

**AGREEMENT BETWEEN OAKLAND UNIVERSITY AND THE
MICHIGAN EDUCATION ASSOCIATION - OAKLAND UNIVERSITY
CAMPUS MAINTENANCE AND TRADES
NOVEMBER 1, 2017 – OCTOBER 31, 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 Campus Maintenance and Trades (MEA – OUCMT) reached a tentative agreement on a four-year Collective Bargaining Agreement (CBA) effective November 1, 2017 through October 31, 2021. The MEA-OUCMT membership ratified the tentative agreement on November 7, 2017 by a vote of 89 to 14. 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 approved the current MEA-OUCMT CBA on December 1, 2014.

4. **Budget Implications:** Salary and benefit adjustments are described in Attachment A, with projected annual University cost as follows: FY2018 – \$349,364, FY2019 – \$295,120, FY2020 – \$358,743, and FY 2021 – \$234,950.

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, 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 Campus Maintenance and Trades, November 1, 2017 – October 31, 2021.

Agreement Between Oakland University and the
Michigan Education Association - Oakland University
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9. **Attachments:**

A. Summary of the Significant Changes in the November 1, 2017 – October 31, 2021 MEA - OUCMT Collective Bargaining Agreement

Submitted to the President
on 11/22, 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 11/28, 2017
to the Board of Trustees for Approval by



Ora Hirsch Pescovitz
President

**SUMMARY OF THE SIGNIFICANT CHANGES IN THE
NOVEMBER 1, 2017 – OCTOBER 31, 2021
MEA - OAKLAND UNIVERSITY CAMPUS MAINTENANCE & TRADES (OUCMT)
COLLECTIVE BARGAINING AGREEMENT**

<u>Wages</u>	<u>Year 1</u>	<u>Year 2</u>	<u>Year 3</u>	<u>Year 4</u>
L.S. – Lump Sum Payment	Eff. Date of Ratification 11/07/17	11/01/18	11/01/19	11/01/20
Custodian IV Housing-OC	2.00% L.S.	2.00% L.S.	2.00% L.S. 1.50% Base	1.50% L.S. 2.00% Base
Custodian III/Grnd/Fac.	2.00% L.S.	2.00% L.S.	2.00% L.S. 1.50% Base	1.50% L.S. 2.00% Base
Custodian III/Facilities	2.00% L.S.	2.00% L.S.	2.00% L.S. 1.50% Base	1.50% L.S. 2.00% Base
Custodian II/Housing-OC	1.00% L.S. 1.00% Base	0.00% L.S. 2.00% Base	0.00% L.S. 2.00% Base	0.00% L.S. 2.00% Base
Custodian I/Facilities	0.00% L.S. 14.20% Base	0.00% L.S. 2.00% Base	0.00 % L.S. 2.00% Base	0.00 % L.S. 2.00% Base
Mail Services Coordinator	2.00% L.S.	2.00% Base	2.00 % Base	2.00% Base
Mail Clerk	2.00% L.S.	2.00% Base	2.00 % Base	2.00% Base
Equipment Room Attendant	2.00% L.S.	2.00% Base	2.00 % Base	2.00% Base
University Services Clerk	2.00% L.S.	2.00% Base	2.00 % Base	2.00% Base
University Services Clerk III	2.00% L.S.	2.00% Base	2.00 % Base	2.00% Base
University Services Mover	2.00% L.S.	2.00% Base	2.00 % Base	2.00% Base
Lamp Specialist	2.00% L.S.	2.00% Base	2.00 % Base	2.00% Base
Grounds/Greenskeepers	2.00% L.S.	2.00% Base	2.00 % Base	2.00% Base
Experimental Machinist	2.00% L.S.	2.00% Base	2.00% Base	2.00% Base
Mechanic	2.00% Base	2.00% Base	2.00% Base	2.00% Base
Painter	2.00% L.S.	2.00% Base	2.00% Base	2.00% Base
Carpenter	2.00% Base	2.00% Base	2.00% Base	2.00% Base
Locksmith	2.00% L.S.	2.00% Base	2.00% Base	2.00% Base

Electrician	2.50% Base	2.00% Base	2.00% Base	2.00% Base
HVAC	2.50% Base	2.00% Base	2.00% Base	2.00% Base
Heating Plant	4.00% Base	3.00% Base	2.50% Base	2.00% Base
Plumber	2.50% Base	2.50% Base	2.00% Base	2.00% Base

Medical Benefits:

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

Costs:

	OUCMT	% of Total Compensation*
1st Year	\$349,364	3.40%
2nd Year	\$295,120	2.77%
3rd Year	\$358,743	3.28%
4th Year	\$234,950	2.08%

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