

Agendum
Oakland University
Board of Trustees Formal Session
August 8, 2022

**AGREEMENT BETWEEN OAKLAND UNIVERSITY AND
THE COMMAND OFFICERS ASSOCIATION OF MICHIGAN (COAM)
July 1, 2022 – June 30, 2025**

A Recommendation

1. **Division and Department:** Chief of Staff, University Human Resources Department
2. **Introduction:** Oakland University (University) and the Command Officers Association of Michigan (COAM) reached a tentative agreement on a three-year Collective Bargaining Agreement (CBA) effective July 1, 2022 through June 30, 2025. The COAM membership unanimously ratified the tentative agreement on or about June 30, 2022, by a vote of 4 to 0. A summary of the significant changes in the CBA is found in Attachment A.

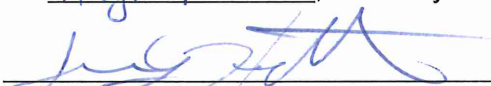
CBA's with officially recognized bargaining units must be approved by the President and the Board of Trustees (Board) pursuant to the Board's Contracting and Employment Authority Policy (Policy).
3. **Previous Board Action:** The Board approved the previous COAM collective bargaining agreement on August 12, 2021.
4. **Budget Implications:** Salary and benefit adjustments are described in Attachment A, with a projected annual University cost as follows: FY2023 \$13,775, FY2024 \$14,457 and FY2025 \$15,193.
5. **Educational Implications:** None.
6. **Personnel Implications:** None.
7. **University Reviews/Approvals:** This recommendation was formulated by University Human Resources and reviewed by the Interim Vice President for Finance and Administration, Chief of Staff and the 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, 2022 – June 30, 2025.

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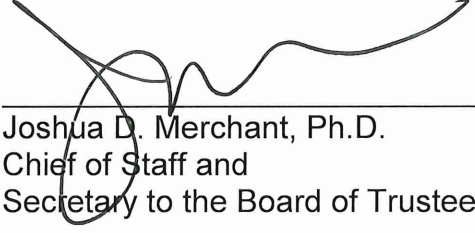
9. Attachments:

A. Summary of Significant Changes in the July 1, 2022 – June 30, 2025 COAM Collective Bargaining Agreement

Submitted to the President
on Aug. 4, 2022 by

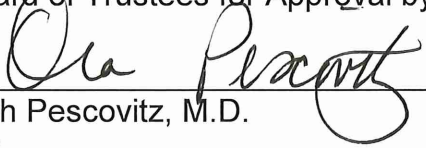


James L. Hargett, CPA
Interim Vice President for Finance and
Administration and Treasurer to the
Board of Trustees



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

Recommended on August 8, 2022
to the Board of Trustees for Approval by



Ora Hirsch Pescovitz, M.D.
President

**SUMMARY OF SIGNIFICANT CHANGES IN THE
JULY 1, 2022 – JUNE 30, 2025
COMMAND OFFICERS ASSOCIATION OF MICHIGAN
(COAM)
COLLECTIVE BARGAINING AGREEMENT**

Wages:

Effective July 1, 2022	2% Base
Effective July 1, 2023	2% Base
Effective July 1, 2024	2% Base

Effective July 1, 2022	Me-Too Clause: If Oakland agrees to make a base salary increase in excess of 2%, or a lump sum payment in lieu of a base salary increase, to each full-time active employee of any other non-faculty bargaining unit for any year during the term of this Contract, then Oakland will provide the following to each full-time active COAM employee for the same years: (i) the difference between 2% and the base salary increase paid to the other full-time active non-faculty bargaining unit members; or (ii) the same lump sum payment in lieu of a salary increase paid to the other full-time active non-faculty bargaining unit members.
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Benefits:

Effective October 1, 2022	For any employee newly hired on October 1, 2022 or after, the University shall contribute eleven (11%) of each participating employee's base salary on a monthly basis. This contribution will begin the first full pay period after the completion of one (1) year of service.
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Effective July 1, 2022	The parties agree that the cost share for newly hired part time employees medical, dental and vision plans shall be 65% University paid and 35% employee paid.
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Cost:

	COAM	% of Total Compensation *
1st Year	\$13,775	2.83%
	COAM	% of Total Compensation *
2nd Year	\$14,457	2.89%
3rd Year	\$15,193	2.96%

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