

APSS NEWSLETTER

The latest news & updates from GVSU's APSS Union & its Members

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MEGAN EDING

This newsletter is published monthly. For submission information contact **Megan Eding** at edingme@gvsu.edu.



Visit our website:

apssgvsu.org



MEMBER SHARES

Deborah Barko - I am planning on flying to Sarasota, Florida and visiting with my sister for the week.



Reda DeYoung - My husband and I are driving to North Carolina the week before spring break. We are going to visit our nephew and his family in Fayetteville for a few days, then we'll be heading to a vacation rental near Wilmington with another North Carolina friend for the rest of the week!



MEMBER SHARES, CON'T

Shelby Harrison - For Spring Break this year, my family and I are going to Hawaii. My dad was diagnosed with stage 4 bile duct cancer in 2018 and it was his dream to take my family to Hawaii as part of his bucket list trips. About seven months ago, we were unsure if he'd make it to March for our big trip, but over the past three months my dad's health has improved tremendously. He has less than a hundred cancer cells left and he hasn't had chemo since December. This trip to Hawaii will be an amazing one since my dad is doing better. We will be going to Oahu and the big island of Hawaii. We are snorkeling, seeing Pearl Harbor, pineapple tour, beer and coffee tours, hiking, whale watching, sky diving, boat rides, laying on the beach and helicopter rides during our stay. I am so excited! We leave February 27th!

Bob Kozminski - I have officially announced my last day of work at Grand Valley State University will be March 6, 2020. On that day, I plan to retire. I am excited about this new chapter in my life but wanted to take this opportunity to thank all of the Officers and Members of the Alliance of Professional Support Staff for their leadership and support while working at Grand Valley State University. I have genuinely enjoyed my 25 years of employment with the University Libraries and will miss everyone when my retirement day comes.

Wish Bob luck at his retirement gathering on March 5, 2020 from 2:00-3:00PM in LIB 030.



HR WORKSHOPS

The following five (5) workshops have been approved for PSS Development Credit:

1) Social Media Overview for GVSU Administrators

Presented by Meagan Saxton, University Communications

Approved for **Non-Technical** credit

This session will be an overview of social media platforms and how to use them to leverage your messages. We will also discuss best practices for each platform and GVSU's social media guidelines.

Wednesday, March 4

10:30AM - 11:30AM

2266 KC

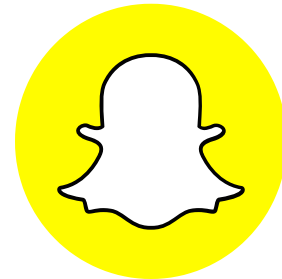
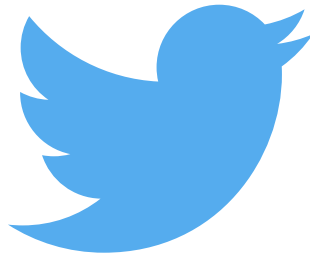
Allendale

Wednesday, March 11

2:00PM - 3:00PM

203D

Pew



2) Emotional Strength Conditioning: Growing and Building Emotional Muscle as a Change Management Strategy

Presented by Human Resources

Approved for **Non-Technical** credit

We understand the importance of physical conditioning. What about emotional conditioning? How strong and resilient are we during stressful and trying times? How do we handle the constant pressure to perform in rapidly changing environments?

This training focuses on strengthening and conditioning our emotional well-being, by caring for ourselves both responsively and proactively. Much like a physical regimen, the experience intends to build emotional muscle, develop endurance, provide psychological resources, and increase behavioral flexibility.

