

BOARD OF REGENTS
EASTERN MICHIGAN UNIVERSITY

SECTION: Tab C

DATE:

June 22, 2023

RECOMMENDATION

**COLLECTIVE BARGAINING AGREEMENT BETWEEN EASTERN
MICHIGAN UNIVERSITY AND AFSCME LOCAL 3866**

ACTION REQUESTED

It is recommended that the Board of Regents approve the tentative collective bargaining agreement ("Agreement") between Eastern Michigan University and AFSCME Local 3866 ("AFSCME" or "Union") representing the members of Local 3866 affiliated with Council 25 of the American Federations of State, County and Municipal Employees and the AFL-CIO at Eastern Michigan University ("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 Union and ratified by the AFSCME bargaining unit on June 20, 2023. Significant provisions of the proposed agreement include:

- **Duration:** Three (3) year agreement, effective July 1, 2023 to June 30, 2026.
- **Wages:** Across the board salary increase as follows:
 - 4.0% increase effective July 1, 2023
 - 3.0% increase effective July 1, 2024
 - 3.0% increase effective July 1, 2025
- **Medical Plan Changes:** The rate structure has been modified such that by the end of the contract period the University will be paying approximately 80 percent of premiums while employees will be paying 20 percent. This is a change from the current 90 percent / 10 percent split. To aid in accomplishing this plan design changes have also been agreed to which will stabilize healthcare costs such as increased employee deductibles. We have also agreed to changes to the rate structure for the high deductible plan to encourage higher employee participation; increased participation in this plan will help the University to manage costs and we will provide education to employees so that they may make informed decisions.
- **Sick Pay Carryover:** A reduction in the amount of sick time carryover from sixteen hundred (1,600) hours to four hundred and eighty (480) hours was achieved with eight individuals receiving a payout for hours in excess of the four hundred and eighty (480). This will result in the reduction of accrual of sick time amount currently required under tax regulations.

- **Office Closure Rules:** A new definition was obtained that allows the addition of how comp time will be earned when the University is operating in a hybrid or remote mode. This will allow for a better operating procedure to meet changing work/office environments for a group that is required to report during emergency and weather situations.
- **Salary Structure Changes:** Changes were implemented in the Step system for compensation to introduce improvements on attracting and retaining entry level employees.

FISCAL IMPLICATIONS

The terms of this agreement are incorporated into the FY24 General Fund Operating Budget.

ADMINISTRATIVE RECOMMENDATION

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



University Executive Officer

June 22, 2023

Date