



## CTU elections

*This special issue provides all the info we need to vote October 23.*



## President's corner

*CTU Exec. Board encourages a "yes" on 2 and 4 and "no" on 1, page 3.*



## Award deadlines

*CTs are eligible for two upcoming MSU awards, page 8.*



# CT news

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

October 2012

## Special elections issue



*CTs should direct questions and concerns about the October elections to CTU Elections Committee members Becky Sullivan, Brenda Bailey (Chair) and Rosie Garcia (p. 7).*

Union members will go to the polls on October 23 to select a vice president, secretary, four directors and a member of the Audit Committee.

This year's candidates are Kimberly Smith for vice president; Tracy Rich for secretary; Pamela Brock, Liz Owen, Wil-

lie Paulsen, Jeanette Robertson, Duferia White and Jenn Woods for four director positions; and Diane Hernandez-Wojda for Audit Committee member.

In races with only one candidate, members will have the option of voting "no."

**Elections** continued on p. 4

## See you at the polls!

**MSU Auditorium**  
**Tuesday, October 23**  
**7:30 a.m. – 5:30 p.m.**

**Absentee ballots:** CTs at off-campus locations and anyone who will be unavailable on Election Day should request an absentee ballot.

**Rides available**  
**to and from the polls.**

**See page 7 for details.**



## Collective Bargaining Protects ALL MICHIGAN FAMILIES



**On Nov. 6** **Vote YES on PROPOSAL 2**

# CTnews

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

PUBLISHED MONTHLY

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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 [peeblews@msu.edu](mailto:peeblews@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

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### 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.

# CTclassifieds

## For sale:

▼ **Drawing table:** Large drawing table, 5'x3'2" on metal frame with drawer.

**Hardwood (walnut) desk:** The desk measures 59.5"x33.5", matching chair included. If interested, please call: 517-256-2571 or email: [bea\\_vankampen@hotmail.com](mailto:bea_vankampen@hotmail.com). Any reasonable offers.

▼ **Table:** Drop-leaf pedestal-base, 36" round top, hardwood butcher-block, assembly required (still in box), \$50. **Pine "gossip bench":** (Phone bench) colonial style, \$30. **Green wood chair:** Woven rush seat, \$10. **Two side tables/plant stands:** One has 3 round dark wood shelves, \$5; the other is dark wood with 3 round white marble shelves, \$10. **Card-table chairs:** Five, brown metal, folding, \$25. **File cabinet:** Beige metal, 2-drawer, lock with key, 18"x15"x28", \$15. **Two storage shelves:** Heavy-duty metal, 5-shelves, 18"x37"x72", need assembly (still in boxes), \$40 for both. **Mailbox or paper file system:** Beige metal, 11"x36"x61" (each slot is 9"x4"), \$20. **Display or bathroom cabinet:** White wood, 3-shelf, with glass door, 16"x10"x4", \$10. **Walnut wall rack:** 3 hooks, mirror & two 4"x6" photo openings, 23"x12", \$10. **Hanging lamp shade:** Red & white checked pleated, 18"

## 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.*

**Note: No Board Meeting Nov. 6.**

## PHARMACY



"I was one of those who always said no to drugs. Then it happened. I turned sixty!"

circumference, 12" length, still in box, \$15. **Vintage valance:** ca. 1950s, hand-carved, pale blue wood, \$25. Photos available from [jane1753@yahoo.com](mailto:jane1753@yahoo.com).

## For rent:

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

## Services:

▼ **Quality Carpet and Upholstery Cleaners:** Fall is a great time to start thinking about and scheduling an appointment to get your carpets and upholstery cleaned. The holidays will be upon us before you know it. Reasonably priced and owner operated. Please give us a call for a free estimate, 517-694-0497.

▼ **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:

▼ **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 [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.

# We are workers—and we vote!

President Deb Bittner

**T**his year, voting is crucial for the working families of our state.

That's what we hear from this union every election cycle—and it's always true—but this year we are weathering a vicious attack on our wages, our benefits, our voice and our middle-class way of life. It started in earnest after the election two years ago, and it will continue to escalate unless we stop those who want to weaken and/or eliminate our right to collective bargaining.

**That's why the CTU Executive Board passed a resolution in favor of Proposal 2—the collective bargaining amendment—and encourages you to vote “YES on 2” November 6.**

## What about 1, 3, 4, 5 & 6?

After inquiries from many members, the Board also decided to make recommendations on two of the other proposals that have a direct impact on labor.

