



A closer look

Candidate forums give us a chance to get more info from those running for office, p. 5.



Oct. meeting

It's time to discuss union issues and make some decisions about our future, p. 7.



Know your contract

Article 4: It's "nice" and small, but it's powerful, p. 8.



CT news

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

October 2013

A record of working lives



Monique Watson, Worker, General Motors Volt Plant and Member, UAW Local 22. From "Detroit Resurgent," MSU Museum.

Exhibits at MSU Museum focus on workers Now through January 12, 2014

The MSU Museum is running two photo exhibitions that display the work life of people around the globe.

One is called "An Extraordinary Document of Our World" and the other is called "Detroit Resurgent."

Both "Extraordinary Document" and "Detroit Resurgent" are black and white photographs of workers by internationally respected photographer Gilles Perrin, assisted by his wife Nicole Ewencyk.

In "Extraordinary Document," Perrin introduces us to images of farmers, steel workers, fishermen and artisans that he

has collected from around the world over the last 20 years.

"Detroit Resurgent," hits close to home with portraits and short narratives of Detroit natives.

Interviews with the subjects of the portraits are available at the Museum through the use of touch screens in the galleries.



French miner, detail. From "An Extraordinary Document of our World," MSU Museum.

Special Elections Issue

In this issue, you will find statements from the candidates and other information to assist you in becoming an informed voter in the October 22 CTU elections.

We do have a choice. Four candidates are vying for three director positions. And where

only one candidate is running for a position, we will have the option of voting "no."

So, check out the candidate statements, attend a forum, grab your i.d. and head for the Auditorium. Rides to the polls and absentee ballots will be available.

The Membership Meeting the following evening (October 23) is an important one. We haven't had a quorum in some time, and it is time to discuss transferring money from our Contingency Fund to Operations in order to cover negotiations expenses.



CTnews

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

PUBLISHED MONTHLY

2990 East Lake Lansing Road
East Lansing, MI 48823-2281
(517) 355-1903
www.ctumsu.org
ctnews@ctumsu.org



Organized and
independent
since 1974!

CTU Executive Board

President:

Deb Bittner Deb@ctumsu.org

Vice President:

Kim Smith Kim@ctumsu.org

Treasurer:

Jan Wallace wallac12@msu.edu

Secretary:

Tracy Rich richt@msu.edu

Directors:

Pamela Brock brockp@msu.edu
Janet Hershberger jroe@msu.edu
Liz Owen owene@msu.edu
Willie Paulsen paulsenw@msu.edu
Walt Peebles peeblesw@msu.edu
Jeanette Robertson robertso@msu.edu
Norma Teague teaguen@msu.edu

CTU Staff

Contract Administrators

John Klusinske John@ctumsu.org
Dan McNeil Dan@ctumsu.org

Financial Manager

Patricia Shackleton Patricia@ctumsu.org

Organizational Manager

Barb Harris Barb@ctumsu.org

Communications Specialist

Cherylee Finney Cheryl@ctumsu.org

Editorial Policy:

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

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

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

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

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



CTclassifieds

For rent:

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

Services:

▼ **Newborn/Child/Family Photography:** Based in Perry. Will travel reasonable distances. Reasonable session fee and print prices. Crookedlakearts.com or email crookedlakearts@gmail.com.

▼ **Ride share:** Capital Area Transportation Authority offers a ride shar-

ing service called Clean Commute that several CTs are using. Contact Clean Commute: toll free (877-921-POOL), locally (517-393-RIDE), by fax (517-394-3733), or on the web (www.cata.org/cleancommute/index.html).

Free:

▼ **CTU Conference Room:** Available free to members (with deposit). For non-members, \$25/hour plus deposit. For questions, reservations, etc., contact the CTU office at 355-1903.

▼ **Advertise** to your colleagues in the *CT News* and/or on our website. Send ads to Cherylee Finney at Cheryl@ctumsu.org. We accept ads from CTU members and retirees on items for sale and/or services provided by CTU members and/or their household family members. Indicate if you want the ad to be posted on the web instead of, or in addition to, the newsletter.

Membership Meetings

The last meeting of 2013 will be held in 252 Erickson Hall on Wednesday, October 23. Meetings begin at 5:20, but doors open at 5, so come early to socialize. Membership meetings are for making decisions about the Union, asking questions and receiving updates about Union activities.

Executive Board Meetings

1st & 3rd Tuesdays at 5:15

CTU Office

Members welcome!

