

APSS NEWSLETTER

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

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2021-2022 EXECUTIVE BOARD

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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

Shelby Harrison and Ranger - Ranger loves the snow on the farm!



MEMBER SHARES, CON'T

Sherri Hall and Charrrie (yes, with 3 r's and said with a British accent - I rescued Charrrie during the COVID work-at-home season. This picture is of him in basket I keep in my at-home work desk. I've never had a cat as a pet before (ever). Who knew cats were so cool! I'm an empty nester and Charrrie made those long days without seeing anyone bearable. He has a great personality and very loving. Talking to a pet is MUCH better then talking to myself ... LOL!



Megan Koeman-Eding and Charlotte - Our puppers, Charlotte, just celebrated her 7th birthday. We rescued her at 9 months old when my spouse and I were living in Albuquerque, NM. To celebrate this year's birthday, we bought her a new friend. What's not pictured is the moment after this photo was taken when she decided to chew up her new buddy. HAHAHA. She's still a puppy at heart and too cute to be mad at.



MEMBER SHARES, CON'T

Kimberly Reeves-Jorgensen and Greta - Meet Greta. She longs for the winter sunshine as much as we do.



Katie Haynes, Bae, and Benny - I adopted Bae and Benny on November 6th from the Human Society. We don't know much other than they are a year old, came up from Mississippi together (we believe after the floods from the hurricanes) and are bonded... can you tell?!?! Whether it is naptime or bedtime, they both have to be touching me. While I went to the shelter picking them (I went in for them and only met them... I would walk away with a whole shelter if I could), they also picked me and I'm so thankful for that. With the daily stress from this job, getting to go home and get love from these two is the best part of the day!



MEMBER SHARES, CON'T

Anne Zalud and Irie - This is Irie (pronounced Eye-Ree), our 8 year old Shih Tzu. My husband and I went to Jamaica on our honeymoon where they say "Everything's Irie, mon!" meaning "everything's alright." On our flight home, we decided Irie would be a great dog name (and we both were very ready for a pet!). Six months later we had purchased our first home, and within a month of moving in we had added Irie to our family at 8 weeks old. She is FULL of personality and brings us so much joy! She loves people, playing ball, and all of the soft blankets she can find.



Elizabeth Dickerson, Piper, and Maple - We have two crazy (and lovable) hunting dogs! Piper is a German Shorthaired Pointer and Maple is an English Setter. My husband is an avid bird hunter so they love any excuse to get out in the woods and burn off some steam. Our dogs have definitely kept us sane and provided lots of laughs over the past few crazy years!



MEMBER SHARES, CON'T

Alicia Delacruz, Biscuit, and Banjo - Brothers from different mothers Biscuit and Banjo are Honeybear Pups, their father was a Coton de Tulear and their mothers were Shih Tzu/ Pomeranian mixes. Biscuit is 10 years old, weighs 7lbs and takes his job as a lap dog seriously. Banjo is our trickster at 9 years he weighs 11lbs and came to us as a brown and black dog. But after his first hair cut he ended up being completely white like Biscuit. Don't let his solid 11 lbs fool you either, we recently had to start crating him after he figured out he could scale the baby fence we were penning him in and jump on our French sliding door to open it and have free roam of our house during the day when were not home.

“Happiness is a warm puppy.” – Charles Shultz



Kay Hart, Bella, and Chase - Here are pics of my fur babies and my grand fur babies 😊 The black & yellow labs are my fur babies, Bella is 4 yrs. old and Chase is 13 yrs. old. They love to pretend they are lap dogs and we let them 😊

Then we have our granddogs Rusty who is a Jack Russell, Maple is the tri-color and Shadow is the lab mix. They love to come visit Granny Kay & Papa Brent because they get lots of treats and cuddles.



MEMBER SHARES, CON'T

Erica Baker-Bringdahl and Tucker - My family adopted our first family dog, Tucker, last May. He is a Black Labrador/Australian Kelpie mix. He is the sweetest puppy and has provided us so much joy. One photo is of him when we first adopted him and the other is recent.

