

MEA UniServ Updates

Submitted by Greylor Walston, MEA 8-G UniServ Director

As we move through the Spring semester, I want to share a few updates and opportunities to stay connected, informed, and engaged in our work on behalf of the 8-G Coordinating Council. The 8-G Coordinating Council are MEA members who are employed at Lansing Community College.

Recently, MEA recognized Gretchen Whitmer with our inaugural Champion for Education Award, highlighting her continued support for public education and the essential role educators and staff play across the state. Moments like this reinforce the importance of advocacy and the impact of our collective voice.

On May 19, any MEA member in good standing at LCC and made a donation to the MEA PAC may participate in our CAU Office's screenings and recommendations process for candidates seeking MEA endorsement for MI House 74 and MI Senate 28. Member involvement is critical in ensuring our union supports candidates who reflect our shared values, so please reach out if you're interested in taking part. If you have local or national political interest, please reach out.

Looking ahead, registration is now open for the MEA Summer Conference. This annual gathering offers meaningful opportunities for professional development, collaboration, and organizing to bring our MEA pK-12 & Higher Ed members together from across Michigan to share ideas and strengthen our union. For more information, please go to mea.org/summerconf/.

We're also making time to build community locally. The 8-G Coordinating Council will host a Game Night featuring a Euchre Tournament on April 30, followed by an Ultimate Uno Tournament on May 12. These events are a chance to unwind, connect with colleagues, and enjoy some friendly competition. We will meet at the MEA HQ in East Lansing. Food will be provided for those who RSVP using the QR code included on the flyer in this newsletter.

HCTF negotiations remain ongoing. Conversations are centered on how the HCTF represents individual bargaining units at the College. The Task Force continues to bring creative proposals that ensure affordable healthcare benefits while addressing the continued rise in costs. While discussions are still in progress, the focus remains on protecting the rights of our members.

Finally, Randy Watkins, Marnie Parris-Bingle, Zakir Ahammad, Cynthia Thomas, Curlada Eure-Harris, Kristin Houck, along with our retiree organizing group members Pam Davis, Eva Menefee, and Evelyn Lynn, were nominated by their colleagues to participate in training with the National Education Association in Phoenix, AZ this past March. Your colleagues engaged in building skills to organize through campaigns and build stronger workplace organizing capacity. Read more about their experience on pages 5 and 6.

Thank you, as always, for your continued engagement and commitment.

In solidarity,
Greylor



Take Action!

8-G Coordinating Council is asking all MEA Coalition Union Members which includes ASP, MAHE, and FMA to consider volunteering to support the Communication Committee. Help us do the work and spread the word around campus! We are asking volunteers to provide ideas, be content contributors/creators and assist with delivery of the Communication Committee tasks.

Time Commitment is about 1-2 hours a month. Contact Angela Kuhlman – kuhlmaa2@star.lcc.edu

Contact Angela if you have any photos from a social or union gathering to include in the newsletter!



MEA EVENTS AND OUTREACH



MEA REGION SHOUT ABOUT IT AWARDS

It's time to start thinking about who we can nominate for a Shout About It award! This is a chance to recognize someone who goes above and beyond to serve others. The nomination does not have to be a person in education as long as they fit the criteria. You may nominate someone outside of the union that does great work for education as well as an MEA member. You **cannot nominate** someone who chooses to opt out of membership. All Shout About It nominees are invited to our MEA Region 8 dinner meeting on May 20th, where they will be recognized and celebrated!



The Shout About It nomination form is page #10 of the newsletter. Please submit completed forms to: Liz Hubert at elizabethubert@gmail.com, all nomination forms are due by **April 27th, 2026**.

UPCOMING MEA REGION 8 MEETINGS

- **5/20/26 at 6pm**, dinner starts at 5:30pm | Shout About It Awards | MEA Headquarters (Board Room) - 1350 Kendale Blvd East Lansing, MI 48823

If you would like to attend an MEA Region 8 Meeting, please contact one of LCC's MEA Region 8 Representatives for a meeting RSVP link.

