



MSU APA/MEA/NEA
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Statement from APA President Martin McDonough

Due to consequences of the global pandemic, the University recently announced a bleak long-term outlook. What is on the horizon?

Welcome Pat Hampton, New APA Vice President

At the February APA Board Meeting, Pat Hampton was elected to fill the vacant Vice President seat.

APA Legislative Committee Update

Your APA legislative chair provides you with some helpful COVID-19 links during these times.

How To Know If You Are Eligible for Overtime

Employees who are grade level AP 08 through 11 are eligible for overtime at the rate of time and one-half for scheduled hours worked in excess of 40 hours in a work week.

Your Fellow APs

Meet Fellow APA member John Resotko, Assistant Director for Systems Administration and Support at the MSU College of Law.

Calendar

**APA
Executive
Board**
Location
TBD
May
19 | 2:00
pm

Area Representative Spotlight

Meet Jim Brinker, Administrative Assistant at the Clinical Center.

Community Based Events

The need for blood is constant! Please give if you are able.

APA Members Eligible for Complimentary Life Insurance and other Discounts!

As an APA, you are automatically part of the National Educational Association (NEA). One of the benefits of the NEA is the complimentary life insurance.

If you know colleagues who are not receiving the APA Newsletter, encourage them to sign up at www.msuapa.org.

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Statement from APA President Martin McDonough

It is at moments such as these that we understand why we are a union. Due to consequences of the global pandemic, the University recently announced a bleak long-term outlook. There were hints at the chances that staffing changes may be one of the options used to address the forecasted challenges. Prior to that public announcement, your APA had already been at the front line, in talks with the University. Your APA successfully pushed back on proposed ideas which would have removed several of your existing contractual rights and protections. The situation has highlighted a need for additional language in our

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bargaining agreement regarding potential furloughs, as furlough language is not addressed in our current contract. Your APA has proposed conceptual language for a Letter of Agreement to the University to help clarify the situation. We continue to be that fortress wall, advocating for your protection. The key strength at those discussions is your shared perspectives, and it was your voice that said, sacrifice of our previously bargained rights and protections is not how we build bridges to a brighter future for all of us.

We all understand and feel the pressure as we hope for a quick solution to a short-term problem, but good decisions are not made in haste and especially during a crisis. It is too soon to tell whether this will indeed be a short-term problem or whether it will span a longer duration. Your APA will not gamble with your livelihood by rolling the dice and agreeing to a solution that does not consider both possibilities. Your APA drives to keep our families secure. Imagine a bridge being built over a chasm. Those who wish to pass safely have a mutual interest in working together. How we build that bridge, as a team is important to the whole team. We welcome the chance to continue dialogue with the University as this path forward is developed with the goal being for everyone to arrive at our brighter future with as few bumps and scrapes as possible.

Pandemics and University business decisions, as a combination, can be formidable. We have been sending you notes of encouragement and support as the uncertainty of these days permeates every part of our lives. We already are learning to deal with the changes in our work. And honestly that never quits changing. Where we do need to focus is on our long-term self-care. If you need a day to de-stress, take it (following the terms of the contract, of course). Don't delay when helping yourselves. The work-life balance is more important than ever in these stressful times.

Please be sure to check-in on each other. Keep letting your APA leadership know how you are doing and by all means share your perspectives. Be safe.

In solidarity,

Martin

Welcome Pat Hampton, New APA Vice President

At the February APA Board Meeting, Pat Hampton was elected to fill the vacant Vice President seat after Martin McDonough was voted to take over the President/Chairperson position following Maury Koffman's departure.

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Pat has served on the APA Board since 2014, but in case some of you do not know her already, we asked her to tell us a little about herself and what she brings to the APA in her new role. See her introduction note below.

“I have worked for Michigan State University for over 30 years in various positions and roles, from Manager/Supervisor to Personnel Development, Training and Development, and Management Analyst. I have been part of a union since I started working for MSU. I care about the APA and the rights available to APA members, and I genuinely care about people and what is important to them. As an APA member I have gotten to know member needs and expectations, and most importantly, member concerns. As an involved APA Representative, I gathered Right to Work petitions, participated in successful APA coat drives and outreach programs such as voter registration, and advocated to meet member needs.

