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10-16-2024

WMU Board of Trustees Special Meeting ,October 16, 2024

WMU Board of Trustees

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Western Michigan University
BOARD OF TRUSTEES
SPECIAL MEETING



Wednesday, October 16, 2024 – Virtual Platform

Formal Session – 10:00 AM, 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 Tuesday, October 15th.*

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

Action Items – *Edgerton*

5. Western Michigan University American Association of University Professors (WMU-AAUP) Compensation and Health Care – *Van Der Kley*
6. General Public Comments – *Schuemann*

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

**PROPOSAL: Western Michigan University American Association of University
Professors (WMU-AAUP) Compensation and Health Care**

Background

Although the current five-year WMU-AAUP contract is in full force and effect until 12:01 a.m. on September 4, 2026, there was a provision that negotiations would re-open for Article 32 (Economic Compensation) and Article 33 (Health Care Benefits and Insurance) for the fourth and fifth years of the contract. Negotiations for this re-opener commenced on June 13, 2024 and concluded with a tentative agreement on October 2, 2024. The WMU-AAUP membership ratified the agreement on October 15th.

The agreement provides for a 4% wage increase for 2024-25 (retroactive) and a 3.25% wage increase for 2025-26. A one-time payment of \$1,000 will be provided in 2025-26. The agreement also includes adjustments to salary minima, promotion increments and over-load rates.

In addition, health care plan changes, including employee premium increases, were negotiated and agreed to for calendar years 2025 and 2026.

The Board of Trustees needs to approve this agreement for it to become effective.

Recommended Action

It is recommended the Board of Trustees approve the Article 32 and Article 33 agreement for 2024-25 and 2025-26 between Western Michigan University and the Western Michigan University American Association of University Professors.