



MSU APA/MEA/NEA
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APA held events in the near future

Calendar

APA Executive Board

MEA HQ

January 10, 2023 | 2:00
pm

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

Happy Holidays From MSU APA

Posted on December 16, 2022 by Darius Bradley

YOUR MSU APA IS WISHING YOU AND YOUR FAMILY A

VERY HAPPY HOLIDAY SEASON!!!



Whatever is meaningful and brings you merriment, may it become yours during the holidays and throughout the coming year.

This entry was posted in Newsletter. Bookmark the permalink.

A Word from the APA President

Posted on December 16, 2022 by Darius Bradley

By Martin McDonough

What Unions Mean to Our Current World

Recently, someone newly hired to an MSU APA position told me, “I don’t know what being part of a union really means.” That statement reflects the reality of our current labor force. There are generations who have never been exposed to the positive impacts of an organized labor group. For many decades, the narrative surrounding unions has leaned in favor of the management perspective. The political and legislative efforts supported that stance. In reality, unions bring a balance of power to our work lives.

With the impact of the COVID crisis, our work-life relationship has changed. The industrial model of labor still exists in many markets but as APA members, a more political model works better for our needs. This model is not about political affiliations but more about advocating for the value our members bring to MSU. The news headlines have been filled with stories of many small employee groups voting to become unionized. They are taking the brave steps to empower their own voices and to stand up for their dignity and safety.

We often hear individuals tell us that they can do it alone, and feel they don’t need to be part of the union. While we have no doubts in their talents and skills, we do know that you should have equal footing in the negotiation environment. An individual against an entity the size of MSU is not equal footing. The university’s initial response to COVID is a recent example of what we’re up against. They approached the organized labor groups and stated that they needed flexibility to deal with the crisis. They wanted to negate all bargaining agreements and their associated benefits. It was stated that the university would be the ones who would decide when those rights would be returned. Only the power of our collective voices stopped this in its tracks. Anyone standing alone at that time had little to no choice, but our members rallied as one. Reality is that no individual can achieve alone what a group can accomplish. Together, we pool ideas, resources, and enough energy to preserve and grow our primary goals of dignity, security, and safety.

Being part of a union is a survival skill constantly exhibited in nature where flocks of birds, schools of fish, and a swarm of bees use their collective size to thwart threats. The empowerment that comes from being part of a team is fundamental to any successful movement toward change. We work together to improve our work-life balance and that is more important now than ever before.

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UD's Corner

Posted on December 16, 2022 by Darius Bradley

A Note from your UniServ Director

In case you have not yet heard, I will be concluding my work as the APA UniServ Director (UD) shortly. I am moving into a new role at the MEA as a Zone Director. I wanted to take this opportunity to say thank you to the APA for allowing me the pleasure of serving as your UD for the last three years. I have truly enjoyed being part of the APA Family and advocating for you and your rights during that time. A special thanks to the APA Officers and the Executive Board for putting their trust in me during a time when the world and the university were in constant flux. The true power of unions become most evident in times of uncertainty and TOGETHER we made it through the worst of the pandemic. I will miss working with you every day, but our paths will certainly cross again.

Shannon Alston

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A note from our DEI Committee

Posted on December 16, 2022 by Darius Bradley

APA DEI Committee

By Elbony Hawkins

January	National Mentoring Month
January	Poverty in America Awareness Month
January	Slavery and Human Trafficking Awareness Month
1-Jan	New Year's Day
4-Jan	National Braille Day
7-Jan	Christmas (Eastern Orthodox)
16-Jan	World Religion Day
17-Jan	Martin Luther King, Jr. Day
	MLK calendar of events: https://inclusion.msu.edu/awards/mlk-commemorative-celebration/mlk-calendar.html
18-Jan	Mahayana New Year (Buddhist)
24-Jan	International Day of Education
26-Jan	International Customs Day
27-Jan	International Holocaust Remembrance Day
February	American Heart Month
February	Black History Month
1-Feb	February 1 – National Freedom Day
1-Feb	February 1 – Chinese New Year (Year of the Tiger)
4-Feb	February 4 – Rosa Parks Day

