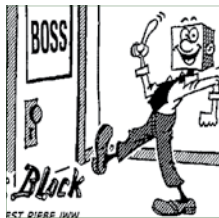




### **Congrats**

*Congratulations to retirees and those honored for their years of service, p. 4.*



### **What has the union done for me lately?**

*Check out the new column, p. 7.*



### **Picnic**

*Join your union in celebrating 40 years of successful representation and defense, p. 7.*



# **CT news**

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

May 2014

## **40 years: CTU celebrates successes & prepares for the future**

**T**he coming year is pivotal for the CTU. With our contract expiring in April 2015, we will be negotiating our first agreement since Michigan's anti-worker politicians turned their attention to weakening our state's middle class and destroying our unions.

A few of the new laws were enacted while we bargained in 2011, but the majority of the attacks, most notably right to work, have hit since.

This is not the first time the union has faced difficult times. And we did not win our current level of protections and benefits through complacency and indifference. [Patricia Miller]

In this year, CTU's 40th anniversary, we will acknowledge and celebrate our accomplishments and strengths while also taking stock of our resources, which include an involved membership and a wealth of experience in negotiations, representation and defense.

See page 7 for an announcement of our 40th anniversary picnic celebration and the introduction of "CT defense," a new newsletter column that will keep us updated on actions being taken to defend our rights in the workplace.



More than 2,000 members participated in a mass action to defend our union in 1988. Union President LeAnn Slicer is shown here addressing over 1,500 members who attended a rally at the Administration Building rather than reporting to their workplaces on the morning of September 13. It was a dramatic example of the power of unity.

**I**t was 1988. CTs were fed up. Compensation was grossly under market, and some administrators had suggested that the river, the ducks, the beautiful campus offset the hardship of CTs' low

salaries. Union members voted to take collective action and hit the picket lines.

At issue was the employer's unilateral refusal to implement a classification study that had been negotiated and

**Empowered** continued on p. 7

# CTnews

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

PUBLISHED MONTHLY

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East Lansing, MI 48823-2281  
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Organized and  
independent  
since 1974!

## CTU Executive Board

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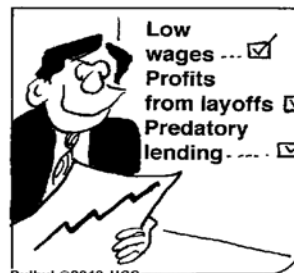
The CT News is the voice of our union. It is our vehicle for communicating, on a regular basis, the issues that confront us as workers. Through this newsletter we explain union policies, show how dues are spent, and explain the views and actions of the elected leadership for evaluation by the members.

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 sale:

▼ **Viking Designer Diamond sewing/embroidery machine:** Three years old, excellent condition; just in for its yearly cleaning and check-up; includes all original accessories including some extras (3D embroidery software with dongle, all user manuals for both software and machine, Candlewicking By Machine book, etc.), \$3,200.00 or best offer; photos upon request. **Viking Designer 1 sewing/embroidery machine:** With floppy drive in good condition and the following accessories—Feet (A, B, C, D, E, H, J, P, R, S, transparent foot and sensor buttonhole foot), 10 bobbins, user

guide, embroidery unit, hoops (100x100, 240x150, 360X150 mega hoop with clips), 3D embroidery software w/dongle & user guide, variety of floppy disks and 4 floppies with design; \$1,000.00 or best offer; photos upon request. If interested contact Sherye at [ssroby@frontier.com](mailto:ssroby@frontier.com).

## 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.

## 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. Contact Cherylee Finney at [Cheryl@ctumsu.org](mailto:Cheryl@ctumsu.org). 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.

## Membership Meetings

Meetings for the rest of 2014 will be held in 252 Erickson Hall on Thursday, July 17, and Wednesday, October 29. 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!

# 1974

Our Annual Member Picnic and 40th Anniversary Celebration is Thursday, June 26. We are celebrating this year with a '70s theme. See page 7 for details.



# Where we've been & where we're going

President Deb Bittner



**O**ur organization originally was called Michigan State University Employees Association (MSUEA). We

were a union, with all of the responsibilities and activities of a union, but a lot of members thought the actual word sounded too confrontational.

