

APSS NEWSLETTER

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

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This newsletter is published monthly. For submission information contact

Megan Koeman-Eding at edingme@gvsu.edu.



Visit our website:

apssgvsu.org



MEMBER SHARES

Diana Briggs - Here's a pic of our 3 cats (Easy (all white), Spooky (white with spots) , Beebs (orange taby)) enjoying the sun on our Catio.



MEMBER SHARES, CON'T

Victoria Stubbs - Here are two photos of my 4-year-old Boxer, Daphne, and our Boxer, Max, who recently passed away. We rescued Daphne four years ago from a shelter in Chicago. She was found roaming the streets of the South Side of the Chicago in January 2017. Through the weird connected world of Boxers owners/lovers, her information was shared with us, and the next day, we were at the shelter in Chicago with our 8-year-old Boxer, Max, so we could see how the two would get along. Daphne (who was only being called "Girl" at the time), absolutely LOVED Max from the moment they were introduced. It was so sweet seeing 75lb Max (our gentle giant) let this tiny, emaciated 7-month-old puppy from the street wiggle and love all over him. It truly was love at first sight. Daphne came home with us two days later, and she and Max were BFFs up until Max's passing in March 2020.

Daphne definitely hit the jackpot in joining our family. She's remained a rather tiny Boxer, only weighing in between 45-50lbs, but don't let her sweet face and small stature fool you. She's got a BIG personality, definitely thinks she's a watchdog, and gives a pretty sassy side-eye on the regular. Like all Boxers, Daphne thinks she's a lap dog and she's glued to our side most of the time, but we wouldn't have it any other way!



Linda Anderson - Teddy is a 1 year old mixed breed, with a brindle coat and webbed feet. He is a rescue from the Allegan County Animal Shelter. Teddy is a 70 pound, solid muscled, lap dog. He has graduated from two training classes and has learned basic commands. He is really good, 90% of the time. The other 10 % he is an exuberant puppy, a bandit, and kitchen counter surfer. Teddy does not love winter and has been shivering since November. We are both looking forward to spring.

MEMBER SHARES, CON'T

Rafael Juarez-Yuen - Meet Oreo (Tuxedo Cat) and Silverbelle (White Fluffy Cat)! My wife surprised me with Silverbelle, as she was our 4-Year Anniversary present to the family back in November 2020. As Oreo is only 2-years old, he is still coming to grips that he is no longer a single cat in the Juarez-Yuen house. Being able to working remotely during the pandemic allows me to pet them and play with them when they swing by my desk...but they are usually there to tell me their food bowl is empty...



Kay Hart - Chase (lab) is 13 years old but still acts like a puppy, especially when he's out on his daily walks or munching on cheese. Bella (lab) is 2 years old and loves to play with her rope toys as well as going on daily walks! The other guy in the picture is my Grand dog Rusty. He is spunky little Jack Russell Terrier, but don't let his size fool you, he has no problem keeping up with Bella. They love to play and chase each other around. And Chase loves when Rusty comes for a visit as it gives him a break from Bella, LOL!!



MEMBER SHARES, CON'T

Shelby Harrison- Ranger (left) and Ruger (right)! They're full bred black German shepherds. Ranger acts and loves like a lab, whereas Ruger is the protector and searches the house every time he leaves the house to come back inside. They're both great at following commands.



Joyce Sullivan - I adopted Potato 5 years ago from the Kent County Animal Shelter. Everyone thinks her name is funny! But that's what they called her at the shelter, and I kind of liked it. I often call her my Sweet Potato Pie! She loves to cuddle and follows me around wherever I'm at in my home. Here's Potato wearing her St. Patrick's day necklace! She has never let me dress her in anything else, LOL!



Janet Potgeter - Here is a picture of Ginger, my son's dog who is living with us - the son and the dog. Ginger was born in AZ, grew up in TX, but loves the cold and snow. She's a 2.5 year old Australian Cattle Dog/Red Heeler and the most gentle and cuddly pet. She loves other dogs but her herding instincts are undeniable. Ginger has been a perfect companion out on the farm and in the house. My son will move out eventually but I hope he leaves Ginger with me!



