

APSS NEWSLETTER

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

IN THIS ISSUE:

| | |
|--------------------------------|----------------|
| MEMBER SHARES | P. 1-6 |
| HR INFORMATION | P. 7-8 |
| BENEFITS & WELLNESS | P. 9-10 |
| UNION NEWS | P. 11 |
| DATES | P. 12 |

2019-2020 EXECUTIVE BOARD

PRESIDENT

BECKY BAKALE

VICE - PRESIDENT

MARK SAINT AMOUR

CHIEF ALLIANCE STEWARD

RHONDA LEMIEUX

SECRETARY

MICHELLE HOLSTEGE

BUSINESS & FINANCE DIRECTOR

HOLLIE RAGO

MEMBERSHIP DIRECTOR

JOYCE SULLIVAN

COMMUNICATIONS DIRECTOR

MEGAN KOEMAN-EDING

This newsletter is published monthly. For submission information contact

Megan Koeman-Eding at edingme@gvsu.edu.



Visit our website:

apssgvsu.org



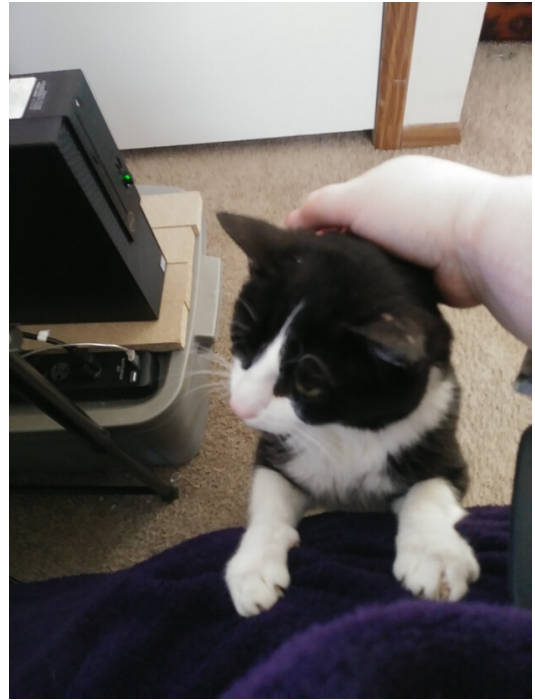
MEMBER SHARES

Johanna Swanson - My 'coworker' Sasha doesn't understand personal space and won't social distance. I call her my fuzzy little toddler because she won't leave me be right now...



MEMBER SHARES, CON'T

Cassandra Hinzman - My current co-worker demands attention while I'm logged in working from home. The ways I keep working from home interesting is maintaining my breaks and trying to take them at specific times. With being on a work schedule that makes things a little easier. But days have been running into each other. My kids have been fantastic with me working from home. It is definitely hard not leaving the house. But I only venture out about every 5 days to get milk and some groceries. My kids have gotten some sunshine and so did I over the weekend. We just sat in our drive-way enjoying the rays.



Mary VanPopering - Comfy outfits, my husband growing a beard, and at home haircuts.



Mary giving her kiddo, Xavier, an at-home haircut



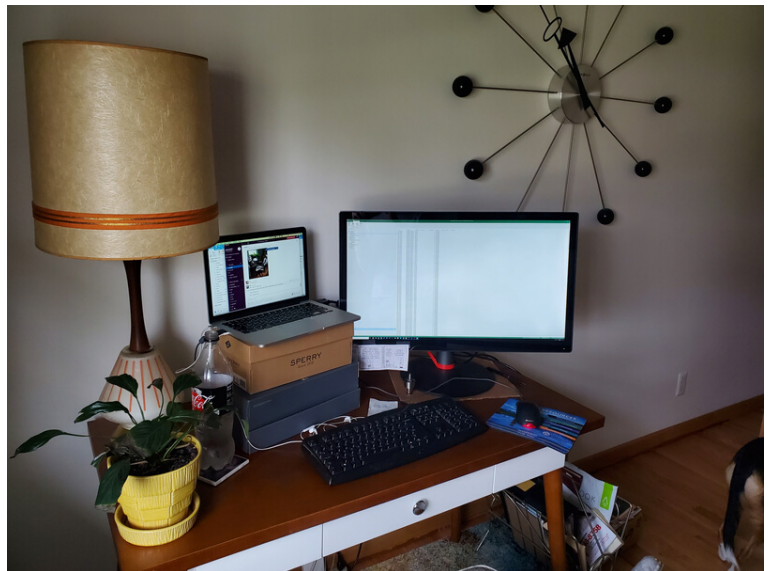
Mary's husband, Mitch

MEMBER SHARES, CON'T

Julie Noto - In my off time I've been working on my indoor garden and canning chicken, beef and potatoes.