### Proposal 1

**“Stand Up for Democracy,”** commonly known as the Emergency Financial Manager Law. A “No” vote repeals the unconstitutional law.

**The CTU Executive Board recommends a NO vote.**

### Proposal 4

**“Citizens for Affordable Quality Home Care.”** A “Yes” vote grants limited collective bargaining rights to certain classes of home health care workers.

**The CTU Executive Board recommends a YES vote.**

But don't ignore the other three proposals. They will also have a significant impact on us as workers and as citizens in this state. And don't fall for the propaganda of the big money interests who can buy the most television time (not all of

the ads are true!) and shout the loudest.

An analysis of the proposals that considers the interests of working people and our families is offered by the Michigan League of Responsible Voters (<http://leagueofresponsiblevoters.org/>).

## Need more information?

This year it's more important than ever to be prepared *before* you go to the polls. It's going to be a really complex ballot. In addition to a president, we will be asked to choose state and federal legislators, university trustees (including MSU), and other officials. And those are just the partisan races.

On the non-partisan section of the ballot, we will select several judges (including two to sit on the Michigan Supreme Court), vote on the six amendments to the Michigan Constitution, and decide local initiatives. Many of these decisions could have as much impact on our day-to-day lives as the person we select to lead the country.

A great place to start preparing is at the Michigan Secretary of State website ([webapps.sos.state.mi.us/mivote/](http://webapps.sos.state.mi.us/mivote/)), where we can check our registration status and polling location. The site also provides a copy of our ballot, a really handy tool that we can print, fill out and take with us to the polls. I do this every year, and it is helpful!

The endorsements of the Greater Lansing Labor Council, including non-partisan candidates and proposals, can be found at [www.greaterlansing-laborcouncil.org/docs/GLLCEndorsements2012.pdf](http://www.greaterlansing-laborcouncil.org/docs/GLLCEndorsements2012.pdf).

There are a lot of good sites out there. For a truly unbiased presentation of information, personalized for your area, check out the Michigan League of Women Voters site at [www.vote411.org](http://www.vote411.org).

The sites listed here, along with others we might find helpful, will be available on the CTU website at [www.ctumsu.org](http://www.ctumsu.org).



**“Wonder why we are uninformed on the issues that effect our lives.”**

## How to get involved

Labor 2012 and Protect Working Families are teaming up to make a big impact this election season. They are running canvasses and phone banks six days a week until the election on November 6. Volunteering can help ensure that the voices of all workers are heard! Go to <http://protectourjobs.com/> to sign up.

There have been a lot of media stories about efforts to suppress the vote. If you have questions about specific voting laws or concerns about incorrect information being circulated to keep people from voting, please visit [866OurVote.org](http://866OurVote.org) or call the toll-free, nationwide Election Protection Hotline, 1-866-Our-Vote. If you have a problem at the polls, please ask to speak with the chief election official or a voting rights volunteer, or call the hotline.

## CTU elections

CTs have the added responsibility of choosing leaders for our own organization on October 23. The rest of this issue provides information to help us in making this important decision. Please see the candidates' statements and announcements about forums, absentee balloting, rides, etc. Anyone wishing to volunteer to help at the polls or count votes should contact me at [Deb@ctumsu.org](mailto:Deb@ctumsu.org) or 355-1903.



# Vice President

1 position / 1 candidate

## Kimberly Smith



I am running for Vice President of CTU because I want to do the job.

I have been an active CT Union member since coming to campus in 1978. I have served on the Executive Board as a Director and Secretary, as a Union Representative (UR), on the Union Representative Coordinating Committee (URCC), the Audit Committee and the Elections Committee as well as other CTU and university committees during my 34+ years on campus.

I understand the commitment needed and will perform the duties associated with this position.

One expectation I am very familiar with is working closely with the Union Representatives and the URCC. As VP, I will be the liaison to the Board for the URCC. URCC plans trainings and educational sessions for the URs each month which involves arranging speakers on current topics of interest to the Union and the members.

I will be serving on the Grievance, Appeal and Trial Committee with four other board members.

As VP, I will attend meetings with management. I am very comfortable in this role and with this expectation. I do this whenever necessary now as a UR. I was a member of at least three negotiations committees when previously on the board.

