

CT News



CLERICAL-TECHNICAL UNION OF
MICHIGAN STATE UNIVERSITY

Volume XXXVIII, Issue 2

Organized and Independent since 1974!

March 2011



Lansing, Michigan, March 8, 2011—Approximately 1,000 citizens gather at the Capitol to protest anti-worker legislation.

President's corner

We are not the enemy

By Deb Bittner

A Wall Street CEO, a union member and a tea partier are sitting at a table with a plate of a dozen cookies. The Wall Streeter grabs 11 cookies and wolfs them down. As he leaves the table, he turns to the tea partier and says, "Look out for that union guy, he wants part of your cookie."

That joke is being told at every gathering of labor these days, and it couldn't be more on point. Somehow the problem with the economy has become labor's fault—not bad investment policies and practices; not the unethical and predatory money lenders; not the crash of the over inflated building market; not the giant corporations who take their businesses to other countries in pursuit of ever bigger profits. And it couldn't possibly have anything to do with the fact that

CEOs now make 263 times their employees' wages. No, according to some, the problem with the economy at all levels—and especially with state budgets—rests squarely on the backs of public sector unions and their members.

Yes, that means it is our fault, you and me, those of us who pay taxes, use public schools, work in the community and do volunteer work everywhere.

We are now the enemy, the target of many new laws to keep us from living so "high on the hog" and force us to "share in the sacrifices."

I have a problem with that view. As public employees, we work hard to support our public institution. We are proud of the contributions it makes to our community and the lives of our citizens, especially our children.

SPRING 2011 membership meeting

Agenda:

Budget & Audit Report
Bargaining Update
Reports
Door Prizes

Wednesday, April 27
252 Erickson
5:20 p.m.

**DON'T JUST STAND BY
AND WATCH, GET
INVOLVED!!**



Health care open enrollment

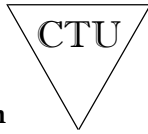
Open Enrollment
for health care
benefits is April
18 through May
17 for the 2011-
2012 plan year.



Find additional
information on the Human Re-
sources website at [http://www.
hr.msu.edu/openenrollment/](http://www.hr.msu.edu/openenrollment/).

We have made sacrifices for many, many years now. We took small or no raises to help balance the budget and keep health insurance. We used our insurance wisely and helped keep health care costs down in the commu-

Enemy continued on p. 3



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Editorial Policy: The *CT News* is the voice of our union. It is our vehicle for communicating, on a regular basis, the issues that confront us as workers. Through this newsletter we explain union policies, show how dues are spent, and explain the views and actions of the elected leadership for evaluation by the members.

The *CT News* is the voice of the membership. We welcome articles from members and stories about members.

While contributions are welcome, they should be constructive and contribute positively to the welfare of our union.

We will accept no attacks on any union leader or member. We will accept thoughtful discussion of all related issues in the letters section, and reserve the right to reply to those that seem to reflect a misunderstanding of the union and its policies.

Direct ideas, letters, questions and comments to Cherylee Finney.

CT Classifieds

For sale:

◆ **Mileage Max:** "All in one" fuel treatment increases gas mileage, reduces toxic emissions, extends engine life. Contact Lucy Oster, 1-269-763-9877, oster8248@yahoo.com, <http://www.bellevuefuelsaver.com>.

◆ **EVO 4G phone accessories:** Extra battery, leather case, car charger, black silicone skin case, clear silicone skin case, plastic holster, 2 screen protectors. \$35 takes all. (Phone returned due to reception problems.) Jk_etc@yahoo.com.



◆ **Honda Goldwing Interstate motorcycle:** Well cared for 1984 cycle offers a beautiful, smooth, quiet ride. 67,209 miles. Great touring bike. Photos on request. This bike is a must to see and will sell fast! Yours for \$4,000. Call Ron at 517-281-3876 or email ron.edwardsstudio@gmail.com for more information or to see and take for a ride.

