

SECTION: U
DATE: October 3, 2022

**BOARD OF REGENTS**  
EASTERN MICHIGAN UNIVERSITY

**RECOMMENDATION**

**COLLECTIVE BARGAINING AGREEMENT BETWEEN EASTERN MICHIGAN  
UNIVERSITY AND THE EMU AMERICAN ASSOCIATION OF UNIVERSITY  
PROFESSORS UNIT (AAUP)**

**ACTION REQUESTED**

It is recommended that the Board of Regents approve the recently negotiated collective bargaining agreement between Eastern Michigan University and the EMU American Association of University Professors (AAUP) 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 AAUP. The proposed agreement covers approximately 506 Faculty members and was ratified by the bargaining unit on September 23, 2022. Significant provisions to the proposed agreement include:

Duration: Four years

Salary:

- Year One: 4% or \$4,000 to base salary whichever is greater (current avg. salary is \$90k)
- Year Two and Year Three: 3.25% to base salary
- Year Four: wage reopener

Health Care:

- Health Care plan design and premiums for PPO and HDHP (currently includes all APs, CS,P/T, COAM, POAM)
  - PPO family premiums in 2022 = \$3,041 New premiums in 2023 = \$4,976
- Current health care plan design for HMO option but \$0 for premiums (new). Maintains a low-cost option for all faculty.
- Secondary coverage for spouses will be removed in January 2025 (same as CS unit)
- Coverage removed for “other eligible adult” in January 2023

Parking:


- Faculty will pay \$277 for parking (University will dedicate 50% of revenues generated to support student transportation and the Student Emergency Fund)

**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**  
**Rhonda Longworth, Ph.D.**

September 26, 2022  
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**Date**