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[APA Contract Negotiations with MSU](#)

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[MSU IT Work Climate Survey Recap](#)

In an effort to better understand the current workplace climate, the APA conducted an IT work climate survey. The survey was sent to all APA dues paying members currently holding an IT classification or connected to the delivery of campus technology services.

[Solidarity](#)

The APA Prize Patrol visited the Human Ecology and MSU Union buildings in June to thank and surprise APA members with treats for displaying the MSU-APA logo (or MEA), sign or swag.

[Meet Fellow APA](#)

Meet Stephanie DeClercq at Broadcast Services.

[Start a New Tradition for MSU Homecoming](#)

Whether you are new to campus or been here a while, we invite you to start a new tradition and be part of the MSU homecoming parade with us on Friday evening, **September 27th**.

Calendar

APA Executive Board

Meeting open to all members
August 6 | 2:00 pm

APA Trivia

Find out the answer to the last trivia question and compete for prizes!

Area Representative (AR) Spotlight

Meet Darius Bradley, AR Rep and IT Professional.

The "Business of the APA Union" (APA-MEA) mailing list (announcement only) and the printed Association newsletter are the official publications of the MSU APA. Additional association information is available on our website: <http://www.msuapa.org>

APA Contract Negotiations with MSU

Since the end of 2018, the APA has been intensely preparing to enter contract negotiations to bargain a successor agreement with MSU. The current APA contract is in effect through September 30, 2019, and our first bargaining session with the University is scheduled for August 8, 2019.

Per Article VII of the APA Constitution and Bylaws, the APA must begin preparations to negotiate a successor agreement by appointing the Negotiations Committee in January of the year our current contract is set to expire.

An initial solicitation for anyone interested in serving on the committee was included in the January/February 2019 APA Newsletter and those who responded were appointed to the committee by the APA Executive Board. The committee is a cross-section of more than 30 APA members who work in varied classifications and departments and come to the committee with different interests and years of service at MSU.

Rising from the Committee, the seven-member and two alternates who comprise the APA bargaining team were appointed by the executive board on June 25. Those individuals are:

Maury Koffman (Chair and chief spokesperson)

Darius Bradley

Sue Brandt

Jamie Lynn Marks

Martin McDonough

Brian Mitchell

Jeremey Romel

Pat Hampton (alternate)

Leo Sell (alternate)

Dennis Seybert (APA staff/MEA UniServ)

The APA has and will continue to host more than 25 Community Luncheons across campus – including MSU offices in East Lansing, Lansing, Grand Rapids, Detroit, and Flint – focused on the upcoming contract negotiations. APA member town halls have also been held on campus before, during, and after regular working hours. In the near future, the APA will be distributing an online survey to all dues paying members. These multiple forums have ensured members are able to actively engage and inform the bargaining team on issues and topics to be raised at the bargaining table.

As a reminder, the [APA joint wage and health care agreement](#) is in effect through 2020 – 2021. That contract ensures wage increases each year as well as fully funded health care for the base plan (BCN). As a result of that agreement, the APA is precluded from bargaining over base wage or health care coverage in the upcoming APA contract negotiation. Also as previously announced, all APA members will be eligible for a 2.75% base wage increase in October 2019.

The APA looks forward to beginning formal contract negotiations with MSU on August 8. Ultimately, any tentative agreement reached by the APA bargaining team must be presented to the membership and ratified by a majority of APA dues paying members who cast a ballot.

Be sure to watch for official APA ListServ messages regarding the upcoming contract input survey and member meetings prior to and during the 2019 bargaining cycle. If you have questions, please feel free to email msuapa@msu.edu or contact the APA office at 517.999.4004.

MSU IT Work Climate Survey Recap

Ever since the announced, MSU imposed campus IT alignment, the APA has received many questions, concerns, and complaints regarding the workplace climate from members in IT classifications and those connected to the delivery of technology services across campus. The APA was able to successfully address some of the concerns connected to the IT alignment. However, the union continued to receive concerning feedback at our Community Luncheons, member trainings and events, and direct communications to the APA office.

The APA continues to work diligently on behalf of members, pursuing resolutions that improve the workplace and the careers of all APA members. In an effort to better understand the current workplace climate, the APA conducted an IT work climate survey in May and June 2019. The survey was sent to all APA dues paying members currently holding an IT classification or connected to the delivery of campus technology services.

