



MSU APA/MEA/NEA
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Okemos, MI 48864
(517) 999-4004

Calendar

APA Executive Board

Meeting open to all members
December 10 | 2:00 pm

APA Executive Board

Meeting open to all members
January 14 | 2:00 pm

APA Reaches a Successor Contract

On September 24, 2019, contract negotiations concluded when the APA reached a tentative agreement with the administration of Michigan State University for a successor APA contract, valid through September 30, 2023.

Area Representative (AR) Spotlight

Meet Michael Chumbly, Laboratory Technologist at the Veterinary Diagnostic Laboratory.

Teladoc – From an End-Users Point of View

Have you been curious about the Teladoc service? An APA member shares their experience.

Meet the Area Representatives for 2019–20

The APA facilitates a network of trained Area Representatives (ARs for short). Find out more!

Coat Drive Update

An overwhelming response to our Coat Drive!

Meet Your Fellow APs!

Meet Zach Hansmann, Contractor Safety Manager for the Department of Environmental Health and Safety

APA Trivia

Compete for prizes! Find out who won last time.

MEA Scholarships

Dependents of APA members can apply for the 2020 Michigan Education Association scholarships

APA Annual Membership Meeting

The APA held its Annual Membership Meeting the evening of November 12th.

Provide Input on APA Member Engagement Events

The APA wants to hear from you!

Salary Schedules and APL Raises

What does it mean for you?

APA Reaches a Successor Contract Through September 30, 2023

On Tuesday, September 24, 2019, contract negotiations concluded when the APA reached a tentative agreement with the administration of Michigan State University for a successor APA contract, valid through September 30, 2023. As with most collective bargaining, neither management nor labor obtained everything sought at the commencement of negotiations.



(Photo) In the foreground above, Rick Fanning, Director of Employee Relations (left) and Maury Koffman, APA President (right) conclude contract negotiations having reached a tentative agreement.

Responding to the information and data obtained from APA 2019 bargaining membership survey (<https://www.surveymonkey.com/results/SM-2RGZ72KD7/>) and input provided through member engagement events, emails, and phone calls, the APA Bargaining Team entered negotiations with proposals on nearly 30 different contractual items.

A brief recap is as follows:

The **APA was successful in fighting off University proposals** on topics such as:

- Increasing merit pay to 100% of your annual base wage increase which could prevent members from receiving any base wage increase any year at the exclusive discretion of your immediate supervisor/department
- Restrictions on use of personal time
- Limitations on use of vacation and the ability for management to rescind previously approved vacation time
- Eligibility requirements for annual wage increases that would also reduce employee job security rights
- Removal of mandatory wage increases when accepting higher grade level positions
- Physical reporting requirement to be eligible for call-in pay

The **APA is proud to have negotiated:**

- A paid parental leave program with a gradual roll-in of four (4) weeks as of January 1, 2021, five (5) weeks as of January 1, 2022, and six (6) weeks as of January 1, 2023. The benefit will provide 100% pay and benefits covering childbirth, a spouse, and/or the adoption of a child not already part of the household.
- Added language to explore additional discussions on improved and enhanced dental coverage
- Added new language that guarantees a minimum of \$500 lump sum bonus in any month an APA member temporarily fills a vacancy as an acting or interim role for 15 or more days
- Expanded recognition of the APA statewide, and job security rights for APs in Grand Rapids, wherever 3 or more APs are working for a main campus department
- Additional release time for the union to meet with, assist, advise, and represent APA members in worksite issues
- Enhanced job security rights for off-date employees when the position is not renewed
- Changes to the APA layoff bypass process that includes greater notice and guarantees to interviews for positions regardless of grade level
- \$100 additional professional development funds each year to support member professional growth
- Maintained current 40% across the board and 60% merit pay process for annual base wage increases unless the total base wage increase is 1% or less in which case the annual base wage increase will be applied 100% across the board
- Clarified members rights to access and review materials in their official personnel record
- Expanded members rights to take a leave of absence without pay for time spent with immediate family members on a military leave
- Ensure individuals regularly scheduled to work more than 8 hour shifts are entitled to use the equivalent time off as their regular schedule (versus a maximum of 8 hours)
- Improved bereavement to permit an individual to use time off within 6 months of the death
- Added language to encourage greater focus on campus diversity and inclusion

Additionally, your APA Bargaining Team pursued key issues members brought to attention:

- Improved dental coverage
- Additional paid time off including recognized holidays, vacation time, personal days, and campus closure between Christmas and New Years

- Objective criteria to determine the merit portion of the annual APA base wage increase
- Parking rate equity for members working at non-main campus sites

After notice of the tentative agreement was provided to the APA membership, information sessions were held on campus in East Lansing, as well as at the campuses in Grand Rapids and Flint. Members who attended delved into the issues and had productive dialogue.

Balloting for the 2019 – 2023 APA Tentative Agreement ratification concluded on October 21, 2019, at 4pm.

