

**Agendum  
Oakland University  
Board of Trustees Formal Session  
November 9, 2009**

**AGREEMENT BETWEEN OAKLAND UNIVERSITY AND THE  
OAKLAND UNIVERSITY PROFESSIONAL SUPPORT ASSOCIATION (OUPSA)  
JULY 1, 2008 – JUNE 30, 2011**

**A Recommendation**

**1. Division and Department:** Finance and Administration/University Human Resources

**2. Introduction:** Oakland University (University) and the Oakland University Professional Support Association (OUPSA) reached a tentative agreement on a three-year collective bargaining agreement on October 16, 2009. The OUPSA membership ratified the tentative agreement on November 2, 2009 by a vote of 155 to 40. A summary of the significant changes from the current Collective Bargaining Agreement (CBA) is attached as Exhibit A.

Collective bargaining contracts 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 adopted the Policy on December 4, 1997 and amended the Policy on January 9, 2008. The Board approved the current OUPSA bargaining agreement on October 4, 2006.

**4. Budgetary Implications:** Across-the board salary increases of 3.0% in FY 2009, 0.0% in FY 2010, and 0.0% in FY 2011 are included in the CBA along with adjustments to health benefits, with a contract re-opener in FY 2011.

**5. Educational Implications:** None.

**6. Personnel Implications:** None.

**7. University Reviews/Approvals:** This recommendation was formulated by University Human Resources and reviewed by the Vice President for Finance and Administration and the President. On November 4, 2009, the Finance, Audit and Investment Committee reviewed the proposed agreement and recommended that it be presented at the next Formal Session of the Board.

**8. Recommendation:**

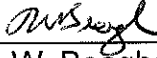
RESOLVED, that the Board of Trustees approves the Agreement Between Oakland University and the Oakland University Professional Support Association (OUPSA), July 1, 2008 – June 30, 2011.

Agreement Between Oakland University and the  
Oakland University Professional Support Association  
(OUPSA) July 1, 2008 – June 30, 2011  
Oakland University  
Board of Trustees Formal Session  
November 9, 2009  
Page 2

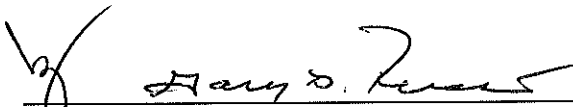
9. Attachments:

Exhibit A. Summary of Changes in the July 1, 2008 – June 30, 2011 OUPSA  
Collective Bargaining Agreement

Submitted to the President  
on 11/3, 2009 by

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

Recommended on 11/3, 2009  
to the Board of Trustees for approval by

  
\_\_\_\_\_  
Gary D. Russi  
President

## Exhibit A

### Summary of Changes in the July 1, 2008 – June 30, 2011 OUPSA Collective Bargaining Agreement

#### Economic

- Wages will increase as follows:

July 1, 2008	3.0% increase (retroactive)
July 1, 2009	0.0% increase
July 1, 2010	0.0% increase

- Plan design changes for Medical Benefits

Year 1	No changes.
Year 2	Grandfathered BCBSM Traditional Plan whereby only employees who remain in the Traditional plan after January 1, 2011 will be able to maintain this coverage. Added an additional Community Blue PPO Option with higher co-payments and deductibles. Introduce Priority Health-by-choice HMO. Change HAP HMO to Health Engagement Plan. Change BCN to Healthy Blue Living Plan Design. Change office visit and urgent care co-pays from \$15 to \$20 for all HMOs.

- Reopener Year 3
  - Provides opportunity to renegotiate year three salary levels.
- Sick Leave
  - OUPSA will have sole responsibility for the administration of the sick bank.
  - Bargaining Unit employees shall fund the Sick Bank with no University contributions.
  - While an employee is receiving payments from the Sick Bank, all sick, vacation, and personal day accruals will cease.
  - To be eligible for a paid disability leave, employees must follow the procedures established by the University as administered by a third party administrator.
- Career Development
  - Provide Educational benefits up to 16 credits @ 100% for employees and 32 credits @ 50% for spouses and dependents per fiscal year.

#### Non-Economic

- Updated many sections of the contract to reflect current language and better clarification
- One hundred and twenty (120) calendar days after ratification of contract, a skills assessment process will be utilized for all applicants.
- Annually employees will receive a written performance review on forms developed by the Employer.