

Western and WMU-AAUP  
2017 Negotiations  
Tentative Agreement

ARTICLE 1  
RECOGNITION OF CHAPTER

1.§1 BARGAINING-UNIT REPRESENTATIVE. Western **statutorily** recognizes the Chapter as the sole and exclusive collective bargaining representative for all post-doctoral fellows and Board appointed ranked faculty of Western Michigan University **who are assigned and authorized to work on a regular basis in Michigan**, including ranked faculty in the University Libraries and Counseling Services at Sincuse. **Western contractually recognizes the Chapter as the sole and exclusive collective bargaining representative for all post-doctoral fellows and Board appointed ranked faculty of Western Michigan University who are assigned and authorized to work on a regular basis in states other than Michigan.** Typically, these appointments may range from 50% (proportional appointment) to 100% (full appointment) to 125% (fiscal year) of a full-time appointment, although some appointments may be approved at less than 50% of a full-time appointment.

1.§2 EXCLUSIONS. Specifically excluded from the Unit are the ombudsman, department chairs, designated directors, persons with faculty rank in Board-appointed administrative positions at or above the level of assistant to the dean, persons on adjunct and visiting appointments, United States Department of Defense personnel teaching in the Department of Military Science, non-Board-appointed part-time instructors, and other positions excluded from the Unit by the list below, and all other positions not covered by Article 1.§1.

1.§2.1 *Integrity of Unit*. No bargaining-unit member shall be reclassified to a position not under the jurisdiction of this Agreement without a demonstrable alteration of job responsibilities. The Chapter will be advised in writing of such reclassification before final action is taken thereon.

1.§2.2 *Position Exclusions*. The following positions are excluded from the Unit:

Directors

Academic Colleges' Advising Offices  
Africana Studies  
Regional Site Directors, including, but not limited to:  
Battle Creek  
Grand Rapids  
Lansing  
Metro Detroit  
Muskegon  
Southwest

Traverse City  
**Florida Sites**

Career English Language Center for International Students (CELCIS)  
Center for Academic Support Programs

College of Aviation's:

Chief Flight Instructor

Manager of Scheduling and Operations Control

Director of Safety and Operations

Environmental Institute

Evaluation Center

Frostic School of Art

Diether H. Haenicke Institute for Global Education

Mallinson Institute for Science Education

Medieval Institute

School of Communication

School of Music

School of Public Affairs and Administration

School of Social Work

Sunway Project

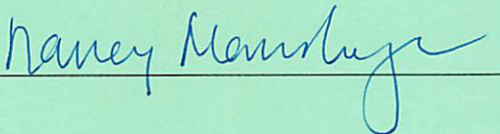
Counseling Services at Sindecuse (formerly University Counseling and Testing  
Center)

WMU Bronson School of Nursing

1.§3. NOTIFICATION. All letters of offer and letters of appointment for all post-doctoral fellows and Board-appointed ranked faculty shall include a statement of inclusion in the bargaining unit. Letters of offer or appointment to positions that are not in the bargaining unit, but may be filled by someone eligible for the bargaining unit (e.g., chairs and associate deans), shall include a statement of exclusion from the bargaining unit.

July <sup>25</sup>20, 2017

**For Western Michigan University**



**For WMU-AAUP**

