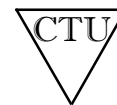


CT News



CLERICAL-TECHNICAL UNION OF
MICHIGAN STATE UNIVERSITY

Volume XXXVIII, Issue 8

Organized and Independent since 1974!

October 2011



Special Elections Issue 2011

This issue provides information we will need to make informed decisions and vote in the CTU elections. The elections will be held:

Tuesday, October 25
MSU Auditorium
on Farm Lane
7:30 a.m.– 5:30 p.m.

You must be able to show your membership card or a picture I.D. at the polls. [Susan L. McCormack]

Voting

For those of us who have difficulty getting to the polls, especially members working outside of East Lansing, absentee ballots are available.

Contact Barb Harris (355-1903, ctustaff@msu.edu) to receive an absentee ballot and instructions. The deadline to request an absentee ballot is 5 p.m. on October 18.

For a ride to the polls, contact Patricia Shackleton (432-
Elections continued on p. 3



Lansing, September 27—Postal workers and their supporters rally outside Michigan's Capitol Building.

Lansing postal worker rally

CT Melinda Kochenderfer, a former U.S. Post Office employee, is very aware of how proposals to “reform” the U.S. Postal Service will affect workers and communities.

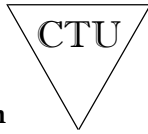
Kochenderfer’s husband works for the USPS. Together, they attended the September 27 “Save the Postal Service” rally in Lansing.

“The Post Office provides a good, honest job, one people used to be able to live on,” Kochenderfer said. “If offices close, there’ll be more people out of work. . . . I hear politicians talking about ‘creating jobs,’ while on the other hand, some are proposing legislation to ‘consolidate services.’”

Postal workers are trying to counter what they call “misleading claims that the Postal Service is broke, that it loses billions of dollars a year delivering the mail, or that a taxpayer bailout is imminent.”

According to the four employee unions of the USPS, the Postal Service has not used a dime of tax-payer money in 30 years, customer satisfaction is at an all time high, and it has earned \$611 million net profit over the past four years, despite the worst recession in 80 years.

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Clerical-Technical Union
of Michigan State University
2990 East Lake Lansing Road
East Lansing, MI 48823-2281

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Phone: (517) 355-1903

Fax: (517) 353-3284

Website: www.msu.edu/user/ctumsu

CTU EXECUTIVE BOARD

President:

Deb Bittner ctupres@msu.edu

Vice President:

Nancy Gray grayn@msu.edu

Treasurer:

Jan Wallace wallac12@msu.edu

Secretary:

Pamela Brock brockp@msu.edu

Directors:

Willie Paulsen paulsenw@msu.edu

Walt Peebles peeblew@msu.edu

Jeanette Robertson robertso@msu.edu

Janet Roe-Darden jroe@msu.edu

Norma Teague teaguen@msu.edu

Duferia White whitedu@msu.edu

Jennifer Woods woods@msu.edu

CTU STAFF

Contract Administrators

John Klusinske ctuca2@msu.edu

Dan McNeil ctuca1@msu.edu

Financial Manager

Patricia Shackleton ctumngr@msu.edu

Organizational Manager

Barb Harris ctustaff@msu.edu

Communications Specialist

Cherylee Finney ctnews@msu.edu

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

◆ **Portable sewing machine:** \$25.

Sewing machine: In-cabinet older model with extras, \$100. **Electric typewriter:** \$10. **Table:** Oval, antique, oak, needs refinishing, \$75. **Kirby vacuum:** With shampooer, make me a reasonable offer. **Table:** Antique, walnut, refinished, with leaves, no chairs, \$100. **Coffee table:** Wrought iron with glass top, \$10. **Pedestal table:** Octagon, walnut, \$45. **Bird cages:** All shapes/sizes, call/email for info. **Pool accessories:** Hayward pool heater, filter, pump, hoses, automatic pool vacuum, debris screen with pole, chlorine generator, ladder; call/email for info. **Mickey Mouse leather purse/satchel:** (shape is similar to a physicians bag), well preserved, old and very adorable, nothing like it on ebay, may only be a few around, \$60. **Office chair:** Black leather, great shape, \$30. **Hair piece:** Never worn, several shades of blond, from Elegant Wigs, \$15. **Over the door shoe rack:** \$8. Photos on request. Email millyshiraev@yahoo.com or call 269-823-3739.

◆ **2 American Girl Dolls and one American Girl Doll horse:** Email Lorie at lorie.neuman@yahoo.com for more details, pictures and a price list.

