

1993

Board of Regents Meeting Materials, November 11, 1993

Eastern Michigan University

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Eastern Michigan University
BOARD OF REGENTS

Index of the Special Meeting of the Board of Regents, November 11 , 1993.

		<u>Page No.</u>
.4757M	Collective Bargaining Agreement Between Eastern Michigan University and The Eastern Michigan University Chapter of The American Association of University Professors.....	1
.4759M	Collective Bargaining Agreement Between Eastern Michigan University and the Eastern Michigan University Sergeants' Chapter of the Police Officers' Labor Council.....	3
.4758M	Merit Pay Increase Funding and Salary Schedule Adjustment Proposal for Non-Bargained-For Staff.....	2
.4750M	Motion to Adjourn.....	3

**EASTERN MICHIGAN UNIVERSITY
Board of Regents**

Official minutes of the November 11, 1993, Board of Regents Special Meeting.

The Special Meeting of the Eastern Michigan University Board of Regents was called to order by Chair Robert A. DeMattia at 7:36 a.m. in Room 201 Welch Hall, Ypsilanti, Michigan.

Chair DeMattia asked Secretary Reid for an attendance roll call.

The Board members present were:

Chair Robert A. DeMattia
Regent Frederick Blackmon
Regent James Clifton
Regent Anthony A. Derezinski
Regent Carl D. Pursell
Regent Gayle P. Thomas

The Board members absent were:

Regent Philip A. Incarnati
Regent Mara Letica

Members of the Administration present were:

President William Shelton
Executive Vice President Roy Wilbanks
Provost and Vice President Ronald Collins
Acting Vice President Patrick Doyle
Vice President Laurence Smith
Secretary to the Board of Regents and
Executive Associate to the President Juanita Reid

.4757M COLLECTIVE BARGAINING AGREEMENT BETWEEN EASTERN MICHIGAN UNIVERSITY AND THE EASTERN MICHIGAN UNIVERSITY CHAPTER OF THE AMERICAN ASSOCIATION OF UNIVERSITY PROFESSORS.

Section 1

Regent Derezinski moved and Regent Clifton seconded that the Board of Regents approve the Agreement between Eastern Michigan University (EMU) and the Eastern Michigan University Chapter of the American Association of University Professors (EMU-AAUP) and that the President and the University's Bargaining Committee be authorized to execute the Agreement on behalf of the Board of Regents.

Motion Carried.

**.4758M MERIT PAY INCREASE FUNDING AND SALARY SCHEDULE ADJUSTMENT
PROPOSAL FOR NON-BARGAINED-FOR STAFF**

Section 2

Regent Clifton moved and Regent Derezinski seconded that the Board of Regents approve a three-year salary increase funding program for non-bargained-for AP (Administrative/Professional), AC (Athletic Coaches), and CC (Confidential Clerical) employees, as outlined below:

<u>YEAR</u>	<u>% OF SALARIES (1)</u>	<u>INCREASE EFFECTIVE DATE</u>
1993	2.5%	July 1, 1993
1994	3.0%	July 1, 1994
1995	3.0%	July 1, 1995

(1) Percent of all budgeted non-bargained-for salaries, as of July 1.

Merit pay increases will be distributed in accordance with established Merit Pay Program guidelines for AP and CC employees. Increases for Athletic Coaches will be distributed in accordance with their Pay for Performance Plan guidelines.

SALARY SCHEDULE ADJUSTMENT

It is further recommended that the Board of Regents approve the revised salary schedules for Administrative/Professional and Confidential Clerical Staff for 1993-94 (included as Attachments 1 and 2), and authorize the President to approve future salary schedule adjustments for AP, AC, and CC employees, as determined appropriate based on market survey indications.

BENEFIT PROGRAM CHANGES

It is further recommended that the Board of Regents approve an increase in the Retiree Life Insurance benefit for non-bargained-for AP, AC, and CC employees from \$3,000 to \$4,000, effective upon date of Board approval. (Note: Retirees must meet age and service requirements at time of retirement, which is at least age 50 with 10 years or more of service.)

Additionally, it is recommended that the Board of Regents approve a change in the Blue Cross/Blue Shield Health Care Plan, such that Master Medical annual deductible amounts will be increased to \$100 for single coverage and \$200 for couple and family coverage, effective January 1, 1994. Co-payment requirements will remain unchanged at 90% BC/BS share and 10% employee share, once deductibles are met.

Motion Carried.

.4759M COLLECTIVE BARGAINING AGREEMENT BETWEEN EASTERN MICHIGAN UNIVERSITY AND THE EASTERN MICHIGAN UNIVERSITY SERGEANTS' CHAPTER OF THE POLICE OFFICERS' LABOR COUNCIL

Section 3

Regent Blackmon moved and Regent Derezinski seconded that the Board of Regents approve the Collective Bargaining Agreement between Eastern Michigan University and the Eastern Michigan University Sergeants' Chapter of the Police Officers' Labor Council and that the President and the University's Bargaining Committee be authorized to execute the Agreement on behalf of the Board of Regents.

Regent Derezinski commented on how well the Board was kept apprised of the ongoing negotiations of contracts, particularly through the President's Office and the Human Resources Office. Regent Derezinski stated the Board received a great deal of information throughout the process and that the final draft of the contract was submitted to the Board some time ago in preparation for this meeting.

Chair DeMattia thanked Regent Derezinski for his comments.

Motion Carried.

DISCUSSION

President Shelton announced that a tentative agreement had been reached with AFSCME and that the AFSCME membership had scheduled a vote for later in November. President Shelton further reminded the Board that there is one other bargaining group still pending--the Police Officers.

Chair DeMattia thanked the bargaining committees and the administration for a very well-run and just contract negotiations.

Regent Derezinski thanked Jim Greene for his work on the contract negotiations as a part of the University's external council and recognized his former affiliation with the University.

.4760M MOTION TO ADJOURN

Regent Blackmon moved and Regent Clifton supported that the meeting adjourn.

Motion Carried.

The meeting was adjourned at 7:46 a.m.

Respectfully submitted,