



Special elections issue

Get the info you need to vote on October 28, pp. 1 and 4-7.



Open Enrollment

Dental health insurance issue, p. 2. Other benefits info, p. 8.



Community Charitable Campaign

Give through MSU's campaign, p. 11.



CT news

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

September/October 2014

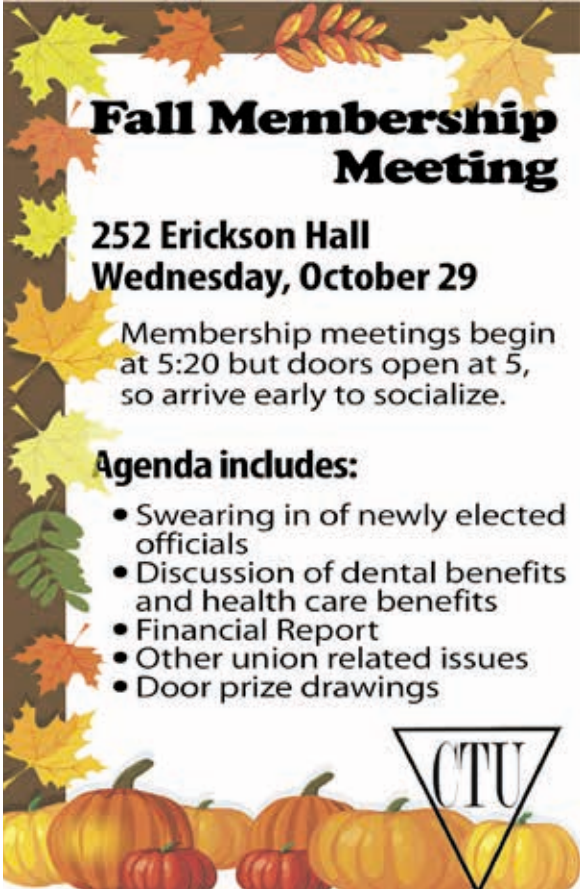
Who will lead?

*A new contract, right to work, legislative attacks and growing pressures on the job
—CTs must weigh the choice of leadership carefully.*

Members of the CTU go to the polls October 28 to choose a vice president, secretary and four directors. The winners will join the president, treasurer and three directors we elected last year. Our choices will determine who sits on our 2015 negotiating team, who helps steer us through the implementation of right to work and who oversees the representation of members and the defense of the contract.

We will also elect a member of the Audit Committee.

Considering the gravity of the situation, these choices should not be taken lightly. Although the secretary and Audit Committee candidates are running unopposed (with the option of a “no” vote), we have two members vying for the vice president position and five members for four open director spots. In this issue, every candidate has provided a statement to help us make our decisions. Forums are being organized to give us the opportunity to meet the contenders for these important positions, and we can contact the candidates directly.



Fall Membership Meeting

**252 Erickson Hall
Wednesday, October 29**

Membership meetings begin at 5:20 but doors open at 5, so arrive early to socialize.

Agenda includes:

- Swearing in of newly elected officials
- Discussion of dental benefits and health care benefits
- Financial Report
- Other union related issues
- Door prize drawings



Candidate forums

Meeet the candidates and get your questions answered. We have three forums this year and members are welcome to attend any or all of them. Food provided.

145 Comm Arts
Thurs., Oct. 16
11:30 a.m.–1:30 p.m.

C102 E. Fee Hall
Wed., Oct. 22
11:30 a.m.–1:15 p.m.

252 Erickson
Thurs., Oct. 23
5:30–6:30 p.m.

See you at the polls!

MSU Auditorium
Tuesday, October 28
7:30 a.m. – 5:30 p.m.

Candidate statements and information about absentee ballots, rides and other details are available starting on page 4.

CTnews

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

PUBLISHED MONTHLY

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Organized and
independent
since 1974!

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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.

Aetna Dental Plan

Only days before materials were to be printed for open enrollment, management announced its decision to unilaterally change the Aetna managed care dental plan offered to CTU and several other employee groups. When CTU requested to bargain on the change, we were told it was too late because the promotional materials were already being printed.

Under the Aetna plan offered to CTUs and some other groups, the premium will continue to be covered by the employer,

just as under our current plan. However, point of service fees will increase.

A different plan—Aetna Premium—was negotiated by groups that renewed their contracts this year and by APSA (the supervisors' union). Aetna Premium keeps the benefits of the original Aetna plan but subscribers are charged a small monthly copay.

