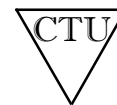


CT News



CLERICAL-TECHNICAL UNION OF
MICHIGAN STATE UNIVERSITY

Volume XXXVII, Issue 7

Organized and Independent since 1974!

July 2010



June 30, Kedzie Hall—CTs wait in line to sign in at the Special Membership Meeting. Including two members who joined the meeting on line from Macomb, 86 CTs attended, the Union's first quorum since October 2009.



CTs remedy union's financial troubles

Eighty-six CTs attended the June 30 Special Membership Meeting that was called to address the Union's predicted shortfall in operating funds.

Proposals to transfer funds from the Contingency Fund to operations had been on the agenda at two previous meetings, each of which failed to secure a quorum of 50 members.

The proposal to transfer \$37,315 from the Contingency Fund to operations to cover health care negotiations costs for 2009 and early 2010 passed with one "no" vote.

The second proposal—to transfer funds from the Contingency Fund in the amount of \$125,000 to cover the

anticipated budgetary shortfall in 2010—passed with one "no" vote.

A third proposal—to amend the constitution in order to change our dues allocation structure—also passed, with

Meeting continued on p. 5

CTs, families, friends enjoy fun & solidarity

The Union hall was a lively place on June 10, when over two hundred CTs, friends and family members attended our third annual CTU picnic.

Our guests included the members of other MSU unions, our staff, individu-

Picnic continued on pp. 6 & 7



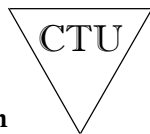
are the
"U" in
UNION!

Quarterly Membership Meeting

Wednesday, July 28, 2010
Room 252 Erickson Hall

Meeting begins at 5:20 p.m.
Doors open at 5 for socializing.

Membership meetings are for making decisions about the Union, asking questions and receiving updates about Union activities.



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of Michigan State University**
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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:

◆ **Lamp:** Hanging pool table, \$50;
Cooker: King Kool outdoor, \$30;
Foot bath: Homemedics bubbling bliss, \$15; **Buffet:** New Santa Fe fajita, \$20; **TV:** Large Sony projection, \$500 or best offer (pick up in Grand Rapids); **Ladies watch:** Gold Elegance Citizen, \$100 or best offer. **Wii system & 7 games:** \$215; **Loveseat:** Black leather, \$100; **Bookbag/backpack:** New Nike, \$15; **Utility cart:** 7-drawer plastic, \$15; **Hobo purse:** Authentic Coach, \$40; **CD/DVD rack:** \$7. **Christmas decorations:** Variety, \$15; **Torani fruit syrups:** Unopened bottles, \$5 each; **Wood shelf/table:** \$10. Email luongeli@hotmail.com for picture requests or leave message at 517-944-0432.

Services:

◆ **Quality Resurfacing:** Bathtub, countertop and tile resurfacing is an affordable home improvement. Give us a call for a FREE estimate. 10% discount by mentioning this ad. Visit our website at www.qualityresurfacing.net. Call 517-285-0308.

◆ **Delicious homemade Mexican food catering services:** Do you have

a special event coming up? We can help! Plenty of experience serving large events (100-300 people) and small gatherings (20-50 people). Contact us a minimum of two weeks in advance and your family and friends will enjoy delicious homemade, Mexican food. Contact us now to reserve your catering service (deliciousmexicancatering@hotmail.com) and surprise your guests! (Menu will be sent via email at your request.)

◆ **Tent Event Rentals, LLC:** Reserve our tents, tables, chairs for your summer events. **Tent Event Rentals, LLC** also has staging, dance floors, large BBQ grill on trailer. Competitive pricing and excellent customer service. Call 517-819-2659.

◆ **Pet sitting in your home.** Flexible rates, schedules and care that can be provided. Contact

Josette Pashkowsky, LVT
Graduate and employee
MSU Vet Teaching Hospital
msjones914@hotmail.com
616-318-0123

◆ **Home-based business opportunity:** Take just 45 minutes out of your day to learn about a health and wellness catalog shopping company. No sales, no inventory, no billing! Exceptional products at reasonable prices that are both natural and safer for your family and the environment. Exceptional business plan with a proven record, terrific bonuses, profit sharing, and prestigious awards from the Better Business Bureau! A visual presentation is scheduled for Wednesday, August 25, 2010, at 5:30 pm in the CTU Conference Room, 2990 E. Lake Lansing Road (Campbell Building). For more information and/or to schedule a personal presentation, please contact Audrey Smith at 517-887-2118 or smithau910@yahoo.com or Evette Chavez Lockhart at 517-487-5179 or evettechavezlockhart@yahoo.com.

