



MSU APA/MEA/NEA  
3474 Alaiedon Pkwy., Suite 400  
Okemos, MI 48864  
(517) 999-4004

### **APA Farewell from President Maury Koffman**

On January 6, 2020, I notified the Executive Board that effective February 3, 2020, I will step down as APA president and chairperson to provide greater time for my personal and family life.

### **ESP Training**

One of the advantages of the APA's affiliation with the Michigan Education Association (MEA) and the National Education Association (NEA) is that we are able to take part in some of the training opportunities to further our local union.

### **Meet Your Fellow APs!**

Meet Halie Albrecht, Financial Aid Officer with the Office of Financial Aid.

### **Introducing Martin McDonough**

Building on the foundation that President Maury Koffman provided.

### **APA Elections**

The APA Nominations and Elections Committee was appointed by the APA Executive Board at its January 14, 2020 meeting. The committee's main objective is to facilitate the elections for the 2020 calendar year.

### **APA Trivia**

Compete for prizes! Find out who won last time.

### Calendar

#### **APA Executive Board**

Meeting open to all members  
February 11 | 2:00 pm

#### **APA Executive Board**

Meeting open to all members  
March 12 | 2:00 pm

■ If you know colleagues who are not receiving the APA Newsletter, encourage them to sign up at [www.msuapa.org](http://www.msuapa.org). ■

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 Farewell from President Maury Koffman**

On January 6, 2020, I notified the Executive Board that effective February 3, 2020, I will step down as APA president and chairperson to provide greater time for my personal and family life.

Since May 2008, I have had the honor and pleasure of serving as our local union president. There are no words that can fully express my gratitude and thanks for the opportunity. Over my 11+ years as president, the APA has grown by more than 1,000 members and expanded our representation to campuses and worksites across Michigan.

Together we have successfully preserved fully funded health care, annual eligible wage increases, a vibrant retirement match, and the first-ever MSU paid parental leave program for support staff that will begin next January 1, 2021.

We developed and launched a membership engagement program that has fostered activism and involvement within our union like never before. And, despite an onslaught of political and legislative attacks on organized labor and the middle class, we have maintained a strong membership. Again, I could not be more proud of the local union we have built together.

In the coming weeks I will be working closely with the APA leadership, members, and the University administration to ensure a smooth transition. Per Article IV, Section 5, of the APA Constitution, APA vice president, Martin McDonough, will assume the position of APA president when I relinquish the role on February 3, 2020.

In addition to having served as our vice president for the last two years, Martin brings a wealth of experience and dedication in the APA including service as an area rep, local grievance chair, APA delegate to the MEA and NEA representative assemblies, as well as extensive work within the broader labor movement. I'm excited to see all the ways Martin helps grow and strengthen the APA.

Again, from the bottom of my heart, thank you for all the encouragement and support over the years.

In solidarity,  
Maury

## ESP Training



One of the advantages of the APA's affiliation with the Michigan Education Association (MEA) and the National Education Association (NEA) is that we are able to take part in some of the training opportunities to further our local union. During the weekend of January 11/12, nineteen different schools gathered to attend the ESP (Education Support Professional): Supporting Our Own Through Peer Mentoring training.

In addition to working on an APA specific project, there was a component of the training which allowed for large group discussions with some of the other schools. We also got the chance to network with two other higher education institutions seated right next to our table. The opportunity to brainstorm and discuss common problems with others in our state and also fellow higher-ed was truly invaluable. We even made some new friends along the way!

*Photo of MSU-APA members Kandy Slack, Sue Brandt, Martin McDonough; MEA UniServ Director Shannon Alston; Jackson College members Nicole Cossum-Ready, Anthony Rana, Kimberly Seaburg; Washtenaw Community College members Lisa Anderson and Sarah Caruso.*

## Meet Your Fellow APs!

**Meet Fellow APA** Halie Albrecht

**What is your job title?** Financial Aid Officer

**How long have you been at MSU?** 2.5 years

**Have you been a member of the APA the whole time?** Yes

**What department do you work in, and can you tell me a little bit about what you do?** I work in the Office of Financial Aid on the Aid Programs/Systems Support team. I assist with system help, Child Care Grant awards, and alternative loans.

**What brought you to your job at MSU?** I was looking for a more challenging role from my previous job and hoping to get more involved with the MSU community.

**What do you love about working at MSU?** I love being able to run with my coworkers during my lunch period. MSU campus is beautiful and has so many routes for us to choose from. I also love that my current supervisors have been so supportive as I complete a second degree in computer programming and analytics while working full time.

**What do you like to do when you are not at work?** I enjoy watching TV on my favorite couch with my favorite husband and our two favorite cats.



