



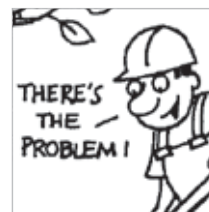
### Why vote?

CTU President Deb Bittner asks, "What difference does my vote make?" page 3



### Protect our jobs

CTU joins labor's effort to protect Michigan jobs, page 4



### CTU reps

Our front-line union reps can help us find and solve workplace problems, page 6



# CT news

The voice of the Clerical-Technical Union of Michigan State University

September 2012

## Labor rallies in Michigan

For most, Labor Day is about cook-outs, a long weekend and the end of summer. According to the United States Department of Labor, however, the day is for recognizing "the contributions workers have made to the strength, prosperity, and well being of our country." Many workers across Michigan this year celebrated strength, solidarity and our contributions to the community. For example, our local labor community helped organize Lansing's Mosaic Festival. Other events that highlighted workers' contributions were held in Grand Rapids, Ishpeming, Muskegon and Detroit. [Michelle Hopkins Davis]



September 3, 2012—Thousands of workers, along with their families and supporters, marched in Detroit's Labor Day Parade. Dozens of Michigan's unionized companies, such as Lutz Roofing and Sheet Metal (above), had trucks in the parade.

## A note on our new design

With this issue, we updated the design of CT News with the goal of making it more inviting and accessible.

We've been contemplating such a change for a while but never had time to address it. Then a hard drive crash led to a new operating system that was unable

to run some of our key "legacy programs." While it's never good timing for computer problems, the crash did provide a great opportunity to rebuild all of the elements of the newsletter from scratch.

The CT News is the voice of our union and our membership. We welcome articles, letters,

and other input from members. See page 2 for our editorial policy. Editorial policies, including those covering ads and letters, are also available on our website at [www.ctumsu.org](http://www.ctumsu.org).

The union takes pride in our level of member communication. Keep up with news between

issues by visiting our website or Facebook page ([www.facebook.com/CTUofMSU](http://www.facebook.com/CTUofMSU)). We also send out information via our MSU listserve and, sometimes, to members' homes. And, of course, we are always open to questions and feedback. The office number is 355-1903 and the names and

Design continued on p. 3

# CT news

The voice of the Clerical-Technical Union  
of Michigan State University

PUBLISHED MONTHLY

2990 East Lake Lansing Road  
East Lansing, MI 48823-2281  
(517) 355-1903  
[www.ctumsu.org](http://www.ctumsu.org)  
[ctnews@ctumsu.org](mailto:ctnews@ctumsu.org)



Organized and  
independent  
since 1974!

## CTU Executive Board

### President:

Deb Bittner [Deb@ctumsu.org](mailto:Deb@ctumsu.org)

### Vice President:

Duferia White [whitedu@msu.edu](mailto:whitedu@msu.edu)

### Treasurer:

Jan Wallace [wallac12@msu.edu](mailto:wallac12@msu.edu)

### Secretary:

Pamela Brock [brockp@msu.edu](mailto:brockp@msu.edu)

### Directors:

Willie Paulsen [paulsenw@msu.edu](mailto:paulsenw@msu.edu)

Walt Peebles [peeblesw@msu.edu](mailto:peeblesw@msu.edu)

Tracy Rich [richt@msu.edu](mailto:richt@msu.edu)

Jeanette Robertson [robertso@msu.edu](mailto:robertso@msu.edu)

Janet Roe-Darden [jroe@msu.edu](mailto:jroe@msu.edu)

Norma Teague [teaguen@msu.edu](mailto:teaguen@msu.edu)

Jennifer Woods [woods@msu.edu](mailto:woods@msu.edu)

## CTU Staff

### Contract Administrators

John Klusinske [John@ctumsu.org](mailto:John@ctumsu.org)

Dan McNeil [Dan@ctumsu.org](mailto:Dan@ctumsu.org)

### Financial Manager

Patricia Shackleton [Patricia@ctumsu.org](mailto:Patricia@ctumsu.org)

### Organizational Manager

Barb Harris [Barb@ctumsu.org](mailto:Barb@ctumsu.org)

### Communications Specialist

Cherylee Finney [Cheryl@ctumsu.org](mailto:Cheryl@ctumsu.org)

## 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.

# Sometimes you gotta laugh



## The shredder

A young engineer was leaving the office at 5:45 p.m. when he found the CEO standing in front of a shredder with a piece of paper in his hand.

