

2016

# Board of Regents Meeting Materials, August 2, 2016

Eastern Michigan University

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**EASTERN MICHIGAN UNIVERSITY**  
**Board of Regents**  
201 Welch Hall

Tuesday, August 2, 2016

**SCHEDULE**

4:00 PM                      Special Board Meeting                      Room 201

**AGENDA**

Call to Order

Roll Call Attendance

Comments from the Vice Chairman

Section 1      Collective Bargaining Agreement Between Eastern Michigan University and the  
Police Officers Association of Michigan (Campus Police Unit)

Section 2      Collective Bargaining Agreement Between Eastern Michigan University and  
UAW International Union and Local 1975 Clerical/Secretarial (CS)

Section 3      Updated Policy: 3.7.2: Alcohol and Other Drug Policy

Comments from the Vice Chairman

Adjournment

**BOARD OF REGENTS**  
EASTERN MICHIGAN UNIVERSITY

SECTION: 1

DATE:

August 2, 2016

**RECOMMENDATION**  
**APPROVAL OF COLLECTIVE BARGAINING AGREEMENT**  
**BETWEEN EASTERN MICHIGAN UNIVERSITY AND**  
**EMU POLICE OFFICERS ASSOCIATION OF MICHIGAN**

**ACTION REQUESTED**

It is recommended that the Board of Regents approve the tentative collective bargaining agreement between Eastern Michigan University and the EMU Police Officers Association of Michigan (POAM) representing the police officers and detectives at Eastern Michigan 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 POAM. The proposed agreement was ratified by the POAM bargaining unit on July 7, 2016. Significant provisions of the proposed agreement include:

- Four year agreement, effective July 1, 2016 to June 30, 2020.
- Across the board salary increase as follows:
  - 2.0% increase effective July 1, 2016
  - 2.0% increase effective July 1, 2017
  - 2.5% increase effective July 1, 2018
  - Wages effective July 1, 2019 will be bargained in a reopener.
- Effective January 1, 2017, the proposed University's health insurance plans -- PPO 5, HMO, and HSA/PPO – will be offered. Spouses who have coverage through their employer must enroll in those plans for primary coverage; University coverage will be secondary. In calendar year 2017, the rates will be the health care, dental and prescription rates applicable to tenure track faculty. In the subsequent years of the contract, employee contribution rates increase annually by 8.5% for PPO and 13.5% for the HMO and HSA.
- Effective upon the approval of the Agreement, all eligible newly hired employees into the bargaining unit will receive a five percent University contribution to their retirement plan and an additional maximum five percent University matching contribution based upon

the amount of the employee contribution. The maximum university contribution is ten percent.

### **FISCAL IMPLICATIONS**

The fiscal implications are described above.

### **ADMINISTRATIVE RECOMMENDATION**

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

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**University Executive Officer**  
**Gloria A. Hage**

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**Date**

**BOARD OF REGENTS**  
EASTERN MICHIGAN UNIVERSITY

SECTION: 2
DATE:  August 2, 2016

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

**ACTION REQUESTED**

It is recommended that the Board of Regents approve the tentative collective bargaining agreement between Eastern Michigan University and UAW Local 1975 representing the clerical and secretarial employees at Eastern Michigan 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 UAW Local 1975. The proposed agreement was ratified by the UAW bargaining unit on July 12, 2016. Significant provisions of the proposed agreement include:

- Three year agreement, effective July 1, 2016 to June 30, 2019.
- Across the board salary increase as follows:
  - 2.0% increase effective July 1, 2016
  - 2.0% increase effective July 1, 2017
  - 2.5% increase effective July 1, 2018
- Effective January 1, 2017, the proposed University's health insurance plans -- PPO 5, HMO, and HSA/PPO – will be offered. In calendar year 2017, the rates will be the health care, dental and prescription rates applicable to tenure track faculty. In the subsequent years of the contract, employee contribution rates increase annually by 8.5% for PPO and 13.5% for the HMO and HSA. Effective January 1, 2018, spouses who have coverage through their employer must enroll in those plans for primary coverage; University coverage will be secondary.
- Effective upon the approval of the Agreement, all eligible newly hired employees into the bargaining unit will receive a four percent University contribution to their retirement plan and an additional maximum four percent University matching contribution based upon the amount of the employee contribution. The maximum university contribution is eight percent.

- Overtime is calculated on a weekly basis instead of a daily basis.
- Accrued sick time payout is eliminated for employees hired after the effective date of the Agreement.

