

**APSS Meeting
October 10, 2019
KC 1104
12:00 p.m.**

Minutes

- I. Call meeting to order 12:07
- II. Roll Call – Becky Bakale, Lindsay Bogi, Coreen Bedford, Megan Eding, Bill Grimaldi, Katie Haynes, Michelle Holstege, Tami John, Rhonda LeMieux, Patti McCarthy, Patrick Perry, Hollie Rago, Deb Rotman, Mark Saint Amour, Joyce Sullivan, Vicki Wenger
- III. Approval of September meeting minutes – no discussion on minutes as presented. Motion made to accept the meeting notes as presented. Motion seconded and carried.
- IV. Presidents Report
 - a. The Luncheon has Greg Sanial speaking about the direction of the university, what is our direction, where is our enrollment at currently, hopefully there will be some positive messages shared.
 - b. Been quiet – still working with Maureen in HRO they are close to hiring a staff relations director.
- V. Vice President Report
 - a. Calendars are ready for folks to take them, he will bring some to the luncheon
- VI. Treasurers Report
 - a. Written report presented.
 - b. Balances were verified on 10/9/19 by Becky Bakale.
 - c. Our November meeting is when we will review the financial statements, we filed an extension since we are supposed to file by 11/15 and our meeting is 11/14. Our accountant is working on this right now.
 - d. If we have extensive resources we checked with Development we could donate to the PSS Scholarship.
 - e. Motion to accept the report as presented, motion made, seconded and carried.
- VII. Membership Report
 - a. Written report given.
 - b. You can give the forms, we will not take dues from them until after probation if indicated on the form. We cannot really represent a probationary employee as they are at will until they complete their probation.
 - c. Are we looking at charging RTW staff if we have to represent them? RL – we are looking at that issue, but we have to consider the state law. We contractually represent them to a point, if we do past that point there would be a cost.
 - d. Motion made to accept the written report, motion seconded motion carried.

VIII. Communications Report

- a. Erica started to add items to Dropbox, because she was the owner we could not remove her from that box. I emailed all the board the invites to that new dropbox. It is the free version. Will look into the cost of upgrading, we are at 1GB now and can have up to 2GB under the free service.

IX. Member Relations Report

- a. It has been quiet there is no report.

X. Building Representative Reports

- a. No concerns or questions

XI. Old Business

XII. New Business

- a. Coreen is here to discuss Bargaining 2020. Our contract expires 10/1/2020, we are starting to gather data, please add her to the membership and financial data. We are looking at how our members are feeling about our past contract. Handed out survey that will go to the members the day of the banquet. From the survey we then look at how it fits into the contract, changing demographics of our members, their classifications etc. If there are any comments or questions please either contact Coreen or email the new apssbargaining@gmail.com email. The survey will close out at the end of the month. The demographics keep us from being blind to people in different ranges of employment or life situations. Should we look at more than age, which is more of a work environment and outside of the realm of bargaining. We do have some time to alter the survey. What do you feel will be a hot button issue? Concerns over salary continuation.
- b. Question about salary continuation – I have all the documentation, showing the appointments etc. Anyone over 48 hours in a 6-month period is flagged, the union is then sent the report, and they can dispute that some had bereavement, surgeries etc. The supervisor has approved and is aware while approving Ultratime. If the union is not aware it is sent to the supervisor. You can also do FMLA intermittent as well with HRO.
- c. Becky will send a reminder to the building reps a note to remind their members. Sean will give the information at the luncheon and hopefully after that it will be sent to all the members. Take extra cards from the luncheon and refer members to that email address to send concerns/questions/ideas.
- d. The information on the survey is held confidential, the non-union members will have an opportunity to send them a survey just for them so that they can see what we do bargain. We can then take a look at those numbers separately. I do not believe that there will be many changes from years past, on the days we bargain, we would like to rally our members.
- e. Discussed pcard administration – and the procedures /tone etc. of communication. If you have a concern please share it with Coreen. We cannot address issues if we

are unaware. There could be an issue in administration vs academic use of the pcard. Deb R. did have that occur as well.

- f. Dues for the bargaining year – what is the timeframe I would suspend them from 9/1/19 – 10/1/20 for the bargaining team.
- g. Benefits Committee update – there are no changes to the HSA triggers, there is no coordination with auto insurance, also the life insurance benefit will increase based on the most recent RFP.
- h. Discussed the luncheon – we are down in attendees from 2018, we will purchase more gift cards totaling up to 1000.00. For all cost so far of the event 7639.00 with a budget of 10,000.
- i. Discussion held regarding account balance for the APSS.

Meeting adjourned 1:10 p.m.