



NEGOTIATION NEWS 2017

AMERICAN ASSOCIATION OF UNIVERSITY PROFESSORS
WESTERN MICHIGAN UNIVERSITY CHAPTER

September 8, 2017

Details of the Tentative Agreement

The tentative agreement reached on September 5, 2017, contains the following changes to existing contract language. Articles (and sections of articles) with no changes are not included. All dues-paying members of the WMU-AAUP are eligible to participate in the forthcoming ratification vote, date and location to be announced soon.

New contract language is shown in **bold print**. Deleted language appears with ~~strikethroughs~~.

I. Compensation and Healthcare (Articles 32 and 33)

Article 32: Economic Compensation¹

32.§1 Salary Adjustments. Western shall provide the following adjustments to the base salaries of eligible bargaining unit faculty members ~~in their second or later full consecutive (academic or fiscal) year of service, as follows~~ **who have been employed full-time in a board-appointed faculty position by April 1 of the preceding fiscal year:**

Percentage Increase to Base Salaries	2017-2018	2018-2019	2019-2020
Across-the-Board*	2.00%	2.00%	2.25%
Research Supplement** based on median salary within rank, as of prior fall semester	1.00% on Jan. 1, 2018	1.00% on Jan. 1, 2019	0.75% on Jan. 1, 2020

* Across-the-board increases are effective with the first fall-semester pay of each academic year of the contract for faculty on academic-year appointments. For fiscal-year faculty, ATB increases are effective July 1 of each year of the contract.

** The research supplement acknowledges that in addition to our teaching, WMU faculty also produce diverse kinds (and large quantities) of work outside our classrooms. *All WMU-AAUP bargaining-unit faculty who have been employed full-time in a board-appointed faculty position by April 1 of the preceding fiscal year will receive the research supplement automatically.*

¹ See important note on page 12.

32.§2 Salary minima

	Professor	Associate Professor / Master Faculty Specialist	Assistant Professor / Faculty Specialist II	Instructor / Faculty Specialist I
Academic Year	Was: \$69,000 Now: \$72,000	Was: \$54,350 Now: \$56,000	Was: \$44,400 Now: \$46,000	Was: \$33,750 Now: \$36,500
Fiscal Year	Was: \$86,250 Now: \$90,000	Was: \$67,937 Now: \$70,000	Was: \$55,500 Now: \$57,500	Was: \$42,187 Now: \$45,625

I. Compensation and Healthcare (Articles 32 and 33)

Article 32: Economic Compensation (continued)

32.§3 Overload rates

Rank	Previous contract (2014-17)	Per Credit Hour 2017-2018	Per Credit Hour 2018-2019	Per Credit Hour 2019-2020
Professor	\$1,200	\$1,200	\$1,250	\$1,350
Associate Professor or Master Faculty Specialist	\$1,090	\$1,090	\$1,125	\$1,225
Assistant Professor or Faculty Specialist II	\$985	\$1,000	\$1,050	\$1,150
Instructor or Faculty Specialist I	\$875	\$950	\$975	\$1,075

32.§7 Promotion Increments (Effective July 1, 2017 for fiscal-year faculty and Fall 2017 for academic-year faculty whose promotions were approved by the WMU Board of Trustees in June 2017.)

Rank	Academic Year	Fiscal Year
Professor	Was: \$6,500	Was: \$8,125
	Now: \$7,000	Now: \$8,750
Associate Professor or Master Faculty Specialist	Was: \$4,500	Was: \$5,625
	Now: \$5,000	Now: \$6,250
Assistant Professor or Faculty Specialist II	Was: \$3,000	Was: \$3,750
	Now: \$3,500	Now: \$4,375

32.§8 Step Increases for Master Faculty Specialists

Was (2014-17): \$2,500 for academic year faculty and \$3,125 for fiscal year faculty
 Now (2017-20): \$2,750 for academic year faculty and \$3,438 for fiscal year faculty

Article 33: Health Care Benefits and Insurance¹

New language relating to the coverage to ensure similar plans for those working out of state:

Western will provide health care coverage equivalent to the PPO health benefit plan to WMU-AAUP faculty who are assigned and authorized to work on a regular basis in states other than Michigan.