Our contract requires the employer to offer a managed care dental plan in addition to the traditional plan (Delta Dental). The contract also states that

Dental continued on next page

CTclassifieds

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▼ Celestron NexStar SLT telescope:

New (never used), complete with tripod. Bought new for \$741.95 plus carrying case and camera. Will sell for a reasonable

offer. Call Jan Cornelius at 517-339-4672 any time.

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. 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. [Stephanie Thelen]

Membership Meetings

The final Membership Meeting of 2014 will be held in 252 Erickson Hall on Wednesday, October 29. The meeting begins 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!

Recovery and the rest of us

President Deb Bittner

We certainly live in “interesting times.” Whether that’s a curse or a blessing may be up to us. It is clear that CTs have some opportunities coming up that will help determine our future.

Vote!

The November 4 elections are huge! We will elect several state officials, including a governor, a supreme court justice, and MSU trustees.

I highly recommend a visit to the Secretary of State’s website. It allows you to download your personal ballot and do your research in advance so there are no surprises at the ballot box. (See our website at www.ctumsu.org for the link.)

I urge everyone to find out which candidates are friends of labor and to take that into consideration when voting. As bad as the assault on labor has been, there are still powerful forces seeking to wipe us out. Our vote is one of our best tools when used in our own defense.

Vote CTU!

In the October 28 CTU elections, we will elect seven individuals, including more than half the eleven member Executive Board.

We need help! Please contact me if you are able to assist in any of the many tasks necessary to making sure our election runs as openly, fairly and efficiently as we can make it.

Be sure to review the candidate statements, attend forums and, if you like, contact the candidates directly to make sure you are comfortable with your vote.

Right to work and the political assault

Yes, anti-worker forces have laid waste to much of what Michigan’s workers accomplished over decades of organizing.

The middle class is shrinking. During our recent economic recovery, the top 1% of income earners received 95% of the gains. I wondered why we weren’t feeling all that “recovered” down here at our level.

Recovering

However, we absolutely cannot become complacent or give in to despair. Instead, we need to work harder to elect politicians that advocate

for working families and support labor law reform that protects unionization, a higher minimum wage, a stronger Social Security system and other safeguards for working families. We need to organize and support each other.

Workers have taken on these types of struggles in the past and won. We owe it to those past workers, and to our children, to fight to recover our losses.

In the meantime, of course, many workers are suffering from an economy that has not “recovered” for the majority of people in our country.

Workers have always been in the forefront of helping the less-fortunate and building the infrastructure of our com-



munities. The economy has stretched us pretty thin and many of us find it difficult to contribute right at a time when the need is increasing. It’s a struggle for many of us right now. Believe me, I know. However, if a lot of us make small contributions, it can go a long way. Please see page 11 about helping to make a difference through MSU’s Community Charitable Campaign.

There are also ways to volunteer time and energy to the community. One such opportunity is the yearlong “What’s Your 110?” Spartan Service challenge (under the “60/50+40” tab on our website).

See you at the polls!

Dental

continued from previous page
the cost of the managed care plan cannot exceed that of the traditional plan.

The cost of the Aetna plan has exceeded the cost of Delta for several years, and contrary to our contract but with our agreement, the employer has covered the difference.

CTU isn’t arguing that the employer must *continue* to pay the difference. However, health care, including dental insurance, is a mandatory subject of bargaining. The law requires that management bargain over benefit changes rather

than unilaterally imposing them.

Given a choice, CTU might have preferred Aetna Premium or proposed a different plan that we liked better.

CTU expects to file a ULP (Unfair Labor Practice charge) asserting that the employer made a unilateral change to a mandatory subject of bargaining.

In the meantime, members choosing Aetna during open enrollment should keep track of all out-of-pocket costs since we will request reimbursement as part of our ULP.

Vice-President

Two-year term to end October 2016 / Two candidates / Choose one

Pam Sloan

To the voting body of the CTU: I would like to take this opportunity to ask for your vote for Vice President of the Clerical Technical Union of Michigan State University.

I have had extensive union experience prior to coming to MSU. I believe my prior experience coupled with the experience I have acquired as a CTU Union Representative and as a member of the Board of Directors; provides me with the ability to strengthen the role of CTU for us as a whole.

