

**Agreement to Extend Collective Bargaining Agreement
By and Between Central Michigan University and
The National Association of Broadcast Employees
and Technicians/Communications Workers of America, Local 412**

Central Michigan University ("University") and the National Association of Broadcast Employees and Technicians/Communications Workers of America, Local 412 ("Union") are parties to a collective bargaining agreement ("Agreement") scheduled to expire June 30, 2009.

The parties have agreed to extend the current term of contract for one year from the current expiration date, with the following amendments:

1. Article 37-1, "Salary": effective with the bi-weekly pay period ending July 11, 2009 (pay date July 23, 2009) all eligible employees will receive a 3% base wage increase. Employees hired on or after April 1, 2009 will not be eligible for this increase.
2. Article 38-1, "Salary Schedule": the 2009-09 Schedule remains in effect.
3. Article 42-1, "Term of Agreement": amended to reflect a June 30, 2010 expiration date.
4. Appendix D, "NABET/CWA Insurance Contributions Amount – Flex", is amended to reflect a 2009-10 University contribution of 92% of the cost of the core plan health care premiums (PPO 1, PD 10/20/30, D 100/50/50), effective July 1, 2009. An amended Appendix D is attached hereto.

IN WITNESS WHEREOF the parties have set their hands this ____ day of June, 2009.

FOR THE UNIVERSITY:

FOR THE UNION:

Michael S. Rao
President

Linda Dielman
President, NABET/CWA Local 412

Kevin J. Smart
Director/Employee Relations
& HR Technology

Eric Seggi
NABET/CWA Staff Representative

Edward B. Grant
General Manager/Public Broadcasting

John Clark
NABET/CWA Sector President

APPENDIX D – NABET/CWA INSURANCE CONTRIBUTION AMOUNTS – FLEX * [Amended]

BENEFITS COST-SHARING MODEL, Full Time

		2006-07		2007-08		2008-09		2009-10	
		University Contribution*	Employee Contribution**	University Contribution*	Employee Contribution**	University Contribution*	Employee Contribution**	University Contribution*	Employee Contribution**
Medical	1P	100%	0%	98%	2%	95%	5%	92%	8%
	2P	97%	3%	96%	4%	95%	5%	92%	8%
	FM	95%	5%	95%	5%	95%	5%	92%	8%
Prescription	1P	100%	0%	98%	2%	95%	5%	92%	8%
	2P	97%	3%	96%	4%	95%	5%	92%	8%
	FM	95%	5%	95%	5%	95%	5%	92%	8%
Dental	1P	95%	5%	95%	5%	95%	5%	92%	8%
	2P	95%	5%	95%	5%	95%	5%	92%	8%
	FM	95%	5%	95%	5%	95%	5%	92%	8%

*Percentage (%) calculation is based on core plans each fiscal year.

**Actual employee contribution will depend on individual benefit elections.

Percentages in this table, when applied to the premium costs for “core plans” [PPO 1, PD 10/20/30, D 100/50/50] established at the beginning of each fiscal year, will determine the dollar value of University contributions towards the cost of medical, prescription drug and dental insurance for each level of coverage in each plan for full time employees. Employees are responsible for paying the difference between such dollar amounts and the cost of plans with higher premiums than the “core plans.”

The annual increase in the University’s contribution in years beyond 2006-07 is capped at 15% (i.e., the University will apply its percentage share from the table above to not more than 115% of the prior year premium costs for the “core plan”).

For Part Time Employees, the University contributions for Medical and Prescription Drug insurance is the single coverage rate for Full Time employees in each of those plans. Part Time Employees are responsible for covering the entire cost of dental insurance.

Note: For Health Care Contributions Purposes, “Part Time” = Employees on less than 80% FTE appointment.

**Monthly University Contributions for 2006-07,
based on Cost-Sharing Model (above)**

*Effective with the first full pay period in FY 06-07 following ratification

	MEDICAL	Prescription Drug	Dental
FT - Single	\$390.50	\$75.25	\$29.21
FT - 2 Person	\$794.67	\$142.59	\$61.28
FT - Family	\$907.49	\$206.63	\$72.68
FT - No Plan	(\$80.00)	(\$10.00)	NA
PT - Single	\$390.50	\$75.25	NA
PT - 2 Person	\$390.50	\$75.25	NA
PT - Family	\$390.50	\$75.25	NA
PT - No Plan	(\$60.00)	NA	\$0.00

The University will cover the premium cost for basic Life Insurance (1.5X Annual Salary) and basic LTD.

*Applies to full-time employees

**Differences between actual premium amount and the contributions levels shown above are the employee’s responsibility.