

**THE UNIVERSITY OF MICHIGAN  
REGENTS COMMUNICATION**

ITEM FOR INFORMATION

**Subject: University Human Resources Report**

Union Activity

**University of Michigan - Flint American Federation of Teachers - American Association of University Professors (UM-Flint-AFT-AAUP)**

The Union ratified the tentative agreement on April 22, 2025. The new four-year contract will be in effect from April 23, 2025 to April 20, 2029.

**Service Employees International Union (SEIU)**

A union recognition card check for SEIU to represent another group of employees was held on April 17th, 2025. The union submitted 580 cards for an employee population of 1086. The cards were evaluated by arbitrator Mark Glazer. SEIU has now been officially certified to represent these employees. Classifications covered by the new union include Call Center Representatives, Health Information Analysts, Medical Coders, and Patient Financial Counselors.

**American Federation of State, County & Municipal Employees (AFSCME)**

The University and AFSCME began contract negotiations on April 21, 2025. The current labor agreement expires on June 30, 2025.

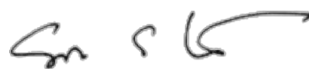
**ResStaff Allied Organization (RAO)**

The University and RAO began contract negotiations on April 4, 2025.

**Lecturers' Employee Organization - Librarians, Archivists and Curators/Galleries, Libraries, Archives, and Museums (LEO-GLAM)**

The University and LEO-GLAM reached a tentative agreement for a new contract on May 5, 2025. A ratification vote by union membership is pending.

Respectfully submitted,



Geoffrey S. Chatas  
Executive Vice President  
and Chief Financial Officer

May 2025