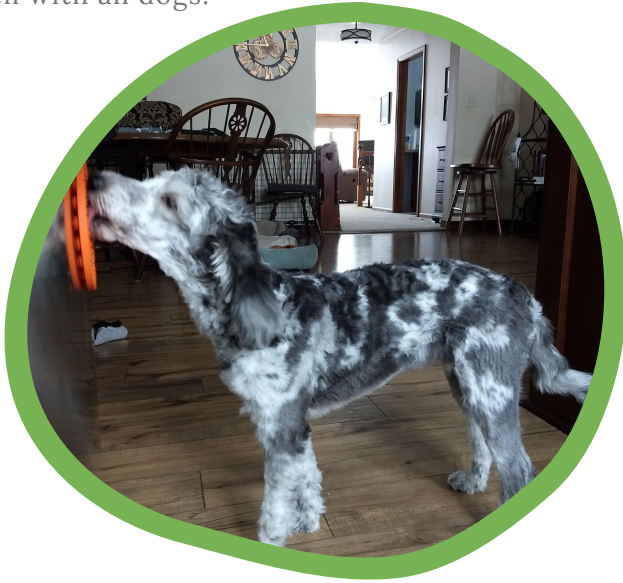


Molly Duimstra, Riley, and Brynn - Just before the pandemic hit we rescued a ten month old German Shepard named Riley. She thought it was great we were home all day, but when we all went back to work and school, she had extreme separation anxiety. We ended up getting her an emotional support puppy and, as you can see, they were best friends from the start. Our pups have gotten us through the pandemic with laughter, love and a lot of fur!



MEMBER SHARES, CON'T

Janet Potgeter, Shady, and Pilot - Shady is my 6 month old, blue merle doodle. She'll stand still to lick peanut butter and banana, and she loves to be outside. The big guy is my grand-dog, Pilot the Rhodesian Ridgeback. He's a big baby and plays well with all dogs.



Robyn Toth and Kasper - This is Kasper, our Greater Swiss Mountain Dog. We were not going to have any dogs in our new, downsized, house but this face was too hard to pass up. He is the love of my daughter Kelsy's life and is one of the most spoiled and loving dogs we have had, and we have had quite a few over the years. His favorite things to do are to look out the window and bark at anyone who comes into "his" cul du sac and hang out with my husband in the yard...oh and lay on his corner of the couch which he likes even better if there is a person to snuggle up with.



MEMBER SHARES, CON'T

Jordan Sickrey, Royal Change, Kyo, and Zuko - We have the horse, Royal Change or Roy for short; the dog, Kyo; and the snake, Zuko.

Roy is a thoroughbred; he is an ex-racehorse who just turned 8 on Feb 14.

Kyo is a Bernedoodle (Bernese Mountain Dog and Poodle mix); he will be turning 3 on March 26.

Zuko is an albino corn snake who was found in a donation box at Goodwill and brought home.



Ronda Huster and Abby - This is Abby, she is our 11 year old German Shorthaired Pointer. Abby brings us so much joy! She loves to go for boat rides and even watches my husband fish, she is right there by his side every time he gets his fishing poles out. When Abby was younger we would take her out hunting. Her favorite person is our son, Tyler.



MEMBER SHARES, CON'T

Angel Kropf and Big Kitty - My birthday is in March and this is the best birthday present I've ever received - 19 years ago! My Mom paid the pet fee that allowed me to adopt Big Kitty as a 6 month old kitten, along with his two sisters.

Unfortunately, the sisters have crossed the rainbow bridge, but Big Kitty is still going strong. By now, he is my grouchy old man kitty.



Anne Heathcote, Georgie, Henry, and Sam - These are my rescue cats, Georgie, Henry and Sam. I adopted black and white Georgie as a kitten when he was found sleeping in a flowerpot in my sister's backyard. My orange and white Henry came from Wishbone Rescue in Saugatuck. My orange striped Sam showed up in our backyard last spring, hungry and scruffy looking. I fed him and eventually coaxed him inside. He's still trying to make friends with the other two cats. Our house is a little furry, but we have fun!



MEMBER SHARES, CON'T

Meghan Prindle and Penny - I am the new Secretary in the Chemistry Department! I would love to share a story with you about my dog Penny. Penny came to us as a rescue back in November of 2019. Here is Penny's story...