Your MEA Region 8 Representatives:

- Lisa Alexander (alexanl5@star.lcc.edu)
- Cynthia Thomas (thomasc2@star.lcc.edu)
- Ana Woehr (woehra@star.lcc.edu)
- Curlada Eure-Harris (eurehac@star.lcc.edu)
- Ed Kabara (kabarae@star.lcc.edu)
- Patricia Purol (damicop@star.lcc.edu)
- Angela Kuhlman (kuhlmaa2@star.lcc.edu)
- Marnie Parris-Bingle (parrisbm@star.lcc.edu)
- Paul Homrich (homrichp@star.lcc.edu)

SAVE THE DATE - SPRING 8-G COORDINATING COUNCIL EVENTS



8-G Coordinating Council is hosting two spring events open to all members from ASP, FMA and MAHE. Bring the family and join in the fun!

Game Night, featuring a Euchre Tournament

- Location - MEA HQ Executive Room
1216 Kendale Blvd, East Lansing, MI 48826
- Date - Thursday, 4/30
- Time - 4:00pm-7:00pm
- RSVP online [HERE](#)



Ultimate UNO Tournament

- Location - MEA HQ Executive Room
1216 Kendale Blvd, East Lansing, MI 48826
- Date - Tuesday, 5/12
- Time - 4:00pm-7:00pm
- RSVP online [HERE](#)



Event flyer with RSVP QR codes is page #11 of the newsletter

Union Contacts @ LCC

8-G COUNCIL UNION REPRESENTATIVES:

- ASP Contact – Rikki Reynolds
- FMA Contact – Nate Slider
- MAHE Contact – Cynthia Thomas
- UniServ Contact – Greylor Walston
- LCC MAHE Office (517) 483-1891

www.lccmahe.works

Have questions or need help? Visit www.mea.org

8-G COORDINATING COUNCIL

Your dues paying membership in your local Association here at LCC, is part of a much broader unified structure represented by the National Education Association. NEA is the largest single labor union in the United States.

	MEA Members at LCC	MAHE	ASP	FMA
SEPTEMBER	519	401	106	12
OCTOBER	525	407	106	12
NOVEMBER	524	406	106	12
DECEMBER	527	408	107	12
JANUARY	520	401	107	12
FEBRUARY	522	403	107	12
MARCH	525	406	107	12

MEA EVENTS AND OUTREACH

MAY DAY IS INTERNATIONAL WORKERS DAY

Why May 1st?

May Day, or International Workers Day, is celebrated each year around the world on May 1. The day was first recognized in the 1880s in Chicago as part of the movement for an 8-hour work day. While May Day is not officially recognized in the United States, it has continued to be a moment for workers to come together to celebrate labor solidarity and to push for progress. This May Day will be a day of rallies, marches, teach-ins, labor actions, and a refusal of business as usual — because when those at the top rig the system, collective action is how we set it right.

Organized people vs. Organized money

The billionaire class has wealth and influence; working people have numbers, relationships, and the ability to act together.

Power grows through solidarity, our stories, and our actions!

When we name the injustice, identify who benefits, and invite people into collective action, we shift the balance of power!

Source: <https://www.nea.org/>



HONOR INTERNATIONAL WORKERS' DAY ON MAY 4TH

Join us in the appreciation of all LCC employees and union representation on campus, as well as the accomplishments that led to the eight-hour workday for us all.

Snacks will be provided!

Date: Monday, May 4

Time: 11:30 a.m.-1:30 p.m.

Location: Gannon Building Highway

Sponsored by:

LCC Union Representatives

- Bill Feldpausch – Michigan Association for Higher Education (MAHE)
- Andy Brent – American Federation of Teachers (AFT)
- Nathaniel Slider – Facilities Maintenance Association (FMA)
- Dave Wasinger – Association of Support Professionals (ASP)
- James Didion – Police Officers Association of Michigan (POAM)

Human Resources' Labor & Employee Relations Team

- Dawn Cousino – Director of LCC Labor & Employee Relations
- Crystal Perry – Labor & Employee Relations Administrator

MEA EVENTS AND OUTREACH

COST OF LIVING CONCERNS

Take Action!

