
May/June 2011

The APA

NEWSLETTER

The Official Newsletter for the Administrative Professional Association of MSU
MSU Administrative-Professional Association MEA/NEA/1480 Kendale Blvd, Suite 300/East Lansing MI 48823/(517) 353-4898

2011 Executive Board Election Results

Meet Your New Board Members!

by Vivian Leung

2011 APA Nominations and Elections Committee, Chair

As stipulated by the APA Constitution and Bylaws, annual election for open seats to the APA Executive Board and MEA/NEA delegates is conducted by March 31st. This year, the APA again held a public ballot testing before balloting was opened and public ballot tabulation hearing at the close of the election.

The APA was excited to have a contested election, demonstrating members' desire to serve a more active role in our union. With all the attacks on public employees and labor unions, our strength resides in our collective efforts.

A total of 475 ballots were cast in this year's election. Candidates are listed in the order of highest to lowest votes received. Next to each candidate's name is the amount of votes received:

Five 3-year terms on APA Executive Board

Maury Koffman - 355
Sean Leahy - 267
Sue Alchin - 236
Deborah Sudduth Garland - 234
Aaron Ledger - 222

Candidates unsuccessful in seeking election

Mary Wright - 216
Carol Graysmith - 201
Danny Layne - 153

One 1-year term on APA Executive Board

Jennifer Shangraw - 378

Four 3-year terms as MEA/NEA Delegate

Maury Koffman - 339
Sean Leahy - 264
Aaron Ledger - 244
Deborah Sudduth Garland - 244

Candidates unsuccessful in seeking election

Carol Graysmith - 228
Jennifer Shangraw - 197

Congratulations to the successful candidates elected in the 2011 APA general election!

Assaults on the Middle Class Continue!

Your Union Rights Under Fire

by Leo Sell

Legislative Committee Chairperson, MSU APA



The legislative aggression against the interests of working and middle class workers and particularly public employees like you and me only seems to be increasing. After watching the debacles in Wisconsin and Ohio, we see similar efforts, differently pursued happening here in Michigan.

Already an "Emergency Financial Manager" law passed that allows a single individual completely unfettered power over local schools or government entities that have "failed". The cynics among us wonder how it is there have already been over 100 EFMs trained (many by MSU) and about 400 more starting classes even as you read this article. What is the real, underlying intent of this law, besides radically reducing the number of public employees and ratcheting the compensation down to far lower levels? Additionally, there is other funny business

already going on relative to public lands, shoreline development, and more in Benton Harbor where the legislator who sponsored the bill has or had significant development financial interests.

All of this comes about because national and state legislators continue to refuse to fix the revenue side of the equation. They refuse to acknowledge that people like you and I have taken lower salary increases to balance higher benefits costs for many years.

This is the final “payoff” of David Stockman’s “starve the beast” mentality. An approach, by the way, that Stockman himself has repudiated entirely. And yet, the mentality remains. Public good, public safety and public employment are nearly on the ropes here. We may soon live in a nation and state where there is virtually no protection against environmental degradation, resource and people exploitation, food safety, and more.

If we want to prevent this dystrophic future we have to be involved with our legislators. Many of you are represented by utter ideologues, but still it is important to make your voice, as a public employee heard.

As I write this very onerous legislation is under serious consideration. Of particular concern to us is the push to force public employers to invoke a 20 percent premium share on health insurance. This would be REGARDLESS of previous or current efforts to control costs through design and co-pays and such. It is utterly a cost shift to you and me.

As well, the proposal to have higher ed appropriations come out of the school aid fund. On the face, it may seem somewhat beneficial to us to share what has been a somewhat more stable funding with K-12 schools instead of the dependence on general fund appropriations. But, what is really does is substantially reduce the monies available for K-12 and sets up an utter conflict of interests between schools and the public universities.

MEA opposes those bills and many others that are in the hopper. If you are not monitoring legislation and contacting your legislator about items of concern, you really need to start. You can see updates on www.mea.org, subscribe to the MEA Capitol Comments e-newsletter at <http://www.mea.org/signup/> (be sure to use a non-MSU mail account). Additionally, there is a coalition organization of labor, student, senior, and other organizations that has become quite active. See <http://wearethepeoplemichigan.com/> for more information.