◆ **House in East Lansing:** 1642 Linden St., 3 bedroom, 1 bath, full brick



ranch/w attached garage in wonderful family neighborhood. New kitchen and freshly painted inside and out. Beautiful hardwood floors and partially finished basement. Large lot with mature trees. Walk to all East Lansing schools and MSU. \$119,000. Drive by and have a look. If interested, call 517-898-7169.

◆ **Condominium:** Beautiful 2 bedroom, 1½ bath, 1,443 square ft. Full bar with hot tub, very unique. Moores River Drive. This is a must see!! Please contact Missy Smith, 517-927-8496.

◆ **Ab lounge:** Just like new \$65 or best offer. Please call Elizabeth, 517-526-4196

Ride share:

◆ **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:

◆ **CTU Conference Room:** Available free to members (with deposit). For non-members, \$25/hour plus deposit. For questions, reservations, etc., contact the CTU office at 355-1903.

◆ **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 remaining Quarterly Membership Meeting in 2011 will be 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.

Postal

continued from p. 1

Proposals to limit service and consolidate facilities are unnecessary, the unions say, and will jeopardize a crucial service. While demands on those services have changed, the USPS has always been able to adapt. For example, people are paying more bills online, but they are also ordering more online, and the USPS is a huge part of the delivery network.

The unions say that the biggest problem is a bill passed by Congress in 2006 that requires the Postal Service to pre-fund 75 years of health care benefits within 10 years. It is a burden that no other government agency or private company bears. [Jodie Schonfelder]

The unions are supporting H.R. 1351, which would allow the USPS to apply billions of dollars in pension overpayments to meet its financial obligations.

The four USPS unions are American Postal Workers Union, National Association of Letter Carriers, National Postal Mail Handlers Union, and National Rural Letter Carriers' Association. For more information, visit www.saveamericaspostalservice.org.

Elections

continued from p. 1

5665, ctumngr@msu.edu) on or before October 25 to schedule a ride to and from the polls. Rides are scheduled on a first come/first served basis, so register early. Reserve the whole van and come with a group of coworkers!

Candidates

This year we are selecting a president, a treasurer, three directors and a member of the Audit Committee. The candidates for the 2011 CTU elections are:

President: Deb Bittner

Treasurer: Jan D. Wallace

Director (three positions):

Walt Peebles

Norma J. Teague

Janet Roe-Darden

Audit Committee Member:

Kimberly Smith

Only one member is running for each position. In these cases, we have the option of voting for the candidate or voting "No." Article IV, "Officers, Nominations and Elections," section 9, of our Constitution requires: "that an alternate choice through the process of a no vote be afforded members



voting. Should the no vote receive the highest number of votes cast, the elected Executive Board shall fill the position until a special election could be called. The previous nominee would not be eligible for appointment."

Each of the candidates has provided a statement, printed on pages 4 through 7. Members are also encouraged to contact candidates directly. In addition, two forums have been scheduled so that we can ask questions of the candidates:

Wednesday, October 19

5:30 – 6:30 p.m.

218 Bessey

Thursday, October 20

11:30 a.m. – 1 p.m.

C115 International Center

Officers will be installed at the Membership Meeting on October 26.

Questions/protests

Direct questions, concerns or comments about the elections to a member of the Elections Committee:

▼ Liz Owen, Chairperson, owene@msu.edu, 432-6088

▼ Brenda Bailey, baileyb@msu.edu, 884-1058

▼ Kelli Kolasa, kolasa@msu.edu, 355-7500

▼ Tracy Rich, richt@msu.edu, 884-2170

▼ Becky Sullivan, sulli306@msu.edu, 884-3374

The deadline for receipt of election protests is November 4.

Fall membership meeting

Membership meetings provide an opportunity for members to make decisions about the union, receive updates about Union activities, meet with coworkers and discuss issues of concern. Doors open at 5 p.m. Come early to socialize—light refreshments will be available.

**Wednesday
October 26
252 Erickson Hall
5:20 p.m.**

Agenda includes:

Announcement of election results
Installation of officers
Union updates
Financial report
Door prizes



President



Deb Bittner
Two-year term

I appreciate the honor of serving you as president of CTU. I am proud of our continued efforts in solving workplace problems, defending our contract and working to maintain our positive relationships. I know I have said this before but it is worth repeating. I am proud of all we have accomplished together.

