

THE UNIVERSITY OF MICHIGAN
REGENTS COMMUNICATION

ITEM FOR INFORMATION

Subject: University Human Resources Report

Union Activity

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

The University and the American Federation of State, County & Municipal Employees (AFSCME) reached a tentative agreement on July 9, 2025 that was subsequently not ratified by the membership. The parties have engaged a mediator from the Michigan Employment Relations Commission (MERC) to assist in ongoing negotiations.

Graduate Employees' Organization (GEO)

On August 19, 2025, the Graduate Employees' Organization (GEO) publicly announced it is organizing the Graduate Student Research Assistants and will seek an election through MERC.

International Union of Operating Engineers (IUOE)

The University and the International Union of Operating Engineers (IUOE) begin contract negotiations on September 18, 2025. The current agreement is set to expire on November 22, 2025.

Police Officers Association of Michigan (POAM)

The University and the Police Officers Association of Michigan (POAM) began contract negotiations on July 22, 2025. The current agreement is set to expire on December 16, 2025.

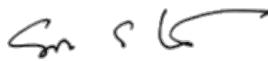
University Staff United (USU)

The University and the newly recognized University Staff United (USU) began contract negotiations on June 24, 2025.

Service Employees International Union (SEIU-2)

The University and the newly recognized Service Employee International Union (SEIU-2) began contract negotiations on June 3, 2025.

Respectfully submitted,



Geoffrey S. Chatas
Executive Vice President
and Chief Financial Officer

September 2025