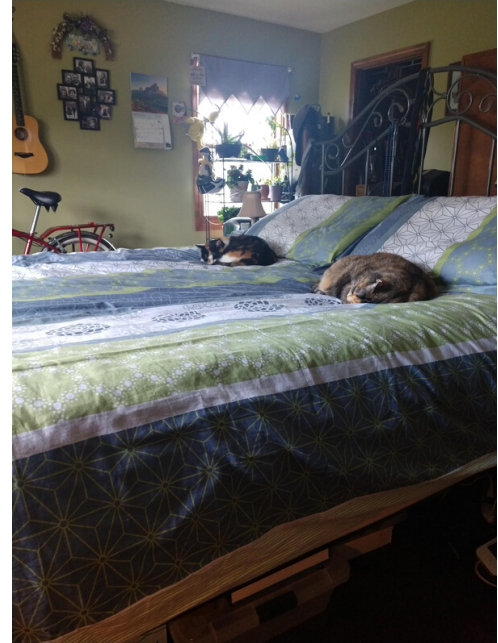
Megan Koeman-Eding - Both my spouse and I are working from home, so workstation space is limited! I've commandeered the kitchen table, which affords me views of mid-April snow (yuck!!). Cody, who is a Network Systems Engineer here at GVSU in the IT Department, has taken over our home's personal office space.



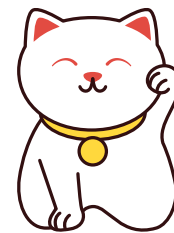
MEMBER SHARES, CON'T

Carol Gielow - I had to improvise my workstation by keeping my screens at desk level versus on top to keep my neck from getting sore. So I pulled out my drawer and set a drawing board on top to extend my desk surface. It works very well. Also, I can keep my eye on nature as a red cardinal thinks he's fighting his opponent in his reflection in my window.

My co-workers are usually sleeping on the job and have no desire to help me. I will give them credit for social distancing.

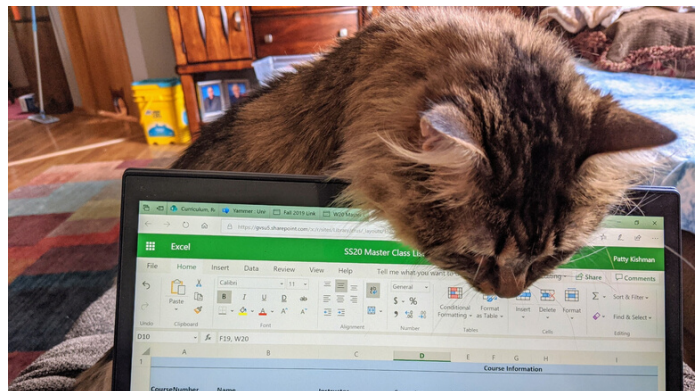


Mia and Snickers



Patty Kishman - My coworker, Cleopatra.

Hey there,
whatcha
workin' on?



MEMBER SHARES, CON'T

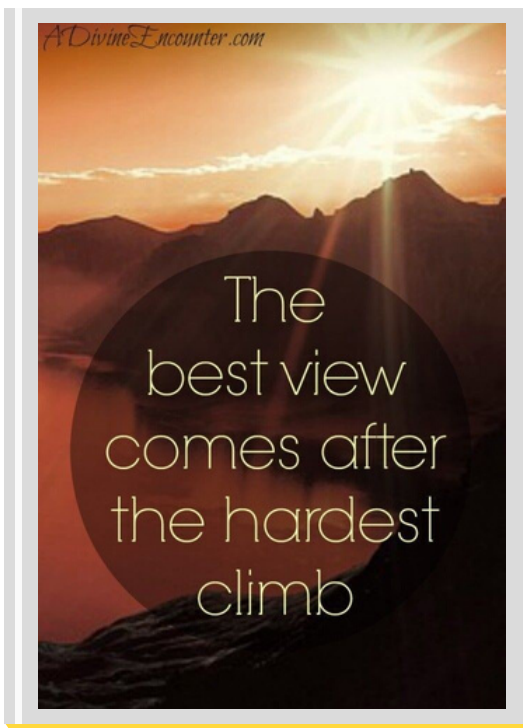
Lolita Salindong - My assistants are in 'yin yang' formation to create balance within our work environment, resulting to positivity! My workstation is very comfy and since my laptop is tiny, I cast the screen onto my big screen t.v. to get a bigger view.