"Listen, said the CEO, "this is a very sensitive and important document, and my secretary is not here. Can you make this thing work?"

"Certainly," said the young engineer. He turned on the machine, inserted the paper, and pressed the start button.

"Excellent, excellent!" said the CEO as his paper disappeared inside the machine. "I just need one copy"

**Lesson:** Never, never, ever assume that your boss knows what he's doing.

## CTclassifieds

**For sale:** Maytag white top mount refrigerator: \$75, GE profile electric solid surface self-cleaning stove: \$75. Call Greg at 517-655-3992.

**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.

**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 on the web ([www.cata.org/cleancommute/index.html](http://www.cata.org/cleancommute/index.html)).

## Free:

**Clerical-Technical Union 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 [Cheryl@ctumsu.org](mailto:Cheryl@ctumsu.org). 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.

## 2012 General Membership Meetings

The final 2012 Membership Meeting will be held in 252 Erickson Hall on Wednesday, October 24. 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.*

## President's corner

# Why vote?

CTU President Deb Bittner

**B**y some measures, we are small, but in terms of our work, we are a great union. By taking advantage of all of our resources—including an involved and educated membership, committed staff, thoughtful and creative leadership, and the contacts and partnerships we have built in the community—we have been able to develop a great contract that benefits CTs as well as our families, neighborhoods and employer.

Every couple years, however, usually right at election time, I feel compelled to remind everyone that we can lose it all at the ballot box.

And there couldn't be a better example than the political developments we've seen unfold in Michigan over the past couple of years.

According to the Michigan State AFL-CIO Legislative Report, twenty-seven anti-worker bills have been passed into law. Scores more have been introduced and are pending approval, including proposals that totally eliminate the right to bargain collectively on topics such as health care. (And I know that you are aware of how hard we have worked here at MSU to deliver good, quality, accessible health care that benefits both employees and the employer. This effort would not be encouraged or allowed it



seems!) In addition, some legislators have said that they are prepared to introduce legislation that would prohibit collective bargaining for public employees. (Remember, we are public employees.)

That's why the CTU Executive Board voted to join the rest of Michigan labor in a pro-active move to protect our collective bargaining rights (p. 4). If you care about protecting the gains CTs have made at MSU during the last 38 years, please consider getting involved in this campaign, but more importantly, get out and vote your workplace interests.

### Closer to home

We have another election to attend to here at CTU. Ours is Tuesday, October 23. The next issue of CT News will introduce the candidates and provide other necessary information for voting. We also post information on our website ([www.ctumsu.org](http://www.ctumsu.org)) and Facebook page ([www.facebook.com/CTUofMSU](http://www.facebook.com/CTUofMSU)).

This year, there's some real competition, with six members vying for four director positions. It's sure to be interesting. And, of course, there's always the option of a "no" vote in the uncontested

elections. Please attend one of our "Meet the Candidates" forums (p. 8) to help you make your decision. The union is providing lunch to all attendees. I hope to see many of you there.

And even closer to you is the value of your Union Representative. If your district is without a UR (p. 6), I encourage you to consider stepping into the position. If you're interested, either the vice president or myself and a Contract Administrator will meet with you to discuss in detail what the position entails. I served as a UR, and I can attest to the fact that it is a rewarding experience that helps develop leadership skills.

### Why vote?

As always, there is a lot going on and a lot that needs our attention. We can get overwhelmed, but the work is worth it. We live in a democratic society, at the national, state, and—because we have collective bargaining—workplace levels. Our forefathers and foremothers fought hard, and sometimes gave their lives, to secure the democratic rights and privileges we enjoy. Let's not squander them. **VOTE!**

### Design continued from p. 1

email addresses of all staff and board members are on page 2. See page 6 for a list of Union Representatives.

We hope you like the new look and encourage your feedback.

If you see your name in brackets in these pages, you have won a union prize! Give us a call to choose your prize.

