

CT News



CLERICAL-TECHNICAL UNION OF
MICHIGAN STATE UNIVERSITY

Volume XXXVII, Issue 5

Organized and Independent since 1974!

May 2010



TA for UNTF

After more than 1,000 person-hours of difficult negotiations, the Union of Non-Tenured Faculty reached a tentative agreement on its first contract with the University on May 14. A vote on the TA was scheduled for the following week.

UNTF members were very supportive of their bargaining team throughout the process. The photos on this page were taken at the MSU Administration Building while the Board of Trustees met inside on



April 16, 2010. UNTF represents about 600 term-limited faculty at Michigan State University.

The proposed contract provides for greater job security, merit increases and the same health and dental care plans enjoyed by tenure-track faculty, according to the UNTF website.



Funding the union

The CTU fell two members short of a quorum at a special Membership Meeting on May 19. [Craig Knight]

The meeting had been called to address the need to transfer funds from the union's Contingency Fund to operations.

Without a transfer, the union will deplete its operating funds this summer.

"I support funding operations on an as-needed basis as we have been doing," said CTU Treasurer Jan Wallace. "However, for this to work, we need to have quorums at meetings so that members can get information and make decisions. Without that, I believe that we may

Meetings continued on p. 6

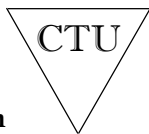
Parking rates hold for 2010

Parking rates on the MSU main campus will remain the same for 2010-11 as they were for 2009-10, according to Jeannine Lee, the CTU representative to the All University Traffic and Transportation Committee.

The AUTTC is advisory to the Vice President for Finance and Operations. The committee reviews and recommends solutions to campus parking, traffic and transportation problems.

As our representative, Lee shares our questions, concerns and suggestions with the committee. Contact her at 353-9845 or jeannine@msu.edu.

Parking continued on p. 6



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

Directors:

Suzy Peacock, peacock1@msu.edu

Walt Peebles peeblesw@msu.edu

Jeanette Robertson robertso@msu.edu

Janet Roe-Darden jroe@msu.edu

Norma Teague teaguen@msu.edu

Duferia White whitedu@msu.edu

Jennifer Woods woods@msu.edu

CTU STAFF

Contract Administrators

John Klusinske ctuca2@msu.edu

Dan McNeil ctuca1@msu.edu

Financial Manager

Patricia Shackleton ctumngr@msu.edu

Organizational Manager

Barb Harris ctustaff@msu.edu

Communications Specialist

Cherylee Finney ctnews@msu.edu

Editorial Policy: The *CT News* is the voice of our union. It is our vehicle for communicating, on a regular basis, the issues that confront us as workers. Through this newsletter we explain union policies, show how dues are spent, and explain the views and actions of the elected leadership for evaluation by the members.

The *CT News* is the voice of the membership. We welcome articles from members and stories about members.

While contributions are welcome, they should be constructive and contribute positively to the welfare of our union.

We will accept no attacks on any union leader or member. We will accept thoughtful discussion of all related issues in the letters section, and reserve the right to reply to those that seem to reflect a misunderstanding of the union and its policies.

Direct ideas, letters, questions and comments to Cherylee Finney.

CT Classifieds

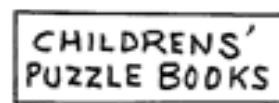
For sale:

◆ **2007 Aprilia SR50 Ditech scooter:** Great shape, like new. 100+ mpg, 50cc, 2 stroke engine, no motor-cycle license needed, \$5 per year registration, 45 mph+ top speed, new Michelin tires, all weather cover included. 2500 miles hardly used. Asking \$2,500 OBO. Call 517-833-9670. [Tiffany Muzanhenhamo]

◆ **Washer/dryer set:** Higher end, almond, \$150. **Table:** Octagon, \$25. **Dining table:** Large rectangle, pine with dark walnut stain, \$60. **Coffee table:** Large dark maple, \$25. **Bird cages:** Several, large, \$25-\$75. **Chairs:** Four, dark walnut, one refinished, three unfinished, matching set, \$15 each or \$50/set. **Palm Pilot:** \$50. **Outdoor chairs:** Green plastic (4), \$20/set or \$5 each. **Coffee table:** Wrought iron with glass top, \$10. **Wicker desk:** 2 drawers, \$15. **Antique washer/tubs:** Maytag, wringer type, \$100. Call 269-823-3739.