Eight years later, in 1982, we had grown in strength and awareness to the point that a majority of members were proud to take on the “union” label, and we voted to change our name to Clerical-Technical Union of MSU.

I think the dynamics of that decision exemplify the development of our organization over our four decades of existence: We learn. We grow. We assess the situation. We prepare a course of action, and then . . . we do it.

The challenges are different, the political and economic landscape is different, and the CTU is certainly different than we were when founded in 1974, but we know from experience that we can succeed. Because we are doing it.

A huge challenge today is the hostile political climate. Many of our elected leaders have decided that organized labor and the middle class are dispensable. As a union, we have to continue advocat-

ing against the laws they pass, but we must also learn to thrive under them. For example, politicians changed the rules about negotiating while we were bargaining our 2011-15 contract, leaving us with no alternative but to prepare for ratification while negotiating. The negotiating team signed a tentative agreement at 1 a.m. on June 23, sent the details to members within a couple days and held the vote on June 29. We know how to prepare and how to turn out quickly. We have done it and will continue to do it.

In December 2012, Michigan politicians passed right to work, the most heinous of a whole slew of laws targeting workers. The main point of this law means that while we still have to represent all clerical and technical employees, an individual can opt out of paying his or her fair share. Now we can have people decide to receive the benefits of the union but let their coworkers pay the way. Sure not a “team builder,” but I also know we can get through this.

Member involvement is always a challenge. It seems that we show up when the chips are down but are less involved when

things are going rather smoothly or okay. Well, this is the time to come forward and get involved, not a time to rest on our past. Again, I know we can do it.

For the rest of our anniversary year, we all need to get involved in discussions about how to meet the challenges facing our union. Your union needs you to attend membership meetings and district meetings to learn from and contribute to the dialogue. We can do this but we need you! [Dorothy Soliz]

Now for the fun part of the “we can do it” conversation: We need to acknowledge and celebrate our 40 years of success. Please try to attend our Annual Member Picnic and 40th Anniversary Celebration on Thursday, June 26. It’s a family friendly affair, so bring the kids, your parents, your friends, your department! This year’s gathering promises to be even bigger and more fun than those of previous years. In keeping with the union’s founding, we are going with a ’70s theme. You don’t have to dress like it is 1974 but if you want to squeeze into those bell bottoms or wear your disco outfit – YOU CAN DO IT!

## First negotiations ▼ Union & Management Teams ▼ 1974



*Standing: George Tsiminakis, Barbara Sykes, Craig A. Gardner, Harold Schmidt, Cheryl Hart, Kathleen Schafer, George E. Fritz, Ruth L. Kalso, Roberta A. Cotton, Lucile G. Adams, Gerri Olson, Rollin V. Dasen, Lois J. Daleiden, Kay White, John L. Lewis, Lamott F. Bates, Judith A. Hackett, Fred J. Peabody*

*Sitting: Patricia Sipkovsky, Mary Harvey, John R. Hawkins, Jack Breslin, C. Keith Grotz*

*Not Present: Betty Giuliani, Sidney Singer*

# Congratulations and best wishes

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

## 45 years

Carol Fosburg  
Ronald Hanson  
Mary Schneider

## 40 years

Margaret Anderson\*  
Peggy Clark\*  
Nadia Cochrane  
Julie Dansby  
Patricia Downing  
Judith Easterbrook  
Barbara Sweeney

## 35 years

Janene Bailey  
Ruth Barber  
Dawn Cole  
Anne Conwell  
Pat Daughenbaugh  
Sharon Davis\*  
Julie Doyle  
Mary Ehmann  
Cherylee Finney  
Marlene Green  
Marie Hensley  
Nancy Kelly  
Judith Lentz-Bishop  
Mary Lohr  
Vickie Lovejoy  
Cheryl Lowe  
Kathy Paradise  
Dennis Pettee  
Kathy Riel  
Kimberly Smith  
Tamara Spangler  
Otty Turrentine  
Colleen Wager  
Kristine White  
Nancy Wing  
Kevin Wyatt

