



MSU APA/MEA/NEA
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Calendar

APA Executive Board

Meeting open to all members
September 24 | TBD

APA Executive Board

Meeting open to all members
October 14 | 2:00 pm

APA Successor Contract Bargaining Update

The APA is currently engaged in contract negotiations with MSU. As substantive progress is made at the bargaining table we are sure to keep the membership updated.

Area Representative (AR) Spotlight

Meet Heather Dover, Operations Coordinator in the Office of Undergraduate Research & Creative Activities.

Did You Know?

Teladoc - an online medical care service that gives you 24/7 access to a healthcare professional via web, phone, or mobile app in minutes.

Start a New Tradition for MSU Homecoming

As the largest labor union on campus, we would love to have a great representation of APA members walk with our entry in the homecoming parade, especially during this time of contract negotiation.

Meet Fellow APA Member

Susan Canty, Consortium Coordinator I. She manages the headquarters for a national research initiative.

APA Trivia

Find out the answer to the last trivia question and compete for prizes!

Winter Coat Drive

The APA is again working with the MSU CAMP program and the Lansing Intermediate School District to keep students warm!

APA October 2019 Base Wage Increase

APA eligible base wage news. Find out details for 2019 and 2020!

The "Business of the APA Union" (APA-MEA) mailing list (announcement only) and the printed Association newsletter are the official publications of the MSU APA. Additional association information is available on our website: <http://www.msuapa.org>

APA Successor Contract Bargaining Update

As you know the current APA contract runs through September 30, 2019. Since January 2019, the APA has engaged the membership, appointed a bargaining team, and is currently in contract negotiations with MSU for a successor contract. It is our hope and expectation that a new agreement will be reached prior to the September 30 date and presented to the APA membership for review and a ratification vote.

The APA concluded three bargaining sessions in August. The University was only willing to meet on August 8, 15, and 21 given campus schedules and students return. We also met at the bargaining table on September 4,

10, and 11. MSU has confirmed additional bargaining sessions with the APA for September 25 and 30. We are currently working to add additional dates.

Through our member input survey, community luncheons, bargaining town halls, and phone and email communications, the membership made it clear that they want the bargaining team to address key issues like paid parental leave, improved dental coverage, increase of University time off and more inclusive holidays, as well as items like job security rights for off-date employees, department sick leave policies, and improvement to professional development access. Rest assured your bargaining team has entered proposals on all of those topics and many others.

Because of our requirement and commitment to bargain in good faith, we cannot share the exact proposals. We are working on every issue members have brought to attention and we are optimistic in reaching a successor contract that will outline improvements and enhancements from our current contract. Once we have a tentative agreement, full details will be shared with the entire APA membership and contract information sessions will be held so members can discuss the changes before having to cast their ratification vote.

As substantive progress is made at the bargaining table we will be sure to keep the membership updated. Please do not hesitate to contact the APA office if you have questions or concerns related to ongoing contract negotiations with MSU.

Area Representative (AR) Spotlight

What is your job title?

My official title is Operations Coordinator.

What area of campus, building and department do you work in?

I work in the Office of Undergraduate Research & Creative Activities, which is part of the Provost's Office. My office is in the North section of campus in Bessey Hall.

How long have you been at MSU?

I have worked at MSU for more than 15 years. I was a CTU member for about 12 years and the remainder as an APA member.

How long have you been an Area Representative?

I have been an AR for a little over a year now. I started the training a couple of years after becoming an APA member.

Why is being a member of the Union important to you and what value does it bring?

I would not be an MSU employee today without the benefits and protections provided in our contract. I was laid-off from my previous position due to a change in leadership and the nature of the work. The bypass procedure outlined in our contract helped me find a new position that I love. You just do not get that kind of assistance without a union!

What words of advice do you have for the new hires at MSU?

When I first became a union member at MSU, I didn't need to think about it. Being part of a union was just the way it was. New hires have more to think about now, but I would challenge them to consider the true costs of our benefits compared to our union dues. The tremendous benefits that we enjoy here happened because the campus unions worked together with the university. You only need to look at non-unionized campus positions to see the difference that a union can make.

