

PROPOSAL: Professional Instructors Organization (PIO) 2025-2029 Agreement

Background

Western Michigan University and the WMU Professional Instructors Organization (PIO) reached a tentative agreement on a four-year contract that would be effective from August 16, 2025, through August 15, 2029. This tentative agreement was ratified by the PIO membership on August 29, 2025. PIO bargaining unit members perform instructional duties on a part-time basis across all academic colleges. While numbers change each semester/session, there are around 400 individuals in the unit most semesters with significantly fewer individuals in summer sessions.

WMU and PIO used a collaborative approach throughout the summer and searched for low or no cost ways to better include PIO in the life of the university as they are critical to student engagement and success. They are the only instructors without Student Recreation Center access, and this Agreement would correct that. It would also encourage colleges to provide loaner computers when needed, as available. The most significant change, however, would create a two-tier pay system where Senior Professional Instructors would be paid roughly 7% more than other Professional Instructors. This tracks the differential at three Michigan competitor institutions. Retroactive increases for Fall 2025 will be effectuated with Board approval of the contract.

Recommended Action

It is recommended the Board of Trustees approve the four-year contract with the PIO union and the attached wage rates.

PIO 2025-2029 Salary Minima

Salary Minima. The minimum salary per credit hour shall be as follows:

Fiscal Year	<u>2025-26</u>	<u>2026-27</u>	<u>2027-28</u>	<u>2028-29</u>
Per Credit Hour:	\$1,303	\$1,332	\$1,365	\$1,396

Employees with Instructor II or Senior Professional Instructor status to be paid \$90 more per credit hour. This increment shall change to \$100 starting Fall 2027.