And to allow faculty to participate in the HMO if they choose to do so:

Bargaining unit faculty may choose to participate on a voluntary basis in the BCBSM HMO health care plan offered by Western.

Information about the HMO plan is forthcoming.

Other changes were made throughout Article 33 that reflect the changes in the table and descriptions below.

¹ See important note on page 12.

I. Compensation and Healthcare (Articles 32 and 33)

Article 33: Health Care Benefits and Insurance¹ (continued)

Although these changes are also included in the table below, here are some details about the changes to the Sindecuse Health Center and the Unified Clinics to further explain how they work:

Sindecuse primary care office visits and specialist office visits are subject to the same co-pays as specified in the PPO plan.

For health care services (including laboratory screening) subject to a deductible per the PPO plan, Sindecuse’s deductible will be fifty percent (50%) of the PPO plan’s deductible. Regardless whether the deductible amount is paid to an off-campus provider or to Sindecuse, all deductible payments made by the faculty member will count towards the faculty member’s total deductible amount.

Sindecuse health care services are subject to the PPO plan’s co-insurance provisions.

Sindecuse will determine/define the types and levels of service(s) it provides.

All services provided by the Unified Clinics shall be available **as per the PPO and/or WMU Health Services Plan**, to PPO plan members and at a level of service as defined by that facility. Such services currently include those offered by the Child Trauma Center, the Low Vision Clinic, the Women’s Health Center, the Substance Abuse Clinic, Occupational Therapy, Speech and Language Services, Voice Services, and Audiology.

¹ See important note on page 12.

PPO Medical Insurance		Current Plan 2017	New Plan 2018-2020
<u>Deductible:</u>	In Network	\$400/\$800	2018: In network: \$600/\$1,200
	Out of Network	\$800/\$1,600	Out of network: \$1,200/\$2,400
			2019: In-network: \$700/\$1,400
			Out of network: \$1,400/\$2,800
			2020: In-network: \$800/\$1,600
			Out of network: \$1,600/\$3,200
<u>Copays:</u>			
Office Visit		\$35	---
Primary Care Office Visit		---	\$30
Specialty Visit		---	\$40
Urgent Care Visit		---	\$50
Emergency Room		\$150	\$150
<u>Coinsurance:</u>			
In Network		100/0%	90/10%
Out of Network		75/25%	70/30%
<u>Out-of-Pocket Maximum*:</u>			
In Network			2018: In network: \$1,500/\$3,000
Out of Network		\$1,400/\$2,800	Out of network: \$3,000/\$6,000
		\$2,800/\$5,600	2019: In network: \$1,600/\$3,200
			Out of network: \$3,200/\$6,400
			2020: In network: \$1,700/\$3,400
			Out of network: \$3,400/\$6,800
* Includes deductibles, copays, and coinsurance amounts for all covered services, including copays for prescription drugs.			

