



Union made in the USA

CTU's website for union, local and U.S. made goods, p. 3.



UR April Moore

We are featuring our excellent URs beginning with District 1, p. 5.



Board Actions

CTU Executive Board discussions and actions, p. 6.



CT news

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

November/December 2014

Union election results & membership meeting

CTU votes

Elections Committee Chairperson Liz Owen announced the results of the 2014 CTU Elections at the October 29 Membership Meeting:

Vice President

Kim Smith 137 votes
Pam Sloan 65
Blank/invalid 2

Secretary

Tracy Rich 195
Blank/invalid 5
No 4

Director (4 positions)

Rosario Garcia 158
Pamela Brock 152
Jeanette Robertson 142
Willie Paulsen 132
Amber Feasel-Bartling 106

Audit Committee Member

Heather Dover 197
Blank/invalid 6
No 1



October 22, Fee Hall Candidates Forum—The CTU thanks everyone who stepped up to run for elected office. Above, left to right, are candidates Pamela Brock, Jeanette Robertson, Willie Paulsen, Rosario Garcia, Amber Feasel-Bartling, Kim Smith, Heather Dover, Pam Sloan and Tracy Rich.

See page 4 for a list of the individuals who helped make our elections a success.

Sixty-two members attended the Membership Meeting, including four off-campus members who joined us via video conferencing, giving us the second quorum of the year.

After the newly elected officials took the oath of office and President Deb Bittner presented our compiled financial statement, members considered the Executive Board's proposal to transfer \$100,000 from the Contingency Fund to operations. [Dionne Snorden]

Bittner outlined several developments

Votes continued on p. 4



October 28, Auditorium—CTU member Sharon Tyree casts her ballot.



Season's Greetings from your Executive Board

We wish you and your family the very best safe and happy holiday season. Check out President Deb Bittner's editorial on page 3 to see some of the many ways you can put your holiday dollars to work for our country, our communities and our coworkers. And don't miss the announcement on page 2 for the annual Registrar's Office Holiday Bazaar.

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.



Come and join us

Registrar's Office 14th Annual Holiday Bazaar

"Warming the Hearts of Others"

Friday, December 5, 2014
Room 150 Admin. Bldg
Conference Room

Shopping Hours

7:30 to 8:30 a.m.
9:30 to 11:00 a.m.
11:30 to 1:30 p.m. (Lunch Sale)
2:30 to 3:30 p.m.

Raffle drawings held throughout the entire day! Tickets are 3 for \$1.00.

Plenty of shopping, good food to eat, and lots of fun!

All proceeds being donated to "TOYS FOR TOTS!"

CTclassifieds

For sale:

▼ **2012 Chevy Cruze Eco:** 42,000 miles. 6 speed manual. Like new \$13,500. **2007 Chevy Silverado:** Z-71. 4WD. Ext. Cab. 95,000 miles. New tires, Line-X bedliner, tow hitch. \$14,500. Call 517-927-0262.

Services:

▼ **Quality Carpet and Upholstery Cleaners:** You will want your carpets and upholstery to sparkle like the holidays for your parties and gatherings. With all that you have to do this season, let Qual-

ity Carpet Cleaners take that cleaning burden off your shoulders. All you have to do is make an appointment today. Reasonably priced, owner operated, free phone estimates. Please give us a call at 517-694-0497.

▼ **Bull in the China Shop:** Estate sale services. You get the most when we host. Contact Stephanie Sanders (517-331-2685) or Benn Nethaway (989-277-2609) or email bites12@gmail.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. [Jeanette Robertson]

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.

Membership Meetings

CTU Membership Meetings are held in January, April, July and October. The 2015 schedule will be set by the Executive Board at its next meeting and announced in the next newsletter. 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!

It's that time of year — again

President Deb Bittner

As always, it seems, at this time of the year, we say and hear things like “I’m not ready for it to be this cold yet!” Or “I’m not ready for it to be dark at 4 p.m.!” Or—the one that causes the most panic for almost all of us—“It’s start of the holiday season! Where did the year go?!”

But it is the end of another year. CTU just had our annual officer elections. Even though we do this every year, it is still good to see democracy in action and members coming together to support our union. I was able to be a shuttle van driver this year and it was fun to chat with my riders.

I appreciate those of you who took the time to participate either by volunteering or voting or both!

On the state election plane, there’s no getting around it: Labor suffered tough losses with many not so “worker friendly” people retaining their seats. We seem to still have a very difficult environment for working people and will need to remain vigilant. As Karla Swift, president of the Michigan AFL-CIO, reminds us, “We all know that our campaign to stand up for working families doesn’t stop on Election Day. Together, we’ll advocate for good jobs with good pay and benefits and fairness in our workplaces and communities.”

