

SECTION: A

DATE:

October 19, 2023

BOARD OF REGENTS

EASTERN MICHIGAN UNIVERSITY

RECOMMENDATION

COLLECTIVE BARGAINING AGREEMENT BETWEEN EASTERN MICHIGAN UNIVERSITY AND THE EMU FEDERATION OF TEACHERS FULL-TIME AND PART-TIME LECTURERS UNIT

ACTION REQUESTED

It is recommended that the Board of Regents approve the recently negotiated collective bargaining agreement between Eastern Michigan University and the EMU Federation Of Teachers Full-Time and Part-Time Lecturers (EMUFT) 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 EMUFT. The proposed agreement covers approximately 550 Full-time and Part-time Lecturers and was ratified by the bargaining unit on October 13, 2023. Significant provisions to the proposed agreement include:

Duration: 5-year contract
Begins when ratified and approved by the BOR. Ends August 31, 2028

Wages: Salary raises

Year	FTL	PTL	PTL CH Rates	PTL Hourly
2023/24	3%+\$500	4.0%	\$1,396	\$35.03
2024/25	2%+\$500	3.0%	\$1,438	\$36.08
2025/26	2.25%+\$500	3.2%	\$1,484	\$37.25
2026/27	2.25%+\$500	3.2%	\$1,532	\$38.46
2027/28	3.00%	3.0%	\$1,578	\$39.62

Salary minimums: FTL: \$43,000 if position does not require a PhD

FTL: \$46,000 if position requires a PhD

Healthcare (FTL): Annual Premiums for the PPO, HSA, and HMO are similar to those of other groups, including \$0 premiums for the HMO.

Ranks: FTL ranks of Lecturer 1, Lecturer 2, and Lecturer 3 are replaced with 3 new ranks:

- Assistant Full-Time Lecturer (0 - 5 years) includes:
 - Initial 2-year probationary appointment
 - 3-year probationary appointment.
- Associate Full-Time Lecturer (6 - 10 years)
- Senior Full-Time Lecturer (10+ years)

- Promotion increase = \$3,500 (old contract had increases of \$2,000 then \$3,500)
- Workload remains at 15 credit hours per semester (30 credit hours over F/W)
- Beginning in Winter 2024, FTL will be placed in the ranks above based on years of service and 5-year evaluation schedule determined for each individual.

PTL keeping the same current ranks, time required in rank, and teaching loads:

- PTL 1 (0 - 4 semesters) includes:
 - One-semester probationary appointments (no minimum load)
- PTL 2 (5 - 10 semesters) includes:
 - Annual appointments (3 credit hour minimum load), if courses are available.
- PTL 3 (10+ semesters) includes:
 - PTL 3L: taught at least 6 credit hours as a PTL 2; has an annual appointment with 3 credit hour minimum load per semester, if courses are available.
 - PTL 3M: taught at least 36 credit hours while a PTL2; has an annual appointment with 9 credit hour minimum load in Fall and 6 credit hour minimum load in Winter, if courses are available.
 - PTL 3L: taught at least 54 credit hours while a PTL2; has an annual appointment with 12 credit hour minimum load in Fall and 9 credit hour minimum load in Winter, if courses are available.

- Promotion results in priority for course assignments.
- PTL workload limited to 13 credit hours per semester, or less than 30 hours per week
- Beginning in Winter 2024, PTL will be placed in the ranks above based on semesters of service and evaluation schedule determined for each individual.

Other items: One common process for the relationship between University and Union (previously each union had different processes for grievances, dues, forms, etc.)

- FTL overload rate per credit hour is same as the PTL credit hour rate
- FTL summer pay rate per credit hour is 1/30th of annual salary

FISCAL IMPLICATIONS

Yes, as described above.

ADMINISTRATIVE RECOMMENDATION

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



University Executive Officer
Rhonda Longworth, Ph.D.

9/27/23
Date