◆ **.72 diamond solitaire engagement ring & band:** One 14 kt yellow gold ladies custom made engagement ring with bright polish finish. (1) round brilliant cut diamond, total weight 0.72 ct, clarity VS-2, color I, cut ideal class 1 A. Also, one 14 kt yellow gold ladies custom made matching wedding band with bright polish finish. Originally purchased for \$5,400 at Becky Beauchine Kulka in Okemos. \$2,400. Pictures, appraisal and original paperwork available. Contact Lisa @ Liz_a1979@yahoo.com.

◆ **2002 SL2 four door Saturn:** Extremely well maintained, very low mileage (48,000), one owner (non smoker). Black silver. \$4,500. Please contact Jan Cornelius at 517-339-4672 or jacornelius@comcast.net.

◆ **Great House:** Price reduced for quick sale. \$49,500. Moores River Drive/Quentin Park neighborhood. 2 bedrooms, 1 bathroom, huge master bedroom. For more information, call Deb at 517-719-3323.

For rent:

◆ **Suite or individual office:** 2990 East Lake Lansing Road in East Lansing. Will work to meet your specifications. Contact the Clerical-Technical Union, 517-355-1903.

Services:

◆ **Capital Area Transportation Authority** offers a ride sharing service called Clean Commute that several CTs are using. Contact Clean Commute toll free (877-921-POOL), locally (517-393-RIDE), by fax (517-394-3733), or website (www.cata.org/cleancommute/index.html).

Free: Advertise to your colleagues in the *CT News*. Contact Cherylee Finney at ctnews@msu.edu. The *CT News* accepts ads from CTU members on items for sale and/or services provided by CTU members and/or their household family members.

2011 General Membership Meetings

The three remaining Quarterly Membership Meetings in 2011 will be held Wednesday, April 27; Thursday, July 21; and Wednesday, October 26 in Room 252 Erickson Hall. Meetings begin at 5:20, but doors open at 5, so come early to socialize. Membership meetings are for making decisions about the Union, asking questions and receiving updates about Union activities.

Executive Board Meetings

1st & 3rd Tuesdays at 5:15
CTU Office

All members welcome.

Enemy

continued from p. 1

nity. We have been doing so much more with so much less for so long that we have been worn down paper thin.

I have a problem with leveraging business interests against living wages for workers because it creates a race to the bottom. There will always be some country whose people have to take jobs that pay pennies on the hour. We fought that standard over a hundred years ago. We aren't talking excessive pay here. We are talking about sustainable wages that allow employees and their families to pay taxes, buy groceries, pay utilities, get haircuts, drive to see relatives, etc. How does a person take a pay cut, pay 20% more for insurance and still contribute to the economic recovery?

I have a problem with unions being portrayed as greedy. Unions fight as a group for the good of all workers, even those outside the ranks. We only prosper when everyone is doing well, when the company or town or school or university stays in business and can balance its books. Union contracts are worked out between *both* sides of the table *and* are

signed by both sides. We don't make our own rules, set our own conditions, decide our own pay. We work together. Why are we the problem?

I also have a problem with many of the proposed laws because they don't make sense. There seems to be an agenda other than good business for Michigan and its citizens. I've been to a few of the hearings where people opposing the laws made logical arguments but no one was listening. Even if selected to speak, opponents' time is limited and discussion gavelled down. Some of the bills, for example the Emergency Financial Manager bill, seems contrary to Michigan's interests. The manager need not be a Michigan resident and doesn't even have to be a person. Under this law, unlimited salaries could be paid to corporations that are not located in Michigan. This helps us how?

I know the State is in trouble. We all do. And we all want to work to get back on track. Some of us, however, thought we were going to see some new and innovative solutions, perhaps some tax restructuring or an attack on loopholes



CTs have participated in many of the recent activities at the Capitol.