### The CTU Logo

The CTU logo inverts the traditional labor/management pyramid that shows a top-down hierarchy because we know that no employer can be successful without the dedication, hard work and participation of the employees who actually get the jobs done. As the organized voice of the clerical and technical employees at Michigan State University, CTU puts the members at the top as the most important aspect of the work place.





*August 21, 2012—The CTU Executive Board passed a resolution supporting Proposal 2, the “Protect Our Jobs” amendment, which will appear on November’s ballot.*

**A**fter a lot of hits from the legislature in the last two years, CTU has joined other Michigan workers in fighting back—at the ballot box—with a proposal to enshrine collective bargaining rights in the state constitution. [Gwendolyn B. Smart]

### The amendment

If passed, the collective bargaining initiative will amend the state constitution to establish the right of all Michigan citizens to organize, form, join or assist unions.

True, we already have the ability to do these things in our state, but that ability is threatened by those who want to change the rules and deny workers the right to democratically choose to bargain collectively with public or private employers regarding wages, hours, workplace safety standards and benefits.

That’s why the CTU joined with other unions and supporters to get Proposal 2 on November’s ballot. If passed, it will protect workers’ rights to participate in collective bargaining free from employer retaliation or intimidation.

### It wasn’t easy

First, organizers collected 700,000 signatures—almost twice the number needed—to get the proposal on the ballot.

After the signatures were validated, the “fun” started. The Board of State Canvassers deadlocked on whether or not to include the proposal on the ballot. Governor Rick Snyder and Attorney General Bill Shuette took the unprecedented action of joining corporate special interests in requesting that the Court of Appeals deny citizens the right to vote on

## Protect Our Jobs

### Our Work, Our Voice, Our Future

the amendment. The appeal was denied. Not satisfied, they appealed again, to the Michigan Supreme Court, which also rejected their arguments.

Finally, we got the initiative on the November 6 ballot: A “yes” vote on Proposal 2 is a vote *for* collective bargaining. But the fight is just beginning.

### Big lies

One ad already airing on television accuses “Washington union bosses” of trying

to pensions or other benefits. It provides constitutional protection to rights workers, public and private, already have under the law in Michigan.

### Union power play?

That’s the accusation, that collective bargaining protections do nothing for workers and provide a windfall for “union bosses.” [Elizabeth Ann Gleason]

Not true. Union members earn about 29% more than non-union workers, are

53% more likely to have health insurance and 20% more likely to have paid sick leave according to a Bu-

reau of Labor Statistics report on Union Membership.

Although Proposal 2 protects the right of workers to form unions if they wish, it does not force any worker into a union. That would be illegal.

### All workers benefit

Collective bargaining doesn’t benefit only union members. All workers gain because the wages, benefits, working conditions, and safety procedures laid out in union contracts become industry standards.

Collective bargaining benefits us in many ways. We win as a community when nurses are able to bargain for patient safety or teachers have a say in smaller class sizes or firefighters get better lifesaving equipment.

*Jobs continued on next page*

---

## The initiative will be on the November 6 ballot. A “YES” on Proposal 2 is a vote for collective bargaining.

---

to “tinker” with and “hijack” Michigan’s constitution.

On the contrary, it was Michigan workers, including several CTs, who were responsible for collecting signatures to get this proposal on the ballot.

The truth is that the constitution is the people’s document. Michigan citizens have voted on similar basic constitutional laws in recent years, including amendments dealing with stem cell research, affirmative action and the definition of marriage. This initiative is no different. Proposal 2 adds one new section to the constitution and amends another.

The ad also claims the amendment will increase pensions and benefits, all at taxpayer expense. In reality, Proposal 2 simply protects the right to collectively bargain and does not contain any language about pay raises or increases

## Jobs continued from previous page

Collective bargaining creates a two-way street that benefits both sides. It helped save Michigan's auto industry because employers and employees negotiated to lower costs for manufacturers while also ensuring that Michigan factories stayed open and jobs were brought back from overseas.

Even closer to home, collective bargaining between the unions and MSU resulted in a high-quality health care insurance plan that is affordable for both the employees and the employer. Without hard work at the bargaining table, MSU would have done as many other employers and accepted the insurance industry's skyrocketing costs and passed them on to employees.

