

BOARD OF REGENTS
EASTERN MICHIGAN UNIVERSITY

SECTION: 21

DATE:

September 21, 2010

RECOMMENDATION

**COLLECTIVE BARGAINING AGREEMENT BETWEEN EASTERN MICHIGAN
UNIVERSITY AND THE EMU CHAPTER OF THE AMERICAN ASSOCIATION OF
UNIVERSITY PROFESSORS (EMU-AAUP)**

ACTION REQUESTED

It is recommended that the Board of Regents approve the new collective bargaining agreement between Eastern Michigan University and the EMU Chapter of the American Association of University Professors (EMU-AAUP) and authorize the President to execute the Agreement on behalf of the Board of Regents.

STAFF SUMMARY

The recommendation is based on outcomes of negotiations between Eastern Michigan University and the EMU-AAUP. The proposed agreement covers approximately 700 full time tenure track faculty and was ratified by the bargaining unit on September 13, 2010. Significant provisions of the proposed agreement include:

- Two year agreement, effective September 1, 2010 through August 31, 2012
- Across-the-board salary increases of 1.0% in the first year of the agreement and 2.0% in the second year of the agreement
- Re-structuring of the health care plans effective January 1, 2011 including:
 - Four tiers (Single, Two-Person, Family 3-4, Family Plus) in each of the University's two PPO plans (three tiers currently)
 - Elimination of the Blue Cross Blue Shield Traditional Plan
 - Elimination of premiums charged for Family Continuation Riders
 - Revised pharmacy plan design and co-pays
 - Increased faculty member sharing (premiums, deductibles, co-pays, co-insurance) in cost of health care coverage
- Effective January 1, 2011, faculty members will receive a \$1,000 increase to base salary to help offset the increased health care cost sharing beginning at that time

FISCAL IMPLICATIONS

The net cost impact resulting from this agreement is funded by the FY11 budget approved by the Board on April 20, 2010.

ADMINISTRATIVE RECOMMENDATION

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

University Executive Officer

Date