Handel and Knight



Tammy Brasic - Some encouragement...



Kate Knopp - Our son Ethan was finally discharged from the NICU and now home with him. Born on 2/19/20.



MEMBER SHARES, CON'T

Susan Brunell - Hello to all my GVSU friends. Just a quick note to say goodbye and I will miss so many of the dear friends I have made over my 20+ years! I retire as of May 1, 2020. We have sold our Allendale home and we will hit the trail for sunny Arizona mid-May! We are moving to an active 55+ resort community called Robson Ranch (google it). The current world situation has shaken us to the core but stay strong and Laker On! Best to everyone!

*Best of luck,
Susan!*



PSS Development Committee - Unfortunately the 2020 PSS Appreciation Luncheon, originally scheduled for May 13, has been cancelled due to the Stay at Home, Stay Safe Order currently in place by Governor Whitmer.

We recognize that many of us look forward to attending the luncheon each year and connecting with our friends and colleagues, we encourage you to take some time on May 13 to connect virtually with one another.

In addition, the committee, along with Human Resources, has been working hard on an appreciation project for the PSS community, we look forward to sharing something special with you on May 13, be sure to keep an eye on your email!

HR INFO & WORKSHOPS

Lakers Working Together Web Page

To build a culture of well-being, the HR team has created a number of resources and tools available for appointing officers, supervisors, employees and parents. Check out our Lakers Working Together page (gvsu.edu/hro/lwt) for numerous work life resources, and our Supervisor Resources page (gvsu.edu/s/1kL) for more. Read the full GVSU article: gvsu.edu/s/1kJ.

Families First Coronavirus Response Act

To continue to meet the needs of our current situation, we are adapting and adjusting our operations continuously. What is not changing is that Grand Valley State University employees will continue to get paid during this unprecedented time. There will not be an interruption in benefits for our benefits-eligible employees. The **Families First Coronavirus Response Act** enacted by the Department of Labor went into effect April 1, 2020. The act is meant to assist you during COVID-19 by providing additional leave options. These new options are available through Dec. 31, 2020. [View your employee rights under the act here.](#)

New leave options (outlined below) include:

- Emergency Family and Medical Leave Act (EFMLA)
- Emergency Paid Sick Leave (EPSL)

EFMLA - The federal government has expanded this option to provide up to 12 weeks of partially paid coronavirus-related family leave. Eligible employees may take this leave if they are unable to work or telework due to the need to care for a minor child whose school or daycare is closed, or daycare is unavailable, due to COVID-19.

EPSL - This new act provides eligible employees up to 80 hours of fully or partially paid leave for the following reasons:

- you are subject to a government-ordered quarantine or isolation order related to COVID-19
- you have been advised by a health care provider to self-quarantine due to concerns related to COVID-19
- you are experiencing COVID-19 symptoms and is seeking medical diagnosis
- you are caring for an individual who is subject to a government-ordered quarantine or a health care provider's recommendation to self-quarantine
- you are caring for a child whose school or place of care has been closed due to COVID-19
- you are "experiencing any other substantially similar condition specified by the Secretary of Health and Human Services in consultation with the Secretary of the Treasury and the Secretary of Labor."

More details can be found on [our website](#).

HR INFO & WORKSHOPS, CON'T

GVSU Specific Guidance:

Please work with your supervisor to determine the appropriate work arrangement for you. As of April 1, 2020, we are tracking hours not worked during COVID-19. There is no change to how we have recently asked you to record your time. If you are not ill, we are asking you to continue to enter time not worked in Ultratime with the code “WEA” for all of the following:

- COVID-related absences for quarantine
- Family Care related to COVID (i.e., caring for an ill or quarantined family member)
- Child care due to closures of schools
- Lack of Work (remote work is not viable for the role, but employee is not ill)

If ill, hourly staff members should cease working and, and time should be recorded in UltraTime under salary continuation. If the hourly employee’s balance is exhausted, supervisors/employees should contact Natalie Trent for additional guidance. If you are out ill for any “flu-like” symptoms or are out for more than 10 days for any illness, contact Natalie Trent immediately to self-report. Short term disability or long-term disability may apply.

We encourage you all to check <https://www.gvsu.edu/coronavirus> often for updates on all topics, and <https://www.gvsu.edu/hro/covid-19-human-resources-faq-1036.htm> for HR information.