I ask for your support this October because I believe in the CTU! 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. We need to rebuild solidarity from the ground up. This means setting a foundation of good relationships, setting realistic goals, sharing a sense of pride in the job well done and looking to our past. What has worked for us? What has not worked? We need to learn from our history and adapt to our future and above all else, we need to listen, listen to our fellow CTs, and coworkers.

Currently we are facing our first contract negotiations under the "right to work" laws. To the uninformed "right-to-work" sounds like a guarantees that you will have a job or that you can keep the job you currently have. The dynamics of



Sloan continued on p 6

Kimberly Smith

I was voted into the VP position in October, 2012. I have enjoyed serving the CTU members and wish to continue my work. There are many things I'd still like to accomplish.

Since serving as your VP, Union Representatives (URs) have been organizing yearly district meetings. I believe Board Members and URs need more face-time with CTs. We need all districts represented by URs. I have a plan to accomplish this. I am working diligently with the Board and Contract Administrators to identify CTs who may fit into the UR role. I am actively recruiting CTs to become URs. There are currently three CTs interested in becoming URs and six have been placed in new districts since I became VP.

I have been working with the Union Representative Coordinating Committee (URCC) to revamp the UR Handbook. This is a huge job and we'll be reviewing and finalizing the draft during September and October. Together, the URCC and myself, have organized UR trainings and booked speakers with relevant and important topics to our members. Education is key to being a strong UR and assisting our members to understand issues which face us at work and home. I am very dedicated to our URs, as they are the front-line of our union.

The VP also serves as the Chair of the Grievance, Appeals



Smith continued on p 6

Secretary

Two-year term to end October 2016 / One candidate

Tracy Rich

I have worked at MSU since 2005, became a union representative in 2009 and the CTU Board Secretary in 2012. Not long after becoming

a union representative, my position was eliminated and I was moved to another



unit within the same department. The administrators in my unit were kind and understanding, and I was very lucky to have their support. Through my experiences as a union representative and my time serving on the Grievance, Appeal, and Trial Committee, I've learned not everyone on campus is as lucky. This is why my goals as a board member have not changed. I will fight to keep our contract strong to ensure our members are treated with respect and dignity. I will listen to members and make sure

their concerns are taken seriously. I will continue to promote unity and solidarity and I will work hard to make decisions that will positively affect our members.

During this time of Right-To-Work and union-bashing, I'm proud to represent the members of the Clerical-Technical Union. We are a group of hard-working individuals that set a standard of excellence for our counterparts across the state and the nation.

Please vote for me on October 28, 2014.

Directors

Two-year terms to end October 2016 / Five candidates / Choose four

Pamela Brock

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, presently being a CTU Board Member, past secretary of the board, participating in Contract negotiations, 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

Brock continued on next page



Amber Feasal-Bartling

I am running for CTU Board Member in hopes of expanding my contribution to the efforts of the CTU. I am proud to be a union member and believe our duty as members is to uphold our contract and our rights that were hard fought by our predecessors.

The union continues to face tough challenges in the coming months and years. I want to be on the board as your contributing and dedicated activist.

I am currently the Union Represen-

Feasal-Bartling continued on next page



Rosario (Rosie) Garcia

Hi, my name is Rosario "Rosie" Garcia and I am running for a Director position on the Board. Why? You might ask. I believe we all have something to give and our union has given me so much that I want to give back. I have been a member for over 17 years and during those years, I have served as a Union Representative (UR) for 7 years. I have participated in the Union Representative Coordinating Committee (URCC) and the Election Committee. I have worked

Garcia continued on p. 7



Willie Paulsen

My fellow union members. We remain in the fight for our lives as unionized employees.

We are being attacked from all sides by a faction determined to eliminate our right to bargain for fair and equitable wages and benefits.

What would you like to see happen regarding CTU and unionized labor? My personal goal is for CTU to continue to provide the highest level of education, protection and benefits possible for our membership.

To be successful we need to elect individuals we believe will provide the best leadership in working to obtain our goal.

Paulsen continued on p 7



Jeanette Robertson

I have been involved for many years with the Clerical Technical Union as a Director, Union Representative, and a member of both the Health and Safety Committee and Audit Committee. I am quite familiar with what is expected of me in this position.

CTU is 40 years strong! CTU is respected by many of our union brothers and sisters.

