

CT News



CLERICAL-TECHNICAL UNION OF
MICHIGAN STATE UNIVERSITY

Volume XXXVII, Issue 3

Organized and Independent since 1974!

March 2010



New CTs at the Detroit Medical Center (Left to Right): Karlene Kilburn, Alex Pereida, Cathy Watson, Jonathan Schulz, Wendi Winston, Susan Kwiatkowski.



New CTs at Macomb Community College's University Center (Left to Right): Jennifer Lanuzza, Simone Wesley, Phillip Tularak, Cole Hudson, Sheila Teunissen.

CTU moves into Southeast MI

CTU is spreading out. We recently welcomed new members in the Detroit area: six from the Detroit Medical Center (DMC) and five from Macomb Community College (MCC). [Cristiane Pereira]

The new CTs located outside the East Lansing/Lansing area join other "outstate" members we added to our membership earlier last year from the MSU College of Human Medicine in Grand Rapids.

The CTU president, vice president, contract administrators and communications specialist traveled to Southeast Michigan to meet with both groups on March 3. At each site, we discussed the fundamentals of union representation, the logistics of including members located in another city and other topics raised by our new members.

After the meetings, DMC members chose Wendi Winston to be their Union Representative and MCC CTs chose Simone Wesley.

The addition of CTs outside the East Lansing/Lansing area poses some challenges that are new to the CTU. While we're only an email or phone call away, and absentee voting guarantees our new CTs a voice in their union, other types of interaction could require new approaches on our

part. For example, we are looking into the use of technology to enable Southeast Michigan and Grand Rapids members to "attend" membership meetings and other events.

We are also investigating some of the other questions and discrepancies that arise in covering various locations. One of the big issues, for example, is health care. We are looking at whether our newest health care plan extends into other parts of the state, which would give our Detroit and Grand Rapids members more of a choice in plans.

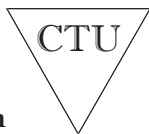
Health care update

The University's offer to honor the 2010 through 2013 health care contract with the eight unions that ratified it has been accepted by the unions. The new contract goes into effect July 1, 2010, and members will be able to choose from the options it sets forth during MSU's Open Enrollment.

Agreement

Initially, two of the unions covered by the previous Memorandum of Understanding (MOU) between MSU and the Coalition of Labor Organizations rejected the tentative agreement: AFSCME Local 999 and the International

Health continued on p. 7



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:

Willie Paulsen paulsenw@msu.edu

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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 Assistant

Patricia Shackleton ctumngr@msu.edu

Organizational Assistant

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

For sale:

◆ **Saturn LS 2:** 6 cylinder automatic sedan, year 2000, metallic green, power door and windows, cassette and CD player, new Goodyear triple tread tires, 4 wheel disk brakes. Contact hajela@gmail.com.

◆ **Don't want to wait for another Mom to Mom sale?** I have a large selection of infant girl clothes available at very low prices. Newborn up to 18 months. Also available: some toys, a crib mobile, bouncy seat and a johnny jumper. Call 517-641-7176 to arrange a time to see what I have to offer.

◆ **40 Acres (1,320 square):** Will not split. 22 miles W. of Mt. Pleasant, then 3 1/2 miles N. of Mecosta. High ground, all woods. Rustic deer camp (Deer, Turkey, Partridge). Close to Pretty Lake and Horse Head Lake (zoned residential). Owned 30 years. First time on the market. 15-year land contract @ 8% with 10% down. Serious calls only (*no realtor calls*). \$128,000. Phone 517-628-3126 (leave message if no answer and we will return your call asap).

◆ **Men's Moto sport gloves:** Large, still in package, \$8. **Men's Moto sport jersey:** X-large, Troy Lee Design, still

in package, \$15. **Men's Thor Quadrant boots:** Red and black, size 10, used once, \$75. **Thor Quadrant chest protector:** Red, never used, \$40. **Scott 83X goggles:** \$12. **HJC helmet:** Red, black, gray & white, used once, \$100. If interested, please call 517-663-5528.

For rent:

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

Services:

◆ **Furniture restoration, repair, stripping, and caning:** A Wooden Nickel Refinishing, 800 N. Lansing St., St. Johns, MI. Phone 989-224-8711. M-F 8 am to 5 pm, Saturday by appointment.

