



Monday, September 30, 2002

Proposal for one employee group advances

A final proposal to combine Oakland University AP and IC employees into a single professional employee group has been presented to and discussed with the AP/IC Association Executive Committee and accepted by the President's Cabinet. Next, the Board of Trustees will review it for approval in a meeting this year.

The proposal eliminates the AP/IC structure and gives every employee in the group open-ended employment with the same benefits.

University Human Resources (UHR) held many discussions with OU employees, including members of the AP/IC Association Executive Committee, focus groups of AP and IC employees, managers and others, and conducted research into the practices of other public universities in Michigan. UHR shared the results with members of the President's Cabinet in mid-September and recommended additional modifications to the proposal.

"Many employees worked together to raise issues, understand areas of concern and offer thoughtful suggestions, and we appreciate that effort," said Gary Russi, OU president. "With the modifications, the move to one professional employee group is a good decision for our employees and the university because – if it is approved by the board – we can eliminate differences in how our professional employees are treated."

"The modifications to the original proposal address the heart of concerns employees raised in focus groups and individual meetings," said Ron Watson, assistant vice president of UHR.

The proposal, which the Board of Trustees will vote on later this year, reflects two modifications to the original:

1. A severance package for at-will employees that will be available in many circumstances, and
2. For a period of five years following implementation of the proposal, allowing employees who are currently APs to retain permanently their just-cause status when moving into an at-will position with the new employee group.

"With these two modifications, the university is helping OU employees through the transition into one professional employee group," said Lynne Schaefer, vice president for finance and administration. "In addition, AP and IC employees will have ample opportunity to learn more about the modifications to the proposal as well as the benefits of belonging to one professional employee group by reviewing additional information, from UHR and attending UHR information sessions."

A full **summary of the benefits** of one professional employee group is available online.

To ensure employees are informed, AP and IC employees will be invited to information sessions. The sessions will detail what the move to one employee group means, including more about the at-will severance package, and across-the-board (for professional employees) implementation of the AP sick time, vacation accrual and leaves of absence plans, and eligibility for retirement plans and tuition reimbursement for dependents, as well as the opportunity to participate in the preventive health program at Meadow Brook Health Enhancement Institute.

Watch for more information in your e-mail and through The News @ OU about signing up for an information session.

Employees can review archive articles on The News @ OU about this subject. You can find the articles by clicking the headlines below:

[Plans for one employee group still under way](#)

[UHR to hold focus groups on AP/IC merger](#)

[AP/IC employee merger considered](#)

For information and definitions, see the **[AP/IC merger Q&A](#)**.

SUMMARY

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