

NOTICE TO ALL EMPLOYEES

After a public hearing before the Michigan Employment Relations Commission, OAKLAND UNIVERSITY, a public employer under the PUBLIC EMPLOYMENT RELATIONS ACT (PERA), has been found to have committed unfair labor practices in violation of this Act. Pursuant to the terms of the Commission's order, we hereby notify our employees that:

WE WILL NOT

- a. Repudiate or fail to comply with the terms of the 1999 Settlement Agreement.
- b. Assert as a jurisdictional defense that grievances asserting claims of a failure to comply with University constitutional processes, brought under contract Article XXVIII, are not subject to the contractual grievance procedure as governance rather than contractual matters.

WE WILL

- a. Expressly revoke the University's repudiation of the 1999 Settlement Agreement.
- b. Expressly withdraw that portion of the University's grievance answer in the pending matter, which asserts that the Settlement Agreement is not binding and/or that the matter in dispute is not substantively subject to the grievance procedure.

ALL of our employees are free to engage in lawful activity for the purpose of collective bargaining or other mutual aid and protection as provided in Section 9 of the Public Employment Relations Act.

OAKLAND UNIVERSITY

By: C. Michelle Piskulich
Associate Provost, Academic Affairs/
Title: Academic Human Resources

Date: October 25, 2010

This notice must be posted for thirty (30) consecutive days and must not be altered, defaced or covered by any material. Any questions concerning this notice or compliance with its provisions may be directed to the office of the Michigan Employment Relations Commission, Cadillac Place Building, 3026 W. Grand Blvd, Suite 2-750, Detroit, MI 48202-2988. Telephone: (313) 456-3510.