◆ **Do you have questions about in-home care, wills/trusts, Social Security, Medicare, insurance or assisted living options?** Do you have parents or grandparents that need help navigating the system? Then you won't want to miss the **Senior Living Expo**, April 10, 2010, from 9 am-6 pm at the Lansing Center. Contact John Ostrander at the J. Marlow Company at 517-374-2788. You may also visit the website (www.jmarlowcompany.com) to print a discount coupon for admission.

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

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

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.

Insist on fair treatment

By Deb Bittner

As far as building stress, we are in the midst of the perfect storm.

Cutbacks and job eliminations on campus certainly have become more commonplace. Some positions, once they become vacant, are not filled. New technology and systems are changing how we do work. We are taking on work that our coworkers once did, when we had coworkers. On top of it all is the additional pressure many of us face from the home front, the need to stretch our paychecks further because of job losses in our families. While we know that we need to brush up on our skills because we have to be at the top of our game in this environment, we also feel the pressure to take on more work to get the job done and keep our jobs.

The fact that our coworkers and supervisors are also under pressure just makes it worse.

Is there a better way to define stress?

As individuals, we can only take so much. When this kind of pressure builds, a lot of bad things can start to happen. We begin to resent being told to work harder and smarter, especially if we already feel like we are being taken advantage of at work by doing so much. We resent the “belt tightening” talk and practices. We resent feeling like we cannot take any time off to be sick, go to appointments, see our kids in school activities or even take vacations. We resent having to pay more for everything and not feeling like we are getting anything in return. The pressure keeps building.

In the midst of these sorry economic times, it is more important than ever that we stand up for our right to be treated fairly and in accordance with MSU’s work rules and, more importantly, the standards set forth in our Contract. Our Contract is our “workplace manual,” which *both* the University and the CTU have mutually agreed is the way we will conduct business in our workplace.

This is not the time to disregard its provisions. We cannot agree to skip breaks or work through lunch without compensation, such as a mutually agreed upon flex schedule or other arrangement. We can’t lose vacation or personal hours. We can’t give up educational benefits or forgo taking classes because we “cannot get away.” We can’t allow students and contingent workers to take our jobs. And we can’t take on the jobs of our colleagues in other unions.

It is in the best interests of both MSU and CTs that we follow our Contract and keep our rights in play. Following these guidelines, using our Contract as the floor we come to work on, helps keep conflict and distractions at work to a minimum. It helps us cope better and keep work orderly.



"So you feel you need more money? Have you ever considered looking for a third job?"

It is important to remember that there are times when we do need to put in a little extra at work to get the job done. We might have to learn new skills or be cross-trained to help the office run more smoothly. There might be a day we cannot take off because there just isn’t coverage. It happens—and our Contract allows for it.

However, these “extras” must be reasonable and not the norm. They should be exceptions that we allow to make our workplace function better. As professionals, we take them in stride, but we cannot let them build to the point that they threaten our health or undermine our work. And they cannot be in violation of our Contract.

When issues arise, it is best to deal with them promptly rather than putting up with a pace or circumstances that cannot be sustained. This is most easily done before the stressors become the norm. As members of the CTU, we can always call the union to talk things through if we are unsure how to proceed on an issue, to check to see if something is being done properly, or to review our contractual rights.

A good thing to remember is that not one of us is alone. We have people to talk with and help us maneuver in our workplaces. The goal of CTU is to try resolve issues before they become problems, to help make our work days better. It is our resource, the presence always on our side, as we try to manage the storms around us.

Any member who is feeling the stress of too much work should refer to the “Work Overload Form” at www.msu.edu/~ctumsu/overflow.htm on our website. We can talk with our Union Representative, Board Members or a Contract Administrator if we are unsure what do regarding a work situation. The union is here to help!



HERO Mobile Tool Lending Library

By Colleen Drake

Members who live in the city of Lansing might be interested in using the HERO Mobile Tool Lending Library. The "library" is actually a truck loaded with tools for residents to borrow.

The service is offered by the Greater Lansing Housing Coalition.

They have, just to name a few items, leaf blowers, pruners, edgers, rakes, shovels, chain saws, electric drills, electric saws, sanders, pipe wrenches, cutters, drain augers, blow torches, saw horses, hammers, levels, screwdrivers, stud finders, wire cutters, pliers, extension cords, ladders, painting extension handles, roller handles, caulk guns, scrapers and the list goes on. They even have a roto tiller. All the tools are less two years old.

There is a \$5 refundable deposit required for individuals (waived for neighborhood organizations). Call 517-372-5980 for further information.