In total, 675 members cast a ballot. 647 (96%) votes were cast in support of ratification and 28 (4%) votes were cast in opposition. Therefore, the contract was officially ratified by the APA membership. As soon as possible, the ratified contract will be printed and copies made available to APA members. Additionally, an electronic version will be posted on the APA website.

The APA greatly appreciates the comments that were provided leading into and during negotiations as well as membership questions and engagement around the tentative agreement ratification. For further information or to ask questions, please contact the APA at msuapa@msu.edu or at 517.999.4004.

Area Representative (AR) Spotlight – Michael Chumbley

What's your job title?

Laboratory Technologist.

What area of campus (this refers to the area rep info on the APA website, like, East, South, North, etc.) building and department do you work in?

South end, off campus at the Veterinary Diagnostic Laboratory.

How long have you been at MSU?

9 years.

How long have you been an Area Representative for APA?

About 1 year.

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

It's very reassuring to have someone to turn to should any questions or concerns arise in the workplace.

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

There are a lot of benefits and resources available for MSU employees. Be sure to take full advantage of them.

What do you love about working at MSU?

Working at MSU allows you to meet people with many different backgrounds both foreign and domestic. It's interesting to learn about what other people do outside of work. I've had the opportunity to meet several people from different countries and continue to stay in touch with them.

What do you like to do when you're not at work?

We are a busy family and as such I enjoy watching my kids partake in their many activities of figure skating, ice hockey, soccer, ballet, and softball. I've recently been introduced to the sport of curling and I can say it is harder than it looks. In the summer, there's a good chance I'm either golfing and trying to improve my game (keyword is "trying"), or away at a flea market somewhere. When time permits I also enjoy reading about and collecting World War II history.



Photo of Michael Chumbley

Teladoc From an End-User's Point of View

By Ian Cameron, MSU APA Area Representative

I have now used Teladoc on a couple of occasions and will continue to use it in the future. It is very easy to use, available 24/7 and costs nothing. No Co-Pay at this time; nothing. All you have to do is sign up which is quick and easy, provide some basic information and provide a list of current medications. You can also enroll your family members as well.

When you are sick or in need of seeing a doctor for a non-emergency situation, all you have to do is access the website and schedule a visit which happens via web, phone or mobile app. The doctor usually calls back within 30 minutes or less in my experience. For those who work in an open office environment, it is easy to slide into an unoccupied room or use the designated health privacy rooms on campus. You explain your symptoms and answer a few questions, then a prescription in many cases is sent to the pharmacy of your own choice.

The best part of using Teladoc, is that you never have to leave your home or office. Using Teladoc not only saves you time and money, but also helps the University save money on medical expenses which could lead to greater pay increases in October. While I have not used this myself, I understand that for those may need to provide a doctor's note, Teladoc also has the ability to provide one that is accepted by the university.

You have nothing to lose and everything to gain, so I encourage you to give it a try.

Meet the Area Representatives for 2019-20

The APA facilitates a network of trained Area Representatives (ARs for short). ARs often serve as an initial point of contact for members seeking guidance in understanding and applying the contract to their work environment. We thank the AR's for their willingness to help distribute association materials and keep the APA Executive Board informed of important developments on campus. A list of current AR's for 2019-20 is below.

Jared Andrews
James Bender
Darius Bradly
Jim Brinker
Ian Cameron
Chong Anna Canfora
Michael Chumbley
Katherine Cusick
Heather Dover
Matt Evans
Becky Jo Farrington
George Harris
Cynthia Helms
Kaleigh Jaeger-Hale
Gerlind Kiupel
Heather Litts
Erik Maillard
Jamie Lynn Marks
Alison Virag McCann
Paula Palmiter
Anna-Marie Rodriquez-Pelizzari
Jeremy Romel
Amanda Ross
Jennifer Sergeant

Tammy Slocum
Steven Smith
Angela Sorrels-Jones
Erin West
Lisa Wilton
Andrea Worful

A complete list of AR's by building location and their contact information can be found at <http://www.msuapa.org/about/area-representatives-2/>. If there is not an AR in your building, there is one nearby who is willing to assist.

Coat Drive

By Kandy Slack, Community Based Events Committee Chair

Thanks to everyone who hosted a collection bin this year!! We had an overwhelming response from members wanting to participate with a total of 30 buildings including Flint and Grand Rapids. The APA coat drive not only benefits MSU CAMP (Link: <https://mss.msu.edu/camp/>) students, but also the Greater Lansing Area Public Schools through LSEA (Link: <https://www.lsea.org/>).

We're happy to report APA collected a total of 241 coats, 11 pairs of boots, 54 scarves, 71 pairs of gloves and 96 hats! In addition, we had two large bags of miscellaneous coats, clothing and other apparel for local Haven House (Link: <https://www.havenhouseel.org/>).