PPO Medical Insurance	Current Plan 2017	New Plan 2018-2020
Telemedicine – Optional	Not Offered	\$0 Copay
Sindecuse (services & providers)	No copay/deductible	Office visit copays the same as retail. Deductibles half (50%) as applicable retail service providers. Coinsurance applies the same as retail.
Prescription Drugs		
Tier Copays - Retail	\$15/\$35/\$60	\$10/\$40/\$80/ 15%-\$150/25%-\$300
Tier Copays - Sindecuse	\$10/\$30/\$40	\$10/\$30/\$60/ 15%-\$120/25%-\$240
Step Therapy	No Step Therapy	Yes; Grandfathers non-excluded prescriptions (based on July 18, 2017, BCBSM list) that have been prescribed and filled at least once during the 180 days preceding January 1, 2018.
Mail in Prescriptions (90 day)	Not Offered	Optional with 2.0x co-pay
Rx-90 co-pays for tiers	Retail 2.5x co-pay Sindecuse 1.25x co-pay	Retail - 2.5x co-pay Sindecuse - 2.25x co-pay
Erectile Dysfunctional (ED) drugs	12 doses per month	9 doses per month
Chiropractic Visits	24 visits per year	12 visits per year
Massage	12 visits per year	12 visits per year
Employee premium contributions		
Single	17.5%	2018: 17.5 / 2019: 18.0 / 2020: 19.0%
2 Person	24.9%	2018: 24.9 / 2019: 24.9 / 2020: 24.9%
Family	28.7%	2018: 28.7 / 2019: 28.7 / 2020: 28.7%

The exact dollar amounts of the premiums for 2018 have not yet been finalized. The current projections show the premiums decreasing by 2.6% from 2017 amounts (to \$1,276, \$4,296, and \$6,357 for single, two-person, and family plans, respectively). Without plan design changes, the projections indicate that they would have increased by about 4.3% (to \$1,365, \$4,599, and \$6,805, respectively). The 2018 premiums are projected to be approximately 6.6% lower than they would have been without plan design changes.

Annual employee premium contribution

	2017	2018 (est.)
Single Premium	\$1,309.83	\$1,275.62
2 Person	\$4,411.10	\$4,295.89
Family	\$6,527.02	\$6,356.55

Note: The final numbers will not be available until open enrollment, and may vary from these projections. The contribution amounts for 2019 and 2020 will be based on the contribution percentages agreed to, but are difficult to predict accurately with given that the rate of future medical inflation is uncertain.

I. Compensation and Healthcare (Articles 32 and 33)

Article 33: Health Care Benefits and Insurance (continued)

Dental coverage:

In-network deductible for single: was \$0, now \$30
In-network deductible for family: was \$0, now \$60
Preventative services: was 90%, now 100% (not subject to deductible)

Vision coverage:

Was \$300, now \$400

Note: Members have received \$700 of coverage for the past three years due to a communication error. Although this new amount (\$400) is less than the \$700 benefit we (erroneously) received in the 2014-17 Agreement, it is an increase over what we had agreed to in that contract (\$300).

II. Articles on Workload and Intellectual Property

Article 30: eLearning

New language clarifying the role of EUP in course development as a source of consultation available to the faculty and the role of university-approved eLearning standards:

30.§3.1 eLearning courses will be developed using a Western Michigan University instructional design process, **which may include consultation with an Extended University Programs (EUP) Online Education instructional designer and will** and adhere to agreed upon course development, quality, and program standards established by the academic department and **in accordance with university-approved eLearning standards, provided that the standards are consistent with the provisions of this Agreement** ~~any departmental committees with consultation provided by Extended University Programs Online Education.~~ eLearning courses and course materials must be completely developed prior to enrollment. All eLearning courses must meet all copyright requirements, minimum technical standards, be compliant with all accessibility regulations, as well as align with federal, state, and accreditation standards for quality assurance.

30.§4.3 Faculty members who develop **(EUP)** fully online courses through Extended University Programs **that have been designated by their department chair, in consultation with Extended University Programs,** will receive a ~~three thousand dollar (\$3,000)~~ course development stipend **as described in Article 32.§11. An EUP online course will be developed in consultation with an EUP Online Educational instructional designer following university-approved eLearning standards, provided that the standards are consistent with the provisions of this Agreement.** The course development stipend will be paid in two equal installments. The first installment will be paid upon completion of developing a course storyboard with the support of an **EUP Online Educational eLearning** instructional designer. The second installment will be paid upon completion of the course development process, which includes consultation **with an EUP Online Educational instructional designer** on pedagogy appropriate to eLearning, and after the course has met all copyright, accessibility, and technical requirements. A faculty member has the right to waive (in writing – via a letter of intent) all, or a portion of, the course development stipend.

