

Contractual Gains by Bargaining Council Sub-committees

Benefits and Retirement

- Protected the viability and existence of our PPO plan, with relatively minor changes
- Faculty will receive the same health care options as Administrators and other groups on campus.
 - Details regarding these plans are here:
https://www.emich.edu/hr/benefits-wellness/health/pdfs/2022_benefit_plan_comparrison_c_group.pdf
- Successfully fought administration attempts to impose hard caps under PA 152
 - Premiums are defined in the contract based on an 80/20 model
- Secured a zero-cost HMO health care option that could save up to \$3018 for a family when switching to the HMO from the PPO.
- Increased dental coverage to \$1,500 per participant
- Protected HSA contributions for those in the HSA Plan
- Added Limited purpose FSA and ensured university would offer carryover of funds from one year to next
- Protected retirement contributions at 11%
- Added Roth contributions to optional 403(b) plan
- Increased number of low-cost no-load index mutual funds in all plans.
 - More money will stay in your retirement account rather than go to mutual fund managers. This will substantially increase retirement balances over the course of a career.
- Created a path to open a brokerage window in all plans, which will allow members more investment choices in their retirement accounts
- Demanded, as a condition of agreeing to pay for parking in 2023, that the university contribute an amount equal to half of faculty parking payments to the student emergency fund and to provide bus passes for our amazing students!

Compensation

- Won promotional increases of \$500 for all ranks, including for full-professor salary adjustment
- Secured first year base-pay raise of the **greater** of \$4000 or 4%—raises will be as high as **7.4% for our lowest paid members** and all member will get a minimum of an additional **\$440** in retirement contributions due to raises
- Wrested years two and three raises of 3.25%, which will compound on top of the year one \$4000/4% raise
- Agreed to wage reopener in year 4 to protect us in the event inflation continues

Diversity Equity & Inclusion (DEI)

- Inserted provision allowing for Pandemic Impact Statements for faculty in tenure and promotion process
- Strengthened language regarding faculty's ability to choose evaluation during leave

- Demonstrated evidence of salary inequities afflicting female and BIPOC faculty; pushed administration to agree to salary equity study with faculty input
- Won concessions that provide retroactive salary adjustments to some faculty who took FMLA leave
- Expanded EMU's anti-discrimination statement to include height, weight, gender identity or expression, and disability or genetic information

Shared Governance

- Strengthened shared governance, including ~~and~~ increased information-sharing between administration and faculty

Workload

- Negotiated greater flexibility in the scheduling and modality of office hours
- Established appeal process to assist faculty pursuing research release

Evaluation

- Clarified role of Personnel Committees in faculty evaluation processes
- Established joint committee to examine student evaluation documents with goal of eliminating implicit and explicit bias against BIPOC, female and LGBTQ+ faculty

Research and Sabbatical

- Protected sabbaticals and FRF leave language against cuts suggested by administration

Union Rights

- Preserved union release time for grievance officers and union officers, to allow us to continue to represent our members and run our union

No Retaliation or Loss of Pay

- Received agreement that no member will be disciplined or lose annual pay as a result of our collective strike action

Broader Gains: University, Public Sector Unions, Community

- Fought off an unsupported temporary restraining order filed by administration to force us to work without a contract
- Created a precedent that public employers must show more than a strike has occurred in order to force strikers back to work against their will
- Set precedent for other EMU campus unions and higher-education unions in Michigan and the rest of the nation on fair wages and benefits
- Laid groundwork for campus-wide union coalitions
- Won financial improvements that will spread throughout the Washtenaw County community. Also known as the "spillover effect," our union gains will raise pay and benefits standards for the surrounding community.

- Participated in the #hotlaborsummer in Michigan (Michigan Nurses Association and Starbucks) and around the nation (Minnesota Nurses Association, Amazon, and the fermenting UPS strike)
- Demonstrated the power of collective action: united we win, divided we fall!