

**BOARD OF REGENTS**  
EASTERN MICHIGAN UNIVERSITY

|                             |
|-----------------------------|
| SECTION: B                  |
| DATE:<br>September 15, 2021 |

**RECOMMENDATION**

**APPROVAL OF COLLECTIVE BARGAINING AGREEMENT BETWEEN  
EASTERN MICHIGAN UNIVERSITY AND EMU COMMAND OFFICERS  
ASSOCIATION OF MICHIGAN (COAM)**

**ACTION REQUESTED**

It is recommended that the Board of Regents approve the tentative collective bargaining agreement (CBA) between Eastern Michigan University and the EMU Command Officers Association of Michigan (COAM) representing the police sergeants at Eastern Michigan University, 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 the COAM and ratified by the COAM bargaining unit on August 26, 2021. Significant provisions of the proposed agreement include:


- **A three (3) year agreement, effective July 1, 2021, through June 30, 2024**
- **Across the board salary increase as follows:**
  - **2.0% increase effective upon ratification of the CBA**
  - **2.0% increase effective July 1, 2022**
  - **2.0% increase effective July 1, 2023**
- **Effective January 1, 2022, the University's health insurance plans – PPO5, HMO, and HSA/PPO – will be offered with agreed upon design plan changes.**
- **Effective January 1, 2022, January 1, 2023, and January 1, 2024, changes to the monthly employee health care premiums were agreed upon.**

**FISCAL IMPLICATIONS**

The fiscal implications are described above.

**ADMINISTRATIVE RECOMMENDATION**

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

  
Date September 15, 2021