URdistricts

We have eighteen districts without a Union Representative. If you are interested in becoming a UR, contact URCC Chairperson **Becky Sullivan** (884-3374 or sulli306@msu.edu) or CTU Vice President **Kim Smith** (355-3784 or Kim@ctumsu.org).

President

Two-year term to end October 2015

Deb Bittner

It is election time again and I would appreciate the honor of serving you as president of CTU for another two years.

Over the past two years of my presidency, we have had a lot of positives. For example, we continue to be strong in solving workplace problems and defending our contract.

We secured another health care agreement that keeps a fully-funded option available and provides an avenue for raises.

While these could be seen as the best parts of that agreement—and they do provide a level of peace to your family and mine—the fact that we have an agreement for another four years, along with a commitment to continue the ongoing joint health care process, is even better. It keeps employees at the table and active in our own health care.

This is definitely something of which we should all be proud.

But we also have seen some dark days. Our membership continues to shrink and we are facing the challenges of the unjust “right to work” law. These major issues and other difficulties will continue to plague us for years to come. But hardships also provide opportunities for us to step up our efforts and come up with new ways of doing things. By working together, we can continue our strong union presence on campus, with the labor movement and out in our communities.

With your support, I look forward to another term to continue the work of president of the CTU. I feel that my past years of experience have given me some expertise and tested leadership ability in the position. I will continue to work to ensure that CTU remains supportive and inclusive for each member and a strong, stable organization. We have a good staff, Executive Board, Union Representatives and colleagues, both in the CLO and in the community, as well as a good, productive working relationship with the University.

But, as always, we need more member involvement because without each of you, this is not a Union. I look forward to hearing more of your ideas and feedback on how we can work through the upcoming challenges and attacks that seem to threaten us on every front. I don't see this getting any easier, which makes it even more important that we fight together. I will continue to bring issues to you and work with you so that our voices are heard.

I seem to say this a lot these days, but there is still so much to do. I am ready to continue that work. As a membership, we do make a difference and I'm glad to be a part of CTU at

Bittner continued on p. 6



Treasurer

Two-year term to end October 2015

Jan Wallace

As a CT with 28 years on campus, I have had the opportunity to work in several different units. This has allowed me to observe and understand multiple processes and some of the complexities of the university. I have experienced the stress of layoff and I'm grateful for my Union's strong contract language that protects us in a layoff/bypass or bumping situation. It also provides us with the opportunity to change jobs campus-wide without sacrificing our seniority.

I am asking for your support in my pursuit of the position of Treasurer for the CTU. For the past four years, I have been Treasurer for the CTU Executive Board. This opportunity of working with the Executive Board and the CTU staff has enabled me to more effectively serve the Membership as a whole. I also served as a Union Representative for two years which helped me obtain more of a working knowledge about our members and our Union. I find that these experiences help make me an effective CTU Treasurer.

For the majority of my life I have been involved with unions. My father was involved in a union, and now both my spouse and I are union members and now recently my daughter. We truly realize the importance and benefits of being involved in organized labor! I am so proud to be a member of CTU. It is my goal to see it thrive and increase in strength. I believe whole heartedly in the concept of solidarity and our CTU membership working together to obtain the best workplace for all of us.

I will continue to work hard and be as effective as I can to improve the quality of employment for all CTs. It is worth the time commitment and all the hard work to make sure we stay strong and united. Every day that we go to work, use our health care, take a paid vacation, use a sick day, or take advantage of one of our many benefits, we are exercising rights that were won by the members we elected to represent us at the bargaining table, rights we defend each and every time we enforce our contract.

I am asking for your support and your vote for Treasurer on October 22, 2013. With your help, I will be able to continue my goal of obtaining the best that I can for US!



YOUR VOTE COUNTS 

Directors

*Two-year terms to end October 2015
Choose three*



Walt Peebles

I became a CT in November, 1994, working for the Department of Art as a technical employee. I have been active in our CT Union, attending meetings, reading our newsletter, and stepping up when necessary. I currently serve as a member of the CTU Executive Board, and have done so much of the time I've been on campus. I have done so because unions are the best vehicle by which employees can achieve some balance of power with their employer.

Our union contract, and those who work to protect it, are the firewall that protects our jobs, pay and benefits from arbitrary, capricious or unfair treatment by representatives of management. We do a pretty good job of this, but unfair actions by the employer are not the only potential threat we face.