## 30 years

Judith Belanger  
Norman Blakely  
Juanita Bopp  
Cynthia Brewbaker  
Bunnie Chamberlain  
Chris Decker  
Beverly Duncanson  
Brenda Emrick  
Loretta Fiacco  
Paula Fossum  
Kathleen Jones\*  
Connie Jordan  
Cindy McCormick  
Linda O'Connor\*  
Amy Peebles  
Laurenza Riojas  
Cynthia Shidaker  
Michelle Sidel  
Lanette Stevens  
Bonnie Sturdivant  
Jeanine Whipple  
Marlene Wilkins

## 25 years

Jennifer Abbott  
Jean Atkinson  
Lisa Bosman  
Karen Brown  
Deborah Clark  
Elfrieda Cruel  
Donna De Young\*  
Tamela Dohm  
Rebecca Hoppenstand\*  
Cheryl Hunley  
Rita Jenkins  
Bunny Lane-Patenge  
Rhonda Miller  
Mary Mroz  
Mary Pond  
Theresa Sattazahn  
Edie Sekmistrz  
Deanna Sheerin\*

Kris Springsteen  
Elizabeth Thomas  
Norma Trommater  
Wendy Tsuji  
Ruth Vanderwaals  
Joy Wolfe  
Margaret Wolverton\*

## 20 years

Elizabeth Andros  
Leticia Briones  
Laura Gonzales  
Robert Kerr  
Tom Kinney  
Betty Miller  
Susan North  
Marcia Paterna  
Laurie Secord  
Elvira Shaw

## 15 years

Mandy Baker  
Susan Blonde  
Delynn Bunch  
Amy Byle  
Kelli Cicinelli  
Lisa Croze  
Morene Dickman  
Toni Douglass  
Bethany Dow  
Daniel Drolett  
Carmen Elliott  
Amy Fenner  
Anita Garza  
Sheryl Genawese  
Suzanne Good  
Richard Hamilton  
Sean Hankins  
Janet Hershberger  
Sarah Holmes  
Randa Hughes  
Regina Irwin  
Adrian James




Christi Jarrell  
Harlan Kerr, Jr.  
Robin Marsh  
Margarita Matice  
Michael McCune  
Lynda McDonald  
Tara Miller  
Tracy Montgomery  
Elaine Natoli  
Cammy Nelson  
Sheryl O'Brien  
John Oswald  
Judy Redding  
Victoria Reynaga  
Heather Risselada  
Julie Rorick  
Jamie Ruff  
Gary Schrock  
Jade Scott  
Margaret Seres-Burkart  
Gwendolyn Smart  
Zachary Smith  
Jacqueline Smith  
Patrice Solomon  
Norma Teague  
Angela Tenney  
Dawn Therrian-Taylor  
Deanna Wagner  
Charlene Wagner  
Yan Wu  
Mark Yager  
Lucille Yurgelaitis  
Patty Zamora

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*\*These CTs, along with those listed on the next page, have officially retired.*

# Retirees

In addition to those being honored for their years of service to MSU, we also want to congratulate and wish the best to members who retired this year.

Pamela Henning, 44 years	Cynthia Kranz, 32	
Sonya Little, 44	Edna Awalt, 28	
Judy James, 42	Harold Beer, 28	Jacklyn Federau, 22
Lucy Ramsey, 42	Mark Bitman, 28	
Mary Faloon, 41	Joyce Brennan, 28	Susan McIntyre, 22
Joy Mulvaney, 40	Sandy Riebow, 28	Shauna Dock, 21
Cathy Estrada, 36	Kimberly Dobson, 27	Mary Hill, 21
Carol Ankney, 34	Rita House, 27	Colleen Drake, 20
Deborah Frayer, 34	Rene Mendoza, 27	Stephanie Czubak, 19
Jackie Holsclaw, 34	Linda Craig, 26	Jeanne Johnson, 19
Deborah Klein, 34	Janice Hoffman, 26	Shirley Potts, 19
Diane Davis, 33	Trudy Jodway, 26	Shirley Reuther, 18
Deana Haner, 33	Catherine Sernick, 26	
Edyth Holland, 33	Patti Toivonen, 26	
Jodie Schonfelder, 33	Diane Waldie, 26	
Carole Abel, 32	Sarra Baraily, 25	
Diana Eitnrear, 32	Kristine Mulder, 25	

## Keep in touch with your union

Members of the Clerical-Technical Union who are approaching retirement don't need to worry about losing contact with the union they helped build. Just email [Cheryl@ctumsu.org](mailto:Cheryl@ctumsu.org) with a request for a free subscription or call 517-355-1903. Include your name and address with your request. We're also available on line at [www.ctumsu.org](http://www.ctumsu.org). And, you can like us on Facebook at [www.facebook.com/CTUofMSU](http://www.facebook.com/CTUofMSU).



## Sometimes you gotta laugh

### The boss

One day a man goes to a pet shop to buy a parrot. The assistant takes the man to the parrot section and asks the man to choose one. The man asks, "How much is the green one?"



The assistant says, "\$2,000."

The man is shocked and asks the assistant why it's so expensive. The assistant explains, "This parrot is a very special one. He knows Microsoft Office and can type really fast."

"What about the green one?" the man asks.

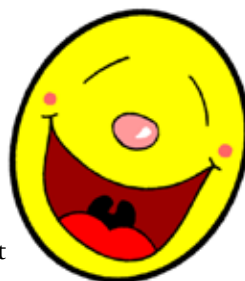
"He costs \$5,000 because he does computer programming, answers incoming calls and takes notes," the assistant answers.

"What about the red one?" asks the man.

"That one's \$10,000," the assistant says.

"What does HE do?" the man asks.

"To be honest, I haven't seen him do anything" the assistant says, "but the other two call him boss."



April 22, 2014—CT Evette Chavez Lockhart (center) receiving the Jack Breslin Distinguished Staff Award from MSU Executive Vice President Satish Udpa and President Lou Anna Simon.

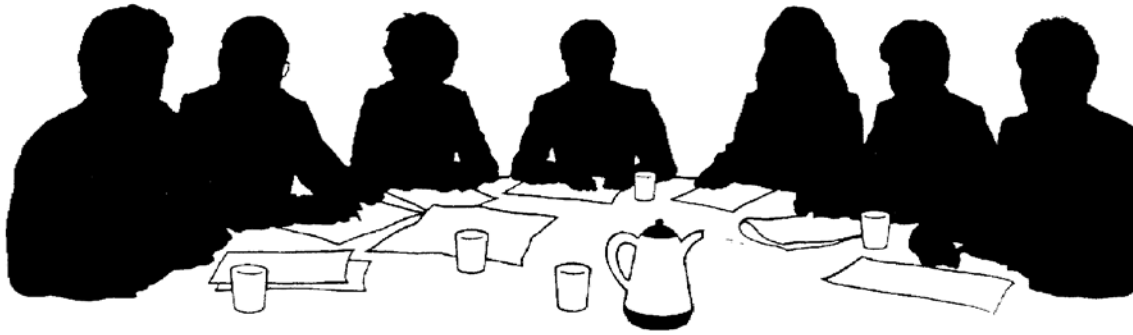
## CTnotables

Our congratulations go to CTU Member Evette Chavez Lockhart for receiving the 2013-2014 Jack Breslin Distinguished Staff Award.

Chavez, an Editorial Assistant II in the Women's Resource Center and a former Union Representative with CTU, has worked on campus since 1980.

In receiving the award, Chavez spoke of all of the other deserving support staff employees who help MSU succeed and encouraged everyone to nominate their coworkers for the yearly award.





## Board actions

### January through March 2014

**T**he following CTU Executive Board discussions took place January through March 2014. All expenditure decisions are included, but the list does not represent meetings in their entirety. CTUs can receive copies of complete minutes through the mail or email by contacting the CTU office at 355-1903.

#### January 21

Donated \$50 to WKAR general fund.  
Donated \$50 to the Listening Ear Crisis Intervention Center.

Because most of CTU's \$500 commitment to "Project 60/50: What's Your 110?" was not used, the remainder will be spent on union-made buttons to promote the project.

Received project presentations resulting from the Union Training Leadership Series on ways to foster participation and solidarity. [Angela Vlahakis]

Discussed several proposals and ideas to support and encourage strong Union Representatives.

Solicited ideas for commemorating CTU's 40th Anniversary.