By working together and stepping out of our comfort zones, we have weathered a lot of storms. We have adjusted to many changes in how we do our work, and we have survived. We have seen the numbers increase at membership meetings, especially with many “first-timers,” and we are having good conversations at those meetings. We have another innovative, quality health-care agreement and are working on the next cycle. We had another successful round of contract negotiations and a great membership turnout to ratify the new CTU language. And we are still a strong union presence on campus, with the labor movement and out in our communities.

Bittner continued on p. 6

Treasurer



Jan D. Wallace
Two-year term

As a CT with 26 years on campus, I have had the opportunity to work in several very different units. This has allowed me to observe and understand multiple processes and some of the complexities of the university. I have experienced the stress of layoff and am grateful for my Union’s strong contract language that protects us in a layoff/bypass or bumping situation. It also provides us with the opportunity to change jobs campus-wide without sacrificing our seniority.

I am asking for your support in my pursuit of reelection for the position of Treasurer for the Executive Board. I have been on the Executive Board for four years, serving on the Finance Committee before becoming Treasurer. Being Treasurer has given me the opportunity to more effectively serve the Membership as a whole. This was my first time helping to negotiate a new contract, and it reinforces my commitment to my fellow CTs and our union.

Wallace continued on p. 6

Audit Committee



Kimberly Smith
Three-year term

I have been involved in the CTU for many years at various levels (besides being a member from day one of my employment at MSU). For those who don’t know me, here is a bit of my history with CTU and MSU.

- ▼ I served on the Executive Board as a Director and Secretary during the 1980s.
- ▼ I served on at least two contract negotiating teams during my years on the Executive Board.
- ▼ I served on the Audit Committee back when CTU needed to hire a new accounting firm. The committee gathered applications which we evaluated, and we interviewed the candidates. We made our recommendations to the Executive Board and a new firm was hired.
- ▼ I served on the New Member and Solidarity committees in the early 1990s.
- ▼ I served as a UR in District 21 and

Smith continued on p. 6

Director



Walt Peebles Two-year term

I started work with the MSU Department of Art in August, 1994, as a temporary employee, and became a CT in November of that year working as the woodshop coordinator, a position I still hold.

I have served as a member of the CTU executive board, including a few years as treasurer, for all but three of the years I have been a CT. I ask for your support once again as a candidate for the position of Director on the Executive Board.

Even though in this race all candidates are essentially unopposed, it is important that we CTs vote to show our support for this union. We must demonstrate that we value our right to bargain collectively—as equals with management and in our own best interests.

Our main challenges are to advance and protect our interests under the contract, particularly in regards to day-to-

Peebles continued on p. 7



Janet Roe-Darden Two-year term

Dear Fellow CTs,

I come to you again to ask for your vote in the CTU Election this October 25, 2011. I would like to continue serving the membership as a director. I have been employed at MSU since 1997: first as a temp, then permanently hired in 1999.

The past two years of service on the CTU Board have been eventful, to say the least. At the end of June, our bargaining team, which includes members of the Board, was successful in negotiating a four-year contract for our members. It was a difficult negotiation climate, but we all worked together and pulled it off. CTU needs people who have served, are familiar with the union, and are not afraid to let the buck stop with them with regard to the boundaries of their office and duties.

As everyone knows, the entire country is working through the aftermath of “The Great Recession,” and another

Roe-Darden continued on p. 7



Norma J. Teague Two-year term

I am running for CTU Board Member because I am committed to our members and the value of our Contract language. My contributions to the Clerical Technical Union and the members include serving as UR, being a Member of URCC, being a CTU Board Member, participating in Contract negotiations, activities in conjunction with other unions and numerous CTU sponsored activities. I have also gained invaluable experience in defending members to assure they are protected under the language of our Contract.

I pledge to the membership that I will stand in solidarity and defend our right to bargain for equitable and fair wages and benefits. As you know, this year bargaining was no easy process for the CTU bargaining team. In negotiations, with factors such as new anti-union legislation, the economic climate and the University asking us for concessions, we still managed to successfully defend our strong, mature Contract, job security and our seniority protections.

Teague continued on p. 7

Bittner

continued from p. 4

With your continued support, I look forward to another term as president and the continuation of our work. I bring the confidence and tested leadership ability that comes from years of experience in this role. I will work to ensure that CTU remains supportive and inclusive for each member as well as a strong, stable organization. We have a good staff, Executive Board, Union Representatives and our colleagues through the Coalition of Labor Organizations. I look forward to our continued collaboration to keep labor working for all of us.

