

APSS NEWSLETTER

November 1, 2017

Volume 8, Issue 5

2017-2018 EXECUTIVE BOARD

President
Becky Bakale

Vice-President
Rhonda LeMieux

Chief Alliance Steward
Cheryl Fischer

Secretary
Michelle Holsteg

**Union Business & Financial
Director**
Hollie Rago

Membership Director
Joyce Sullivan

Communications Director
Erica Baker-Bringedahl

Website:
apssgvsu.org

INSIDE THIS ISSUE:

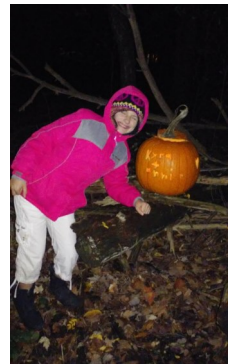
Fall News	1-2
Union News	3
Health & Wellness	4
HR Workshops	5-7
Dates	8

This newsletter is published
monthly.

For submission information
contact Erica Baker-Bringedahl
at bakereri@gvsu.edu.

November

Cassandra Hinzman - I have taken my twins Kylee and Kyra to Post Family Farm in Hudsonville on Bauer for the play area. Also for the pumpkin spice donuts (a must have! They have the best by far!) and apple cider slushies. The play area is much larger than it used to be. We met one of their friends from school there and all the kids went on a hayride also. They also have a corn maze there (did not do it this year though).



Bev Nyhuis - Carol Gielow and I along with our boss Tom Owens and our Grad Assistant Lucas Treadwell volunteered at the Kids Food Basket. Our office has been collecting money for juice boxes for them for a few years now and we've been decorating lunch sacks for the organization to fill for hungry children. Had a great night and if anyone wants to spend some time helping our community, please look them up!



Janet Potgeter - October has been a busy month! My husband and I took a long-planned trip out west to see our son and some national park scenery. We had 90+ degrees in AZ and a snowstorm in Yellowstone.

Michigan is the best though! I had another great long weekend road-tripping with my mom. We stayed off the expressways and hugged the west coast all the way up to Mission Point Light House, and Harbor Springs. We stopped at many of the scenic overlook spots and enjoyed the color. The lakes are at high water levels, so if you haven't been to the northern Lake Michigan shore for a few years, it looks different. Cheers!



Erica Bringedahl - Halloween is my favorite holiday! My kids enjoy my enthusiasm and help with decorating the house, trick or treating, pumpkin carving, apple picking, corn maze, etc. We are a busy family in October.



UNION NEWS



Highlighting updated contract language

You wanted improved opportunities for advancement. We got it twice over!

1. New contract language provides an opportunity to advance a PSS member to an open position in a higher classification without posting the opening. **Section 8.5**
 2. Departments will have the opportunity to post the position internally first. **Section 8.5**
- In addition, each search committee interviewing for a PSS position will have a PSS member on the search committee. **Section 8.5**

You asked for stress relief and greater opportunities for work/life balance.

We made the following improvements!

3. Overtime hours are now paid over 40 hours in a week not 8 hours in a day. This allows you the opportunity to flex your hours within the week to attend family functions you might have missed before. **Section 10.6**
4. New PSS employees will begin accruing the .077 vacation hours per pay. In the past, new PSS employees accrued at a lower rate until their 5th year of employment. **Section 12.2.1 A**
5. You can carry over 200 earned vacation hours into the New Year. **Section 12.2.1B**
(If you are near retirement the vacation payout is 160 hours)
6. Continuation of our generous Salary Continuation benefit. **Section 12.3**
7. Retirement benefits – A lock on your retirement benefit costs through 2023. **Section 12.4**
8. You received a 2% pay increase from the University on October 1st. Don't forget to complete the requirements for development pay. Development credits explained in **Appendix A**

HEALTH & WELLNESS WORKSHOPS & INFORMATION

2018 OPEN ENROLLMENT

Are you ready to enroll? Don't forget! The Benefits Open Enrollment registration is now open through November 8th at 5pm. The 2018 annual benefits open enrollment is your opportunity to take a closer look at your benefit options. Follow these three easy steps:

1. Anytime: [visit our website](#) to review all of your benefit options for 2018
2. October 24-November 8: Enroll in your benefits by logging in to [ebenefits](#)
3. Print your detailed confirmation statement

NEW THIS YEAR! Sign up for the [Healthy Choices wellness program](#) during your enrollment. Visit the [2018 Open Enrollment webpage](#) to review your benefits.

"THE HOW AND WHAT OF MINDFULNESS"

Monday, November 20, 2017 12:45 PM - 1:45 PM

LOCATION

233 Center for Health Sciences

In this engaging workshop, you will learn how and what you need to do to be mindful in everything. These techniques will be helpful for anxiety and also to increase overall enjoyment of life experiences. There will be an educational piece as well as opportunities to practice and discuss how the skills are relevant to your personal and professional roles.

Presented by Elisa Salazar, LMSW, GVSU Work Life Consultant.

Register online www.gvsu.edu/sprout

A blue square logo with the word "MINDFULNESS" in white, stacked vertically in all caps.

HR WORKSHOPS

Creating Inclusive and Welcoming Communities in a Time of Division

Friday, November 3, 2017 from 8:30-3:00 PM

Cost: \$50 for currently enrolled students & GVSU faculty/staff, \$99 for community members

We are proud to present our 21st Annual Multicultural Seminar, Creating Inclusive and Welcoming Communities in a Time of Division. We hope you will join our speaker, Deepa Iyer, on November 3rd.