#### February 4

Donated \$100 to the Junior Olympic Archery Development (JOAD) Program at the request of a member.

At the direction of members attending the January 28 Membership Meeting: Donated \$1,000 to the Greater Lansing Food Bank, \$1,000 to the MSU Student Food Bank, \$500 MSU's Safe Place fundraiser, "Race for the Place."

Agreed to send two people to the Labor Notes Conference in Chicago at a cost of \$130 per person plus approximately \$175 each for lodging, transportation and meals.

Donated \$75 ("Friends" level) to the

Meridian Area Recycling Event.

Received update from CTU Attorney Nancy Pearce regarding the health care stipend and subsequent lawsuit.

Discussed problems with the building's elevator being "out of code" because of lighting issues. Will receive bids on replacing/repairing the lighting fixtures.

Reported that the CTU's 40th anniversary will be celebrated with a "bigger" member picnic. Dates to be decided.

#### February 18

Donated \$100 to the Successful Black Women of Michigan State University 3rd Annual Peace Summit.

Donated an additional \$500 to the MSU Safe Place for their Race for the Place fundraiser to bring the CTU up to the Silver Sponsor level.

#### February 20 (email vote)

Agreed to send the NIH Study information to the CT membership by February 28.

#### March 4

Donated \$100 to The Capital Area Literacy Coalition / The Reading People.

Transferred \$25,000 from the Operations Savings account to the Operations Checking account.

Forwarded a donation request from Ronald McDonald House to URCC so they can consider it as a fundraiser at

summer training meeting.

Postponed a donation request from WKAR Radio Reading Service until the Board makes its annual donations in November.

Discussed the poor state of the parking lot drains and parking surface at the CTU building. Need to wait until spring for estimates.

Reported that EvaluateU training replacing Lynda.com.

#### March 18, 2014

Donated \$100 to support CTU Investment Broker Fred Schaard in the 5th Annual Dapper Dads Challenge to benefit Women Working Wonders, a volunteer committee of the Sparrow Foundation supporting the physical and psychological health of women in mid-Michigan.

Renewed CTU's annual subscription to HR Employment Law for \$97.

Agreed to support the attendance of one child at the YMCA Mystic Lake Union Camp for \$460 for one full week.

Decided to place a \$50 ad in the Cristo Rey Fiesta program booklet.

Agreed to send both contract administrators to the Michigan Labor-Management Association "Partners in Progress" conference at a cost of \$230 per person.

Agreed to take a proposed resolution on the minimum wage to the April Membership Meeting for approval.

# Empowered continued from p. 1

financed by both the union and employer. The eventual outcome of the two-week job action was a significant raise for every CT, grade level upgrades for 600, and an updated classification system. By refusing to be bullied, members also gained a profound sense of individual dignity and empowerment.

What can we learn from the 1988 job action that would benefit us today? The lesson is certainly not that strikes are the most effective way to get what we want. The employer forced that action on employees by refusing to honor its own agreements. CTs won because they were prepared, unified and *right*.

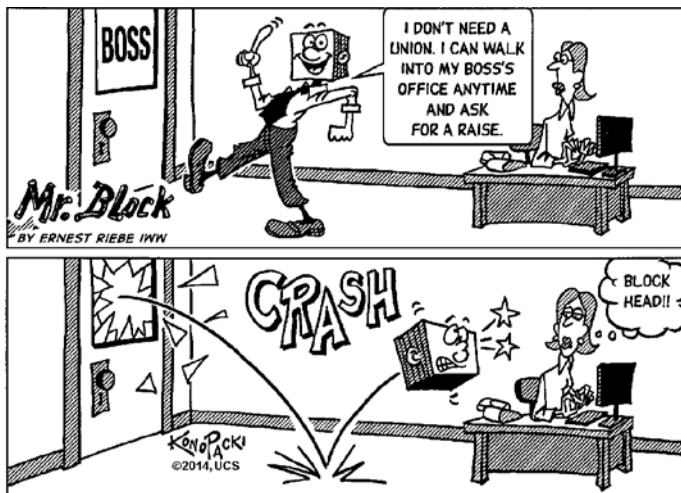
The CTs who formed our union in the mid-1970s believed that unity would increase our strength and that a contract would provide protections and a voice on the job. By defending those principles in 1988, and by the actions we continue to take on a daily basis to safeguard our rights as workers, members have proven that those original CTs knew what they were doing.

