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
  o No change
• Presidents / UHR Monthly Meeting Report
  o Campus Master Plan
    ▪ There should be AP representation on this committee
  o 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?
        o Does not appear so that this time
    ▪ Benefit and Wellness Fair
      • November 4th
• Old Business
• New Business
  o 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
  o 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
  o Communication
    • Website will be updated with meeting minutes by end of the week
  o Planning
    • Will be meeting soon
    • Josh Stotts joined
  o Nominating
• Comments from Members & Guest
• Next Meeting—Thursday, November 19—1:15-2:45pm
• Adjournment