For information on the national level, you may also wish to check out www.educationvotes.nea.org.

Put Your Ed Assist Dollars to Work!



Following classes have been added to the HRD calendar and are available for enrollment:

Breaking Free From Stress: Thurs., May 19 and Fri., May 20 (\$290; this is a two-day class; lunch is provided on both days) (**Note:** this class will earn **7 recertification** credits toward CHRS recertification)

Department of Homeland Security I-9 forms: Mon., May 23, 10 am – noon (free) (**Note:** this class will earn **2 recertification** credits toward CHRS recertification)

Graduate Assistant Appointment Process: Mon., May 23, 1 – 4:30 pm (free) (May 18 session is full) (**Note:** this class will earn **3 recertification** credits toward CHRS recertification)

Classes listed below have available space:

Super Memory: Thurs., May 12, 1 pm – 4 pm (\$105)

Harassment and Bullying in the Workplace: Tues., May 24, 8:30 am – noon (\$85) Awareness and understanding of this topic area is especially important for supervisors and managers. (**Note:** this class will earn **3 recertification** credits toward CHRS recertification)

Class enrollment: To enroll online visit <http://ebs.msu.edu/> and click on *EBS Portal Login*; Log in with your MSU NetID and Password and click on the *ESS* tab. Click on *Training Opportunities* in the lower right of the screen. You may also reply to this message or contact Nancy Sanchez, HRD enrollment specialist, at 517-884-0169 or sanchezn@hr.msu.edu.

Summer 2011 Spartanslearn Catalog: Summer catalog of HRD and LCT classes, **Spartanslearn**, is expected to reach the campus community during the week of April 25. Classes are in the enrollment system now and are available for enrollment. Please check the Training Opportunities link in the EBS Portal and your ESS tab.

Eligibility: You become eligible for Educational Assistance benefits upon completion of 12 full time months of service. Regular part-time employees (50% or more) are eligible on a pro-rated basis. Please note that your Educational Assistance benefit runs on an

academic year calendar. Summer semester benefit is part of your current benefit year. Unused portion of the benefit does not transfer to the next year. Next benefit year will start with the beginning of the Fall semester.

Ed Assistance Application Deadlines: If you plan to utilize your educational assistance tuition waiver for MSU credit/degree related courses this summer, please submit your EA application to HRD as soon as possible. Questions may be directed to Julie Rorick, HRD's Educational Assistance specialist, at Rorick@hr.msu.edu or 884-0177.

M.E.N.T.O.R.S. Program: We are inviting applications for mentors and mentees in all employee groups to participate in the MENTORS Program. http://www.hr.msu.edu/prodev/ss_prodev/mentors.htm Please contact Edita Herbstova (Herbstova@hr.msu.edu or 884-0172) for additional information. Applications may be faxed to 432-2979.

Know Your Contract!

Article 29: Jury Duty



According to Article 29, beginning with paragraph 249 of our current contract (October 1, 2007 – September 30, 2011), the University recognizes the civic responsibility to serve on jury duty and makes provision of eligible employees to perform such duty without loss of pay. Employees who are called to serve on a jury will be compensated for the difference between pay received from the court and straight time base pay. Employees who are called to testify pursuant to court-issued subpoenas will receive jury duty pay in that event also.

Page 88 of the current APA contract, includes a letter of agreement that states the details of jury duty compensation. Employees serving on jury duty, who are absent from work for 80 continuous hours or less, will receive their regular pay and will not be required to submit proof of jury duty payment to the University. They must, however, still submit proof of jury duty service to their supervisor.

Employees serving on jury duty who are absent from

work for more than 80 continuous hours will be required to submit proof of jury duty payment to their supervisor to facilitate the offset and adjustment of their regular, straight-time base pay by jury duty payments or witness fees received from the court.

Benefit begins on date of hire, rehire, or change to regular status of half-time or more.