After successful completion of this program, participants will:

- possess THINKING tools for self-growth, healing, and self-compassion
- be able to apply emotional strength tools to dealing with change
- leave having started or completed a personal emotional strength and conditioning plan
- receive a gentle push towards taking ACTION in areas of life that need care and attention

Tuesday, March 10

8:30AM - 11:30AM

302E DEV

Pew

****waitlist****

HR WORKSHOPS

3) Understanding the Cycle of Socialization

Presented by Inclusion and Equity

Approved for **Non-Technical** credit

"Privileged groups use difference to maintain their privileged position while at the same time denying that any differences exist." Participants will explore dominant narratives and their connection to creating and maintaining inequity. The Cycle of Socialization is a theory and resource created by Bobby Harro, which explains the ways in which individuals receive messages about social identity throughout their lives. In this workshop, facilitators will travel through the cycle; giving examples from their own lives. Participants will explore and reflect on messages received they have received throughout their lives. The goal of this workshop is for participants to gain an understanding of the differences between personal, cultural, and institutional messaging around social identities and systems, as well as allow them an opportunity to reflect on ways they have been socialized and identify the lasting impact.

Tuesday, March 10	1:00PM - 3:00PM	2263 KC	Allendale	**waitlist**
Tuesday, March 17	1:00PM - 3:00PM	611 EC	Pew	

4) Interfaith 101

Presented by Kevin McIntosh

Approved for **Non-Technical** credit



In 2015, the Interfaith Youth Core and the Association of American Colleges and Universities put out nine practices for interfaith excellence and included in them "building interfaith competence and capacity among staff and faculty members." This session will attempt to help with this competency and will explore what interfaith is and how participants can become interfaith leaders. This session will explore key interfaith concepts such as pluralism, religious literacy, and others.

At the end of the session participants will:

- Be able to define key terms around interfaith
- Learn more about religious literacy
- Think about when their identity around religion is the most salient

Tuesday, March 24	10:30AM - 12:00PM	2201 KC	Allendale
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HR WORKSHOPS, CON'T

5) ANDY MASTERS TRAINING: College Customer Service

Presented by Human Resources

Approved for **Non-Technical** credit

This important program is based on Andy's award-winning book "Kiss Your Customer", and illustrates how to apply proven customer service principles at all levels of staff, faculty, and administration, without sacrificing academic integrity.

Importantly, concepts include all "internal" and "external" customers which every department on campus serves. Andy also shares success stories from colleges across the country who have embraced this "student as customer" philosophy, decreasing customer frustration and dissatisfaction, while enhancing a positive "word-of-mouth" reputation within the community.

In this era of social media, texting, and college online review sites—customer service has NEVER been more important in the history of higher education.

Wednesday, March 25	9:00AM - 10:30AM	2204 KC	Allendale
Wednesday, March 25	1:00PM - 2:30PM	122E DEV	Pew



Register today for these workshops on [Sprout](#).

HR WORKSHOPS, CON'T

GVSU Allendale Dad's Network

Thursday, March 12

12:00PM - 1:00PM - KC 1247

A Dads Group is a great place for finding resources. We each have our own set of issues, stressors, and problems to survive daily. Sometimes it can all be overwhelming, to say the least. But when you attend a dads support group, one thing does become incredibly clear...You are not alone, all of us have similar issues to deal with. Join other GVSU dads or grandfathers for interesting, lively, and humorous discussions on being a father!

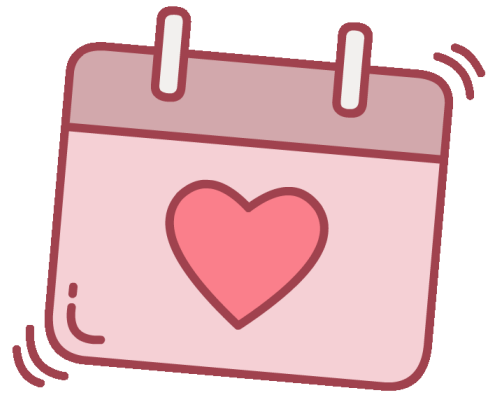
Dad!

GVSU Allendale Mom's Network

Tuesday, March 17

12:00PM - 1:00PM - JHZ 1012

Join GVSU Faculty and staff parents and caretakers for monthly discussions, presentations, and fellowship. We strive to create a positive place and space for learning, sharing and balancing professional and caretaking responsibilities. On Tuesday, March 17 we'll be discussing date night tips! Lunch will be provided.