February 23 demonstration at the Capitol.

while creating actual jobs. Instead, we are seeing the same old worker bashing, just on a larger scale and with more teeth.

It is crazy-making.

Okay, what can we do? We need to fight the exhaustion that threatens us as we react to endless attacks. Pick issues and communicate your displeasure, every week, if not every day. Yes, do it. Check out the CTU web site for links to your representatives. Calling, writing, emailing, attending public demonstrations do matter, even if it doesn't change a law from being passed in the short run. It matters that you register your opinion as a citizen.

This is Michigan, home of the sit-down strike. Our forefathers and foremothers fought and died for us to be able to lead decent, middle class lives, without being wholly dependent on the whims of unchecked business interests. Our grandmothers and grandfathers worked hard to win the American dream and pass it on to us. It would be a shame if ours was the generation to give up that legacy without a fight.



Lansing, March 16—More than 5,000 citizens protested against budget cuts, bills that will gut the rights of workers and tax shifts to the poor and elderly.

Nominate a co-worker for CT recognition award

Submitted by Jackie Mussell, CT Assistant VP Human Resources

Nominations for the 2011 Gliozzo Clerical Technical Recognition Award will be accepted until 5 p.m., May 20. [Elizabeth Gorski]

The winner will be profiled in "Source" and will receive the award at a special recognition reception. The winner also receives a monetary award of \$1,000 in recognition of outstanding service.

UR district news

The following members have been appointed to UR positions:

- ▼ **District 11** (Plant Biology Lab, Pesticide Research, Biology Research, Food Safety and Toxicology): Reach **Katherine Bergdolt** at 353-8992 or bergdol9@msu.edu.
- ▼ **District 12** (Nat. Res., Packaging, Trout Bldg.): Contact **Juli Kerr** at 355-0090 or kerrju@msu.edu.
- ▼ **District 21** (Holmes, McDonel, Hubbard, Akers, Conrad, IM East): **Karen Jakus** can be reached at 353-3750 or jakuska@msu.edu.
- ▼ **District 30** (Campbell, Central School, Gilchrist, Landon, Mayo, Human Ecology, Union, Williams, Yakeley, Wills House): **Kim Smith** can be contacted at 884-2590 or ksmith@msu.edu.

Recent resignations:

- ▼ **District 8** (Grand Rapids Campus): **Amy Henner** resigned for personal reasons.
- ▼ **District 10** (Farrall, Biochemistry, Chemistry, Cyclotron): **Amy McCausey** resigned to take another MSU position.

We thank both URs for their service to the CTU and wish them the best.

Criteria for the award include:

- ▼ Respect of peers and continuous diligence in attending to daily responsibilities; [Lisa Swan]
- ▼ Concern for students, faculty, staff, and colleagues, particularly (but not limited to) in assisting overseas U.S. students and faculty, international students and faculty, etc.;
- ▼ Extraordinary and significant contributions to the community or public service;
- ▼ Innovative thinking in facilitating unit tasks and responsibilities.

Individuals may be nominated by any member of the university community. Simply submit the nomination form, a minimum of two support letters (maximum of five) by Michigan State University colleagues, and any additional supportive information. Nomination forms are found under the HR News section of the MSU Human Resources website (www.hr.msu.edu/).

Submit the nomination form and attachments by 5 p.m., May 20, 2011, to CT Recognition Award Selection Committee, Room 120 Nisbet Building. For more information, contact Jackie Mussell at 517-884-0114 or mussellj@hr.msu.edu.

Vision care open enrollment

Open enrollment for voluntary, employee-paid vision care is available through May 31. Benefits begin July 1, 2010.

Enrollment information and current rates for the MEBS vision plans, effective July 1, 2011, are available on our website at www.msu.edu/~ctumsu/CLO_BROCHURE_W-RATES-7-1-11.pdf.

