



Wednesday, December 3, 2003

Summary of positive impacts of merger

- Establishes common benefits for all employees in the group. Note that APs hired before 8/1/99 will continue to receive benefits only available to that group.
- Gives every employee in the group open-ended employment.
- Most positions in the new employee group will be "just cause." Select positions that are of a sensitive nature or that hold senior-level leadership responsibility will be "at will."
- Provides severance for "at-will" employees under many circumstances.
- Allows all employees who are currently APs to take their "just-cause" employment status with them if they move into one of the new "at-will" positions in the group. This benefit is only available during the first five years the new employment group is in place.
- Gives all employees in the group the sick time accruals established for APs:
 - 1st year – 13 days
 - 2nd year – 26 days
 - 3rd year – 39 days
 - 4th year – 52 days
 - 5th year – 65 days
 - 6th year – 130 days
- Gives all employees in the group the vacation time accruals established for APs:
 - 8 hours per month for months one through six
 - 14.67 hours per month after six months
- Gives all employees in the group the leaves of absence available to APs (after the first year of employment).
- Tuition reimbursement will be available for dependent children of all employees in the group. Funds for this benefit will be increased in recognition of the increased number of eligible employees.
- Gives all employees in the group the retirement benefits established for APs.

Medical, dental, optical, long-term disability, group life, optional life, collective life, travel accident, and accidental death or dismemberment insurance benefits were already consistent between the APs and ICs.

SUMMARY

This document lists all the benefits of merging APs and ICs.

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