



A Publication of YSU APAS

FALL 2009



YSU — APAS EXECUTIVE COMMITTEE

The Fair Dealer

Updates from the APAS President

Dear Members:

Youngstown State University is in the middle of some significant changes that will greatly affect the immediate future of the university. President Sweet is retiring next June and a Presidential Search is underway. Human Resources has been in a state of transition for almost a year and has only had an Interim Director for the past six months. Currently five HR Director candidates are interviewing with various campus groups and hopefully one of them will emerge as the new Director of HR.

In December of 2008, APAS began preparation for contract negotiations scheduled to begin in March of 2009. Three months of concentrated preparation and four months of intensive negotiations resulted in rewriting 90% of our contract. A modest salary increase, addressing member equity and longevity, expanding bene-

fits such as medical leaves, flex time and interviews for open positions are just a few of the major improvements in our current contract. Members who have been in the union for 15 years or more have declared



this to be the best contract they have ever had.

When asked how I like being the new APAS President, I have filtered my response through the maze of the above activity and answered with three words: anticipation, anxiety and excitement – there is never a dull moment.

We truly are positioned for a good three years of enjoying the benefits of our new contract. During the negotiations, we were challenged by the Admini-

stration to request contract items that were of a more professional nature. Therefore as a unit, I am asking and challenging us to move and think in a more professional manner so at our next contract negotiations we can bring significant items to the table that will meet that challenge and help us grow professionally.

In conclusion, I thank those who have served as APAS President and on the Executive Committee. All of you have helped navigate the APAS unit through challenging times that ultimately brought us to this point. To my current Executive Committee and future committee volunteers, I look forward to serving this term with you as we continue to move APAS toward a stronger professional unit.

Sincerely,

Michael Glonek
YSU APAS President

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UPCOMING APAS EXEC MEETINGS:

Thursday, November 12, 2009
11am-1pm Bresnahan I & II

Thursday, December 10, 2009
11am-1pm Bresnahan III

BYOB
(Bring your own bag...lunch!)

Living Well Employee Wellness Program

The Living Well Employee Wellness Program is currently offering programs. Carrie Clyde, YSU's first Worksite Wellness Coordinator will be responsible for planning, promoting, implementing, and evaluating all wellness programs.

Carrie has been working as a Wellness Coordinator for the past six years for a local retirement community.

Her other experience includes working as a Group Exercise Program Director/Assistant Fitness Director in Pittsburgh.

Carrie graduated from Bowling Green State University with a B.S. in Education and Allied Professions.



Please call Carrie Clyde (330) 941-3360 to register for any of these upcoming events or visit www.ysu.edu/wellness to view upcoming programs and resources.

Upcoming Programs IMPACT Solutions Work/ Life Seminars:

November 6, 2009 – Financial Wellness Seminar in Kilcawley Center (Jones Room).

December 8, 2009 – Healthy Relationships Seminar in Kilcawley Center (Gallery)

Employee Health Screens:

November 12, 2009

January 21, 2010

Highlights from HEAC Conference

The October 3rd meeting of the Ohio Education Association (OEA) Higher Education Advisory Council (HEAC) in Columbus, Ohio brought together two- and four-year public colleges and universities to share information of interest to higher education members.

Highlighted topics included:

- discussions involving collective bargaining issues throughout the state,
- how OEA is monitoring possible changes within the state retirement systems including the Ohio Public Employees Retirement System (OPERS),
- the initiation of best practices in health insurance benefits, as presented by the School Employees Health Care Board (SEHCB), which includes em-

ployee wellness and disease management programs to be implemented by January 2010, and

- key national and state legislative action including monitoring the state's biennial budget.

A half-day workshop on higher education organizing and leadership building was presented by Gary McNeil from the Washington (State) Education Association who specified ways to develop a more active membership. A special thanks goes to Emilie Eberth and Mary Jane Quaranta, APAS HEAC representatives who attended this conference.



APAS Supervisor Training Workshop

During late September, Human Resources offered supervisor training to the YSU employees who supervise APAS members. The HR facilitator was George S. Crisci, Esq. of Zashin & Rich Co., LPA.

Mr. Crisci is an OSBA Certified Specialist in Labor and Employment Law. The purpose of this training was to educate and inform the YSU supervisors on the 2009-2012 APAS Labor agreement. The workshop highlights included these topics: Leaves of Absence, Continuity of Employment, Termination for Cause, Vacancies, Workload, Evaluations, and Association Rights.

For specific information on this workshop you may contact Michael Glonek, (330) 941-2467.

APAS Welcomes New Members

Since July 1, the union has welcomed seven new members, bringing our total to 147. We've lost several members to other employment.

