

**APSS Meeting  
February 8, 2018  
KC 1104  
12:00 p.m.**

**Minutes**

- I. Call meeting to order – 12:05
- II. Roll Call – Becky Bakale, Erica Baker-Bringedahl, Lindsay Bogi, Cheryl Bronner, Lindsey Burns, Barb Ellis, Cheryl Fischer, Bill Grimaldi, Vicki Helgeson, Michelle Holstege, Tami John, Rhonda LeMieux, Patty McCarthy, Janet Potgeter, Deb Rotman, Mark Saint Amour, Joyce Sullivan, Carol Talsma
- III. Approval of January meeting minutes – no questions or comments raised. Motion to accept the minutes as written – motion 2<sup>nd</sup>, and carried.
- IV. Presidents Report –
  - a. Thank you to all that are participating in the heart month. Records has a number of hearts purchased – H & W appreciates it.
  - b. Received a list of staff that are not on track to get their development credit by September were emailed by Becky. About 50 people between 2.5 and the 3.5% rates. There was a glitch in the system where the staff to the supervisor link may not worked which meant they were not approved, it is hopefully fixed by IT. If your class was removed, reapply.
  - c. Elections – we have 4 positions on the Exec. Board up for election, VP, Secretary, Membership Chair and Membership Treasurer. Board members discussed their roles and what the position entails. If anyone is thinking about an office please talk with one of the officers in the role to get some information.
- V. Treasurers Report – Written report was given. Balances were verified on 2/5/18 by Becky. Motion to accept the report as written, motion 2<sup>nd</sup>, motion carried.
- VI. Membership Report – written report given.
  - a. The member highlighted had a change and became a new active member. One person was not on HRO's list, so as building reps. Thank you for noticing when we have changes, new staff etc. so we don't miss people. BB – look at the location, if a member has moved, then you can make sure your members are up to date as well.
  - b. How many members are now RTW – 4 people are off the RTW list and 3 became members of the APSS.
  - c. Motion to accept the report as written – motion 2<sup>nd</sup>, motion carried.

- VII. Communications Report – H & W paper hearts, Erica has a display at her window – they are only \$1.00 per heart, great way to spread awareness. Laker Store is also selling them for H & W, Event Services is selling them too. If there are any other collaborative efforts please let Erica know.
- VIII. Member Relations Report – we have a RTW staff member that needed assistance, VH was very good with that person, they were so happy with the assistance that they joined the union. That situation has been resolved. We do not have any grievances. We do have someone out on medical, the member has been off for 3 months, and every time the member was to return, the doctor gave an extension. The University has now required that this member see one of GVSU's doctor which is their right per FMLA, the physician did not agree with the member's doctor. That person now has the right to get a 3<sup>rd</sup> physician opinion and that decision will be binding. The key is that the member taking that 3<sup>rd</sup> option, then forfeits their pay until the diagnosis is in the member's favor by the 3<sup>rd</sup> physician. If that physician agrees with the university that member will not receive their pay, if the opinion supports the member, their pay will be reinstated retroactively. It doesn't matter if they can be placed in another spot, they have to come back and be able to do the job. For example if a person goes to long term they can come back to a position that they are qualified to do. We can also request a package if the person chose to resign based on the 3<sup>rd</sup> physician. There are things we can do to assist. I am being more detailed so you will have an example of what this position entails. The university and the supervisor have the right to accept any limitations. They do not do a 2<sup>nd</sup> opinion every time, only on cases that the university feels a 2<sup>nd</sup> opinion is warranted.
- IX. Building Representative Reports –
- X. Old Business
- XI. New Business
  - a. Benefits committee update – we just had a meeting and they will not be releasing the 2020 plan information in advance of 2019 like normal due to potential for enrollment challenges in the future.
  - b. Scholarship – Michelle will be meeting with University Development to talk about how we can grow our scholarship. If you know of any businesses that we work with, retirees etc.

Meeting adjourned 1:08 p.m.