A special shout out to Dennis Seybert, Jeremy Romel, Martin McDonough and Sue Brandt who helped with sorting for a couple hours after work! Dennis & Martin also assisted me in pick up of all the bins last week!

I'm proud to be a part of MSU APA knowing we made a difference for our community.



Photo of Dennis Seybert and Jeremy Romel sorting coats during the 2019 APA Coat Drive.

Meet Fellow APA Member Zach Hansmann

What is your job title?

Contractor Safety Manager

How long have you been at MSU?

12 years

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

Yes

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

Environmental Health and Safety. As the Contractor Safety Manager at MSU I am responsible for ensuring contractors and non-MSU employees and personnel conduct their work in a safe manner. We manage risks to the university to ensure these outside operations do not adversely affect our students, faculty, staff, or the public.

What brought you to your job at MSU?

In my career prior to working at MSU I was an Industrial Hygienist, ensuring hazardous materials like asbestos and lead were managed in a safe and legal manner. I originally came to MSU to manage these materials for the University.

What do you love about working at MSU?

MSU provides an excellent workplace atmosphere where things are always changing, and I have been able to use many of the benefits available to APAs to advance my career.

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

In my free time I like to spend time with my wife and 2 children, skiing, golfing, and playing on the water.



Photo of **Zach Hansmann**

APA Trivia

This month's question: After the recent contract ratification vote by APA members, what is the dollar amount per year that each APA can use for Professional Development? Note: PD funds are different from Educational Assistance or Course Courtesy Fee. Email your answer by December 2, 2019 to email address: brandts@msu.edu. Limit of one guess per person. One member who correctly answers will be randomly drawn to win various prizes. Winner 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 the last newsletter winner, Felicia Berryman who correctly identified a photo of Beaumont Tower.

MA Dependent Scholarships

Dependents of APA members can apply for the 2020 Michigan Education Association scholarships. We encourage any dependents to apply if they will be attending a college/university or a vocational training institution that grants a degree, certification or license. In 2019, the MEA Scholarship Fund awarded 22 new winners with \$1,550 each and 24 returning winners with \$800 each. Deadline is February 20, 2020. For eligibility and selection criteria. For additional information and to access the application, go to www.mea.org/mea-scholarship/.

As part of the application process, the applicant will need to enter your MEA member ID. If you need help finding that, because it is NOT your social security #, you may contact the APA Office at 517-999-4004.

Annual Membership Meeting

The APA held its Annual Membership Meeting the evening of November 12th. In addition to a report out from APA President Maury Koffman, members were able to get an update from APA Committee Chairs on the behind the scenes work that APA does for its individual members and for the greater APA and MSU communities. The annual meeting also provided a chance to meet members of the Executive Board and the APA Area Representatives as well as an opportunity for open Q & A.

We know that sometimes work and home commitments prevent all members from attending, but we do thank those who were able to be there and extend a thank you to all members for choosing to be part of the APA.

Provide Input on APA Member Engagement Events

The APA Committees of Membership and Community Based Events Committee would like your input on ideas for planning future events. Please take a moment to answer a one question survey. https://www.surveymonkey.com/r/MSUAPA_Events

Any questions can be directed to Kandy Slack, who is the chair of both committees at email address: slackkan@msu.edu.

Salary Schedules and APL

By Kandy Slack, APA Membership Chairperson

Salary Progression Program

Salary Progression increase consideration will be given to Employees who have completed at least one (1) year of service on the effective date of the increase, whose most recent Performance Excellence Review is "Meets Expectation" or higher, and whose salary is less than one hundred twenty-five (125%) percent of the minimum hiring level.

Each remaining year of the contract eligible Employees will receive progression increases in the amount of three (3%) percent up to the 125% level. Employees will not receive progression increases if they received a "Does Not Meet" rating on their most recent Performance Excellence Review.

Minimum Hiring Rates

The minimum hiring rate for grade levels may be increased by the Employer.

Effective October 1, 2019 through September 30, 2020, the Minimum Hiring and Automatic Progression Levels are:

Level	Minimum	APL
8	\$35,135.00	\$43,919.00
9	\$37,962.00	\$47,453.00
10	\$40,983.00	\$51,229.00
11	\$44,280.00	\$55,350.00
12	\$47,815.00	\$59,769.00
13	\$51,624.00	\$64,530.00
14	\$55,751.00	\$69,689.00
15	\$60,213.00	\$75,266.00
16	\$65,025.00	\$81,281.00
17	\$70,299.00	\$87,786.00

Source: <https://www.hr.msu.edu/ua/recognition/support-staff/apa-apsa-rates.html>

Effective October 1, 2020, the Minimum Hiring and Automatic Progression Levels will increase by two and three quarters percent (2.75%).

Effective October 1, 2021 and each year thereafter remaining on the contract, the Minimum Hiring and Automatic Progression Levels will increase by the General Salary Base Wage Increase.