◆ **Capital Area Transportation**

continued on next page

General Membership Meetings in 2010

The final two Quarterly Membership Meetings in 2010 will be held Wednesdays, July 28 and October 27, in Room 252 Erickson. Meetings begin at 5:20, but the 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.

Paid vacations: A union tradition

By Deb Bittner

On June 10, we held our annual picnic. We enjoyed another great turnout of members, our families, and our many guests from the University and our community.

This is a tradition that I'm glad we revived. The picnic is a terrific yet inexpensive way to gather and remind ourselves what is important in our daily lives: fellowship and solidarity. Staff, URs, Board members, and other CTs come together to share a meal, meet families and friends, win goodies at the Cake Walk, and laugh away the grit of our everyday work lives. We get to relax in a fun setting in our very own "backyard" at the C-T Union Hall. What a nice way to start the summer! I thank everyone who participated in making the picnic such a successful event. [Quinn Marie-Wilson Kroll]

On June 29, we had a special membership meeting where 86 CTs joined



to take action to keep their union going strong. These are tough times as we know very well. Financial matters, not an easy topic of conversation in flush times, is even more difficult when resources are tight. Add poor economics at the State and national level for more unpleasantness.

The topic was a little less daunting at our meeting because we had clear issues to decide. We saw democracy at its purest: informed members actively participating in decisions that would determine the fate of our organization.

We passed a motion for financial reimbursement and a motion to supplement our budget so we can continue to pay bills and do business.

Another motion changed our Constitution to fit our financial realities but maintained the safeguards, such as membership control, that we hold dear.

We also discussed other items, like the July membership meeting. We passed a commonsense motion to cancel the meeting, but left room to adjust the decision if it was found to be unconstitutional. The discussion surrounding this decision was enlightening and showed how strong we can be as a

group. We thoughtfully debated ideas, had a good review of our governing policies, considered all of the contingencies and moved forward. It turns out that we *will* need to hold a July Membership Meeting (July 28, Erickson Hall, Room 252, 5:20 p.m.).

We also took a technological step forward in welcoming our members outside the Lansing area to join us via videoconferencing. Members in Grand Rapids and Southeast Michigan could watch and listen to the meeting, participate in discussions and vote. We still have some kinks to work out, but it's one more step toward including all of our members. [Diana Eitniece]

It was good to see all the new faces at the meeting as well as many "seasoned veterans." We all came together, bringing great energy to solve problems. To everyone who made this meeting a success, thank you!

July brought us a national holiday whereby we celebrate our country's democratic beginnings and foundation. As part of this celebration, it's a great time to acknowledge our right to freedom of association, the right that enables employees to work in an environment where we can be protected by the rules of a collective bargaining agreement. This foundation lets us approach our employer as a group to negotiate fair wages and benefits for a good day of hard work.

The "perk" of paid time off from work is one of the more important benefits for which unions fight.

Although many of us who enjoy paid
Vacation continued on p. 5

Classifieds

continued from previous page

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 Cheryllee 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.

Leadership duties

The terms of our vice president, secretary, and four directors will be up this October. We will also need to fill a position on the Audit Committee.

To help us decide who to support, or whether or not to run, it's important to know the duties of the position.

The duties of officers on the Executive Board are laid out in Article V of the Constitution (www.msu.edu/user/ctumsu/ctu.htm or call the office at 355-1903 if you don't have internet access).

In order to fulfill those duties, elected officials are expected to take on many responsibilities. Those expectations, along with the duties of Audit Committee members, are detailed on this page.



CTU Elections Committee

seeks new members to conduct and supervise the October 26, 2010 election

Contact Deb Bittner at 355-1903.

Secretary

The Secretary of the CTU is expected to fulfill all responsibilities listed for Directors and officers. In order to fulfill the Constitutionally mandated responsibilities of the Office, the Secretary also is expected to:

- oversee maintenance of the current

Directors and Officers

In order to fulfill the Constitutionally mandated responsibilities of any position on the CTU Executive Board, those elected are expected to:

- carry out and honor the oath of office;
- commit the time required to serve the Union including some day, evening or weekend hours;
- support unionism;
- uphold the Union mission and direction as set by the Executive Board and the CTU Constitution;
- make decisions and create policy;
- use input/data from membership, experts, and staff when time permits; [Carol Ann York]

- serve on either the Grievance, Appeals and Trials or Finance Committee;
- represent the CTU at all times;
- attend some labor functions as a CTU representative;
- attend Board meetings, UR meetings, regular and special membership meetings (attendance mandatory);
- when possible, work in conjunction with URs on membership issues;
- keep URs informed and in the loop;
- be able to work as part of a group of people;
- honor issues of confidentiality;
- control rumors/misperceptions.

