

# BOARD OF REGENTS

## EASTERN MICHIGAN UNIVERSITY RECOMMENDATION

SECTION: **D**

DATE:

October 20, 2017

### APPROVAL OF PART-TIME LECTURERS CONTRACT

#### **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) which represents the University's Part-Time Lecturers. 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 a tentative agreement for a three-year contract reached between Eastern Michigan University and the EMUFT. The proposed agreement covers approximately 550 Part-Time Lecturers and was ratified by the bargaining unit on September 21, 2017. Significant provisions of the proposed agreement include:

- Language recognizing that this is the first EMU Part-Time Lecturer Agreement under Michigan's Right-To-Work Law.
- Three-year agreement, effective September 1, 2017, through August 31, 2020.
- Minimum pay rates are reset incrementally as follows:

Description	Minimum Rate AY 2017-18	Minimum Rate AY 2018-19	Minimum Rate AY 2019-20
Direct instruction per credit, contact or equivalent hour	\$1,220	\$1,245	\$1,275
Lab/Studio classes, per contact hour	\$543	\$554	\$567
University supervisors of student teachers, per student	\$610	\$623	\$638
Applied music instruction, per student for majors	\$648	\$661	\$677
Applied music instruction, per student for minors	\$324	\$331	\$339
*Music performance ensemble courses	\$914	\$934	\$956
Librarians, per hour	\$30.63	\$31.26	\$32.01

*\*A Music Performance Ensemble course is defined as a performance ensemble with its own course and section number, and is not affiliated with regular applied music studio classes.*

- Other Compensation/Benefits:
  - Pay will be received either as direct deposit or a payroll debit card. (No more paper checks.)
  - Adds an employee-paid Flexible Spending Account.
  - Provides 100% tuition waiver for eligible Employees for up to six credit hours.
  - Provides 50% tuition waiver for eligible employee spouses/dependents for up to six credit hours of undergraduate credit only.
  - Retains existing employee-paid tax-deferred annuity.
  
- Leaves:
  - Agreement retains three days of paid leave per semester.
  - Introduces an “Extenuating Circumstances Leave” (ECL), whereby eligible Employees may request an extended leave of one semester without pay. Employee will be eligible to return if work is available and they are qualified for the assignment. If the ECL was for medical circumstances, eligible Employees may request an additional semester. Employee will be eligible to return, if work is available and Employee is qualified for the assignment, and may be asked to provide a physician’s fitness-for-return-to-duty report.
  
- Appointments:
  - Agreement retains Part-Time Lecturer A and Part-Time Lecturer B appointment designations.
    1. Part-Time Lecturer A (PTL A) = 0 to 4 semesters employed
      - Eligible for one semester appointments, provided work is available and employee meets qualifications for the assignment(s).
    2. Part-Time Lecturer B (PTL B) = 5+ semesters employed
      - Eligible for two semester appointments, provided work is available and employee meets qualifications for the assignment(s).
  - Summer terms do not apply in counting semesters.
  - Clarification of language regarding reappointment of PTL As and PTL Bs:
    1. Minimum requirements for PTL A and B reappointments:
      - Met or exceeded expectations in most recent evaluation.
      - Minimum assignment equal to 2/3 of the average assignment over a three-semester work/lookback period, IF work is available and employee is qualified for the assignment.
  - No equivalencies or released time.
  - Prioritization:
    1. Order of assignment, layoff and recall (subject to limitations): PTL Bs prior to PTL As.
  
- Professional Responsibilities:
  - Establish office hour minimum and inclusion of directory information
  
- Evaluations:
  - Evaluations are periodic and do not impact compensation rates or A and B categories listed in above section.

- Evaluation schedule clarified and regularized for all Employees. Off-cycle evaluations may occur if/when performance issues arise, subject to administrative consultation.
- Evaluations include:
  1. Classroom and/or online observation by Department Head or his/her designee.
  2. Student evaluations, including student comments. Employees are responsible for retaining all original copies (and providing them upon demand).
  3. Course materials, such as syllabi, assignments, exams, etc.
  4. A current curriculum vitae or resumé.
- Grievance Procedure:
  - Provides greater clarity in definitions (grievances, consultation, harm, etc.) and consultation periods, allowing increased flexibility for department heads and deans to resolve issues before they rise to a grievance – without intervention on the part of the union, but subject to administrative consultation and adherence to the contract.

**FISCAL IMPLICATIONS**

Yes, as described above.

**ADMINISTRATIVE RECOMMENDATION**

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

[Redacted Signature]

University Executive Officer

10/3/17

Date