

BOARD OF REGENTS
EASTERN MICHIGAN UNIVERSITY

SECTION: 4
DATE:
October 21, 2005

RECOMMENDATION

**COLLECTIVE BARGAINING AGREEMENT BETWEEN EASTERN MICHIGAN
UNIVERSITY AND THE EASTERN MICHIGAN UNIVERSITY FEDERATION OF
TEACHERS (EMU-FT)**

ACTION REQUESTED

It is recommended that the Board of Regents approve the Collective Bargaining Agreement between Eastern Michigan University and the Eastern Michigan University Federation of Teachers (EMU-FT) and that the President, Provost and the University's Bargaining Committee be authorized to execute the Agreement on behalf of the Board of Regents.

STAFF SUMMARY

The recommendation is based upon negotiations with the EMU-FT for a new Collective Bargaining Agreement covering the period September 1, 2005 until April 10, 2010.

FISCAL IMPLICATIONS

It is projected that the proposed Agreement will increase the University's fiscal year 2005-06 compensation costs by approximately 128,622, and 2006-07 by approximately 82,962. A summary of the negotiated changes in the Agreement is attached as Exhibit A.

ADMINISTRATIVE RECOMMENDATION

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

University Executive Officer _____

Date/ _____

Exhibit A

SUMMARY

SEPTEMBER 1, 2005 NEGOTIATED TENTATIVE AGREEMENT BETWEEN EASTERN MICHIGAN UNIVERSITY AND THE EASTERN MICHIGAN UNIVERSITY FEDERATION OF TEACHERS (EMU-FT)

<u>Article</u>	<u>Description of Change</u>
XI.	<p><u>Appointments and Reappointments</u></p> <p>Clarifies initial appointment standards for each Lecturer rank.</p> <p>Reinstates to their full length individual appointments made under previous collective bargaining agreement that would have continued but for the expiration of that agreement.</p> <p>University agrees to inform in writing Employee(s) of the reason for any change made to an individual appointment that results in the loss of total access to health insurance benefits under the Agreement.</p> <p>Establishes a notification list that would include Employees who have had two consecutive one year appointments and then are not reappointed for budgetary considerations, programmatic change or lack of work.</p> <p>University agreed to notify employees of future position vacancies for up to two years.</p>
XIII.	<p><u>Workload</u></p> <p>Modifies language on required office hours to provide for employees being available electronically or by appointment.</p>
XVI.	<p><u>Compensation</u></p> <p>University agrees to raise minimum salary to \$27,500.</p> <p>Effective September 1, 2005, University agreed to provide a 3.2% salary adjustment to academic base salary.</p> <p>Effective November 1, 2006, University agreed to provide a 2% salary adjustment to academic base salary.</p> <p>Effective January 1, 2008, University agreed to provide a 2% salary adjustment to academic base salary.</p>

Effective March 1, 2009 University agreed to provide a 2% salary adjustment to academic base salary.

University agreed to provide an increase in the amount of promotional salary adjustment from Lecturer II to Lecturer III to \$1500 from \$1250.

An increase was provided in the minimum salary for teaching continuing education courses from \$800 per credit hour to \$1000 per credit hour.

XVII. Fringe Benefits

University agrees to increase TIAA-CREF contributions. Effective 9/1/2005 contribution increases to 9.5% of base salary; effective 1/1/2006 contribution increases to 10% of base salary.

For Group Life and Accidental Death and Dismemberment insurance, the maximum coverage amount increases from \$125,000 to \$200,000

Health Care Changes

Full time Lecturers will be provided with a revised plan at no cost or be allowed to "buy-up" to a slightly modified version of their current plan. The same items are covered under both plans but the revised no-cost plan provides for increased cost sharing on prescription drugs, office visits, and procedures. In particular, reimbursements for in-network care will move to 90% payments after the deductible has been met; The new no-cost plan provides for a \$250 deductible for individuals, \$500 for families with out of pocket maximum payments of \$500 for individuals, \$1000 per family.