Staff members across campuses, in collaboration with representatives from each campus union (AFT, POAM, ASP, FMA, and MAHE) have been meeting since October to address the challenges posed by rising costs and inflation. This working group is committed to better understanding how these economic pressures are affecting our colleagues and their families, with the goal of identifying meaningful solutions and providing support where it is most needed.



Scan QR Code or click [HERE](#), to complete the survey

Living Wage Reference (1 adult, 1 child) | MIT Living Wage Calculator
— Lansing-East Lansing, MI (Metro 29620) | Data: Feb 2026
| Source: livingwage.mit.edu

LCC Salary Comparisons — 2019–20 vs. 2025–26 Average				
<i>Assumes every step in every salary schedule equally occupied Living Wage Benchmark (1 Adult, 1 Child): \$76,119/yr</i>				
Bargaining Unit	2019–20 Avg	2025–26 Avg	\$ Change	% Change
FMA	\$46,527	\$68,145	+\$21,618	46.5%
POAM	\$53,350	\$65,461	+\$12,111	22.7%
ASP	\$50,397	\$60,393	+\$9,996	19.8%
AFT	\$77,996	\$101,744	+\$23,748	30.4%
MAHE	\$72,268	\$80,616	+\$8,348	11.6%
Unweighted Avg (All 5)	\$60,108	\$75,272	+\$15,164	25.2%

▲ Green = 2025–26 avg at/above living wage (\$76,119) | Yellow = within 8% below | Red = below living wage | % Change: Green ≥25% | Yellow 15–24% | Red <15%

We invite all staff to complete our brief, anonymous Cost of Living Concerns survey. Simply scan the QR or click on the link provided to access the survey. We ask that you also encourage fellow colleagues within your department, academic/program area to complete the survey, to help ensure broad participation. Affordability and financial stress affects everyone, this is an important opportunity for staff to share their experiences and help inform our efforts moving forward.

In solidarity,
Cost of Living Concerns Work Group



MEA EVENTS AND OUTREACH

8-G Members Making a Difference!

COACH MICHAEL INGRAM CELEBRATED HIS 700TH WIN!

LCC men's basketball coach Mike Ingram reached a historic milestone on Feb. 2, 2026, earning the 700th victory of his career in a 100-76 win over Southwestern Michigan on the team's home court.

This achievement places Ingram among an elite group of men's basketball coaches to reach the 700-win mark, a testament to his longevity, consistency, and impact on the game. Head coach at LCC since 1990, Ingram has built a reputation for competitive excellence, player development, and sustained success.

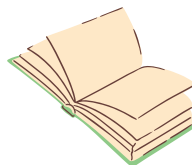
To read more visit - <https://www.lcc.edu/news/2026-lcc-mens-basketball-coach-reaches-700-wins.html>

*Congrats
Coach Ingram!*



LIVING STORIES - CATHARYN PALOMINO

On March 25th, Catharyn Palomino full-time Communication Faculty member participated in the Living Stories event hosted by LCC's Library. She wrote a sixty-minute story of a real life event. Her story detailed an experience from a graduate class at Western Michigan University with local Kalamazoo CBS meteorologist Keith Thompson. She thought it was cool to know a local celebrity, but he barely said anything in class and was hard to get to know. At the end of the semester, they had a class potluck and Keith Thompson signed up to bring peanut butter buckeyes, her favorite confection, but when he showed up the last day he had brought M & M's instead. Her overall experience with Keith was disappointing AND though meteorologists are famously unreliable, this one was in a different way.



RETIRED POWER TO WIN: FOUNDATIONS OF ORGANIZING

2026 NEA Retired Conference | March 1-3, 2026 Phoenix, AZ

Content submitted by Evelyn Lynn, ASP member

The 2026 NEA-Retired Conference was about Resilience, Respect, Power, Saving Public Education and our Democracy. These sessions provided training on how to get involved in saving public education which impacts our Unions and current employees in public education. Evelyn attended to be equipped with the knowledge and skills to fight for education after she retires.