MEMBER SHARES, CON'T

Marissa LaPorte - Titania was a court-ordered surrender at the Allegan Count Animal Shelter and she has two bad legs due to old injuries that were never treated correctly. She has been with me for two and a half years and she loves car rides and visiting the Grand Ravines Dog Park.



Christine Adams - Here is a pic of my dog Andy!



Michelle Holstege - This is my baby Remy her favorite is to hold your hand instead of shake.



Karynn Gregory - This is Cat Benatar (Benny for short). She enjoys eating house plants, taking long naps and staring disdainfully at humans. She will be 13 years old this March!



MEMBER SHARES, CON'T

Kate Knopp - Our fur baby's name is Alley. She's just over 4 years old. She more or less adopted me as when I walked into the Humane Society they were over-run so she wasn't even in a cage. She came toward me, started to climb my leg and that was it.

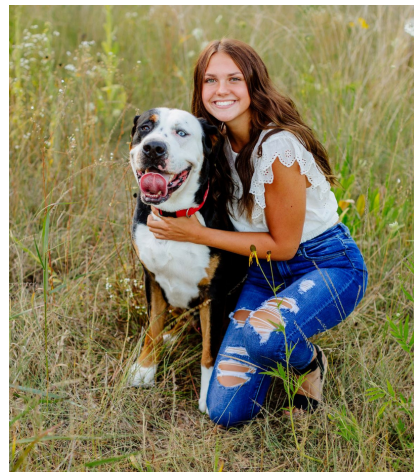
She has had a hard year of adapting to not being the only "child" in the house now but secretly loves him but mostly his toys. Her name has gone from Alley to Mama Kitty now as she watches over him and he can actually say "mama" and "kitty" now.



Deb Rotman - Below is a picture of my Cooper. His is a Brittany and we drove all the way to Floyd's Knob, Indiana to get him. He turned 4 on Dec. 17, 2020. This little guy has such a silly, loving personality and we are so blessed that he joined our family.



Robyn Toth - This is Kasper, a Greater Swiss Mountain dog and Kelsy my high school senior. Kasper is not our first Swissy but probably the most spoiled! He has been Kelsy's lifeline through COVID and the entire family's comic relief. He loves to hang outside with my husband while he works in the yard or shovels snow and then sit next to (or on top of!) whomever is occupying the couch so he can get their undivided attention.



MEMBER SHARES, CON'T

Irene Fountain- Yes, these dogs are all mine, three purebred beagles, two beagle mixes, and one purebred basset hound. They're all age 11 and up. Sometimes I feel like I'm running a doggy nursing home, or at least doggy assisted living.

I've had Rascal the longest, since he was a 9-week-old puppy, adopted in 2008. I've had Libby the least amount of time, since July 2020, although she's the eldest at age 14. The Silver Muzzle Cottage needed a foster so I stepped up. "What's one more dog?" said I. Since then, I have officially adopted her.

With regular vet visits to manage chronic conditions, and simply wanting/needing to be home to take care of them, this explains why I never go anywhere for vacation.



Rebecca Casler - We adopted these three kitties last March, they are so much fun! We only wanted two but I couldn't leave the 3rd sibling behind...

They have grown so fast.

HR WORKSHOPS

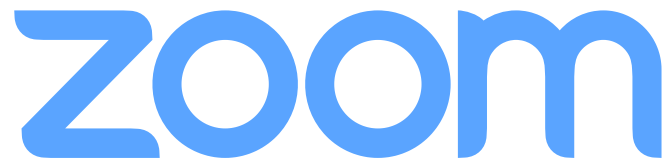
The following three (3) workshops have been approved for PSS Development Credit:

*Please note that although they are not listed in Sprout as approved for PSS Development Credit, HR has approved them. Remember to enter them in the PSS Development Credit website after taking the training!

