

MSU Administrative Professional Association MEA/NEA
Minutes of Executive Board Meeting
Hybrid Meeting
September 13th, 2022
2:00 PM

APA Board Present: Jared Andrews, Sue Brandt, Jim Brinker, Becky Jo Farrington, Patricia Hampton, Gerlind Kiupel, Heather Litts, Jamie Lynn Marks, Martin McDonough, Todd Ring, Jeremy Romel, Leo Sell, Kandy Slack.

APA Board Excused: Darius Bradley, Nicole Proctor-Kanyama

MEA Staff Present: Shannon Alston

Call to Order

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

Welcome and Introduction

Approximately twenty-six general members attended virtually.

Approval Of Agenda

Jim Brinker moved to approve the agenda with flexibility. Motion seconded by Todd Ring and approved.

Approval of Meeting Minutes

Minutes of August 9th, 2022, presented to board. Amendments made to correct the date of the meeting and to change the word “my” to “by” under the second sentence of the topic APA 2022-2023 budget. Todd Ring moved to approve the minutes as amended. Seconded by Heather Litts. Motion approved.

Official Guest(s) – None

REPORTS

President’s Report

Report presented to the board electronically. Discussion regarding conversations on changes to available dental plans. Discussion regarding changes to administration of available retirement plans. Discussion regarding LOA on compensatory time for SLE employees 12 and above 9/2-9/30/2022 and the use of this time in a specified period. Martin McDonough reported the October base wage increase will be a total of 2% available and split based on 40% based and 60% merit. Discussion regarding a meeting with Dr. Woo and the general working conditions on campus. Many units are struggling to retain employees and having a hard time filling vacant

positions. Leo Sell quoted a part of the APA contract stipulating mutual respect between management and the APA.

Vice President's Report

Report presented to the board electronically. ARs are working to promote community engagement through upcoming virtual and in-person events. Discussion regarding ways to connect with potential members. Engagement events with potential members will begin in September. Pat presented proofs of table covers and banners with the APA logo to be used at member events.

Treasurer's Report

Sue Brandt presented the August financial statement to the board. Jim Brinker asked about the APA savings balance as requested at the August meeting.

UniServ Director Report

Report presented to the board electronically. Shannon Alston reported more-you-know sessions will resumed with a session on student loan forgiveness. Discussions are continuing regarding adding a new group of positions on campus to the APA. APA townhall scheduled for September 29th. Title IX training scheduled for this Thursday and mandatory reporting requirements. Discussion on the LOA pertaining to remote work policy and healthcare plans for out-of-state employees. Discussion regarding a rate increase for the optional legal insurance.

JHCC

Shannon Alston reported the committee attempted unsuccessfully to receive a quote from MESSA but did end up receiving better quotes from existing vendors. Talks are continuing at this time. A special enrollment period will be available once these options are solidified.

Committee Reports

Membership/Community Based Events – Kandy Slack presented the membership reports and discussed recent and upcoming events and training. Current percent of members in good standing to prospective members is 62.4%. Sixty new hires so far for the month of September. Group and one-to-one new member orientations are ongoing. Kandy reported a recent MEA training provided information on obtaining grants to be used during new employee orientations and has received this funding. Membership and Community Based Events committees are now combined as of September 1st. APA tailgate on September 24th in conjunction with MEA Financial Services. APA Winter Coat Drive in conjunction with CAMP will take place again this year at Holden Hall. Kandy requested to discuss MEA dues rebate program and APA participation.

Communications – Darius Bradley is excused today.

Legislative – Becky Jo Farrington reported a candidate forum is in the works for members to meet MSU Board of Trustee Candidates in conjunction with the union for non-tenure tack

faculty on October 6th. Mid-term elections this November. Register to vote:
<https://mvic.sos.state.mi.us/>

Elections – No update.

Grievance – Martin McDonough gave a brief update on current grievance status. Two active grievances at this time.

Finance Committee – No update.

Diversity Equity and Inclusion – Elbony Hawkins reported the committee will participate with the MLK commemorative celebration committee and Cesar Chavez planning committees. A report will be presented to the board related to hiring practices at MSU.

Constitution and Bylaws – No update.

APA Hybrid Meetings – No update.

Professional Trainings / Conferences

No update.

Member Questions, Comments and Concerns

Members had the opportunity to ask questions.

BUSINESS AND DISCUSSION ITEMS

Old Business

New Business

Hybrid Meetings

Leo Sell commented there needs to be an executive board discussion related to future meetings and potentially a policy. Martin McDonough recommended taking the time to sit down and draft options. Leo Sell moved that board members shall attend in person unless otherwise allowed by the board. Motion seconded by Jeremy Romel. Kandy Slack questioned how the technology would be handled under this policy if the board needed to make the determination to allow remote attendance at the beginning of the meeting as Leo stated. Gerlind Kiupel stated the hybrid meeting committee is working on proposals for needed technology and that we may want to delay a decision on this motion. Jeremy Romel expressed his appreciation for the ability to meet in person. Becky Jo Farrington clarified her support for options for members and board members. Leo Sell clarified a Zoom attendance option for general membership is a different question than executive board members. Leo Sell expressed his support for using a Zoom room

on campus. Jared Andrews moved to table the motion until technology options are solidified. Motion seconded by Gerlind Kiupel. Leo Sell objected, indicating that the two questions were not linked. Motion tied 5/5 and failed. Jamie Lynn Marks abstained. Leo Sell clarified he could amend his motion to include approval by the chairperson or by the approval of the body. Leo Sell amended the motion to state attendance at executive board meetings is expected in person unless approved by the chairperson to attend remotely, seconded by Jeremy Romel. Discussion regarding comfort with the current chairperson vs a future chairperson. Jamie Lynn Marks clarified her support for in-person attendance for board members and virtual participation options for general members. Sue Brandt expressed her concern for managing communication between in-person and virtual platforms. Jamie Lynn Marks stated a conference camera would greatly improve the virtual experience. Sue Brandt asked if it would create a last-minute scramble to approve panelists for the tech team. Kandy Slack asked for thirty-minute window before the meeting. Motion passed. Jared Andrews opposed the motion. Kandy Slack abstained.

ANNOUNCEMENTS

Upcoming APA Executive Board Meeting (TBD)

October 11, 2022, 2pm

Upcoming MEA Events

Region 8, September 14, 6pm MEA HQ

Adjournment

Jamie Lynn Marks moved to adjourn. Motion seconded by Becky Jo Farrington and carried.

8H Coordinating Council

Meeting minutes are respectfully submitted by Jared Andrews