I continue to challenge all CTs to support the union's goals—as outlined in our Mission Statement—to empower our members "to exert control and choice over their own lives" and "to maintain the highest possible standards of com-

Robertson continued on p 7



Audit Committee

Three-year term to end October 2017 / One candidate

Heather Dover

I have worked as a Research Technologist at MSU for over 10 years. I currently work in the Department of Pharmacology & Toxicology. In addition to running experiments and managing the lab, I have helped prepare budgets for research grant

Dover continued on p 7



Candidates continued

Sloan continued from p. 4

this legislation actually functions in the opposite direction. The main objective of “Right to Work” is to outlaw regulations of employment and allows termination without cause. (Kinsley, 2012) Those who support Right to Work seek to eliminate organized labor organizations (i.e.: CTU) making us “AT WILL” employees, and thereby allowing willful termination. This would mean no due process when the employer decides they no longer want to employ us. We are just out the door—unemployed.

Now more than ever we need knowledgeable, strong and solidarity minded leadership. We need leaders who are ambassadors of our union, leaders that can be observed walking their talk, leaders who outwardly involve all members. It requires all of us working together to achieve our goals. That means equal treatment of all members is vital. We need leaders who will work for maintaining our union, for change in adapting to new social environments, and leaders who will stand accountable for their own actions as well as the actions of the union as a whole. I believe strongly that my passion and skill set fit this position.

Sincerely, Pam Sloan

Smith continued from p. 4

and Trials Committee (GAT). In this area, I hope to rework the process with the assistance of the other committee members, Board and the Contract Administrators (CAs).

I hope to bring Process Mapping to CTU. If you are not familiar with this term, tasks are mapped out so anyone viewing the process can see how to perform the duties. The map indicates who needs to be involved and all the steps from beginning to end. It is an excellent training tool and invaluable when someone is unexpectedly out of the office for an extended period of time. It can be an office life-saver.

I have been an active CT Union member since coming to campus in 1978. I have served on the Executive Board as a Director, Secretary and now VP. I have served members as a UR, a member of URCC, the Audit Committee, the Elections Committee as well as other CTU and university committees.

This Union means a lot to me. I will do my very best to keep CTU on the right track for our members as well as maintaining the positive role it plays within our community.

CTU will have new challenges to face as Right-To-Work laws affect our next contract. I want to be part of that bargaining team. We must stand together to make our workplace a better place to work.

Please vote for me on October 28th to continue as VP.

Brock continued from previous page

feel it is my duty and responsibility to the membership to stand in solidarity and defend our right to bargain for equitable and fair wages and benefits. I experienced my first contract negotiations in 2012 and I was very proud to be a part of the CTU bargaining team. In the coming year, it is going to be extremely important that we stand together and protect our contractual rights! Now more than ever we need strong and solidarity minded leadership. I shall remain committed to moving our Union forward in a positive and strengthening manner. It is worth the time, commitment and 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. It has been an honor to serve my co-workers in our union. With your support I will continue to do so.

Expectations of CTU officers, directors and Audit Committee members, are detailed under “CTU Elections 2014” on our website: <http://www.ctumsu.org>.

Feasal-Bartling

continued from previous page

tative (UR) for District 8 out of Grand Rapids. Serving as UR appeared daunting at first, but my work has been rewarding in personal growth and satisfaction. Several districts are currently without a representative and I encourage anyone interested to seriously consider stepping up to the challenge. When a UR defends their district members they are also improving their own work environment.

I work in the Secchia Center for the College of Human Medicine. Unlike the customary candidates, I have only worked at MSU for a few years, but I am dedicated and eager to contribute to our efforts. It is important for the new generation of MSU employees to actively participate in our union, both to learn from long standing Executive Board Members and also to give a voice to the up and coming membership.

The CTU remains relevant in our modern age and will continue to be as strong and supportive as the membership is able to make it. Union membership benefits us all with statistically higher income, better health care coverage, and more employer contributed retirement savings than our non-union counterparts. In turn, our unionized labor force benefits MSU with a highly productive, loyal, and well trained workforce. This makes the university an attractive and respected employer. I will work hard to keep our union strong.

Please vote for me on Tuesday, October 28, or remember to request your absentee ballot by 5 p.m. on Wednesday, October 22.

In Solidarity,
Amber Feasal-Bartling

You must be able to show your membership card or a picture I.D. at the polls on October 28.

