

2021

## **Board of Regents Meeting Materials, September 15, 2021, Special Meeting**

Eastern Michigan University

SECTION: A

DATE:

Sept. 15, 2021

# BOARD OF REGENTS

EASTERN MICHIGAN UNIVERSITY

## RECOMMENDATION

### COLLECTIVE BARGAINING AGREEMENT BETWEEN EASTERN MICHIGAN UNIVERSITY AND THE EMU AMERICAN ASSOCIATION OF UNIVERSITY PROFESSORS 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 American Association of University Professors (AAUP) 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 AAUP. The proposed agreement covers approximately 550 Faculty members and was ratified by the bargaining unit on July 22, 2021. Significant provisions to the proposed agreement include:

- A one year extension from 2021-2022.
- A 0% salary increase for Academic Year 2021-2022 with two bonus payments of \$920 in each of the two regular academic semesters.
- Yearly increase of 8.5% for PPO premiums, and 13.5% for HMO and HSA plan premiums.
- A Research/Creative Activity and Instructional Load option that would go into effect by September 1, 2022.
- The creation of a working group to discuss issues regarding shared governance that will meet, engage an expert consultant, and conclude its discussions no later than March 31, 2022.

#### 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.

9/9/21  
Date

**BOARD OF REGENTS**  
EASTERN MICHIGAN UNIVERSITY

SECTION: B
DATE: September 15, 2021

**RECOMMENDATION**

**APPROVAL OF COLLECTIVE BARGAINING AGREEMENT BETWEEN  
EASTERN MICHIGAN UNIVERSITY AND EMU COMMAND OFFICERS  
ASSOCIATION OF MICHIGAN (COAM)**

**ACTION REQUESTED**

It is recommended that the Board of Regents approve the tentative collective bargaining agreement (CBA) between Eastern Michigan University and the EMU Command Officers Association of Michigan (COAM) representing the police sergeants 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 COAM and ratified by the COAM bargaining unit on August 26, 2021. Significant provisions of the proposed agreement include:


- **A three (3) year agreement, effective July 1, 2021, through June 30, 2024**
- **Across the board salary increase as follows:**
  - **2.0% increase effective upon ratification of the CBA**
  - **2.0% increase effective July 1, 2022**
  - **2.0% increase effective July 1, 2023**
- **Effective January 1, 2022, the University's health insurance plans – PPO5, HMO, and HSA/PPO – will be offered with agreed upon design plan changes.**
- **Effective January 1, 2022, January 1, 2023, and January 1, 2024, changes to the monthly employee health care premiums were agreed upon.**

**FISCAL IMPLICATIONS**

The fiscal implications are described above.

**ADMINISTRATIVE RECOMMENDATION**

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

  
Date September 15, 2021

**BOARD OF REGENTS**  
EASTERN MICHIGAN UNIVERSITY

SECTION: C
DATE: September 15, 2021

**RECOMMENDATION**

**APPROVAL OF COLLECTIVE BARGAINING AGREEMENT BETWEEN  
EASTERN MICHIGAN UNIVERSITY AND POLICE OFFICERS  
ASSOCIATION OF MICHIGAN (POAM)**

**ACTION REQUESTED**

It is recommended that the Board of Regents approve the tentative collective bargaining agreement (CBA) between Eastern Michigan University and the Police Officers Association of Michigan (POAM) representing 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 and ratified by the POAM bargaining unit on September 7, 2021. Significant provisions of the proposed agreement include:

- **A two (2) year agreement, effective July 1, 2021, through June 30, 2023**
- **Across the board salary increase as follows:**
  - **2.0% increase effective upon ratification of the CBA**
  - **2.0% increase effective July 1, 2022**
- **Effective January 1, 2022, the University's health insurance plans – PPO5, HMO, and HSA/PPO will be offered with agreed upon design plan changes.**
- **Effective January 1, 2022, and January 1, 2023, changes to the monthly employee health care premiums were agreed upon.**

**FISCAL IMPLICATIONS**

The fiscal implications are described above.

**ADMINISTRATIVE RECOMMENDATION**

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

  
University Executive Officer

September 15, 2021  
Date

**BOARD OF REGENTS**  
EASTERN MICHIGAN UNIVERSITY

SECTION: D
DATE: September 15, 2021

**RECOMMENDATION**

**APPROVAL OF COLLECTIVE BARGAINING AGREEMENT  
BETWEEN EASTERN MICHIGAN UNIVERSITY AND  
EMU UNITED AUTOMOBILE WORKERS 1976**

**ACTION REQUESTED**

It is recommended that the Board of Regents approve the tentative collective bargaining agreement (CBA) between Eastern Michigan University and the EMU International Union, United Automobile, Aerospace, and Agricultural Implement Workers of America (UAW) Local 1976 representing the regular full-time and part-time non-academic and/or non-faculty professional technical and administrative 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 the UAW Local 1976 and ratified by the UAW 1976 bargaining unit on September 14, 2021. Significant provisions of the proposed agreement include:

- **A three (3) year agreement, effective July 1, 2021, through June 30, 2024**
- **Across the board salary increase as follows:**
  - **2.0% increase effective upon ratification of the CBA**
  - **2.0% increase effective July 1, 2022**
  - **2.0% increase effective July 1, 2023**
- **A signing bonus of \$500 per employee (prorated for less than 1.0 FTE)**
- **Effective January 1, 2022, the University's health insurance plans – PPO 5, HMO, and HSA/PPO will be offered with agreed upon design plan changes.**
- **Effective January 1, 2022, and January 1, 2023, and January 1, 2024, changes to the monthly employee health care premiums were agreed upon.**

**FISCAL IMPLICATIONS**

The fiscal implications are described above.

**ADMINISTRATIVE RECOMMENDATION**

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



**University Executive Officer**

September 15, 2021  
**Date**