Penny was in a shelter in Louisiana with her mom and brothers and sisters. From what we know there were a total of 10 puppies. She was born there in August of 2019 where she was neglected along with her mom and brothers and sisters. A very wonderful organization called Hearts Of Hope along with Cathy Bissell(Founder of Bissell Pet Foundation) decided on getting this mom and her tiny puppies out safely. With the help of Cathy and Hearts Of Hope, they were able to fly all of these pups to Michigan on Cathy's private jet. They then were all fostered out to some awesome foster volunteers through Hearts Of Hope. Penny including all of her brothers and sisters had different types of worms due to the neglect they encountered in Louisiana. We had the opportunity to meet Penny in November through one of the foster volunteers and we decided on adopting Penny. Well actually we think she chose us!

At the time we had just lost our 10 ½ year old Golden Retriever of Diabetes and we didn't think we could ever love another dog. Well let me tell you, we were so wrong! Penny is now going to be 3 years old in August and she is living the best life ever! She has changed our lives for the better also. She is very active which includes playing ball every chance she can get, running and swimming. We take her on many trips with us because she is so good with people and other dogs. We introduced her to people and other dogs right away when she was a puppy by taking her to our local dog park The Grand Ravines. We still take her there frequently. This summer we have our annual trip to Suttons Bay planned where she will swim for hours at a little Marina in Northport. She will walk the town with us and we will be stopped by so many people so they can hang out with Penny. She loves people! We are also going to try another place out in Empire Michigan this summer as well. We were given a recommendation to another dog friendly park up there. We are so thankful Penny got the chance at life thanks to Hearts Of Hope and Cathy Bissell. They truly do amazing things and save so many dogs! We love our Penny and we love to share her story. We kept her given foster name of Penny, but decided on giving her a middle name of Louise since she did come from Louisiana. Penny has rescued our hearts! Here are a couple pictures of her from our trip to Suttons Bay last summer.



MEMBER SHARES, CON'T

Katelyn Johnson and Marge - Marge is our 3 year English Mastiff who weighs about 130lbs but has no idea how big she is. She loves to snuggle, steal socks, and is known to sit on people's laps. When she meets new people she tends to lean on their legs and nearly knock them over. We wouldn't trade her for anything.



National Pet Day is April 11!

Thank you to all our members you shared pictures and stories of their furry loved ones!

HR WORKSHOPS

With the ratification of the 2021-2025 APSS contract, Professional Development credits are no longer needed for wage advancements. However, our newsletter will continue to feature trainings that are beneficial to our members.

Zoom 101

Presented by eLearning Technologies

Learning Objectives

After completing this workshop, the user will be able to: Identify basic webinar protocols; Find the Zoom tool in Blackboard; Schedule a meeting and launch Zoom; Use reactions; Use chat; Change roles; Record sessions

| | | |
|--------------------|-------------------|---------|
| Friday, March 4 | 10:00AM - 11:00AM | Virtual |
| Friday, March 18 | 1:00PM - 2:00PM | Virtual |
| Thursday, March 24 | 7:00PM - 8:00PM | Virtual |

Banner & OnBase Finance Users Training

Presented by Business and Finance

This training is designed for faculty and staff who are responsible for processing invoices, transfer requests, department deposits, check requests and other OnBase functions, and who are responsible for management and oversight of departmental budgets using Banner. This is a hands-on training, so please ensure that prior to the training, you have access to both OnBase and Banner, with permissions to view and work with the FOAP's you will be managing. This will be a virtual training, but I do have a Binder you will need. Please reach out to me to arrange pickup or mailing of the binder.

| | | |
|--------------------|------------------|---------|
| Thursday, March 10 | 9:00AM - 11:00AM | Virtual |
|--------------------|------------------|---------|

Don't forget to check [Sprout](#) throughout the month for additional classes that may be added after the publication of this newsletter.

HR WORKSHOPS, CON'T

Register today for
these workshops in
Sprout!