Services:

◆ **Lake Michigan sportfishing charter in Manistee:** Great salmon and trout fishing. Contact kelleysketch@yahoo.com or 517-290-4260.



"We're looking for someone who knows how to connect the dots."

For rent:

◆ **Town house condo:** Available 6/1/2010, 2 bedroom, bath and 1/2, two story, full basement, sheltered reserved parking, deck, patio. New, newer 95.5% efficient furnace, AC, carpeting, glass top stove, dishwasher, deck, paint, blinds. Great location near campus, Lake Lansing Meijer and a highway interchange. \$825/mo. Contact jk_etc@yahoo.com.

◆ **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 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—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.

Participating in our union

By Deb Bittner

We're all busy. It's an old story. However, I want to take the time to discuss two union developments that are worth our attention.

Microsoft Office Assessment test

The union now offers the same Microsoft Office Assessment software that MSU uses to measure the qualifications of CTs in specific skill areas.

The software evaluates an individual's skills in Word, Excel, PowerPoint, Access and more. A score of 70% or above is accepted by MSU as proof that the person taking the test meets the minimum qualifications. The union has traditionally said that a person doesn't need to know *specific* software to be proficient in a skill. For example, if I'm a whiz at WordPerfect but have no experience in Word, I'm still qualified in word processing.

The union hasn't changed its position. However, in the current environment, a period of layoffs and bumping, it is in the best interest of each of us to be as prepared as possible.

By quantifying our skills, the assessment tests can help us avoid positions in which we might fail. Remember, failing two trial periods exhausts our bumping and bypass rights, limiting us to bidding on open positions.

Therefore, in addition to updating our resumes, sharpening our skills, and making sure our personnel files reflect our experience and abilities, it is a good idea to quantify our skills by taking the assessment tests at Human Resources.

Members who have taken the tests have shared their concerns about some of the tests' idiosyncrasies and their discomfort with being unable to practice before testing on the employer's equipment. Human Resources has assured us that only the best score is kept on file, but many members wanted an opportunity to be better prepared.

To meet this concern, the CTU Executive Board voted to purchase the same testing software that MSU uses. We have invested in a site license and equipment that allows us to offer members the opportunity to practice the tests at the CTU office. Call 355-1903 to make an appointment.

Member participation

As you know, we did not achieve a quorum at either the regular Membership Meeting on April 28 or the Special Membership Meeting on May 19.

There are a lot of ways to put together a union. Members of some unions elect to have more of a top-down hierarchy and some depend more on paid staff to make decisions.

We at CTU have always been proud to be an extremely member-driven organization. [Russell Westbrook II]

In that vein, members have chosen to maintain a great deal of direct member oversight over our finances. While we have not shown a willingness to give up the high level of services we demand from our union, the 75% of our dues allocated to operations has not met expenses for decades.

To address the shortfall, members meet when necessary and vote on whether or not to release monies from the Contingency Fund to cover day-to-day operations. We discuss our options, make suggestions and, of course, argue about our priorities and where to spend and where to save. But, so far, we've always done the hard work necessary to get to the difficult decisions.

It is a system that requires member involvement, and the lack of a quorum at recent meetings leaves us in a precarious position. The CTU Executive Board will discuss how to proceed at its June 1 meeting. As always, members are welcome. The meeting starts at 5:15.

The CTU provides many opportunities for participation. Two fun opportunities in the near future are our Annual Picnic (p. 7) and a shopping trip to the Shiphewana Auction and Flea Market (p. 6).

I look forward to seeing you—at the office to check out our new software and at our CTU events.

See the list (pages 4 and 5) of CTs who are being recognized for retirement or years of service at MSU. "Congratulations!"



Congratulations and best wishes

Our congratulations and best wishes go out to the CTs who were honored this year for retirement and years of service at Michigan State University.