### **FISCAL IMPLICATIONS**

The fiscal implications are described above.

### **ADMINISTRATIVE RECOMMENDATION**

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

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**University Executive Officer**  
**Gloria A. Hage**

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**Date**

**BOARD OF REGENTS**  
EASTERN MICHIGAN UNIVERSITY

SECTION: 3
DATE:  August 2, 2016

**RECOMMENDATION TO APPROVE AMENDMENTS  
TO ALCOHOL AND OTHER DRUG POLICY**

**ACTION REQUESTED**

It is recommended that the Board of Regents of Eastern Michigan University approve the attached amendments to Board Policy 3.7.2, *Alcohol and Other Drug Policy*, effective August 2, 2016.

**STAFF SUMMARY**

Board Policy 3.7.2, as currently written, prohibits the use of alcohol on University premises except for service at approved University events.

The amendments to the Alcohol and Other Drug Policy will allow for limited alcohol use on University premises in controlled situations as part of either instructional or research programs in furtherance of the academic mission of the University. At this time, these programs include Fermentation Science and Hotel and Restaurant Management.

The Fermentation Science program includes courses (e.g., FERM 421 - Sensory Analysis of Fermented Products) and research activities where limited consumption will be a required component in order to properly assess the development and quality of the product. Several other FERM courses also require possession of alcoholic beverages for testing or production.

The Hotel and Restaurant Management Program also includes courses (e.g. HRM 485 Beverage Management) where possession and limited consumption of alcoholic beverages is necessary to teach responsible procurement, storage, control, and service of such beverages.

The Policy provides for strict controls when alcohol is possessed or consumed as part of an approved educational course or research activity. All of the following must be met:

- The course or activity must be specifically approved by the Office of the Provost and Executive Vice-President for Academic and Student Affairs and only upon submission of detail regarding the content of the course or activity and the plan for appropriate and responsible instruction, consumption and storage of any fermented food and/or beverages.
- All course, research, and other educational activity must be conducted in accordance with MCL 473.1703 (13), Section of Michigan's Liquor Control Code.

**FISCAL IMPLICATIONS**

None.

**ADMINISTRATIVE RECOMMENDATION**

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

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**University Executive Officer**

Gloria A. Hage  
General Counsel

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**Date**

# Board Policy Manual

## 3. Employment and Affirmative Action

### 3.7. General

## 3.7.2. Alcohol and Other Drug Policy

Effective Date: 12-10-1971

Revision Date: 3-17-2015

### UNIVERSITY POLICY STATEMENT:

The University is committed to promoting and maintaining a learning, living, and work environment that is free from illegal alcohol and drug use and abuse, in accordance with all federal, state, and local laws. Students and employees are prohibited from reporting to work or working under the influence of alcohol, illegal drugs or prescribed drugs that impair their employee's ability to complete their position duties.

Employees may not consume or, - possess (except as part of an approved educational course or research activity), distribute, or be under the influence of alcoholic beverages on University property or while on University business (except at University functions at which use of alcohol is approved). Employees, students, and campus visitors aged twenty-one (21) years or older, consuming alcohol at University functions or while on University business, where such use is approved, are expected to do so responsibly.

Students and campus visitors who have attained the legal drinking age of twenty-one (21) years of age may possess and consume alcoholic beverages only at approved University functions or in residence hall rooms of students who have attained the legal drinking age. Those under twenty-one (21) years of age are not permitted to consume or possess alcoholic beverages at any time.

except as part of an approved educational course or research activity and in strict accordance with the Michigan Liquor Control Code.

Students, employees and visitors are prohibited from dispensing, selling or supplying alcoholic beverages to a person under the legal drinking age as defined by Michigan law.

Students, employees, and visitors are prohibited from possessing, consuming, manufacturing, selling, supplying, or being under the influence of illegal drugs or engaging in improper self-medication while on University property or University business. EMU is subject to the Drug-Free Workplace Act of 1988 and the Drug-Free Schools and Communities Act amendment of 1989, which prohibit controlled substances on campus. Federal law classifies marijuana as an illegal controlled substance and, therefore, all uses of marijuana, including medicinal marijuana, are a violation of federal law.

Employees and students who violate this policy are subject to disciplinary proceedings by the University up to and including termination, or expulsion, and may also face prosecution and punishment under federal, state and local laws.