But, as always, we need more member involvement, because without each of you, this is not a Union. These past two years have brought us a lot of stress, like budget difficulties, new operating and processing methods, bigger work loads with fewer staff, and extreme weariness both at work and at home. Our very way of life is under attack

by short-sighted politicians. I don't see us getting any breaks here, which makes it even more important that we step up and fight together. I will continue to bring issues to you and work with you so that our voices are heard.

As always there is much to do. And I am ready to continue. As an organization, we do make a difference, and I'm glad to be a part of all that we do—to show why we still matter in the workplace, the University and our community. I continue to strongly believe that we make an impact through our collective involvement as Union members. While defending the rights of each member, we must continually find new ways to remain involved and committed to the success of our workplace.

Again, thank you for the opportunities that this position has given me. I ask for your vote on October 25. Please feel free to contact me at bittnerdeb@yahoo.com.

Wallace

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I also served as a Union Representative for two years and have obtained a lot of working knowledge about our members and our Union. I believe in working together to obtain the highest level possible for all of us

For the majority of my life, I have been involved with unions. My father was involved in a union, and now both my spouse and I are union members. We truly realize the importance and benefits of being involved in organized labor! I am so proud to be a member of CTU, and it is my goal to see it thrive and increase in strength. I believe wholeheartedly in the concept of solidarity and am delighted to be one of the CTU members working together to obtain the best that is possible for all of us.

I will continue to work hard and be as effective as I can to improve the quality of employment for all CTs. It is worth the time commitment and all the hard work to make sure we stay strong and united. Every day that we go to work, use our health care, take a paid vacation, use a sick day, or take advantage of one of our many benefits, we are exercising rights that were won by the members we elected to represent us at the bargaining table, rights we defend each and every time we enforce our contract.

I am asking for your support and your vote on October 25 in my pursuit of the position of Treasurer for the Executive Board. With your help, I will be able to continue my goal of obtaining the best that I can for US!

**You must be able
to show your
membership card
or a picture I.D.
at the polls on
October 25.**

Smith

continued from p. 4

in Districts 29 and 26 when they were one district.

- ▼ I am currently UR in District 30.
- ▼ I have also served on the Union Representative Coordinating Committee, which coordinates the monthly training sessions and arranges for speakers when appropriate. [Linda Anne Mix]
- ▼ I have served on the Elections Committee several times.
- ▼ I have worked in the RHS division since January of 1990 and just started a new job in the Auxiliary Resources Department as an account auditor.
- ▼ During a particularly stressful time in the reorganization of the HFS/RHS division, another UR/University Housing CT and I worked to bring a stress relief program to our division CTs in partnership with Employee Assistance and Healthy U. It proved to be very successful.
- ▼ I assisted in the organization of the RHS Central Payroll department.
- ▼ I was hired on campus in October of 1978.

I believe I can be an asset to CTU and its members by again serving on the CTU Audit Committee.

This is YOUR Union. Please vote on October 25!

Peebles

continued from p. 5

day representation of members, health care, and erosion of the bargaining unit. Solidarity, within the CTU and between the member unions of our Coalition, will be the foundation upon which we will succeed.

Besides economic challenges, we face increasing attacks on the state and national levels from those who would have us believe that unions, particularly in the public sector, have outlived their usefulness, are irrelevant,

or are somehow un- or anti-American. [Theresa Sattazahn]

The truth is that unions are the expression of some of the most fundamental ideals of our democracy: the right to control one's own destiny, and its application not just to our country, but to our common interests as working people; the right of free speech so we may speak out individually, and as a group, on matters that concern us; and the right each of us has to vote on those who come forward to represent us.

Roe-Darden

continued from p. 5

one may be on the horizon. For several years, Michigan has been hit harder than most. We have seen hard times; I believe we will see more. I am prepared to work hard as a board member, within the current anti-union political climate.

I have served the CTU community as a union representative in my district, 36 (Morrill, Linton, Eustace-Cole,

Chittenden, and Marshall Halls), since 2001. I strove to be available to my members whenever they had a problem. When I started, there had not been a representative in my district for some time, so I worked to be a source of consistency, where people knew they could go if they had a work issue.

In addition to serving as a representative, I served for five years as an officer for Mid-Michigan Labor Employment Relations Association (LERA), whose mission statement is "... to foster networking and discussion of issues affecting today's workplace." CTU has been closely affiliated with LERA, and I served for two years in LERA as secretary, two years as vice-president, and one as president of the local chapter. All of this was wonderful organizational and leadership experience for me.