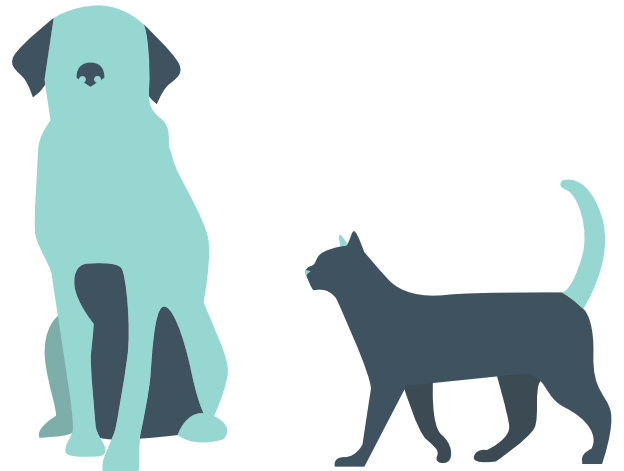


GVSU Allendale Pet Network

Thursday, March 19

12:00PM - 1:00PM - KC 1247

The group will focus on connecting pet parents and how we can support one another in owning a pet. This session is "Guide to Homemade Pet Food." Join us to discuss about healthy fruits and vegetables for your pet and how to make edible treats for your pet. Feel free to bring any "pet food recipes" you have to recommend!



Register today for these workshops on [Sprout](#).

BENEFITS AND WELLNESS

How Higher Education in the Region is Powering the Healthcare Workforce

On Friday, March 6 from 8-9:30am, the Health Forum of West Michigan will be discussing the influence of higher education in healthcare.

The Health Forum engages health care practitioners, health care and business administrators, educators, students, and community members in critical health-related conversations that are pertinent to our communities. For more information and to view the speakers, visit the [Health Forum](#) webpage. Register now!



2020 Amway River Bank Run

Join us for training sessions at the Kelly Sports Center

Every Tuesday beginning February 18th through April 28th
12:00pm—1:00pm

There will not be a sign-up on sprout or any sort of structured class. Just come out and run!

****Ambassadors please post in your buildings and share with anyone you feel would benefit from this information ****

Contact Kay Hart (hartkay@gvsu.edu) with any questions

2020 Amway River Bank Run

As many of you are aware Lindsey DesArmo is out on leave so Kay Hart has taken over the Corporate Challenge for the 2020 Amway Riverbank Run. Click the link below to register if you would like, feel free to pass it along to your departments. Just search **Grand Valley State University** and put in the password **20raceteam**. There are many distances to choose from, 5K walk, 5K run, 10K run, and of course, the BIG one, the 25K. You can choose whatever race best fits your fitness level.

<https://runsignup.com/Race/Register/RaceGroup-719902?raceId=11072>

Anyone and everyone is invited to join the team. We do get a \$5 discount and the use of the Hospitality Suite located in the DeVos Center the day of the race.

We will have training sessions at the Kelly Sports Center every **Tuesday beginning February 18th and running through April 28th from noon-1pm** for anyone interested in getting in a training session. There will not be a sign-up on Sprout or any sort of structured class. Just come out and run!

UNION NEWS



What are Development Credits?

Becky Bakale - Any program directed at improving both non-technical and technical job performance and awareness may be considered and approved as a development credit.

Each year of employment you advance a step on the wage scale. After you have reached the 4th step (which usually equals four (4) years of employment) you will need to begin earning your development pay. You will need to complete one approved PSS development course within three (3) years to be eligible to receive a 2.5% wage increase, this can be either a technical or non-technical credit. You will need to sign up on the Sprout system to attend seminars. By clicking on the “more information” tab you will see if you would earn a technical or non-technical credit.