II. Articles on Workload and Intellectual Property

Article 30: eLearning (continued)

Note: The language about the amount of the course development stipend was moved to Article 32: Compensation. It remains at \$3,000 per course.

New language clarifies that only faculty specifically hired to teach online can be required to teach online courses:

30.§4 WORKING CONDITIONS. Bargaining-unit faculty members shall be given preference over all non-bargaining unit personnel in the presentation and/or implementation of courses. **Faculty members** They shall not be required to teach eLearning courses **unless teaching eLearning courses is included in their letter of appointment.**

For intellectual property, revisions to language in Article 30 will strengthen faculty protections. Some language was moved to Article 43: Intellectual Property, where additional new protections for faculty will also appear, to more explicitly articulate that these protections apply to *all* course materials, not just those for online courses

30.§5 INTELLECTUAL PROPERTY. eLearning courses are subject to the terms noted in Article 43.§3 (Ownership Rights).

30.§5.1 The faculty member (or an appropriate faculty body) who develops course content for use in eLearning shall **(absent agreement as set forth in 30.§5.3)** exercise control over the future use, modification, and distribution of instructional material, and shall determine, **in consultation with the chair of the department using the course**, whether the material should be revised or withdrawn from use.

30.§5.2 If the Administration assigns a faculty member to teach an eLearning course that contains another Western Michigan University faculty member's copyrighted material, the Administration ~~shall inform~~ **must obtain written permission from** said Western Michigan University faculty member(s) who retains the rights set forth in the Agreement.

30.§5.3 Extended University Programs and the faculty member may enter into an agreement that identifies ownership rights of the faculty member as set forth in 30.§5.1 and Western Michigan University. Such an agreement must be for specific material and voluntarily entered into by the faculty member.

Article 43: Intellectual Property

New language protecting faculty intellectual property is added to existing protections for faculty copyrights and patents. All language shown below in **bold print** is new in 2017-20.

43.§3 OWNERSHIP RIGHTS

43.§3.1 Copyright ownership of textbooks, manuscripts, creative works, and other scholarly works, including course materials created by the faculty member(s) shall be owned by the faculty member(s) except as otherwise set forth in this Article. Such materials or scholarly works shall include but not be limited to books, journal articles, research studies, syllabi, distance learning courses, workbooks, courses, course presentations, computer-assisted instructional content, course content developed, examinations, tests, and other digital or physical materials created by the faculty member(s).

II. Articles on Workload and Intellectual Property

Article 43: Intellectual Property (continued)

New language protecting faculty intellectual property is added to existing protections for faculty copyrights and patents. All language shown below in **bold print** is new in 2017-20.

43.§3 OWNERSHIP RIGHTS (continued)

43.§3.2 Courses and course delivery shall not be recorded (audio- or video-taped or digitally captured) without prior knowledge and consent of the faculty member. Such recordings are not to be re-used without the written consent of the faculty member.

43.§3.3 A faculty member owns the rights to control their scholarly works as identified in 30.§5.1 and 30.§5.2, unless they have executed a written agreement with Western setting forth different terms to the contrary as described in 30.§5.3.

Article 42: Work of the Unit: Workload, Class Sizes, and Scheduling of Classes

Language is added that clarifies the work of the unit but does not change or otherwise affect faculty workload:

42.§1.7 Assessing student learning as per Higher Learning Commission and/or applicable accreditation guidelines and/or requirements.

42.§9.7 Submitting Final Grades. Each faculty member shall submit final grades for each course for which s/he is the instructor of record by the University deadline (see Appendix D, Western Michigan University Calendar).

