



# The Fair Dealer

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## Elephants in the Room

APAS Members,  
Can't ignore them. Can't camouflage them. Can't feed them enough peanuts to make them go away – so let's talk about the elephants in the room: negotiations, campus lay-offs and enrollment. As you know, employees represented by the faculty union and ACE have been

working on extended contracts since August. At this writing, both unions appear close to settling. Our current, three-year APAS contract expires June 30 and we generally begins our talks in April, about 90 days before our agreement expires. On the subject of lay-offs, I haven't heard anything official or unofficial, except that the topic is still on the table for the administration.

On a positive note, Royal and Co., the enrollment manager the university has hired to attract more applicants to YSU, seems to be making progress. My understanding is that approximately 1,500 applicants have been referred to YSU – more than four times the number we had last year at this time – and all have ACT scores of 20 or higher. Some creative events and incentives brought these potential students to campus, and it appears that our enrollment prospects are looking up.

On a personal note, I am sad to report that I'm approaching the final months of my last term as your APAS President – my term expires in September 2015. Last year, our local constitution and by-laws were amended to limit officers to two consecutive terms with a mandatory one-term break. If not for that change, I would very enthusiastically run again. I've developed a passion for the position and for the members, and have worked with two excellent executive committees to move APAS in a more professional direction.



Glonek

Even with the challenging times we've been facing, serving as your president has been an excellent experience -- one that I would enthusiastically embrace again. I want to express my heartfelt thanks to all of you that I have had the pleasure to serve with. It has been an honor.

*Michael J. Glonek*  
President

## Members Choose Seven For Negotiating Team

With the university's YSU-APAS contract set to expire June 30, union members have chosen seven members and two alternates to serve on their negotiating team.

Team members are:

**Monique Bradford**, coordinator of MBA programs in the Williamson College of Business Administration.

**Becky Geltz**, senior research analyst, Office of Institutional Research and Policy Analysis.

**Karen Henning**, senior academic advisor, Beeghly College of Education.

**Jacci Johnson**, annual giving coordinator, Office of University Development.

**Sue Miller**, senior academic advisor, Bitonte College of Health and Human Services.

**Todd Pilipovich**, assistant director, Undergraduate Admissions.

**Ed Villone**, police academy coordinator, Peace Officer Training Academy.

Alternates are:

**Susan Mooror**, development officer, WYSU-FM.

**Ian Tanner**, assistant director recruitment, meal plans, Office of Housing and Residence Life.

Members of the newly-elected bargaining team are ready to listen to members' concerns, and now is the time to let them know what issues are most important. We also thank every one of the 11 candidates who made themselves available to serve.

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## Retirement Means Travel for Annette El-Hayek

It's been just over five months since Annette El-Hayek retired from her position working with international students at YSU, and she's already traveled abroad twice:



first, a visit to Scotland and Ireland, then a trip to visit her son and his family in Abu Dhabi and Dubai.

Travel has always been one of Annette's first loves, and she hopes to see more of the world now that her schedule is free. She's also continued to reach out to international students at YSU – she's a regular attendee at international student coffee hours at the Youngstown YMCA and often welcomes groups of foreign students into her home.

"When I was in other places in the world, people reached out to me," she said, "I want to do the same. It's a way of paying it forward."

A native of Scotland, Annette and her Lebanese husband, Salim, moved to the United States in 1976. She spent nearly 33 years on the YSU campus, first as a student, then as an adjunct faculty member and staff member. After earning undergraduate degrees in French and German and a graduate degree in History, Annette taught foreign language classes and worked as coordinator of the English Language Institute before accepting a position with the Center for International Studies and Programs.

In June, she retired as assistant director of study abroad and international exchanges at the center. "What I loved most about the job was using all the knowledge and experience I had to get American students prepared to get out of the box and go to places they never thought they could study," she said.

In addition to international travel, she's keeping busy with home renovations, planting flowers, managing the finances of her husband's medical practice, and accepting other assignments as they come. For example, she recently translated a complex mechanical manual for a local business. "I'm never looking for jobs like that, but they seem to find me," she said with a laugh.

## Scholarship Gifts Top 55 Percent of Goal

Youngstown State University



APAS Members – and some friends – have contributed \$5,873 toward the union's endowed scholarship fund – bringing the campaign total to 55 percent of our goal.

