



MSU APA/MEA/NEA
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A Word from the APA President

Playing a Role in Contract Negotiations

Your Fellow APAs

Meet Fellow APA member Eoin O' Connor.

A Night at the Ball Park

A great time was had by all at the Ball Park

Area Representative Spotlight

Meet your Area Representative John Resotko!

MSU-APA Hosting Tailgate

If you are attending the MSU vs Minnesota Football game, please join us

Calling all Advocates

Looking for new individuals to help advocate for your MSU-APA

Upcoming APA Events

APA held events in the near future

Calendar

APA Executive Board

Location TBD
September 13, 2022 |
2:00 pm

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

Michigan Education Association, PO Box 2573, East Lansing, MI 48823, USA

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A Word from the APA President

Posted on August 30, 2022 by Darius Bradley

By Martin McDonough

Playing a Role in Contract Negotiations

The terms and conditions of your current position at MSU are part of a Collective Bargaining Agreement (CBA) that is negotiated on your behalf. The current CBA expires October 1, 2023. The process by which the successor agreement is negotiated can be found in our bylaws.

There are several parts to the negotiation process. The APA is required to assemble a Negotiations Committee at least nine months before the expiration of the current CBA. The committee is made up of dues paying members, and is appointed by the APA Chairperson, with the concurrence of the APA Executive Board. The APA is a very diverse group, and the goal of the selection process is to compile a committee that will represent as many perspectives as possible.

The duties of the Negotiations Committee are to survey membership, conduct open hearings, assist the Negotiating Team (Bargaining Team) in determining proposal priorities, and assist in research and communications. They also provide crisis assistance if necessary and provide other negotiations-related duties at the direction of the Bargaining Team or the Executive Board.

From the Negotiations Committee, the APA Chairperson appoints members of the Bargaining Team, with the concurrence of the Executive Board. This team has seven members, two alternates, and the MEA UniServ Director or other MEA representatives. The Bargaining Team has the full authority to negotiate on behalf of all personnel included in the APA bargaining unit. Once a Tentative Agreement (TA) is reached, the Bargaining Team brings it to the voting members for a ratification vote. If it passes, the TA is signed by the APA and the University. Based on the terms of the TA, a new successor agreement is drafted and signed.

If the ratification vote does not pass, the Bargaining Team will return to the bargaining table after taking steps to understand why the TA did not pass. This process may continue until there is an agreement.

The results of surveys and other input sessions are the primary guide for the Bargaining Team. Being involved is the most critical part of being a member. We can only best represent our members when we hear from them.

When you receive the surveys, invitations to town hall events or other opportunities to communicate with your union leadership, letting them know what you think is important. Responding to requests for information and opinions from the Negotiations Committee, the Bargaining Team and APA leadership is the only way you can become part of the negotiations process and impact the terms of YOUR employment.

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Your Fellow APAs

Posted on August 30, 2022 by Darius Bradley

Meet Fellow APA Member Eoin O'Connor

By Gerlind Kiupel, Communication Committee Member

1. What is your job title? **Information Technologist.**
2. How long have you been at MSU? **5 Years.**
3. Have you been a member of the APA the whole time? **Yes.**
4. What department do you work in, and can you tell me a little bit about what you do? **I work for MSU IT. My team & I manage and maintain the MSU data centers that house the University computing systems.**
5. What brought you to your job at MSU? **Interest in travelling somewhere I had not been!**
6. What do you enjoy most about working at MSU? **Meeting and working with different departments and units.**
7. What do you like to do when you are not at work? **Spend time with my wife and newborn.**
8. In high school **I was known for driving a motorcycle and teaching lifeguard classes.**
9. I have **2 dogs, a Rottweiler Pitbull and an American Bulldog Mastiff mix.**
10. My favorite area restaurant is **Square One in Hannah Plaza** and my favorite dish is their **Huevos Rancheros.**
11. My hobbies include **playing hurling with my dogs and grilling when the sun is shining.**

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A Night at the Ball Park

Posted on August 30, 2022 by Darius Bradley

By Darius Bradley



A great time was had by all at the Ball Park!!!

On Saturday, July 23rd your APA hosted a night at the Ball Park for members of our Union to attend with their family and friends. The weather was amazing and we all had a ball.

The Lugnuts even won the game!



