

AGREEMENT

BETWEEN
OAKLAND UNIVERSITY

AND

OAKLAND UNIVERSITY
COMMAND OFFICERS
ASSOCIATION OF MICHIGAN

(EXCERPT)

July 1, 2017 – June 30, 2021

LETTER OF AGREEMENT - OUCOAM

12 HOUR SHIFTS

The parties to this letter of agreement hereby agree to the following amendments that would occur due to changing from 8 hour shifts to 12 hours shifts.

1. Either OUCOAM or OUPD Command can terminate the LOA for any reason with a 60 day notice
2. OUPD personnel will be divided into 4 even platoons, two platoons assigned to day shift, 2 platoons assigned to night shift (Platoon = 1 sgt, 3 officers, 1 dispatcher)
3. Shifts will run from 7:00 AM to 7:00 PM for day shift and 7:00 PM to 7:00 AM for night shift
4. As designed, each member will be assigned to 84 hours of work per pay period. To offset the extra 4 hours, all personnel assigned to 12 hour shifts will need to work one 8 hour shift per pay period. The shift sergeant is responsible for scheduling this 8 hour day. Should the 8 hour day result in overtime, the individual scheduled for the 8 hour day has first right to the overtime hours; not to exceed 4 hours.
5. Sick time use will be changed to sick hours rather than sick days for the purpose of policy violations. Discipline will occur after usage of more than 84 hours (7 days) of sick time in a sliding 12 month period.
6. Shift picks and holidays will now be chosen by University Seniority. Therefore, since Sergeants now fall into seniority Sergeants could be forced to work holidays. Shifts will be re-picked for January 2014. Shifts will be posted in Nov for the shifts starting in Jan 1st and the shift will last for the remaining life of the labor agreement. (September 30, 2014)
7. All members will continue to receive 8 hours of comp for holidays that fall on their leave (non-scheduled) days. Holidays that fall within the regularly scheduled shift period will be scheduled at minimum man power, therefore some members of each shift, will have the holiday off by University seniority selection and shall receive 8 hours of straight pay for that day. These members are strongly encouraged to use this day as their 8 hour day for the pay period in which the holiday falls. Members also have the option to supplement this day with 4 hours of accrued time.

Holiday pay will begin at 7:00 AM on the holiday and commence for a 24 hour period. (For example, holiday pay will begin at 7:00 AM on July 4 and end at 7:00 AM on July 5)

8. OUPD in-house training that is 8 hours in length will only count as 8 hours worked. To offset the four hour shortage, members may:
 - A. Return to work and finish the remaining 4 hours
 - B. Cover the 4 hours with vacation, personal, or comp hours
 - C. Choose that day as their "short day" for the pay period, pending supervisory approvalOff-site training that is scheduled to be eight (8) hours in length or more will count as a scheduled work day.
9. Maximum hours (Health and Safety) worked in a day will increase from 16 hours to 18 hours. After working eighteen (18) consecutive hours, all members shall have a minimum of six (6) hours off prior to return to work.
10. Sick, Vacation, and Personal days will be based on scheduled day off.
11. Work performed by a Police Sergeant beyond twelve (12) hours in a normal workday or eighty (80) hours in a normal pay period shall be paid at the overtime rate which is one and one half (1 ½) hours for each overtime hour worked.
12. From this date forward shift selection will be at least 60 days prior to the beginning of the next shift assignment period. The employer will post a copy of the seniority list. It will also post its manpower requirements for each shift. Shifts selections will be picked November 1st to be effective on the first Monday of January of each year. The employees will have two weeks to pick a shift.
13. If at the end of that two week period an employee is unable to pick a shift, management has the right to pick a shift for that employee.
14. Shift picks and holidays will now be chosen by University Seniority. Therefore, since Sergeants now fall into seniority Sergeants could be forced to work holidays.
15. Vacation requests shall be approved 60 days prior to the beginning of the month that the vacation starts. For example if a OUCOAM member puts in a vacation request to start on June 15th, that request would get approved April 1st, not April 15th
16. Any vacation requests that are submitted 60 days or more prior to the start of the vacation will be approved based upon seniority. 11. Any vacation request requests that are submitted 59 days or less prior to the month that the vacation starts will be approved on a first come, first served basis.
17. Requests with the same date of submission will be approved based upon seniority.
18. Vacations previously approved will be honored