

**AGREEMENT BETWEEN OAKLAND UNIVERSITY AND
THE OAKLAND UNIVERSITY PROFESSIONAL SUPPORT ASSOCIATION
(OUPSA)**

July 1, 2025 - June 30, 2028

A Recommendation

1. **Division and Department:** Chief of Staff, University Human Resources Department.
2. **Introduction:** Oakland University (University) and the Oakland University Professional Support Association (OUPSA) reached a tentative agreement on a three-year Collective Bargaining Agreement (CBA) effective July 1, 2025, through June 30, 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 OUPSA collective bargaining agreement on August 8, 2022.
4. **Budget Implications:** Salary and benefit adjustments are described in Attachment A, with a projected annual University cost as follows:
Year (1) \$704,176, Year (2) \$514,168, and Year (3) \$675,408.
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 Professional Support Association (OUPSA), July 1, 2025 - June 30, 2028.

**Agreement Between Oakland University and the
Oakland University Professional Support Association
(OUPSA) July 1, 2025 - June 30, 2028
Oakland University
Board of Trustees Formal Session
December 9, 2025
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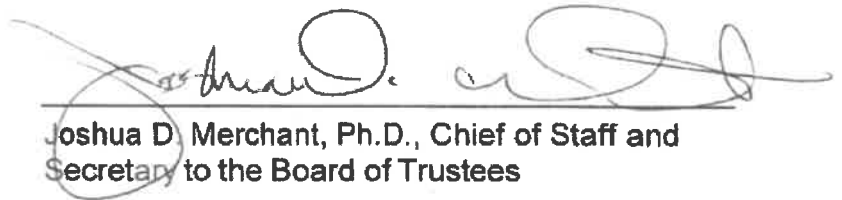
9. Attachments:

A. Summary of Significant Changes in the July 1, 2025 - June 30, 2028 OUPSA Collective Bargaining Agreement.

Submitted to the President on 2 December, 2025
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 December 3, 2025
to the Board of Trustees for Approval by:



Ora Hirsch Pescovitz, M.D.
President

SUMMARY OF SIGNIFICANT CHANGES IN THE
July 1, 2025 - June 30, 2028
OAKLAND UNIVERSITY PROFESSIONAL SUPPORT ASSOCIATION
(OUPSA)
COLLECTIVE BARGAINING AGREEMENT

Wages:

Effective July 1, 2025	2.5% ATB increase
Effective July 1, 2026	2.5% ATB increase
Effective July 1, 2027	2.5% ATB increase

\$700 lump sum for those enrolled in a medical plan.

Univeristy contribution of \$20,000 each of the 3 years to early retirement fund

Costs:

Year	OUPSA	%of Total Compensation *
1st Year	\$704,176	4.04%
2nd Year	\$514,168	2.84%
3rd Year	\$675,408	3.62%

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