1) Getting Started with Zoom

Presented by Zoom

Approved for **technical** credit



Vanessa Moriarty, Customer Success Manager for Zoom, will be delivering a Zoom Training. During this webinar, Vanessa will be providing tools and knowledge you need to be successful with Zoom, so you hit the ground running and start hosting your own webinars. The following will be covered during the 60 minute training:

- Logging in
- Zoom Web Portal (Settings & Configuration)
- Zoom Desktop Application
- Scheduling + Joining
- Hosting Zoom Meetings (Controls)
- Resources & Support
- Q & A

Friday, March 5	10:30AM - 11:30AM	Virtual
Friday, March 5	1:00PM - 2:00PM	Virtual

2) Leading With Empathy

Presented by Inclusion and Equity

Approved for **non-technical** credit

As mandatory reporters we have an obligation to fulfill, but how do we still provide support to students during this process? We will examine ways to be affirming to victim/survivors during and after a disclosure while still upholding your reporting expectations.

Monday, March 22	12:00PM - 1:00PM	Virtual
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HR WORKSHOPS, CON'T

3) Responding to Distressed Colleagues - A toolkit for GVSU faculty and staff

Presented by Encompass, GVSU's Employee Assistance Program

Approved for **non-technical** credit

The goal of this training is to increase awareness, knowledge, and confidence in responding to crisis situations for colleagues and co-workers on and off campus. Participants in this workshop:

- Will review and learn how to use the GVSU Responding to Distressed Co-Workers process map, a tool for faculty and staff
- Engage in interactive crisis training scenarios where outreach to Encompass, EAP, or GVPD emergency services might be warranted.

Tuesday, March 23

12:00PM - 1:30PM

Virtual

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



Leadership IQ classes

Approved for **non-technical** credit

Leadership IQ offers 40 online on-demand e-learning training courses, covering the most critical leadership skills. While some aspects of the courses have a business focus, the leadership concepts discussed easily apply in a higher education environment. Each 60-minute program is engaging, enlightening and gives leaders instant access to answer the most pressing leadership challenges.

Watch a leadership seminar right on your computer. You never have to leave your office. They're available 24/7 anywhere with an internet connection.

To be recognized as having completed Leadership IQ programs, the entire video and related quiz must be completed.

Visit <https://www.gvsu.edu/hro/leadership-iq-155.htm> for more information and to sign up!

After completing the course, be sure to submit it using the [PSS Development Credit Program Approval Form](#). For instructions, visit our [APSS website](#). Once submitted, HR will approve the course as non-technical credit.

BENEFITS AND WELLNESS

GVSU Parenting Network: Dads

Thursday, March 11

12:00PM - 1:00PM

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! Register in [Sprout](#) for Zoom meeting link.

GVSU Elder Care Network

Wednesday, March 24

3:30PM - 4:30PM

This group is an authentic space for elder care givers to connect with each other, share stories, and talk about resources. Register in [Sprout](#) for Zoom meeting link.

Amway Riverbank Run - GVSU Faculty and Staff Team

Postponed to October 23, 2021

We still want you on our team! Get out, get active, and work toward your goals by joining our River Bank Run team. If you've already signed up or are planning to, GVSU will be hosting a team for the new race date. You can sign up for any of the various events to participate on our team, including the 25K, 10K or 5K run; 25K handcycle/wheelchair; 25K relay; or 5K walk.

When you register, select the GVSU faculty and staff team from the team dropdown (password: GVSU). The location of the race is undetermined at this time.

Register online at amwayriverbankrun.com.

If you have any questions, please reach out to Lindsey DesArmo at desarmli@gvsu.edu.