Additionally, new language clarifies that work assignment notification by chairs is not limited to teaching workload, but also includes credit hour equivalent work (i.e., research and service):

42.§6.2 Work Assignment Notification. As soon as possible prior to the start of fall and spring semester, the department chair will distribute to the department the scheduled workload assignments of all department bargaining unit faculty members, including faculty with a joint appointment, recognizing that these may be subject to change as the academic year progresses. Workload assignment notification will reflect the total number of credit hours or equivalent assigned to each bargaining unit faculty member.

Language was also added that provides for university support for faculty who are serving students with accommodation needs:

42.§7.2 Bargaining unit faculty members who serve students with registered disabilities may consult with the department chair about receiving support to meet approved student accommodations to achieve full participation and inclusion in the classroom for all students.

III. Other Benefits

Article 27: Leaves of Absence

Changes made to 27.§2 make FMLA (federally mandated right to take unpaid family and medical leave) leave run concurrently with other types of leave instead of allowing it to be saved for use after using all available paid leave. (Effective January 1, 2018.)

Other changes in Article 27 include the addition for the first time in our contract of paid parental leave: All language in **bold print** is new for 2017-20.

27.§8 PARENTAL LEAVE. Effective January 1, 2018, Western shall provide paid parental leave to eligible full-time bargaining unit faculty members. A faculty member becomes eligible twelve months (1 year) after the date of his/her initial appointment.

27.§8.1 Paid parental leave shall be granted upon the request of a bargaining unit faculty member who has primary responsibility for the care of an infant for the period immediately following the birth of a child or adoption of a child under age five (provided the child is not attending daycare, preschool or school 5 or more hours per day on week days). Paid parental leave may be used during any period of the year in which the faculty member is scheduled to work his or her regularly-scheduled workload (i.e., summer sessions for academic year faculty not on an alternate-academic year schedule are excluded).

27.§8.2 An eligible bargaining unit faculty member may be granted up to six (6) weeks of paid parental leave. In situations where both parents are eligible bargaining unit faculty members, a combined six (6) weeks of paid parental leave may be granted.

27.§8.3 Sick leave and annual leave are not used to extend paid parental leave. Paid parental leave is used in lieu of sick or annual leave.

27.§8.4 When foreseeable, a bargaining unit faculty member shall provide his/her Department Chair with at least a 60-day written notice of the intent to use paid parental leave. If not foreseeable, the bargaining unit faculty member must provide as much written as is practical under the circumstances. Requests to use paid parental leave should be accompanied by proof of adoption or pregnancy/birth (proof may be requested/required by Western), including the projected adoption/delivery date. Faculty are encouraged to consult their Chair when requesting/scheduling paid parental leave so that disruption to the department and students can be minimized.

27.§8.5 Pay and benefits remain the same while on paid parental leave. Use of paid parental leave may affect the tenure clock (See, Section 17.2.4.2).

27.§8.6 Paid parental leave cannot be used intermittently or for ongoing child care.

III. Other Benefits

Article 36: Other Fringe Benefits

In Article 36, language was added to clarify how tuition remission is calculated:

36.§9.2 For Spouses, Dependents, and Designated Eligible Individual (DEI)s. Western shall provide a seventy-five percent (75%) remission on tuition, records initiation fee, enrollment fee, student assessment fee, **sustainability fee**, and EUP technology fee for undergraduate courses taken by a spouse/dependent/DEI meeting admission requirements at Western Michigan University. **Remission is calculated on the following items as charged to the student's WMU account: gross tuition, records initiation fee, enrollment fee, student assessment fee, sustainability fee, and EUP technology fee. Prior to the use of tuition remission funds, the University will first apply to the student's account any external or University award that is limited to paying tuition and mandatory fees. In the event that all tuition and mandatory fees are covered by a tuition-specific external or University award, or a combination of such awards, tuition remission is not provided. If after applying tuition-specific external or University awards there remain tuition and fees unpaid, the tuition remission funds will be applied to cover such costs up to, but not exceeding, 100% of such costs.** The remission does not apply to individual course or lab fees. There shall be a lifetime maximum per individual of at least one hundred-thirty (130) credit hours (does not include non-credit courses) at the undergraduate level.