I will assist the President and the Board any way I can. I will work with Board members to accomplish positive things for CTU and our members. Being on the Executive Board

*Smith continued on p. 7*

# Secretary

1 position / 1 candidate

## Tracy Rich



My name is Tracy Rich and I am running for CTU Secretary.

In 2009, I wanted to be more involved with the Clerical-Technical Union and became a union representative. As I became more familiar with the union, I knew I wanted to be even more involved. In February, I took the opportunity as an interim board member. It has been challenging but a really enjoyable new role for me. I've been proud to represent the clerical-technical staff at MSU, and feel I can make a positive contribution to the leadership at CTU by stepping up again, but this time as secretary.

I have worked at MSU since 2005 in International Studies and Programs (ISP). Not long after becoming a union representative, my position was eliminated and I was moved to another unit within ISP. The administrators in my unit were kind and understanding, and I was very lucky to have their support. However, it was as a union representative that I learned not everyone on campus is as fortunate as I am.

My goals as a board member are to keep our contract strong to ensure our members are treated with respect and dignity. I will use the same skills I learned as a union representative like listening to members and making sure their concerns are taken seriously. I will continue to promote unity and solidarity. I will work hard to make decisions that will positively affect the union and our members.

I ask for your vote on October 23.

## Elections continued from p. 1

The Elections Committee has tried to make it easy to be an informed voter. Each candidate has a statement printed in this issue. Two candidate forums have been scheduled. Through October 16, the Elections Committee is accepting questions for candidates, which will be posted along with the answers on our website. Members are also encouraged to contact candidates directly.

Please check out this issue for information about how and where to vote and who to contact with concerns.

## Candidate forums

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

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

Attend to meet the candidates and ask how they plan to lead your union over the next few years. **Lunch will be provided by the CTU.**

**You must be able to show your membership card or a picture I.D. at the polls on October 23.**

# Director

4 positions / 6 candidates

## Pamela Brock

I have worked at MSU 16 years. I started as a temporary employee in August 1996 and became a CT in November of that year. I have served as the CT secretary for the past two years. It has been an informative and rewarding year for me and I would like to continue to serve. I ask for your support as a candidate for the position of Director on the Executive Board. I believe it is an essential part of my em-

**Brock** continued on p. 6



## Liz Owen

My introduction to the Clerical-Technical Union was as a volunteer for one of the WKAR-TV auctions. My task that evening was to assist with the item boards and help the emcees—CTU President Barbara Reeves and Vice President Deb Bittner. I had helped with the auction many times and was accustomed to local personalities volunteering their time to assist WKAR. However, this particular

**Owen** continued on p. 6



## Willie Paulsen

My fellow union members: We are in a fight for our lives as unionized employees. We are being attacked from all sides by a faction determined to eliminate our right to bargain for fair and equitable wages and benefits.

What would you like to see happen regarding CTU and unionized labor? My personal goal is for CTU to continue to provide the highest level of education,

**Paulsen** continued on p. 6



## Jeanette Robertson

I have been involved for many years with the Clerical Technical Union as a Director, Union Representative, and a member of both the Health and Safety Committee and Audit Committee. I am quite familiar with what is expected of me in this position.

Thank you to the CTU membership for supporting our CTU Team during negotiations last year. Our Contract is strong. CTU is respected by many of our union brothers and sisters.

**Robertson** continued on p. 7



## Duferia White

I have been on campus for 27 years and a very active member of CTU for almost 20 yrs. I have served as a Union Rep for nine years and as a Director 9 years and presently serving as interim Vice President.

As UR I have been through the fights to help CTs when need, and I have stood beside them the during the grievance process.

As Director I have participated in both regular and health care negotiations, and I am proud of the Contracts we have been able to present to the CTU membership.

**White** continued on p. 7



## Jenn Woods

I have been a proud member of the Clerical-Technical Union of MSU for 16 years and have served on the Board as a Director since 2008. It has truly been both an honor and a privilege to serve you and our Union in this capacity.

If I am re-elected, I will continue to do my best to make sure that the Board makes decisions based on what is in the best interest of our Union as a whole. I am committed to representing our membership, and our Union contract. I will continue to work diligently to keep the

**Woods** continued on p. 7



**Brock** continued from previous page  
ployment at MSU to support our union. We must demonstrate that we value our right to bargain collectively as equals with management and in our own best interests. Besides economic challenges, we face increasing attacks on the state and national levels. We must continue to fight for equal rights.

In September 2010 I was laid off from my position and my daughter was a new freshman here at MSU. Needless to say, I needed to be actively employed! The union was there for me. Not only did they give me the option to move into a different position, they supported me through a difficult transition.

I believe in our union and I feel that I can be an asset to the Executive Board.

**Owen** continued from previous page  
evening was the first time I saw an MSU labor organization's leadership volunteer their time in the resplendent spotlight and with CTs answering the phones taking pledges. Observing President Reeves and Vice-President Bittner that evening, I swelled with pride: this was *my* union!

Before that moment my awareness of CTU was minimal at best, and my understanding of the organization even less so. At my new MSU employee orientation I was told I was a CT, handed a copy of our contract and sent out the door. Many years later, seeing CTU involved in a community event like the auction, I was struck by the professionalism and enthusiasm of our union. I was overjoyed to view the CTU not as a single, faceless entity but as a group of remarkable individuals who, together, held a special interest in the community and in helping others.

I was admittedly apprehensive to introduce myself at the auction. But a short time later, I was given an opportunity to volunteer directly with CTU by serving on the Elections Committee. Since that day in 2006, I've had the privilege to play a role volunteering as chair, co-chair and committee member in every CTU election.

I also was urged by my coworkers to become a union representative for my

# Audit Committee

1 position / 1 candidate

## Diane Hernandez-Wojda

I have been the Budget Manager for the Office of Cultural and Academic Transitions for 12 years, working with university fiscal policy and procedures. I have worked with MSU's Depact accounting system and now work with the new Quali system. I assist with program budgets for the Powwow and the Dia de la Mujer Conference and have served on the Board of ChiLA (MSU Chicano/Latino Faculty & Staff Association) for 15 years. I have been on campus for 25 years and I also contribute to the community as the President of Lan-

sing for Cesar E. Chavez. Originally from San Antonio, Texas, I was raised in North of Lansing, and value a hard work ethic and family values. I enjoy meeting people of all cultures, doing arts and crafts and organizing events.



work area. I have been the UR for the 120 plus CTU members working in my district at the MSU Veterinary Teaching Hospital since February 2008. Along the way I have participated on several other committees and have attended many rallies with other union members across our state. These experiences have been invaluable to me as I learn more about unions and the benefits of our contract.

I genuinely enjoy working with people and learning new things. Being a Union Representative for the CTU is one of the most fulfilling things I've ever had the privilege to be a part of. I believe the CTU is an exceptional organization, and I'm ready to step up to learn even more and to help fight to retain the rights Michigan unions have fought so hard to earn for their members. Please consider me for the CTU Board of Directors on Tuesday, October 23, 2012.

**Paulsen** continued from previous page  
protection and benefits possible for our membership.

To be successful we need to elect individuals we believe will provide the best leadership in working to obtain our goal.

**I am asking for your vote allowing**

**me to remain as Director on the Executive Board.**

Decisions that are made by leadership at this level are decisions I also live by as a member. Experience is a great teacher and allows you a broader and better educated perspective when determining what actions will be the most beneficial for the membership.

We are still battling tough economic times. We continue to experience multiple changes in our work areas that include restructuring and job losses. CTU is blessed to have excellent layoff language which has protected many jobs for members, and we want to keep it!

It is imperative that we as a union retain our solidarity and maintain a safe and healthy work environment, as well as income that will allow us to adequately provide for our families. **Remember—it is organized labor that created the middle class and it is only organized labor that will retain our rights.**

**My pledge is that as a Director for the CTU Board I will continue to remain receptive to member input and make the best decisions possible for our union.**

Solidarity forever, willie



# Information for the CTU elections



## Unable to get to the polls October 23?

Contact the office (355-1903, [Barb@ctumsu.org](mailto:Barb@ctumsu.org)) to request an absentee ballot. The deadline for the request is 5 p.m., Tuesday, October 19.

## Smith continued from p. 4

sometimes means having to do what is best for the majority but may not be the best for me. I have made decisions like these in the past and I will continue to do so when necessary. I will not be on the Board to serve myself. I will be representing our members.

I know I have things to learn. I am open minded and willing to take on the challenges and accomplish the goals set by the Union and myself.

This Union means a lot to me. I will do my very best to keep CTU on the right track for our members as well as maintaining the positive role it plays within our community.

So, on October 23, catch a free van ride to the polls and vote for me.