GVSU Women's Commission

Thursday, March 25

3:00PM

The Women's Commission is having a Zoom session on March 25 called "Please Don't Go - Retaining Working Women" at 3 pm. We will be discussing issues surrounding the pandemic, equal pay, childcare, and the myth of work/life balance. Here is the Zoom information:

<https://gvsu-edu.zoom.us/j/98293795831?pwd=S1Eycnh4N2x3dVpueWJVMtQ1RlRlRpQT09>

Meeting ID: 982 9379 5831

Passcode: 326882

GVSU Parenting Network: Moms

Tuesday, March 23

12:00PM - 1:00PM

Bring your lunch and we'll share and we'll share and discuss Nourishing Social Wellness. Register in [Sprout](#) for Zoom meeting link.

BENEFITS AND WELLNESS, CON'T

March is for Nourishment

Nourish Your Mind, Body, & Relationships

A social wellness campaign for faculty & staff

Over the last year, many of us have spent more time sitting at home, socially isolated from family, friends, coworkers, and our communities. At the same time, many of us have been trying to maintain positive physical and mental health, but what about our social well-being?

As defined by GVSU Recreation + Wellness, "Social Wellness is about maintaining healthy relationships with your friends, family, and community. It includes how you spend time in your community with others, your social life, and meeting new people." While all eight dimensions of wellness are important, it's imperative that we pay special attention to our social wellness during this time.

This month, we encourage you to nourish your relationships and foster social connections. A number of opportunities to engage and get social are happening this month. Check it out.

<https://www.gvsu.edu/hro/benefitswellness/march-is-for-nourishment-520.htm>

Encompass Scavenger Hunt

March is National Nutrition Month, so it's the perfect time to reflect on how we refuel ourselves nutritionally, but also socially as well. Encompass has plenty of tools to support you in all parts of your wellness, including your social and nutritional wellness. Can you find resources and articles on social and nutritional wellness on Encompass' website?

Check out www.mylifeexpert.com to see all they have to offer and then once you're done, visit the March Encompass Scavenger Hunt Checklist to submit screenshots of the resources you found and be eligible for a prize!

<https://www.gvsu.edu/hro/benefitswellness/encompass-eap-winter-scavenger-hunt-517.htm>



UNION NEWS



Professional Support Staff Performance Evaluations

Steps for the PSS Performance Evaluation:

1. The supervisor digitally fills out the form, leaving Section D and the signature/date areas blank.
2. The supervisor prints off a hard copy of the form (with filled out information) and meets with the employee to discuss.
3. The employee being reviewed handwrites their comments in Section D and signs/dates the form.
4. The supervisor signs/dates the form and scans, then emails to GV Performance Management perfmgmt@gvsu.edu.

Deadlines for the PSS Performance Evaluation:

March 19: Supervisor fills out the form, leaving Section D and the signature/date areas blank.

April 2: Supervisor prints off a hard copy of the form (with filled out information) and meets with employee to discuss. Employee being reviewed writes their comments in Section D and signs/dates the form.

April 23: Supervisor signs/dates the form, scans and emails to GV Performance Management.

If you and/or your supervisor have further questions, please contact Deb Sanders in Human Resources. You can also visit the [PSS Evaluation - Performance Development Program](#) website.



UNION NEWS, CON'T

APSS Union Elections

Thinking about getting involved with the APSS Union? Our nominations for President, Business & Finance Director, and Communications Director will begin the 2nd full week of March.

President

The duties of the President are to preside at all membership meetings of the APSS Union, to preserve order during deliberations, to be Chairperson of the Executive Board, to be ex officio member of all committees except where prohibited by the Constitution, to execute the policies of the APSS Union, to transact such business as may of right pertain to the office of President, to be the official spokesperson for the APSS Union in all its external relations and may authorize counsel or other agents of the APSS Union to speak for the Union in her/his place or stead. The President shall submit to each regular meeting of the membership and of the Executive Board a report of her/his official acts and doings between meetings. The President 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.