IV. Other Articles

Article 1: Recognition of the Chapter: Language was added to include faculty hired by WMU to work outside the state of Michigan in our bargaining unit, such as faculty at our Florida campuses.

Article 16: Evaluation of Faculty Professional Competence

Language was added to expand on the role of evaluation and provide more examples for teaching portfolio content:

16.§3 **EVALUATION OF PROFESSIONAL COMPETENCE FOR MAKING PERSONNEL RECOMMENDATIONS. The evaluation of professional competence should rely on multiple sources of evidence of competence.** Faculty are encouraged to submit a variety of materials that demonstrate effectiveness in teaching and/or other professional duties and services (see 17.§3.1).

16.§3.2 Instructional Portfolio. The faculty member is advised to develop a portfolio of teaching materials, which may include **documentation of teaching that includes** information about class size and level, **number of undergraduate and/or graduate student advisees, student learning objectives and outcomes, ~~grading standards and patterns,~~ syllabi or course outlines, lecture notes, assignments, and other materials used in courses; materials that demonstrate student learning such as** examples of student work or pertinent information about student performance, **presentations at instructional conferences ~~logs,~~ artifacts and/or professional development workshops, or other evidence of** the development of teaching skills and techniques, and other information about course content, goals and methodologies, as well as **summarized student and** peer evaluations. Materials representing out-of-class instructional work may also be included in this portfolio.

IV. Other Articles

Article 16: Evaluation of Faculty Professional Competence (continued)

Language was also added in Article 16 to create a plan for replacing ICES as the system for student evaluations:

By January 15, 2018, the Administration shall provide the Chapter with a list of three to five (3-5) externally developed student ratings instruments that meet university and technical requirements. No later than March 15, 2018, the Chapter shall select an instrument from the list for implementation. The Chapter's selection will constitute written mutual consent. Unless otherwise agreed upon by the Administration and the Chapter, the selection connotes acceptance of the vendor's standard item template. If the Chapter chooses not to select a replacement instrument from the list, the existing system shall continue.

Additionally, student will no longer be asked to optionally divulge their name on evaluations:

~~16.§4.4 Unsubstantiated Comments. Students may opt to divulge their identity by including their name on the evaluation.~~ **The anonymity of students shall be preserved.** Western shall not use unsubstantiated comments in personnel decisions.

For term faculty, language was added that: a) allows observations in the second semester to be waived by the chair, b) requires student ratings to be collected for all courses, and c) requires notification of renewal to be provided by the end of the spring semester if practicable.

For faculty whose primary assignment is not classroom teaching (such as faculty with work assignments in Counseling Services at Sindecuse), language for alternative forms of evaluation was added:

16.§8 Evaluation of Other Professional Duties and Services for Making Personnel Recommendations. Competence in performance of other professional duties appropriate to certain units is a necessity for faculty whose primary assignment is not classroom teaching. The use of data in the evaluations of these faculty shall be handled in the same manner as student rating data and classroom observations.

16.§8.1 Evaluation of Professional Competence. The evaluation of professional competence may include, but is not limited to: indicators of student and/or client satisfaction and/or engagement data; observed or documented student and/or client outcomes; assessment of student and/or client achievement of performance objectives; or observation of strategies used in the performance of professional duties (see also 17.§3.1). The faculty member is advised to develop a portfolio of materials that document professional competence in the primary area of responsibility.

Articles 17 (Tenure Policies and Procedures) and 18 (Promotion Policies and Procedures)

Tenure and promotion procedures for Faculty Specialists: In previous contracts, tenure and promotion have been two separate processes for Faculty Specialists, requiring two separate reviews. (For traditionally ranked faculty, tenure and promotion reviews have been – and will remain – concurrent.) Effective with the new contract, Faculty Specialists will be automatically promoted to Faculty Specialist II with the granting of tenure.