Concur Trainings

Concur Pcard Reconciliation Training

Presented by Business and Finance

This is an overview of the reconciliation process for purchasing cards

| | | |
|--------------------|------------------|---------|
| Thursday, March 3 | 9:00AM - 10:00AM | Virtual |
| Thursday, March 17 | 9:00AM - 10:00AM | Virtual |
| Thursday, March 31 | 9:00AM - 10:00AM | Virtual |

Concur Travel and Expense Training

Presented by Business and Finance

This is an overview of requesting travel, booking travel, setting up a travel profile, and creating expense reports.

| | | |
|-------------------|------------------|---------|
| Tuesday, March 15 | 9:00AM - 10:30AM | Virtual |
|-------------------|------------------|---------|

Concur Approval Training

Presented by Business and Finance

This is an overview of the approval process for both delegates and approvers.

| | | |
|--------------------|-------------------|---------|
| Thursday, March 24 | 10:00AM - 11:00AM | Virtual |
|--------------------|-------------------|---------|

BENEFITS & WELLNESS

Transforming the Employee Recruitment Process at GVSU - March 4

We are excited to announce that Human Resources and university constituents will be process mapping the GVSU recruitment process during a weeklong Kaizen (continuous improvement) event, February 28-March 4. On the final day of the event, we invite you to please join us for the revealing of how the recruitment process at GVSU, from the Hiring Approval Form to acceptance offer, is being reimaged to ensure consistency and efficiency across the university.

The presentation will last from 1:30-2:30 p.m., while networking and questions will continue from 2:30-3:30 p.m.

There will be an option to attend in-person on the Allendale campus or virtually. Head to the [Event's page](#) for more information.

Thrive @ GVSU Wellness Program

[New wellness hub by Virgin Pulse is now live!](#) Coaches are reaching out to those who signed up for the program during Open Enrollment 2022. However, if you want to schedule an appointment to connect with a coach, you can do so through the portal now! If you didn't sign up during Open Enrollment, that's ok! You can still schedule an appointment online.

The coaching structure is a little different in that they conduct six (6) calls with you to earn your \$100 reward. Though, you can continue to participate with a coach for more than six calls if you want.

Faculty and staff can reach out anytime to engage in coaching for the 2022 program. [Here are the instructions to log in to the PH/Virgin Pulse portal.](#) www.join.virginpulse.com/gvsu.

Info from Grand Valley Metro Council - Pedestrian and Bicyclist Safety

In order to increase pedestrian and bicyclist visibility, the Grand Valley Metro Council is offering FREE jogging belts, reflective wrist bands and bike lights!

To date, they've given out approximately 7,000 bike lights, 6,000 wristbands, and 2,100 jogging belts, many of which were distributed to the public through partner organizations. If you'd like to order free nonmotorized items for yourself, please visit their website:

<https://www.gvmc.org/safety-outreach>.

BENEFITS & WELLNESS, CON'T

The Moms Network

Tuesday, March 15

12:00PM- 1:00PM Virtual

The Moms Network is a network of support for working mothers and caretakers who are employed at GVSU. This group provides a casual space to check-in, share resources, talk about feelings and experiences, and take off the “professional hat” to connect as moms on a monthly* basis. All meetings are currently virtual.

You do not have to sign up for all meetings to be able to connect with this group.