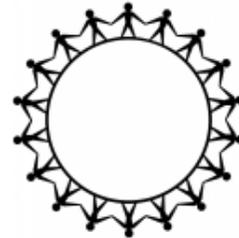
MSU APA 2011 Bargaining

Committee Update

by Cynthia Schneider

Vice President/Vice Chairperson, MSU APA

2011 Communications Sub-Committee



The 2011 Bargaining Committee has held two strategic meetings. As a result of the first meeting, a sub-committee focusing on communications was formed. This committee consists of Vivian Leung (APA Executive Board), Aaron Ledger (APA Executive Board), Timo Vasquez (APA Area Representative), and Cynthia Schneider (APA Vice President/Vice Chairperson) serves as chair of this committee.

The first charge of the communications group was to develop surveys that address the working conditions of members of the APA. These surveys have been constructed and brought before the entire bargaining committee for review. The surveys will be critical in negotiations. We want to hear from you, the APA member, because your concerns are the concerns of the bargaining team.

Through negotiations, we want to make sure nothing is lost and the interests of the membership are advanced. When these surveys hit your mailbox, please take time to look them over and submit your responses. Your participation is much appreciated.

Don't Forget...MSU Benefits Open Enrollment!

You have until May 17! Complete open enrollment by logging into ebs.msu.edu. Detailed open enrollment instructions and video tutorials are available at <http://www.hr.msu.edu/openenrollment>.

APA Executive Board**PRESIDENT/CHAIRPERSON**

Maurice Koffman
1480 Kendale Blvd, Ste. 300
East Lansing MI 48823
353-4898
koffman@msu.edu

VICE PRESIDENT/VICE CHAIRPERSON

Cynthia Schneider
1480 Kendale Blvd, Ste. 300
East Lansing MI 48823
353-4898
cschneider@mea.org

TREASURER

Sean Leahy
Virtual University
101 Wills House
432-0711
leahysea@msu.edu

SECRETARY

Rachel Zakhem
ATS, Acad. Tech. Serv.
110 Computer Center
432-5367
rz@msu.edu

Sue Alchin
132 Physical Plant
884-1228
alchins@msu.edu

Nick Bourland
Civil & Environmental Engineering/
Natl' Center Pavement Preservation
2857 Jolly Road (Okemos)
432-8220
bourlan2@engr.msu.edu

Jean Chisnell
Radiation Chem/Bio Safety
C124 Engr Rsch Complex
355-6734
jchisnel@msu.edu

Deborah Sudduth Garland
College of Nursing, Dean's Office
A218 Life Science Building
353-3845
deborah@msu.edu

Ramiro Gonzales
Counseling Center
355-8270
ramirog@cc.msu.edu

Aaron M. Ledger
Administrative Information Services
Departmental Systems & Services
4660 S. Hagadorn Rd, Ste 210
884-3013
ledgeraa@ais.msu.edu

Vivian Leung
University Development
Eli Broad College of Bus.
505 N. Business Complex
355-8504
leungv@msu.edu

Deb Porter
Inst. Water Research
101 Manly Miles Bldg
353-5575
porterd@msu.edu

Leo Sell
404G Computer Center
432-0186
lsell@msu.edu

Jen Shangraw
College of Music
226 Music Bldg.
355-7674
jt@msu.edu

Vikki Tormala
Univ. Physician Office/351 Olin
353-9137
tormala@msu.edu

UNISERV DIRECTOR(S)

Melissa Sortman
1480 Kendale Blvd, Ste. 300
East Lansing MI 48823
353-4898
msortman@mea.org

Mary Henson
1480 Kendale Blvd, Ste. 300
East Lansing MI 48823
353-4898
mhenson@mea.org

MEA SEC'Y/ASSOCIATE (MEMBERSHIP)

Monica Graham
1480 Kendale Blvd, Ste. 300
East Lansing MI 48823
353-4898
mgraham@mea.org

WEBSITE:

<http://www.msuapa.org/>

**Executive Board meetings are normally held on the second Tuesday of each month commencing at 2:00 p.m. in the APA office located at 1480 Kendale, Suite 300, East Lansing. Visiting members should call in advance to verify the time and place.*

MSU Administrative-Professional Association MEA/NEA
1480 Kendale Blvd, Suite 300
East Lansing MI 48823