



MEMORANDUM

TO: The Board of Trustees

FROM: Jim Jacobs

SUBJECT: Collective Bargaining Issues
(For Discussion in Executive Session)

DATE: February 15, 2013

The college has collective bargaining agreements with 9 separate unions. The following is a list of the expiration dates for each union:

- Administrators, MCAAP, expires 6-30-2013
- Faculty, MCCFO, expires 8-13-2013
- Part-Time Staff, AFSCME 2172.16, expires 6-30-2013
- Command Officers, POLCCO, expires 12-31-2013
- STA, AFSCME, Counsel 25, 1917, expires 12-31-2013
- Operational, MCCCOPA, expires 3-31-2014
- Clerical, AFSCME 2172.15, expires 6-30-2014
- Police Officers, expires 6-30-2014
- Adjunct Faculty, AAFMCC, expires 8-13-2016

The Michigan Legislature has been enacting laws that impact the college and in turn the employees that are members of the above-mentioned unions.

Health Care

Act 152 of 2011 addresses the amount of public funds that may be used to pay for health care benefits for its employees. The Act mandates that the college select, on an annual basis, to pay no more than a statutorily set amount per employee for health care, this is known as the "hard cap" option, or alternatively, that the college elect to pay no more than 80% of the annual cost of health care. Health care benefits are defined as hospital and physician services, prescriptions and related benefits but not dental and vision benefits. For 2013 the Board has selected the 80/20 option. Beginning in July, MCAAP, and August, MCCFO, members will be subject to the act and begin paying 20% of the health care costs. The rest of the unions will follow suit as their contracts expire.

Right-to-Work

In an amendment to the Public Employment Relations Act the Legislature has enacted what is commonly known as a "right-to-work" provision. This amendment will take effect March 27, 2013 and it will prohibit the college from agreeing in a collective bargaining agreement to require an employee to either join a union or pay a service fee to a union as a condition of employment. The act will impact each of our labor unions when their current contracts expire.

As you may have heard or seen in the press, many unions are asking that public employers extend existing contracts for 10 years so as to avoid the impact of this new law. Macomb has been approached by all our unions, acting through the AFT, to extend all of our current collective bargaining agreements by 10 years. The college was willing to consider entering into full negotiations with each union as to wages, hours and terms and conditions of employment. This offer to negotiate early has only been accepted by MCAAP and MCCFO. We believe that the reason the other unions have not been willing to open their contracts is that they would then be subject to mandated cost sharing regarding health care as discussed above. Because MCAAP and MCCFO members will be subject to ACT 152 in 2013 and because they already pay close to the 20% requirement, they are willing to negotiate all terms of the contract and want to reach a settlement before March 27th. In effect they are willing to trade paying for health care early in exchange for union security.