The gift tally includes \$699 raised through APAS membership meeting raffles this year and last, \$350 contributed by non-member friends of APAS, member gifts totaling \$3,750, \$74 from the Chick-fil-A fundraiser this fall, and a \$1,000 union matching contribution.

Once our \$10,000 endowment goal is reached, the funds will be invested to produce interest income, and scholarships will be awarded annually based on the amount of that interest income. A \$500 inaugural scholarship will be awarded the first year the goal is reached.

APAS members and friends can contribute to the scholarship fund any time. Just visit the YSU-APAS website, <http://ysuapas.ohea.us>, click on the scholarship logo and complete the donor form. Members can also choose to designate their gift to the scholarship fund when the university conducts its YSU Fund drive by writing "APAS Scholarship" on the pledge card.

When scholarships are awarded, under criteria adopted recently by the APAS executive committee, priority will be given to an APAS dependent. Applicants must carry a GPA of 2.5 or higher for undergraduates; 3.0 or higher for graduate students; must have completed 12 undergraduate semester hours or nine graduate hours; and must be enrolled at least half time. Preference will be given students who have demonstrated campus or community service.

For more information, contact Jacci Daniel Johnson, 330-941-2329 or [jmdaniel@ysu.edu](mailto:jmdaniel@ysu.edu).

## Professional Development Dollars Still Available

It's not too late to take advantage of the Professional Development benefit that is part of our current YSU-APAS bargaining agreement. Check it out. It's a way to improve your skills by participating in a career-related class or seminar without having to ask your department to pay for it.

The university has agreed to pay up to \$500 for training each fiscal year for any full time APAS employee whose request is approved by his or her division officer.

Here's how the benefit works.

1. Find an appropriate conference, seminar, workshop or other career-related educational opportunity that is scheduled before June 30, 2015.
2. Complete the Staff Professional Development Application. Find it by searching for "staff development" on the YSU website.
3. Submit the application to your supervisor for approval. Signature authority is required.
4. The cost of the training should be charged to your department's FOAPAL, using the account codes specified with the application. The university has set aside funds to pay for training, as required under the APAS bargaining agreement, so the money will not come from the employee's department budget. The expense is subject to audit, however, so keep copies of all your paperwork.

If you have questions about the Professional Development benefit, contact Maureen Reardon, 330-941-2046.

## First Person:

# New Mom Explains YSU's Maternity Leave Policies

By Mollie Hartup

Anyone who knows me knows that I am a planner. It should come as no surprise that I had read the section of our contract about maternity leave before I was even pregnant! Despite my research, I still had a couple of surprises along the way that I would like to pass along.

YSU offers expectant moms nine weeks of paid leave that begin the day you deliver (six weeks maternity leave, then three weeks of parental leave). This runs concurrent with the Family Medical Leave Act. At the end of the nine weeks, you can use up to three weeks of sick time to be paid for the entire 12 weeks of FMLA.

Our contract allows us to take off up to six total months after having a baby. However (here comes surprise No.1), you can only use three weeks of sick time to supplement the nine weeks. If you wish to take off additional time, you must use vacation or unpaid leave.

It's easy to let HR know you are expecting. Ask your OB for a written estimation of your due date and send it to Linda Moore, along with an idea of the leave you intend to take. Here is the explanation I sent to Linda when I was expecting a year ago: *"Maternity Leave 6 weeks, followed by Parental leave 3 weeks, then Sick leave 3 weeks, then Vacation leave 5 weeks."*

Linda very quickly sent me back a calendar showing my planned leave based on my due date of November 1, 2013. However, (here's surprise No. 2) there were several holidays that fell during the first 12 weeks of my intended leave, but the calendar showed leave time for those days. It turns out that federal rules mandate that FMLA be taken on a weekly basis, and there is no benefit for holidays that fall during the first 12 weeks of leave. Holidays that fall during any leave beyond 12 weeks DO benefit the employee, however. For example, my FMLA had just run out before Martin Luther King Jr. Day, so for that single day, I did not need to use vacation leave.

Naturally, things change when you are expecting a baby. I ended up having just one day advance notice that I would be induced at 39 weeks. I emailed the change to Linda, and she again promptly responded with an updated calendar. After I delivered, I simply emailed her with my son Caden's birthdate and a photo of my little guy.

