



MSU APA/MEA/NEA
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MSU APA News Letter

January/February 2017

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Looking Beyond the Election

The last two years have felt like the longest presidential campaign cycle in our history. It was nearly impossible to turn on the TV or open a newspaper without seeing endless coverage of the candidates. There was an incredible amount of anticipation for November 8, 2016, and the results late that evening have left many of us contemplating what will happen next.

We must not forget that there were numerous successes across the country and at the local level. Yet, given the nature of the presidential campaign and the global attention to every move, dinner, speech, and tweet by the candidates, many of those local and state accomplishments have been overshadowed by the transition coverage of recently inaugurated President Trump.

Regardless of whom you supported in the election, our collective mission and goal remain the same: we will fight for our members and the students on campus to have the best environment to flourish. We will do everything in our power so our members are treated as professionals and respected for their contributions to the University.

Now, more than ever, members need the union. While the years ahead remain uncertain, our guiding principles have not waivered. Unions have been and always will be about our collective leverage. It is about the power of numbers versus the power of capital. Our union and the members and students we represent are much bigger than any individual or elected office.

APA Election Information

Per the APA Constitution and Bylaws, the annual APA Executive Board election shall be conducted by March 31 of each year. The 2017 election is scheduled to run from March 17 – March 30, 2017.

The 2017 election will include:

APA Executive Board

Five (5) seats on the APA Executive Board with terms ending in 2020

One (1) seat on the APA Executive Board with term ending in 2019

One (1) seat on the APA Executive Board with term ending in 2018

MEA/NEA/RA Delegate

Five (5) MEA/NEA/RA delegate positions with terms ending in 2020

One (1) MEA/NEA/RA delegate position with term ending in 2018

This communication serves as notice of the election and the opening of candidate nominations. All nominations must be submitted via email to the chair of the APA 2017 Elections Committee, Sue Brandt, at brandts@msu.edu no later than 12:00pm (noon) on Wednesday, February 15, 2017.

Individuals must be APA members in good standing to nominate or be nominated for office. After the close of nominations, properly nominated candidates will be contacted by the Elections Committee Chair to confirm their willingness to run for office.

The APA Elections Committee includes: Sue Brandt (Chair), Danielle Flaumenhaft, Carol Graysmith, Todd Ring and Jennifer Sergeant.

Each year, the APA Nominations and Elections Committee works diligently to operate an efficient, accurate and transparent election in compliance with the APA Constitution and Bylaws. In doing so, the committee has scheduled an open ballot testing on March 14, 2017 at 5:15pm at the APA Office, located at 3474 Alaiedon Parkway, Suite 400, Okemos, MI 48864. Election results will be tallied on March 30, 2017 at 5:15pm at the APA Office. Both of these public election events are open to full members of the APA. An election results announcement will be communicated with members March 30, 2017.

Further announcements around the election will be provided in future APA newsletters and via the official APA ListServ. Please watch your email for important election information. Information on the election is also be posted on the APA Website under the tab titled 2017 Election Information. Candidate bio information will be posted on the website so members can view this information before the voting period begins.

A paper-based ballot option is available by contacting the Elections Chair.

If you have any questions, please feel free to contact Sue Brandt, brandts@msu.edu.

Questions From The Trenches

For this installment of *APA Questions From The Trenches*, we asked APA President Maury Koffman to highlight the answers to questions raised by members regarding probation during your first year of employment.

What is the probationary period for a new employee in the APA?

APA members new to campus or entering into APA from other University employment serve a twelve-month probationary period. The probationary period can be certified as completed earlier than twelve months by your supervisor.

Do I have to serve a probationary period if my position was reclassified into an APA position?

A member whose current position was simply reclassified is not required to serve either a probationary or a trial period.

How do I get professional feedback on my work performance while I'm on probation?

Under the APA contract, after a six-month time period from the beginning of your employment, an interim written evaluation should be prepared by your supervisor and reviewed with you so you have adequate time to address any concerns. If an interim review is not provided, it is presumed you are working proficiently but should you want the interim review – and one is suggested and required under the APA contract – you should feel free to consult with your supervisor about completing one.

When am I eligible for benefits and leave time?

Your contractual benefits commence at the start of your employment. Health care and dental benefits begin on the first day of the month following your hire date. Benefits beginning immediately include: vacation accrual, sick leave, bereavement rights, pro-rated personal leave, matching contributions to 403(b) retirement plans (if enrolled), ability to contribute to a 457 supplemental retirement plan, and coverage by/access to contractually agreed insurance coverage.

If you are age 35 or older, you have a 24-month grace period before compulsory participation in the retirement plan. The APA is proud to have negotiated a vibrant retirement program where the employee contributes 5% of the base salary and the University will contribute an additional 10% of your annual salary to your 403(b) plan. There is no vesting period for the retirement plans and the employee and employer contributions go with you whether you conclude MSU employment next week, next month, or next year.

What changes once I have successfully completed my probationary period?

Job Protection

Just cause is in place for all discipline following completion of the probationary period. Just cause is contractually guaranteed and enforced job protections requiring all discipline be based on just, equitable and reasonable actions.

Compensation Increases

After one year of service, a member whose salary is less than the progression level salary for the grade level and has satisfactory performance will receive a progression level raise. Members also receive annual wage increases during their probationary period. To find your progression level amount go to www.msuapa.org and review contract Article 17.

In addition, an annual wage increase is provided each year on our contract year with the October paycheck. Departments may also give out-of-cycle wage increases. The contract provides a minimum base wage, not a maximum.

