

Advantages of Being an APSA Member

Benefits

Benefits provided to APSA members directly attributed to monthly dues of \$19.

- ✓ The APSA is a large association that requires multiple disciplines for proper and positive function. Dues provide remuneration for an Executive Board made up of members focused on providing quality leadership and support to the members.
- ✓ Allows 15 APSA members to sit on the Executive Board. Duties of APSA Board members are diverse and require Board members to possess specific skill sets to perform these duties. As a result of having 15 members, workloads are divided in such a manner to allow each Board member the opportunity to serve the membership with little in any impact on their own respective career supervisory positions.
- ✓ Provides for quality, professional legal services in every aspect of APSA business;
 - Preparation for and leadership in the negotiations of successor. Collective Bargaining Agreements.
 - Meeting with members concerning workplace challenges involving hours, conditions of employment, and to provide advice and direction relating to the specific situation(s).
 - Member representation including investigatory, grievance and arbitration proceedings.
 - Attend meetings of the Coalition of Labor Organizations.
 - Attend meetings of the Joint Health Care Committee.
 - Request and attend special conferences where subject matter has/can/will impact the APSA membership.
 - Legal guidance and opinion related to the lawsuit brought about concerning the Health Care Savings payout.
 - Counsel and advice on the future of APSA.
 - Provide training in/for investigatory, grievance, and representation issues. Training targets members of the Grievance Committee, including Alternate Grievance Officer, Vice President for Contract Administration, and President.
- ✓ Monthly dues provide APSA leadership with off-campus offices for private consultation with members, monthly Executive Board meetings and conduct Association business.

- ✓ Two (semi-annual) general membership meetings held on or near campus.
- ✓ Provide the electronic communication devices and plans necessary for Board members to better conduct APSA business. Includes APSA email service so as not to use MSU's mail system which is subject to Freedom of Information and Public Employee Relations Act information requests. Confidentiality of Association business is paramount to Association success.

Impacts of Decreased Membership

Impact of services provided to APSA membership should monthly dues be adversely impacted by members Right to Work decisions: (in no specific order)

- Fewer Board members will result in the reduction of all services. Of particular concern would be member representation in critical issues of contract negotiation, discipline, layoff, protection of employment and employment conditions in general.
- Inability to maintain the offices APSA currently utilizes for the benefit of its members thus leading to obstacles in being able to meet with members in need.
- Reduction of legal services to protect and preserve all membership and Association concerns as outlined above.
- Eventual erosion of bargaining position with the University, likely resulting in the degradation of your wages and benefits.
- Eventual elimination of the Association resulting in your employment status likely becoming "at will." *Who will then speak for you and your employment situation?*