First time enrollees should follow the



Crosstown Showdown

Join in the Green & White PAC's fundraiser at the fifth annual Crosstown Showdown between the Lansing Lugnuts and the MSU Baseball Team. The showdown takes place Tuesday, April 5, at 7:05 p.m.

This is a family friendly event with prizes and an opportunity to get autographs (come 45 minutes early). We've reserved a block of seats especially for our group, and ordering together is the only way to join us.

Tickets are:

Single: \$15 (\$10 game ticket and \$5 donation)

Date: \$25 (two \$10 game tickets and \$5 donation)

Family: \$50 (four-\$10 game tickets & \$10 donation)

Order tickets:

Phone 517-355-1903

Email bittnerdeb@yahoo.com

Be sure to let us know how many tickets you want and when you will pick them up from the CTU office.

directions at www.msu.edu/~ctumsu/CLO-2011-New-Employee-Letter.pdf.

Individuals who have previously enrolled with MEBS can enroll online at tpaenrollment.com using their MEBS User ID and Password.

Any questions, concerns or requests for assistance regarding open enrollment should be directed to MEBS at 800-968-6327x390 (Mike), or x373 (Kim).

Getting ready for the big stuff

Every month, URs and other CTU leaders get together for discussion and training about how to better serve members and advance the interests of the union.

We have a lot of big issues to deal with these days, and February's training included presentations on several timely subjects of critical importance to CTs.

Employee Relations Director Jim Nash—the chief negotiator for MSU administration in our current bargaining talks—was the first speaker.

In the early days of CTU, Nash served as a union representative. He later became president of the supervisors' union and now represents management, a role that frequently places him in an adversarial relationship with MSU unions.

Nash praised the professionalism and diligence of the CTU and said that he is proud of the atmosphere of “mutual respect” between management and labor at MSU. He pointed to the Health Care Memorandum of Understanding as an example of what can be accomplished by both sides working together.

He also expressed concern about political pressures that might negatively impact that relationship.

“It's taken years to get to where we've gotten today,” he said.

Michigan State AFL-CIO President Mark Gaffney went into some detail about the kinds of pressures that could ruin labor/management relationships in Michigan. Over 40 pieces of anti-worker legislation have been introduced since the beginning of the year, including bills that would eliminate health and safety oversight for public

workers, mandate a 20% co-pay on our health care premiums, allow for “right-to-work” zones and require the appointment of emergency managers in financially troubled areas who could cancel union contracts and remove elected officials.

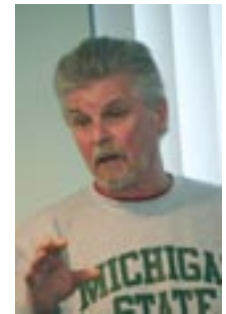
Gaffney said that a big part of the problem is that many legislators are new and don't understand how their policies will affect people, or they think that people like us aren't their constituency. [Dolene Hernandez]

“So, we have our work cut out for us for the next two years,” he said. The plan is to continue lobbying for the interests of Michigan's working families and then get people elected who will work for us.

Wayne Cass, chairperson of the Coalition of Labor Organizations at MSU, said that we are keeping health care costs down at MSU, and it appears that we will not experience premium increases as a result of costs rising above the targeted 5%.

However, he added, if the state mandates that employers shift 20% of premium costs to employees, “that raises a very serious question as to what incentive there will be for employers to invest in the work of keeping the ‘real’ costs of health care down. . . . It's just not a long-term solution for us or the community.”

Nancy Pearce, chief negotiator for CTU, outlined some of the laws that govern collective bargaining for Michigan public employees and detailed some of what we expect from the university in our own negotiations. She told the group that the CTU bargaining team is investing a lot of time and energy in gathering and analyzing



February 22—Union Training speakers (clockwise starting top left): Employee Relations Director Jim Nash, Michigan State AFL-CIO President Mark Gaffney, CLO Chairperson Wayne Cass, CTU Attorney and Chief Negotiator Nancy Pearce.

information, including the recent survey, and preparing for bargaining.