As the new APA Vice President some of my roles and responsibilities will include:

- Coaching and Training of Area Representatives (ARs)
- Area Representatives (ARs) Recruitment
- Assist in Member Recruitment
- Assist in Member Engagement
- Assist in Creating and Organizing More You Know Training Sessions

I am looking forward to making a difference by taking the APA to the next level in these challenging times. I will advocate for the hard-earned rights available to APA members at MSU, and you will be able to count on me to do all I can to contribute to the continuing success of the APA.”

In solidarity,

Pat Hampton



Pictured is a photo of Pam Hampton

APA Legislative Committee Update

by Tonya Jamison

Dear Members,

I hope all is well with you and your family and friends! COVID-19 is impacting us all. For some, it has meant (re)learning how the legislative system works, understanding what powers the state governors have versus the President of the United States. Plus learning new terms like “Executive Orders” and their impact on your own life and those around you.

As the APA legislative chair, I wanted to provide you with some helpful COVID-19 links during these times, but before I do that, I would like to provide a link to something to keep you uplifted.

The GoodHousekeeping site is a place to go when you need a positive word.

<https://www.goodhousekeeping.com/health/wellness/g2401/inspirational-quotes/>

Make sure you are checking <https://msu.edu/> for updates as this website is a great resource to keep you informed during these ever-evolving times.

Some other recommended sites are:

1. The John Hopkins site is the most comprehensive site for Coronavirus worldwide.
<https://coronavirus.jhu.edu/map.html>

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2. The CDC (COVID-19) site has information and ways to minimize the spread of virus. <https://www.cdc.gov/coronavirus/2019-nCoV/index.html>

3. State of Michigan COVID-19 site. <https://www.michigan.gov/coronavirus> which also provides quick links to K-12 school meal pick up sites, updates from MDHHS and news releases from the Executive Office of the Governor for the State of Michigan.

Be well, be kind, and maintain a distance of six feet from others.

Have a great day!

How To Know If You Are Eligible for Overtime

Employees who are grade level AP 08 through 11 are eligible for overtime at the rate of time and one-half for scheduled hours worked in excess of 40 hours in a work week.

Compensatory time at the same rate may be used where mutually agreed to by the Employee and the Unit Administrator. If a department indicates they cannot pay the overtime money and can only give the employee comp time, this is inaccurate. The default is an employee is entitled to the cash payment, but if the employee would prefer the comp time and their unit administrator agrees, then comp time should be entered into EBS.

An employee cannot enter their own comp time in EBS; it must be done by the supervisor. It is important that the comp time gets entered into EBS and not kept on a “spreadsheet in the department”, because in the event a supervisor leaves, the incoming supervisor may be unaware that an employee has comp time on the books if it is not entered into the EBS system which is the official time and attendance system for the university.

Unit administrators or designees are responsible for the approval of overtime prior to the performance of work. Approval means time worked as directed by the Employee’s supervisor and does not include casual or unscheduled time spent at work beyond the normal workday or work week.

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.

For employees who are unsure what their grade level is:

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- Log onto EBS
- Click on the Personal Profile tile
- Under “Salary Data”, look at the numbers which appear to the right of Pay scale level and this will be your grade level.

Please note that in health care delivery facilities where bi-weekly work schedules of eighty (80) hours are maintained, overtime pay or compensatory time off will be given for any overtime eligible employees scheduled for hours worked in excess of eighty (80) hours in a bi-weekly period.

Your Fellow APs – John Resotko

What is your job title?

I’m the Assistant Director for Systems Administration and Support at the MSU College of Law.

How long have you been at MSU?

I started working in the basement of the Hannah Administration building in the AIS department (now known as IT Services) on January 3rd, 1989. I have worked for various administrative and academic groups on campus over the last 30 years.

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

No. I was promoted to an APA position during my time in the former Animal Health Diagnostic Labs, but moved to a non-union position when I joined the MSU College of Law in 2001. Now that all Law College staff have become full university employees, I find myself back in the union again.

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

I am primarily responsible for IT infrastructure for the MSU College of Law. I run and maintain networks, servers, and security systems for Law College computing, as well as support our internal help desk for faculty, staff, and student technology needs.

What brought you to your job at MSU?

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I was struggling to work full time and work on a degree part-time. A friend mentioned a job opening, and I applied in the hope of staying long enough to qualify for some educational assistance. MSU turned out to be a good fit for me.

