

APA Election Information

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 2018 Nominations and Elections Committee, Sue Brandt, at brandts@msu.edu no later than 5:00pm on Friday, February 16, 2018.

The 2018 election will include:

APA Executive Board

Five (5) seats on the APA Executive Board with terms ending in 2021

MEA/NEA/RA Delegate

Five (5) MEA/NEA/RA delegate positions with terms ending in 2021

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 Nominations and Elections Committee Chair to confirm their willingness to run for office.

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. The 2018 election voting for this year is scheduled to run from March 20 – March 29, 2018. A paper-based ballot option is available by contacting the Elections Chair.

Election results will be tallied on March 29, 2018 at 5:15pm at the APA Office 3474 Alaiadon Parkway, Suite 400, Okemos, MI 48864 and full members are welcome to attend. Election results will be communicated with members March 29, 2018 via the APA ListServ.

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 2018 Election Information. Candidate bio information will be posted on the website so members can view this information before the voting period begins.

The APA Elections Committee includes: Sue Brandt (Chair), Matt Evans, Danielle Flaumenhaft, David McFarlane and Erik Maillard.

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

Trivia

How many players can MSU baseball coach Jake Boss, Jr. have out on the field at one time when the other team is up to bat?

Email your answer to Sue Brandt at brandts@msu.edu by February 9, 2018. Limit of one guess per person. Two members* who correctly answer the trivia question will be randomly drawn to win various prizes. Winners will be announced in the next newsletter.

Congratulations to last month's winners randomly drawn from those who answered correctly:

Geneva Christofferson - \$50 Spartan Cash

Shawn Moloney - Game Day Cookies from MSU Bakers

Last month's question:	How many medical schools does MSU have?
Answer:	3
In case you're wondering:	College of Human Medicine, College of Osteopathic Medicine, College of Veterinary Medicine

* Must be an APA member in good standing to win.

Board Members, Area Representatives and Communications Committee Members are not eligible to win.

Meet a Fellow APA Member

Meet Brittany Benson, our highlighted APA member.

What is your job title?

Public Engagement Coordinator.

How long have you been at MSU?

I first stepped onto campus almost nine years ago when I started my undergraduate studies.

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

I began working full-time as an on-call/temp in 2013 and that position changed to an APA position in 2014.

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

I work at the Broad Art Museum, MSU's contemporary art museum. Our exhibitions rotate several times a year and feature the museum's collection along with art from around the globe. My main responsibilities involve working closely with internal departments, clients, and outside groups. I help to plan, execute, and manage on-site facility rentals and museum programs. Additionally, as a member of the operations department, I assist with the management of daily museum operations and student workers.

What brought you to your job at MSU?

I started working at the museum over five years ago during my senior year of undergrad. As an art history and museum studies student, I found the museum was a great fit. Thankfully, I was able to stay on board and expand my role after graduating.

What do you love about working at MSU?

I love that MSU is such a large university. I appreciate that my role at the museum allows me to interact with other campus departments, visiting scholars, and students. I enjoy working in an environment where new things are always happening, but some traditions stay true year-to-year.

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

When I am not working, I like traveling near and far. You can often find me attending a concert or sporting event, or visiting a cultural institution. Currently, I am also completing a graduate program at Grand Valley in Philanthropy and Nonprofit Leadership.

Questions From The Trenches

For this installment of *APA Questions From the Trenches*, we asked APA President Maury Koffman to answer a potpourri of questions that members have brought to attention recently.

How is overtime and compensatory time handled for AP grade level 12 and above?

Per Article 18 of the APA contract, Employees at grade level AP 12 and above are not eligible for overtime pay. However, where unusual staffing and work requirements exist, the unit administrator may approve compensatory time off equal to the number of overtime hours worked.

What can an APA member do if s/he disagrees with the results of their Performance Excellence annual evaluation?

Per Article 12 of the APA contract, a member has a right to place written comments regarding the performance evaluation in the Official Personnel File. However, each case is fact specific so members are encouraged to contact the APA office to further discuss their individual questions and concerns.

What can an APA member do when fulfilling work responsibilities outside his/her current job classification?

First, a member should always verify their current job classification and description. That information can be found through EBS and utilizing the job classification search on the MSU HR website. Of course, a member can also contact the APA office for assistance in identifying and reviewing this information.

Additionally, a member can request a reclassification to their immediate supervisor and/or a desk audit conducted by HR. The APA can also initiate the process. Prior to submitting any such request, APA members are encouraged to contact the APA office to discuss their specific concerns.

How long do I have to maintain one APA position before applying for others on campus?

Per the APA contract, individuals can apply for other APA and campus positions at any time. There is no period of time a bargaining unit member must wait before seeking alternative positions.

I have been offered another job on campus. How much notice must I give before resigning my current position?