We also lost a good friend to labor on the MSU Board of Trustees. Faylene Owen lost her bid for reelection to the Board. We thank her for her service to MSU and her commitment to labor. We wish her the best in her next endeavor.

At this time of the year, I like to plug the many Michigan and American products. Many of us buy presents to show our appreciation and love for family, friends, coworkers, and others in our lives. We also do more entertaining or have more special meals. This is a great time to do our share to help our community and country. Take an extra moment

pitch to you to take a second look at making a donation to the MSU Charitable Campaign (even a modest one) because, in our society, sometimes we all need a helping hand. And the organizations that this umbrella organization supports provide that assistance when we need it. I know we are all being asked to do more with our limited resources. But, as

we CTU members know, by putting our resources into a larger mechanism, they go farther. Our wages and stable schedules help us have an impact in the community through service and donations. The current Labor Challenge at MSU gives us an opportunity to join with other union members who share our

commitment, camaraderie, and teamwork to show what the MSU Labor Family can do to help others.

Last but not least, as we close out our 40th year as CTU, I would like to take a moment to thank you and all those who help make CTU so successful. I am grateful for all of you who take time to respond to me with questions, supportive comments and suggestions for keeping us strong and vital; for the great work our staff does; for the talented people that assist the operations of CTU; and for our labor and MSU colleagues. Together we are doing good work and make a great team.

Have wonderful holidays that are full of laughter and love. And remember to take care of yourself.

In Solidarity,



to read labels. There are so many things that are beautiful, useful, and delicious that are made in our state and country. It can be done! Some ideas: buy meats from local butchers; honey, eggs, cheese, ice cream from MSU; maple syrup from local vendors; stained glass items made in Lansing (try Lansing Art Glass, located at 2320 E. Michigan Ave); products from vendors at the MSU Union Craft Show in the first week of December at the MSU Union Building and many shows in surrounding cities; buy many Michigan and USA-made products at local stores like Kroger’s and Meijer’s (both are also unionized); check out CTU’s Shopping List under “Tools” on our website (CTU@ctumsu.org) for shopping ideas and links. I repeat, it can be done and you will feel great about the wonderful and thoughtful gifts you present this year!

This is also the time where I make a



October 28—Newly elected leaders take the oath of office at the Membership Meeting: Vice President Kim Smith, Director Pamela Brock, Audit Committee Member Heather Dover, Director Rosario Garcia, Secretary Tracy Rich, Directors Jeanette Robertson and Willie Paulsen.

Votes continued from p. 1

in the last few months that led to the depletion of our operating funds: the purchase of a new copier, expenses surrounding dental negotiations, unusually high arbitration expenses, the defense of our health care contract in a lawsuit, and the reconciliation of fringe benefits for a staff member who left employment (payout of vacation and sick and personal time). [Joy Skutt]

Members voted unanimously to transfer the \$100,000.

Bittner discussed open enrollment and management's unilateral decision to alter our dental program. Before changing a benefit, she said, management is required to bargain with us, and that was not

done. However, management did bargain changes in dental coverage with several other MSU unions. The CTU, therefore, has filed an unfair labor practice (ULP).

Members also discussed the role of union donations and the upcoming state and local elections, including a presentation by Director Willie Paulsen about the importance of voting.

Door prizes were won by the following members: Wendi Winston and Barbara Christian each won \$50; Karen Spitz won CTU mugs, Katie Shelton won a CTU coat, Kelly Miller won a CTU computer bag, Audrey Smith won a CTU lunch bag, and Judy Redding won a pound of MSU "Spartan Spirit" coffee.

Quorum quandaries

Based on some recent comments and questions received by the CTU, there appears to be some confusion about what it means to have a quorum at a membership meeting.

Within the limits of the contract, the law and the constitution itself, our constitution dictates that a quorum of 50 members conducts the business of the union and makes operational decisions while the meeting is in session.

However, the lack of a quorum at a meeting does not mean that the union is unable to function. Between meetings and in the absence of a quorum:

"All matters affecting the policies, aims and means of accomplishing the purposes of the CT Union not specifically provided for in the Constitution or by action of the

membership at the regular or special meeting *shall be decided by the Executive Board.*" [Article 5, Section 1, emphasis added]

In other words, we come together as a membership at least four times a year to make decisions, but we leave most day-to-day decision-making up to our elected representatives on the Executive Board.

