

SECTION: D
DATE: June 18, 2020

**BOARD OF REGENTS**  
EASTERN MICHIGAN UNIVERSITY

**RECOMMENDATION**

**NEGOTIATION AND EXECUTION OF A COLLECTIVE BARGAINING  
AGREEMENT BETWEEN EASTERN MICHIGAN UNIVERSITY AND  
THE UAW/TOP LOCAL 1976**

**ACTION REQUESTED**

It is recommended that the Board of Regents authorize the President to negotiate and execute on its behalf a collective bargaining agreement with the UAW/TOP Local 1976 (“PT Union”) so long as the substantive terms of the collective bargaining agreement do not exceed the following parameters:

- 2 year term; PT Union members’ wages to increase by 0% for the 1<sup>st</sup> year and by 1% for the 2<sup>nd</sup> year; parking charges to increase to \$156.00 for the first year and by 5% each year thereafter; and covered employee healthcare costs to increase by 8.5% every year;

**or**

- 6 month term; all terms of the PT Union’s existing contract ending June 30, 2020 remain frozen except parking charges to increase to \$156.00 effective immediately, by 5% on 6/30/2021, and by 5% on each anniversary of said date thereafter.

**STAFF SUMMARY**

Despite their good faith efforts to do so, as of the date of this Recommendation the parties have not yet agreed upon a successor agreement to the collective bargaining agreement between them, currently set to expire on June 30, 2020. Nevertheless, the parties continue to negotiate in good faith the terms of a successor collective bargaining agreement, and may continue to do so on or after July 1, 2020. The President requests the Board of Regents’ authorization to continue to negotiate with the PT Union until a successor agreement is reached, so long as the substantive terms of this new collective bargaining agreement fall within the parameters the Board of Regents authorizes through this Recommendation. A successor collective bargaining agreement would cover approximately 315 EMU profession/technical employees.

**FISCAL IMPLICATIONS**

Yes, as described above.

**ADMINISTRATIVE RECOMMENDATION**

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



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**University Executive Officer**  
**Jeffrey E. Ammons**  
**Interim Chief Human Resources Officer**

6/18/20

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**Date**