PROPOSAL:  2018-2021 Agreement Between Western Michigan University and the American Federation of State, County, and Municipal Employee’s Union AFL-CIO (AFSCME)

Background

On August 10, 2018 Western Michigan University and the American Federation of State, County and Municipal Employee’s Union AFL-CIO (AFSCME) reached a tentative agreement on a three-year labor contract.

The AFSCME bargaining unit consists of 418 members, and the membership ratified the tentative agreement August 16, 2018. The agreement is effective from August 12, 2018 through August 12, 2021.

The agreement provides for wage increases in each of the three years of the contract. Increases vary each year based on the grade level of the position. In the first year, an increase of 1.5% to 2.5% would be provided July 1, 2018, an increase of 1.75% to 2.5% would occur at July 1, 2019, and an increase of 2% to 2.5% would be effective July 1, 2020.

Other changes occurred including employee health care premium contributions and health care plan modifications.

WMU’s strategic plan includes the purpose of advancing economic and environmental sustainability policies. In advancement of this purpose, and in order for this contract to become effective, it is necessary for the Board of Trustees to approve this contract.

Recommended Action

It is recommended the Board of Trustees authorize administration to implement the 2018-2021 agreement between Western Michigan University and AFSCME.