GVSU Mom's Network

Facebook Group

Please search for “GVSU Moms Network” on Facebook and ask to join. We are using this platform to bring moms together from all campuses of Grand Valley. Let’s be a resource and sounding board for other GV working moms. Please use this group to ask questions, share resources and have a little fun.

facebook



BENEFITS AND WELLNESS

Virtual Fitness Options

An update on the fac/staff group exercise schedule:

1. Spring session is canceled
 - a. Our [website has been updated to include links](#) to our YouTube channel as well as some instructor and studio Facebook pages for virtual workouts. We will be adding new workouts weekly.
2. At this time, summer session is scheduled per usual (June 22-August 21, no classes week of June 29)
 - a. [Registration is open and the calendar is online](#)
 - b. When we do begin on-site classes, we may have to abide by guidelines to stay safe and prevent spreading the virus. This includes the possibility of limiting participant numbers, following social distancing and wearing masks. I'll keep you posted on what that looks like when we know more. As of now, we are keeping the same schedule.
3. For those who were registered for the winter session II and spring sessions, you will have the opportunity to prorate to a summer and/or fall session. Another email will be coming with details.

During this time, staying physically active helps us all stay healthy and well. In addition to the virtual options and summer fitness classes a few other resources to note:

1. The second 2 Mile Fun Run/Walk with GVPD is scheduled for June 24th. Stay tuned to the [Farmers Market webpage](#) for updates.
2. Our annual six week virtual [Team Up to Be Active Challenge](#) begins June 1st. Grab a colleague and get moving!
 - a. This program utilizes [Priority Health's](#) online activity challenge tool. Did you know, you can use the online tool to create your own challenge at any time to stay motivated with colleagues or friends and family?
 - i. Log into Priority Health as a member, go to the Healthy Living tab on the homepage
 - ii. Click on the well-being hub; you'll be redirected to a new site
 - iii. At the well-being hub, hover over "menu" and click on "Create your own program"
 - iv. You can create a program for yourself or a group
 - v. The tool has the ability for users to sync their devices to the platform. [Learn how to connect your device.](#)



BENEFITS AND WELLNESS, CON'T

Encompass Resources:

Check out the [Employee Newsletter from Encompass](#) featuring the following topics:

- COVID-19: Reducing Fear & Anxiety
- Maintain Healthy Lungs
- Try An Addiction Medicine Physician
- Improve Depression With Talk Therapy

Tips for Keeping Kids Healthy at Home

Based on available evidence, children do not appear to be at a higher risk for COVID-19 than adults, but it's still important to take care of their well-being. Here are a few tips from Encompass to [help prevent children from getting sick and keeping them socially connected](#).

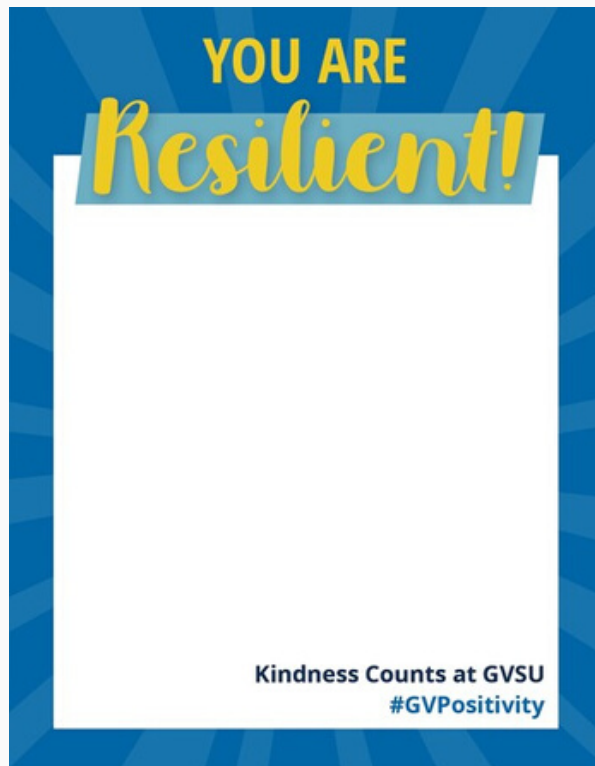
Webinars

Resilience and self-care and parenting during turbulent times webinars. Visit the [All One Health blog](#) to view all recorded sessions and download accompanying materials.