IV. Other Articles

Articles 17 and 18 (Tenure and Promotion Policies and Procedures) (continued)

Streamlining of tenure and promotion review process prior to the final tenure review: Tenure reviews other than the final review that receive positive recommendations at the levels of DTC, chair, and dean will now conclude at the dean's office rather than being sent to the provost for review and approval. If a review is negative at any level of the review process, it will go forward to the provost according to current and established contractual practices outlined in Article 17, as will all final reviews.

Standards for promotion to full professor: For promotion to full professor, option (a) in Article 18.3.7 currently requires faculty to "have: (a) achieved outstanding professional recognition and a satisfactory record of professional competence." In the new contract, "satisfactory" will be replaced by "significant" for professional competence.

Article 26: Sabbatical Leave Policy

The deadline for sabbatical applications has been extended to October 1, with other dates adjusted accordingly.

Article 38: Calendar¹

The start of the fall semester (effective 2018) will begin three business days earlier, on the Wednesday before Labor Day, with a three-day fall break (Wednesday through Friday) added after seven weeks of classes. Changes were also made to protect fiscal-year faculty from being required to work during the fall break and on Christmas Eve.

¹ See important note on page 12.

What we won:

- Salary increases and additional to-base research supplements for all bargaining-unit members, plus increases in minima, overload rates, step increase amounts, and promotion increments.
- Paid parental leave.
- Stronger intellectual property protections for eLearning and in general.
- Retained existing university retirement contributions.
- Strengthened the scope of the unit by including faculty who are assigned work outside Michigan.
- Negotiated a plan for replacing the Instructor and Course Evaluation System (ICES).
- For term faculty, notification of renewal for the following academic year shall be provided by the end of the spring semester if practicable.
- Pre-tenure reviews now streamlined to end at the dean level if the recommendations at each level are all positive up to that point.
- Promotion to Faculty Specialist II is automatic with tenure for those with a rank of Faculty Specialist I in their fourth year of service or later.
- Lower health care premiums (with a cost – see below).

What we lost or did not get:

- The changes to the healthcare plan will result in higher out of pocket medical costs.
- Services at Sindecuse will be subject to co-pays, deductibles (50% of standard deductible amount), and coinsurance.
- Although we did well on salary increases, we would have preferred to get (and believe that the faculty deserves) more.
- For term faculty, student ratings must be conducted in all courses.
- FMLA leave now runs concurrently with paid leave.
- Although we did get new language to help faculty obtain support for accommodations for students with disability, we would have preferred a more robust commitment to providing this support on the part of the administration.

Other changes:

- Earlier start to the fall semester, and the addition of a fall break (both three days).
- An option to participate in the HMO health insurance plan.

¹ **Important note:** The final versions of Articles 32 (Economic Compensation), 33 (Health Care Benefits and Insurance), and 38/Appendix D (University Calendar) were offered to our team late in the negotiations on the night of September 5 as tie-barred proposals, meaning that they were offered at that time as a package deal. In order to receive the administration's final (higher) economic compensation offer, the changes to insurance and the calendar had to be accepted with it as part of a single package.

NEXT STEPS: YOUR ACTION IS REQUIRED

Friday, September 15: WMU-AAUP chapter meeting to discuss the tentative agreement.
3:30-5 p.m. in 157 Bernhard

Tuesday, September 19: Faculty vote on ratification.
8 a.m. to 5 p.m. in 204 Bernhard

If you need an absentee ballot:

Please contact the WMU-AAUP office ASAP at 345-0151 or email staff@wmuaaup.net.

All bargaining-unit members should plan to attend the chapter meeting and participate in the ratification vote.

Please note that only dues-paying members are eligible to vote.

If you would like to activate your membership, please contact the WMU-AAUP office at 345-0151 or email staff@wmuaaup.net as soon as possible.



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