Members at ball game



Great Hit



APA Hat given to members



Pat, Kandy and Jamie Lynn

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Area Representative (AR) Spotlight

Posted on August 30, 2022 by Darius Bradley

John Resotko

1. What is your job title? **Assistant Director, Systems Administration and Support**
2. 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? **East, the area near the Law College, Broad College of Business.**
3. How long have you been at MSU? **My first job was in the basement of the admin building doing phone support for mainframe reporting in January of 1989. I've worked for various colleges and departments over the years since then, with my last 21 years working in the College of Law.**
4. How long have you been an Area Representative? **I started as an AR in the spring of 2020 and have continued in this role ever since then.**
5. What do you enjoy most about being an AR? What is the most rewarding part of being an AR? **As an AR, I enjoy being a resource for other union members. Nearly every job I've had involved some form of customer support, so I'm used to working with people to find information and solve problems. I feel like most of my work has helped me train to be an AR.**
6. Why is being a member of the Union important to you and what value does it bring? **In my 20's, I was not convinced there was much value in unions. I've had some pretty bad experiences with other unions at other employers. As time goes on, I find more and more value in helping people bring their collective voice to matters of fairness and equity in employment. The need for unions to help employees defend their rights seems more important now than ever before, and I'm glad to do my part in helping people speak up for their rights.**
7. What words of advice do you have for the new hires at MSU? **You are surrounded by other employees with a wide range of experiences, skills, and expertise. Always reach out to those around you for help and advice. Your next mentor may be sitting across the row from you!**
8. What do you love about working at MSU? **This is one of the most beautiful places I've ever worked. I can spend my lunch hour in a garden, walking along a river, watching a planetarium show, or a host of other activities. There's always something going on around campus.**
9. What do you like to do when you are not at work? **I bike and hike with my son. I'm a stereotypical computer nerd, so I do spend some time online in my favorite MMORPG. I read, listen to all sorts of music, and enjoy time with my family. We also volunteer at a local animal shelter part time.**
10. In high school I was known for **chorus, drama club, and tutoring math and computer science.**
11. People would be surprised to know I am **skilled at music, having played violin, mandolin, recorder, and small harp.**
12. I have **one older ornery black cat named Suki.**

13. I like **lots of different music genres so I'd have a difficult time picking a favorite band.**
14. I like **food too much to have a favorite restaurant, but I could eat Indian food every day!**
15. My hobbies include **biking, camping, table top RPGs and MMORPGs, games and gaming.**
16. My favorite junk food is **Chex Mix because, well, it's awesome!**

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/>

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MSU APA Tailgate at the MSU vs Minnesota Football Game

Posted on August 30, 2022 by Darius Bradley

By Darius Bradley



Michigan State University versus University of Minnesota

MSU-APA will be hosting a tailgate on Saturday, September 24, 2022

If you are attending the game please come and join us

Time and Location to be announced at a later time

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Calling All Advocates – Area Representatives Needed

Posted on August 30, 2022 by Darius Bradley

Check all the qualities you believe you possess:

- You are good at your job & respected by your colleagues
- People ask for your advice
- You have a strong sense of justice & clear principles
- You are responsible
- You are honest
- You are compassionate
- You are a good listener
- You like solving problems as a team
- You put interests of the whole first, ahead of your individual concerns
- You respect group decisions
- You are knowledgeable about MSU and your contract
- You can stay cool under pressure
- You handle stress well

If you checked 5 or more of the above, your APA Administrative Professional Association wants you!

For more information on how to get started as an Area Representative (AR), Contact: Pat Hampton at phampton@msu.edu

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MSU APA Upcoming Events

Posted on August 31, 2022 by Darius Bradley

MSU-APA More You Know**Student Loan Debt Management & Forgiveness**

Monday, September 12th

5:30-6:30 p.m.

This installment will cover the best ways to manage student loan debt, the Federal Student Loan Forgiveness programs and Income Driven Repayment plans. A special focus will be on what needs to be done before the October 31, 2022 deadline for Public Student Loan Forgiveness Waiver.

https://msu.zoom.us/webinar/register/WN_YOMzWg4qSoCPjhPTyTAorg

MSU-APA**Understanding MSU's Title IX Procedures**

Thursday, September 15th

Noon – 1p.m.

This session will provide an understanding of the process followed by MSU when dealing with issues covered by Title IX; such as, sexual discrimination, sexual assault, and sexual harassment. It will also cover the obligation of being a mandatory reporter. Lastly, there will be discussion about how your APA/MEA/NEA membership provides assistance in dealing with these matters.

https://msu.zoom.us/webinar/register/WN_XFPowYjkTrOeG54Lc_rTJQ

MSU-APA Virtual Town Hall

Thursday, September 29th

Noon – 1 p.m.

Please join us for a Town Hall. We will share any current news applicable to APA membership and keep membership informed of next steps in preparing for bargaining.

https://msu.zoom.us/webinar/register/WN_FVsWVyCbRmCPoV8ZsIP_HQ

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