

APSS Meeting
March 14, 2019
KC 1104
12:00 p.m.

Minutes

- I. Call meeting to order 12:02
- II. Roll Call – Becky Bakale, Lindsey Burns, Bill Grimaldi, Michelle Holstege, Tami John, Rhonda LeMieux, Patrick Perry, Janet Potgeter, Hollie Rago, Deb Rotman, Mark Saint Amour, Joyce Sullivan, Cheryl Bronner, Patti McCarthy
- III. Approval of February meeting minutes – no questions presented – motion to accept the minutes – motion 2nd and carried.
- IV. Presidents Report –
 - a. Nomination forms are out – even though someone is currently in the position, they still need to be nominated.
 - b. Received some calls regarding personality/attendance issues in offices. I appreciate the leadership, but we want to make sure that we are role models for the members we represent and the students that watch how we behave. Try and be the positive role model in your office. Make sure we are being that example.
 - c. With Carol retiring they have contacted us and are looking at the duties of her position.
- V. Vice President Report –
 - a. Upcoming Student Employment partnership. We co-sponsor Indulge Day, Thursday April 11th – I KC 1 – 3 we will offer chair massages through Campus Rec and Health and Wellness – 2215/16 we will have movie day, Mean Girls – popcorn and candy and games. We do need volunteers – possibly 2 or 3 for that timeframe of 1 – 5 p.m. There will be similar program at DEV C in the interview area – it will be popcorn and candy due to the facilities there – 2 – 4 p.m. is the timeframe.
- VI. Treasurers Report –
 - a. Written report received. Balances verified on March 12 by Becky Bakale.
 - b. Motion to accept the report as written, motion seconded and carried
- VII. Membership Report
 - a. Written report provided
 - b. There is a promotion of PSS to AP that is not on the Feb. report
 - c. Motion to accept the February Membership report, seconded and carried

VIII. Communications Report –

- a. Her position is up for election, she is not running for the role again.

IX. Member Relations Report

- a. Very busy with a new association grievance. We also have another member grievance that is being worked through. We have used our attorney for these and he has been extremely helpful with the 2 situations.
- b. Appreciate the calls and outreach that I am receiving from our Building Reps. We are able to resolve some situations before they get to a grievance stage. It allows us to communicate with HRO and our members.

X. Building Representative Reports

- a. What are HRO's thoughts on the union right now? Bargaining will be coming in two years. RL - There are some new staff in HRO now – I think that still have a good relationship. It is a learning process for some of them. We represent a large number of people and I believe that is important. Sometimes the grievance is a necessary process. Sometimes there are benefits that occur from this process. BB – In times it makes them look at the employee and not always the employer. Sometimes a one-sided view can cause issues. I hope that we can continue the relationship between both groups.
- b. LB – three calls this week regarding significant budget cuts and it is causing panic for the members. Flexible schedules are no longer an option (which is departmental). They are looking at vacancies strongly before they post them. We have not heard anything about flexible work arrangements, but again it is with departmental /supervisor approval. Budget cuts are a concern due to the number of FTIAC students, and the funding from the previous administration. Not sure where state funding stands with a new administration for State. We need to be mindful of the potential for changes, we also need to know what you are hearing so that we can address any issues as they arise. I think the university realizes that you have to have a person in an office but it may be strategic in how they address positions. BB – I looked back in comparison to a few years ago, there is only a couple that have not been filled. That is why it is important for you to pay attention. There is also concern because of the elimination of a position with a person in that role. We are working with HRO to find an open position.
- c. Katie Haynes make take Janet's building rep position since she has moved to JHZ.
- d. Inclement Weather question – 1 person contact HRO about receiving SCK and never received a response. If you are approved for a vacation or sick it is what is first given. It is a labor relations issue and may be payroll. Luann did request we send out a second email about the vacation or sick use as opposed to weather.
- e. HRO has asked on occasion that we email our members regarding their seminars or services on campus. We don't want to flood our members with emails.
- f. Question regarding job descriptions – member has been in role for 2 years, was supposed to assist supervisor with scheduling students, that is now their sole responsibility. Member can request a reclassification at anytime. It is a process but if the manager supports it – it would be an easier process. All updates on job

description will be of January this year. Required qualifications were updated in January – not job duties.

XI. Old Business

- a. A few members will talk about retirement, a letter was sent to 52 past retirees a list of questions. Have been receiving great feedback. How do you reach that goal, financially is it a good decision etc. It helps to get us thinking about retirement for others that are asking the questions as they prepare.
- b. We are canceling the April 11 meeting – due to the events on that day. Then in May we will meet again. The April 11 luncheon is sponsored by HRO, so you will see many of them at that luncheon.

XII. New Business

Meeting adjourned by 12:55 p.m.