Mollie with son Caden



Posing with YSU President Jim Tressel at a Block Party marking the first day of fall semester are academic advisors/APAS members, listed with the colleges they represent, from left: front row, Crystal Bannon (CLASS), Sue Miller (HHS), Tressel and Karen Henning (Education); Back Row, Kellie Dobozi (HHS), Brenda Crouse (STEM) and Sally Kenney (HHS).



## Take CPR, Be Ready to Save a Life

What would you do if you found a work colleague in his office unconscious? Or if someone near you at a football game suffered an apparent heart attack?

YSU's Peace Officer Training Academy is making its Heartsaver First Aid, Heartsaver CPR/AED and Basic Life Support (BLS) classes available for YSU-APAS members. Take a class, and you may have an opportunity to save a life.

There is a \$35 charge per class; however, participants who sign up to take First Aid and CPR/AED on the same day get a discount – the combined cost is \$60.

Here's the schedule for classes through the end of the year:

**November 19**, 9 a.m. Heartsaver First Aid with CPR/AED; 9 a.m. Heartsaver First Aid only; 12:30 p.m. Heartsaver CPR/AED.

**December 17**, 9 a.m. – Basic Life Support; 1 p.m. Basic Life Support Renewal.

**December 19, 9 a.m.** – First Aid with CPR/AED; 9 a.m. Heartsaver First Aid only; 12:30 p.m. Heartsaver CPR/AED.

Future class schedules will be posted under Personal Announcements on the YSU website portal. For questions or more information, contact APAS vice president Edward Villone, Police Academy coordinator, 330-941-7255.

## APAS Welcomes Three New Members

YSU-APAS added three new members to its ranks over the spring and summer months, bringing the union's total membership to 158.

New members include:

- Jessica Chill, a student services specialist in Distance Learning.
- Becky Geltz, a senior research analyst in Institutional Research who was previously an exempt employee.
- Gary Clark, coordinator in the Office of Grants and Sponsored Programs.

Emilie Eberth, membership chair, said the membership tally stands at 158, down from 165 in the spring. Several members were promoted within the university to non-APAS positions, a few took positions outside the university, and the following three members retired:

- Annette El-Hayek, International Studies.
- George Heller, Maag Library.
- Rosemary Kent, Financial Aid and Scholarships.



A check presentation at the Boys and Girls Club of Youngstown celebrated a \$500 donation to the agency by YSU-APAS. Participating in the event are, from left, standing, Ruthie King, executive director of the Boys and Girls Club, and Susanne Müller, APAS grants coordinator; and front row, four Boys and Girls Club members with APAS president Michael Glonek. The union received the funds as a community service grant from the Northeast Ohio Education Association. Boys and Girls Club used the grant money to add books, DVDs and software to its library and to buy seeds, plants, soil and other materials for its Garden Club, which helps teach students about proper nutrition and healthy eating habits.

## Need Help? Got a Question? Contact Your Building Rep

If you have a question or problem at work that deserves APAS attention, your building representative is available to help.

Building reps are trained as grievance officers, but many issues can be resolved without filing a grievance. Your rep can advise you and take you through the necessary steps to resolve the issue.

Here are the YSU-APAS building reps and the buildings they represent:

**Monique Bradford** – Jones Hall, Phelps, E.J. Salata Complex, Ward Beecher Hall, Williamson Hall.

**Molly Burdette** – Bliss Hall, Maag Library, McDonough Museum, Moser Hall.

**Ed Goist** – Beeghly Center, Coffelt Hall, Southwoods, Stambaugh Stadium, Tod Hall.

**Jacci Johnson** – Cushwa Hall, DeBartolo Hall, Sweeney Hall.

**Susan Moorer** – Alumni House, Beeghly Hall, Lincoln Building, Meshel Hall.

**Bob Tupaj** – Disability Services, Cafaro House, Kilcawley Center, Kilcawley House, Kilcawley House West, Recreation Center.

## The Fair Dealer Wants to Tell Your Story

Let your fellow APAS members know about your accomplishments, at work and at play, by sharing your news with The Fair Dealer. If you have news, or a story idea about yourself or a fellow APAS member, please contact Cindy Vinarsky, 330-941-1703 or [cevinarsky@ysu.edu](mailto:cevinarsky@ysu.edu).

