



Wednesday, June 5, 2002

## AP/IC proposal removed from agenda

The proposal to merge the APs and ICs into a single employee group was not presented to OU's Board of Trustees for a vote at the June 5 meeting, giving University Human Resources (UHR) more time to collect employee input. Employee meetings held by UHR and the AP/AP-IC Association in May showed employee reaction to be favorable overall. However, many employees expressed concerns about the issue of "at will" and "just cause."

"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," said Ron Watson, assistant vice president for Human Resources. "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](#).

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.

In the next few weeks, representatives from UHR will meet with broader groups of AP and IC employees to solicit views about the proposed merger. From the information collected, the university will make a decision on how and when to move ahead with the AP/IC merger plan. The goal is to finalize the decision and take action this summer. To share your opinion, please e-mail Watson at [rwatson@oakland.edu](mailto:rwatson@oakland.edu).

AP employees whose current contracts are due to expire Sept. 30, 2002, soon will receive a letter explaining the status of their current contract and the commitment to continue providing status on the proposed merger.

For more information, refer to [The News article](#) posted May 9 or review the [most recent proposal](#) from the BOT working session May 1.

### SUMMARY

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