Forty years

CAROL ANKNEY
ANNA FOWLER
PAM HENNING
CRAIG KNIGHT
SONYA LITTLE
JANICE PARNELL
JANET REID

Thirty-five years

BETTY CHAMPAGNE
LYNN FARABAUGH
NANCY HALL
PAULETTE MARTIS
REBECCA MCMAHON
DONNA NEVINS
JUDY OSBUN
MARY REYNOLDS
JANICE RIDENOUR
JEANETTE ROBERTSON
LINDA YOUNG

Thirty years

TERESA ABBEY
MONICA BAKER
BRENDA BROWN
EVETTE CHAVEZ LOCKHART
LISA CRAFT
SHELLY DARLING-JENKINS
DIANNE DOMBROWSKI
SHERRIE DUNCAN
*PATRICIA EISELE
DEBORAH FRAYER
JAIME GONZALEZ
CATHY HARGROVE
BETTY HOLMER
JACKIE HOLSCLAW
PATRICIA HORN
PAULAHULL
THOMAS KENNEDY
DEBORAH KLEIN
SUSANNE KORKOSKE
LUCINDA LOW

CLAUDETTE MARRELL
ELIDA MARTI
REBECCA ODLE
GISSELA PFEIFER
THERESA RYAN
ANNE SCHOLBERG
TERRI SMITH
CYNTHIA STONE
VICTORIA TRYBAN
SHARON TYREE
JUDY WARD
KIMBERLY WILJANEN
KATHRYN WINSKY
PAMELA WITHERS
ANDREA WITHERS
DENISE WOOD

Twenty-five years

MADELINE ANTHONY
KATHIE AYERS
SUSAN BARNABY
JILL BIELAWSKI
*KAREN BOATMAN
VIRGINIA BOONE
JOYCE BRENNAN
PAMELA BUNCE
*DEBORAH CARPENTER
AMY CHANG
CAROL DENNANY
SUSAN DEPOORTER
DENICE DETMER
LEEANN DICKEY
MERRY DODOS
JUDY EASTMAN
MICHON FELTON
VELMA FERGUSON
STEVEN FREDERICK
JOYCE HENGESBACH
RHONDA HIBBITT
MARY HILL
CHARLOTTE LAKE
BETH LANNON
LAURA LAWLER



OLGA LECHUGA
DAWN LEHMAN
PRISCILLA MARTIN
CINDY MARTIN
KYOKO MELTON
CHERY MORAN
SANDRA MOREY
HELEN MUELLER
STEPHANIE MURDOCH
LOIS NICKELS
THOMAS PETERS
MARIA RABI
DEBORAH KAY WOMBLE RAY
DIANE REDENIUS
STEPHANIE REDNER
SUSAN ROSSER
TAMMY RUNKEL
CHRISTINA SCHAFER
SHEILA SHIELS
TAMELA SMITH
DOROTHY SOLIZ
KURT STEPnitz
LINDA TALLMAN
DEBORAH VASICEK
JOANN VILLARREAL
JAN WALLACE
KIMBERLY WHEELER
JANET WINSOR
PATRICIA WOLF

Twenty years

SUSAN BARRATT
JOHN BICE
JANE BRIMACOMBE

Congratulations continued on next page

Congratulations

continued from previous page

GUADALUPE CARRERA
BARBARA DELONG
CHRISTINA DREWYOR
KIM DYER
LAURA EICHORN
*MARIAN ERICKSON
KIM GARRISON
ELLEN GILLIE
ANNE GINTHER
*LINDA HARR-STIFFLER
PAULA HODGE
KIMBERLY HURLEY
ROBERT KILDEE
LINDA KOWALK
CONNIE LAZARUS
MARLINDA LOWERY
LYNN LUTTRELL
RUTH MAIR
REBECCA MANTY
CAROL MEJORADO
JEFFREY MITCHNER
JOANNE MOENING
BARBARA MONROE
LINDA MOORE
DEBRA MORAY
JENNIFER NEWPORT
MARVLETTA OLSEN
CATHEY PEPPER
JOAN REID
PATRICIA RESLER
NANCY RISDON
LISA RUESS
PATRICIA SCHULTZ
BETH SNEDEGAR
PAUL SWEITZER
STEPHANIE THELEN
AMANDA VANKOEVEERING
JOEL WALSER

Fifteen years

ANGELINA ABRAHAM
JAMES BAIRD
DIANA BAUTISTA
REGINA CENTENO
BARBARA CHRISTIAN
SHARON CONLEY
CATHERINE CORDS
STEPHANIE CZUBAK
MELLISSA DAVIS

