

Agendum
Oakland University
Board of Trustees Formal Session
August 12, 2021

**AGREEMENT BETWEEN OAKLAND UNIVERSITY AND
THE COMMAND OFFICERS ASSOCIATION OF MICHIGAN (COAM)**
July 1, 2021 – June 30, 2022

A Recommendation

1. **Division and Department:** Finance and Administration, Chief of Staff Division, Human Resources Department.
2. **Introduction:** Oakland University (University) and the Command Officers Association of Michigan (COAM) reached a tentative agreement on a one-year Collective Bargaining Agreement (CBA) effective July 1, 2021 through June 30, 2022. The COAM membership ratified the tentative agreement on July 8, 2021, by a vote of 4 to 0. A summary of the significant changes in the CBA is found in 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 previous COAM collective bargaining agreement on August 7, 2017.
4. **Budget Implications:** Salary and benefit adjustments are described in Attachment A, with a projected annual University cost as follows: Year 1 \$2,966.
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 Command Officers Association of Michigan (COAM), July 1, 2021 – June 30, 2022.

**Agreement Between Oakland University and the
Command Officers Association of Michigan (COAM)
July 1, 2021 – June 30, 2022
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August 12, 2021
Page 2**


9. Attachments:

Summary of Significant Changes in the July 1, 2021 – June 30, 2022 COAM
Collective Bargaining Agreement

Submitted to the President
on 8/2, 2021 by

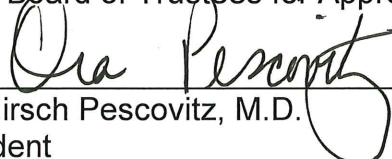


John W. Beaghan
Vice President for Finance and Administration
and Treasurer to the Board of Trustees



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

Recommended on 8/9, 2021
to the Board of Trustees for Approval by



Ora Hirsch Pescovitz, M.D.
President

**SUMMARY OF THE SIGNIFICANT CHANGES IN THE
JULY 1, 2021 – JUNE 30, 2022
COMMAND OFFICERS ASSOCIATION OF MICHIGAN
(COAM)
COLLECTIVE BARGAINING AGREEMENT**

Wages:

Sergeants

Effective July 1, 2021

\$500 Lump Sum Bonus

Letter of Agreement with Me-Too Clause

If Oakland agrees to make a one-time, lump sum payment of more than \$500 to each full-time active employee of any other non-faculty bargaining unit for Oakland's July 1, 2021 through June 30, 2022 fiscal year, beyond their base pay rates as of June 30, 2021, Oakland will pay each active full-time COAM employee an additional one-time, lump sum amount equal to the difference between \$500 and the amount paid to each full-time active employee of the other non-faculty bargaining unit.