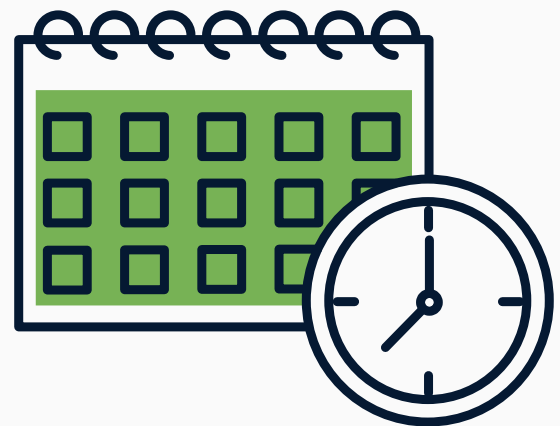
Easy Explanation: Simply attend an approved development course each year!

- If you started your employment here at GVSU at a higher step level you will need to start earning your development credits sooner than 4 years.
- Usually at your 16th year of employment you will need to take 3 approved development courses to earn a 3.5% wage increase. Out of the 3 courses you have to earn at least one technical and one non-technical.
- After attending the seminar you will need to log onto www.gvsu.edu/pssdev using your network login to submit approval for the course - make sure you add comments.

Planning ahead! If you need to take leave...

Joyce Sullivan - If you find yourself planning a medical leave, or if you are suddenly thrust into one, you may have your union dues suspended for the duration of your short- or long-term leave. Please advise me (sullijoy@gvsu.edu) of the dates you plan to be away from your job, as soon as possible. You must notify me in order to have the dues suspended, and to have the dues deduction begin again when you return to work. The stipulation for this benefit is found in the APSS Constitution, “Section 3.10 Members on Short-Term and Long-Term Disability upon notification of the Membership Director, union dues are waived once a member begins short-term or long-term disability.” Without timely notification to the me, paid dues cannot be reimbursed to you or suspended retroactively. So please plan ahead, if possible!

- Joyce Sullivan, APSS Membership Director



UNION NEWS, CON'T

Union Elections

Thinking about getting involved with the APSS Union? Our nominations for Vice President, Secretary, Chief Alliance Steward, and Membership Director will begin the 2nd full week of March.

Vice President

The duties of the Vice President are to assist the President in the work of her/his office. In the absence of the President, the Vice President shall preside at all meetings. The Vice President, with written authority of the President or by Executive Board action upon the inability of the President to fulfill her/his office, may be authorized to perform all the duties otherwise performed by the President. In case of resignation or death of the President, the Vice President shall perform all the duties otherwise performed by the President until the vacancy is filled as provided for in this Constitution. The Vice President will serve as Executive Board liaison with Union Representatives and liaison with Human Resources as a member of the Reclassification Joint Review Committee.

Secretary

The Secretary shall act under the direction of the President and the Executive Board and shall make or cause to be made a correct record of proceedings of all membership meetings and of all Executive Board meetings. The Secretary shall be responsible for the preparation, publication and distribution of Executive Board minutes at the meeting subsequent to their taking. The Secretary shall have the responsibility of maintaining safe all contracts, books, records and other property of the APSS Union not delegated by this Constitution. The Secretary coordinates Executive Board and General Assembly meetings.

Chief Alliance Steward

The Chief Alliance Steward serves as the front-line representative of the APSS members and Grand Valley State University. The Chief Alliance Steward is responsible to interpret the contract, protect conditions and violations of employment as well as the security of the APSS positions. The Chief Alliance Steward meets regularly with representatives of GVSU Human Resources to discuss and ameliorate issues raised by members and to maintain an open and constructive dialog while maintaining confidentiality. The Chief Alliance Steward serves as the chair of the Member Relations Committee and has the responsibility of appointing, training and assigning cases to the Alliance Stewards (2). The Chief Alliance Steward has the authority to process a grievance up to and including APSS Union legal action.

Membership Director

The Membership Director shall maintain membership records, dues correspondence, and shall be responsible for member enrollment and all membership related information.

If you have questions on any position, please contact our President, Becky Bakale via email: bakaler@gvsu.edu.

OTHER NEWS

Save the date!

