

SECTION: <b>A</b>
DATE: August 30, 2018

**BOARD OF REGENTS**  
**EASTERN MICHIGAN UNIVERSITY**

**RECOMMENDATION**

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

**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 (EMUFT) bargaining unit. 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 ninety (90) Full Time Lecturers and was ratified by the bargaining unit on July 27, 2018. Significant provisions of the proposed agreement include:

- Three-year agreement, effective September 1, 2018 through August 31, 2021
- Across-the-board salary increases:
  - 2018-19: 1.75% (added to base) + \$200 (not added to base)
  - 2019-20: 2.00%
  - 2020-21: 2.25%
- Overload rates and summer pay:
  - 2018-19: \$1,350/credit hour
  - 2019-20: \$1,375/credit hour
  - 2020-21: \$1,400/credit hour
- Addition of Lecturer III Salary Adjustment: \$2,000
  - Eligibility requirements:
    - Eight (8) years in rank; every eight (8) years thereafter
    - Follows promotion evaluation requirements
    - Must exceed expectations in each area of evaluation
- Increases in minimum base salaries
  - Lecturer I: \$37,000
  - Lecturer II: \$39,500
  - Lecturer III: \$43,000

- Contract language added/edited (no cost impact):
  - Supplemental salary adjustments
  - Substitution pay
  - Sponsored grants and contracts
  
- Changes to health care benefits include:
  - No changes in current university plans (PPO, HSA, HMO)
  - PPO premiums (employee contribution) increase by 8.5% year-to-year
  - HSA and HMO premiums (employee contribution) increase by \$13.8%-14.4% year-to-year in first two years; 13.5% in year three
  - Payment for waiving enrollment in EMU health insurance increases to \$2,000

### **FISCAL IMPLICATIONS**

Yes, as described above.

### **ADMINISTRATIVE RECOMMENDATION**

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



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University Executive Officer

8/17/2018