Additionally, the good wages and benefits earned

by union members are put to use in our communities resulting in more jobs and more involved citizens.

Unions have been behind most of the laws that protect all working people and regulate unfettered business. We helped pass child labor laws, the 8-hour day, anti-discrimination laws, sexual harassment laws, the Family Medical Leave Act, Social Security, Medicare and many other regulations and programs that benefit workers.

### What can we do?

The CTU has made an active commitment to this campaign as an orga-

nization. But it's going to take to take a commitment from many individuals to succeed. Stay informed by visiting [protectourjobs.com](http://protectourjobs.com) to learn more or volunteer. There's a way for everyone to get involved: door-to-door campaigns, phone banks, volunteering to reach out to local faith groups, local small business owners or community members, etc.

Michigan State AFL-CIO has relaunched a new Friends and Neighbors Facebook tool that can connect anyone with the most important voters—friends and family. Visit <http://go.aflcio.org/friendsandneighbors5> to sign

on. This nifty tool lets you match your Facebook friends to the voter file and then contact them via email, phone or the U.S. Postal Service about why this election matters.

## Unions built that:

sick leave, child labor laws, weekends, safer working conditions, and so much more

## CTU Executive Board resolution in support of the Protect Our Jobs amendment

**Whereas** Lansing politicians and special interests are pushing attack after attack on Michigan workers who have seen their incomes stagnate or decline while corporate CEOs make millions; and

**Whereas** union workers are good customers, and good union wages are the backbone of a strong economy and vibrant communities; and

**Whereas** collective bargaining protects all Michigan families, setting higher standards and giving all workers the right to negotiate fair wages, benefits and working conditions; and

**Whereas** collective bargaining gives workers a voice at work and a seat at the table with management, providing for win-win resolutions for business and workers; and

**Whereas** CTU members have traditionally directed their union to defend collective bargaining rights; and

**Whereas** the CTU Executive Board believes that the Protect Our Jobs initiative is the best way to protect collective bargaining rights, maintain a stable business environment and help Michigan's economy continue to get stronger;

**Therefore, be it resolved** that the CTU Executive Board reaffirms its resolutions of 2000 and 2011 in which it declared that the "ability of workers to organize collectively is a fundamental civil right analogous to freedom of association and freedom from discrimination. Workers must be able to decide democratically for themselves if they want a union and how it should be run"; and

**Be it further resolved** that the CTU of MSU will continue to work in solidarity with other labor groups and organizations to defend against attacks

on unions and promote progressive working family policies; and

**Be it further resolved** that the CTU of MSU will continue to expend resources in defense of collective bargaining, including ongoing support for the Protect Our Jobs amendment; and

**Be it further resolved** that the CTU Executive Board encourages every member to become educated on this issue and involved in the campaign to include our collective bargaining rights in the Michigan constitution.

