

**YSU APAS
General Membership Meeting Minutes
September 22, 2008**

Todd Pilipovich, APAS President, called the meeting to order at 11:10 am.

HB 187 Classification

Craig Bickley, Chief Human Resources Officer and Ivan Maldonado, President of ACE were guests and discussed HB 187, which is an Ohio House Bill that took effect in July 2007. Implications: The create consistency among state universities if not part of collective bargaining (YSU most unionized university in State). Craig stated that all job positions are being evaluated in terms of whether or not they belong in ACE, APAS, or exempt. Where does that leave APAS? Not since 1991 have APAS jobs been certified by SERB. Any or vacation that isn't listed/certified by SERV will go through classification review committee/ The timeline is estimated to be 18 months to complete. University's goal is to be more accurate in terms of classification; Ivan Maldonado indicated two areas in particular will be targeted: Administrative Assistants and technology personnel. Ivan stated it is likely that those positions currently in APAS will most likely be reclassified to ACE positions. If position is reclassified and migrated over to ACE, salary schedule will remain the same. However, according to the ACE contract, those APAS employees migrated over to ACE will be on probation for 180 days in accordance to the ACE contract. Several APAS members expressed displeasure with this, and there was discussion if that particular item could be negotiated in upcoming APAS contract talks. Craig indicated there would be protection provisions in place, and asked all APAS members to first look at the ACE PowerPoint presentation available at:

http://cfweb.cc.ysu.edu/hr/Contract_Agreements.htm

An APAS member asked if this was the University's plan to eliminate the APAS union and decimate it ranks so that our unit would have fewer members and less powerful. Ivan stated that it was likely APAS would lose tech jobs and finance jobs, but protections would be in place for new ACE members. Craig reminded our membership "it's not bad to be in ACE", and there were titles such as "Classified Managers" within ACE/civil service. When asked how many APAS employees would be affected, Craig indicated he didn't know. Craig also asked APAS members to reconsider the popularly held belief that ACE employees were "blue collar" and that APAS employees were "white collar". The goal is to create clarity and abide by the rules created by the University.

Craig was also asked if the additional personal days recently awarded to ACE would be awarded to APAS, and Craig was unable to answer. Ivan stated that APAS would need to hire legal representation to get these days. Craig also briefly discussed the new ERIP, which would only be available to 100 employees.

APAS General Meeting

Minutes were approved from Feb. 4, 2008 meeting.

Julie Sharrow has resigned as APAS treasurer. New treasurer is Mike () from Accounting.

Todd introduced Building Reps, and reminded members that if they have any questions/problems to please contact the member's building rep first before contacting either Todd or Greg Gulas, Chief Grievance Officer.

Treasurer's Report

Julie reported on the following dues structure for 2008—2009:

Dues:	Full Time	Half Time
OEA	405.00	203.00
Uniserv	73.00	73.00
NEA	158.00	84.00
NEOEA	27.50	13.75
LOCAL	32.00	32.00
ANNUALLY	695.50	405.75
PER PAY	28.98	16.91

September Treasurer's Report (as of 9/10/2008)

Beginning balance	20,813.71
Deposits	3,298.82
Interest	6.71
Expenses	14,311.11
Ending Balance	9,808.13

Todd reported that the problem with membership is being straightened out after several months of problems.

Grievance Report

Todd reported that 6 grievances were filed this spring, the most in the history of APAS. Grievances included one against Craig Bickley for not meeting with Todd regularly (as defined in our contract) to discuss HR/APAS position issues. One grievance resulted in an APAS employee being moved from her job due to harassment by her supervisor. Several grievances were filed regarding an employee evaluation being done by a person other than the APAS employee's supervisor. All but one of these grievances have yet to

be settled. Todd also thanked Greg Gulas for stepping up after Jody Patrick's retirement in June.

New Issues

APAS recently received the positive image award.

Todd thanked those APAS members who were instrumental in increasing enrollment, and expressed appreciation even though those members who were on the frontlines of enrolling/registering/advising students did not receive an enrollment incentive as all members of ACE and select exempt staff did. A discussion followed on the issue of enrollment incentives.

Todd also discussed the search process as instituted by the Labor Management Council, and asked if any APAS members wanted to be on the list of approved search committee members, to please contact him via email at tjpilipovoch@ysu.edu

Health Insurance Committee: Todd announced there would be no MERPS! Todd and Joanne are our APAS reps on the HIC. Todd informed the membership of an upcoming survey on what wellness programs we'd like to see on campus. Todd asked us to please complete the surveys. A member asked if we could please try to negotiate free use of the Rec Center. Todd indicated that's something the new negotiating team could consider.

Labor Management Council: Vice President Sue Miller will attend in Todd's absence as he is currently on the road recruiting.

MOU: Todd asked that the membership consider signing an MOU so that APAS would not need to negotiate health care at our upcoming contract negotiations. He stated that the health care package for APAS is the identical package offered to ACE and OEA. A motion was unanimously passed and Todd will sign the MOU.

Todd reported on a recently meeting with President Sweet. Dr. Sweet told Todd that neither Dr. Cyndy Anderson nor Craig Bickley would be at the bargaining table for the administration as both are too busy. A member voiced that opinion that APAS was once again being snubbed and treated like second class citizens. Todd stated that the administration has not yet selected their team. In another meeting, Todd was asked by Craig Bickley to consider "cleaning up" current contract language, and Todd indicated that was not approved by APAS Executive Meeting, so Todd will not be signing any further MOU's until negotiations.

Todd reminded the membership that our current contract expires on August 1, 2009 and said the negotiating team will have to review all YSU contracts (ACE, OEA) as well as look at financials. Six members will be elected and Todd will serve as well (by default). Todd discussed Dr. Anderson's and Dr. Sweet's suggestion that we look at benchmark institutions to see if our members are being fairly compensated. The APAS librarians in Maag have already undertaken such a study and reported YSU librarians are grossly

underpaid. Todd said that we should look at other local higher learning institutions such as Slippery Rock, Akron, and Kent, as well as the benchmarked institutions. Bob Tupaj forwarded members a list of those institutions. They can be found at:

<http://ysuapas.ohea.us/benchmarksch.pdf>

The last order of business was to nominate members to serve on the 2009 APAS Negotiating Team. Those members nominated are:

Sally Kenney (not present at meeting, needs to “officially” accept)

Jackie Daniels

Karen Henning

Sue Miller

Michael Glonek

Frank Akpadok

Jeff Trimble (not present at meeting, needs to “officially” accept)

Jason Thomas

Greg Gulas (not present at meeting, needs to “officially” accept)

Chris Shelton

Todd did not announce a date for elections, but said that elections would take place in the Graduate School, third floor, Tod Hall. The election committee is Maggie McClendon and Barb Jones.

Lastly, Todd reminded members that a new, revised pregnancy leave has been passed by the Board of Trustees, which includes a 6-week paid leave.

Meeting adjourned at 1:10 pm.

Minutes submitted by Sue Miller, YSU APAS Vice President.