Unions are under attack in Michigan and in this country. Those opposed to unions would have us believe that unions are somehow just another business, charging people

Peebles continued on p. 6



Pamela Sloan

What is your role in your union?

That was the question put to me not long ago. Every member of a Union has a role. To define MY role I had to look at the fundamentals of CTU and the manner in which I was interacting. A union essentially has the same structure as other organizations. To be a positive asset to any organization you must educate yourself on the specific issues the group is facing, and the goals they are hoping to obtain. As an active participant you will function as the eyes and ears of the group while promoting solidarity* over personal preferences in obtaining these goals.

Now more than ever we need strong and solidarity minded leadership. We need leaders who are ambassadors of our union, leaders that members can observe walking their talk, leaders who outwardly involve other members. We need leaders who will work for change and leaders who will stand accountable for their own actions and

Sloan continued on p. 6



Norma Teague

I am running for CTU Board Member because I am committed to our members and our Contract language. My contributions to the Clerical Technical Union and the members include serving as UR, being a Member of URCC, being a CTU Board Member, participating in Contract negotiations, activities in conjunction with other unions and numerous CTU sponsored activities. I have gained invaluable experience in defending our members to assure they are protected under the language of our Contract.

I pledge to the membership that I would stand in solidarity and defend our right to bargain for equitable and fair wages and benefits. As you know, the last bargaining was no easy process for the CTU bargaining team. In negotiations, we encountered factors such as new right to work legislation, the economic climate and the University asking for concessions. We were steadfast and successfully defended our strong, mature

Teague continued on p. 6



Sierra Vandenhuevel

By my second year working as a student at the College of Music, I knew that my career goal was to work full time for Michigan State University. Shortly after I graduated with a Bachelor of Arts Degree in 2008, I was fortunate to start working for MSU full time in the Office of Senior Associate Vice President for Research and Graduate Studies.

In the time I have worked at MSU, I have found it is important to stay up to date with employment issues within the University and the community. I would like to continue to expand my knowledge in this area. Serving as a Director on the CTU Board would be both an amazing learning experience and provide me the opportunity to serve my fellow CTs in a more relevant capacity.

It is important that the up and coming generations of MSU employees are represented and take an active part in the Union. Getting new employees involved would help make the voice

Vandenhuevel continued on p. 6

Audit Committee

One-year term to end October 2014

Heather Dover

I have worked as a Research Technologist at MSU for over nine years. I currently work in the Department of Pharmacology and Toxicology. In addition to running experiments and managing the lab, I have helped prepare budgets for research grant proposals. I am also currently Treasurer of the MSU Choral Society, which gives me additional exposure to university financial reports. I have supported the CTU since my arrival on campus and have volunteered at various union events. In January of this year I was appointed to the Audit Committee to fill a vacancy. I now ask for your vote as I hope to continue to serve our great union in this capacity.



Three-year term to end October 2016

Stephen Stofflet

A proud member of the CTU since joining the Department of Pharmacology and Toxicology as support for the department's innovative online MS program offerings, I have been employed on campus since late 2006.

For the past two years, I have served as the Union Representative for District 9 at the Life Sciences Building (now including the new Bott Nursing building). I recently volunteered to fill the open seat of Audit Committee member, and am now interested in continuing that work for a full three-year term.

Prior to joining MSU, I owned / co-owned a number of businesses; a film/video production and distribution company, as well as two retail operations. In addition, I served as Chair of the non-profit Eaton County Adult Handicapped program for over four years (an organization that provides recreational opportunities to mentally and physically challenged adults in and around my home town of Charlotte).

Serving on the Audit Committee is a way for me to express my gratitude and commitment to an organization that has done so much for all CTs here at MSU, through its innovation and dedication to its membership.

The CTU is our collective voice regarding employment issues; a voice that has constructively worked with the university on many issues—most notably our successful health care coalition. Through co-operative efforts to monitor and keep health care costs under control: you, your family, and the university will continue to benefit from this effective working relationship. [Maria Beam]

During my time here at MSU, the CTU has provided me with effective representation, access to an outstanding network of professionals on campus, and the inspiration to commit myself to supporting the important work that they have done, are doing—and will continue to do for all of us.

I would be honored if you would consider supporting me in this endeavor; and I encourage all of you to visit the polls to cast your vote.



For a closer look at the candidates

Candidate forums

Monday, October 14, 2013

Second Floor State Room

Stadium Tower

5:30 – 6:30 p.m.

