PROPOSAL: Western Michigan University American Association of University Professors (WMU-AAUP) Collective Bargaining Agreement

Background

In September 2021, Western Michigan University and the WMU-AAUP reached a tentative agreement on a five-year contract. The WMU-AAUP membership ratified the agreement in a vote held on September 15th.

Although the new contract is in full force and effect until 12:01 a.m. on September 4, 2026, negotiations shall reopen for Article 32 (Economic Compensation) and Article 33 (Health Care Benefits and Insurance) for the fourth and fifth year of the contract. Negotiations for this re-opener shall commence no later than June 15, 2024 with a goal to conclude no later than August 30, 2024. If an agreement is not reached by August 30, 2024, the university may implement its last offer, subject to continued bargaining to reach a final agreement.

The agreement provides for a 2% wage increase in each of the first three years of the contract. One-time payments are also provided in each of the first three years of the contract. In 2021-22, a one-time payment of $1,000 is provided; $650 in the second year; and, $350 in the third year.

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 2021-2026 agreement between Western Michigan University and the Western Michigan University America Association of University Professors.