April 1, 2010
2.75%
General Increase

Seeking nominations for 2010 CT award

Submitted by Jackie Mussell, CT
Assistant VP Human Resources

Is there an outstanding CT in your unit who deserves special recognition for his or her skills, abilities and dedication to excellence?

Nominate that special person for the 2010 Clerical Technical Recognition Award!

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

Criteria for the award include:

- ▼ Respect of peers and continuous diligence in attending to daily responsibilities;
- ▼ Concern for students, faculty, staff, and colleagues, particularly (but not limited to) those assisting overseas U.S. students and faculty, international students, international faculty, etc.;

- ▼ Extraordinary and significant contributions to the community or public service;
- ▼ Innovative thinking in facilitating unit tasks and responsibilities.



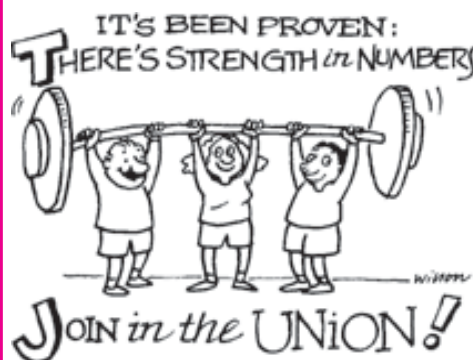
You don't have to be an individual's supervisor to submit a nomination. Individuals may be nominated by any member of the university community. To nominate an individual, complete a nomination form and

collect a minimum of two support letters (maximum of five) by MSU colleagues. Include additional information if it supports the applicant's nomination. Find nomination forms under the HR News section of the MSU Human Resources Website at www.hr.msu.edu/news.asp.

Submit the nomination form and attachments by 5 p.m., May 14, 2010, to CT Recognition Award Selection Committee, Room 120 Nisbet Building.

Questions? Contact: Jackie Mussell at 517-884-0114 or mussellj@hr.msu.edu.

APRIL MEMBERSHIP MEETING



Mark your calendars:

Wednesday, April 28
Room 252 Erickson Hall
5:20 p.m.

(Doors open at 5 for socializing.)

Agenda to be announced.

Light refreshments provided!

Equal Pay Day: April 20

The National Committee on Pay Equity has declared Tuesday, April 20, Equal Pay Day. This day is observed to indicate how far into each year a woman must work to receive as much as a man was paid in the previous year. For women of color the wage gap is greater. [Claudette Marrell]

The Michigan Pay Equity Network is asking women to wear red on Equal Pay Day to show that women and minorities are "in the red" with their pay.

Geography of a recession

According to the U.S. Department of Labor's Bureau of Labor Statistics, more than 31 million people are unemployed (including those involuntarily working parttime and those who want a job but have given up on trying to find one). Millions of Americans are hurting in this recession. To watch the graphic transformation of the deteriorating U.S. economy, go to <http://cohort11.americanobserver.net/latoyaeqwuekwe/multimediafinal.html>.



Gerri Olson Educational Loan Program

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

Call Patricia Shackleton (432-5665) March 29 through April 9.

Registrations received after April 9 will be considered as space permits.



It's time for the

CROSS TOWN SHOW DOWN

Wednesday, April 7, 2010 @ 7:05 pm

Join the **Green & White PAC fundraiser** while enjoying baseball and solidarity in a family friendly atmosphere!



Lansing Lugnuts
vs.
the MSU Baseball Team



Go NUTS together!

We've reserved a block of seats especially for our group, and ordering together is the only way to join us! Fill out the order form below and submit it to guarantee you get to enjoy the game with all your buddies.

Autographs!

Come early (45 minutes before the game) and visit the Board of Water and Light Autograph Area.

Win a prize!

Someone from our group will win a great Lugnuts gift in the group raffle or other great prizes!

All tickets include a donation to the GW PAC

Individual: \$15 (\$9 game ticket & \$6 donation)

Date: \$25 (2-\$9 game tickets & \$7 donation)

Family: \$50 (4-\$9 game tickets & \$14 donation)

How to order tickets:

By phone: 517-355-1903

By email: bittnerdeb@yahoo.com

By mail (with order form below):

Green & White PAC

P.O. Box 1461

East Lansing, MI 48826

Make checks payable to the GWPAC.