Monday, October 21, 2013

Third Floor, West Side, MSU Room

Union Building

11:30 a.m. – 1 p.m.

Pizza provided by CTU.

Like any democracy, our union depends on an informed electorate. Attend a forum to meet the candidates and ask how they plan to lead our union over the next few years.

Quote: Never doubt that a small group of thoughtful, committed citizens can change the world. Indeed, it is the only thing that ever has.

—Margaret Mead

Candidate Statements

continued from previous pages

Bittner

continued from p. 3

this time when we are proving that we still matter. I strongly believe that we make an impact through our collective involvement as union members and our commitment to each other.

I ask for your vote on October 22. Please feel free to contact me at 353-3514 or bittnerdeb@yahoo.com.

Peebles

continued from p. 4

for a “product” they don’t really want. They have rammed through the so-called “right-to-work” agenda, which they are now calling “freedom to work,” and in some circles even “freedom to choose.”

This country was founded on the principle of self-determination—that the people can and should govern themselves, rather than have a government thrust upon them. As Americans we are proud of this at the national level, the state level, the county level, the city level, and even the neighborhood level, so what’s so different about this principle at the workplace? Why shouldn’t employees as a group be able to work collectively on the conditions of their employment? [Elaine Sklar]

“Right to work” gives workers the opportunity to enjoy all of the protections and economic advantages of collective bargaining without having to share in the costs. So it’s really more of a “freedom to freeload.” But you don’t see the “right-to-work”-ers defending “freedom to freeload” at the local, state or national level, do you? Would people support allowing each citizen the “freedom to choose” whether or not to pay local, state or federal taxes to support the services they receive from these communities? Why not? Because at many different levels we are all in this together, and deep down we know this.

But in terms of how our various levels of government respond to actual needs of the people, “We the people. . .” has almost become “We the corporations. . .” We the people need to fix this,

and we need to do it by working together in our own best interests, beginning in our unions—the folks that brought us the forty hour week, due process in the workplace, and employer paid vacations and healthcare.

It has been an honor to serve my co-workers in our union. With your support I will continue to do so.

Sloan

continued from p. 4

actions of the union as a whole.

I have had extensive union experience prior to coming to MSU. I believe with that experience along with the experience I have acquired as a CTU Union Representative here at Michigan State University I can strengthen my role in the CTU. Allow me to be of additional assistance to you the membership. I ask for your support this October! Because I believe in the CTU and I believe we are becoming an even more powerful force in the labor community, not only here on campus but also with the organized labor groups in our community.

*“Solidarity does not assume that our struggles are the same struggles, or that our pain is the same pain, or that our hope is for the same future. Solidarity involves commitment, and work, as well as the recognition that even if we do not have the same feelings, or the same lives, or the same bodies, we do live on common ground.” —Sara Ahmed, 2004, *The Cultural Politics of Emotion*, p. 189.

Teague

continued from p. 4

Contract, job security and our seniority protections.

The volatile political and economic climate continues. This is something we are dealing with still. I joined with CTU and other unions as we protested at the Capitol and many other places against so called “right to work” passing. Even with all of this going on the Coalition maintained our health care benefits and we will receive a “wellness stipend.” CTU

You must be able to show your membership card or a picture I.D. at the polls on October 22.

remains committed to fair wages, benefits and working conditions!

Don’t lose sight of the fact that work and life balance are essential to our body, mind and spirit. We are still hearing far too much anti-union and budget shortfall talk from the government! We are empowered by our Contract and don’t forget that!

I remain committed to moving our Union forward in a positive and strengthening manner. We have to stand firm and be steadfast in promoting solidarity! A huge step in stating our solidarity is your vote, as you did during the Health Care ratification vote! Support our union and be sure to vote and vote for me in this election.

Please contact me, at the email address below, should you have any concerns/questions. Keep those who are precious to you close and dare to live your dreams!

In Solidarity, Norma J. Teague, normaj.teague@gmail.com.

Vandenheuvel

continued from p. 4

of the Union stronger and could also provide beneficial insight on how to keep the CTU more current and relevant in today’s workplace environment.

I am confident my problem-solving skills and ability to work in a team, as well as my love of organization would be an asset to the CTU. I hope to receive your vote to serve my Union as a Director.

Need a ride to the polls?