Garcia continued from p. 5
in different areas of the university and know that we are not all treated the same except when it come to our Union

We are coming upon negotiations and with the Right to Work “for Less” law in effect we need to be united and strong. I want to continue that tradition and strength. It is only then that we can continue with our contract. I know that we are facing many challenges as a union and that we need people who care about what matters to all of us.

When you vote, please remember that you want the person who will best serve your needs as a member of the CTU.

Paulsen continued from p. 5

I am asking for your vote allowing me to remain as Director on the Executive Board. [Steven Frederick]

Decisions that are made by leadership at this level, are decisions I also live by as a member. My years of experience as an Executive Board member allows me a broader and better educated perspective when deciding issues in the best interest of membership.

CTU is blessed to have excellent layoff language which has protected many jobs for members, and we want to keep it! However, there are other things that we see slipping away and we need people in office that will fight to maintain our contractual benefits.

It is imperative that we as a union retain our solidarity and maintain a safe and healthy work environment, as well as income that will allow us to adequately provide for our families. It is organized labor that created the middle class and is only organized labor that will retain our rights.

My pledge is that as a Director for the CTU Board I will continue to remain receptive to member input and make the best decisions possible for our union.

Solidarity forever, willie

Robertson continued from p. 5
munication, education and training throughout the organization.”

Please allow me the opportunity to represent the Clerical Technical Union as a Director on the Executive Board. Please vote on October 28, 2014. Thanks!

Jeanette M. Robertson

Dover continued from previous page
proposals. I am also currently Treasurer of the MSU Choral Society, which gives me additional exposure to financial reports. I have supported the CTU since my arrival on campus and have volunteered at various union events. The CTU has provided me with many positive benefits during my tenure at MSU, and I wish to repay a small part of that by continuing to serve as a member of the Audit Committee.

Can't get to the polls October 28?

If you won't be able to get to the MSU Auditorium to vote on October 28, contact CTU Organizational Manager Barb Harris at 355-1903 or Barb@ctumsu.org to request an absentee ballot. The deadline for the request is 5 p.m., Tuesday, October 22.

Absentee ballots need to be returned to CTU's Post Office box by 5 p.m. on October 27.



Need a ride?

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 will be coordinated by CTU Financial Manager Patricia Shackleton. Call her at 432-5665 or email Patricia@ctumsu.org on or before October 28 to schedule a ride. Rides are scheduled on a first come/first served basis, so register early.

Want even more fun? Reserve the whole van and come with a group of coworkers!

Elections Committee

Five members have agreed to oversee CTU's October 28, 2014, elections process. Direct questions, concerns or comments about the elections to members of the committee.



*Elections Chair
Liz Owen*

- ▼ **Liz Owen**, Chairperson,
Liz@ctumsu.org, 432-3721
- ▼ **Kelly Miller**,
mille747@msu.edu, 353-9272
- ▼ **Judy Redding**,
redding5@msu.edu, 884-0811
- ▼ **Lori Thomas**,
thoma657@msu.edu, 432-4347
- ▼ **Sierra Vandenheuvel**,
vandenb8@msu.edu, 355-1741

The deadline for receipt of election protests is November 7, 2014.

Evaluate and choose benefits in the month of October

Along with the rest of MSU employees, CTs will make choices in October about their 2015 health care plans and other benefits.

Here are a few of the items you should note before participating in open enrollment. [Andrew Tluczek]

Dental care

In a unilateral, last-minute move, management altered the provisions of the Aetna dental plan offered to members of several labor groups including CTU. Members choosing this plan will not pay anything toward the premiums but will experience higher costs for services.

Some other labor groups had an opportunity to negotiate a new plan, called Aetna *Premium*, which kept the benefits the same but added on a small, monthly premium. Aetna Premium will not be available to CTs during open enrollment.

The CTU expects to file an Unfair Labor Practice (ULP) about the situation. Please see page 2 for information about this complicated subject. However, that process takes time and open enrollment started October 1.

Members choosing Aetna during open enrollment should keep track of all out-of-pocket costs since we will request reimbursement as part of our ULP.

The Delta Dental option is unchanged.

Other changes:

▼The new vendor for our Flexible Spending Accounts (FSAs) will be CONEXIS. We will continue to use Meritain for 2014 claims.

▼The premium contribution for those Choosing Community Blue (CB) health care insurance goes down slightly in 2015. Employees opting for Blue Care Network (BCN) insurance will continue to pay nothing toward the premiums. Employees will have no premium contribution toward prescription coverage under Caremark. (See the chart below.)

