

**Addendum to Collective Bargaining Agreement  
By and Between  
Central Michigan University and  
UAW Local 6888, AFL-CIO**

---

Except as expressly modified or amended, as shown below, all other terms and conditions of the collective bargaining agreement (“Agreement”) by and between Central Michigan University (“University”, “Employer”) and UAW Local 6888, AFL-CIO (“Union”) remain in effect through the amended expiration date detailed in Article OP 58-1, below. The amendments shown below on pages 1 through 5 are effective as of July 1, 2009, except where otherwise stated.

**OP O-1** This Agreement is entered into this 1<sup>st</sup> day of July, 2009 between the Board of Trustees of Central Michigan University, being the constitutional and statutory board of control of Central Michigan University (hereinafter referred to as “University”) and the International Union, United Automobile, Aerospace and Agricultural Implement Workers of America, UAW and its Local Union 6888 (hereinafter referred to as the “Union”), as exclusive representative of employees employed by Central Michigan University and as set forth in section OP2-1 and OP2-2.

---

**OP 19-6** A bargaining unit member with less than one (1) year of University service will not be eligible to bid on vacancies in the bargaining unit, except by mutual consent of the Union, the bargaining unit member’s supervisor, and the Employee Relations Office.

---

**1. Leaves of Absence for Illness, Injury, or Medical Disability**

**OP 29-1** A non-probationary employee who is (1) unable to work because of personal sickness, injury or disability; (2) has exhausted sick leave; (3) has exhausted vacation and personal leave; and (4) has furnished a written request to Human Resources/Staff accompanied by evidence of disability satisfactory to the University shall be granted a leave of absence without pay. Such request and evidence may be delivered or sent to Human Resources/Staff by the Union or any other interested party.

**OP 29-2** The leave of absence shall be for the period of continuing disability for the period of time up to one (1) year. To continue the leave of absence, an employee must receive appropriate medical treatment and furnish satisfactory evidence of continuing disability. An employee may return to the same position they held at the time the leave was granted, providing written approval is obtained at the time the leave is requested. Leave will not be granted for the purpose of obtaining employment elsewhere. When

necessary, physicians' opinions shall be the basis used to determine the questions of appropriate medical treatment or evidence of continuing disability.

---

**OP30-13** Up to ten (10) sick leave days per year may be used for illness of immediate family members. Immediate family will be defined the same as under the Family Medical Leave, e.g., spouse, children, and parents.

---

**OP 44-2** Office Professional-UAW employees hired on or after 01/01/96 will participate in the Optional Retirement Program (ORP) as described below except if they were in MPERS prior to 1/1/96 at one of the following institutions: Central Michigan University, Eastern Michigan University, Ferris State University, Lake Superior State University, Michigan Technological University, Northern Michigan University, or Western Michigan University.

**Type of Plan** 403(b) Non-contributory

**Eligibility** Full and part-time (Fifty percent [50%] or more FTE) regular and provisional employees.

**Vesting** Immediate upon date of hire.

**University Contribution** Six percent (6%) of employee's base hourly rate excluding special pays (retirement incentives, excellence awards, retirement service awards, payback, leave payoff at retirement/termination, supplemental pay, special assignment pay) to begin immediately upon the date of hire.

**Vendor** TIAA-CREF or Fidelity

**Commencement of University Contributions** University contributions to an employee's ORP account will commence as of date of hire.

**Health Insurance** Office Professional-UAW employees hired before 7/1/2009 who are considered CMU retirees and who retire prior to 7/1/2011 are eligible to continue health insurance under the CMU Retiree Health Policy at their own expense. Office Professional-UAW employees who are considered CMU retirees and who retire 7/1/2011 or after and Office Professional-UAW employees who are new hires 7/1/2009 or after will not have access to continue health insurance under the CMU Retiree Health Policy.

**TERMINATION AND MODIFICATION**

**OP58-1** This Agreement shall continue in full force and effect until 11:59 p.m., June 30, 2010.

---

**WAGE/RANGE ADJUSTMENTS**

**OP59-1** Effective with the bi-weekly pay period ending July 11, 2009 (pay date July 23<sup>rd</sup>), all eligible employees will receive a 3% base wage increase.

**OP59-3** *The wage range minimums will be frozen at the rate in effect June 30, 2009. The range maximums will be increased by 3% as noted in the chart below.*

<b>2009-10 Range</b>			
	<b>MIN</b>	<b>MID</b>	<b>MAX</b>
<b>OP-3</b>	\$9.07	\$12.23	\$15.39
<b>OP-4</b>	\$10.17	\$13.82	\$17.47
<b>OP-5</b>	\$11.54	\$15.77	\$20.00
<b>OP-6</b>	\$12.89	\$17.64	\$22.38

**Appendix "B" – INSURANCE RATES AND CONTRIBUTIONS**

**BENEFITS COST-SHARING MODEL, Full Time**

2009-10		
	University Contribution*	Employee Contribution**
<b>Medical</b>	92%	8%
	92%	8%
	92%	8%
<b>Prescription</b>	92%	8%
	92%	8%
	92%	8%
<b>Dental</b>	92%	8%
	92%	8%
	92%	8%

\*Percentage (%) calculation is based on core plans each fiscal year.

\*\*Actual employee contribution will depend on individual benefit elections.

Percentages in this table, when applied to the premium costs for "core plans" [PPO 1, PD 10/20/30, D 100/50/50] established at the beginning of each fiscal year, will determine the dollar value of University contributions towards the cost of medical, prescription drug and dental insurance for each level of coverage in each plan for full time employees. Employees are responsible for paying the difference between such dollar amounts and the cost of plans with higher premiums than the "core plans."

The annual increase in the University's contribution in years beyond 2006-07 is capped at 15% (i.e., the University will apply its percentage share from the table above to not more than 115% of the prior year premium costs for the "core plan").

For Part Time Employees, the University contributions for Medical and Prescription Drug insurance is the single coverage rate for Full Time employees in each of those plans. Part Time Employees are responsible for covering the entire cost of dental insurance.

Note: For Health Care Contributions Purposes, "Part Time" = Employees on less than 80% FTE appointment.

**Monthly University Contribution for 2009-10, based on Cost-Sharing Model (above)**

\*Effective July 1, 2009

	MEDICAL	Prescription Drug	Dental
<b>FT - Single</b>	\$342.41	\$69.43	\$26.39
<b>FT - 2 Person</b>	\$718.03	\$135.24	\$55.46
<b>FT - Family</b>	\$837.28	\$200.16	\$65.60
<b>FT - No Plan</b>	\$80.00	N/A	\$10.00
<b>PT - Single</b>	\$342.41	\$69.43	\$0.00
<b>PT - 2 Person</b>	\$342.41	\$69.43	\$0.00
<b>PT - Family</b>	\$342.41	\$69.43	\$0.00
<b>PT - No Plan</b>	\$40.00	N/A	\$0.00

The University will cover the premium cost for basic Life Insurance (1X Annual Salary) and basic LTD.

**Letter of Agreement**

Re: Temporary Employees

June 8, 2009

During the recent contract negotiations, the use of temporary employees (Article OP 4-5) was discussed. It is understood that the Union will monitor the use of temporary employees hired by the University.

For the duration of the current contract, the Union agrees to temporary appointments for a period of up to 24 months (or length of agreement, whichever is greater). The Union shall be given prior notice of hiring of all new temporary employees doing bargaining unit work for at least (30) working days.

The University and the Union may, by mutual agreement, extend the duration of the temporary appointment before the position must be announced as a permanent position.