Business & Finance Director

The Union Business and Financial Director shall act under the direction of the President and the Executive Board and shall receive and receipt all monies of the Union. The Union Business and Financial Director shall deposit all money so received in the name of the Union in a bank or institutions authorized by the Executive Board and money so deposited shall be withdrawn only by check. The Union Business and Financial Director shall sign only such checks and authorize transactions as are required by the Constitution, or are authorized by the membership or the Executive Board. The Union Business and Financial Director shall make monthly reports to the Executive Board and shall submit all books and papers to the accountant upon direction of the Executive Board. The President will verify the account balances to be correct on a monthly basis. The Union Business and Financial Director shall notify the Executive Board when anyone becomes delinquent for a period of 30 days in payment of dues or service fees to the Union and shall seek payment from the delinquent employee. The Union Business and Financial Director shall cause to be prepared and submitted any financial reports and audits required by law, after which the President will review and approve.

Communications Director

The Communications Director shall act under the direction of the President and the Executive Board and hold the responsibilities of communicating with membership through the web, e-mail, or other forms of communication as directed.

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

UNION NEWS, CON'T

APSS Bargaining Team Update

The Bargaining Team has resumed our regular meetings and is currently focused on our close analysis of contract language and last year's survey data. We are next planning to delve into the more recent survey data to better understand your concerns as we prepare our potential interests. Finally, we will engage in a detailed financial analysis for all three employment classifications within the PSS ranks (Clerical, Technical, and Engineering), and will be forming our financial interests based on what we learn about our current wages as compared to our region, industry within the state, and national factors like consumer price index.

I am happy to announce that the APSS Executive Board recently recommended and accepted Sarah Kozminski's application to serve as a Bargaining Team member, filling the vacancy left by Cheryl Fischer's retirement. Sarah is bringing over 18 years of experience as a PSS employee at GVSU to the Bargaining Team and is looking forward to contributing to the process of negotiating our next contract. We are grateful for her willingness to step into this role.

Finally, I would like to sincerely thank everyone who took the time to respond to our recent pulse survey – we are here to advocate for your interests and we can only do this well when PSS membership provides feedback. Your team will be examining the survey results and incorporating what we learn into the bargaining process. What comes across loud and clear is that many of us are very concerned about the impact that recent administrative decisions have meant for the PSS at GVSU. Please know that your APSS Executive Board and your Bargaining Team are working tirelessly, often behind the scenes, to help us all navigate this sense of uncertainty and anxiety. We always welcome additional feedback at apssbargaining@gmail.com.

On behalf of your Bargaining Team –

Shawn Evans
Bargaining Chair
Alliance of Professional Support Staff (APSS)
e. evanssha@gvsu.edu; apssbargaining@gmail.com

2020-2021 BARGAINING TEAM

CHAIR

SHAWN EVANS

EX OFFICIO

BECKY BAKALE

MEMBERS

MICHELLE HOLSTEGE

TAMI JOHN

SARAH KOZMINSKI

RHONDA LEMIEUX

LEGAL COUNSEL

JOHN KARAFKA

EMAIL

apssbargaining@gmail.com

UNION NEWS, CON'T

Get to know your APSS Building Reps

This month, we've put the spotlight on Building Reps Cheryl Bronner (STU, 1st floor) and Lindsey Burns (MAK and NLC).



Cheryl Bronner, STU 1st floor Building Rep

Records/VA Certifying Official - Registrar's Office

I am a GVSU Alumnus. I graduated with a Bachelor of Arts with a Criminal Justice major and minor in Spanish as well as a Master of Public Administration. I have been working at GVSU for 13 years in the Registrar's Office as Records Assistant. I enjoy my position assisting students, faculty and staff members with a variety of concerns and working with our veteran students and dependents to certify their VA education benefits. During my personal time I enjoy spending time with my family and two dogs and I have recently taken up a hobby of painting.

Lindsey Burns, MAK and NLC Building Rep

Academic Department Coordinator - School of Computing

I began working at GVSU in August of 2012 in the School of Computing as the department secretary. I joined the APSS union as a building rep early on in my time at GVSU as my predecessor, Cheryl Anderson, wanted to get me involved before she retired. I took an interest right away, and as they say, the rest is history. I have since moved into the Academic Department Coordinator position in the School of Computing and also joined the PSS Development Committee.



