

**AGREEMENT BETWEEN OAKLAND UNIVERSITY AND  
THE MICHIGAN EDUCATION ASSOCIATION - OAKLAND UNIVERSITY  
CAMPUS MAINTENANCE & TRADES (OUCMT)  
November 1, 2021 – October 31, 2022**

**A Recommendation**

1. **Division and Department:** Finance and Administration, Chief of Staff Division, Human Resources Department.
2. **Introduction:** Oakland University (University) and the Michigan Education Association-Oakland University Campus Maintenance & Trades (OUCMT) reached a tentative agreement on a one-year Collective Bargaining Agreement (CBA) effective November 1, 2021, through October 31, 2022. The OUCMT membership ratified the tentative agreement on September 30, 2021. 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 December 11, 2017.
4. **Budget Implications:** Salary and benefit adjustments are described in Attachment A, with a projected University cost of \$194,764 base plus \$222,450 one-time.
5. **Educational Implications:** None.
6. **Personnel Implications:** None.
7. **University Reviews/Approvals:** This recommendation was formulated by Human Resources and reviewed by the 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 the Michigan Education Association-Oakland University Campus Maintenance & Trades (OUCMT), November 1, 2021 – October 31, 2022.

**Agreement Between Oakland University and the  
Michigan Education Association – Oakland University  
Campus Maintenance & Trades (OUCMT)  
November 1, 2021 – October 31, 2022  
Oakland University  
Board of Trustees Formal Session  
October 11, 2021  
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**9. Attachments:**

Summary of Significant Changes in the November 1, 2021 – October 31, 2022  
OUCMT Collective Bargaining Agreement

Submitted to the President  
on 10/4, 2021 by

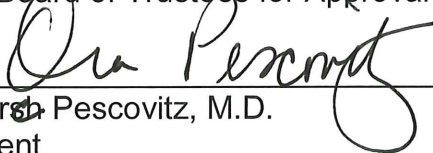


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John W. Beaghan  
Vice President for Finance and Administration  
and Treasurer to the Board of Trustees



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

Recommended on October 11, 2021  
to the Board of Trustees for Approval by



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Ora Hirsch Pescovitz, M.D.  
President

**SUMMARY OF THE SIGNIFICANT CHANGES IN THE  
NOVEMBER 1, 2021 – OCTOBER 31, 2022  
MICHIGAN EDUCATION ASSOCIATION – OAKLAND UNIVERSITY  
CAMPUS MAINTENANCE & TRADES  
(OUCMT)  
COLLECTIVE BARGAINING AGREEMENT**

**Wages:**

Effective November 1, 2021	\$500 Lump Sum Bonus
Effective November 1, 2021	\$500 Pandemic Stipend in recognition of job duties performed on campus during the heart of the pandemic which began in March of 2020 and therefore had a higher rate of exposure to COVID-19
One additional sick day per year	From 13 days to 14 days
Increase rates of pay for Custodian I/Facilities and Custodian II Housing-Oak. Ctr. Effective upon Board of Trustees approval, October 11, 2021	From \$13.25 to \$15.00
Increase rate of pay for University Services Mover effective upon Board of Trustees approval October 11, 2021	From \$14.86 to \$15.00