

AP ASSOCIATION
EXECUTIVE COMMITTEE
MINUTES

Monday, October 5, 2015

1:15-2:45pm

O'Dowd Hall—101B—Office of the Registrar Conference Room

Present: Cindy Hermsen, Greg Jordan, Emily DeLano, Christ Goeth, Marie VanBuskirk, Becky Lewis,
Amy Lindsay, Wayne Thibodeau, Steve Shablin, Joshua Stotts, Sara Webb, Jennifer Janes

Not Present: Zachary Wincek, Kai-Lynn Rim

- Call to Order (1:19 pm)
- Roll Call and Introduction of Guests
- Approval of Minutes (Approved)
- Treasurers Report
 - No change
- Presidents / UHR Monthly Meeting Report
 - Campus Master Plan
 - There should be AP representation on this committee
 - AP Assembly
 - The AP Association is an agenda item, should they be one on our agenda?
 - The AP Association is in their constitution to be involved
 - AP Grand Idea
 - Deadlines are November 1 and March 1
 - oakland.edu/idea
 - Should we have an AP Association gmail account for any personal conversations with employees regarding issues. Also meant for a place to have neutral conversations?
 - Group did not feel it was necessary at this time. Bring up again if it becomes an issue
 - AP overtime Eligibility
 - Still begin discussed at the federal level
 - HAP is being eliminated as a health care choice
 - Will there be a replacement?
 - Does not appear so that this time
 - Benefit and Wellness Fair
 - November 4th
- Old Business
- New Business
 - Compensation Committee Update-Greg Jordan
 - The majority of the committee is made up of AP's

- Initial e-mail communication has been sent regarding merit raises and Sibson study
 - Those eligible for merit raises will have then retroactive to July 1
 - The faculty agreement needs to be ratified and approved by the Board of Trustees before raises go through
 - Letters and next phase notifications are ready to go once approved
 - Supervisors will get notified first
 - Any AP who is banded down will not have a decrease in pay
 - Any AP who is banded up will receive merit salary increase in addition to minimum band
 - Individual letters will be sent out to staff around October 22nd
 - This is step one of a multiple step process
 - Looking at dividing bands into quartiles based on years on service
 - Sibson is market based not merit based
 - Inconsistencies with job titles across campus
 - On the list of future items to discuss
 - Compensation manual housed by UHR
 - Medical School has been pulled out/not compared to other AP bands/positions on campus during Sibson study
 - Appeal Process
 - Has been discussed, however, no plan has been put into place. Staff is encouraged to speak to their supervisor
 - Keep pushing for one
 - Open Forums regarding Sibson study with UHR should be discussed and encouraged
 - Does an employee lose “Just Cause” status if they move to S Band or above?
 - Under review
 - Conflict of interest disclosure form
 - There is a lot of legal speak in the document
 - Academic affairs were counseled not to sign it
 - Who has the authority on whether it should be signed or not
- Committee Updates
 - Communication
 - Website will be updated with meeting minutes by end of the week
 - Planning
 - Will be meeting soon
 - Josh Stotts joined
 - Nominating
- Comments from Members & Guest
- Next Meeting-Thursday, November 19—1:15-2:45pm

- Adjournment