Creating Inclusive and Welcoming Communities in a Time of Division is a day-long conference to explore how we can create more inclusive and equitable communities, classrooms, and campus environments. Deepa Iyer, Senior Fellow at the Center for Social Inclusion will facilitate conversations that explore the effects of implicit bias, structural racism, Islamophobia, and anti-immigrant sentiment, as well as best practices and ideas that can foster inclusive, safe, and equitable communities.

Approved for PSS Development Credit.

Teach-In: Power Privilege and Difficult Dialogue

Thursday, November 9, 2017

8:00 AM-9:00 PM

Kirkhof Center, Allendale

DeVos Center, PEW

For a complete schedule visit www.gvsu.edu/Teach-In

Approved for PSS Development Credit.



HR WORKSHOPS CONTINUED

Queer & Trans 101: A Training for Allies

Monday, December 4: 1:00 – 3:00 PM – 303C DeVos – Pew

Are you interested in learning how you can grow as an ally to the LGBTQIA+ community? Join us for this informative and interactive training. Participants will explore the concepts of gender, sex and sexual orientation; learn about systems of oppression impacting LGBTQIA+ people; and, learn practical strategies to create more inclusive spaces. The LGBT Resource Center offers numerous trainings per year. Registrations are accepted until we reach capacity or until 5PM the day before the training is scheduled, whichever occurs first. Join us and learn more about your own power to create positive change on our campus, in the community, and in the world.
Approved for PSS Development Credit.

Interpersonal Effectiveness presented by Elisa Salazar:

Tuesday, November 14 – KC 2201

1:00 – 2:00 PM

Wednesday, November 15 – 302E DeVos

1:00 – 2:00 PM

This training will help participants communicate effectively and will provide specific tools to address barriers to effective communication. This training will help participants develop tools to have difficult conversations and set themselves up to have the most success in asking for what they want. These tools will be helpful when communicating with people from diverse backgrounds or different disciplines. Furthermore, participants

will learn how to prepare for these conversations by working through a specific script that will help them hone in on their message. Participants will learn how to use mindfulness to manage emotions that can come up and interfere during interpersonal communication. As a result of this training, participants will also learn how to validate and listen more effectively. All participants will be able to use real life examples to role play and practice using the skills learned. Approved for PSS Development Credit.

GVSU Mom's Network – Grand Rapids (formally What Mommies Do Best – Downtown)

12:00 – 1:00 PM

Thursday, November 30

303C DeVos

Kin-Keeping - The Invisible Work That Leaves You Exhausted:

Join us for a discussion on the busy-work* and worry-work* that silently saps your time and energy. We will discuss the concepts of kin-keeping and invisible work often, but not always, completed by women. Our conversation will also include work-life balance and self-care. *Credit: Jeana Jorgensen of Foxy Folklorist

Please register on [Sprout](#).



2017-2018**Building Representatives**

Cheryl Bronner 1-3327
Student Service-1st floor

Tami John 1-2350
Kirkhof Cntr

Bill Grimaldi 1-3859
Alumni house, Service &
Central Utilities

Carol Talsma 1-7323
Cntr of Health Sciences,
Michigan Health Hill,
& 515 Michigan

Barb Ellis 1-8611
Copy Center, Laker Store, &
Kindschi

Cheryl Anderson 1-3482
Lindsey Burns 1-2186
Mac- A-D

Deb Rotman 1-2566
Calder, Superior, & Arts cntr

Mark Saint Amour 1-2530
Manitou & Fieldhouse

Hollie Rago 1-3426
Honors, Connection, Zumberg &
Lake Michigan

Janet Potgeter 1-8531
Henry, Holton Hooker, &
Padnos

Joyce Sullivan 1-3730
AuSable & Lake Huron

Autumn DeRoo 1-5936
Kennedy, Eberhard, Ferguson

Patti McCarthy 1-6751
DeVos 1st & 2nd floor

Sandra Jennings 1-6848
Bike Factory
Seidman Center

Jacquelyn Abeyta 231-995-1858
Holland, Muskegon &
Traverse City

Vicki Helgeson 1-2630
Library-Allendale campus

Vicki Wenger 1-3898
Lake Ontario Hall

Lindsay Bogi 1-3266
Student service 2nd & 3rd floors

Patrick Perry 1-6202
DeVos 3rd & 4th floors

Members Relations Team
Cheryl Fischer-Chair 1-3000

Michelle Duram 1-3298

Vicki Helgeson 1-2630

IMPORTANT DATES

Daylight Savings Time End - November 5

Thanksgiving break - November 23-24

No classes - November 22-24

SUGGESTIONS FOR UPCOMING ISSUE

Looking to share Thanksgiving photos and activities you did during break. If you have anything to share, email Erica by November 29.

NOVEMBER DATES**Birthdays**

6 - Susan Brunell

7 - Jo Ann Shelton

7 - Julie Noto

19 - Sue Palazzolo

22 - Ericka Orduna Rivera

22 - Rhonda Lemieux

28 - Tammy Tobar

GVSU Anniversary

3 - Carrie Shoup

6 - Amanda Reader

7 - Sue Palazzolo

11 - Shawn Evans

14 - Ronda Huster

15 - Susan Brunell

17 - Sandee Snyder

23 - Coreen Bedford

26 - Cheryl Lillibridge

Wedding Anniversary

Cheryl Fischer

3 - Cheryl Lillibridge

18 - Sara Walker

26 - Rafael Juarez-Yuen



Thinking of You Cards:
Do you know someone
who is off work because
of surgery, illness, or
accident? Please let
Deb Barko know. She
will send a card from
our Association.

If you would like your
birthdate, GVSU
anniversary, and/or
wedding anniversary
published in the
newsletter email Erica at
bakereri@gvsu.edu.