

**NORTHERN MICHIGAN UNIVERSITY
BOARD OF TRUSTEES
Minutes of the Special Formal Session
of
Tuesday, July 2, 2024**

A special formal session of the Board of Trustees of Northern Michigan University was held on Tuesday, July 2, 2024, via Zoom video conference. The meeting was convened at 12:02 p.m. by Chair Stephen E. Young.

Trustees present included:

Mr. Stephen E. Young, Chair	Mr. Steven W. Lindberg
Ms. Alexis M. Hart, Vice Chair	Mr. Gregory J. Seppanen
Ms. Melissa A. Holmquist	Mr. Greg M. Toutant
Ms. Brigitte R. LaPointe-Dunham	Dr. Brock F. Tessman, ex officio

Trustees absent included:

Ms. Lisa I. Fittante

Senior Staff and Counsel present included:

Ms. Cathy A. Andrew, Secretary of the Board of Trustees
Mr. Matt Franti, Sr. Director – Budget and Finance
Mr. R. Gavin Leach, Vice President for Finance and Administration and Treasurer of the Board of Trustees
Ms. Renee M. Sheen, Associate Director – Employee Experience
Mr. Carrick Craig, Legal Counsel

The meeting was live-streamed on YouTube at <https://www.youtube.com/@NMUAV>

ROLL CALL

Secretary Andrew took roll call of the Trustees and noted that a quorum was met with seven (7) Trustees present.

POLICE OFFICERS ASSOCIATION OF MICHIGAN (POAM) UNION CONTRACT

Vice President Gavin Leach led a discussion related to the addition of the Police Officers Association of Michigan (POAM) union which included background history, the negotiated contract, and the individuals from both bargaining teams:

- POAM represents approximately 12,000 officers statewide with various municipalities and universities throughout Michigan.
- POAM labor group petitioned the Michigan Employment Relations Commission (MERC) late in 2024 to recognize POAM as the labor union representing the 10 NMU police officers who were currently represented by the AFSCME union. MERC granted the petition in January 2024.
- NMU police officers unanimously voted in favor of this petition in February 2024, which initiated the development of the new contract for the POAM group separating them from the AFSCME union.

- Negotiations started in June 2024 when the POAM representative was available.
- The contract was modeled off of the existing AFSCME contract, but adjusted to address police officer specific issues.
- The agreement was completed with only two negotiation sessions (June 13 and 20) that were collaborative and positive, accomplishing goals that will benefit both the police officers and the university.
- Wages are more competitive within the local market, as well as compared to other Michigan universities, which will be beneficial as police officer positions are becoming increasingly more difficult to fill and retain.
- The POAM union ratified the agreement unanimously on June 20, 2024.

Vice President Leach outlined some of the elements contained in the contract:

- Clarified normal workday schedule;
- Clarified when and how overtime is applied;
- Added requirement for employee to complete Field Training Officer Program in order to successfully complete probation;
- Combined sick leave and sick leave reserve to align with other staff contracts;
- Three-year term – July 1, 2024 – June 30, 2027;
- Wages (2% increase this year with an addition \$1.30/hour market adjustment; 2.75% year 2; 2.5% year 3).

Vice President Leach thanked Vice President Rhea Dever and Ms. Renee' Sheen for their outstanding work pulling this together and communicating in such a positive and collaborative manner enabling the process to come to a resolution so quickly, noting Ms. Sheen's efforts as she took the lead during the negotiations. He also thanked both bargaining teams:

- University Team: Ms. Renee' Sheen, Ms. Rhea Dever, Mr. Michael Bath, and Ms. Heather Haupt
- POAM Team: POAM representative, NMU Police Officers Tim Forslund and Greg Carrier.

The following action was taken:

It was moved by Trustee Seppanen and seconded by Trustee Hart that the Board of Trustees approve the negotiated agreement between Northern Michigan University and the Police Officers Association of Michigan, which was ratified by the union on June 20, 2024, for the period of July 1, 2024 through June 30, 2027.

Discussion followed:

Trustee Seppanen emphasized a few of Vice President Leach's facts noting he sees this as another step in keeping with the Board's goal of investing in the University's employees. He was very pleased to see the working relationship with the new union was substantiated by the union ratifying the contract unanimously, which is something that doesn't typically happen. He recognized and thanked the negotiating teams for their work in moving this forward, noting this is another positive step and is indicative of the direction the University is headed.

Being no further discussion, Chair Young called the question.

On a roll-call vote, the Board voted as follows:

Aye

Nay

**Stephen E. Young
Alexis M. Hart
Brigitte R. LaPointe-Dunham
Gregory J. Seppanen
Melissa A. Holmquist
Steven W. Lindberg
Greg M. Toutant**

Motion carried.

President Tessman thanked both sides of the negotiating teams noting he is happy to see this agreement reflects NMU's investment in the people who make Northern tick, in this case the people who help make the campus as safe and positive as possible for the students, faculty, and staff. He also appreciates the Board's support, who have made it clear they are aligned with the administration in trying to turn a new page and reflect the commitment and investment into the employees.

ADJOURNMENT

Chair Young thanked everyone for and adjourned the meeting at 12:14 p.m.

Respectfully submitted,

Cathy A. Andrew
Secretary of the Board of Trustees