----- ticket order form -----

number of tickets: _____ amount enclosed: _____

name: _____ phone: (____) _____

street address, city and zip: _____

employer: _____

work address if not MSU: _____



Vision care open enrollment

Open enrollment for voluntary, employee-paid vision care is available through May 31 at <https://onlinemebs.com/>. Benefits begin July 1, 2010.

Vision benefits are administered by the Michigan Employee Benefits Services (MEBS). [Wendy Poulin]

If you have registered before, enter your User ID and Password. Select "Submit." The site provides directions for those who are registering for the first time or who have lost their password.

During the registration process, answer "employee" for user type and provide TMZ1080 as the group number.

If you have lost your User ID, do not have access to a computer, prefer to enroll non-electronically, or have questions about your vision benefits, call MEBS at 1-800-968-6327. Press 1 at the prompt and then any of the following extensions: 367, 381, 355, 390 or 373.

Each enrollment period is a two-year commitment (24 months). In the event you leave employment with MSU for any reason, you are still obligated to finish your enrollment cycle (bill direct option via MEBS will be implemented).

CLO at MSU Voluntary Vision Program

	NVA Network**	Vision Care Network**	Non-network Benefits
Vision exam	every 12 months	every 12 months	every 12 months
Refractive surgery exam	\$5 co-pay	\$5 co-pay	\$40 N/A
Lenses	every 24 months*	every 24 months*	every 24 months
Single vision	no co-pay	no co-pay	\$32
Bifocal	no co-pay	no co-pay	\$49
Trifocal	no co-pay	no co-pay	\$62
Lenticular	no co-pay	no co-pay	\$80
Progressive	upgrade charge	upgrade charge	upgrade charge
Frame allowance	every 24 months	every 24 months	every 24 months
	\$100	\$100	\$45
Contact lens allowance	every 12 months	every 12 months	every 12 months
Elective	\$105	\$105	\$95
Medically necessary	\$250	\$250	\$175

*12 months if prescription changes .50 diopters or required by doctor.

**Non-network benefits are the same for NVA, Vision Care Direct.

Premiums	Effective 7/01/09	Effective 7/01/09
Employee	7.77	\$11.51
Employee plus one	14.36	\$17.19
Employee plus family	\$22.17	\$26.93



MEBS

Michigan Employee Benefits Services, Inc.

3809 Lake Eastbrook Blvd.

Grand Rapids, MI 48546

Ph: 800-968-6327

Fax: 616-458-3884

For provider listings, please visit **Vision Care Direct (VCD)** at www.vcdplans.com or **National Vision Administrators (NVA)** at www.e-nva.com (group sponsor number for NVA is 10751080).

UR district news

The following members were elected Union Representative by acclamation by the members in their districts:

▼ **District 5** (MSU Detroit Medical Center Campus): **Wendi Winston**. Contact her at 313-578-9006 or winst106@msu.edu.

▼ **District 19** (MSU McComb University Center Campus): Contact **Simone Wesley** at 586-263-6731 or wesleysi@msu.edu.

District 38 (Veterinary Medical Center-2): **Liz Owen** was reappointed as UR. She can be contacted at 432-6088 or owene@msu.edu.

The following members have petitioned for appointment to UR positions in their districts. If no other members from their respective districts express an interest in the positions before 5 p.m., April 12, they will be appointed.

▼ **District 31** (North and South Kedzie, Bessey, Computer Center): **Betty Walther**.

▼ **District 36** (Linton, Eustace, Chittendon, Marshall, Morrill): **Kelli Kolasa**.

Want more information about becoming a UR? Contact URCC Chairperson Colleen Drake (432-6123 or drakec@msu.edu) or Vice President Nancy Gray (353-8632 or grayn@msu.edu).

Health

continued from p. 1

Union of Operating Engineers Local 324 (IUOE). After a second vote, IUOE was the only union to reject the MOU and will negotiate its health care and raises independently.

IUOE representatives said they expect to remain in the Coalition but not participate in the ongoing health care talks between the University and the other unions. These talks take place through the Joint Health Care Committee (JHCC), which was authorized by past MOUs as well as the current one that IUOE rejected. However, the organization will be able to participate in other Coalition activities.

“While we are disappointed with IUOE 324’s decision, we understand and support union democracy,” said CTU President and Acting Coalition President Deb Bittner. “CTU and the other seven unions will continue working together to keep health care costs down and keep costs from shifting to us. We hope that IUOE 324 will continue to work with the CLO on other issues of common interest.”