Wednesday, May 13

11:30AM - 1:00PM - KC Grand River Room

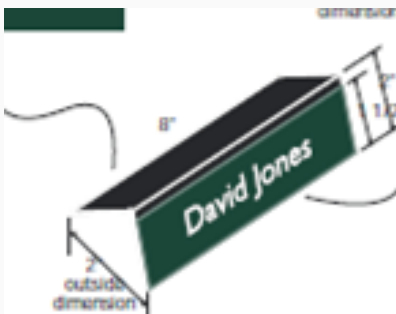
The PSS Development Committee invites you to save the date for the annual PSS Appreciation Luncheon. A formal invitation email will follow.



From the Sign Shop:

Please return any tent or cubicle signs that you may have to the Sign Shop at the Service Building. Thanks!

Justin Petersen
Facilities Planning
Grand Valley State University
P: 616-331-3141



OTHER NEWS, CONT

Faculty Staff Campaign Kicks Off

Each year, Grand Valley faculty and staff set the gold standard for university giving with over 50% participating in our annual campaign. Over 125 volunteers come together across campus to help bring awareness about opportunities to support our Lakers. This year's campaign will run **February 17th through March 6th**.

This year, a new element to the campaign allows individuals to achieve extra impact for their favorite area on campus. Thanks to the incredible generosity of the Faculty Staff Campaign Advisory Cabinet, (3) \$280 Challenge Gifts are available! To be entered into the raffle, a faculty or staff member must make a gift (any size, any designation qualifies) between February 17 and March 6. Those with current, sustaining payroll deductions will be automatically entered in the raffle. Following the conclusion of the campaign, three faculty and staff members will be drawn and get to designate an additional \$280 Challenge Gift to a Grand Valley fund of their choice.

Together, our generosity has a broad and direct impact on our students. Last year, we supported over 200 different areas on campus. No matter the size or designation, your participation makes a difference for our students. For questions or more information, please visit www.gvsu.edu/giving/facultystaff.

Thank you to all the campaign volunteers:

Linda Anderson	Pam DeGlopper	Monica Johnstone	Clayton Pelon	Linda Stratton
Sharalle Arnold	Christine Demichieli	Elizabeth Joyce	Jenna Poll	Daphnea Sutherland
Janet Aubil	Gregg Dimkoff	Jalyn Kamp	Pam Potter	Karel Swanson
Mary Bair	Elizabeth Doyle	Lynnette Keen	Ross Reynolds	Heather Tafel
Deb Barko	Henry Duitman	Charlie Keider	Samhita Rhodes	Annukka Thelen
Bryan Bickford	Abraham Eapen	Shaunna Kelder	Mary Richardson	LeaAnn Tibbe
Suzanne Bierlein	Mike Eichberger	Kyle Kooyers	Donijo Robbins	Bev Trampler
Jen Hsu-Bishop	David Eick	Sean Lancaster	Doug Robideaux	Lanya Tran
Andrew Bixel	Barbara Ellis	Alissa Lane	Scott Rood	Natalie Trent
Matt Boelkins	Richard Ewing	Travis Love	Angela Ryan	Linda VanDenBrink
Lindsay Bogi	Irene Fountain	Beth Macauley	Walter Sa	Kathleen VanderVeen
Andrew Booth	Steve Glass	Tory Martin	Mark Schaub	Amirah Vosburgh
Tim Born	Rita Grant	Pam May	Kim Schmidt	Jeroen Wagendorp
Sherry Bouwman	Kate Harmon	Patti McCarthy	Jim Seufert	Pat Waring
Katie Branch	Katie Haynes	Kelly McDonell	Ashley Shannon	Paul Weaver
Josh Brandsen	Vonnie Herrera	Bart Merkle	Edward Simon	Naida Weinert
Ranelle Brew	Deborah Herrington	Mike Messner	Robert Smart	Sara Wheeler
Tonya Brown	Careena DeMull-Hillard	Lisa Miller	Sue Smith	Greg Wilson
Luanne Brown	Brent Holmes	Kerry Mohney	Steve Smith	Kathleen Wright
Brandie Bulthuis	Michelle Holstege	Lisa Morningstar	Ryan Smitt	Yan Yu
Lindsey Burns	Barbara Hoogenboom	Paul Mudde	Bobby Springer	Darlene Zwart
Tom Butcher	Brooke Hotchkiss	Dawn Nagelkirk	Scott Stabler	
Lisa Campione	Autumn Hubbard	Shannon Owen	Paul Stansbie	
Camille Curtis	David Huizen	Kristofer Pachla	Mike Stoll	
Sonia Dalmia	Sonja Johnson	Charles Pazdernik	Liz Storey	