What do you love about working at MSU?

There are SO many wonderful things that we have access to as MSU employees! Even after 15 years, I still find resources that I didn't know existed.

What do you like to do when you are not at work?

I'm working toward a master's degree in Food Safety, so that takes up much of my time outside of work. But not for long—I anticipate graduating in December! When I do have some free time, I enjoy singing with the MSU Choral Union, knitting and crocheting.



Did You Know?

By Dennis Seybert, MEA UniServ Director

Did you know that MSU has introduced Teladoc for 24/7 online medical care at no cost to employees and their dependents?

MSU employees and their dependents who are currently enrolled in an MSU health plan have access to Teladoc – an online medical care service that gives you 24/7 access to a healthcare professional via web, phone, or mobile app in minutes. Use Teladoc to get help for a range of conditions including cold/flu, bronchitis, allergies, pink eye, dermatology and more. Eligible employees and their dependents who are over the age of 18 can also receive medical care for behavioral health (depression, anxiety, grief counseling, addiction, etc.). If medically necessary, the doctor will have a prescription sent to the pharmacy of your choice. This is a great option if you're on vacation with your family (within the USA) and need non-urgent medical assistance.

How does it work?

Visit the Teladoc website and click on “Member Login” to set up your Teladoc account. When you need medical advice, you can receive convenient, quality care from a licensed health care professional in three easy steps:

1. Request: ask for a visit with a doctor 24 hours a day, 365 days a year by web, phone or mobile app.
2. Visit: talk to the doctor. Take as much time as you need to explain your medical situation – there’s no limit.
3. Resolve: if medically necessary, a prescription will be sent to the pharmacy of your choice.

Questions about Teladoc?

Contact Teladoc directly using the information below:

- Phone: 1-800-Teladoc
- Website: Teladoc.com
- App: Download the Teladoc app for Apple/Android by searching for “Teladoc” in the Apple store or Google Play.

Start a New Tradition for MSU Homecoming

As the largest labor union on campus, we would love to have a great representation of APA members walk with our entry in the homecoming parade, especially during this time of contract negotiation. Whether you are new to campus or been here a while, we invite you to start a new tradition and be part of the MSU homecoming parade with us on Friday evening, September 27th. APA members in good standing and their families are invited to be a celebrity for an evening and walk along with us in the parade as we show our union pride by carrying our banner and passing out candy in the parade. Plus, it is a great way to get your steps in that day!

If you and your family are interested in being in the parade, please email Kandy Slack, APA Community Based Events Committee Chairperson slackkan@msu.edu. More details will be provided to those who RSVP, but a couple quick logistical things. Basically, the parade starts at 6:00pm and we line up about 5:30pm near Burcham & Abbot and the parade generally ends at Shaw & Farm Lane with shuttle bus transportation provided back to the parade parking area near the starting point. Strollers and wagons are welcome so feel free to bring along small children. Bring comfy shoes and be ready to have fun!

Meet Fellow APA Member

Whether you are new to campus or been here a while, we invite you to start a new tradition and be part of the MSU homecoming parade with us on Friday evening, September 27th. APA members in good standing and their families are invited to be a celebrity for an evening and walk along with us in the parade as we show our union pride by carrying our banner and passing out candy in the parade. As the largest labor union on campus, we would love to have a great representation, plus it is a great way to get your steps in that day! If you and your family are interested in being in the parade, please email Kandy Slack, APA Community Based Events Committee Chairperson slackkan@msu.edu. More details will be provided at a later date to those who RSVP, but know that basically the parade starts at 6:00pm and we line up about 5:30pm near Burcham & Abbot and the parade generally ends at Shaw & Farm Lane.

APA Trivia

This month’s question: Name this iconic building located on main campus.



