

**AGREEMENT BETWEEN OAKLAND UNIVERSITY AND
THE OAKLAND UNIVERSITY CAMPUS MAINTENANCE AND TRADES (OUCMT)
NOVEMBER 1, 2025 to OCTOBER 31, 2028**

A Recommendation

1. **Division and Department:** Chief of Staff, University Human Resources Department

2. **Introduction:** Oakland University (University) and the Oakland University Campus Maintenance and Trades (OUCMT) reached a tentative agreement on a three-year Collective Bargaining Agreement (CBA) effective November 1, 2025, through October 31, 2028. 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 OUCMT collective bargaining agreement on December 5, 2022.

4. **Budget Implications:** Salary and benefit adjustments are described in Attachment A, with a projected annual University cost as follows:
Year (1) \$872,167, Year (2) \$360,781 and Year (3) \$463,338.

5. **Educational Implications:** None.

6. **Personnel Implications:** None.

7. **University Reviews/Approvals:** This recommendation was formulated by Human Resources and reviewed by the Senior 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 Oakland University Campus Maintenance and Trades (OUCMT), November 1, 2025 – October 31, 2028.

**Agreement Between Oakland University and the
Oakland University Campus Maintenance and Trades (OUCMT)
November 1, 2025 – October 31, 2028
Oakland University
Board of Trustees Formal Session
May 12, 2026
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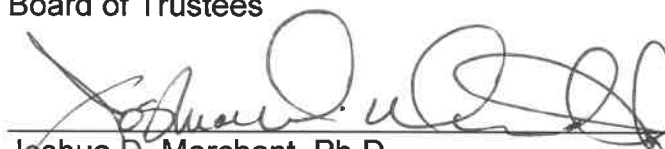
9. Attachments:

A. Summary of Significant Changes in the November 1, 2025 – October 31, 2028
OUCMT Collective Bargaining Agreement.

Submitted to the President
on 05/07, 2026 by

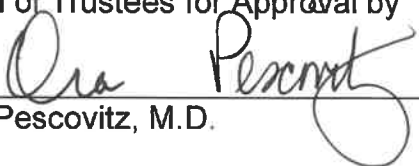


Stephen W. Mackey
Senior Vice President for Finance and
Administration and Treasurer to the
Board of Trustees



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

Recommended on 5/7, 2026
to the Board of Trustees for Approval by



Ora Hirsch Pescovitz, M.D.
President

**SUMMARY OF SIGNIFICANT CHANGES IN THE
November 1, 2025 – October 31, 2028
OAKLAND UNIVERSITY CAMPUS MAINTENANCE AND TRADES (OUCMT)
COLLECTIVE BARGAINING AGREEMENT**

Wages:

Effective November 1, 2025	2.5 % Base
Effective November 1, 2026	2.5 % Base
Effective November 1, 2027	2.5 % Base
Effective November 1, 2025	Plumber rate equalized with Electrician
	Custodian I/II moved to Custodian III
	3.0 % Market Adjustment for University Mechanic, Electrician, Plumber, HVAC, Central Heating Plant Operator, Carpenter, Painter, Locksmith
	\$700 lump sum payment

Costs:

Year	OUCMT	% of Total Compensation *
1st Year	\$872,167	7.42 %
2nd Year	\$360,781	2.79 %
3rd Year	\$463,338	3.49 %

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