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

Van rides to and from the polls at the MSU Auditorium will be coordinated through the CTU office. Just call 432-5665 or email Patricia@ctumsu.org on or before October 22 to schedule a ride. Rides are scheduled on a first come/first served basis, so register early.



Unable to get to the polls October 22?

Contact the office (355-1903, Barb@ctumsu.org) to request an absentee ballot. The deadline for the request is 5 p.m., Thursday, October 17.

Questions/protests

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

- ▼ Liz Owen, Chairperson,
Liz@ctumsu.org, 432-3674
- ▼ Brenda Bailey, baileyb@msu.edu,
884-1058
- ▼ Rosie Garcia, garciar@msu.edu,
884-0205
- ▼ Becky Sullivan, sulli306@msu.edu,
884-3374

The deadline for receipt of election protests is November 1.



Sometimes you gotta laugh

We all know how important it is to put together the perfect resume when looking for a job. Sometimes, however, those typos and misstatements have a way of getting in. The following bloopers are reported to have been found on actual resumes.

- ▼ “Personal: I’m married with 9 children. I don’t require prescription drugs.” [Kimberly Hambleton]
- ▼ “Personal: I am extremely loyal to my present firm, so please don’t let them know of my immediate availability.”
- ▼ “Note: Please don’t misconstrue my 14 jobs as ‘job-hopping’. I have never quit a job.”
- ▼ “Number of dependents: 40.”
- ▼ “Marital Status: Often. Children: Various.” [Brenda Emrick]
- ▼ “Here are my qualifications for you to overlook.”
- ▼ “Reasons for leaving the last job: Responsibility makes me nervous.”
- ▼ “Reasons for leaving the last job: They insisted that all employees get to work by 8:45 every morning. Couldn’t work under those conditions.”
- ▼ “Reasons for leaving my last job: Was met with a string of broken promises and lies, as well as cockroaches.”



Fall membership meeting

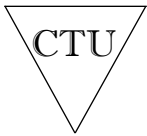
Membership meetings provide an opportunity for members to make decisions about the union, receive updates about Union activities, meet with coworkers and discuss issues of concern. Doors open at 5 p.m. Come early to socialize—light refreshments will be available.

**Wednesday
October 23
252 Erickson Hall
5:20 p.m.**

Agenda includes:

- Discussion of fund transfer to cover 2011-2013 negotiation expenses
- Announcement of election results
- Installation of officers
- Union updates
- Financial report
- Door prizes





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

CHANGE SERVICE REQUESTED

CTcalendar

October 1–31. Open Enrollment for MSU Benefits (<http://www.hr.msu.edu/openenrollment/>).

October 14. Candidate Forum (p. 5).

October 15. Executive Board meeting, C-T Union Hall, 5:15 pm. Members welcome. [Ethel Oberlander]

October 17. Deadline to request absentee ballots for the CTU elections (355-1903 or Barb@ctumsu.org).

October 17. “Songs that Work: Music from the Workplace to the Workhouse.” Our Daily Work/Our Daily Lives brown bag lunch. MSU Museum Auditorium, 12:15–1:30 p.m. **This is a change in date and location from a previously published announcement.**

October 21. Candidate Forum (p. 5).

October 22. CTU members vote. MSU Auditorium. 7:30 a.m. – 5:30 p.m.

October 23. CTU Membership Meeting, 252 Erickson, 5:20 p.m. (p. 7).

Know your contract: Article 4

Article 4 of the CTU contract is more than just a nice sounding, “feel-good” clause.

Part I establishes our right to be treated equally in the face of the most commonly occurring types of discrimination.

In part II, the CTU establishes, in general, the core concept of dignity and fairness in the contract. This section is the members’ view of what their working conditions should be—in writing and in the contract. Every other benefit in the contract is simply an extension of this clause.

That is why you will see our CTU contract administrators cite it in most grievances and other informal problem-solving situations.

Expecting—and demanding—a working environment as described in Article 4 is the most important and powerful collective contract action that we can take as members. Any member who is being

Article 4. Fair Employment Practices

- I. The Employer and the Union are committed to a policy of non-discrimination on the basis of race, color, sex, religion, creed, national origin, age, political persuasion, sexual orientation, gender identity, marital status, and disability.
- II. The parties are mutually committed to promoting respect, civility, teamwork and empowerment in the work place.



treated contrary to this clause should contact her or his UR or the CTU office.

Sure, this little article sounds “nice,” but it is one of the most powerful tools we have in the contract.