

**AGREEMENT BETWEEN OAKLAND UNIVERSITY  
AND THE MICHIGAN EDUCATION ASSOCIATION - OAKLAND UNIVERSITY  
PROFESSIONAL SUPPORT ASSOCIATION  
JULY 1, 2017 – JUNE 30, 2021**

**A Recommendation**

1. **Division and Department:** Operations and Finance Division, University Human Resources Department.
2. **Introduction:** Oakland University (University) and the Michigan Education Association - Oakland University Professional Support Association (MEA-OUPSA) reached a tentative agreement on a four-year Collective Bargaining Agreement (CBA) effective July 1, 2017 through June 30, 2021. The MEA-OUPSA membership ratified the tentative agreement on July 20, 2017 by a vote of 127 to 12. A summary of the significant changes in the CBA is attached as Attachment A.

As part of the CBA process, the University and MEA-OUPSA bargaining teams negotiated using Interest Based Bargaining (IBB). IBB is a negotiation process in which parties collaborate to find a mutually agreeable solution to their issues, rather than creating winner/loser scenarios. The process was very successful, allowing an agreement to be reached much more quickly than in prior negotiations.


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 current MEA-OUPSA bargaining agreement on July 1, 2014.
4. **Budget Implications:** Salary and benefit adjustments are described in Attachment A, with projected annual University costs as follows:  
FY2018 - \$426,895, FY2019 - \$402,291, FY2020 - \$630,388 and  
FY2021 - \$655,915.
5. **Educational Implications:** None.
6. **Personnel Implications:** None.

**Agreement Between Oakland University and the  
Michigan Education Association - Oakland University  
Professional Support Association  
July 1, 2017 – June 30, 2021  
Oakland University  
Board of Trustees Formal Session  
August 7, 2021  
Page 2**

7. **University Reviews/Approvals:** This recommendation was formulated by University Human Resources and reviewed by the Vice President for Finance and Administration, Chief Operating Officer and President.
8. **Recommendation:**  
RESOLVED, that the Board of Trustees approves the Agreement between Oakland University and the Michigan Education Association - Oakland University Professional Support Association, July 1, 2017 – June 30, 2021.
9. **Attachments:**  
A. Summary of Significant Changes in the July 1, 2017 – June 30, 2021 MEA-OUPSA Collective Bargaining Agreement.

Submitted to the President  
on 7/25, 2017 by

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

  
\_\_\_\_\_  
Scott G. Kunselman  
Chief Operating Officer

Recommended on 7/26, 2017  
to the Board of Trustees for Approval by

  
\_\_\_\_\_  
Ora Hirsh Pescovitz  
President

**SUMMARY OF SIGNIFICANT CHANGES IN THE  
JULY 1, 2017 – JUNE 30, 2021  
MEA-OUPSA COLLECTIVE BARGAINING AGREEMENT**

Wages:

Effective July 1, 2017	2% Lump Sum
Effective July 21, 2017	
Lab Research Technician II	\$6,014 (market adjustment)
Data Management Technician	\$5,498 (market adjustment)
Effective July 1, 2018	2% Base
Effective July 1, 2019	2% Base
Effective July 1, 2020	2% Base + 1.5% Lump Sum

Sick time

Effective September 1, 2017	Increase accrual from 8.67 to 10 hours per month
-----------------------------	--

Short Term Disability:

Effective September 1, 2017	Available to all Association Members
-----------------------------	--------------------------------------

Sick Bank:

Effective September 1, 2017	Eliminated
-----------------------------	------------

Medical Benefits:

Effective January 1, 2021	Employees' contribution increases from 5% to 10%
---------------------------	--

Early Retirement Fund:

	Increase annual contribution
Effective July 1, 2017	\$2,000
Effective July 1, 2018	\$2,000
Effective July 1, 2019	\$2,000
Effective July 1, 2020	\$2,000

Costs:

	<b>OUPSA</b>	<b>% of Total Compensation *</b>
<b>1st Year</b>	\$426,895	2.54%
<b>2nd Year</b>	\$402,291	2.34%
<b>3rd Year</b>	\$630,388	3.58%
<b>4th Year</b>	\$655,915	3.60%

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