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11-15-2021

WMU Board of Trustees Formal Session November 16, 2021

WMU Board of Trustees

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Western Michigan University
BOARD OF TRUSTEES
SPECIAL MEETING



Tuesday, November 16, 2021 **Virtual Platform Amidst a Global Pandemic**

Formal Session – 1PM Please view the live stream at <https://wmich.edu/trustees>

Individuals wishing to address the Board of Trustees during the Public Comment section must notify Dr. Kahler Schuemann at kahler.schuemann@wmich.edu by 5PM Monday, November 15th.

1. Acceptance of the Agenda – *Chen-Zhang*
2. Remarks by the Chair – *Chen-Zhang*
3. Remarks by the President – *Montgomery*
4. Public Comments Regarding Action Items – *Schuemann*

Action Items – *Chen-Zhang*

5. Ratification of 2021-2025 Agreement between Western Michigan University and the American Federation of State, County, and Municipal Employees' Union
AFL-CIO AFSCME Local 1668 & Council 25 – *Van Der Kley*
6. General Public Comments – *Schuemann*

Supplemental and supporting agenda materials can be viewed at: <http://www.wmich.edu/trustees>

PROPOSAL: 2021-2025 Agreement between Western Michigan University and the American Federation of State, County, and Municipal Employees' Union AFL-CIO AFSCME Local 1668 & Council 25

Background

On November 3, 2021 Western Michigan University and the American Federation of State, County and Municipal Employees' Union AFL-CIO (AFSCME) Local 1668 & Council 25 reached a tentative agreement on a four-year labor agreement.

The AFSCME bargaining unit consists of 301 members, and the membership ratified the tentative agreement on November 11, 2021. The agreement is effective when approved by the Board of Trustees through August 12, 2025.

The agreement provides for wage increases in each of the four years of the contract. Increases vary each year based on the division and the grade level of the position. Effective with the first full pay period after Board of Trustees ratification, an increase of 2% to 3.75% will be provided. For each year thereafter, the increase will be effective with the first full pay period of July. In year two, the increase ranges from 2% to 2.5%; year three the increase ranges from 2% to 2.25% and in year four, the increase is 2% for all members. Healthcare plan design changes were made in alignment of plan changes for WMU-AAUP and non-bargaining staff in 2022. The contract also provides that the faculty health care plan will be adopted each calendar year through the four-year period. Over the four years, the health care premiums will be increased to align AFSCME member rates with faculty employee contribution rates by 2025.

In order for this contract to become effective, it is necessary for the Board of Trustees to approve this agreement.

Recommended Action

It is recommended the Board of Trustees authorize administration to implement the 2021-2025 agreement between Western Michigan University and AFSCME.