The training discussed attendees' personal core values and Union core values: Fairness, honesty/integrity, responsibility, compassion/empathy, safety, health, generosity, hard work/responsibility, community, freedom, democracy, binding contracts, equality, opportunity, respect, stability/security, unity, quality work, justice, collective action, dignity/respect, charity/community service, and due process.

Session topics included:

- **“Three Theories of Change: Organizing, Mobilizing, and Advocacy.”**
- **Organizing is key, it's “building mass support and strength among people.”**
- **Mobilizing, “encourages those that support a cause to take action and defend their belief.”**
- **Advocacy, “work of creating change through the actions of professionals or technical experts-lobbyists, lawyers.”**
- **Union Engagement and the “Ladder of Engagement”:**
 - Spotting the Ladder – spark curiosity and introduce the campaign
 - Gripping the First Rung – invite members to take simple actions to show interest
 - Climbing with Purpose – build momentum and visibility through collective action
 - Standing Steady – deepen commitment and create space for member leadership
 - Reaching the Top – empower others to lead and sustain the campaign
- **Steps to Campaign Planning:**
 - Identify the problem
 - Identify the issues specific to the problem
 - Demand – what is it we want to solve the problem
 - Find allies that support the issue
 - Identity opposition, those that don't support the issue
 - Identity competition, those that want similar resources we're asking for

Article continued on page 6

ASP Section

RETIRED POWER TO WIN: FOUNDATIONS OF ORGANIZING

2026 NEA Retired Conference | March 1-3, 2026 Phoenix, AZ
Content submitted by Evelyn Lynn, ASP member

Campaign and Organizing Activity - NEA provided session attendees with an "Issue Criteria Check List" of 15 items. In teams, the attendees came up with a problem and worked through the steps of campaign planning to better understand the process and to brainstorm/troubleshoot as a team.

Interested in learning how to run a campaign or want to learn more about the process? NEA is offering \$2,500 grants for The Campaign Lab program, which offers coaching and resources.

For more details about the Campaign Lab program and grant, visit - <https://www.nea.org/resource-library/campaign-lab>



News You Can Use!

Do you have an event or announcement to share with fellow ASP members?

Post it in the 8-G Newsletter!



Send us all the details and we'll make sure there's space for your article, editorial, photos, announcements, etc.

Email content to Angela Kuhlman – kuhlmaa2@star.lcc.edu

ASP President's Corner



DAVID WASINGER
ASSOCIATION OF SUPPORT PROFESSIONALS (ASP) PRESIDENT

ASP members with any questions or concerns, please reach out to me at wasinged@star.lcc.edu

In solidarity,
David Wasinger

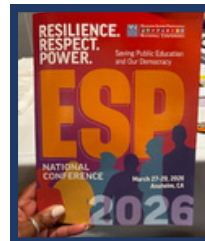
ESP Bill of Rights

To learn more about the Michigan ESP Bill of Rights and to add your endorsement, visit - <https://mea.org/esp-bill-of-rights/>

When we win, everyone wins!

Please consider endorsing and helping us move this effort forward.

In solidarity,
Robin Moore
Library Operations and Circulation Specialist
Michigan ESP Bill of Rights Captain



MAHE Section

MAHE Facts - Did You Know?

For more information about LCC Search Committees, reference the MAHE Contract, Article XV Vacancies, sections E and G - <https://www.lcc.edu/hr/labor-relations/documents/contracts/mahe-contract-2024-2029.pdf>.

Faculty Search Committee for Full-time Bargaining Unit Positions

1. Formation of the Search Committee
 - Human Resources (HR) notifies the Association and requests recommendations for qualified, diverse bargaining unit members.
 - A search committee of at least five members is formed when filling a full-time bargaining unit vacancy.
 - If enough qualified members are recommended within 14 calendar days, a majority of the committee will be appointed from those recommendations. MAHE recommends four members (3+ an alternate), the remaining committee members are a staff person and an administrator.
 - If not enough qualified members are recommended within 14 calendar days, the College may appoint other individuals to ensure the committee is complete and diverse.
2. Hiring Procedures and Guidelines
 - HR is responsible for developing hiring procedures and standards.
 - HR assists the search committee in creating screening and interview guidelines.
 - All procedures and guidelines must be reviewed and approved by HR before use.
 - The search committee may begin its work only after HR approval is completed.