Email your answer by clicking [here](#) by Sept 27, 2019. Limit of one guess per person. One member who correctly answers will be randomly drawn to win various prizes. Winner will be announced in the next newsletter. Must be an APA member in good standing to win; however, APA Board Members, Area Representatives and Communications Committee Members are not eligible to win.

Congratulations to last newsletter winners Gina Karasek and Adam Stone who were drawn from those who correctly answered last month's question: "The APA is part of the MEA. What does the MEA stand for?" The answer was Michigan Education Association.

[Winter Coat Drive](#)

The APA is again working with the MSU CAMP program and the Lansing Intermediate School District to collect winter coats, hats, gloves, scarves and boots for students in need. We ask that donated items be new or slightly used and clean.

The APA Winter Coat Drive will be running from October 1-22, 2019 with drop off locations to be announced at a later date.

For those of you unfamiliar, MSU CAMP is the College Assistance Migrant Program, a residential program with students living in Holden Hall that assists migrant or seasonal farm worker students, to enable them to complete their first year of college. These students, generally from Texas are from a warm climate and come unprepared for the Michigan winters and lack financial means. Items collected are also shared with the Lansing Intermediate School District.

[APA October 2019 Base Wage Increase](#)

The APA eligible base wage increase this October 2019 will be 2.75%. We have also confirmed that the eligible base wage increase next year in October 2020 will be another 2.75%.

[APA 2019 – 2021/2022 Health Care & Wage Increases](#)

In addition to annual eligible wage increases, the APA is proud to have negotiated a joint wage and health care agreement that ensures fully funded health care with no monthly employee-paid premium for single, double, and family coverage for the base plan (Blue Care Network) health care coverage through December 31, 2021.

In short, the APA wage increases for the coming years are as follows:

-October 2019: 2.75%, currently subject to 40% of the wage increase provided automatically and 60% of the wage increase provided through application of management's merit pay guidelines. The merit and across-the-board percentages are subject to change pending a successor APA contract which is being bargained with MSU.

-October 2020: 2.75%, currently subject to 40% of the wage increase provided automatically and 60% of the wage increase provided through application of management's merit pay guidelines. The merit and across-the-board percentages are subject to change pending a successor APA contract which is being bargained with MSU.

-October 2021 and 2022: to be determined under the terms year of our wage and health care agreement. A minimum 1% lump sum payment to a maximum of a 2.75% base wage increase.

As a reminder, the APA negotiates our contract that ensures fully funded health care, a minimum salary by grade level, and annual eligible base wage increases. It is noteworthy that the APA contract works as a floor and there is no ceiling for the salary increase amount or maximum annual salary.

While 100% of the funds negotiated by the APA for annual wage increases must be distributed in full to APA members each year in October, a department is fully permitted under the APA contract to provide a greater wage increase in October, or extend an out-of-cycle wage increase in any month, provided the department accounts for the funding in their budget and it is processed through HR.

A More Detailed Explanation

To begin, health care will continue to be fully MSU-funded with no employee premium for the base plan for single, double, and family coverage through December 31, 2021.

As to wages, starting this October 2019, the health care cost experience shall be calculated based on the average health care cost per union member of the MSU Coalition of Labor. That calculation shall be a monthly average over the period July 1 through June 30 of each year.

Therefore, the October 2019 base wage increase was determined using the new formula of average union member health care cost. Because the average cost increase per member was .9% over that measuring year, APA members will receive a 2.75% base wage increase in October 2019.

For October 2020, 2021, and 2022, the health care cost increase will continue to be measured using the average union member health care cost increase. As with this notice, once we know the finalized health care cost increase for each measuring year and the associated base wage increase amount we will communicate with the APA membership accordingly.

Further Questions?

We hope that the above information helps inform your understanding of the upcoming annual APA wage increases and fully funded health care coverage. You can review a copy of the entire joint wage and health care agreement on the APA website at:

<http://www.msuapa.org/wp-content/uploads/2018/01/Final-JHCC-MOU-2018-2021.pdf>

If you have additional questions or concerns, please feel free to contact us via email at msuapa@msu.edu or phone us at the APA office at 517.999.4004.