Employees and students are encouraged to voluntarily avail themselves of treatment for a substance use disorder. The information related to individuals seeking treatment will remain confidential as stipulated and protected by federal and state laws. Voluntary disclosure and seeking treatment will not be a violation of the AOD policy.

## **UNIVERSITY PRACTICE**

In order to comply with this policy Eastern Michigan University will:

1. Disseminate a copy of the University Alcohol and Other Drug (AOD) policy to all employees and students on an annual basis, which will include:
  - a. Information about programs aimed at preventing alcohol abuse and drug use and abuse.
  - b. Information about the dangers and health risks of alcohol and drug use and abuse.
  - c. Information on available counseling, treatment and rehabilitation or reentry programs.
  - d. A description of all applicable local, state, federal and University sanctions for unlawful consumption, possession, or distribution of illicit or prescribed drugs and alcohol.
2. Disseminate a copy of EMU's policy on notification to parents of drug and alcohol violations related to the Family Educational Rights and Privacy Act (FERPA) to all students on an annual basis.
3. Require employees who are working on federally funded projects and who are convicted of violating any criminal drug statute while at the workplace or while on work-related activities, to notify their immediate supervisor within five (5) days. EMU will then notify the appropriate federal agency about such a violation.
4. Conduct a biennial review of its alcohol and other drug policy and program as required by the Drug-Free School and Communities Act Amendment of 1989 to determine their effectiveness and to ensure that consistent enforcement of disciplinary sanctions for

violating standards of conduct is appropriately applied. Implement necessary changes to the AOD policy and program,

5. When alcohol is served or sold at approved University functions, all of the following must be met:
  - a. Alcoholic beverages shall not dominate the advertising or be the primary focus of any event.
  - b. Food and non-alcoholic beverage alternatives shall be available.
  - c. Precautionary measures shall be implemented to insure that alcoholic beverages are not accessible to persons under the legal drinking age.
  - d. The sponsoring person/group shall comply with applicable rules and regulations of the Michigan Liquor Control Commission.
6. When alcohol is possessed or consumed as part of an approved educational course or research activity all of the following must be met:
  - a. The course or activity must be specifically approved by the Office of the Provost and Executive Vice-President for Academic and Student Affairs and only upon submission of detail regarding the content of the course or activity and the plan for appropriate and responsible instruction, consumption and storage of any fermented food and/or beverages.
  - b. The education course or research activity must be conducted in accordance with MCL 473.1703 (13), Section of Michigan's Liquor Control Code.
7. Comply with a set of formal standards related to alcohol marketing on campus in three areas: alcohol advertising, alcohol industry promotions, and alcohol industry official sponsorship.

## **RESPONSIBILITY FOR IMPLEMENTATION:**

The President of the University has overall responsibility for the implementation and administration of this policy and has delegated its overall management to the Vice President, University Human Resources and the Provost and Executive Vice-President of Academic and Student Affairs. In addition, the President or his/her designee will generate a review of the institution's alcohol and other drug policy and program as required by law.

## **SCOPE OF POLICY COVERAGE:**

This policy applies to all current University employees, students, and visitors. The University will have jurisdiction over student-related misconduct that occurs on university premises and/or at university sponsored activities, but may also address off-campus behavior if the University determines that the behavior, or the continued presence of the student impairs, obstructs, interferes with, or adversely affects the mission, processes or functions of the University. Additional regulations on this subject may be found and may supersede this policy for employees covered by collective bargaining agreements.

### **Authority for Creation and Revision**

Minutes of the Board of Regents, December 10, 1971; para. 1058M.  
Minutes of the Board of Regents, January 11, 1975; para. .1471M.  
Minutes of the Board of Regents, January 17, 1979; para. .2039M.  
Minutes of the Board of Regents, September 27, 1989; para. .4070M.  
Minutes of the Board of Regents, September 25, 1990; para. .4256M.  
Minutes of the Board of Regents, January 16, 2001; para. .5766M.  
Minutes of the Board of Regents, December 2, 2003; para. .6194M.  
Minutes of the Board of Regents, June 21, 2005, para. .6450M.  
Minutes of the Board of Regents, September 20, 2011  
Minutes of the Board of Regents, February 19, 2013

# Board Policy Manual

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  - b. Food and non-alcoholic beverage alternatives shall be available.
  - c. Precautionary measures shall be implemented to insure that alcoholic beverages are not accessible to persons under the legal drinking age.

- d. The sponsoring person/group shall comply with applicable rules and regulations of the Michigan Liquor Control Commission.
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