

Overview of 2008 AAUP Contract Changes

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Article 1: Recognition of Chapter

- University Libraries Archivist position was removed from exclusions and converted to faculty.
- Environmental Institute and Mallinson Institute Directors were added to exclusions.
- All letters of appointment shall include status in the AAUP or exclusion.

Article 7: Access to Facilities and Services.

The word *miscellaneous* was removed from fringe benefits for AAUP staff

Article 12: Grievance

New list of mediators named

Article 16: Evaluation of Faculty

Procedures for evaluation of Term Faculty clarified and new dates set for faculty and chair reviews

Article 17: Tenure

- Updated Timetables for tenure review process and external reviews.
- Clarified early tenure review process. Faculty shall notify chair by Feb 1 of preceding academic year. Approval by DTC no longer needed
- Clarified external review procedures and strengthened faculty role through the DTC in this process; external review procedures guided by dept policy statements; limits on protections of confidentiality for external reviewers
- Tightened the tenure review process for joint appointments to insure proper weight is given to reviews from the secondary department in time to be considered by primary department.
- Added a Standard Schedule table for both traditionally ranked and faculty specialists

Article 18: Promotion

- Faculty shall notify chair by Feb 1 of preceding academic year to request early promotion. Approval by the DPC no longer needed.
- Clarified external review procedures and strengthened faculty role through the DPC; external review procedures are guided by dept policy statements; limits on protections of confidentiality for external reviewers.
- Tightened the promotion review process for joint appointments to insure proper weight is given to reviews from the secondary department in time to be considered by the primary department.
- Updated the Timetables for promotion reviews and external reviews.
- Added a Standard Schedule table for both traditionally ranked and faculty specialists.

Article 22: Progressive Review & Discipline for Cause

- Added that WMU shall call an investigatory meeting *within 30 days* of the date WMU was aware of allegations and the Chapter will be informed *5 business days* before the meeting
- An administrator *not party to the dispute* shall notify the faculty member of the allegations and the investigatory meeting and the disciplinary hearing.
- Both WMU and the AAUP may record the hearing.

- A faculty member may have up to *two* AAUP chapter reps in an investigatory meeting or disciplinary hearing.

Article 23: Faculty Participation in Departmental Governance

- Each department should designate a faculty contact person from the departmental committee charged with writing/revising the Department Policy Statement.
- The chair now has 15 (increased from 10) working days of receiving policy statements to provide written feedback.
- Responses associated with reviewing policy statements received from Western's Director of Academic Collective Bargaining and Contract Administration and the AAUP Contract Administrator must be in writing, stating specific violations or conflicts with either the Agreement or University policy. These responses must be received within 30 (down from 40) working days of receipt.
- Annually the chair can request in writing that some or all of sections of policy statements be reviewed. That request should identify which sections of the policy statement should be reviewed, and whether those sections may be in violation of the Agreement or University policy. Department faculty shall within one calendar year of the chair's request inform the chair of any changes made or to be made in the policy statement as a result of his/her request. Those changes, if any, would then follow the normal approval process.
- Any policy that is not responded to by Western within 30 (down from 40) working days shall automatically stand approved for one year.

Article 26: Sabbatical Leave Policy

- The number of awards granted annually shall not be less than a number equal to 4% (up from 3%) of the bargaining unit faculty, provided that the number of proposals acceptable to the University Sabbatical Leave Committee reaches the calculated 4% (up from 3%) figure.

Article 27: Leaves of Absence

- FMLA—parent of the member's spouse added to definition of family
- Annual Leave—Fiscal Year faculty must exhaust paid annual leave and both FY and Academic Year faculty must exhaust their necessity leave before beginning the 12 weeks of unpaid FMLA
- Leaves of Absence without pay—On leaves of absence, a faculty member can purchase at his/her own expense health and life insurance up to 12 months. However, a faculty member can only purchase long-term disability insurance for up to 12 months at his/her own expense if on an *approved unpaid professional* leave of absence.
- Funeral Leave—Step siblings and step parents were added to definition of family

Article 32: Economic Compensation

- Salary Adjustments to base salaries for each year of the contract are 3.00% across the board plus a university supplement computed at 1.00% of the median academic year salary within each rank (adjusted each year).
- Salary minima, for academic year faculty (salary minima for fiscal year faculty are 125% greater), are increased to \$66,000 for professors, \$52,000 for associate professors/master faculty specialists, \$42,500 for assistant professors/faculty specialists II, and \$32,000 for instructors/faculty specialists I.
- Overload rates per credit hour increase in each year of the contract for professors (\$1,100, \$1,133, and \$1,167 for years 1, 2, and 3, respectively), for associate professors/master faculty specialists (\$1,000, \$1,030, and \$1,061), for assistant professors/faculty specialists II (\$900, \$927, and \$955), and for instructors/faculty specialists I (\$800, \$824, and \$849).
- Promotion increments for academic year faculty (the increments for fiscal year faculty are 125% greater) were increased (effective for the start of the 2008-2009 academic year) to \$6,000 for full

professors, \$4,250 for associate professors/master faculty specialists and \$2,750 for assistant professors/faculty specialists II.

Article 33: Health Care Benefits and Insurance

- Designated Eligible Individuals and their dependents now eligible for Healthcare Benefits **Slight increases in and out-of-network deductibles, co-pays for office visits and ER.
- Doubled Preventive Care Maximum to \$1500/year
- Increased coverage for Inpatient Mental Health and Substance Abuse treatment to 90%
- Massage Therapy—added requirement for a prescription from a licensed clinician
- Acupuncture—eliminated benefit
- Pharmacy—added Mandatory MAC requiring use of generic drugs unless doctor documents medical necessity for the brand name drug and Blue Cross pharmacy services provides waiver
- Slight increase in co-pays for formulary and nonformulary brands when MAC is waived.
- 90 Day script for one co-pay continued at Sindecuse Pharmacy only.
- 90 Day script at retail pharmacies now cost *two times retail* co-pays.
- Healthcare Premiums for faculty with single coverage increase from 10% to 11% in year three (2011)
- Healthcare Premium subsidies from WMU for spouse, dependent and DEI stay at 57.5% in years one and two of contract and drop to 56.5% for year three
- Maximum age for a dependent attending school fulltime goes from 26 to 25 in years 2 and 3

Article 36: Other Fringe Benefits

- Retained 2 parking stickers
- Tuition remission: required fees that are covered are spelled out
- Designated Eligible Individual added as a 3 year pilot program. It can be revoked if deemed illegal by the Michigan courts or legislature. Individuals who have been living in the faculty member's home for at least 18 consecutive months and their dependents can be eligible for benefits that include healthcare and tuition remission. The children of the DEI must meet the IRS dependent criteria and WMU criteria (up to age 19 or while a student). DEI's can be added during open enrollment periods.

Article 38: Calendar

The 2008-11 University Calendars are posted on the WMU Registrar and WMUAAUP websites.

Article 41: Preference

- Retained faculty preference for Summer Teaching
- Departmental policy statements shall stipulate procedures for the equitable distribution of Summer and EUP teaching among all bargaining unit faculty.

Appendices

- Equity Pay Study funded by WMU with input from faculty
- Converted Aviation Specialists from temporary positions to tenure track faculty positions