I seek a position on the CTU Board of Directors because I believe in the words of John F. Kennedy, "To whom much is given, much is expected." I've had the wonderful opportunity to work here at MSU, to serve the Clerical-Technical Union as a representative, to lead in Mid-Michigan LERA, and now I am seeking to continue service on the Board of Directors.

Teague

continued from p. 5

We have gone through budget cuts and layoffs and have maintained our Contractual layoff language. Our contract still provides us with strong layoff and placement language. The bargaining team vehemently opposed any changes to this language during negotiations. Remember, we have bump and by-pass rights campus wide.

Considering the volatile political and economic climate, we understood that we needed to have a Contract in place as soon as possible, but were prepared to negotiate as long as necessary. When we were satisfied that we had the very best agreement we could reach, in this climate, we were ready to present it to you for ratification. Members turned out, in high support, the count was 500 yes and 19 no. This was an overwhelming statement of confidence in your bargaining team and in support of the CTU Contract. I was excited and pleased to see such membership support. Thank you!

Don't lose sight of the fact that work and life balance are essential to our body, mind and spirit. We are still hearing far too much anti-union and budget shortfall talk from the government! We are empowered by our Contract and don't forget that!

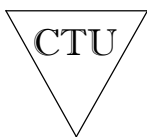
I remain committed to moving our Union forward in a positive and strengthening manner. We have to stand firm and be steadfast in promoting solidarity! A huge step in stating our solidarity is your vote, as you did during the Contract ratification vote! Support our union, be sure to vote and please vote for me in this election.

Please contact me at normaj.teague@gmail.com should you have any concerns/questions. Keep those who are precious to you close and dare to live your dreams!

In Solidarity, Norma J. Teague.



Are you unable to get to the polls October 25? Contact Barb Harris (355-1903 or ctustaff@msu.edu) to request an absentee ballot. The deadline for the request is 5 p.m., Tuesday, October 18. Ballots need to be returned to the P.O. box by the end of the day October 24.



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

CHANGE SERVICE REQUESTED

Calendar

October 18 CTU Executive Board meeting, 5:15 pm, C-T Union Hall. Members welcome.

October 19 & 20 Candidate forums. See page 3. [Ricky A. Rosebury]

October 25 CTU votes!

October 26 CTU Membership Meeting, 252 Erickson Hall, 5:20 pm. Doors open at 5. Come early to socialize.

October 31 Deadline to nominate support staff members for the Jack Breslin Distinguished Staff Award. Visit www.hr.msu.edu or call 517-884-0114 for details and nominating form.

November 1 CTU Executive Board meeting, 5:15 pm, C-T Union Hall. Members welcome.

November 2 Deadline to submit nominations for the Excellence in Diversity Recognition award. Forms and details can be found at www.inclusion.msu.edu/Outreach/EIDA.html.

November 6 Vegan potluck. Bring a vegan/vegetarian dish to pass. C-T Union Hall, 6-7:30 pm.

UR district news

The following CTs have been appointed to UR positions:

▼ **District 14:** (IMC, Urban Planning and Landscape Architecture, Audiology and Speech Science, Public Safety): Contact **Linda Blodgett** at 432-0589 or blodgett@msu.edu.

▼ **District 40:** (Sparrow Bldg., Breslin Cancer Center, Lansing Medical Office Center, Downtown/Misc.): Contact **Suzanne Good** at 975-9544 or suzanne.oster@hc.msu.edu.

District 12 (Natural Resources, Packaging, Trout Building): **Juli Kerr** has resigned from her UR position. We wish her the best in her future pursuits.

The following members have petitioned for reappointment to UR positions in their districts. If no other members from their respective districts express an interest in the positions before 5 p.m., October 27, they will be appointed.

▼ **District 13** (Anthony, Meats Lab, Engineering): **Megan Kroll**.

▼ **District 35** (Olds, Museum, Music): **Amanda VanKoevering**.

For more information about becoming a UR, contact URCC Chairperson Becky Sullivan (884-3374, sulli306@msu.edu) or Vice President Nancy Gray (353-8632 or grayn@msu.edu).

*Gerri Olson
Educational Loan
Program*

It's time to register for a Gerri Olson Educational Loan for spring semester. To do so, contact Patricia Shackleton (432-5665, ctumngr@msu.edu) October 17 through 28. Registrations received after October 28 will be considered as space permits.