# CT Union Representatives

1 Administration Bldg, (Floors B, 1)	April Moore, (12/13), 2-3956, <a href="mailto:mooreap@msu.edu">mooreap@msu.edu</a>
2 Administration Bldg, (Floors 2, 3, 4)	Kathie Kirby (6/13), 2-6701, <a href="mailto:kirbyk@msu.edu">kirbyk@msu.edu</a>
3 Diag. Center for Population & Animal Health, Basell Bldg (MBI), Henry Center, Alliance Dr	No UR, contact the Union office at 5-1903 or <a href="mailto:ctu@ctumsu.org">ctu@ctumsu.org</a>
4 Biomed Phys Sci, Planetarium	No UR, contact the Union office at 5-1903 or <a href="mailto:ctu@ctumsu.org">ctu@ctumsu.org</a>
5 MSU Detroit Medical Center Campus	Wendi Winston (4/14), 313-578-9624, <a href="mailto:winst106@msu.edu">winst106@msu.edu</a>
6 Baker, Geography, Snyder-Phillips, Mason-Abbot, Psychology Bldg, Kresge, Auditorium	Julie Detwiler (10/12), 3-5258, <a href="mailto:detwiler@msu.edu">detwiler@msu.edu</a>
7 E and W Fee, Hannah Tech Bldg	Stephanie Six (6/13), 3-1998, <a href="mailto:six@msu.edu">six@msu.edu</a>
8 MSU Grand Rapids Campus	Kirk Bartling (7/14), 616-234-2741, <a href="mailto:kirk.bartling@hc.msu.edu">kirk.bartling@hc.msu.edu</a>
9 Life Sciences	Stephen Stofflet (1/14), 4-0409, <a href="mailto:stoffle1@msu.edu">stoffle1@msu.edu</a>
10 Farrall, Chem, Biochem, Cyclotron	No UR, contact the Union office at 5-1903 or <a href="mailto:ctu@ctumsu.org">ctu@ctumsu.org</a>
11 Plant Biology Lab, Pesticide Rsch, Biology Rsch, Food Safety & Toxicology	No UR, contact the Union office at 5-1903 or <a href="mailto:ctu@ctumsu.org">ctu@ctumsu.org</a>
12 Natural Resources, Packaging, Trout Bldg	No UR, contact the Union office at 5-1903 or <a href="mailto:ctu@ctumsu.org">ctu@ctumsu.org</a>
13 Anthony, Meats Lab, Engineering	Meagan Kroll (10/13), 3-9556, <a href="mailto:krollm@msu.edu">krollm@msu.edu</a>
14 Instr Media Ctr, Urban Plan & Landscape Arch, Audiology & Speech Science, Public Safety	Linda Blodgett (10/13), 2-0589, <a href="mailto:blodgett@msu.edu">blodgett@msu.edu</a>
15 Nisbet, Manly Miles, Univ Printing, Spartan Village, Community Center	Rosario Garcia (12/13), 4-0205, <a href="mailto:garciar@msu.edu">garciar@msu.edu</a>
16 U Housing, Old Purch, Food Stores, Laundry, U Serv, Power Plant, Angell Bldg, Surplus & Recycl	Angel Loveall (8/13), 4-3583, <a href="mailto:loveall@mail.msu.edu">loveall@mail.msu.edu</a>
17 Grounds, Physical Plant, Wilson, Holden, Case, Wonders, Duffy Daugherty Football Bldg	No UR, contact the Union office at 5-1903 or <a href="mailto:ctu@ctumsu.org">ctu@ctumsu.org</a>
18 Kellogg Center, Brody Complex	No UR, contact the Union office at 5-1903 or <a href="mailto:ctu@ctumsu.org">ctu@ctumsu.org</a>
19 MSU Macomb University Center Campus	Simone Jennings (4/14), 586-263-6746, <a href="mailto:wesleysi@msu.edu">wesleysi@msu.edu</a>
20 Eppley, Owen, Shaw, N Bus Col Comp	No UR, contact the Union office at 5-1903 or <a href="mailto:ctu@ctumsu.org">ctu@ctumsu.org</a>
21 Holmes, McDonel, Hubbard, Akers, Conrad, IM	Karen Jakus (3/13), 3-3750, <a href="mailto:jakuska@msu.edu">jakuska@msu.edu</a>
22 Erickson	Linda Brandau (8/13), 2-7705, <a href="mailto:lbrandau@msu.edu">lbrandau@msu.edu</a>
23 Plant & Soil Science, Wharton Center	No UR, contact the Union office at 5-1903 or <a href="mailto:ctu@ctumsu.org">ctu@ctumsu.org</a>
24 Int'l Ctr., Wells, Central Services	Tracy Rich (8/13), 4-2170, <a href="mailto:richt@msu.edu">richt@msu.edu</a>
25 Spartan Way, IM West, Dem Hall, Jenison, Circle IM, Breslin, Munn Ice Arena	Brenda Bailey (8/14), 4-1058, <a href="mailto:baileyb@msu.edu">baileyb@msu.edu</a>
26 Student Services, Horticulture	No UR, contact the Union office at 5-1903 or <a href="mailto:ctu@ctumsu.org">ctu@ctumsu.org</a>
27 Giltner, Natural Science	Marie Hensley (10/12), 3-9855, <a href="mailto:mhensley@msu.edu">mhensley@msu.edu</a>
28 Clin Ctr (B,C,D Wings), Engn Res, Radiology	Becky Sullivan (10/12), 884-3374, <a href="mailto:sulli306@msu.edu">sulli306@msu.edu</a>
29 Olin Health Center, Berkey	Mary Canady-Hernandez (2/14), 4-6503, <a href="mailto:canadyhe@msu.edu">canadyhe@msu.edu</a>
30 Campbell, Ctrl School, Gilchrist, Landon, Mayo, Human Ecol, Union, Williams, Wills, Yakeley	Kim Smith (3/13), 4-3950, <a href="mailto:ksmith@msu.edu">ksmith@msu.edu</a>
31 N and S Kedzie, Bessey, Computer Center	Betty Walther (5/14), 2-5353, <a href="mailto:walther@msu.edu">walther@msu.edu</a>
32 Library	Colleen Drake (8/13), 4-0830, <a href="mailto:drakec@msu.edu">drakec@msu.edu</a>
33 Vet Medical Center-1	No UR, contact the Union office at 5-1903 or <a href="mailto:ctu@ctumsu.org">ctu@ctumsu.org</a>
34 Agriculture Hall, Cook Hall	Pam Sloan (2/14), 4-0692, <a href="mailto:pamsloan@msu.edu">pamsloan@msu.edu</a>
35 Olds, Museum, Music	Amanda VanKoeveering (10/13), 5-5030, <a href="mailto:vankoeve@msu.edu">vankoeve@msu.edu</a>
36 Linton, Eustace, Chittendon, Marshall, Morrill	No UR, contact the Union office at 5-1903 or <a href="mailto:ctu@ctumsu.org">ctu@ctumsu.org</a>
37 Clinical Center (A-Wing)	Kimberly Baker (8/14), 2-7054, <a href="mailto:baker@msu.edu">baker@msu.edu</a>
38 Vet Medical Center-2	Liz Owen (4/14), 2-3674, <a href="mailto:owene@msu.edu">owene@msu.edu</a>
39 Communication Arts	Rachel Iseler (3/14), 2-3676, <a href="mailto:rachel@msu.edu">rachel@msu.edu</a>
40 Sparrow Bldg, Breslin Cancer Center, Lansing Medical Office Center, Downtown/Misc	No UR, contact the Union office at 5-1903 or <a href="mailto:ctu@ctumsu.org">ctu@ctumsu.org</a>