Vice President

The Vice President of the CTU is expected to fulfill all of the responsibilities listed for Directors and officers. In order to fulfill the Constitutionally mandated responsibilities of the Office, the Vice President also is expected to:

- serve as the Executive Board liaison to the Union Representatives and the Union Representative Coordinating Committee;
- substitute for the President, as necessary;
- chair the Grievance Appeals and Trials Committee;
- serve as authorized signatory of the Union;
- use 25% released time from MSU position in order to fulfill duties.

Audit Committee

This description of the Audit Committee and the duties of its members is taken from Article VI of the Constitution:

- The Audit Committee shall consist of three members. They shall be elected for staggered three-year terms with said election held at the same time and under the same rules as apply to the Executive Board. Members of the Audit Committee may not be members of the Executive Board.
- The Audit Committee shall make or cause to be made at least a yearly audit of the Union's finances and shall report to the membership the result of such audit.
- The Audit Committee shall monitor normal operating expenses and shall serve as an independent communications channel between the members of the Union and the custodians of the Contingency Fund for verification of withdrawals from that fund.

UR district news

District 4. (Biomedical Physical Sciences, Planetarium): Rebecca Conat Mansel has petitioned for appointment to UR. If no one from her district expresses an interest in the position before August 4, she will be appointed.

District 37. (Clinical Center [A-

Wing]): Kimberly Baker has been reappointed UR. She can be contacted at 432-7055 or bakerk@msu.edu.

If you have an interest in becoming a UR, please contact Vice President Nancy Gray at 353-8632 or grayn@msu.edu. [Robin Lyn Marsh]

*Gerri Olson
Educational Loan
Program*

It's time to register for the Gerri Olson Educational Loan for fall semester. To do so, contact Patricia Shackleton (432-5665, ctumngr@msu.edu) July 26 through August 6. Registrations received after August 6 will be considered as space permits.

Meeting

continued from p. 1

three "no" votes and one abstention. Under the amendment, the Union will continue to maintain a Contingency Fund, but 100% of new dues will be allocated to operations. The value of the operating assets will not be allowed to grow beyond the previous year's dues income. Any assets in excess of that amount will be transferred to the Contingency Fund.

The amendment also cleaned up language that referenced a time when CTs were paid monthly. The new language clearly states that "for hourly paid workers the dues rate shall be two hours per month, prorated according to appointment percentage."

Believing that a Special Membership Meeting in June should be plenty for the summer, a motion was passed (with eight votes "no" and one abstention) to suspend the Constitutional requirement to hold a meeting in July—with the qualification that the meeting would be scheduled as planned if it was found that its cancellation violated our Constitution. Because the decision did not follow Article XIII of the Constitution, we will proceed with the July Membership Meeting.

Member Judy Fogle reported that she had used the MSU Microsoft Office Assessment software that is available in the CTU office to practice for the tests given by MSU Human Resources.



A special thanks to CT Mark Bitman for his invaluable assistance in setting up the videoconference and then running the equipment at the meeting. It will be a regular feature of CTU Membership Meetings in the future.

She found that the ability to practice was very helpful.

The following members won door prizes at the meeting:

- ▼Thoralf Hoelzer, MSU Dairy Store ice cream gift certificate
- ▼Linda Blodgett, MSU Dairy Store ice cream gift certificate
- ▼Jeannine Lee, CTU Solidarity Coffee Break
- ▼Ivory Emery, CTU hoodie
- ▼Michelle Strickler, CTU t-shirt
- ▼Jean Lyle Leopard, MSU Dairy Store ice cream gift certificate



Vacation

continued from p. 3

time off view it as an entitlement, quite a few working Americans receive neither holiday pay nor vacation pay.

This is unfortunate for the individuals who don't get paid time off, but it is also important for society and for the democratic process. A day of pay away from work honors the work itself, and by acknowledging that employees are as valuable as the work, it brings dignity to the workplace. Also, allowing the employee to have leisure time strengthens the person, the family, and the community. Paid vacations or holidays, in turn, allow employees to make financial decisions that support the economy because pay is consistent, not "lost." We must not lose sight of the value of paid time off or let it slip away.

So enjoy these summer days. Use your benefit and take a vacation! Enjoy time "up north" or "at the lake" with your family. Go to a ball game. Or just read a book in your own backyard. It is a time-honored tradition—secured by organized labor—that we need to preserve.

I plan to do my part!



Once again, our cakewalk was the most popular picnic event with both children and adults.



Sparty with Ruelaine Stokes, a member of the Union of Non-Tenured Faculty at MSU, the most recent tenant of the C-T Union Hall.



Union Representative April Moore with her grandchild.



HR Management Analyst Jeff Brodie.



CTU Chief Negotiator Nancy Pearce



MSU Employee Relations Director Jim Nash, CTU Directors Norma Teague and Suzy Peacock.



One game involved throwing chickens into a bucket.



Individual servings of ice cream from the MSU Dairy Store were a big hit.

CTU picnic

continued from p. 1

als from MSU's management team, tenants in our building and children too numerous and fast moving to count.

Those attending received gifts and were eligible to win door prizes and baked goods. We also had new t-shirts for sale.

Our appreciation goes out to event organizers Jan Wallace, Willie Paulsen, Deb Bittner, Barb Harris and Patricia Shackleton; hotdog chef Dan McNeil; the setup and breakdown crews; those who kept the food and drink coming; and the many people who provided baked goods.

We especially wish to thank everyone—CTU members, family and guests—for joining us in a relaxed atmosphere of food, fun, and great company.



Photos on this page are of children enjoying themselves at the CTU picnic.

Parent-to-Parent sale

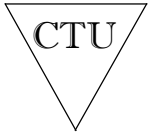
Find great shopping deals Saturday, August 7, from 9 a.m. to 1 p.m., at the Spartan Village Community Center on the campus of Michigan State University. Admission is free and open to all.

The sale is sponsored by University Apartments Residence Life, Employee Assistance Program, MSU Family

Resource Center and MSU Women's Resource Center.

You will find gently used clothes for babies and children, books, toys, sporting equipment and much more. There promise to be some great deals.

Questions? Call 432-3745 or 353-1635.



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

CHANGE SERVICE REQUESTED

Calendar

July 28 CTU Membership Meeting, 5:20 pm, 252 Erickson.

July 28 Deadline to purchase tickets through your union for the August 5 Union Family Fair Day. See corrected information on this page.

August 3 CTU Executive Board meeting. C-T Union Hall, 5:15 pm. Members welcome.

August 6 Deadline to apply for the Gerri Olsen Educational Loan. See p. 5 for details. [James LaForgia]

August 7 Parent-to-Parent sale. See p. 7 for details.

August 9 Go nuts! Deadline to purchase tickets for the August 14 Lansing Lugnuts Labor Night. Just \$9 each for reserved seating. Contact Deb Bittner (355-1903, ctupres@msu.edu) for tickets and information.

August 16 Deadline to submit materials for the September *CT News*.

August 17 CTU Executive Board meeting. C-T Union Hall, 5:15 pm. Members welcome.

Ask a working woman

Working America, the community affiliate of the AFL-CIO is sponsoring the 2010 “Ask a Working Woman” survey, and they are asking for our help.

“It’s simple,” according to Working America, “Working women are the experts on the challenges working women face at work, at home and getting by in a tough economy. And if you want to know about something, the best thing to do is ask an expert.”

If you are a working woman—whether outside or inside your home (or both), your input is important. If you’re not a woman but you know one who you think might want to participate, please invite her to take the survey.

Women who wish to share their expertise can take the seven-minute survey at <http://aaww.questionpro.com/>.

Correction

Fair tickets deadline: The deadline for reserving tickets for Union Family Day at the Ingham County Fair was misreported in the June *CT News*.

Discount tickets are available to CTs by contacting Barb Harris (355-1903, ctustaff@msu.edu). **Tickets must be purchased by 5 p.m. on Wednesday, July 28.** The entry donation is \$3 per person if purchased through your union (\$8 at the gate). (Children two years old and under are free.) All-day ride tickets are \$12 per person purchased through the union (\$18 at the fair). We have a limited number of tickets and they go fast, so contact us early.

Union Family Fair Day is Thursday, August 5, noon to close.