Thank you to the Faculty Staff Campaign Advisory Board:

Deborah Bambini	Careena DeMull-Hillard	Jennifer Palm	Donijo Robbins	Paul Stephenson
Jeanine Beasley	Gregg Dimkoff	Paul Plotkowski	Betty Schaner	Natalie Trent
Sherry Bouwman	Elizabeth Doyle	Kellie Pnacek-Carter	Mark Schaub	Amirah Vosburgh
Jeffrey Daniels	Michelle Holstege	Jenna Poll	John Shinsky	

2019-2020 BUILDING REPS

CHERYL BRONNER	X13327
STU, 1ST FLOOR	
TAMI JOHN	X12350
CAC & KC	
BILL GRIMALDI	X13859
AH, CUB, & SER	
MATT COLLVER	X15583
CHS & RFH	
BARB ELLIS	X18611
KHS & LMP	
LINDSEY BURNS	X12186
MAK & NLC	
DEB ROTMAN	X12297
AGS, LHH, LSH, & PAC	
MARK SAINT AMOUR	X12530
FH & MAN	
HOLLIE RAGO	X13426
CON, JHZ, LMH, & NMH	
KATIE HAYNES	X13006
HHLC, HRY, & PAD	
JOYCE SULLIVAN	X13730
ASH	
AUTUMN DEROO	X15936
EC, KEN	
PATTI MCCARTHY	X16751
DEV, 1ST & 2ND FLOORS	
VACANT POSITION	
BICYCLE FACTORY & SCB	
VICKI HELGESON	X12630
LIB	
LINDSAY BOGI	X13585
STU, 2ND & 3RD FLOORS	
VICKI WENGER	X13898
LOH	
PATRICK PERRY	X16202
DEV, 3RD & 4TH FLOORS	
VACANT POSITION	
HOLLAND, MUSKEGON, & TRAVERSE CITY	

MEMBER RELATIONS TEAM

RHONDA LEMIEUX	X13268
CHAIR	
CHERYL FISCHER	X13000

IMPORTANT DATES

Spring Break (no classes) - March 2-6

Daylight Savings begins - March 8

St. Patrick's Day - March 17

Spring Equinox - March 19

UPCOMING ISSUE

Share some delicious recipes (or any other news) with **Megan** at edingme@gvsu.edu by 5:00PM on Thursday, March 26.

MARCH DATES

BIRTHDAYS

4 - Sandra Matthews

5 - Bob Kozminski

7 - Charlyn Worthem

9 - Linda Schmidt

10 - Maria Jaramillo-
Gonzalez

13 - Jay Zink

18 - Robyn Toth

19 - Jennifer Glaab

GVSU ANNIVERSARY

1 - Ashley Riley (10 yrs)

1 - Angie Ryan (16 yrs)

6 - Denise Gross (5 yrs)

9 - Cherilyn Denomme (14 yrs)

17 - Barbara Plumb (29 yrs)

18 - Shelly Micho (25 yrs)

18 - Johanna Swanson

19 - Megan Eding (2 yrs)

WEDDING ANNIVERSARY

Michelle Duram (35 yrs)

Thinking of You Cards:

Do you know someone who is off work because of surgery, illness, or accident? Please let **Deb Barko** know at barkod@gvsu.edu. She will send a card from our Association.

If you would like your birthday, GVSU anniversary, and/or wedding anniversary published in the newsletter, or if you have suggestions for an upcoming issue, email **Megan Eding** at edingme@gvsu.edu.