

Agendum  
Oakland University  
Board of Trustees Formal Session  
December 1, 2014

**AGREEMENT BETWEEN OAKLAND UNIVERSITY AND THE  
OAKLAND UNIVERSITY CAMPUS MAINTENANCE AND TRADES (OUCMT)  
NOVEMBER 1, 2014 – OCTOBER 31, 2017**

**A Recommendation**


1. **Division and Department:** Finance and Administration Division, University Human Resources Department
2. **Introduction:** Oakland University (University) and the Oakland University Campus Maintenance and Trades (OUCMT) reached a tentative agreement on a three-year Collective Bargaining Agreement (CBA) effective November 1, 2014 through October 31, 2017. The OUCMT membership ratified the tentative agreement on October 31, 2014 by a vote of 57 to 54. A summary of the significant changes in the CBA is attached as Attachment A. 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 adopted the Policy on December 4, 1997 and amended the Policy on January 9, 2008. The Board approved the current OUCMT CBA on December 9, 2011.
4. **Budget Implications:** Salary and benefit adjustments are described in Attachment A, with projected annual incremental University cost as follows: FY2015 – \$216,775, FY2016 – \$380,575, and FY2017 – \$367,630.
5. **Educational Implications:** None.
6. **Personnel Implications:** None.
7. **University Reviews/Approvals:** This recommendation was formulated by University Human Resources and reviewed by the Vice President for Finance and Administration, and President.
8. **Recommendation:**  
RESOLVED, that the Board of Trustees approves the Agreement Between Oakland University and the Oakland University Campus Maintenance and Trades (OUCMT), November 1, 2014 – October 31, 2017.

**Agreement Between Oakland University and the  
Oakland University Campus Maintenance and Trades (OUCMT)  
November 1, 2014 – October 31, 2017  
Oakland University  
Board of Trustees Formal Session  
December 1, 2014  
Page 2**

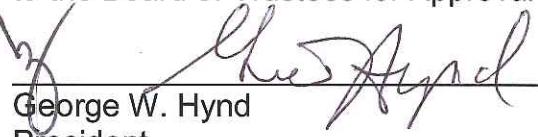
**9. Attachments:**

A. Summary of the Significant Changes in the November 1, 2014 – October 31, 2017 OUCMT Collective Bargaining Agreement

Submitted to the President  
on 11/17, 2014 by

  
\_\_\_\_\_  
John W. Beaghan  
Vice President for Finance and Administration  
and Treasurer to the Board of Trustees

Recommended on 11/18/14, 2014  
to the Board of Trustees for Approval by

  
\_\_\_\_\_  
George W. Hynd  
President

**SUMMARY OF THE SIGNIFICANT CHANGES IN THE  
NOVEMBER 1, 2014 – OCTOBER 31, 2017  
OAKLAND UNIVERSITY CAMPUS MAINTENANCE & TRADES (OUCMT)  
COLLECTIVE BARGAINING AGREEMENT**

<u>Wages</u>	<u>Year 1</u>	<u>Year 2</u>	<u>Year 3</u>
<b>L.S. = Lump Sum Payment</b>			
Custodian IV/Housing - Oak. Ctr	2% L.S.	2% L.S.	2% L.S.
Custodian III/Grounds/Facilities	3% L.S.	3% L.S.	1%
Custodian III/Facilities	3% L.S.	3% L.S.	1%
Custodian II/Housing – Oak. Ctr.	0%	0%	0%
Custodian I/Facilities	4%	1%	1%
Mail Clerk	4.1%	4%	2.0%
Equipment Room Attendant	2% L.S.	2% L.S.	2% L.S.
University Services Clerk	2% L.S.	2% L.S.	2% L.S.
University Services Clerk III	2% L.S.	2% L.S.	2% L.S.
Greenskeeper	1%	2% L.S.	2% L.S.
Groundskeeper	1%	2% L.S.	2% L.S.
Skilled Trades – Carpenter	1%	2.5% L.S.	2.5% L.S.
Skilled Trades – Electrical	2.5%	6%	6%
Skilled Trades - Experimental Machinist	2% L.S.	2% L.S.	2% L.S.
Skilled Trades – Heating Plant	2%	2.25%	2.25%
Skilled Trades – HVAC	2.5%	6%	6%
Skilled Trades – Mechanic	2% L.S.	2% L.S.	2% L.S.
Skilled Trades – Painter	2% L.S.	2% L.S.	2% L.S.
Skilled Trades – Plumber	2%	3%	4%

**SUMMARY OF THE SIGNIFICANT CHANGES IN THE  
NOVEMBER 1, 2014 – OCTOBER 31, 2017  
OAKLAND UNIVERSITY CAMPUS MAINTENANCE & TRADES (OUCMT)  
COLLECTIVE BARGAINING AGREEMENT**

Bereavement Time	Increase from (3) working days to (5) working days for employees' spouse, children, or parents	
Vacation Time	Revise accrual based on continuous service:	
	<u>Length of Continuous Service</u>	<u>Hours per Bi-Weekly Pay Period</u>
	0.0 to <del>4.5</del> <b>4.0 years</b>	3.69
	<del>4.5 to 9.5</del> <b>4.0 to 9.0 years</b>	4.92
	<del>9.5 to 14.5</del> <b>9.0 to 14.0 years</b>	5.85
	<del>14.5</del> <b>14.0 years and over</b>	7.38
Medical Benefits Effective January 1, 2015	Eliminate PPO (A) Plan	
Snow Days and Emergency Shutdowns	Employees designated to work on emergency closing will now be paid two times their base rate (previously time and one-half)	

**Costs:**

	<b>OUCMT</b>	<b>% of Total Compensation</b>
<b>1st Year</b>	\$216,775	2.33%
<b>2nd Year</b>	\$380,575	3.99%
<b>3rd Year</b>	\$367,630	3.71%
<b>Total</b>	\$964,980	