BCN / PHP

Soon after we finalized our health care agreement with MSU, Blue Care Network (BCN) broke the news that it had decided not to purchase Sparrow Health System’s Physicians Health Plan of Mid-Michigan (PHP).

MSU and the Coalition had not considered PHP as an option in our new agreement because PHP had taken itself out of the running. During health care negotiations last fall, PHP informed the university that it would honor its then current commitments but would not offer health care insurance in the future.

Faced both with a lack of health care

Vegetarian Potluck

Wednesday, April 14
5:20 p.m.
begin eating at 6

Stove and microwave available on site.
Guests welcome.

For more information, contact Colleen Drake
at 884-0830 or drakec@msu.edu



insurance alternatives in the mid-Michigan area and the need to lower health care costs significantly, the JHCC chose BCN as the alternative to Community Blue. [Craig Knight]

The decrease in cost for BCN over PHP was significant and helped us achieve an overall 10% savings in health care costs for the coming year. It also allowed the Coalition to achieve its goal of maintaining quality, affordable health care while still providing choice.

After the sale fell through, PHP requested a meeting with MSU and the Coalition where it presented a proposal for the coming year. The proposal was not able to be accepted for several reasons.

- 1) There is not enough time before open enrollment to properly examine PHP’s offer. We would also need to determine how adding a third vendor would affect our overall health care costs.
- 2) Technologically, MSU is not equipped to offer a third vendor at this time, and it would be both cost and time prohibitive to try to expand existing systems at such a late date for only six months. EBSP, which will allow the option of a third vendor, goes on-line in January.
- 3) There is not enough time to determine if we reasonably can count on

PHP to fulfill its financial and service obligations for the term of an agreement. [Janet Reid]

“If not for the time crunch and the technical considerations, we would be considering PHP,” said Wayne Cass, Chairperson of the Coalition. “If they’re here next year, they will be considered.”

Additional options and greater competition between health care insurers on the local level would certainly help us when we are looking at vendors next year, Cass said.

As provided in the MOU, the Coalition, through the JHCC, will continue to monitor our health care plans throughout the life of the contract.

Open enrollment

Members can review and choose from the health care benefits options during Open Enrollment, April 14 through May 10.

Human Resources Benefits will provide information to assist in registering on its website (www.hr.msu.edu), through the publication *Source*, and at resource fairs offered during Open Enrollment.

As always, members are encouraged to examine the materials carefully and ask questions before making choices.



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

CHANGE SERVICE REQUESTED

Calendar

March 31 Deadline for applications for AARP's 2010 Women's Scholarship Program. Scholarship funds are for 40+ women, moderate to lower income, seeking new job skills, training and educational opportunities to support themselves and their families. For information, visit www.aarpfoundationwlc.org.

April 6 CTU Executive Board Meeting, C-T Union Hall, 5:15 p.m. Members welcome.

April 7 Get your tickets **now** for the Cross Town Show Down between the MSU Baseball Team and the Lansing Lugnuts. See page 5.

April 9 "The Passion of Sacco and Vanzetti—a Musical Portrait," Charlie King and Karen Brandow, Folksingers. Free. MSU Library, Room 449W. LEP Brown Bag Series.

April 9 Deadline to apply for CTU's Gerri Olson Educational Loan. Call Patricia Shackleton (432-5665).

April 14 Vegetarian potluck. See page 7.

April 15 Deadline to submit materials for the May *CT News*.

April 16 "The Unhallowed Many: God and Working Class Lives," Robert Bruno, School of Labor and Employment Relations, University of Illinois. Free. MSU Library, Room 449W. LEP Brown Bag Series.

April 20 CTU Executive Board

Meeting, C-T Union Hall, 5:15 p.m. Members welcome.

April 20 Equal Pay Day. See page 5.

April 20 MSU's University Collections Council will present a tour of the MSU Museum's Cultural Collections. See samples of collections reflecting the arts and history of cultures both local and global: Native American baskets, contemporary African crafts, Michigan folk arts, ephemera of ethnic stereotypes, MSU historical collections, a world class collection of quilts and textiles, etc. Free and open to the public. Meet in the first floor hallway, next to the elevator, of the MSU Museum, 12:15–12:50 p.m.

April 28 Membership Meeting, 252 Erickson Hall. Begins at 5:20 but doors open at 5, so come early to socialize.

April 30 "Rocking Blood River: Songs of Working Class Detroit," Don "Doop" Duprie and the Inside Outlaws. Free. MSU Library, Room 449W. LEP Brown Bag Series.