There is no length of notice requirement to resign from your current position. MSU requests APs provide one month notice when possible before transition to another APA bargaining unit position elsewhere on campus. The APA encourages

providing as much notice as possible with a minimum two weeks notice if your calendar for transition allows.

Area Representative (AR) Spotlight – Cindy Helms

What is your job title?

Administrative Assistant

What department do you work in, what area of campus and building?

I work for University Outreach and Engagement, on the west side of campus, housed in the Kellogg Center.

How long have you been at MSU?

20 years

How long have you been an Area Rep?

5 years

Why is being a member of the Administrative Professional Association important to you?

Being a part of the Union means being part of history, past and present. I cannot imagine what life would be if it were not for Unions. One person alone cannot accomplish what the Union can accomplish. For people who think Unions are not necessary, they need to research why Unions were started https://en.wikipedia.org/wiki/Triangle_Shirtwaist_Factory_fire

What words of advice do you have for the new hires at MSU?

New hires, or people who have been here for years, need to get involved to keep the benefits we have. They need to go to community lunches and ask questions. They need to go to the More You Know sessions for new information you will not get at orientation. If you are new at MSU and have questions regarding your rights or your benefits, reach out to your Area Representative. If they do not have the answer to your question, they will guide you who to call. Go to the Administrative Professional Association website <http://www.msuapa.org/>

What do you love about working at MSU?

I love meeting new people and working with people that are like family. Every day is a chance to learn. So much is going on here at MSU all the time. There is so much diversity and the opportunity to learn about different cultures. I would not have that opportunity if not for working at MSU. MSU touches everyone in the state of Michigan and the world through research, teaching, and partnering with communities. Before coming to work at MSU I had no idea how involved the University was around the world and the state.

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

I love being with my family. We all love camping and boating. My grandchildren are always doing something. We do a lot of traveling for their activities. Any time I have the opportunity to travel, I will. I love working outside in my yard and flower gardens. The busier I am, the better I feel.

The AR's are appointed by the Executive Board and their role is to assist with distributing APA materials and information and to serve as a resource for members. AR's are assigned to a geographic area of campus, so if there is not an AR in your immediate building, you can find one nearby. For a list of AR's go to <http://www.msuapa.org/about/area-representatives-2/>

MEA Scholarship

If you have a dependent who will be attending college (not necessarily MSU) in fall 2018 (could be a freshman or upper classman) or pursuing vocational training at an institution that grants a degree, certification or license, they are eligible to apply for a scholarship. Nice thing about this scholarship it is not just for one year, but may be offered on a renewal basis for up to four times. The deadline to apply is February 22. For more details go to <https://www.mea.org/mea-scholarship/>.

Federal Attack on Student Loan Forgiveness and Proposed Free Community College

Portions of this article are reproduced from NEA's Legislative Action Center

The original goal of the **Higher Education Act** was to ensure that every American has access to higher education, regardless of income or zip code. Disinvestment in higher education after the Great Recession halted progress toward that goal. In the 2016-17 school year, states invested \$9 billion less in public colleges and universities than they did in 2008 (after adjusting for inflation), according to the independent Center on Budget and Policy Priorities.

Students and families — not public dollars — now fund the bulk of core educational expenses. At the same time, educational support services have shrunk, making it difficult for students to make appropriate choices among programs and degrees, complete coursework in a timely way, and navigate challenges to college completion.

Recently, the GOP's proposed rewrite of the law, the **Promoting Real Opportunity, Success and Prosperity through Education Reform (PROSPER) Act (H.R. 4508)**, would eliminate loan-forgiveness for public service, capping student loans, and relaxing oversight of for-profit schools with a history of exploiting at-risk students.

The loan-forgiveness program is used widely by APA members as we have been fighting to preserve it. NEA, our national affiliate, is currently utilizing our unions relationships with congressional offices to amend or defeat the PROSPER Act in its current form.

Additionally, the **College for All Act (S. 806/H.R. H.R. 1880)**, introduced in April 2017 by Sen. Bernie Sanders (D-VT) and Rep. Pramila Jayapal (D-WA), would make community college free and eliminate tuition and fees at four-year public colleges and universities for students from families earning less than \$125,000 a year — about 80 percent of the population. The bill also cuts student loan interest rates in half and would allow student loans to be refinanced when interest rates drop.

The APA needs you...

For our Area Representative (AR) program.

We are starting a new series of AR training classes in March and invite you to join the program. Our goal is to have an AR in every building where we have members and it offers an opportunity to be more involved in the union.

Due to AR's moving to different positions we are in need of new AR's in the Vet Med Center, Plant and Soil Science, Clinical Center, University Services and Comm Arts. If you are located in one of these buildings, we would ask that you consider joining the next training group.

For more information, please contact Dennis Seybert at seybert@msu.edu.