# In service to our union

## Our Union Representatives are the union's front line

**O**ur union is run by and for us—the approximately 1,600 members of the CTU. Therefore, its strength and viability depends on members taking an interest and an active role in its operation.

### Many ways to serve

We all have different talents, different interests, different amounts of time. To provide opportunities for participation from such a diverse membership, we have tried to organize our union in such a way that everyone can play a role.

Among the numerous ways to participate (serving on the Executive Board, staying informed, advocating for the union, providing feedback, voting, etc.), one of the most important and fundamental is to serve as a UR in one of our 40 geographic districts.

We currently have 13 districts without a UR. While CTs in these districts

can contact the Union office directly if they have questions or problems, the union operates with greatest efficiency when all positions are filled.

### What is a UR?

We call our URs the “face” of the union in the workplace. This refers to the fact that URs, who work alongside other members in their districts, are in a unique position to get to know many CTs, engage them in conversations about their union and encourage their participation. URs relay information between members in their districts and the Executive Board in a timely manner. Likewise, URs provide feedback to the Executive Board and let the leaders know of issues and attitudes in various areas of campus.

It's a “front line” position that calls on URs to offer comfort, information and support to coworkers, possibly in times of stress, fear or injury. It requires patience and determination in the face of setbacks. And anyone who takes on the responsibility must be able to maintain confidentiality. A UR must always remember that she or he is an advocate for the members of the Clerical-Technical Union, not for supervisors or managers.

Being a UR means a commitment of time which varies from day to day—from none at all to way too much—and a commitment to the principles of the CTU. A UR should provide the example of a dedicated employee willing to go the extra distance to improve the working environment for everyone.

### Not “sink or swim”

If it sounds a bit rough, remember that URs have the backing of more than 1,600 members of the Clerical-Technical Union. We want our representatives



knowledgeable and skilled, so we provide a great deal of training. No one is thrown into a UR position to sink or swim.

