

**BOARD OF REGENTS**  
EASTERN MICHIGAN UNIVERSITY

**SECTION: U**

**DATE:**

August 24, 2022

**RECOMMENDATION**

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

**ACTION REQUESTED**

It is recommended that the Board of Regents approve the recently negotiated collective bargaining agreement between Eastern Michigan University and UAW Local 1975 (Clerical and Secretarial unit). It is further recommended that the Board authorize the President to execute the Agreement on its behalf.

**STAFF SUMMARY**

This recommendation is based on the Tentative Agreement reached between Eastern Michigan University and UAW Local 1975 to enter into a successor Collective Bargaining Agreement for the period of July 1, 2022 through June 30, 2026. The proposed agreement covers approximately 110 employees, and was ratified by the Bargaining Unit on July 13, 2022. The key terms of the Extension are as follows:

- An average wage increase of 2.5% over the course of a four (4) year agreement.
- Significant changes to healthcare to bring the unit in line with the other staff units with which we have negotiated contracts over the last 1-2 years. This includes plan design changes (increased deductibles, co-insurance, etc.) and employee premium cost share increases to move the University towards an 80/20% (University/Employee) split (the current split is 90/10%). The new contract also provides for movement to a full exclusion of spouses from the University group health plan if a spouse has available group coverage through their own employer. In exchange for the significant increased employee costs related to healthcare, the University will make a one time payment of \$350 per eligible bargaining unit member.
- Modification of TIAA defined contribution plan contributions for employees hired after July 1, 2016 to increase the University non-discretionary contribution by 1% which aligns this unit with other similarly situated groups on campus (total non-discretionary contribution of 5%). In exchange, the maximum matching contribution was reduced from 4% to 3%. The total maximum University contribution is unchanged.
- Additional non-economic changes were agreed to where such changes were in the mutual interest of both the University and the Union e.g. the University will have the ability to make certain changes to job descriptions without Union approval, and the parties agreed to clarity regarding rehire treatment of unit members on layoff.
- Other provisions of the existing Agreement carry forward unchanged.

**FISCAL IMPLICATIONS**

The terms of the Agreement extension are incorporated in the University's FY 2023 Operating Budgets.

**ADMINISTRATIVE RECOMMENDATION**

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



**University Executive Officer**

*August 11, 2022*  
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**Date**