

MSU Administrative Professional Association MEA/NEA
Minutes of Executive Board Meeting
Virtual Meeting
November 10th, 2020
2:00 PM

APA Board Present: Jared Andrews, Darius Bradley, Sue Brandt, Pat Hampton, Tonya Jamison, Jamie Lynn Marks, Martin McDonough, Nicole Proctor-Kanyama, Todd Ring, Jeremy Romel, Leo Sell, Kandy Slack, Tim Woods.

Excused: Heather Litts

MEA Staff Present: Shannon Alston

General Members Present: Elbony Hawkins - DEI Chair, 14 members attended via Zoom webinar.

CALL TO ORDER

Martin McDonough called the meeting to order and conducted a roll call of the board.

Welcome and Introduction

Welcome to all members attending this Zoom webinar!

Approval of Agenda

Jared Andrews moved to approve the agenda with flexibility. Motion seconded by Todd Ring and carried.

Approval of Meeting Minutes

Minutes of October 13th. Sue Brandt moved to approve the minutes as distributed. Motion seconded by Jamie Lynn Marks and carried.

REPORTS

President's Report

Martin McDonough presented his president's report with discussion regarding member issues, meetings and events. The report was distributed to the board electronically. Discussion regarding implementation of the new parental leave policy. Martin is receiving many questions about the October base wage increase. Martin recently attended the October MAHE meeting.

Vice President's Report

Pat Hampton provided her report to the board electronically. Discussion of Why Union training through MEA regarding existing member retention and prospective member approaches.

Treasurer's Report

Sue Brandt provided her report with updated financial statements from September and October. The report was distributed to the board electronically.

MEA Uniserv Report

Shannon Alston presented her report with discussion regarding outreach/training, organizing, and member issues. The report was provided to the board electronically. Shannon is working with members regarding the recent LOA on furloughs and the MSU response to COVID-19. The November and December MYK (More-You-Know) trainings will be combined and the next MYK will be on December third and is titled "Gripe vs. Grievance". Members attending the MYK sessions will be entered into a drawing for gift cards. Shannon and Martin recently presented a training at the MEA Higher Ed Conference titled "Finding Opportunity in Chaos". Shannon also presented as part of the keynote speech in regard to how MSU has responded to Covid-19 Challenges.

Committee Reports

Membership – Kandy Slack presented an update including group and one-to-one new member orientations. As of November 6th, total prospective member count is 2,891. Total number of active members is 1,931. 25 new hires so far this month. Kandy clarified that numbers fluctuate due to hiring, retirements and people changing jobs between unions. Kandy announced a virtual campus tour tailored to support staff will be this Thursday. New members from August 1st - November 30th will go into a drawing for 22 MSU/APA/MEA swag bags. Members are always encouraged to contact Kandy or Martin if they want to get more involved.

Community Based Events – Pat Hampton reported the committee has been busy figuring out creative ways to engage the community. A special, virtual campus tour is available this Thursday. On February 16th, a virtual tour of the MSU FRIB will be offered. Please contact Pat Hampton with ideas or suggestions for future events.

Communications – Darius Bradley reported the committee has been working on an APA Facebook group (not yet open to members), intended to be an additional out-facing communication tool for APA. He asked the board to take a look and provide comments before the next meeting. The next newsletter will be mid-December and will include an article on the new DEI committee.

Legislative – Tonya Jamison thanked everyone for participating in the record setting voting process in Michigan. Tonya attended the most recent MSU Votes committee meeting – a no - partisan committee providing resources to registered voters. Tonya also coordinated the MSU Board of Trustees forum in October. The Martin Luther King Jr. (MLK) celebration will be the 21st of January.

Elections – no new business.

Grievance – Martin McDonough presented an update. Eighteen grievances for the year so far. Many issues are related to the LOA on furloughs and on the October base wage increase. Several are at step two and one grievance at step one. The next Grievance Committee meeting will be today.

Finance – No meeting this month. All business covered by Treasurer’s report. Sue clarified that members in good standing are those who are paying dues regardless of furloughs.

D.E.I. – Jeremy Romel indicated seven people are interested in joining the committee. Elbony Hawkins is attending the planning sessions for the MLK celebration in January. They will be working with MEA on anti-bias training.

Professional Trainings and Conferences

Martin and Shannon attended the MEA Higher Education Conference in October.

MEMBER QUESTIONS, COMMENTS, AND CONCERNS

Members could submit questions via the Zoom Q and A section or raise their hand to ask a question. Several questions were answered by the board and UniServ director regarding remote work considerations, updated furlough LOA, retiree benefits.

BUSINESS AND DISCUSSION ITEMS

APA Strategic Planning Retreat

Pat Hampton suggested using the next session for the MEA True Colors training. Currently waiting on availability from MEA.

Annual Membership Meeting

Martin McDonough reminded everyone the annual membership meeting will be November 10th at 5:15PM via Zoom.

JHCC Update

Shannon reported a recent presentation on cost savings for specialty drugs from Prudent. Earliest start date for this program would be in February. Currently there are issues with larger pharmacies participating with the rebate programs. Martin McDonough and Shannon Alston to attend future meetings. Martin McDonough reiterated the October, 2021 base wage increase is 2.75% split 40% across the board and 60% based on merit. The current healthcare agreement expires the end of 2021.

ANNOUNCEMENTS

Upcoming APA Executive Board Meeting

December 8, 2020 2pm Virtual Meeting

Upcoming APA Annual Membership Meeting

November 10, 2020 5:15pm Virtual Meeting

Upcoming MEA Events

December 2nd, 6pm, Region 8 meeting

Adjournment

Todd Ring moved to adjourn. Motion seconded by Pat Hampton and carried.

Meeting minutes are respectfully submitted by Jared Andrews.