

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

**AGREEMENT BETWEEN OAKLAND UNIVERSITY AND
THE MICHIGAN EDUCATION ASSOCIATION-OAKLAND UNIVERSITY
PROFESSIONAL SUPPORT ASSOCIATION (OUPSA)
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 Michigan Education Association-Oakland University Professional Support Association (OUPSA) reached a tentative agreement on a one-year Collective Bargaining Agreement (CBA) effective July 1, 2021, through June 30, 2022. The OUPSA membership ratified the tentative agreement on August 5, 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 OUPSA collective bargaining agreement on August 7, 2017.
4. **Budget Implications:** Salary and benefit adjustments are described in Attachment A, with a projected University cost as follows: Year 1 \$195,000.
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 Professional Support Association (OUPSA), July 1, 2021 – June 30, 2022.

**Agreement Between Oakland University and the
Michigan Education Association–Oakland University
Professional Support Association (OUPSA)
July 1, 2021 – June 30, 2022
Oakland University
Board of Trustees Formal Session
August 12, 2021
Page 2**

9. Attachments:

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

Submitted to the President
on 8/9, 2021 by

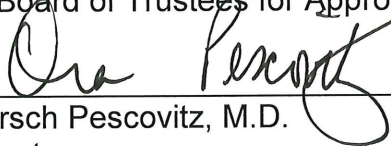


John W. Beaghan
Vice President for Finance and Administration
and Treasurer to the Board of Trustees



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

Recommended on 8/10, 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
MICHIGAN EDUCATION ASSOCIATION – OAKLAND UNIVERSITY
PROFESSIONAL SUPPORT ASSOCIATION (OUPSA)
COLLECTIVE BARGAINING AGREEMENT**

Wages:

Effective July 1, 2021

\$500 Lump Sum Bonus paid within
60 days of ratification

One additional sick day per year

From 10 hours per month to
10.67 hours per month