Meet with Lisa Knight: LGBT Faculty Staff Gathering

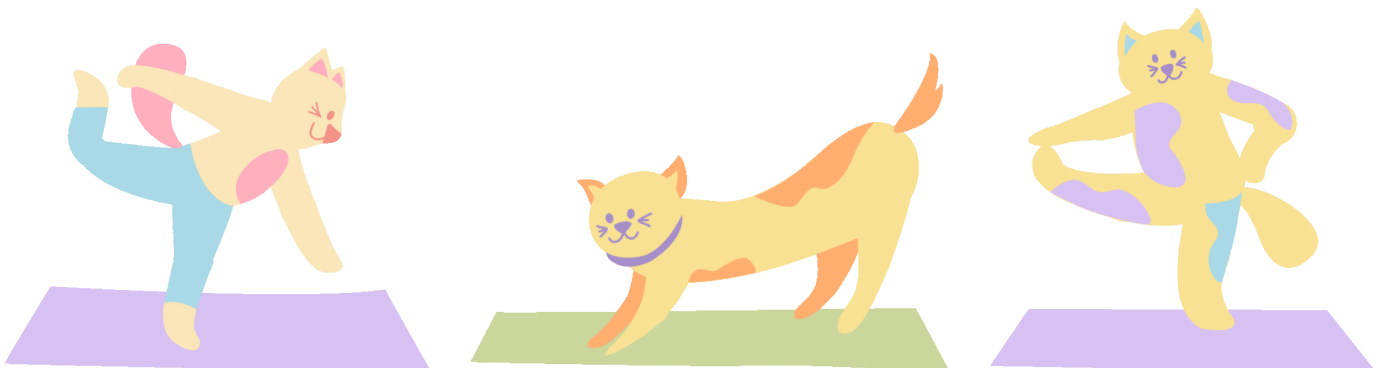
Wednesday, March 16

4:00PM- 5:30PM Virtual

Join the FSA as we connect with Lisa Knight, candidate for Grand Rapids' 2nd Ward, in dialogue around advocacy and allyship!

Check out the new Virgin Pulse platform!

As mentioned on the previous page, GVSU's new wellness hub is hosted on the [Virgin Pulse](#) platform. Be sure to create your account and check out the various health and fitness challenges. Link your fitness device to earn trophies! You can also create and join challenges with friends!



UNION NEWS



Contractual Considerations - 7.1 Vacancies: Organizational Advancement

Shawn Evans - Although I focused on Vacancies in the December edition of this newsletter, recent questions were raised about organizational advancement and I was asked to provide details on how this process works.

Vacancies – section 7.1 of our contract – outlines the rights and responsibilities for the University and the APSS as they pertain to the filling of a vacant bargaining unit position. A vacancy may be filled through an external posting, an internal posting, or an organizational advancement. An external posting is an open search available for both internal and external applicants, is often called a ‘full search’, and usually includes advertising to external sources. An internal posting is an open search only available for internal applicants (those who presently hold a PSS position), is usually called an ‘internal search’, and usually does not include advertising to external sources. Both external and internal postings will be posted for a minimum of seven working days, although a search committee can determine the length of a position posting in consultation with their Appointing Officer (AO) and Human Resources. It should be noted that PageUp does not prevent external applicants from being able to apply for an internal position posting: it is the search committee’s responsibility to only consider/interview staff members who presently hold a bargaining unit position (PSS) for an internal posting.

Organizational advancement can occur when a position becomes vacant and an AO would like to advance a staff member in a bargaining unit position (PSS) to the vacant position. Organizational advancement requires the agreement of all necessary parties, which is defined in section 7.1 as the AO, Alliance President, Chief Alliance Steward, Affirmative Action, and Human Resources. Vacancies filled by organizational advancement are not posted to PageUp.

To summarize: when a vacancy emerges and an AO has a stellar staff member who is currently working in a bargaining unit position within the same department/college/division, and there is agreement between the Alliance President, the Chief Alliance Steward, Affirmative Action, and Human Resources, then a vacancy may be filled by organizational advancement without being posted to PageUp. It is not spelled out explicitly in our contract, but an organizational advancement would also require the consent of the staff member in the bargaining unit position. Organizational advancement is rare, but can happen when all necessary parties agree that there is a strong case why this would be the most appropriate and effective way for the vacancy to be filled.

Please don’t hesitate to connect with me if you have any additional questions about organizational advancement, or any other section of our contract that you would like to see highlighted in a future APSS newsletter!

UNION NEWS, CON'T



Check out all the jobs posted at GV!

There are several job postings available now with more coming soon. This is always a great opportunity to explore other colleges and divisions within GVSU. Be sure to check out the [GVSU Job Board](#) if you're interesting in seeing what's available.

We're looking for Building Reps!

It's a great way to get involved in the Union!

Our Building Reps are a communication link between the APSS members and the APSS union. Building Reps attend the monthly Board meetings, distribute union information to members, and are available as an advocate for members.

Currently, Tami John and Patrick Perry are looking to pass on their Building Rep positions.

- Tami is the Building Rep for the Kirkhof Center and the Calder Fine Arts Center.
- Patrick is the Building Rep for DeVos Center, floors 3, 4, and 5 on the Pew Campus.

We also need a Building Rep for the Bicycle Factory and the L. William Seidman Center

If you'd be interested in taking over for one of them, you can reach out to them to ask more about it. Or you can reach out to Tami John for more information.

And a big thank you goes out to all our past and current Building Reps for all they do for our members!



