

**AGREEMENT BETWEEN OAKLAND UNIVERSITY AND
THE MICHIGAN EDUCATION ASSOCIATION - OAKLAND UNIVERSITY
CAMPUS MAINTENANCE & TRADES (OUCMT)**

November 1, 2022 – October 31, 2025

A Recommendation

1. **Division and Department:** Chief of Staff, Human Resources Department
2. **Introduction:** Oakland University and the Michigan Education Association-
Oakland University Campus Maintenance & Trades (OUCMT) reached a
tentative agreement on a three-year Collective Bargaining Agreement (CBA)
effective November 1, 2022, through October 31, 2025. The OUCMT
membership ratified the tentative agreement on November 28, 2022. A summary
of the significant changes in the CBA is found in the Attachment.

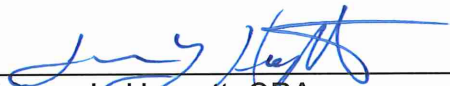
CBA's with officially recognized bargaining units must be approved by the
President and the Board of Trustees (Board) pursuant to the Board's Contracting
and Employment Authority Policy (Policy).
3. **Previous Board Action:** The Board approved the previous OUCMT collective
bargaining agreement on October 11, 2021.
4. **Budget Implications:** Salary and benefit adjustments are described in
Attachment A, with a projected annual University cost as follows:
Year (1) \$365,947, Year (2) \$383,289 and Year (3) \$389,920
5. **Educational Implications:** None.
6. **Personnel Implications:** None.
7. **University Reviews/Approvals:** This recommendation was formulated by
Human Resources and reviewed by the Interim Vice President for Finance and
Administration, Chief of Staff and President.
8. **Recommendation:** RESOLVED, that the Board of Trustees approves the
Agreement Between Oakland University and OUCMT November 1, 2022 –
October 31, 2025.

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MICHIGAN EDUCATION ASSOCIATION - OAKLAND UNIVERSITY
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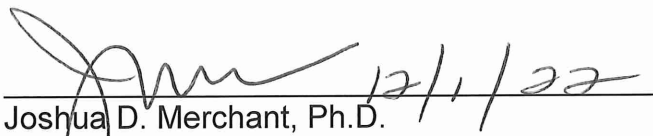
9. Attachments:

Summary of Significant Changes in the November 1, 2022 – October 31, 2025
OUCMT Collective Bargaining Agreement.

Submitted to the President
on 12-1, 2022 by

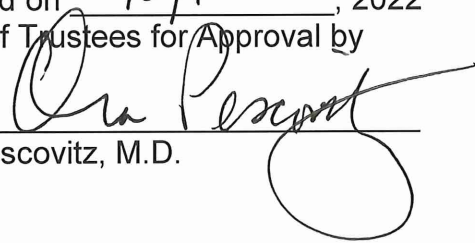


James L. Hargett, CPA
Interim Vice President for Finance and
Administration and Treasurer to the
Board of Trustees



Joshua D. Merchant, Ph.D.
Chief of Staff and
Secretary to the Board of Trustees

Recommended on 12/1, 2022
to the Board of Trustees for Approval by



Ora Hirsch Pescovitz, M.D.
President

**Agendum
Oakland University
Board of Trustees Formal Session
December 5, 2022**

**SUMMARY OF SIGNIFICANT CHANGES IN THE
November 1, 2022 – October 31, 2025
THE MICHIGAN EDUCATION ASSOCIATION - OAKLAND UNIVERSITY
CAMPUS MAINTENANCE & TRADES (OUCMT)
COLLECTIVE BARGAINING AGREEMENT**

Wages:

Effective November 15, 2022	2% Base
Effective November 1, 2023	2% Base
Effective November 1, 2024	2% Base

Effective November 1, 2022

Me too Clause: If Oakland agrees to make a base salary increase in excess of 2%, or a lump sum payment in addition to a 2% base salary increase, to all active employees of any other non-faculty bargaining unit or to all active Administrative Professional employees for any year during the term of this Contract, then Oakland will provide the following to active OUCMT employees for the same years:

(i) the difference between 2% and the base salary increase paid to all active employees of any other non-faculty bargaining unit members or all active Administrative Professional employees; or

(ii) the same lump sum payment in addition to a 2% base salary increase paid to all full-time employees, or the same pro-rata lump sum payment in addition to a 2% base salary increase paid to all part-time employees, of any other active non-faculty bargaining unit members or all active Administrative Professional employees.

Benefits:

Effective December 5, 2022

Effective December 5, 2022, full time custodians hired on or after January 1, 2012, or any newly hired full time employee into the bargaining unit on or

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after December 5, 2022 may enroll in the program after completion of one (1) year of active service. If employees fail to enroll when first eligible, they may enroll at any time thereafter, but participation cannot be made retroactive. For any employee defined in this paragraph the Employer shall contribute eleven (11%) of their salary on a monthly basis.

Effective November 1, 2022

Effective November 1, 2022 Part-time employee benefit cost share to be adjusted to 65% OU and 35% employee for medical, dental and vision, and with no eligibility for the insurance opt out payment. This change will be incorporated as necessary in the contract.

Full- and Part-Time Employees. For the purpose of this Agreement, a full-time employee is an employee who is regularly scheduled to work forty (40) hours a week on a non-temporary basis. A part-time employee is an employee who is regularly scheduled to work a minimum of twenty (20) hours a week, but less than forty (40) hours a week on a non-temporary basis.

Costs:

Year	OUCMT	% of Total Compensation *
1st Year	\$365,947	3.3%
2nd Year	\$383,289	3.4%
3rd Year	\$389,920	3.3%

*% of Total Compensation includes wage increase and associated fringe benefits