



NEGOTIATION NEWS 2017

AMERICAN ASSOCIATION OF UNIVERSITY PROFESSORS
WESTERN MICHIGAN UNIVERSITY CHAPTER

August 18, 2017

Contract expires Sept 5, demonstration at Seibert on Aug 23

After 29 bargaining sessions and with fewer than three weeks left before the contract between the WMU-AAUP and Western Michigan University expires, our team is still hard at work negotiating a fair contract that protects faculty rights and moves us forward economically. At this point in the negotiations, your team has accomplished a great deal. They have successfully negotiated and reached tentative agreements on 10 contract articles with a handful of articles still open but close to resolution.

The two teams have had lengthy discussions about health insurance costs. We recognize that health care costs are uncertain and that they are likely to increase over the next three years. However, based on feedback from our members, your team's position has always been that the cost of our premiums must be contained. Therefore, to control these costs, your team was willing to consider the administration's proposal to change the design of our health insurance plan and worked with them to model the effects of these changes on our premiums.

On August 8, the administration's team presented their proposal for Article 33: Health Care Benefits and Insurance. They propose raising premiums in 2019 and 2020 and increasing deductibles, copays, and out-of-pocket maximums. In addition, they propose a 90/10 co-insurance and decreasing faculty benefits at Sindecuse by eliminating the no-copay, no-deductible services available at Sindecuse and the Unified Clinics. Their proposal also includes cutting the number of covered chiropractic visits per year by half and implementing prescription drug preauthorization in some cases ("step therapy").

If accepted, the administration's proposal would shift more costs onto the faculty. Given the extent of these proposed changes, your team has insisted that *if* we accept these changes to our health insurance plan, then the faculty *must* receive salary adjustments that more than merely offset these increased costs. However, the administration's most recent proposal for Article 32: Economic Compensation (presented on 8/17), which was brought after your team worked with the administration to significantly narrow the gap on health insurance costs, increases across-the-board raises by only 0.25% more than their previous proposal (presented on 6/15). Their proposals have ranged from a low of 1.5% per year to a "high" of 1.75% in some years. Moreover, their proposal includes zero adjustments to salary minimums, overload rates, and promotional increments.

This is where you come in: Demonstration at Seibert on Wednesday, Aug. 23, at 1 p.m.
See next page for details.

WMU-AAUP DEMONSTRATION FOR SOLIDARITY

**Wednesday, August 23, at 1 p.m.
Seibert Administration Building**

As you read these words, we are less than three weeks away from the expiration of our contract on Tuesday, September 5, at midnight. The negotiations will almost certainly continue right up to the 5th. In the coming weeks, the team still has a lot of work to do to win a healthcare package and salary increases that will move the faculty unequivocally forward. They have been at it for months and have made a powerful and well-informed case based on research, data, and logic.

But because contract negotiations are inherently asymmetric, making the stronger case is not always enough. The university administration is management, and as management, they control the resources.

However, they don't control the 900 of us, and that is where we come in. Our leverage is in our numbers, and the time has come for us to deliver on our team's behalf and make sure our voices are heard loudly and clearly.

What our team needs now, and what we all need now, is for YOU to do everything YOU can to show your support, loudly and publicly. We need YOU to engage in the important work that has to happen away from the table to ensure our team's success at the table. The way we keep up the pressure on the other side is with our visible, vocal support. The time is NOW.

We are calling on you to stand with your team at a demonstration on Wednesday, August 23, at 1 p.m. in front of the Seibert administration building to demand a fair contract.

All board-appointed faculty colleagues are strongly urged to attend, as are family members, retirees, and colleagues from other WMU employee groups who want to stand in solidarity because they understand that we are all in this together. We also welcome students, alumni, community members, and other allies who value the work we do on behalf of Western Michigan University and on behalf of this community.

#StrongerTogether

#GoWMUAAUP

Rally for our team any time on Facebook, Twitter, and Instagram @wmuaaup.
They appreciate your messages of support!



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