▼Anyone considering non-emergency back surgery must consult with Best Doctors for a second opinion and recommendations. No one is required to follow Best Doctors' advice, but the unions and management recognize the serious nature of such claims and want to make sure employees and their families receive the best advice to help them in making medical choices. Best Doctors is available to assist in any medical care situations. Just call them at 866-904-0910. The service is free.

Who needs to enroll?

You **MUST** participate in open enrollment if you are making any changes in coverage—which includes adding or removing a dependent, switching health

or dental care plans, and changing life insurance or voluntary benefits options.

You must also go through the open enrollment process if you plan to enroll or continue enrollment in an FSA or in the Aetna Dental Plan.

Staff members who wish to continue coverage for a spouse or OEI must participate by filling out the affidavit.

Benefits Fairs

Attend one or more Benefits Fairs, all taking place at Breslin Center, to learn about benefits options and ask questions of vendors and Human Resources staff:

October 14, Noon to 6 p.m.

October 15, 9 a.m. to 4 p.m.

October 16, 7 a.m. to 3 p.m.

Open enrollment online


Enroll through the EBS Portal under ESS > Employee Self Service > Benefits > Add or Change MSU Benefit and Retirement Plans > Open Enrollment.

Direct all question to the Benefits Office at 353-4434, 800-353-4434 or benefitsinfo@hr.msu.edu.

Much of the information for this report is from MSU Human Resources' "Open Enrollment Guide," which should be consulted before making benefits enrollment choices. Find it on HR's website at <http://www.hr.msu.edu>.

Monthly health insurance rates and employee contributions in 2015

Tier	BCN rates	BCN employee contribution	CB rates	CB employee contribution	Caremark rates	Caremark employee contribution
Single	\$367.37	\$0.00	\$567.15	\$199.79	\$97.22	\$0.00
2 person	\$771.48	\$0.00	\$1,191.01	\$419.53	\$204.30	\$0.00
Family	\$900.11	\$0.00	\$1,389.50	\$489.39	\$246.71	\$0.00



LABOR HISTORY

LEARN IT. BEFORE YOU FORCE US ALL TO REPEAT IT.

facebook.com/StopRightToWorkforLessInMissouri

This spring, Missouri became the most recent right-to-work battleground. Workers there successfully fought off a legislative effort to weaken unions' negotiating power and mute the voice of workers.



SPARTANS WORKING FOR DIVERSITY

Friday, October 24, 2014
8:30 a.m. – 5 p.m.

The MSU student affiliate of the Labor and Employment Relations Association will host a diversity conference as part of the 60/50 year-long celebration of the passing of the Civil Rights Act of 1964 and the 1954 Supreme Court Decision *Brown v. Board of Education*. Topics will include:

- ▼ Political Influence of the EEOC
- ▼ Women in the Workplace
- ▼ Affinity Groups
- ▼ LGBT Issues
- ▼ Appearance Discrimination

A flier with information about registering is available on the CTU website at ctu@ctumsu.org.

CTU is a partner in Project 60/50, a yearlong community conversation on civil rights and human rights.



CTU school loan

It's time to apply for CTU's Gerri Olson Educational Loan Program for spring semester 2015. Call or email Patricia Shackleton (432-5665, Patricia@ctumsu.org) **November 3 through November 14** to register for a loan. Applications received after November 14 will be considered as space permits.

September/October 2014 **CTnews** 9

Congressman Lewis addresses MSU

Congressman John Lewis of Georgia addressed MSU's freshman class and others in the university community on August 25.

Raised on a sharecropper's farm, Lewis attended a segregated school.

As a young boy, he was inspired by the activism surrounding the Montgomery Bus Boycott and the words of the Rev. Martin Luther King Jr., which he heard on radio broadcasts. In those pivotal moments, he made a decision to become a part of the Civil Rights Movement.

He told a story about when he was 15 years old in 1956, and he and his friends attempted to check books out of the Public Library in his home town of Troy, Alabama. The librarian told him the books were for whites only. He returned to the Library 40 years later in 1996 to sign copies of one of his books. Hundreds of white and black people showed up.

As a Nashville college student, he participated and organized sit-ins and

the first Freedom Rides. He became one of the key figures of the Civil Rights movement.