8-Feb	February 8 – Safer Internet Day
14-Feb	February 14 – Valentine’s Day
15-Feb	February 15 – Nirvana Day (Buddhist)
15-Feb	February 15 – International Childhood Cancer Day
20-Feb	February 20 – World Day of Social Justice

MSU Events & Honorable mentions

- 43rd Annual Dr. Martin Luther King, Jr. Commemorative Celebration at Michigan State University, “*Living with Purpose, Promise, Perseverance*” – Thursday, January 12, 2023 through Friday, January 20, 2023
- In alignment with the [Diversity, Equity and Inclusion Report and Plan](#), University Communications and the Office for Institutional Diversity and Inclusion are proud to share the [Inclusive Guide](#).

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Your Fellow APAs

Posted on December 19, 2022 by Darius Bradley

Meet Fellow APA Member Mark Zebrowski

By Gerlind Kiupel, Communication Committee Member

1. What is your job title? **Executive Assistant to Vivian Leung and Heather Rindels**
2. How long have you been at MSU? **2.5 Years(June 1st, 2020).**
3. Have you been a member of the APA the whole time? **Yes! I've been a proud union member any time it has been an option for me.**
4. What department do you work in, and can you tell me a little bit about what you do? **I work in University Advancement, supporting two Executive Directors who oversee many of the fundraising groups connected to MSU's colleges and other units (such as our museums). I manage their schedules, run reports, assist with annual planning and performance reviews, and organize interviews when we are working to fill an open position.**
5. What brought you to your job at MSU? **My wife is working as a postdoctoral researcher here at MSU, so we moved to Lansing after she finished her PhD in 2020.**
6. What do you like to do when you are not at work? **I became a dad back in May, so when I'm not at work, I'm almost always spending time with my daughter, Phoebe. I do still like to watch tv when I get a chance (my wife and I really liked The White Lotus), or play a game: I have a pretty substantial board game collection.**
7. In high school I was known for **writing and oratory. I went to a few national speech and debate tournaments.**
8. People would be surprised to know I am skilled at **I'm not sure I'd say "skilled," but I like to sing, and I used to do karaoke pre-pandemic (and pre-parent!). I can also hold my own on a pool table.**
9. I have **one pet, a grumpy old tortoiseshell cat named Tagalong.**
10. I like **all kinds of music, mostly rock and pop. I'm a big fan of Ben Folds, Joe Jackson, The Dresden Dolls/Amanda Palmer, Radiohead . . . also, Les Miserables, Hamilton.**
11. My favorite area restaurant is **probably the People's Kitchen** and my favorite dish is **pizza, though I miss the New Haven-style pies we would get back in Connecticut. Slice by Saddleback comes close. Totally different, but Buddy's is great, too.**
12. My hobbies include **games, all kinds of games: board games, puzzles, video games, sports (though I'm not much of an athlete). I'm a big Baltimore Orioles fan.**
13. My favorite junk food is **popcorn because it's delicious and there are so many varieties. The popcorn at Horrocks is great, also Cravings in Old Town. Zoobie's Tavern makes truffle**

popcorn that's pretty addictive.

Here's Phoebe and me from a couple months back. I thought about sending one of just her!



Mark Zebrowski with daughter Phoebe

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Calling All Advocates – Area Representatives Needed

Posted on December 16, 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 December 16, 2022 by Darius Bradley

Tuesday, January 10 @ 2pm – 5pm

MSU-APA Executive Board Meeting

MEA HQ

Tuesday, January 17th @ Noon

Virtual MEA/NEA Member Benefits

Tuesday, February 21st @ Noon

Virtual MEA Financial Services on Retirement

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