The new members are (roughly in order of hire):

- **Christy Cameron**, Housing and Residence Life, Coordinator for Occupancy and Recruitment
- **Angeline Harris**, Metro Credit Educational Outreach, Program Coordinator
- **William A. Spencer**, Facilities, Staff Architect
- **Jennifer Vladic**, Housing and Residence Life, Housing Coordinator
- **Carrie Clyde**, Human Resources, Wellness Coordinator
- **Hillary Fuhrman**, Assessment, Assistant Director
- **Mandi Campana**, Campus Recreation, Coordinator of Fitness & Wellness Programs

- **David Kitt**, Media and Academic Computing, System Administrator
- **Lloyd Painter**, Media Services, Manager Technical Support and Training

The union membership welcomes each of you and hopes you find your positions here to be rewarding and enjoyable.

A note from the membership coordinator:
If any of you still don't have your lapel pin, please call Jean Engle at x3291.

Name	Buildings	Campus Phone Ext	E-mail Address
Frank Akpadock	Metro College	1406	fakpadock@ysu.edu
Heather Belgin	Part-Time Members In: Alumni House Bliss Hall Cushwa Hall E. J. Salata Complex	1591	habelgin@ysu.edu
Jean Engle	Bliss Hall Meshel Hall Tod Hall Ward Beecher	3291	jsengle@ysu.edu
Jacque Daniel	Cushwa Hall E. J. Salata Complex	2329	jmdaniel@ysu.edu
Angela DeLucia	Jones Hall Maag Library McDonough Museum Metro Credit (Jones Hall) Phelps Building Williamson Hall	2954	adelucia@ysu.edu
Greg Gulas	Chief Grievance Officer Alumni House Andrews Wellness Center Cafaro House Lyden House Moser Hall Stambaugh Stadium	3580	gmgulas@ysu.edu
Bob Tupaj	Beeghly College of Education DeBartolo Hall Kilcawley Center Kilcawley Center West Kilcawley House Metro College Sweeney Hall	3220	rtupaj@ysu.edu

APAS Building Reps Announced 2009-2012

Here are the building representatives to contact if you are having a problem with a supervisor or some other work-related issue. To expedite the resolution process, please have the following information prepared BEFORE you contact your building representative.

Cite the contract article that you believe has been grieved and have a brief summary statement of your concerns documented.

APAS 2009-2012

Executive Committee

- **President**-Mike Glonek, x2467
- **Vice President**-Brenda Crouse, x2292
- **Secretary**-Amy Cossentino, x4741
- **Treasurer**-Mike Hackstedde, x1732

WE NEED YOU!

APAS by-laws need to be reviewed by "a few good members." Please consider taking part in this process. This is a good way to become more knowledgeable and savvy about the by-law language. Michael prefers not to initiate the DRAFT! Contact Michael Glonek to volunteer for this process.

Let's go GREEN!!

USE THE APAS WEBSITE!

Refer to our website for postings, announcements, and newsletters.

<http://ysuapas.oha.us/>

Spotlight is on...

Jim Olive

The Office of Veterans Affairs was newly formed at YSU in anticipation of a new wave of veterans and military personnel coming to college to use the new GI bill. The efforts of Jim Olive, Coordinator, Office of Veterans Affairs, and the support of Dr. Cynthia Anderson, vice-president of Student Affairs, have led YSU to being designated as a Military Friendly Campus by *GI Jobs Magazine*.

Jim entered the Army in 1966, served in Vietnam, attached to the 2nd of the 7th Air Cavalry Division. He received his B.S. in Education and taught middle school and high school science for 18.5 years in Dade County, Florida. He and his family moved back to Ohio when he was hired at YSU in 1994 to start the Adult Learner Services. During his time at the Center for Student Progress, he co-authored the plan and missions for the CSP.

His experience of establishing new offices and programs, ranging from the first Adult Learner Services, the Center for Student Progress, to the prison program, have been a "spring board" in forming collaborations and partnerships with several areas on campus. Jim states, "With that approach we have been able to form veteran-only classes, to waive the application and orientation fees and to offer priority registration. We have formed the Vet Net, a network across campus and into the community of people who support our military and veteran students."

For more information, contact Jim Olive, Office of Veterans Affairs, Tod Hall rm. 310, (330)941-2503, e-mail veterans@ysu.edu.



We are looking for Spotlight articles from the APAS members for upcoming newsletters. Please send your submissions as MS Word documents to: Brenda Crouse, Vice President, e-mail bmrouse@ysu.edu. Please also direct questions or comments regarding *The Fair Dealer* to Brenda at x2292.

Please deliver to the following YSU APAS Member: