

CT News



CLERICAL-TECHNICAL UNION OF
MICHIGAN STATE UNIVERSITY

Volume XXXVII, Issue 2

Organized and Independent since 1974!

February 2010

Ratification

*CTs vote 302 to 40
in favor*

*2 groups reconsider
their “no” vote*

When the nine unions representing 5,800 MSU employees announced the results of their ratification votes on Friday, February 5, seven of the groups had approved the new Health Care Memorandum of Understanding.

The Clerical-Technical Union’s vote was 302 to 40 in favor.

Two of the groups covered by the Health Care MOU, AFSCME Local 999 and the International Union of Operating Engineers Local 324, had rejected it.

“We’re disappointed,” said CTU President Deb Bittner.



Sarah Thelen, secretary in University Development, votes on February 3.



February 3, 2010—CTs voted 302 to 40 to accept the tentative agreement that establishes health care and wages for the next four years. Two unions rejected the agreement.

“CTs recognize the value of a contract like this during these difficult economic times,” she said.

“Yes, we want to be compensated for our contributions to MSU, and yes, we know that we are already making sacrifices,” she said.

“However,” she added, “CTs are willing to accept this agreement, which guarantees wage increases while allowing the unions to continue working to lower health care costs at the source instead of shifting most of the increases to employees.”

At this time, efforts are underway to identify the specific issues and concerns that resulted in the two unions’ rejection in order to determine if they can be addressed and resolved.

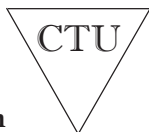
Both groups have scheduled dates to revisit their decisions.

The agreement has not been adopted and remains in temporary status while these efforts are undertaken.

“We want to thank everyone for their support, patience and understanding as our colleagues in the other unions work through this matter,” Bittner said.



Mary Lohr, secretary in Psychiatry, casts her ballot at the February 3 ratification.



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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:

◆ **Living room set:** Cream color love seat & couch, 2 medium color wood end tables and lamps. Good condition, asking \$500. Pictures available. Must pick up. Call 734-347-1293 or email apeg39@hotmail.com.

◆ **2003 Polaris Trailblazer quad 2x4:** runs great, \$2,800; **52" Toshiba rear projection widescreen TV:** \$550; **Sony 3-disk bookshelf stereo:** \$50; **Office desk chair:** High back, \$50; **i760 Nextel phone with SIM card:** Used, \$50; **Digital camera:** Nikon Coolpix 10MP, \$75; **Corner desk:** \$50; **Hip Hop Abs DVD set:** \$50. More information and pictures from Emily at finkemil@gmail.com or 517-795-4013.

◆ **Solid oak TV stand:** Measures 16" deep x 53" long x 45" high, will hold 26" set. Left glass door with four shelves. Two doors under TV. Door on the end that will hold DVD or VHS tapes. Very good condition. Asking \$100. **Double bed frame:** With wooden head and foot boards, good condition, asking \$25. Please call 989-729-6143. If not home, leave a message.

◆ **Ski Doo snowmobile:** Olympic

340. Cracked cowl but otherwise good condition. Perfect starter sled or for kids. \$300. Contact Caleb @ 517-614-3778.

◆ **Ford Ranger XLT:** 2WD. Extended cab 4-door. V-6 automatic. Black with gray interior. Rustproofed when new. New tires and anti-lock brakes. Anti-theft alarm, custom wheels, bed-liner, blackout lights and bra. CD player. Very clean and well maintained. Steering is tight and handles very well. Non-smoker. 107,000 miles. \$5,000. Contact Rob @ 627-9084.

For rent:

◆ **2-bedroom 1-bath house in Holt:** Quiet neighborhood close to MSU and Lansing. Features include large backyard, washer & dryer, stove & refrigerator, spacious master bedroom, 2-car detached garage, large front porch, many updates. \$700/month + utilities. Contact Cara at 517-694-5646 or cara_schafer@yahoo.com.

Services:

◆ **Hardwood and Laminate Flooring Installation:**

- New flooring (your flooring or ours)
- Repairs & refinishing
- Free estimates!

Contact Steve @ 517-648-6748.

◆ **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).

◆ **Pampered Chef services:** 517-214-7303 or chefnaomi@yahoo.com.

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.

General Membership Meetings in 2010

Quarterly Membership Meetings for the rest of 2010 will be held on Wednesdays—April 28, July 28 and October 27—in Room 252 Erickson Hall. Meetings begin at 5:20, but the doors open at 5, so come early to socialize. These 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.

Civility in the union

By Deb Bittner

I want to begin by thanking everyone who volunteered to help with the ratification vote and every member who voted. By agreeing to the new MOU, CTs voted to secure their future for the next four years.

Which makes it difficult, now, to wait to see how the two unions that voted against the tentative agreement will resolve their difficulties, but in the spirit of solidarity, that is what we must do. Both groups are discussing their options. Every union has its own democratic processes, which we respect. We can only wish them the best as they work through this issue.

Rest assured that the CTU membership will be kept informed as the facts are available to share.

With that said, there is another topic, one that has been weighing on my mind for awhile: the issue of internal civility.

The CTU is a democratic organization that is led by its members, and every single one of us has the right—and the duty—to speak up on issues of concern. Most members contribute respectfully and positively. And most people realize that in a democracy, some decisions will not appeal to everyone.

I am, however, taken aback somewhat when the union receives calls or emails that berate “the union” for doing, or not doing, something contrary to what a member prefers.

Don’t get me wrong, it would be worse to remain silent. While your elected union officials try to analyze every question from all sides, we rely on members to make sure we have all of

the information and viewpoints as we approach decision-making. I just ask that you think twice before assuming that your union is ignorant or derelict in its responsibilities.

Your elected union officials are not faceless bureaucrats. With the exception of a full-time released president, union leaders work hard at MSU jobs and then turn around and give time and

passion to the union. Negativity and shoot-from-the-hip, unfounded accusations take up time and, frankly, they weigh us down. [Karen Johnides]

I understand that some members remain quiet until anger, fear, confusion, suspicion, etc. cause them to lash out. In these times, with reports of economic and budgetary disasters, dooms-

Civility continued on p. 5



CTs Brenda Bailey and Rosie Garcia staff a sign-in table at the ratification vote on February 3.

Thank you!

We appreciate everyone who took the time to understand and vote on the health care tentative agreement on February 3. An especially big “thank you” goes out to the CTs who participated in making the process a success:

Brenda Bailey
Chris Barden
Kathy Bergdolt
Faith Clifford
Heather Dover
Colleen Drake

Dianne Dreffs
Rosario R. Garcia
Nancy Gray
Dena Kittle
Elizabeth Owen
Jeanette Robertson

Vickie J. Ruggiero
Katie Shelton
Kim Smith
Bonnie Stewart
Becky Sullivan
Jan Wallace

The changing face of labor, 1983-2008

A study released in November 2009 by the Center for Economic and Policy Research (CEPR) tracks some dramatic changes in the unionized workforce over the last quarter century.

In 1983, over half of all union workers were white men, few union workers had a college degree, and almost one-third were in manufacturing. In 2008:

- ▼ Over 45% of unionized workers were women, up from 35% in 1983. *At current growth rates, women will be the majority of unionized workers before 2020.*
- ▼ Only about one in ten unionized workers was in manufacturing, down from almost 30% in 1983.
- ▼ Just under half (48.9%) of unionized workers were in the public sector, up from about one-third (34.4%) in 1983. About 61% of unionized women are in the public sector, compared to about 38% for men.
- ▼ In rough terms, five of every ten union workers were in the public

sector; one of every ten was in manufacturing; and the remaining four of ten were in the private sector outside of manufacturing.

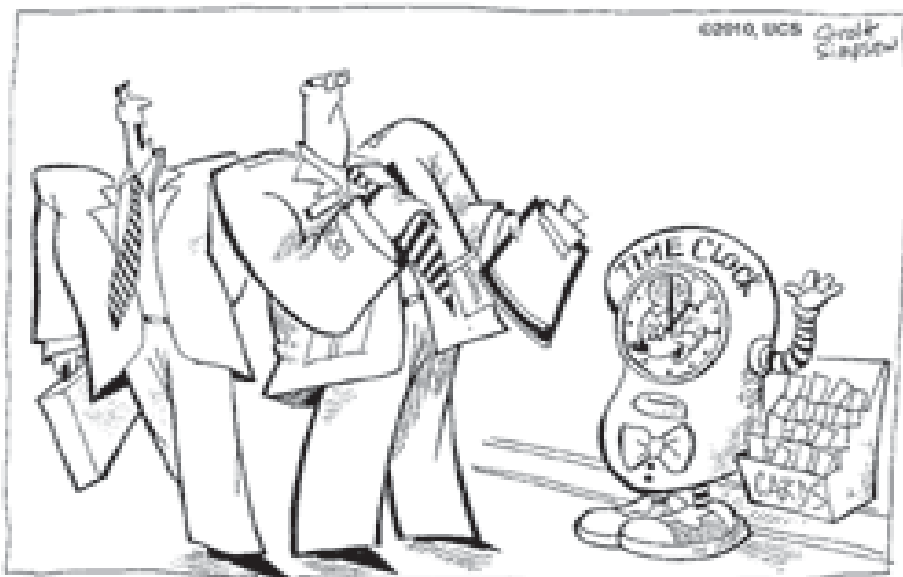
- ▼ Latinos were 12.2% of the unionized workforce, up from 5.8% in 1983. Asian Pacific Americans were 4.6% of union workers, up from 2.5% in 1989.
- ▼ About one in eight (12.6%) union workers was an immigrant, up from one in twelve (8.4%) in 1994, the earliest year for which consistent data are available.
- ▼ African American workers were about 13% of the total unionized workforce, a share that has held fairly steady since 1983, despite a large decline in the representation of whites over the same period.
- ▼ Unionized workers were most likely to live in the Northeast (27.4%), the Midwest (25.7%), and the Pacific states (22.7%). A smaller share of the unionized workforce lives in the South (18.7%) and the West (5.6%). Since 2006, unionization rates have

been increasing in the Pacific states (up from 17.6% in 2006 to 19.9% in 2008), the Northeast (up from 19.5% to 20.3%), and the West (up from 10.1% to 10.7%). Over the same period, unionization rates have been basically flat in the Midwest (at about 15.5%) and in the South (at 7.0-7.2%).

- ▼ The typical union worker was 45 years old, or about 7 years older than in 1983. (The typical employee, regardless of union status, was 41 years old, also about 7 years older than in 1983.)
- ▼ The most heavily unionized age group was 55- to 64-year-olds (18.4% of 55- to 64-year-old workers are in a union). The least unionized age group was 16- to 24-year-olds (5.7%).
- ▼ More-educated workers were more likely to be unionized than less-educated workers, a reversal from 25 years ago.
- ▼ Over one-third (37.5%) of union workers had a four-year college degree or more, up from only one in five (20.3%) in 1983. Almost half (49.4%) of union women had at least a four-year college degree.

These trends in the composition of the unionized workforce, in part, reflect similar shifts in the workforce as a whole toward a greater share of women, Latinos, Asian Pacific Americans, and older, more-educated workers and a shift out of manufacturing toward services.

The complete 24-page study, authored by John Schmitt and Kris Warner is available on line at www.cepr.net/documents/publications/changing-face-of-labor-2009-11.pdf.



"What makes you think we have UNDERAGE employees?"

UR district news

District 9 (Life Sciences): **Janice Sheffey**'s successful run for UR was announced in the last newsletter, but her contact information was not

included. Sheffey can be reached at 353-7140 or sheffeyj@msu.edu.

District 38 (Vet Medical Center-2): **Liz Owen** has petitioned for reappointment to her UR position. She will be appointed if no members from her district express an interest in the position before March 15.

District 39 (Communications Arts): **Rachel Iseler** is challenging **Pam Brock** for the UR position. Any other members from the district who are

interested in the position should come forward by March 15. After that deadline, the Union Representatives Coordinating Committee will schedule an election and announce it to the members of the district.

Are you interested in becoming a UR? Would you like more information about what the position entails? If so, contact URCC Chairperson Colleen Drake (884-0830 or drakec@msu.edu) or Vice President Nancy Gray (353-8632 or grayn@msu.edu).

Civility

continued from p. 3

day rumors and even the reality of budget cuts and downsizing in our own lives, it can be difficult to remain calm.

That's one reason to turn to your union, the organization you support with your dues. It is here to provide correct information, enforce the contract, and help you weigh your options.

But just as a panicked swimmer can make a lifeguard's job more difficult, attacking your union undermines the people you have put in place to fight for you. Not that they won't do the job, just, as I said, it weighs us down.

As a member-run organization, we survive and grow when CTs step up, out of their individual comfort zones, to assist their union. People are not born knowing how to run an organization. They learn as they go and try to make the right decisions.

Being active in the CTU can be tough, and sometimes mistakes are made or a ball is dropped. Vigilant members are necessary when this happens. We all need to foster a climate that encourages everyone to express his or her opinion, point out mistakes and engage in vigorous debate about the issues.

This is where civility needs to step up. Members need to hold the CTU and its leadership accountable. I ask that we do so in the spirit of contributing to a stronger, more responsive union rather than undermining and weakening one of our greatest assets—our union! Remember, we are, truly, in this together.

Award recognizes educational pursuit and job excellence

MSU is seeking nominations for the newly created Ruth Jameyson "Above and Beyond" Award.

This annual award recognizes support staff members who are pursuing a post-baccalaureate degree while also performing "Above and Beyond" in the scope of their duties at MSU.

In recognition of Jameyson's own pursuit of a graduate degree while working at MSU, the award recipient must be pursuing a graduate degree at MSU or elsewhere concurrent with their employment at MSU.

A stipend of \$2,500 will accompany the award and may be used as determined appropriate by the recipient. The recipient will be honored at the Distinguished Staff Award reception in May.

Jameyson, who died in 2007 at the age of 100 years, served as the Secretary to MSU President Robert S. Shaw from 1938 to 1941 and Secretary/Administrative Assistant to President John A. Hannah from 1941 to 1969.

Nominations are due March 15. Any member of the university community

can nominate an employee. The nominee must be a regular, active employee with at least five years of service to Michigan State University in a support staff position and enrolled and attending a post-baccalaureate degree program at Michigan State University or elsewhere

Nominations will be evaluated for achievement in the following areas:

- ▼ excellence in overall job performance going "Above and Beyond" what is expected,
- ▼ outstanding interpersonal skills and working relationships within MSU's diverse community,
- ▼ contributions to the department that lead to efficiency, effectiveness or other improvements,
- ▼ contributions to the University (committees, outreach, projects or other efforts),
- ▼ concern for students in or out of the classroom,
- ▼ successful progress toward degree completion. [Amy McCausey]

For more information and a nomination form, go to www.hr.msu.edu/recognition/supportstaff/JameysonAward.htm.



Board actions

June—December 2009

The following CTU Executive Board discussions took place June through December 2009. All expenditure decisions are included, but the list does not represent meetings in their entirety. CTs can receive copies of complete minutes through the mail or email by contacting the CTU office at 355-1903.

June 2

Declined to provide welcoming gifts for participants of the University of Michigan Summer School for Women Workers in July.

Authorized purchase of two tickets at \$40 each for the Michigan Women's Historical Center and Hall of Fame Annual Picnic on the Lawn Fundraiser.

June 16

Discussed mold remediation procedure with representative from Fibertec Industrial Hygiene Services. On advice of counsel, will take steps to identify and eliminate basement leakage and remove mold.

Refused request for member addresses from an individual conducting research.

Cancelled July 7 Executive Board meeting because of vacation schedules.

Decided to purchase a \$670 picnic table made in Mulliken, Michigan, from recycled plastic and metal. [See June 17.]

Declined to donate to the *Nation* magazine, which has suffered recent financial setbacks.

Agreed to send three individuals to the Michigan State AFL-CIO summit on "Labor's Role In The New Green Economy" at a cost of \$75 per person. [Editor's note: Event was cancelled, to be scheduled for a later date.]

June 17 (special meeting)

Rescinded decision to purchase \$670 picnic table.

Agreed to purchase \$225 picnic table from the Men's Lighthouse Group, a nonprofit organization.

June 24 (phone conference)

Authorized up to \$25,500 for mold remediation work required in the basement of the Union Hall. Work will be performed by MIS Environmental Services, Inc.

July 21

Declined to publish request for research study volunteers in the newsletter. Will email information to members through their URs.

Donated \$50 to WKAR Talking Book Program.

Agreed to send up to four people to the Michigan State AFL-CIO Community Services Program at a cost of \$50 per person.

Decided to pay Dave Franco Stump Removal \$200 to remove four tree stumps so that new trees can be planted as required by Meridian Township.

Transferred \$50,000 from the undesignated to the operating checking account.

Agreed to have the carpets cleaned for \$205.

Renewed \$222 annual subscription

for Union Communications Services graphics package.

August 4

Agreed to allow MSU Labor Education Program to use the CTU office for classes on September 19, October 24, and December 5, 2009.

Because of high demand, increased the number of members eligible for the Gerry Olson Educational Lottery from 20 to 23 for fall semester only.

Donated \$50 cash, union coffee and a U.S.-made backpack to the Back to School Golf Outing fundraiser for needy school children.

As part of the ongoing work resulting from water damage in the C-T Union Hall basement, agreed to pay up to \$725 for RM Electric to stabilize hanging wires and replace wall outlets.

Agreed to pay D.C. Byers up to \$8,950 to find the source and eliminate the water infiltration in the basement. Agreed to pay the company an additional \$2,100 to excavate and install a drain tile, which will displace drain water, and install 6 inches of top soil and grass after completion.

Donated \$100 as CTU's share of a Coalition of Labor Organizations at MSU (CLO) contribution to the Kresge Art Museum's Twilight in the Garden fundraiser.

Discussed meeting with new Grand Rapids CTs and logistics of representation. [Ragane Hanson]

August 18

Transferred \$35,000 from Operating Savings to Operating Checking.

Allowed two additional members into the Fall 2009 Gerry Olson Lottery.

Purchased a \$75 business card-sized ad for the 14th Cesar Chavez Dinner and 11th Hispanic Heritage Month Celebration Souvenir Booklet.

Agreed to confirm CTs Brenda Bailey, Liz Owen, Kim Smith, and Becky Sullivan as the 2009 Election Committee.

Approved a resolution opposing "The Dillon Prescription for Public Sector

Decisions continued on next page

Decisions

continued from previous page
Healthcare Reform,” which would force all state employees into a single pool for healthcare without respect to established bargaining rights.

Received report that basement mold remediation complete but some additional cracks have been identified that will need to be repaired.

September 1

Decided to send one person to the 14th Cesar Chavez Dinner and 11th Hispanic Heritage Month Celebration at a cost of \$35.

Agreed to send up to two people to the LEP Women’s Union Leadership class at a cost of \$65 each.

Declined to participate in the Michigan State AFL-CIO Summit on “Labor’s Role in the New GREEN Economy” because of the cost of \$150 per person plus \$99 per night for lodging.

Received report on the Michigan State AFL-CIO Community Services Seminar, which provided information on the many services available in the community.

Received report that basement repairs are complete.

September 15

Decided to purchase a \$75, 1/8 page ad in the Michigan Women’s Hall of Fame Awards Dinner program.

Agreed to purchase one \$125 ticket to the Michigan Women’s Hall of Fame Awards Dinner.

Donated \$100, earmarked for community services use, to the Lansing Area United Way as part of the local labor challenge.

October 6

Upon request of a member, donated \$50 to Fowlerville Relay for Life.

Upon request of a member, donated \$100 to the East Side Community Action Center, an organization that helps members of the community, including CTs and their families, with

various programs to assist them in negotiating these tough times.

Decided to send up to five people, at a cost of \$15 each, to the MSU Safe Place 15th Anniversary Event.

Donated \$50 to the Capital Area Humane Society. An Executive Board director volunteered to coordinate individual member donations for the Ingham County Animal Control Shelter.

Renewed \$40 annual membership in the National Organization for Women.

Donated up to \$100 towards the retirement dinner for IUOE 547’s Business Manager Phil Schloop. Schloop, an effective and tireless voice for quality, affordable healthcare insurance, was key in helping establish the relationship on health care between the CLO and the University.

Agreed to pay an additional \$20 to send another person (for a total of 6) to the October lunch meeting of the Labor and Employment Relations Association (LERA).

Agreed to place the question of a transfer of funds on the agenda for the October Membership Meeting.

Agreed to appoint Jeannine Lee as CTU representative to the AUTTC.

October 20

Discussed Finance Committee’s recommendation to request a \$125,000 balance transfer at the October Membership Meeting.

Agreeing that all other avenues have been exhausted, decided to sue a member in small claims court who is not attempting to repay a seriously delinquent loan from the Educational Lottery Fund.

Received report from our representative to the All University Traffic and Transportation Committee (AUTTC).

November 17

Transferred \$50,000 from Operating Savings to Operating Checking.

Voted to proceed to small claims court with two CTs who have declined

to work with the Union to pay back their educational loans.

Donated \$50 to GEU to assist them in providing a Thanksgiving meal for students. [Candie Sanchez]

Set 2010 Membership Meeting dates for Wednesdays, January 27, April 28, July 28, and October 27.

Established Board committees for 2010. **Finance:** Chairperson Wallace, Peebles, Robertson, Teague, Woods. **Grievance, Appeal and Trial (GAT):** Chairperson Gray, Paulsen, Peacock, Roe-Darden, White. **Personnel:** Chairperson Bittner, Gray, Wallace, White.

Received report from a member about a CTU-organized shopping trip to Frankenmuth. Fun time had by all.

December 1

Addressed a member’s concern about a rumor that all CT positions will be eliminated in the next few years. She was assured that no such plan exists although MSU budget and economic conditions raise concerns about reductions in all campus employee groups.

Received reports on health care bargaining and a meeting with the University Freedom of Information Act officer.

Approved switch of committees by two directors. **Finance:** Chairperson Wallace, Peebles, Robertson, Roe-Darden, Woods. **GAT:** Chairperson Gray, Paulsen, Peacock, Teague, White.

Agreed to place ad in the *State News*, at the cost of \$169.20, recognizing Dr. Martin Luther King, Jr.

Contributed \$50 to the Chance Collins Benefit Fund, which will assist the young child of a UAW Local 652 member who has been denied adequate medical coverage by his insurance company.

Received report on the fundraiser for Ingham County Animal Control Shelter. In addition to item donations, \$485 was collected. Another \$20 was donated for the Humane Society.



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EAST LANSING, MI 48823-6219

CHANGE SERVICE REQUESTED

Calendar

March 2 CTU Executive Board Meeting, C-T Union Hall, 5:15 p.m. Members welcome.

March 15 Deadline to nominate a staff member for the Ruth Jameyson "Above and Beyond" Award. See page 5.

March 15 Deadline to submit ads, letters and other materials for the April issue of *CT News*.

March 16 CTU Executive Board Meeting, C-T Union Hall, 5:15 p.m. Members welcome. [Laura Eichorn]

March 18 "Precarious Liberation: Workers, the State, and Contested Social Citizenship in Post-Apartheid South Africa" presented by Franco Barchiesi, African American and African Studies, Ohio State University. Part of Labor Education Program's Brown Bag Seminar, co-spon-

sored by the African Studies Center. MSU Museum Auditorium, 12:15–1:15 p.m.

March 25 "'Constant Menace to All Employed Therein': The Triangle Shirtwaist Fire and Fighting Workplace Smoking in Progressive Era New York City" presented by Gregory

Wood, Department of History, Frostburg State University. Part of Labor Education Program's Brown Bag Seminar. MSU Museum Auditorium, 12:15–1:15 p.m.

March 26 The Jazz/Blues opera "Forgotten: The Murder at the Ford Rouge Plant" is returning to Michigan.

The story centers on the questionable 1937 death of union organizer and Methodist minister Lewis Bradford, a distant relative of the opera's composer, Steve Jones. It will be performed at the Macomb Center for the Performing Arts (44575 Garfield Road in Clinton Township) at 7:30 p.m. Prices range from \$15 to \$30. For information, call 586-286-2141 or 586-286-2222, email MacombArts@macomb.edu, or visit www.macombcenter.com/Events/Forgotten.htm.



"The good news is, the folks in China taking your jobs will pay income tax, and you won't!"