Lewis has represented Georgia in Congress for over 25 years and recently received the Presidential Medal of Freedom.



"I come here to say today that, yes, we were arrested, jailed, beaten—but we didn't give up," Lewis said.

"We didn't lose hope. You must become educated and use your education to make things better, for all humankind, not only in our own country but around the world. . . . You have a mission, a mandate, an obligation to do your part and play your role."

Lewis came to East Lansing through the 60/50 Project to talk about his latest book, a graphic novel called *March: Book One*, which was chosen as part of the One Book One Community program.

CTdefense

What has my union done for me lately?

Sick time reporting

The union has reached a settlement with the employer on our grievance over the sick time reporting policy of Residential and Hospitality Services.

RHS had implemented guidelines requiring a physician's note after a member reached an established number of sick hour usage in a one year period—even when the supervisor knew that the absence was legitimate. The union argued that the policy was arbitrary and not reasonable under our contract.

Under the settlement, RHS, as a unit, will no longer require physician notes after a set number of sick hours used. Instead, individual supervisors may establish and enforce standards of attendance for individuals on a case-by-case basis.

In exchange, the union will withdraw our grievance.

CTU wins arbitration

The union won an arbitration recently in which a male CT was accused of sexual harassment after socializing after work hours with a female student. The student had invited the CT to a social event along with other employees and later sent him texts meant for someone else. The CT assisted in clearing up the confusion and did not pursue the student. He was suspended for 30 days when the student claimed to be uncomfortable with him at work.

The arbitrator agreed with the union that the CT's actions did not constitute sexual harassment under MSU's Sexual Harassment Policy. The suspension was set aside and the CT will be paid for the 30 days.

In recent weeks, the CTU has been involved in discussions about the employer's new Misconduct Hotline and its updates to the Sexual Harassment Policy. In both cases, the union applauds the employer's efforts to improve the campus climate. We also emphasize that one of the union's contributions to an improved climate is

our vigorous defense of both the safety and due process rights of members. The new policies do not change that.

CTU loses arbitration

The union recently lost an arbitration involving accusations of HIPPA violations against two members working in university jobs associated with health care.

HIPPA (the Health Insurance Portability and Accountability Act) protects the privacy of individually identifiable health information.

CTU argued that evidence against the individuals was lacking, that regulations were not consistently enforced in the unit and that a 60-day suspension was too severe for employees with good work records and no prior discipline.

The arbitrator disagreed.

"CTU does believe in the health information protection afforded by HIPPA," said CTU Contract Administrator Dan McNeil.

"However, the union believes that, under the circumstances and based on past practices, the discipline was excessive in this case.

"CTs should take note that the employer is taking violations of HIPPA regulations very seriously.

"The Union will continue to defend CTs strenuously, of course. However, for your own protection, you should be extremely cautious with medical information *even if your office treats these matters in a lax way.*"



CTU Organizational Manager Barb Harris helps load donations for "Fill the Bus."

CTs help fill the bus

"Team CTU" came in third in the MSU Fall Welcome Week "Fill the Bus" giving event. CTs collected 143.73 pounds of school supplies—almost all of it made in the United States. The items were given to local school children to help ease the "back to school" burden on families.

"Fill the Bus" is an annual event in which members of the community donate school supplies

The second place winner was "CAMPing Out," representing the Capital Area Mentoring Partnership with 366.91 pounds in donations.

First place, with a whopping 2,490.08 pounds of donations, was "Team STOMP," representing Students Taking on Malaria and Poverty from the Center for Integrative Studies in General Science. [Susan Dies]

"Small contributions by many can have a huge impact," said Nate Cradit, an advisor in the Center for Service-Learning and Civic Engagement.

"This was certainly true this year," he added in a letter of congratulations to participants.

"Together, we collected 3,780.43 pounds of school supplies and other donations for the greater Lansing area. . . almost two tons of supplies that will go to use immediately in our community for this academic year."

The Center for Service-Learning and Civic Engagement organized the event.

In keeping with our union's commitment to the community, the CTU supports and encourages members to participate in MSU's 2015 Community Charitable Campaign.

The campaign provides a way for members of the MSU community to pool our resources to make a huge difference in the lives of children, families and others in need in our local communities.

CTU members, our families, our friends and our neighbors benefit from these programs, especially when one of us falls on hard times or has an emergency need. And we all benefit when our communities are healthier, when

the children in our neighborhoods have access to high quality after school programs, or when families receive the support needed to stay strong and stable.

