



## [A Word from the APA President](#)

Remote verses on-site work

## [Human Trafficking Movie Event](#)

MEA, upon recommendation from MSU-APA virtually hosted the 90 minute film, Ring of Silence.

## [Your Fellow APAs](#)

Meet Fellow APA member Geronimo Felipe, Information Technologist I.

## [Calling for Advocates](#)

We want you as an Area Representative! Do you have what it takes?

## [Facebook Group for APA Members](#)

Another source for receiving official APA information.

## [MSU-APA Trivia Contest](#)

Be the first to answer both questions correctly and win a MSU-APA gift bag!

Calendar

### **APA Executive Board**

Location TBD

August 10, 2021 | 2:00 pm

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

[www.msuapa.org](http://www.msuapa.org).

## **A Word from our President**

By Martin McDonough, MSU APA President

### **Remote versus on-site work**

Your APA recognizes our members for their capabilities and distinction while responded to the changing world around them. Our members continue to be leaders in how MSU reacts to a worldwide crisis. As our world evolves to a more on-site presence, we have also learned that some tasks can be performed well without a presence on campus. The university recently created a work group dedicated to developing the guidance for departments on how to return staff from remote work. At the time of this article the university indicated that guidance was not fully developed but the APA has learned some departments are already providing their staff with new policies. The basic framework of information that has been provided contains the following points.

The decision regarding returning to on-site work will be made at the department level.

The department should be starting with short term solutions, leaving room to work out any long-term arrangements.

The units should be using the Workplace Decisions Guidance resource to identify what work will return to on-site.

Return dates should consider a notice period.

The returns should be phased to limit the pressure on service integration units.

Communications should be clear and frequent to explain what is happening and when.

Leaders are encouraged to support, encourage, and exhibit self-care and a balance approach to work and personal life to avoid burnout in a flexibility-driven workplace.

When the university closed over a year ago our members had known expectations and routines. As the university tries to return to a sense of normal it can be anticipated that there will be some changes and possibly some new challenges. Working remote discovered new and innovative methods which could become accepted as new policy or procedures. Remote work also helped each of us to discover new capabilities or to learn new skills. A physical presence may not be necessary to succeed at a specific task, but it can create more opportunities for teams and staff to network. Many have expressed a wish to remain working as remote as possible. Other members have hoped for a day to return to the on-site work experience. The new work environment is evolving in a similar way to how APA members worked at the start of the crisis, they can and will be part of creating the new path forward.

The return to work from a worldwide crisis is something many have never experienced. It will be unique and could bring some challenges. The APA members have shown their grit and will continue to do so. To best understand any future plans, members are encouraged to communicate with their departments. If concerns arise, contact your APA.

## **Human Trafficking Movie Event**

By Patricia Hampton, MSU APA Vice-President

On the recommendation of MSU-APA, on May 19, 2021, MEA virtually hosted the 90-minute film, Ring of Silence followed by an educational discussion with human traffic experts. This event had over 150 participants. This eye-opening movie was written and filmed in Michigan by local filmmaker, Nicole Bowers Wallace about human trafficking and the harsh reality that it is happening right in our backyards.

Human Trafficking has been reported in all 50 states, with 80% of the victims being United States citizens. The number one place that predators find their victims, is on a social media site, and 75% of those victims' report being sold online.

Ring of Silence is a narrative-style non-documentary movie released in 2019 based on the real-life experiences of actual trafficked victims as told by law enforcement, educators, health care providers, and victims themselves. This movie was created with the intent of a PG-13 rating, accurately portraying the most common scenario leading to the victimization of both American girls and boys.

This movie was funded through the generous donations of Michigan Genesee County residents to present to high schools, educators, community centers, religious affiliations, and health care providers. To this end, it has been extremely successful!

## Meet Fellow APA Gerry Felipe

By Gerlind Kiupel, Communication Committee Member

- 1. What is your job title?** *Information Technologist I*
- 2. How long have you been at MSU?** *14 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?**  
*Currently, working in Product Services. Team supports Vendor & In-house developed software that MSU uses (Academic Works, CA-PPM, Cashnet, File Depot, FTU, My Soft). I act as a coordinator/liaison between the user and the software vendor for about 4 of the many our team supports.*
- 5. What brought you to your job at MSU?** *Wanted to work closer to home.*
- 6. What do you enjoy most about working at MSU?** *The energy, ambience and diversity of the students, faculty, and staff.*
- 7. What do you like to do when you are not at work?** *Amateur photography, Science Fiction reading, TV shows and movies.*
- 8. In high school I was known for ...**  
*FORTRAN II-D debugging skill in our computer math class + as an assistant to teacher. Developing capability to restore IBM 1620 OS to operation withing 60 seconds, if system went down, for the 3 instructors in our Computer Programming Curriculum at Cass Technical High School in Detroit.*
- 9. People would be surprised to know I am skilled at...** *Playing piano/keyboards, speaking a little Mandarin Chinese.*
- 10. I have 3 rescue greyhounds as pets.**



## *Calling for all Advocates*

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](mailto:phampton@msu.edu)

## New Facebook Group for APA Members

<https://www.facebook.com/groups/apacommunications>

Hello APA members,

Your Communications Committee has a new Facebook group that will allow you to have another source to receive official information from your APA Union. This group is now open for you and we are waiting for you to join.

Listed below are a few things regarding the group that will apply to all members.

- You must be a member in good standing to be allowed to join the group
  - If a member drops off our active member list, their access will be revoked
- This group will be informational purposes only; therefore, members will not be able to post to the group, only the administrators will be allowed to post information to the group.
- Some examples of things that may be posted in the group are:
  - Information about upcoming union events, seminars, and activities
  - Information reminders about benefits
  - Important dates related to HR benefits, elections, and calendar dependent events
  - Photos of members at events

Facebook provides metrics on group activity, views, number of members, and other valuable information. These metrics will be used to evaluate the use and effectiveness of this as a communications channel after **6 months** of activity data is collected. In addition, a survey of interest will be sent to request feedback from members. At that time, the Communications Committee will evaluate allowing members to create and submit posts to the group or create a separate group for discussions and questions from members.

Again, the group is now open for members to request membership. Once you request your membership, an administrator will check your membership status with the union. Once that process is completed, we will allow you access to the group.

Our group can be found by searching for **MSU APA Communications Group** in Facebook

# **MSU APA Trivia**

Posted on June 26, 2021 by Darius Bradley

## **APA-MSU Trivia Question of the Month**

On the MEA members only website found here <https://mea.org/login/> , there is a coupon available for use at Office Depot/OfficeMax. What is the maximum percentage the coupon is worth?

**Please submit your answer by Wednesday August 25, 2021, at 5pm.**

**There will be a random drawing from the entries with the correct answer, the person will win a giftbag from MSU-APA.**

**Please send your answers to Darius Bradley at [bradley9@msu.edu](mailto:bradley9@msu.edu)**

**\*\*MSU-APA Board members and Area Reps are not eligible to participate in the contest.\*\***