

**BOARD OF REGENTS  
EASTERN MICHIGAN UNIVERSITY**

**RECOMMENDATION**

**COLLECTIVE BARGAINING AGREEMENT BETWEEN EASTERN  
MICHIGAN UNIVERSITY AND AFSCME LOCAL 3866**

**ACTION REQUESTED**

It is recommended that the Board of Regents approve the tentative collective bargaining agreement between Eastern Michigan University and the American Federal of State, County and Municipal Employees, Local 3866 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 AFSCME Local 3866. The proposed agreement covers all University employees with the FM classification and was ratified by the bargaining unit on June 5, 2019. Significant provisions of the proposed agreement include:

- Three-year agreement, effective July 1, 2019 through June 30, 2022.
- Across-the board salary increase as follows:
  - 2.0% increase effective on July 1, 2019.
  - 2.0% increase effective on July 1, 2020.
  - 2.0% increase effective on July 1, 2021.
- Lump Sum payments
  - \$500.00 August 31, 2019
  - \$250.00 July 31, 2020
- Health care benefits include:

Effective January 1, 2020, the current University's health care insurance plans: PPO 5, HMO, and HSA/PPO with the proposed University's health care rates for 2020 and 2021, will be in effect for all members of the bargaining unit.

Effective January 1, 2021 no secondary spousal coverage.

Employees receive annual medical insurance Opt Out waiver, not to exceed Two Thousand (\$2,000.00) Dollars.

If both spouses work for the university, the employee cannot receive the Opt Out waiver.

Dental coverage eighty (80%) percent and the maximum contract benefit increase to One Thousand Five Hundred (\$1,500) Dollars. Orthodontia increases to lifetime benefit of Two Thousand (\$2,000) Dollars.

- Parking:

Parking will be paid on post-tax basis instead of the current pre-tax basis.

- Overtime

The calculation of overtime hours will include sick days.

### **FISCAL IMPLICATIONS**

Yes, as described above. Generally, the tentative agreement is in financial alignment with projected contract costs.

### **ADMINISTRATIVE RECOMMENDATION**

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



University Executive Officer  
David N. Turner

June 13, 2019