Call: 800-788-8630 | Visit: [MyLifeExpert.com](#) | Company Code: gvsuni

ENCOMPASS EAP
An AllOne Health Company

GRAND VALLEY
STATE UNIVERSITY
HUMAN RESOURCES



New! Send Virtual Kindness Cards

Research reflects that even the smallest gestures of kindness make a big impact. Givers and receivers of kindness experience relief of pain, stress, anxiety and depression, in addition to lower blood pressure, improved overall health, a slowed aging process, and increased levels of happiness.

So why not make someone's day by sending a [virtual Laker Kindness Card](#) today!

Download a card and spread some #GVPositivity!

UNION NEWS



Shawn Evans - The APSS Bargaining Team continues to meet weekly in a virtual space to examine survey responses and contractual language. We've been in contact with Deb Sanders (co-Chair of the University's Bargaining Team), have requested some initial data for our continued analysis, and remain focused on our work while we await an opportunity to engage in this work in a different environment.

Please don't hesitate to reach out to us at apssbargaining@gmail.com if you have any additional questions, concerns, or suggestions.



2019-2020 BARGAINING TEAM

CHAIR

SHAWN EVANS

EX OFFICIO

BECKY BAKALE

MEMBERS

CHERYL FISCHER

MICHELLE HOLSTEGE

TAMI JOHN

RHONDA LEMIEUX

LEGAL COUNCIL

JOHN KARAFI

EMAIL

apssbargaining@gmail.com

Becky Bakale - Dear Members,

I miss being on campus. I hope this newsletter finds you and your family healthy.

I appreciate each of you learning to work in a different way and working from home. TOGETHER, we will get through this!

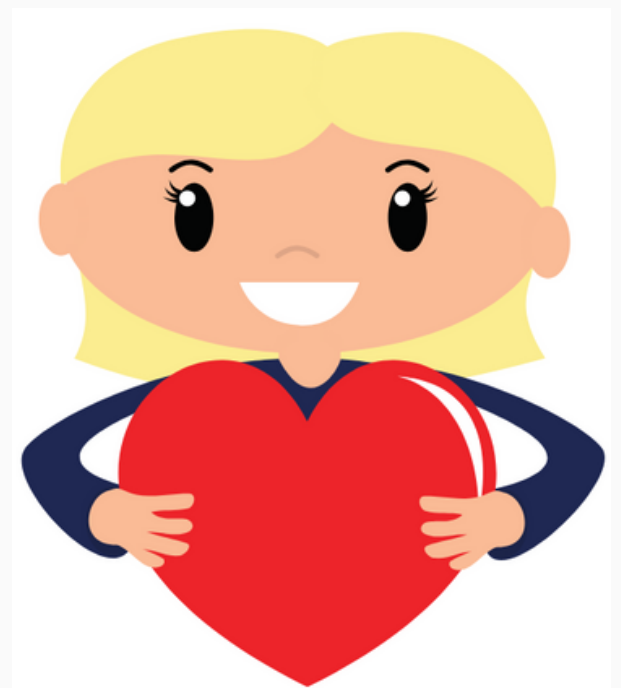
I think soon we will be making our way back on campus and then soon after we will be welcoming our students back.

I look forward to each step! As we continue to work through these changes, reach out to me if you have any questions or concerns. I am here for you rather on campus or at home.

See you soon! 😊

Sincerely,

Becky Bakale
APSS President



2019-2020 BUILDING REPS

| | |
|---------------------------------------|---------------|
| CHERYL BRONNER | X13327 |
| STU, 1ST FLOOR | |
| TAMI JOHN | X12350 |
| CAC & KC | |
| VACANT | 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

First day of spring classes - May 4

Mother's Day - May 10

Memorial Day - May 25

UPCOMING ISSUE

Share any encouraging/positive news and/or summer plans with **Megan** at edingme@gvsu.edu by 5:00PM on Wednesday, May 27.

MAY DATES

BIRTHDAYS

4 - Cassandra Hinzman

14 - Melissa Kurek

9 - Cherilyn Denomme

GVSU ANNIVERSARY

7 - Melissa Kurek

23 - Jennifer Stamate-Carey

29 - Terri Kenney

WEDDING ANNIVERSARY

4 - Janet Potgeter

9 - Susan Brunell (33 yrs)

16 - Erika Baker-
Bringedahl (11 yrs)

21 - Charlyn Worthem (34
yrs)

23 - Jay Zink (34 years)

25 - Krystal Vanden Bosch
(7 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 Koeman-Eding** at edingme@gvsu.edu.