UNION NEWS, CON'T



**Please welcome our newest Building Rep,
Shelby Harrison!**

Building Rep for EC, IDC, and KEN

Department Coordinator - PCEC Student Services

I have been working for GVSU since 2018. I started out as the Department Secretary for the School of Computing. That was my first position post-graduation from GVSU and I enjoyed working alongside the faculty, staff, and computing students. Cheryl Anderson and Lindsey Burns mentored me during my years with the School of Computing and showed me so many positives to being part of the APSS Union. When I transitioned to my current role as the Office Coordinator for Padnos College of Engineering & Computing Student Services, I knew I wanted to get more involved in leadership within GVSU and the APSS Union. Following in Cheryl and Lindsey footsteps, I saw that Autumn DeRoo was stepping down as the building rep and I knew the time was now to get more involved. I am looking forward to being a building representative for EC, KEN, and IDC. If you ever need to discuss issues or need a person to celebrate with, I am here for you. Thank you for letting me represent you all APSS Union Building Representative.

In my free time, you will see me traveling, gardening, spending time with my family and friends, or cooking/baking my days away. My goal is to finish seeing all 50 states in the next three years, so if you have recommendations for places to see in the Northeast or the Southwest regions please send them to me. I'd love to get connected and enjoy a cup of coffee with you so please reach out.



OTHER NEWS

Laker Educational Opportunity Center (TRIO)

Please share with anyone you think this might interest. This program is for people without a college degree. For more information, visit www.gvsu.edu/leoc.

**LAKER EDUCATIONAL
OPPORTUNITY CENTER**

YOU ARE HIGHER EDUCATION MATERIAL!

We Help Break Down Barriers to Success

- Assistance in course selection
- Financial aid assistance

- Financial/economic literacy
- Peer mentoring
- College application completion

- Guidance in re-entry, GED, alternate ed, and post-secondary ed

To be eligible for LEOC services, you must be:

- A resident of Kent or Muskegon County
- At least 19 years old

- A child whose parents did not graduate from a four-year college or university

- A U.S. citizen or permanent resident
- Considered low-income according to federal guidelines

No Cost. No Obligation.

GET STARTED TODAY!

gvsu.edu/LakerEOC
(616) 331-5362 (LEOC)





2021-2022 BUILDING REPS

| | |
|--|---------------|
| CHERYL BRONNER | X13327 |
| STU, 1ST FLOOR | |
| TAMI JOHN | X12350 |
| CAC & KC | |
| MATT COLLVER | X15583 |
| CHS & RFH | |
| BARB ELLIS | X18611 |
| KHS & LMP, STU 2ND & 3RD | |
| LINDSEY BURNS | X12186 |
| MAK & NLC | |
| DEB ROTMAN | X12297 |
| AGS, LHH, LSH, & PAC | |
| TRACY LONDON | X12252 |
| CON, JHZ, LMH | |
| KATIE HAYNES | X13006 |
| HHLC, HRY, LIB, & PAD | |
| JOYCE SULLIVAN | X13730 |
| ASH | |
| SHELBY HARRISON | X16025 |
| EC, IDC, KEN | |
| RAYSHENA WILSON | X17130 |
| DEP, DEV 1ST & 2ND FLOORS | |
| VICKI WENGER | X13898 |
| LOH | |
| PATRICK PERRY | X16202 |
| DEV 3RD, 4TH, 5TH FLOORS | |
| IRINA GROUGAN | X17606 |
| TC REGIONAL CENTER, HOLLAND, & MUSKEGON | |
| BRIAN DENUYL | X12025 |
| AH, CUB, SER | |
| KATE KNOPP | X12685 |
| FH, MAN | |
| VACANT POSITIONS | |
| BIK, DCIH, SCB | |

MEMBER RELATIONS TEAM

| | |
|-----------------------|---------------|
| RHONDA LEMIEUX | X12557 |
| CHAIR | |
| NICOLE BROWER | |

IMPORTANT DATES

Spring Break - March 6-13

UPCOMING ISSUE

Share your best April Fools jokes that you've done or had done to you! If you have anything else to share, email Megan at edingme@gvsu.edu by 5:00PM on Monday, March 28.

MARCH DATES

BIRTHDAYS

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

GVSU ANNIVERSARY

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

WEDDING ANNIVERSARY

None!

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.