Today, we face different challenges than we did in 1974 or 1988, and our tactics have changed accordingly. From those experiences, however, we learned what is required from each of us to prevail as a union: commitment to unity and democracy, knowledge of our rights as workers, and the willingness to stand up for ourselves in the workplace.

## CTdefense

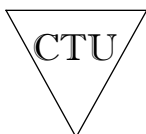
### *What has the union done for me lately?*

**O**ur union is its members—individual employees working together to exert control and choice over our own lives. Without a union, most of our rights as workers stop when we step on campus. Because we have chosen to be part of a union, however, each of us has a voice at work and the ability to defend our contractual rights in the workplace. Every time one of us stands up for our rights, every time we demand to be treated with dignity, we benefit the rest of the membership. Currently, we are addressing several contractual



violations and other issues, including:

- ▼ Suspension of two members who were singled out for discipline without warning and without the progressive discipline process required by the contract. The case is scheduled for arbitration.
- ▼ The misreading of our sick leave language. Some units have created policies for sick leave usage that are not in line with the contract between CTU and the employer. We are fighting these violations through the grievance process.
- ▼ Hostile work environment violations. This contractual violation is cited in most of CTU's grievances. Lately, we have met with members in various units to discuss situations in which managers pit CTs against CTs. Our contract requires that both the employer and the union promote "respect, civility, teamwork and empowerment."
- ▼ Unreasonable workloads. Union members are reporting a great deal of stress resulting from out-of-control workloads. The CTU provides Work Overflow Forms at <http://www.ctumsu.org/member-issues/documents>. Use the form when more tasks are being assigned than can be completed in a required amount of time. Contact your UR (<http://www.ctumsu.org/about-the-ctu/directory/union-representatives>) or a Contract Administrator at the CTU office for advice and support. [Linda Clifford]



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

**CHANGE SERVICE REQUESTED**

## CTcalendar

**May 6 & 20, June 3 & 17.** Executive Board meeting, C-T Union Hall, 5:15 pm. Members welcome.

**May 13.** “The House I Live In.” From the film series, “Racial Healing – A Community Conversation,” a 60/50 event that aims to cultivate an inclusive community through conversations that bring about greater awareness, understanding and respect for our differences and similarities. Facilitated by MSU Professor Lisa Biggs, Residential College in the Arts and Humanities. East Lansing Public Library Meeting Room, 6:30 pm. Free.

**June 9, 16, 23, 30.** “Increase Your Psychological Flexibility.” Monday sessions. Some of us have a hard time with things messing up our “plan for the day.” If you get thrown by unexpected events or unplanned changes at work or at home, then you might benefit from learning ways to increase your “psychological flex-

ibility.” 12:10 –12:50 pm. A new series offered by Lisa Laughman through Health4U this summer. Visit *Health4U.msu.edu* for information on this and other upcoming classes and to register.

**June 26.** CTU’s Annual Picnic and 40th Anniversary Celebration. C-T Union Hall, 4–7 pm, see page 7 for details. [Patricia Resler]

**May 22–July 31.** Active Stretching. Ten Thursday sessions for \$30 (registration and payment required prior to start date of class). Health4U has partnered with Personal Trainer Deb Popp of the Michigan Athletic Club to offer an ideal combination of stretching techniques and simple yoga poses. This is a great class for people of all fitness and stretching levels. IM Circle, Dance Studio, 12:10–12:50 pm. More information and the registration form is available at *Health4U.msu.edu*.

## Emotional wellness



*Lisa Laughman*

Lisa Laughman’s presentation to URs and staff on April 10 included an “emotional wellness check-in,” a technique whereby an individual asks her- or himself, “Am I operating from my emotional health?”

Allowing oneself to feel emotions is part of emotional health, but so is the ability to step back and evaluate factors such as our own mood, physical state and background. We can learn to determine our response, she said. Which can be helpful both at work and home.

Laughman is an Employee Assistance Counselor in the University Physician’s office. She teaches several of the Emotional Wellness classes offered through Health4U.