NEA Higher Ed Conference in Phoenix, AZ | Higher Ed Organizing Track | March 2026 | MAHE Members in Attendance

3. Committee Recommendations to the Dean
 - The search committee submits a list of highly qualified candidates to the Dean.
 - Recommendations include supporting documentation explaining candidate qualifications.
 - Whenever possible, the Dean and committee meet to discuss insights and recommendations.
 - If the Dean plans to recommend someone not endorsed by the committee, the Dean must first meet with the committee to explain the reasoning.
4. Insufficient Candidates or Failed Search
 - If the committee cannot recommend an acceptable number of candidates, further action is required.
 - The same applies if the Dean does not support appointing any recommended candidates.
 - The committee chair is given an opportunity to consult with the Dean.
 - After consultation, the Dean decides whether to extend the search or declare it failed.

Faculty Participation in Search Committees for Administrative Positions

- Before forming a search committee for a full-time academic administrator position, HR must notify the Association.
- Within 14 calendar days of the notice, the Association may meet with HR to recommend the committee's composition and suggest qualified and diverse bargaining unit members to serve.

Save the Date

UPCOMING MAHE MEETINGS

All Members Are Welcome!

MAHE Senator/Steward Meeting

- April 30, 3- 4 p.m. | Virtual

Check your email for the link to join!



MAHE Section

MAHE President's Corner



BILL FELDPAUSCH
MICHIGAN ASSOCIATION FOR HIGHER
EDUCATION (MAHE) PRESIDENT

An interview with Bill Feldpausch, we discuss hiring committees and MAHE members.

Do you have to be an expert in the program area that's forming a hiring committee?

- No, you don't have to be an expert. We are looking for open minded, regular folks who can dedicate their time to serve on a hiring committee. Some departments are very small which means hiring committee members would need to come from other areas or perhaps related areas, but all are welcome to serve.

What's the average time commitment for serving on a hiring committee?

- It varies depending on the position and other factors for example the number of people to be hired and offer outcomes, an offer could go out but if the candidate doesn't accept the offer or is no longer interested these could extend the process. On average, its about 3 months from beginning to end; some hiring committees may end in a failed search.

Do I get paid to serve on a search committee? (part-time vs full-time)

- If you're a full-time member, then it's part of the 32-day plan/part of your regular workload. It's not typical that extra (overload compensation) is provided to full-time members serving on a hiring committee. If you're a part-time member, then you get paid for your time serving on a hiring committee. Time card entry varies within each program/department, so part-time members should check with the designated time keeper to ensure their hours are recorded for payment.

Is this a virtual or face-to-face process?

- Even if all interviews are in-person, the search committee members could meet up to review candidates virtually, so the process could be hybrid, virtual or face to face.

What are the benefits of having MAHE members serve on a hiring committee?

- The biggest benefit is MAHE members get to have direct input into who their future co-workers are. They have a seat at the table to review candidates' qualifications, personality, communication style and help determine who would be a good fit. It's a chance to pre-screen folks and have a say on the candidates. **Your voice matters as a hiring committee member.** It's also a form of service and a way to give back to their department.

What else would you like MAHE members to know about hiring committees and the process for filling vacancies?

- We need to have a seat at the table, which means we need employees to help fill hiring committees. Without enough adequate members recommended, HR and Administration will fill the gap. At that point, we have no say on who they appoint to the hiring committee. When we don't participate in the process, then we can't be disappointed in the decisions made later on. Now is a chance for you to help filter out candidates and to select the best person for your program/department. **Your opinion matters on a hiring committee.** Most supervisors or Administration aren't the experts in that area or aren't involved enough in daily operations to know what your program needs. [Our MAHE members do!](#) **I'd encouraged folks to consider volunteering to serve on a hiring committee when you see the MAHE email notifications.**

In solidarity,
Bill Feldpausch



MAHE Section cont.

