

SECTION: 1
DATE: August 21, 2023

BOARD OF REGENTS

EASTERN MICHIGAN UNIVERSITY

RECOMMENDATION

COLLECTIVE BARGAINING AGREEMENT BETWEEN EASTERN MICHIGAN UNIVERSITY AND POAM, EMU CHAPTER

ACTION REQUESTED

It is recommended that the Board of Regents approve the tentative collective bargaining agreement ("Agreement") between Eastern Michigan University and POAM, EMU Local Chapter ("POAM" or "Union") representing the members of the local chapter of the Police Officers Association of Michigan (POAM) 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 as approved by the POAM membership on July 26, 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:
 - 2.75% 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% of premiums while employees will be paying 20%. In addition, effective January 1, 2025, spouses who have access to employer subsidized medical and dental coverage will not be eligible for coverage under the University plans. This exclusion is consistent with all other employees of the University and is the final group to accept this provision. In addition, changes to Critical Incident management and 12-hour shift provisions are included.

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.



August 7, 2023
Date