

Other Items to Consider From the APA Survey

Item one - merit pay, employee discount on residence halls, mandatory cyclical reviews of job classifications, a scale for grant funded positions, tuition on housing for your child attending WMU, improve current level of health benefits, merit increases, and maintain current benefits

Item two - re-evaluate positions and make sure they are equitable compared to similar positions (Landscape Supervisor compared to maintenance), early retirement w/full healthcare, sick leave sell back, up to 80 hours each year..the same as the given opportunity for the AFSCME group, and reinstate progression increases

Item three - explore packages of partial benefits to temporary employees in order to keep them such as some paid days off, merit pay increases instituted; it doesn't appear to matter if you excel at your job or merely do "OK", sick leave sell back for cash, able to take pay out of sick leave up to 40-80 hours once a year, use of university truck for on-call duties, increase in pay that allows for merit raises other than the annual raise, explore comp time--during this time of the year, many in management work several hundred hours over and above (evenings and weekends) keeping campus open and clean from poor weather conditions and events, explore part-time positions as an alternative to work force reduction, and Paid Time Off bank of hours instead of annual and sick leave, early retirement incentives