What do you enjoy most about working at MSU?

I have always loved that no matter where I work on campus, I am never very far from a garden, park, or other beautiful outdoor space.

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

We do a bit of camping in the summers in my family, and I have recently rediscovered cycling. I also admit to being both a video gamer and a fan of table top role playing games. My wife and teenage son keep me busy when I am not at work!

In high school I was known for ... computers, choir, and drama club.

People would be surprised to know I am skilled at ... music. I sang tenor in high school, and even attended a state choir competition. I grew up playing violin, and have since learned piano, mandolin, recorder, and small harp. I freely admit to being out of practice on all of them!

I have ... (pets) a black cat named Suki.

I like ... almost every genre of... music.

Area Representative Spotlight – Jim Brinker

What is your job title? Admin Ast I

I mainly handle communications for my Department, including website and social media content.

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 side. I work in the Clinical Center

How long have you been at MSU?

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It will be 10 years in June

How long have you been an Area Representative?

Less than a year

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

Being part of a group where its only responsibility is to look out for other members without other agendas is extremely important to me. Being part of a giant establishment like MSU you can feel lost in the shuffle, but with the APA Union you will always have someone who will look out for you and speak up for you.

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

Make sure you read over everything the union sends to you; get to know what we can help you with. Get involved with the Union in some way; it helps keep you informed.

What do you love about working at MSU?

I love the communities that MSU offers, from departments and colleges to the unions and alumni.

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

I like to spend time with my family and my 3 dogs. I also love to play basketball. If you didn't know there is a faculty/staff Basketball league through IM services!

I have 3 dogs and two goldfish pets.

I like hip hop music and my favorite band is, well, who can pick just one?

My hobbies include riding motorcycles, gardening and craft beer.

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/>

Community Based Events

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At the March 10th APA Board Meeting, Kandy Slack, Chairperson of the APA Community Based Events Committee brought forth the idea of organizing a blood drive on campus. Then very quickly our lives changed drastically with the “Stay Home, Stay Safe” order due to COVID-19. While there are no immediate plans to host a blood drive on campus until the restrictions on larger gatherings are lifted, please know that the need for blood is constant and patients need your help. If you are able, consider donating!

To schedule an appointment online and for additional information go to; American Red Cross Blood Services

“You can still go out and give blood. We’re worried about potential blood shortages in the future. Social distancing does not have to mean social disengagement.” –U.S. Surgeon General.

APA Members Eligible for Complimentary Life Insurance and other Discounts!

As an APA, you are automatically part of the National Educational Association (NEA). One of the benefits of the NEA is the complimentary life insurance. Trusted protection for your family. All at no cost to you.

The complimentary coverage includes:

- Up to \$1,000 of term life insurance
- Up to \$5,000 of accidental death and dismemberment (AD&D) coverage
- \$50,000 of AD&D insurance for any covered accident that occurs on the job
- \$150,000 of life insurance for unlawful homicide while on the job.

Coverage is issued by the Prudential Insurance Company of America.

A few quick steps and you are ready to go

1) Determine who you want your beneficiaries to be. 2) Go to <https://www.neamb.com/insurance/nea-complimentary-life-insurance.htm>

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To find out what other NEA benefits you are missing out on, go to <https://www.neamb.com/home.htm>. If you have not already done so, you will need to register to see the benefits.

MEA also provides \$1 Million dollars in liability insurance for employment-related incidents. Contact MEA Financial Services for information at 800-292-1950 to get a quote on your home and auto insurance. APA members have gotten quotes from Citizens Insurance, Progressive, Auto Owners, just to name a few of the big names that MEA Financial Services can help with and saved one member over 52% on their car insurance.

Plus do not forget about the Michigan Education Association (MEA) member discounts at <https://mea.org/member-benefits/> where you can download an app to save money on dining out, auto service, health and wellness, home improvement projects, travel and a whole lot more. Download the My Deals Mobile app. Use your email address and access password to get started. You will be prompted to enter your Program Key: 1018- (must include the hyphen) and your MEA Membership ID. If you do not know your MEA membership #, you can contact the APA Office at msuapa@msu.edu or call the APA Office at 517-999-4004 to get that.

Calendar

APA Executive Board

Location TBD

May 19 | 2:00 pm

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