Education Assistance

Members are eligible for educational assistance after 12 months of continuous full-time equivalent service months. The educational assistance benefit covers a percentage of MSU tuition fees at the life long learning credit hour rate, for up to 14 credits per academic year. The percentage of coverage is based on graduate or undergraduate class level.

For Professional Development courses and technology/certificate training, Human Resource Development classes are offered and members have up to \$800 that may be used per year. These Professional Development classes can be credit and non-credit bearing courses.

How do I get more information about APA?

- *Go to www.msuapa.org for a copy of your contract, the most recent newsletter, and pertinent information related to your work environment.*
- *Call the APA office at 517.999.4004.*
- *Email msuapa@msu.edu if you would like to get more involved with the APA.*

Meet A Fellow APA Member

Interview by Nicki Walker, APA Communications Committee

Meet **Jennie Russell**, our highlighted APA member from University Archives & Historical Collections.

What is your job title?

Assistant Records Archivist

How long have you been at MSU?

Five years.

Have you been a member of the APA the whole time?

No. When I was first hired at MSU, it was for a six to nine month limited term position. My position kept getting renewed before it was turned into a full-time position.

What department do you work in, and can you tell me a little bit about what you do?

I work at the University Archives & Historical Collections over in Conrad Hall. In my position, I help answer questions from researchers, processing collections to make them available for researchers to view, and helping with the day to day duties of the Records Management program. I also create exhibits for our exhibit cases, write blogs, help teach the Records Management Professional Development Services class with my coworker, and help out with events as needed and special projects as they come up, such as a large scanning project.

What brought you to your job at MSU?

I wanted to work in an archives and in my last semester at Wayne State getting my Masters in Library Science degree, a job posting came up at MSU. I applied for the job and got it, so I graduated with my degree on Friday, December 9, and started my job on Monday, December 12.

What do you love about working at MSU?

I enjoy the history of this campus. This campus has grown so much that it's fun to find the facts that people don't realize, such as MSU had a deer park, MSU President Abbot had to actually go into the dorms to break up fights and arguments between students, and the first building on campus, College Hall, was actually built with a tree stump in one of the corners.

What do you like to do when you are not at work?

I'm a triathlete so a great deal of my time is either spent running, biking, or swimming. When I'm not doing that, I enjoy reading, crocheting, playing board games, kayaking, and spending time with my two dachshunds, Harley and Freddy.

Women's March in Washington, DC – January 21, 2017

Carol Graysmith

Several members of the APA union jumped at the chance to travel to Washington, DC for the Women's March on January 21, 2017. The attendees included 3 executive board members, Sue Brandt, Deb Porter, and Carol Graysmith and at least two other APA members. The Michigan Education Association (MEA) sent an email inviting members in good standing to ride for free and invited them to bring paying guests for \$150. PAC money was used to pay for the free rides. No union dues were used to support this trip.

We boarded the bus at 9:30 pm on Friday night with our pillows and blankets. We slept through the night and arrived Saturday morning in time to hike to the Capital. Saturday night we climbed back on-board the buses and again slept through the night, arriving back in E. Lansing early Sunday morning. The ride down and back was quiet and conducive of sleep if you could find a comfortable position.

The mission of the Women's March, quoted from [their website](#), reads as follows: **"We stand together in solidarity with our partners and children for the protection of our rights, our safety, our health, and our families - recognizing that our vibrant and diverse communities are the strength of our country."** The main slogan, "Women's Rights = Human Rights", was further supported by 5 guiding principles:

1. Nonviolence is a way of life for courageous people.
2. The Beloved Community is the framework for the future.
3. Attack forces of evil, not persons doing evil.
4. Accept suffering without retaliation for the sake of the cause to achieve our goal.
5. Avoid internal violence of the spirit as well as external physical violence.

We saw these principles in action as we participated in the bus ride, the hike into the capital from the buses, the rally, and the march. The locals of Washington, D.C. were very supportive of us as we hiked through their neighborhood. Some of them were cheering, others were giving us high-fives. One church we passed had a crowd of parishioners standing on the front lawn of church clapping for us and expressing their thanks to us. During the rally people were supportive of each other as the crowd had to stretch to allow paramedics to extract people who were suffering from the long stand. On our walk back to the buses at the end of the day we passed people partying in front of their homes who asked us where we were from and thanked us for coming to help.

We were struck with how diverse the crowd was, how peaceful everyone was with other's views, and how helpful the participants were. Many of the participants were men. One tall young man held a sign "I love my mother". His mother's sign said, "I can't believe I'm still protesting this stuff". My personal favorite sign said, "HEALTHCARE: I'll have what our legislators are having". The attendees had strong opinions on various issues but the main theme of the day was that together we can work for human rights – for all humans.

One of the women on our bus was sent a message of inspiration by her daughter and shared it with the other women. This quote sums up the spirit of the day, "Remember today as you do this thing that not only are you participating in History, you are there and a part of the seminal moment, nay the ovulatory moment of the next wave of feminism, and a powerful women's movement: a call for humanity to evolve."

Calling All Artists

We know that our APA members are talented in many areas both here at MSU and in their lives outside of work. The Michigan Education Association (MEA) and the Michigan Art Education Association (MAEA) are seeking entries for their 53rd annual juried art purchase show. This exhibit provides an opportunity to display art with no entry fee. MEA, MAEA and MEA-Retired members in good standing can submit up to two pieces of original artwork of paintings, drawings, prints, ceramics, jewelry, metal work, enamels, mosaic, wood, fibers, stained glass, photographs, experimental media and sculptures. For additional information visit www.mea.org/Art/ or contact Shelli Long at SLong@mea.org for a downloadable brochure. APA is affiliated with the MEA, so members are automatically part of the MEA and eligible to participate in this event. The exhibit is open March 6 through April 19.