Give electronically

Donations have been down in the last couple of years, possibly due to the economy and possibly due to the university's move to an electronic notification and giving system. While making donations on line is easier for many people than mailing in a pledge form, those pesky reminders we used to receive in the mail did provide a lot of motivation to turn in pledges.

On the up-side, the electronic system saves thousands of dollars and reams of paper. [Mary Pease]

There is also a procedure for individuals who don't like making financial transactions via the internet and wish to donate the old-fashioned way. See the box at left for information.

Many individuals are finding that the economy has had a serious impact on their ability to contribute—right at a time when the need is growing.

We can help offset these challenges by increasing the number of us who give as generously as possible.

Labor's leading role

Labor has always made a big difference in the community through service and donations.

Recognizing that CTs work in unity with other union members who share our commitment, camaraderie, and teamwork, MSU's Community Charitable Campaign reports what the MSU labor family does to help others. The donations of CTs are reported as a group along with the donations of other labor groups on campus.

Also, a statewide "Labor Leads" registry is published each year that recognizes United Way labor donors that have made leadership pledges to their respective United Ways in amounts of \$250, \$500, \$750 and \$1,000 per year.

Choices

MSU has an open campaign, meaning donors can choose the non-profit organizations to which they wish to contribute, and the Campaign makes sure the charities are legitimate. Gifts may be directed to a specific service area, to a specific listed agency or any IRS approved tax exempt organization.

The gift may be given in one lump sum or increments through payroll deduction (taken from paychecks twice a month).

Any questions or concerns should be directed to Jeff Brodie, Human Resources, 884-0136, brodie@hr.msu.edu.

URdistricts

District 13 (Anthony, Meats Lab, Engineering): **Michelle Jenkins** has petitioned for appointment to UR. If no CTs from District 13 express an interest in the position by 5 p.m., October 21, she will be appointed.

If you are interested in more information about being a UR, contact Vice President **Kim Smith** at 355-3784 or Kim@ctumsu.org.



Donating online

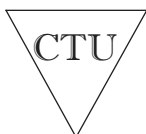
Making donations to the Community Charitable Campaign through the EBS system is easy.

1. Login to EBS
2. Click on ESS Clerical-Tech
3. Click on University Information
3. Click on MSU CCC Pledge Form
4. Fill out the form
5. Click on "Submit Form"

Don't want to donate online?

Print your form and then mail it in. Instructions and the form are available at <http://www.msuccc.msu.edu/pledgeform.htm>.





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

CHANGE SERVICE REQUESTED

CTcalendar

October 1–31. Health Care Open Enrollment for plan selections effective from January 1 through December 31, 2015. See page 8 for information about enrolling on line.

October 21. Executive Board meeting, C-T Union Hall, 5:15 pm. Members welcome.

October 24. Spartans Working for Diversity Conference. See page 9.

October 24. Nominations deadline for “Inspirational Woman of the Year Award.” If you have a woman colleague who increasingly amazes you with her achievements, or a woman who has inspired and supported you, or a mentor who has guided you to reach for your dreams, consider nominating her for this award. Go to http://wrc.msu.edu/_files/pdf/inspireaward2014.pdf for a nominations packet.

October 28. All-day CTU election.

October 29. Nominations deadline for the Jack Breslin Distinguished Staff Award: a \$2,500 award presented annually to six University support staff members. Nominations packet at <http://www.hr.msu.edu/recognition/supportstaff/DistStaff-NominationForm.pdf>.

October 29. CTU Membership Meeting, 252 Erickson Hall, 5:20 p.m. See page 1 for details.

November 9 (and the second Sunday of every month). Vegan Potluck sponsored by VegMichigan and CTU. Share your favorite vegan recipes. Meet

at the C-T Union Hall, 6–7:30 p.m.

November 14. Deadline to apply for CTU educational loan. See page 9.

AFL-CIO

Union-Made Halloween Candy Shopping List

1. Baby Ruth	6. Halloween Candy Corn (Herman Goelitz Company)
2. Butterfinger	7. Hershey's Hugs
3. Caramello	8. Jelly Belly
4. Clark Bar	9. Laffy Taffy
5. Ghirardelli Chocolates	10. Smarties

Find more union candies:
<http://www.unionplus.org/union-made/halloween-treats>