PROPOSAL: Professional Instructors Organization (PIO) Labor Agreement

Background

The Professional Instructors Organization (PIO) represents approximately 275 part-time employees, made up of non-tenure-track instructors who teach at least three, but fewer than ten, credits per semester. The union was first organized in June 2009.

On August 26, 2021, Western Michigan University and the PIO reached a tentative agreement on a four-year labor contract. This tentative agreement has been ratified by the PIO. The new contract would run from August 28, 2021 through August 27, 2025 and includes wage reopener language for years three and four of the contract.

The PIO contract sets minima salary paid per credit hour taught and the agreement maintains the $1,050 minimum per credit hour. PIO members who are paid at the minima will be paid a bonus which is dependent upon credit hours taught during an academic session. The bonus payments range from $81.50 for teaching 3 credit hours to $194.50 for teaching 9 credit hours. Approximately 65% of the PIO members will receive this bonus payment. Consistent with past practice, academic departments may pay members of the union per credit hour rates that are higher than the minimum specified in the contract. In addition, PIO members that currently hold Instructor II status and those that attain Instructor II status for the first time during the first two years of the contract will receive a $50 one-time payment. There are currently 58 PIO members with Instructor II status.

Recommended Action

It is recommended the Board of Trustees approve the four-year contract with the WMU Chapter of the Professional Instructors Organization (PIO).