

**AGREEMENT BETWEEN OAKLAND UNIVERSITY AND THE OAKLAND UNIVERSITY  
CHAPTER OF THE AMERICAN ASSOCIATION OF UNIVERSITY PROFESSORS (AAUP)**  
**August 15, 2009 – August 14, 2012**  
**A Recommendation**

1. **Division and Department:** Academic Affairs, Office of the Senior Vice President for Academic Affairs and Provost.
  
2. **Introduction:** Oakland University and the Oakland University Chapter of the American Association of University Professors (AAUP) reached a tentative agreement on a three-year collective bargaining agreement on September 10, 2009. The Union membership ratified the tentative agreement on October 9, 2009, by a vote of 372 in favor and 60 opposed. A summary of the significant economic and non-economic changes from the current collective bargaining agreement is attached as Exhibit A.

Collective bargaining contracts with officially recognized bargaining unit groups 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 of Trustees (Board) has approved all previous collective bargaining agreements.
  
4. **Budget Implications:** Across-the-board salary increases of 0.0% in FY10, 1.0% in FY11, and 3.0% in FY12; adjustments to health benefits; increases in travel and research funds; and the potential for a contract re-opener for salaries in FY12.
  
5. **Educational Implications:** None.
  
6. **Personnel Implications:** School of Medicine faculty will not be included in the bargaining unit. The five (5) current School of Medicine faculty will have the option to return to the bargaining unit upon approval of the collective bargaining agreement.
  
7. **University Reviews/Approvals:** This recommendation was formulated by Academic Human Resources and reviewed by the Senior Vice President for Academic Affairs and Provost, and the President.
  
8. **Recommendation:**

RESOLVED, that the Board of Trustees approve the Agreement between Oakland University and the Oakland University Chapter of the American Association of University Professors (AAUP), with the effective date of August 15, 2009 through August 14, 2012.

**Agreement Between Oakland University and the Oakland University Chapter of the  
American Association of University Professors (AAUP)  
August 15, 2009 – August 14, 2012  
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**9. Attachments:**

Exhibit A. Summary of Significant Economic and Non-Economic Changes Contained  
in the August 15, 2009 – August 14, 2012 AAUP Agreement

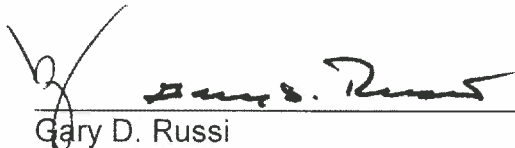
Submitted to the President  
on 10/28, 2009 by



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Virinder K. Moudgil  
Senior Vice President for  
Academic Affairs and Provost

Recommended on 10/29, 2009  
to the Board for Approval by



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Gary D. Russi  
President

## Exhibit A

### Summary of Significant Economic and Non-Economic Changes Contained in the August 15, 2009 – August 14, 2012 AAUP Agreement

#### Economic Issues

- Wages will be increased as follows:
  - August 15, 2009                      0.0% increase
  - August 15, 2010                      1.0% increase
  - August 15, 2011                      3.0% increase
  
- Plan design changes for medical benefits:
  - BCBSM Traditional enrollment allowed through 2011 calendar year
  - BCBSM PPO Option #1 updated with a \$10/\$20 prescription copay
  - Introduce BCBSM PPO Option #3 starting 1/1/10
  - HAP remains unchanged
  - Change BCN to BCN of MI Healthy Blue Living<sup>SM</sup> Product
  - Introduce Priority Health by Choice<sup>SM</sup> starting 1/1/10
  - Other qualified adult coverage dependent upon coverage offered by respective health insurance providers
  
- Travel funds will be increased from \$400,000 to:
  - 2009-2010: \$410,000
  - 2010-2011: \$420,000
  - 2011-2012: \$430,000
  
- Research funds will be increased from \$216,000 to:
  - 2009-2010: \$220,000
  - 2010-2011: \$230,000
  - 2011-2012: \$240,000
  
- Contract Re-Opener:
  - Contract Re-Opener with written notice from either party within fifteen (15) business days of March 15, 2011 for the sole purpose of negotiating salaries.

#### Non-Economic Issues

- School of Medicine faculty will not be included in the bargaining unit. The five (5) current School of Medicine faculty will have the option to return to the bargaining unit upon approval of the collective bargaining agreement.
  
- Listing Writing and Rhetoric as both an academic unit and pay group.
  
- Graduate Assistants may teach in a limited capacity.

- The previous number of research professors and full-time adjunct faculty was capped at a combined total of fifteen (15). The number of research professors will be capped at ten (10). The number of full-time adjunct faculty shall not exceed 5% of the total full-time tenure-track faculty as of September 1 of the preceding year, with three (3) reserved for the School of Nursing and three (3) reserved for the School of Health Sciences.