MARY DAVIS
HARRIETTE DEVALL
JOHN DUDA
SUSAN DYER
ALANE ENYART
JACKLYN FEDERAU
NICOLE GONZALES
SARAH HAIGH
JANICE HOFFMAN
PATRICIA HOGARTH
BEVERLY HOOKER
MELISSA JEFFRIES
HEATHER JOHNSON
DEENA KADIRJAN-KALBACH
JAMES KIESELBACH
LINDA KRAUSE
OLGA LAMI-SCHIMIZZI
NANCY LAVRIK
JACKIE NEVEAU
PAMELA NEWSTED
LISA NOELP
WALTER PEEBLES
SHIRLEY POTTS
MEGAN REDFERN
GABRIELLE SEYKA
JOHN SHUTT
STEPHANIE SMITH
LISA SWEET
ARTHUR VILLAFRANCA
ROSELLA WAHL
KATHLEEN WELTER
PATTI WILKINS
JENNIFER WOODS
KELLY ZARKA

Retirees

In the preceding list of CTs who are being recognized for their years of service, an asterisk (*) denotes a CT who has also retired. We also want to wish the best to the following retirees:

STEPHANIE BAKER, 21 years
RUBY BAKER, 22
ELLEN BEST, 24
DANNETTE BOGLE, 21
ROBERTA BOLIG, 17
PEGGY BRAY, 32
CONNIE LOUISE BRINSON, 28
PAMELA BROWN, 40
SHERRON CLINE, 25
DARLA CONLEY, 27
JILL CRANE, 26
CARRIE DEMYERS, 26
SUZANNE JO DEPEW, 22
NANCY DUNCAN, 39
JACQUELYN FULLER, 27
LINDA GARDNER, 22
THEOPAL HAHN, 25
JANET LEE KANN, 17
JOYCELAN KOHN, 30
ALANA MILLER, 20
MARY RIVERA, 36
EUGENIA SCHEER, 16
BARBARA SCHMIDT, 27
LINDA TODD, 38
LINDA ANN WELCH, 28
CHERYL WILLIAMS, 30
DARLEEN WIRT, 31
KATHRYN WITTE, 19

Stay in touch with the CTU

CTU members approaching retirement don't need to worry about losing contact with the union. Just email ctnews@msu.edu with a request for a subscription or call 517-355-1903. Include your name and address with your request. We're also available on line at www.msu.edu/~ctumsu/CT_News.htm. [Corrinne Knox]



Meetings

continued from p. 1

need to revisit the idea of dues reallocation.”

“We have to pay the staff who work for us,” Wallace added. “Especially now, with all of the layoffs and other job issues, we need to keep our staff. They don’t work for free.”

The CTU Executive Board will discuss the financial situation at their June 1 meeting and make plans on how to proceed, Wallace said.

Currently, 75% of dues goes into a fund for the day-to-day operations of the union (salaries, services, etc.), and 25% is placed in a Contingency Fund. Members must vote to release money from the Contingency Fund for any reason. Rising costs, combined with decreased dues money as a result of a declining membership, has left operations under-funded. CTU members have chosen to meet when needed to vote to release funds from the Contingency Fund for operations.

“Reallocation” would be a decision by the membership to alter the CTU Constitution in a way that would make more of our dues available for operations without requiring special votes.

The special Membership Meeting was called after the regularly scheduled April Membership Meeting fell six members short of the 50 required for a quorum.

The April 28 meeting included a presentation of the 2009 audit by Certified Public Accountant Jim Nyquist of Maner and Costerisan. As always, we received a “clean opinion” of our financial statements, meaning that our finances are presented fairly and



April 28—CTUs socialize before the Membership Meeting (left to right): Wendi Winston (Detroit Medical Center), Simone Wesley (Macomb Community College), and Amy Henner (Grand Rapids Campus).

conform to generally accepted accounting principles.

Wallace also presented the 2010 budget on behalf of the Executive Board.

CTU Health and Safety Committee Chair Willie Paulsen gave a presentation of Workers Memorial Day, and CTU President Deb Bittner announced the June 10 picnic and led discussions on other union issues.

Door prize winners: Amanda VanKoeveering and Sally Becker won \$50 door prizes; Simone Wesley from the Macomb campus won the Solidarity Committee coffee break; Karen Jakus and Betty Walther won CTU t-shirts.

