



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

Clarifying the Retirement Matching Changes

Your Fellow APAs

Meet Fellow APA member Michael Bream.

A night at the Ballpark

Please join MSU-APA for a night at the ballpark! "Play Ball"

Happy 4th of July!

We are wishing all of you a great 4th of July Holiday!

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

August 9, 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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MSU Administrative Professional Association

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A Word from the APA President

Posted on June 29, 2022 by Darius Bradley

By Martin McDonough

Clarifying the Retirement Matching Changes

When the COVID pandemic first started, the University immediately imposed a reduction of the retirement contribution to 5% instead of 10% matching on the non-unionized staff. The University said it would be returned when that felt possible. A year later our APA members ratified a new Healthcare and Wage Agreement that included a Letter of Agreement (LOA) for that temporary reduction. The duration was initially agreed to be for 24-months and started when we signed the new LOA in January 2022. As the pandemic released its grip and the financial risk were more known, the University announced that it was returning the non-union staff back to the original retirement matching, after losing it for 18-months. At that time, the APA was in conversation about how the change would impact our members. The APA members ratified that new LOA as part of a second ratification vote, to ensure clarity.

Following further information about its true financial condition, the University started hearing the voices of many affected groups calling for the return of their money. It was clear that funding was no longer needed. The University then announced that it would return 12 months of the 18-months of lost contributions to the non-union staff. The APA was approached with an offer to reduce their 18-months agreement to 6-months. A counteroffer was non-negotiable. The APA signed a modified LOA to accept that new time duration. The APA Letters of Agreement can be found on the APA website under Association Documents.

APA members started seeing the contribution reduction in their January 2022 paychecks. With the later LOA, the reduced matching would last only through June 2022.

Through a one-time lump sum payment, the University is returning 12 months of the 18 months of retirement matching losses to the non-unionized staff. With the non-unionized staff still losing 6 months of the retirement reduction and the APA members paying for only 6 months, the two are similar. There have been many inquiries about the lump sum payments and how they affect APA members. To clarify, **APA members are not due a lump sum payment because they had not experienced the reduction for the whole 18 months.** The APA members should start to see a return to their 10% retirement contribution matching as soon as their July 2022 paychecks. If this does not occur, please contact the APA office as soon as possible.

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MSU Administrative Professional Association*Working together for a fairer, safer**MSU***Your Fellow APAs**

Posted on June 29, 2022 by Darius Bradley

Meet Fellow APA Member Michael Braem

By Gerlind Kiupel, Communication Committee Member

1. What is your job title? **Contract Manager for the MSU College of Human Medicine.**
2. How long have you been at MSU? **Since August 1, 2008.**
3. Have you been a member of the APA the whole time? **Yes, and proud of it!**
4. What department do you work in, and can you tell me a little bit about what you do? **I worked for MSU OSP/CGA from 2008 – 2014, then I joined the MSU College of Human Medicine. MSU does not have a hospital to train future physicians, so the College needs to affiliate with Michigan and non-Michigan hospitals/medical facilities to further the education of undergraduate and graduate medical education students. In order to meet this objective, different types of funding and non-funding contracts need to be put into place which outlines the responsibilities of MSU and the other party(ies). Working with other MSU units as necessary (e.g., MSU Purchasing, MSU Office of General Counsel), my job is to negotiate, finalize, and manage these types of contracts. Recently, I've been asked to also assist the MSU College of Osteopathic Medicine with some of their contracts and amendments and the Office for Health Sciences upon request.**
5. What brought you to your job at MSU? **I got tired of the uncertainties and pressures of private law practice upon earning my law license, and looked for employment in the Lansing area that would provide a normal/steady workload while freeing up my time to focus on family. MSU fit that bill, and I've been with MSU ever since. I also liked the steady benefits and having the protection the APA offers.**
6. What do you enjoy most about working at MSU? **The steady employment, fringe benefits, and union membership.**
7. What do you like to do when you are not at work? **Read and hang out with family, and enjoy as much as I can Michigan's shoreline (especially along Lake Michigan).**
8. In high school I was known for **being a jokester.**
9. I have **1 pet, a rescue dog named Kipper who is a Shih Tzu-Poodle mix and one of the most loving dogs I've ever owned.**
10. I like **rock music**
11. My favorite area restaurant is **Taste of Thai, but I'm open to any restaurant serving pizza and good burgers.**
12. My hobbies include **drumming, reading, walking/biking, and writing when the mood strikes me.**

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Night at the Ballpark

Posted on June 29, 2022 by Darius Bradley

By Kandy Slack



Please join MSU-APA for a night at the ballpark! “Play Ball”

Limited space available – 2 tickets per member only

Reserve with your MSU email address:

<https://www.eventbrite.com/e/msu-apa-lugnuts-game-tickets-336536528817>

Ticket pickup at Lugnuts Will Call Window the day of the event

Lansing Lugnuts vs. Lake County Captains

Sat, July 23, 2022

7:00 PM – 11:00 PM EDT

Jurassic Weekend

Travel back in time as Jackson Field goes prehistoric! See replica vehicles from the movie, dig for fossils and visit with inflatable and animatronic dinosaurs!

LAFCU Fireworks

We light up the sky in Downtown Lansing after the game with a spectacular LAFCU Fireworks show following the game! Presented By LAFCU

Questions? Please contact APA Membership Chair – Kandy Slack slackkan@msu.edu

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Happy 4th of July

Posted on June 29, 2022 by Darius Bradley

By Darius Bradley

**The MSU APA Executive Board would like to
wish all of you a very happy
4th of July Holiday!**

**We hope that you all are safe in your travels and
enjoy your time with family and friends.**



Happy 4th of July

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Calling All Advocates – Area Representatives Needed

Posted on June 29, 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 June 29, 2022 by Darius Bradley

Tuesday, July 1th @ 11am – 4pm

MSU-APA Member engagement event at the Sechia Center, Christman Commons Room 110

<https://forms.office.com/r/WVd7iywAV5>

Wednesdaday, July 20th @ Noon

MEA/NEA Benefits (Zoom)

https://msu.zoom.us/webinar/register/WN_Y2eZDjseQPWKo7StWgQ_EA

Learn how to get the most out of your APA membership with MEA/NEA member benefits.

Wednesday, July 20th @ 5:30pm – 7:30pm

MEA Training on the Americans with Disabilities Act (ADA) w/roundtable to follow

Register soon as space is limited.

This virtual event is on July 20, 2022. 5:30 p.m. – 7:30 p.m.

Please click the link below to complete the registration process.

<https://www.surveymonkey.com/r/RTDVirtual22>

Thursday, July 21st @ 11am – 4pm

MSU-APA Member engagement event at MSU Flint Campus Room 222

<https://forms.office.com/r/yDsLwHKbgi>

Saturday, July 23rd @ 7pm – 11pm

Please join MSU-APA for a night at the ballpark! “Play Ball”

Limited space available – 2 tickets per member only

Reserve with your MSU email address:

<https://www.eventbrite.com/e/msu-apa-lugnuts-game-tickets-336536528817>

Tuesday, August 9th @ 2pm – 5pm

MSU-APA Executive Board Meeting

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