

Minutes of Meeting
Tuesday, August 6, 2019
2:00 PM

APA Board Present: Jared Andrews, Sue Brandt, Patricia Hampton, Tonya Jamison, Maury Koffman, Erik Maillard, Jamie Lynn Marks, Martin McDonough, Nicole Proctor-Kanyama, Todd Ring, Leo Sell, Kandy Slack, and Tim Woods.

Excused: Laura Wise

General Members Present: None

MEA Staff Present: Jake Louks, Dolores Tufaro, Dennis Seybert,

CALL TO ORDER

Maury Koffman called the meeting to order.

Welcome and Introduction

Welcome to Jamie Lynn Marks, new board member. Welcome to Dolores Tufaro and Jake Louks, MEA organizers.

Approval Of Agenda

Kandy Slack moved to approve the agenda with flexibility. Motion seconded by Todd Ring. Motion Carried.

Approval of Meeting Minutes

Minutes of June 25, 2019 Meeting. Sue Brandt moved to approve the minutes as distributed; seconded by Tonya Jamison. Motion carried.

Official Guests

Dolores and Jake presented ideas for intentional recruitment of non-members. Discussion of increased organizing participation by Area Representatives and developing an action plan to include talking points and record keeping of contacts.

REPORTS

President's Report

Maury Koffman presented his president's report with discussion regarding member issues, meetings and events. Discussion of several members asking for equity wage increases and back compensation for work performed above job classification. Maury Koffman to sit on Blue Ribbon Committee on IT realignment. Discussion of use of vacation time in a week with possible overtime as approved by a supervisor. Discussion of waiving posting requirements to transition a faculty to APA position. Discussion of a member concerned that an interview was

not taken seriously. Discussion of APA presence at town hall meeting with Trustees Scott and Tebay. Discussion of Unit Clarification filing regarding members in Grand Rapids. Discussion of vacation accrual payout and MSU miscommunication to College of Law employees regarding challenges of working with APA. Thank you to Erik Maillard for his years of service with the APA.

Treasurer's Report

Sue Brandt presented her Treasurer's report and operating budget as of 08/06/2019 and the budget proposal for 2019-2020. Sue moved to adopt the proposed budget as distributed. Motion seconded by Pat Hampton. Motion carried. Discussion of need for additional funds for AR training and program support. Sue Brandt presented and moved to adopt an amendment to the reimbursement submissions to allow early reimbursement of significant pre-travel costs. Motion seconded by Tonya Jamison. Motion carried.

Committee Reports

Communications – Newsletter content is due 1st of the month.

Legislative – Committee meeting 08/06/2019 and on 08/27/2019 to seek ideas for member engagement.

Community Based Events/ Membership – Kandy Slack gave an update on new member contacts, eight community lunches, thirty-two new member orientations, two town halls, negotiation committee meetings, and distributed important upcoming APA dates. Zoom meeting scheduled on 08/12/2019 to discuss homecoming parade and coat drive.

Elections – Tentative new contract agreement will be distributed to members when available.

Grievance – Martin McDonough presented an update on current grievance proceedings. Two new grievances are in progress and one to be filed.

Area Representative Training – Martin McDonough presented an update indicating the current training program will be redesigned to provide ARs with tools to better engage both members and non-members.

UniServ Report

Dennis Seybert presented a report with discussion regarding many investigatory and disciplinary meetings. Discussion of time spent with IT Climate Survey respondents. There will be a new More You Know training presented in October. Thank you to Dennis for his continued dedication to the APA.

BUSINESS AND DISCUSSION ITEMS

APA Contract Negotiations Update

Five bargaining dates have been scheduled with the university between 8/6 and 9/6/2019. The first date is 08/8/2019.

Joint Health Care Committee (JHCC) Update

Maury Koffman gave an update on the 2019 base wage increase and discussed the trend for 2020.

MSU College of Law Integration

Discussion on identifying employees eligible to join APA.

Grand Rapids Campuses

Discussion of members not appearing on APA members list and possible need for unit clarification.

ANNOUNCEMENTS

Upcoming APA Executive Board Meetings:

September 24, 2019

Upcoming MEA Meetings:

MEA Local Leaders Summit, August 14-15

MEA Headquarters, East Lansing

EXECUTIVE SESSION

Motion to enter executive session for a bargaining update made by Martin McDonough. Seconded by Todd Ring. Motion Carried. Motion to rise and report made by Todd Ring and seconded by Pat Hampton. Motion carried.

Adjournment

Erik Maillard moved to adjourn; seconded by Nicole Proctor-Kanyama and carried.

8H Coordinating Council

Workgroup 8 membership is down. Reduction in Force of one staff member is likely. Next meeting is the week of August 12th. Discussion of APA UniServ Director work load, 50 vs 900 members.

Meeting minutes are respectfully submitted by Jared Andrews.