“It's important, because we need to know more about our contract than anyone in order not only to enforce it but to receive the proposals that come across the table from management and to understand the real affect they would have on our members.”

She also discussed how we are approaching our separate talks on the effects of eliminating post retirement health care.

As always, the URs reported on specific issues in their districts and exchanged information and suggestions on how to approach problems.

Attendees also discussed how eliminated or unfilled CT positions are causing a great deal of stress on members who remain on the job, a situation made worse by the recent implementation of Enterprise Business Systems.

Letters



Thank you Lynda!

I am very impressed with the new online training system **Lynda.com**, available through the Train MSU website <http://www.train.msu.edu/>. The variety of software training is amazing and most of the tutorials run less than five minutes, so they are easy to fit into a busy day.

I encourage everyone to check it out. It's an easy way to upgrade your skills and it's free! Since most CTs don't have a private office, you will need headphones or ear clips. These are available at the Spartan Bookstore in the International Center for less than \$10 if you use your staff discount.

—Chris Barden, Editor
Office of Study Abroad

Legislation affects us

Everyone reading this will be affected negatively by what is going on in the Michigan legislature.

Workers are the only sector that continues to give up benefits and pay more for everything. While companies were failing and getting bailouts, higher level management continued to get bonuses. Lower level workers continued to take furlough days, pay more for health care (premiums and co-pays), take fewer or no benefits at retirement, and forego raises to help the company survive. Now they want to punish people for belonging to a union even though most have done their part during the "recession." [Peggy Marie Donahue]

We are on our way back to the early days when unions were first forming. Companies hired thugs to break heads and kill people for trying to organize, but through unions, by organizing and negotiating, we secured an 8-hour work day and a 40-hour work week. Unions also negotiated everything else we enjoy today like vacation time, sick time, personal time, decent wages,

health benefits, etc. The company didn't give these to their workers. The workers negotiated with management for them. Negotiating . . . what is wrong with negotiating? Our current house and senate want negotiating to be a thing of the past. So, the company—or, in the case of public workers, the State—will tell us what we get, if we get anything. The company will continue to give out big bonuses even when the company is failing, and they will continue to pay off the politicians who make the laws they like. Does this

make sense to you?

Freedom to negotiate . . . no longer an option in Michigan and the good ol' USA.

Unions raise the average wage in the community so businesses have to compete for workers by competing with those wage averages. Unions and their members support the economy and the community. Better paid workers on construction jobs make a difference in the quality of work performed. MSU found this to be true and decided, in some cases, to hire companies who pay the average wage, even if their work-

Letters continued on p. 8

CTU notables

The following CTs were profiled over the past year in University Relations' *MSU News*.

▼ **Walter Peebles**, Woodshop Technician with the Department of Art and Art History, March 12, 2010.

▼ **Mike Nila**, Mechanical Technician for the Department of Physics and Astronomy, March 25, 2010.

▼ **Nancy Stark**, information technician in the Scoring Office, December 09, 2010.

▼ **Shelby Gombosi**, office assistant in Gifted and Talented Education in the Honors College. January 21, 2011.

Nora Carr, Library Assistant, received notice in February's *Information Station*, The Library Staff Newsletter, for instructing the Midwest Collaborative of Library Services on book repair.

Congratulations to Union Representative **Colleen Drake**, 2011 winner of the Bea Christy Award for her work with the Potter Walsh Neighborhood Association in Lansing. The award recognizes an individual who contributes time and energy to making their neighborhood a special place



to live. Library Assistant Drake will receive additional recognition for the award from the Lansing City Council on March 28.

Kristen Lee,

Library Assistant, was profiled in the spring 2011 Professional Development and Technology Training Opportunities catalog. In the article, she says that teaching Library, Computing and Technology courses is her favorite part of the job, which includes helpline consulting. Lee was also profiled in February's *Information Station*.



