

**APAS General Meeting Minutes
March 10, 2009**

Todd Pilipovich, President, called the meeting to order at 11:30 a.m.

Minutes from previous general meeting of 9/22/08 approved.

Treasurer's

Report:

Mike Hackstedde, Treasurer, reported:

Beginning balance as of 3/10/09	\$12,054.49
Deposits	7,943.26
Interest	.00
Expenses	<u>7,583.98</u>
Ending Balance	\$12,413.77

Treasurer's Report approved.

Mike explained the membership period is September 1 to August 31 which is the OEA fiscal year. Dues are \$695.50 per year for full-time staff with \$28.98 taken out per pay. All dues are prorated except for Uniserv which is \$73.00 for full year whenever an employee starts. Any questions may be directed to Mike at ext. 1706.

Membership

Report:

Jean Engle reported a system has been set up through HR to find out who has been hired. Jean contacts new members to give information and get them signed up with the union.

Jean also displayed a copy of an APAS lapel pin which was designed by Kathy Leeper. The purpose of having pins allows APAS members to be more visible on campus as well as to demonstrate solidarity as a union. The cost for 300 pins is \$529 or \$1.75 each. A discussion ensued as to whether the cost should be paid for by the union or by each individual member. Members then voted to have the union pay the \$529 out of the APAS treasury with the majority in favor of doing this.

Grievance

Report:

Greg Gulas reported there are now 7 outstanding grievances to date. #28 and #29 were filed on July 9, 2008 regarding the evaluation process. #30 has been settled. #31 and #32 have been refilled on Feb. 3 and have now become #34 and #35. These two grievances are regarding position audits that have not received a response according to the timeframe stated in the contract. #33 is also in regards to a position audit and was filed on March 2.

Todd met with Martin Bramlett, the Interim HR Director, when he filed grievances yesterday. He is in the process of checking on Bramlett's salary now and has been warned not to discuss anything with him alone. The university has not scheduled yet to meet with APAS for negotiations.

Crystal's

Corner:

Crystal Hawthorne reported APAS has received a \$250 grant for a "Munch & Read" program to take place at the Youngstown Boys & Girls Club next Thursday, March 19 at 4:00 p.m. Members were asked to sign up to volunteer for this project. Release time may be granted for employees who wish to participate in this program. Crystal has purchased 110 books to be donated to the club. Pizza and pop will also be provided through the grant. Any members interested in participating can call Crystal at ext. 3270 or email her at cmhawthorne@ysu.edu.

Crystal was applauded for APAS winning the OEA Positive Image Award for community service projects conducted last year.

HEAC:

Bob Tupaj reported the committee is looking into organizing other universities and is collaborating with AAUP faculty on this. They are looking at the state of California's model.

NEOEA/OEA: A meeting is scheduled later on this month on March 28th. Karen Henning reported APAS sent a packet of goods to the homeless last March and had the largest donations of NEOEA/OEA. She will send information on this.

Search

Committees: Todd reported there is currently work being done on language to draft a policy on how the search should go.

Brandy Schumacher reported interviews are beginning next week for the Assistant Athletic Trainer position. There were 30 applicants with one of them from the inside.

Crystal Hawthorne reported there are 4 applicants to date for the Program Coordinator position at the Metro Credit program.

Job Audits: Several members have filed in the past year. Frank Akpadock has received a response. Karen Henning reported she was informed that ACE members take precedence over ours.

Community

Projects:

In addition to the Boys & Girls Club project, Todd discussed visiting Paul C. Bunn school last week to read to 30 students. Todd was dressed up as Pete the Penguin. Sharon Mika's book, *Penny's Big Day* was provided for the students.

The Read Across America program was held last week with several APAS members participating.

Healthcare

Taskforce:

Joanne Gallagher reported the HCTF is working on implementing a wellness program for the university in order to make use of the \$350,000 allocated for this project. The money may need to be used by July 1 or could possibly be sent back to the general fund. In order to expedite the program as soon as possible, it will be necessary to hire a coordinator to oversee all the administrative aspects. Eugene

Grilli has agreed to allow the position to be posted now since the money will come out of this special fund.

Members are highly encouraged to participate in the wellness program and will be given some type of monetary incentive or gift card to do so. The first step of the program is to take the Health Risk Assessment on the Medical Mutual of Ohio website at www.mmoh.com. Members must first register and establish an account with a password in order to access the assessment. The assessment should be completed within the next month or so, and members will be receiving an announcement regarding this soon.

Medical Mutual will provide screening for various conditions such as blood pressure, diabetes, and cholesterol levels sometime at the end of April or early May. Results can then be entered into the HRA. The cost will be paid by Med Mutual, but the claim will not go against members co-pays or deductibles. Members will also receive an incentive for participation in these screenings. Covered dependents are also included in the wellness plan and can get a “dummy” account with their own password to get into the system. All information is confidential and maintained by Medical Mutual. Information on individuals will not be released to the university or any other agency.

In the future, members will also be encouraged to participate in wellness programs and may be given some type of incentive for this. This may include using the Andrews Wellness Center, a local YMCA, or other type of facility. Members currently pay a fee of \$100 per year for using the Wellness Center or \$200 cap for dependents.

Negotiations

Committee: Sally Kenney, Chair, announced the other members of the negotiating team: Mike Glonek, Frank Akpadock, Jacque Daniel Johnson, Karen Henning, and Todd Pilipovich. George Heller is an alternate. Sue Miller and Sharon Mika are notetakers. Sally stated members are given 6 hours a week to do planning. The team will also be meeting in the evenings and on Saturday.

The administrative negotiating team for the university includes Dean Joe Edwards, Chair, Beth Kushner, Anna Bobby, Matt Novotny, and Jane Kestner. Neil McNally and the newly hired labor attorney are serving as advisors.

Sally reported only 7 or 8 responses were received on the contract review. The responses centered around the following themes:

- Pay grade issue – ability to move within positions or up
- No step increases
- Personal days
- Enrollment incentive
- Leaves/vacation/holidays
- Distinguished Service Awards
- Signing bonuses
- Supplemental contracts
- Continuity

- Retrenchment

If anyone has additional concerns/comments, please let the team know.
Helen Trapp, LRC, suggests negotiating training for APAS which members are willing to do.

General meetings for all members will most likely be held in mid-June.

**Nominations
for Officers:**

HEAC – 2 seats available
Susan Moorer
Mary Jane Quaranta

NEOEA Rep
Karen Henning
Sue Miller
Maureen Reardon

Building Reps
Heather Belgin
Jean Engle
Jeff Trimble
Brandy Schumacher
Carrie Anderson
Greg Gulas
Jacque Daniel Johnson
Karen Henning

Treasurer
Mike Hackstedde

Secretary
Sharon Schroeder

Vice President
Bob Tupaj
Brenda Crouse

President
Jean Engle
Todd Pilipovich
Mike Glonek

Elections Committee
Maggie McClendon
Joy Pokabla-Byers
Kevin Whitfield
Sharon Mika

Other committee members are appointed by the president and include: Distinguished Award, Safety, Sick Leave Bank, Audit Appeals, Healthcare Taskforce, Grievance Chair.

Anyone else interesting in running for office should contact Todd by Friday.

Meeting adjourned at 1:25 p.m.

Minutes Submitted by Joanne Gallagher, APAS Secretary