

**PROPOSAL: American Federation of State, County and Municipal Employees' Union
(AFSCME) Wage Agreement**

Background

Western Michigan University and the WMU American Federation of State, County and Municipal Employees' Union (AFSCME) reached a tentative agreement on a two-year contract that would be effective from August 12, 2025 through August 12, 2027. This tentative agreement was ratified by AFSCME membership on August 11, 2025. AFSCME union members perform custodial services, dining operations, landscape, skilled trades/maintenance work, parking enforcement and public safety locksmiths work. Currently, there are a little over 300 individuals performing these duties to help make Western Michigan University safe and beautiful for our students, employees, and guests.

WMU and AFSCME each engaged a subject expert (Segal and Gallagher respectively) to perform compensation market studies for each position. The parties used a collaborative approach to evaluate the studies' results to reach agreement regarding market rates for each position for the 2025-26 fiscal year. In the 2026-27 fiscal year, each member will receive a 2.5% increase. The attached wage charts reflect the agreed upon rates for the two years of the contract. As is normal practice with the AFSCME unit, the new rates will be effective first full pay period of July during each year of the contract. Retroactive increases will be effectuated with Board approval of the contract.

In addition to wage rates, agreement was also reached on healthcare premiums, shift premiums and a shoe allowance for the two-year contract.

Recommended Action

It is recommended that the Board of Trustees approve the two-year contract with the AFSCME union and the attached wage rates.