

**BOARD OF REGENTS
EASTERN MICHIGAN UNIVERSITY**

RECOMMENDATION

**COLLECTIVE BARGAINING AGREEMENT BETWEEN EASTERN
MICHIGAN UNIVERSITY AND UAW LOCAL 1975**

ACTION REQUESTED

It is recommended that the Board of Regents approve the tentative collective bargaining agreement between Eastern Michigan University and the United Automobile Workers (“UAW”), Local 1975 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 UAW Local 1975. The proposed agreement covers all University employees with the CS classification. The union indicated the tentative agreement will be ratified by the bargaining unit on June 12, 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.
 - 1.75% increase effective on July 1, 2021.
- Lump Sum payments:
 - \$160.00 August 31, 2019
 - \$160.00 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. Healthcare reopener for 2022.

- Parking:

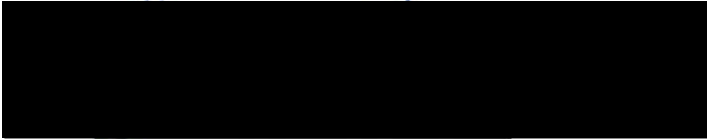
Employees pay \$156 post-tax beginning September 1, 2019.

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

6/12/2019

Date