I enjoy being a building rep in the APSS union because I feel it gives me a chance to be more involved at the University level, has introduced me to all kinds of wonderful people, and given me a chance of leadership as well. I am always willing to meet with anyone to discuss any issues or positive solutions their areas have come up with to challenges along the way. Thank you for letting me to continue to represent you all as your MAK and NLC building rep.

In my free time you can find me at an ice rink cheering on my oldest while he plays hockey, or at the dance studio watching my youngest dance her heart out. I also enjoy spending time at Spring Lake or poolside in the summer soaking in all the vitamin D to get me through these cold winter months.

OTHER NEWS



BE A LAKER, BRING A LAKER

Be a Laker, Bring a Laker

Every Grand Valley faculty member and staff member knows someone that will be making a higher education decision in the future, whether that's an old friend or a new acquaintance. Your credibility as a Grand Valley employee puts you in a unique position when it comes to encouraging prospects to consider attending our university. That's why we're asking you and the rest of your nearly 4,000 coworkers to help identify students that would benefit from becoming Lakers.

Our [Be a Laker, Bring a Laker](#) program encourages faculty members, staff members, alumni, current students, parents, and others to connect prospective students with the university and encourage them to apply for an undergraduate or graduate program. We've put together a tool kit of resources for you to share with prospects and an easy referral form to make the process even easier. Visit our [home page](#) to get started.

Supporting the university's enrollment goals and strategies is more critical than ever. By continuing to be an ambassador for our university, you not only help prospective students meet their higher ed goals, but you also help ensure the future strength and viability of the university. That's the Laker Effect, and it's easy, important, and rewarding.

Thank you for all you already do to make Grand Valley a great place to learn and thanks in advance for your participation in the [Be a Laker, Bring a Laker](#) referral program.

2020-2021
BUILDING REPS

CHERYL BRONNER	X13327
STU, 1ST FLOOR	
TAMI JOHN	X12350
CAC & KC	
MATT COLLVER	X15583
CHS & RFH	
BARB ELLIS	X18611
KHS & LMP	
LINDSEY BURNS	X12186
MAK & NLC	
DEB ROTMAN	X12297
AGS, LHH, LSH, & PAC	
HOLLIE RAGO	X13426
CON, JHZ, LMH, & NMH	
KATIE HAYNES	X13006
HHLC, HRY, & PAD	
JOYCE SULLIVAN	X13730
ASH	
AUTUMN DEROO	X15936
EC, KEN	
VACANT	
DEV, 1ST & 2ND FLOORS	
PATRICK MURDOCK	X19188
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	
IRINA GROUGAN	X17606
TC REGIONAL CENTER, HOLLAND, & MUSKEGON	
VACANT POSITIONS	
AH, CUB, FH, MAN, SER	

MEMBER RELATIONS
TEAM

RHONDA LEMIEUX	X13268
CHAIR	
VACANT	

IMPORTANT DATES

Break Day (no classes) - March 10
Daylight Savings begins - March 14
St. Patrick's Day - March 17
Spring Equinox - March 20

UPCOMING ISSUE

Share your favorite recipes with **Megan** at edingme@gvsu.edu by 5:00PM on Friday, March 26.

MARCH DATES

BIRTHDAYS

4 - Sandra Matthews
7 - Charlyn Worthem
10 - Maria Jaramillo-Gonzalez
13 - Jay Zink
18 - Robyn Toth
19 - Jennifer Glaab

GVSU ANNIVERSARY

6 - Denise Gross
9 - Cherilyn Denomme
18 - Shelly Micho
18 - Johanna Swanson
19 - Megan Koeman-Eding

WEDDING ANNIVERSARY

None!

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, wedding anniversary, job change, and/or retirement notice published in the newsletter, or if you have suggestions for an upcoming issue, email **Megan Koeman-Eding** at edingme@gvsu.edu.