Additionally, URs work with our hired Contract Administrators (CAs) who provide assistance, training, and a wealth of knowledge and skills. The CTU sets the highest standards when it comes to representing members, and the CAs work side-by-side with URs to make sure we provide the best.

### The rewards

Okay, nobody's in it for the money, but as many URs will tell you, the job does offer a wealth of rewards:

- ▼ URs are usually the first to know of developments with the CTU.
- ▼ URs are frequently asked to help the Executive Board strategize about the direction of the Union.
- ▼ Much of the training and experience URs receive can be applied to other areas of their lives.
- ▼ URs find great satisfaction in knowing they've helped coworkers and built a better future for themselves and all CTs.

### Interested?

If you are interested in being a UR, contact Becky Sullivan, Chair of the UR Coordinating Committee, at 884-3374 or [sulli306@msu.edu](mailto:sulli306@msu.edu).

## URdistricts

The following CTs were reappointed to UR positions in their districts:

- ▼ **District 25** (Spartan Way, IM West, Demonstration Hall, Jenison, Circle IM, Breslin, Munn Ice Arena): **Brenda Bailey** can be reached at 884-1058 or [baileyb@msu.edu](mailto:baileyb@msu.edu).
- ▼ **District 37** (Clinical Center A-Wing): Contact **Kim Baker** at 432-7054 or [bakerk@msu.edu](mailto:bakerk@msu.edu).

**District 4** (Biomedical and Physical Sciences, Planetarium): **Becky Mansel** will not seek reappointment to her position. We thank her for her service as a UR.

**District 36.** (Linton, Eustace, Chitendon, Marshall, Morrill): We also thank **Kelli Kolasa** for serving as UR. She has accepted a position in another district. [Jeannine A. Lee]

## Meet the candidates

The 2012 CTU Elections Committee is offering two opportunities in October to meet the candidates and ask questions about their vision for the direction of the CTU. The union will provide lunch at both events.

**Tuesday, October 16, 2012**  
**170 Administration Building**  
**11:30-1**

**Thursday, October 18, 2012**  
**Room C, International Center**  
**11:30-1**

### The 2012 Elections Committee:

Chair Brenda Bailey, [baileyb@msu.edu](mailto:baileyb@msu.edu)  
Rosie Garcia, [garciar@msu.edu](mailto:garciar@msu.edu)  
Becky Sullivan, [sulli306@msu.edu](mailto:sulli306@msu.edu)

## CTcalendar

**Oct. 2 & 16.** CTU Executive Board meets, 5:15 pm, C-T Union Hall. Members welcome. [Valerie A. Thompson]

**Oct. 12.** "Drawing a Finer Point on 1930's Era Success: 'Pins and Needles' and the ILGWU's Lesson for the Theater Guild," Maria Cristina Fava, MSU College of Music. "Our Daily Work/Our Daily Lives" brown bag series. 12:15–

### New member orientation

Invitations to New Member Orientation have gone out to new members. Any member who has never attended one of the Union's orientations is welcome to join us. Lunch will be provided.

We will be meeting from 11 a.m. until 1 p.m. on October 9, 10, 11 and 12. Released time is available. Contact the office at 355-1903 or [Barb@ctumsu.org](mailto:Barb@ctumsu.org) at least 10 working days before the meeting to be put on the list.

1:30, MSU Museum Auditorium.

**Oct. 16 & 18.** Meet the CTU Candidates forums, 11:30-1. See the box on this page.

**Oct. 18.** "Collision Course: The 1981 Air Traffic Controllers Strike and the Decline of Collective Bargaining in the U.S.," Joseph McCartin, History, Georgetown University. "Our Daily Work/Our Daily Lives" brown bag series. 12:15–1:30, MSU Museum Auditorium.

### Vegan potluck

After a short hiatus, the CTU is once again teaming up with Everybody Reads Bookstore to bring back the monthly vegan potlucks. Just bring a vegan dish to pass (along with the recipe.) The potlucks will be held the second Sunday of every month from 6 until 7:30 p.m. The next one will be Sunday, October 14.