



**PRELIMINARY OUTLINE**  
*of the TERMS of the TENTATIVE AGREEMENT*  
*between the*  
**WSU ADMINISTRATION and the WSU AAUP-AFT, LOCAL 6075**  
**FEBRUARY 26, 2013**

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**1. Compensation**

There will be no selective or across-the-board (ATB) allocation for the present year. The Michigan Legislature has passed a law that prohibits salary adjustments that apply retroactively to the expiration of the previous Collective Bargaining Agreement (CBA), as happened in the past. There will be a \$1,000 signing bonus awarded to every member of the bargaining unit within thirty (30) days of ratification. It will not apply to the base salary.

In August, 2013, each bargaining-unit member will have his or her salary base increased by \$1,000. There will then be a salary increase of 2.75% -- ½ (1.375%) in ATB, and ½ (1.375%) in selective salary.

Each subsequent year of the contract, there will be a salary increase of 2.5% -- ½ (1.25%) in ATB, and ½ (1.25%) in selective salary.

If during three (3) of the last five (5) years of the CBA, the Board of Governors determines that the University is in serious financial distress, the contracted raises may be cancelled and the issue referred to binding arbitration. The arbitrator may reduce the salary increase for the year, but in no case can it be below 0%.

**The minimum salary tables** for faculty and academic staff are adjusted upward by \$500 for the first year, and increased by 2.5% for each subsequent year of the contract.

**Promotional raises** for faculty are increased to \$2,250 for those promoted to Assistant Professor and Senior Lecturer (from \$1,500); to Associate Professor \$5,000 (from \$3,000); and to Full Professor \$8,500 (from \$6,000).

**Academic-staff promotional salary increase** will be 5%, or to the minimum of the new salary grade, whichever is higher.

**Salary caps** on the ATB are eliminated.

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**2. Health Insurance**

A joint Union-Administration committee will be appointed to consider the appropriateness of the health insurance program offered to our bargaining-unit members. The committee will report to the President of the University and to the President of the Union. If they do not agree on the program to be implemented, the matter is referred to the Board of Governors.

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**3. Dental Insurance**

Previously, there was no contribution for our bargaining-unit members for dental insurance. Beginning this year, there will be a 5% contribution to dental insurance, increasing to 20% in 2016. The 5% **ANNUAL** contribution amounts are as follows: **single coverage -- \$19.80; two-person -- \$38.54; and family -- \$70.07.**

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**4. Changes in Health Co-Pays**

Co-pays have been increased to the following amounts: **Prescription Drug co-pays -- \$5/\$20/\$45; Physician Visits -- \$20; Urgent Care -- \$20; Emergency Room -- \$100** (no co-pay if admitted to hospital).

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**5. Duration of Contract**

The Collective Bargaining Agreement (CBA) will be for eight (8) years from the date of ratification, 2013 (scheduled for March 6<sup>th</sup>) through month/date of ratification, 2021. This will assure Union security for the period of the contract. The Right to Work law recently passed by the Michigan Legislature will not apply to our Union until the end of the new CBA.

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## **6. Term Appointments**

Lecturers and Senior Lecturers will not have to reapply for their jobs if they are to be renewed for a term appointment.

- a. All bargaining-unit members on term appointments (other than those on the tenure or ESS tracks) who've been at WSU for seven (7) years will be getting no less than two (2)-year appointments;
- b. The exception is for clinical faculty in the School of Medicine. The Dean of Medicine insisted that clinical faculty would only be given multiple-year contracts at the discretion of the chair of their department and the approval of the dean (which is no change from the present situation).

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## **7. Participation in the Annual Salary Process**

All bargaining-unit members are expected to participate in the annual salary process. Failure to participate for two (2) years over a five (5)-year period will result in the loss of the ATB for the second year.

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## **8. Professional Duties for Faculty**

We resisted the attempts of the Administration to introduce an administrator-dominated post-tenure review process. We got a provision for remediation if faculty members are found by their salary committees to be performing their duties "at a level that is substantially below the unit's factors and norms." In that instance, the salary committee may recommend a mentoring committee be established that would consist of three (3) members: one (1) appointed by the chair; one (1) by the salary committee; and one (1) by the faculty member being mentored. If the salary committee determines, after at least a year, that the mentoring is not effective, then the salary committee can refer the matter to the chair for whatever action s/he chooses to take under the CBA and the Board of Governors' rules. The chair is given no more power than s/he has presently in this process. If the faculty member chooses to take additional teaching, the mentoring program stops.

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## **9. Professional Duties for Academic Staff**

If a member of the academic staff is found by his/her salary committee to be performing his/her duties at a level that is substantially below the unit's factors and norms, the establishment of a peer mentoring committee may be recommended. The committee will consist of three (3) bargaining-unit members: one (1) appointed by the chair; one (1) by the salary committee; and one (1) by the academic-staff member being mentored. The language for academic staff parallels that for faculty. At the end of each year, the peer mentoring committee evaluates the progress of the academic-staff member and may recommend ending the process.

Changes in professional duties for academic staff are regulated under the provisions of the CBA. The process allows a peer review committee and arbitration to be involved in such changes.

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## **10. Online Education**

We will establish a joint Union-Administration online education committee that will consider the issue of online education and produce a report that will be forwarded to the President, the Academic Senate, and the Board of Governors. The Senate will consider the report and offer its advice on the recommendations to the President and the Board of Governors.

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## **11. Tuition Benefits**

Faculty may now take classes tuition-free, a benefit that was extended only to academic staff in the past.

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## **12. Leaves of Absence**

We have strengthened the language regarding leaves for other than childcare and have expanded leaves for childcare to a "significant caretaker," which will include other people in addition to the mother. We have strengthened language on tenure-clock stoppages for care of not only children, but also for a seriously ill parent.