Jan Wallace, Secretary for Enterprise Business Systems Projects and CTU Treasurer, was profiled in her department's online newsletter in December. The article highlighted Wallace's contributions to her union as a Union Representative, Director and, now, as Treasurer.

Do you or a CT coworker have an accomplishment you would like to share with other members of the union? If so, please contact Cheryllee Finney at ctnews@msu.edu or 432-9580.

The Wage Gap...

it's not just about women anymore!



The wage gap isn't just a women's issue. Equal pay for women raises family income, and the whole family benefits.

In 2002, women earned 77 cents for every dollar men received. That's \$23 less to spend on groceries, housing, child care and all other expenses for every \$100 worth of work done. Nationwide, working families lose \$200 billion of income annually to the wage gap. At the current rate, equal pay won't be realized until 2050.

The wage gap is even worse for most women of color. Latinas earn 56 cents and African American women earn 68 cents for every dollar men earn, while Asian American and Pacific Islander women earn 80 cents.*

*CPS, 2004

If only women had a coupon like this...

23%
off

*All Goods and Services
for Any Female Bearer*

Valid for all purchases in the USA only.
No exclusions. Expires 2050.



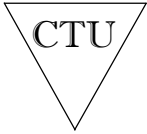
...they wouldn't suffer from the wage gap.

VALUE FAMILIES — Support Equal Pay

Sponsored by the National Committee on Pay Equity • For more information on equal pay, visit www.pay-equity.org

Design: j-m. navetta / PopGraphics@aol.com

Equal Pay Day is Tuesday, April 12, the date in 2011 that women must work to earn what men earned in 2010.



CTU OF MSU
2990 E. LAKE LANSING ROAD
EAST LANSING, MI 48823-6219

CHANGE SERVICE REQUESTED

Calendar

April 5 CTU Executive Board Meeting, C-T Union Hall, 5:15 pm Members welcome.

April 8 “Songs and Stories from Working on the Water,” Gordon Bok, Writer and Performer. Labor Education Program’s “Our Daily Work/Our Daily Lives” series. 12:15–1:30 pm, MSU Library, Room 449W.

April 18–May 17 Health care open enrollment.

April 19 CTU Executive Board Meeting, C-T Union Hall, 5:15 p.m. Members welcome.

April 27 Membership Meeting, 5:20 pm, 252 Erickson.

April 28 Take your child to work day. Visit www.wrc.msu.edu the week of April 25 for a complete listing of tours and dates on the MSU campus.

April 28 “The Enduring Power of the Haymarket Square Bomb: Uncovering the Hidden History of a Failed Revolutionary Uprising in America,” Timothy Messer-Kruse, Department of

Ethnic Studies, Bowling Green State University. Our Daily Work/Our Daily Lives. 12:15–1:30 pm, MSU Museum Auditorium.

May 30 Deadline to nominate a CT for the the Gliozzo award (see p. 4).

May 31 Enrollment deadline for vision care (see p. 4).



It’s time to register for the CTU’s Gerri Olson Educational Loan Program for summer semester.

Call Patricia Shackleton (432-5665) April 11 through 22.

Registrations received after April 22 will be considered as space permits.

Letters

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ers are not unionized. With the new legislation being proposed in Michigan (as well as other states), MSU will not be allowed to require that its contractors pay the average wage. It will be considered illegal even if it is in MSU’s best interest. So, MSU will not have freedom of choice. They will have to hire companies with less skilled workers and a history of unsafe construction sites and inferior work. Does this sound right to you? Do you want to work in a building where the floor falls out from under your feet? Do you want to park in a ramp that collapses on your vehicle?

Freedom of choice . . . no longer an option in Michigan and the good ol’ USA. [Theresa Sattazahn]

Write a letter, send an email, make a phone call. You don’t have to physically protest to make your voice heard.

—Kim Smith, Secretary, MSU Union