UR district news

District 25 (Spartan Way, IM West, Demonstration Hall, Jenison, Circle IM, Breslin, Munn Ice Arena): **Brenda Bailey** was reappointed UR. Contact her at 884-1058 or baileyb@msu.edu.

District 34 (Agricultural Hall, Cook Hall): “During the past six years I’ve learned a lot and been afforded many wonderful opportunities by being involved with CTU,” said **Anne Brooks** about her experience as UR. Unfortunately, she has had to resign. We are grateful for her service and wish her the best.


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).

Parking


continued from p. 1

Parking fees are scheduled to increase significantly for employees in Grand Rapids and, to a lesser extent, at one of our locations in Detroit. The CTU and other MSU unions have requested a meeting with University officials to discuss this situation.

Join your CT colleagues and friends on a bus trip to the



Shipshewana Auction and Flea Market




Tuesday, June 15

Leave by bus from the C-T Union Hall parking lot (2990 East Lake Lansing Road) at 8 a.m. Leave Shipshewana, Indiana, at 5 p.m., returning to CTU shortly after 7.

\$20 each for the bus ride.

This event is not limited to CTs. Invite your friends and families to join us.

Contact Colleen Drake (drakec@msu.edu, 884-0830) for more information and to sign up.



CTU Annual Picnic



**Thursday, June 10, 2010
4–7 p.m.**

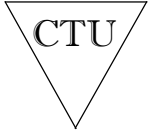
**C-T Union Hall
2990 East Lake Lansing Rd.**

(Corner of Lake Lansing & Hagadorn.
Look for the big Sparty.)

**Come as you are!
Friends and family welcome.**

CTU provides the food and softdrinks.

Games! Prizes! Activities for the kids!



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

CHANGE SERVICE REQUESTED

Calendar

May 31 Memorial Day Holiday: A paid day off from work, fought for by our Union and secured by our Contract.

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

June 10 Annual CTU picnic (p. 7).

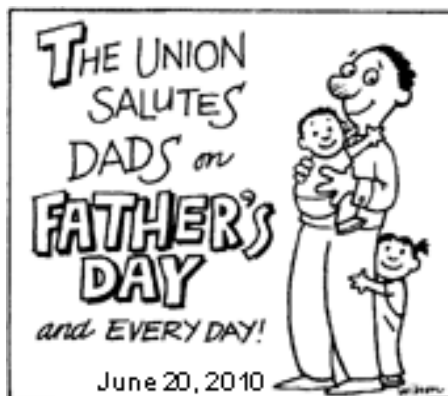
June 15 CTU Executive Board meeting. C-T Union Hall, 5:15 pm. Members welcome.

June 15 Shop Shipshewana (p. 6).

June 15 (27 Nisbet) & **July 20** (109 Agriculture Hall). Free chair massage sampler. Enjoy a 10-minute stress relieving chair massage while you sit fully clothed in a special chair. Experience reduced muscle tension, relief from eyestrain and desk fatigue, increased mental awareness, improved circulation, relaxation and revitalization. Appointments are scheduled between 11:30 am and 1:30 pm. Registration form at [health4u.msu.edu/registration/](http://health4u.msu.edu/registration/H4U_Registration_Form.pdf)

[H4U_Registration_Form.pdf](http://health4u.msu.edu/registration/H4U_Registration_Form.pdf) or call Health4U at 517-353-2596.

July 13, 20, Aug. 3 The “Listening I” Health4U sessions show how listening can improve communication. Free. (“Listening II” is offered later in the summer.) 224 Erickson Hall, 12:10–12:50 pm. Registration form at health4u.msu.edu/registration/H4U_Registration_Form.pdf or call Health4U at 517-353-2596.



Help build labor's monument

Unions in Grand Rapids are trying to raise money for a Labor Monument, and without spending a penny, we can help them.

For every search done on *goodsearch.com*, The Labor Heritage Society of West Michigan will earn one penny. It's easy and it costs nothing. Just type in “Labor Heritage Society of West Michigan” as the *charity of choice* and then use *Goodsearch.com* for searching the web.

The Labor Heritage Society asks that we use *Goodsearch.com* today, tomorrow and the remainder of 2010.

This information was sent to us by Patty Farhat, Michigan AFL-CIO staff. [Joan Reid]