

FERRIS STATE UNIVERSITY PROPOSAL IN MEDIATION

AUGUST 24, 2018

The following proposal represents the position of the University on all outstanding issues. Any provision of the current collective bargaining agreement (expired June 30, 2018) that is not mentioned hereinafter is intended to continue unchanged for the duration of the new agreement.

As requested by State Mediator, Mr. Fred Vocino, the University has reevaluated its position on several outstanding issues, including compensation, supplemental market adjustments, health insurance, summer instruction and overload pay. With that in mind, and for your convenience, we have enclosed a comprehensive proposal addressing where the University stands on all outstanding issues. Let us emphasize a few points.

Duration of Agreement

The University continues to seek a five year agreement. The parties' last agreement was five years in duration and, as the FFA is aware, negotiations are time consuming and costly for both parties. In the University's opinion, a long-term agreement would be in everyone's best interest and will provide a sense of stability for the FFA membership. A long term agreement will also assist in long-range budget planning as the institution struggles with increasing costs and declining enrollment. We believe that it will also be in the in the best interests of the University's students as they address the increasing cost of pursuing a higher education.

Compensation

With respect to compensation, the University is proposing base salary increases. These proposed increases are 1.5% each year over the next five years. These increases are highly competitive and reasonable as you can see from the enclosed survey of Michigan universities. As you are also aware, Ferris faculty salaries are among the highest in Master's IIA public institutions in Michigan.

Supplemental Market Adjustments

The University's proposal includes continuation of Supplemental Market Adjustments of \$300,000 per year for each of the next five years. These SMA amounts, when added to the salary increases listed above, provide additional salary increases for your membership that average .76% per year; bringing the total base salary increases to over 2.25% annually.

Health Care

In the area of health care, the FFA has proposed four new programs to provide faculty more options. The University has accepted these proposed plans. We share your view that they provide quality coverage at more affordable rates for the faculty.

Summer

The parties have worked hard on the issue of summer assignments and compensation. Modifying the time frames for establishing summer assignments and returning to pro-rata pay commencing at 50% of the class caps. This should provide a better distribution of compensation to those interested in teaching during the summer.

Overload

Finally, approximately 51% of the FFA's membership receive overload in a typical academic year. The University's proposal provides continuation of overload pay with an increase to \$90 per credit hour in year four of the proposed agreement, and \$95 in year five. Further, we have agreed to increase the maximum overload that can be taught from 5 credit hours per semester to 6 credit hours.

Hopefully, this proposal will result in an agreement. Please give it consideration.