MAHE Senator/Steward - Re-Imagined!

NOMINATIONS ARE OPEN

Please consider serving as your MAHE Senator

Envisioning the work and time commitment:

- Training on contract - MAHE/MEA/NEA
- Provide office hours - once a month – snacks provided
- Report monthly to Communication tab (website)- rotate reporting out at MAHE Meetings
- Participate in MAHE general membership meeting
- Create and maintain a contact list - identify change agents within your department/program/area
- Commit – 2 to 3 hours a month
- Represent their area/department/program- Full- and part-time employees

Process: We believe that our members know their area/department/program the best and understand all the complexities, messiness and nuances of their daily work life. **We need to learn from each other and help to shape the work of MAHE!**

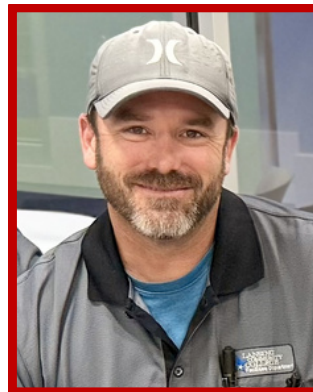
We are asking that at your next meeting (department, program, area) that a MAHE member asks for time to discuss MAHE Senators and hold a vote to represent your members. We are looking for both full- and part-time individuals who are willing to serve as MAHE Senators. Our end goal is that we have enough volunteers to represent all areas of the college.

Timeline: We would like for these conversations to happen soon, we are actively recruiting MAHE Senators/Stewards. The initial onboarding session will be scheduled in May, more details to come.

Questions: Reach out to Anne Heutsche - heutsa@star.lcc.edu

FMA Section

FMA President's Corner



NATE SLIDER
FACILITIES MANAGEMENT
ASSOCIATION (FMA) PRESIDENT

Hello fellow FMA members!

With summer fast approaching don't forget about all of the special discounts available to us on the member benefits pages on the **MEA & NEA** websites. I know there are discounts for hotels, airport parking, and restaurants. They might help save everyone a little bit of money on those summer getaways

- MEA Discounts click [HERE](#)
- NEA Discounts click [HERE](#)

FMA members with any questions or concerns please reach out to Nate Slider at Phone: (517)582-5043 | Email: slidern1@star.lcc.edu or Scott Green, FMA Vice President at Email: green125@star.lcc.edu.

In solidarity
Nate Slider



News You Can Use!

Do you have an event or announcement to share with fellow FMA members?

Post it in the 8-G Newsletter!



Send us all the details and we'll make sure there's space for your article, editorial, photos, announcements, etc.

Email content to Angela Kuhlman – kuhlmaa2@star.lcc.edu

**MEA Shout About It Award
Biography Suggestions**

NOMINEE NAME: _____

ADDRESS: _____

PHONE: **Home:** _____ **Cell:** _____

EMAIL: _____

EMPLOYED/RETIRED: _____

(**Check one**) (School District)

PAST AND PRESENT CONTRIBUTIONS TO THE COMMUNITY: _____

POTENTIAL CONTRIBUTIONS TO MEA: _____

SUMMARY OF ACTIVITIES: _____

RECOMMENDED BY: _____

Address: _____

Phone Number: _____

REASON: _____

LCC MEA 8-G EVENT SCHEDULE



Bring your family and join the fun!

30 APRIL

4 - 7PM

GAME NIGHT FEATURING EUCHRE TOURNAMENT

ME A HQ, EXECUTIVE COMMITTEE ROOM
1216 KENDALE BLVD., EAST LANSING

CLICK **HERE** TO REGISTER



12 MAY

4 - 7PM

ULTIMATE UNO TOURNAMENT

ME A HQ, EXECUTIVE COMMITTEE ROOM
1216 KENDALE BLVD., EAST LANSING

CLICK **HERE** TO REGISTER