With a 40% response rate, the APA was able to confirm some of the overarching issues raised by members and gain a better understanding of individualized and department level concerns. Of particular note, the data has told us that:

- When assessing how changes happen in departments, more than 60% indicated management exclusively decides and only 11% described the process as collaborative.
- Only 26% of respondents indicated that since the announced IT Alignment, the workplace climate has been pleasant and professional.
- Only 21% feel there are opportunities for career growth within their current department and less than 9% of survey respondents feel the current IT hiring and promotion process is fair and transparent.
- More than 92% of survey respondents are scheduled to work 40 hours a week. However, 55% of respondents consistently work more than 40 hours in a week and only 22% receive any compensation (cash payment or compensatory hours) for the additional time worked.
- A majority of the respondents do not feel valued and appreciated by MSU, management, and their department.
- 75% of survey respondents indicated they have check-ins with their immediate supervisor monthly or more frequently.
- 65% of respondents intend to stay at MSU for the next 3-5 years and only 30% of those who responded intend to stay at MSU for the next 15 years.

The APA is meeting with senior university administration in an effort to address the concerns highlighted through the IT work climate survey and identify potential resolution. While the MSU process moves slower than we desire, the APA continues to aggressively pursue these member concerns and use the IT work climate survey responses to foster positive change.

The APA will keep the membership updated and welcomes continued feedback by emailing msuapa@msu.edu or calling the office at 517.999.4004.

Solidarity

The APA Prize Patrol visited the Human Ecology and MSU Union buildings in June to thank and surprise APA members with treats for displaying the MSU-APA logo (or MEA), sign or swag. Members were encouraged to attend the APA Town Halls and to provide feedback. As we head into negotiations, it is important to show solidarity and to have others recognize you are part of the largest labor union on campus as we have strength in numbers as we present issues at the bargaining table.

You never know which area of campus the APA Prize Patrol will be stopping by next. Pull out your swag (APA pens, pins, key chains, lanyard, magnets, etc.) and have it visible in your workplace. If you don't have any, attend one of the community lunches or ask an Area Representative or Board Member for some. You can also print off a flyer (from your non-work printer).

APPA

**Administrative
Professional
Association**

Michigan State University

Michigan Education Association

517-999-4004

Email: msuapa@msu.edu

www.msuapa.org

www.mea.org

Meet Fellow APA

Stephanie DeClercq

What is your job title?

Administrative Assistant II

How long have you been at MSU?

It will be 7 years in September.

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

Yes I have been a member of APA since day 1 on campus.

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

I work for Broadcast Services which includes WKAR television and radio. I am the FO for the unit. I handle financial transactions, assist with travel for staff, invoice clients for underwriting and production service work, work with leadership in preparing our annual budget, assist in the preparation of financial reporting to the Corporation for Public Broadcasting, prepare the station's annual EEO report and serve as the unit's grant assistant for both pre and post award as well as reconciling our accounts each month.

What brought you to your job at MSU?

My background has been in commercial radio and television, but I grew up around MSU since my mom worked here for 47 years. When I saw the opportunity with WKAR come up, I felt like this was a logical next step that would allow me to use my experience and still allow me to add to my skills, as I had never worked for a public broadcaster.

What do you love about working at MSU?

I love the campus, it is gorgeous! I also appreciate the benefits that we have as staff at MSU and the endless opportunities that are available to us.

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

When I am not working, I enjoy painting, scrapbooking and making handmade cards. I also love to bake for my family!

APA Trivia

This month's question: The APA is part of the MEA. What does MEA stand for?

Email your answer to Sue Brandt at brandts@msu.edu by July 31, 2019. Limit of one guess per person. Two members who correctly answer will be randomly drawn to win various prizes. Winners will be announced in the next newsletter. Must be an APA member in good standing to win; however, APA Board Members, Area Representatives and Communications Committee Members are not eligible to win.

Congratulations to last newsletter's winners Theresa Couch and Katie Conley who were drawn from those who correctly answered that the department on campus that allows all active MSU students, faculty, researchers and staff to download Microsoft Office 365 (Word, Excel, PowerPoint, Outlook, etc.)

on 5 computers, 5 tablets, and 5 smartphones for their personal use is **IT Services**. For more information visit <https://tech.msu.edu/technology/hardware-software/microsoft-licenses/>

Area Representative (AR) Spotlight – Darius Bradley

What is your job title?

Information Technology Professional

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

I work in the Infrastructure Planning and Facilities (IPF) Building, which is a part of the West region of campus. I am a part of the IT Team here in IPF.

How long have you been at MSU?

I have worked at MSU for over 27 years.

How long have you been an Area Representative?

I have been an Area Rep for just about a year.

Why is being a member of the Union important to you and what value does it bring?

Being a member of the union is important to me because my family has always been union members. My parents and grandparents were GM employees. I believe that unions help provide security and an opportunity for employees to grow and advance.

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

MSU is a great place to work and be a part of the community. I would advise all new hires to walk around campus in the spring and take in the beauty of it. I would also advise them to find an organization to get involved in. It will enhance their experience here on campus.

What do you love about working at MSU?

I love coming to work and doing my small part to enhance the educational experience of the students here on campus. Without the students, we would not be here.

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

I enjoy relaxing and playing with my grandkids. I also enjoy bowling and cooking on the grill.

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/>