

THE UNIVERSITY OF MICHIGAN  
REGENTS COMMUNICATION

ITEM FOR INFORMATION

**Subject: University Human Resources Report**

Union Activity

**International Union of Operating Engineers (IUOE)**

The University and the International Union of Operating Engineers (IUOE) reached a ratified agreement on November 12, 2025. This agreement is effective through November 17, 2029.

**Graduate Employees' Organization (GEO)**

The University began contract negotiations with the Graduate Employees' Organization (GEO) on November 14, 2025, with the assistance of a neutral mediator appointed by the Michigan Employment Relations Commission.

On December 10, 2025, the Graduate Employees' Organization filed a petition to accrete the Graduate Student Research Assistants (GSRAs) and students on fellowship to its bargaining unit. The University and the union reached an agreement under which the union dropped its effort to include students on fellowship and will proceed with an election among the GSRAs to decide whether they wish to be included in the GEO unit.

**Police Officers Association of Michigan (POAM)**

The University and the Police Officers Association of Michigan (POAM) ratified a tentative labor agreement on November 7, 2025. This agreement is effective from December 17, 2025, through December 16, 2029.

**University Staff United (USU)**

The University and the University Staff United (USU) union reached a tentative agreement on a first labor contract on February 3, 2026. A contract ratification vote by members of this recently established union is scheduled for the week of February 9, 2026.

Respectfully submitted,



Robert A. Hewlett III  
Interim Executive Vice President  
and Chief Financial Officer

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