

**Agendum
Oakland University
Board of Trustees Formal Session
November 9, 2009**

**AGREEMENT BETWEEN OAKLAND UNIVERSITY AND THE
OAKLAND UNIVERSITY CAMPUS MAINTENANCE AND TRADES (OUCMT)
NOVEMBER 1, 2008 – OCTOBER 31, 2011**

A Recommendation

1. **Division and Department:** Finance and Administration/University Human Resources
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 on October 16, 2009. The OUCMT membership ratified the tentative agreement on October 29, 2009 by a vote of 83 to 11. A summary of the significant changes from the current Collective Bargaining Agreement (CBA) is attached as Exhibit A.

Collective bargaining contracts 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 bargaining agreement on October 4, 2006.
4. **Budgetary Implications:** Across-the board salary increases of 3.0% in FY 2009, 0.0% in FY 2010, and 0.0% in FY 2011 are included in the CBA along with adjustments to health benefits, with a contract re-opener in FY 2011.
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 the President. On November 4, 2009, the Finance, Audit and Investment Committee reviewed the proposed agreement and recommended that it be presented at the next Formal Session of the Board.

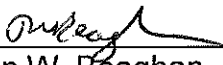
8. **Recommendation:**
RESOLVED, that the Board of Trustees approves the Agreement Between Oakland University and the Oakland University Campus Maintenance and Trades (OUCMT), November 1, 2008 – October 31, 2011.

**Agreement Between Oakland University and the
Oakland University Campus Maintenance and Trades
(OUCMT) November 1, 2008 – October 31, 2011
Oakland University
Board of Trustees Formal Session
November 9, 2009
Page 2**

9. Attachments:

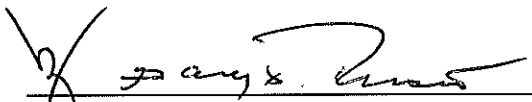
Exhibit A. Summary of Changes in the November 1, 2008 – October 31, 2011
OUCMT Collective Bargaining Agreement

Submitted to the President
on 11/3, 2009 by



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

Recommended on 11/5, 2009
to the Board of Trustees for approval by



Gary D. Russi
President

Exhibit A

Summary of Changes in the November 1, 2008 – October 31, 2011 OUCMT Collective Bargaining Agreement

Economic

- Wages will increase as follows:

November 1, 2008	3.0% increase	(retroactive)
November 1, 2009	0.0% increase	
November 1, 2010	0.0% increase	

- Plan design changes for Medical Benefits

Year 1	No changes.
Year 2	Grandfathered BCBSM Traditional Plan whereby only employees who remain in the Traditional plan after January 1, 2011 will be able to maintain this coverage. Added an additional Community Blue PPO Option with higher co-payments and deductibles. Introduce Priority Health-by-choice HMO. Change HAP HMO to Health Engagement Plan. Change BCN to Healthy Blue Living Plan Design.
Year 3	Change office visit and urgent care co-pays from \$15 to \$20 for all HMOs.

- Reopener Year 3
 - Provides opportunity to renegotiate year three salary levels.
- Career Development
 - Provide Educational benefits up to 16 credits @ 100% for employees and 32 credits @ 50% for spouses and dependents per fiscal year.
- Skilled Trade/Groundkeepers/Greenskeepers
 - The University will pay for required courses to progress through the classification levels up to and including an Associate Degree in the employee's respective discipline.
- Personal Day
 - One additional personal day added.
- Short Term Sickness and Accident Insurance
 - All available sick, vacation, and personal time to equal 100% of base salary must be utilized.
 - Group insurance will continue after all time is exhausted for a period not to exceed six months.

Non-Economic

- Updated many sections of the contract to reflect current language and better clarification.
- Annually employees will receive a written performance review on forms developed by the Employer.