



Thursday, May 9, 2002

## AP/IC employee merger considered

By **Jeff Samoray**, OU Web Writer

Oakland University's **Board of Trustees** is expected to vote at its June 5 meeting on an amendment to the Personnel Policy Manual for Administrative-Professional Employees that would combine administrative professional (AP) and individual contract (IC) employees into a single employee group.

Ron Watson, assistant vice president for University Human Resources (UHR), presented the draft proposal to AP/IC employees and answered their questions prior to the formal presentation at the board's May 1 working session. The **current proposal** can be found on the Board of Trustees Web site.

"The proposal represents a movement from contracts to open-ended employment, thereby ending angst employees may have had in the past over annual contract renewals," Watson said. "It's also meant to encourage and foster more dialogue between employees and supervisors and to eliminate discrepancies between the APs and ICs."

The proposal recommends that most employees in salary bands R and below become "just cause" employees and employees in salary bands S and above become "at will" employees. For exceptions, definitions and further information, see the **AP/IC merger Q&A**. (Additional information on the compensation system, including banding, will be available from UHR by June 1.)

Benefits that apply under the proposal include implementation of the AP plan for sick time, vacation accrual, leaves of absence and eligibility for the retirement plan. All administrative professional employees could participate in the preventative health program at Meadow Brook Health Enhancement Institute and would be eligible for tuition reimbursement for dependents. Medical, dental, optical, long-term disability, group life, optional life, collective life, travel accident and accidental death or dismemberment insurance benefits would remain the same.

The executive board of the AP/AP-IC Association has been meeting with Watson and other UHR staff for the past several months to work on the merger proposal.

"From the feedback received thus far, it appears the overall reaction to the proposal has been pretty favorable and there is support for most of it," said Jean Ann Miller, president of the AP/AP-IC Association, in a May 3 e-mail to AP/IC employees. "There are individuals, particularly those who have continuing contracts, that do not agree with all aspects of the proposal; nor is the executive board in full agreement with all aspects of the proposal either. However, the concerns do not appear to be so insurmountable that it should bring the whole merger process to a halt. That is why your feedback thus far has been so invaluable to fine tune the proposal and move forward."

The next step in the process is for the AP/AP-IC executive board to review the proposed changes as they will appear in the revised AP Manual before it is scheduled to be presented to the Board of Trustees on June 5.

A meeting for all AP and IC employees to discuss the merger proposal is scheduled for Tuesday, May 14, from noon to 1 p.m. in the Oakland Center Gold Rooms. The executive board members will conduct the meeting. Please feel free to bring your lunch to the meeting.

"As you have time to think it over, I ask that you continue to provide the executive board (Eric Condic, Dawn Aubry, Terri Eudy, Monica Long, Pam Marin, Brenda Pierce, Patricia Rottenberk, Karen Kahn, Sally Daniels, Robert Thomas, Jim Pauley or myself) with your feedback about the merger proposal," Miller said in her e-mail. "I have been reassured that the dialogue with the administration will not stop once the revised AP Manual becomes effective. Issues related to salary, benefits and working conditions will continue to be discussed and negotiated as needed."

If approved by the Board of Trustees at its June 5 meeting, the proposed amendments to the AP Manual would become effective early next fiscal year.

The proposed amendments are available online at the **Board of Trustees** Web site. For more information, contact Watson at (248) 370-3486 or [rwatson@oakland.edu](mailto:rwatson@oakland.edu) or Miller at (248) 370-4332 or [jam@oakland.edu](mailto:jam@oakland.edu).

**SUMMARY**

Oakland University's Board of Trustees is expected to vote at its June 5 meeting on an amendment to the Personnel Policy Manual for Administrative-Professional Employees that would combine administrative professional (AP) and individual contract (IC) employees into a single employee group.

Created by CareTech Administrator (webservices@caretechsolutions.com) on Thursday, May 9, 2002

Modified by CareTech Administrator (webservices@caretechsolutions.com) on Thursday, May 9, 2002

Article Start Date: Tuesday, December 9, 2003