## Robertson continued from p. 5

I continue to challenge all CTs to support the union's goals—as outlined in our Mission Statement—to empower our members “to exert control and choice over their own lives” and “to maintain the highest possible standards of communication, education and training throughout the organization.”

Please allow me the opportunity to represent the Clerical Technical Union as a Director on the Executive Board. Please vote on October 23, 2012. Thanks!

—Jeanette M. Robertson

## Questions/protests

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

- ▼ Brenda Bailey, Chairperson, [baileyb@msu.edu](mailto:baileyb@msu.edu), 884-1058
- ▼ Rosie Garcia, [garcia@msu.edu](mailto:garcia@msu.edu), 884-0205
- ▼ Becky Sullivan, [sulli306@msu.edu](mailto:sulli306@msu.edu), 884-3374

The deadline for receipt of election protests is November 4.



## White continued from p. 5

I am especially proud of my contribution to keeping our layoff language and fully funded health care options.

There is still a lot of work to be done for our union and the membership: We need to fight to protect members and to defend our collective bargaining rights. There's a lot to do. I hope you will give me another opportunity to continue the fight to keep our union strong and moving forward.

## Woods continued from p. 5

contract strong, our membership united, and to move our Union forward in a positive manner.

I hope that you will support and vote for me on election day and give me another opportunity to serve our Union as Director. Thank you so much for your support. [Lisa Lynn Cole]



## Need a ride?

Parking issues? Disability? Whatever makes it difficult for you to get to the polls, have no fear—the CTU Elections Express is on the way.

Van rides to and from the polls at the MSU Auditorium will be coordinated through the CTU office. Just call 432-5665 or email [Patricia@ctumsu.org](mailto:Patricia@ctumsu.org) on or before October 26 to schedule a ride. Rides are scheduled on a first come/first served basis, so register early.

Want even more fun? Reserve the whole van and come with a group of coworkers! [Stefanie Hensley]

## Our Autumn Membership Meeting

252 Erickson Hall  
Wednesday, October 24

The meeting begins at 5:20 p.m.  
but doors open at 5, so come early  
to socialize.

### Agenda includes:

- Swearing in of CTU election winners
- Financial report
- Report on dental negotiations
- Update on other items relevant to CTU
- Discussion of labor-related ballot proposals
- Door prizes

## Distinguished Staff Award

**T**he deadline is October 31 to nominate someone for the 36th Jack Breslin Distinguished Staff Award.

This is a \$2,500 award presented annually to six University support staff members selected by the Distinguished Staff Awards Selection Committee from all nominations received. Any member of the MSU community can make a nomination. [Betty Jane Champagne]

Criteria for selection of recipients are overall excellence in job performance, supportive attitude, and contributions to the unit or University that lead to improved efficiency or effectiveness, and valuable service to the University.

Nomination forms are available at <http://www.hr.msu.edu/recognition/supportstaff/DistStaffNominationForm.pdf>.

Refer questions to MSU Human Resource Services (517-353-3720 or email [olin@hr.msu.edu](mailto:olin@hr.msu.edu)).

## CTcalendar

**October 16.** CTU Executive Board meets, 5:15 p.m. C-T Union Hall. Members welcome.

**October 16.** CTU Candidate Forum.

## Above and Beyond

**M**SU is seeking nominations for the Ruth Jameyson "Above and Beyond" Award. This \$2,500 annual award recognizes support staff members who are pursuing a post-baccalaureate degree while also going "above and beyond" what is reasonably expected in supporting the mission of Michigan State University.

The nomination is due December 14.

The nomination form and other information is available at <http://www.hr.msu.edu/recognition/supportstaff/JameysonAward.htm>.

170 Administration Building, 11:30–1. Lunch provided.

**October 18.** CTU Candidate Forum. Room C, International Center, 11:30–1. Lunch provided.

**October 19.** Deadline to request an absentee ballot for the CTU elections. [Ruth Sedelmaier]

**October 23.** CTU Election Day. MSU Auditorium, 7:30–5:30 p.m.

**October 24.** CTU Membership Meeting, 252 Erickson, 5:20 p.m.

**October 31.** Deadline to submit nominations for the Jack Breslin Distinguished Staff Award.

**November 4.** Deadline to protest the CTU elections with the Elections Committee. [Rhutelia A. Deloney]

**November 6.** The CTU Executive Board meeting has been cancelled.

**November 6.** Election Day. Remember to vote "Yes" on Proposals 2 and 4, "No" on 1.