*Photo of APA Member Halie Albrecht*

### **Introducing Martin McDonough**

As we have recently learned, our Administrative Professional Association (APA) President, Maury Koffman is stepping aside to provide greater time for his personal and family life. The members of the APA have many benefits thanks to the efforts and skills of President Koffman. His tireless work has also prevented many contrary issues from affecting our current working conditions at MSU.

President Koffman helped to blaze a trail for our union and we will continue that path. I know of few others with his dedication and drive when working for our membership. We wish him every success in his future. Our union remains strong through the efforts of our Executive Board, Area Representatives, and members. I do not foresee any substantial deviations from our current efforts and/or initiatives. The plan is to build on the foundation that President Koffman has provided.

Before becoming your full-time Vice President of the APA, I worked for roughly 7 years as a New Construction Commissioning Administrator, in the Infrastructure, Planning, and Facilities group. This work included an extensive focus on quality control and contract compliance within construction projects on campus.

I am originally from the Lansing area. I completed my undergraduate degree as a non-traditional student at Ferris State, while helping to raise my young family and working full time. I have been married for 33 years. My wife is a MSU Alumni with a graduate degree in Music. She is currently in her 37th year in the education profession as an elementary music educator. We have two grown children. Our oldest is an accomplished musician with a degree in Advertising – Public Relations. Our youngest is in her senior year of an undergraduate degree in English with a minor in Journalism.

I first became interested in becoming more involved in my union through an unfortunate event. While working years ago, as a journeymen refrigeration fitter out of UA Local 174, our young union steward was suddenly gone. The steward's position remained open for several months. In those months I witnessed how fast the working conditions eroded without an active union voice present. Apathy among the members was corrosive to their own well-being. Everyone was looking for someone else to stand up and become their voice. From that event, I understood and adopted the stance that apathy would never be the right approach to offset the never-ending efforts to take away our working rights.

Since becoming a member of the APA I have had a wide variety of union involvements including;

### **APA Roles**

Area Representative  
Area Representative Program Chairperson  
Grievance Committee Chairperson  
Negotiating Committee member for two contract cycles  
Bargaining team member for two contract cycles  
Delegate to the MEA RA  
Delegate to the NEA RA  
Co-presenter at MEA Winter Conference 2019  
Co-presenter at MEA Region meeting 2019  
Legislative Committee member  
Community Based Events Committee member

### **Trainings**

American Arbitration Institute Labor Grievance Processing  
Hunter College – National Center for Collective Bargaining in Higher Education and The Professions  
MEA Leadership summit 2018 and 2019  
NEA Leadership summit 2018 and 2019  
Numerous conference sessions

### **Involvements**

National Council of Urban Education Associations – NEA (NCUEA)

National Council for Higher Education – NEA (NCHE)

As your Vice President I have had the experience of meeting with President Stanley to bring forward working condition concerns. I have been in numerous conversations with several members of the MSU Board of Trustees. My VP role has included meetings with various unit directors to discuss unit specific concerns, grievance hearings, and OIE meetings.

As we move into our future, I invite your input but even more, I invite your involvement with your union. We have many community events and gatherings where we can talk and understand each other's perspectives. The Executive Board members and Area Representatives of your union are listed on our website. They are there to work with you.

This position cannot succeed alone. It takes the support of all the members of your Executive Board, the numerous APA Area Representatives, and especially the members. I look forward to engaging with the members of the APA as we take this next step, together.

In solidarity,

Martin McDonough

*Picture of Martin McDonough, Vice President of the Administrative Professionals Association*



### APA Elections

The APA Nominations and Elections Committee was appointed by the APA Executive Board at its January 14, 2020 meeting. The committee's main objective is to facilitate the elections for the 2020 calendar year. The committee, chaired by Jamie Lynn Marks, shall establish election procedures that guarantee all elections shall provide for open nominations by active members in good standing and voting procedures. The committee is in the process of developing a timeline for nominations and the dates of the March election. This information along with the list of positions open will be posted on the APA website. Please continue to check the website for further information regarding the upcoming elections and to watch for information communicated to APA members in good standing via email.

### APA Trivia

This month's question is either True or False. An employee can review their personnel file at Nisbet to see what a hiring manager would be allowed to see about them.

Email your answer by February 3, 2020 to brandts@msu.edu. Limit of one guess per person. One member who correctly answers will be randomly drawn to win a prize and the winner will be announced in a future 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 the last newsletter winner, Kaylee Joyce who correctly answered \$900 as the dollar amount per year that each APA can use for Professional Development (PD) after the new APA Contract began October 1, 2019. Our new contract language also expanded the use of the \$900 for Professional Development which can now be used for job and/or career related trainings. Keep in mind that your PD funds can also be used for MSU Human Resources approved educational/training programs so if there are conferences that you would like to attend that your department may not have available funds for, it is worth looking into to see if your PD funds can be used for a particular training.