

PROPOSAL: Teaching Assistants' Union (TAU) 2026-2029 Agreement

Background

Western Michigan University and the WMU Teaching Assistants' Union (TAU) reached a tentative agreement on a three-year contract that would be effective from August 21, 2026, through August 22, 2029. This tentative agreement was ratified by the TAU membership on May 3, 2026. TAU bargaining unit members perform instructional duties as graduate students across all academic colleges. While numbers change each semester/session, there are roughly 450 individuals in the unit most semesters with far fewer individuals in each summer session.

WMU and TAU used a collaborative approach throughout the Spring 2026 semester and searched for low or no cost ways to improve the working conditions for TAU members including improved wording on longevity, slightly longer timeframes for the grievance and disciplinary processes, and incorporating the Michigan Earned Sick Time Act (MI-ESTA) language. Wage increases include improvements in the Lump Sum Payments each year over the three years and an increase in the academic success payment. No retroactive increases are required for this Agreement.

Recommended Action

It is recommended that the Board of Trustees approve the three-year contract with the Teaching Assistant's Union and the attached wage rates.

TAU 2026-2029 Salary Minima

Salary Minima. The minimum stipend per academic year full-time* appointment shall be as follows:

<u>Academic Year</u>	<u>2026-27 (4%)</u>	<u>2027-28 (2.75%)</u>	<u>2028-29 (2%)</u>
Per Academic Year			
Graduate Assistants:	\$15,341	\$15,765	\$16,078
Per Academic Year			
Doctoral Candidates:	\$18,378	\$18,883	\$19,261
Lump Sum Payment per semester:	\$420	\$455	\$505

* Full-time equals 20 hours per week. Stipends are prorated for reduced load appointments.