 40% - 8-12 years; (4) 60% - 12-16 years; (5) 80% - 16-20 years; and (6) maximum – 20+ years. Grant funded, externally funded and Autism Collaborative Center employees are excluded from class rank longevity pay.
- 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.
- Dental coverage plan will increase from 75% to 80% and the maximum contract benefit increase from \$1,000 to \$1,500 and orthodontia to lifetime benefit of \$2,000.

- 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, all employees 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.

### **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*

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**Date**