

**AGREEMENT BETWEEN OAKLAND UNIVERSITY
AND THE MICHIGAN EDUCATION ASSOCIATION - OAKLAND UNIVERSITY
PROFESSIONAL SUPPORT ASSOCIATION (MEA-OUPSA)
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 Michigan Education Association - Oakland University Professional Support Association (MEA-OUPSA) reached a tentative agreement on a three-year Collective Bargaining Agreement (CBA) effective July 1, 2022 through June 30, 2025. The MEA-OUPSA membership ratified the tentative agreement on or about July 14, 2022 by a vote of 136 to 23. A summary of the significant changes in the CBA is attached as Attachment A.

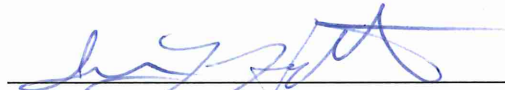
CBA's with officially recognized bargaining units must be approved by the President and the Board of Trustees (Board) pursuant to the Board's Contracting and Employment Authority Policy (Policy).
3. **Previous Board Action:** The Board approved the current MEA-OUPSA bargaining agreement on August 12, 2021.
4. **Budget Implications:** Salary and benefit adjustments are described in Attachment A, with projected annual University costs as follows: FY2023 \$469,482, FY2024 \$631,753, and FY2025 \$669,991.
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 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 (MEA-OUPSA), July 1, 2022 – June 30, 2025.

**Agreement Between Oakland University and the
Michigan Education Association - Oakland University
Professional Support Association (MEA-OUPSA)
July 1, 2022 – June 30, 2025
Oakland University
Board of Trustees Formal Session
August 8, 2022
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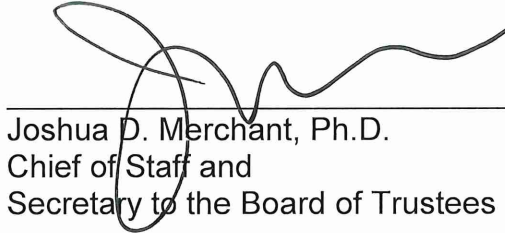
9. Attachments:

A. Summary of Significant Changes in the July 1, 2022 – June 30, 2025
MEA-OUPSA 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 8/4, 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
MEA-OUPSA 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 addition to a 2% base salary increase, to all active employees of any other non-faculty bargaining unit or to all active Administrative Professional employees for any year during the term of this Contract, then Oakland will provide the following to active OUPSA employees for the same years:

- (i) the difference between 2% and the base salary increase paid to all active employees of any other non-faculty bargaining unit members or all active Administrative Professional employees; or
- (ii) the same lump sum payment in addition to a 2% base salary increase paid to all full-time employees, or the same pro-rata lump sum payment in addition to a 2% base salary increase paid to all part-time employees, of any other active non-faculty bargaining unit members or all active Administrative Professional employees.

Paid time off:

Effective July 1, 2023

All full-time Bargaining Unit employees shall accrue paid time off according to the following schedule: for the first six months of employment, a full time Bargaining Unit employee shall accrue paid time off at a rate of 12.00 hours per month. Thereafter, the full time Bargaining Unit employee shall accrue paid time off at a rate of 16.67 hours per month.

Attachment A

Paid time off:
Effective July 1, 2023

An employee who has successfully completed the probationary period shall be paid for any unused paid time off hours, no greater than 264 hours, under the provisions of this Article provided the employee gives a two (2) week notice of her/his intent to leave or is laid off pursuant to Article XII.

Personal Time Bank:
Effective July 1, 2023

Eliminated

Benefits:
Effective August 1, 2022

For any employee newly hired to the University on or after August 1, 2022, the University shall contribute eleven percent (11%) of each participating employee's salary on a monthly basis. This contribution will begin the first full pay period after the completion of one (1) year of service.

Effective January 1, 2023
(Anticipated)

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 upon implementation for University's Administrative Professional employees.

Early Retirement Fund:
Effective July 1, 2022
Effective July 1, 2023
Effective July 1, 2024

\$0
\$0
\$50,000

Costs:

	OUPSA	% of Total Compensation *
1st Year	\$469,482	2.72%
2nd Year	\$631,753	3.56%
3rd Year	\$669,991	3.65%

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