Our constitution does require a membership meeting quorum for certain specific decisions. For example, Article 3, Section 5, calls for a vote of the membership for transferring monies from the contingency fund to operations.

CTU's constitution can be viewed by clicking on "Constitution" under the "About CT" tab on our website (<http://www.ctumsu.org/>).

Congratulations—

for a successful election, thanks to the members who worked the polls, drove the vans and prepped and counted the ballots for our October 28 election:

Deb Bittner	Stephanie Six
Terri Janson	Becky Sullivan
Michelle Jenkins	Amanda VanKoeveing
Angel Loveall	Joan Villarreal
Cheryl Luick	Jan Wallace
Stacey Patton	Betty Walther
Katie Shelton	

Also—

Chairperson Liz Owen and the rest of the Elections Committee—Kelly Miller, Judy Redding, Lori Thomas and Sierra VanDenHeuvel—who did a great job overseeing every aspect of the election;

CTU staff members Barb Harris, Patricia Shackleton and Larene Smith who assisted in so many ways and helped keep everything on schedule;

And every member who contributed to our union democracy by voting.

Sometimes you gotta laugh

A big company offered \$50 for each money-saving idea submitted by its employees. The first prize went to the employee who suggested the award be cut to \$25.

—From *Workplace Jokes: Only SOME of Them Will Get You Fired!*



"Well, yes, you will need to work more than two days out of the year."

URdistricts

District 13 (Anthony, Meats Lab, Engineering): **Michelle Jenkins** was appointed UR. Contact her at 432-9183 or jenki285@msu.edu.

The following URs have petitioned for appointment to UR positions:

- ▼ **District 23** (Plant and Soil Sciences, Wharton Center): **Barbara Christian.**
- ▼ **District 25** (Student Services, Horticulture): **Brenda Bailey.**
- ▼ **District 37** (Clinical Center [A-Wing]): **Kimberly Baker.**

If you are interested in more information about being a UR, or if you would like to suggest someone from your district who you think would make a good UR, contact Vice President **Kim Smith** at 355-3784 or Kim@ctumsu.org.

Featured UR, District 1:

April Moore

My name is April Moore, and I have been a UR for five years in District 1, the first floor and basement offices in the Hannah Administration Building.

I have been a university employee for 28 years in the Office of the Registrar.

I would like to thank my district members for the support they have shown me and CTU throughout the years. They have attended Union membership meetings, welcomed me during my yearly walk-arounds and attended Solidarity Luncheons held in our district.

The one Solidarity Luncheon that stands out the most for me was last year, August 7, 2013, when our health care contract was on the table. I

had a member thank me and encourage other members to come out, ask questions, and learn more about what was going to happen in our future as CTs. The turnout was amazing. It gave me great pride to know that my district members do support and appreciate me and our union.

With the right-to-work laws impacting our contract in April 2015, I know by talking with my members that the CTs in District 1 truly believe in Solidarity!

Way to Go District 1! Thanks for being supportive CTs now and in the future!!



Health care news from JHCC

As provided under the Health Care Memorandum of Understanding, the MSU unions and management meet regularly in order to keep health care quality high while keeping costs down. This process takes place through the Joint Health Care Committee.

Recent decisions by JHCC include a requirement, effective January 1, 2015, that patients get a second opinion from Best Doctors about any non-emergency back surgeries they might be considering. No

one needs to follow the recommendations, but it will help employees and their families determine the best course of action.

Although contacting Best Doctors is not required for anything other than back surgery, the consultation is available for any and all medical care. Learn more about Best Doctors at <http://www.best-doctors.com/what-we-do/members>. Contact them at 866-904-0910.

A second decision involves Compound medication.

Compounding is the creation of a drug product by mixing ingredients, including other medicines. It is usually done by a pharmacist at a hospital or drugstore and can be helpful in some circumstances, such as when patients are known to have a reaction to certain ingredients, or a particular prescription medicine is in short supply.

However, large compounding pharmacies have sprung up and flourished under lax or murky oversight and regulations. Sometimes the compounds they produce are expensive but without proven efficacy, and sometimes the consequences can be

more extreme. Several deaths and injuries can be traced to unsafe practices in some of these facilities.

In an effort to improve health care, the JHCC decided to control the prescription of Compound medications that haven't been approved for the specific condition. Patients will be required, effective December 1, 2014, to receive prior authorization through CVS Caremark for Compound medication prescriptions that are \$300 and over. In addition, prescriptions for all Compound medications must be written for no less than a 30-day supply.

Finally, effective October 1, 2014, step-therapy is required for *new* prescriptions of specialty medications that are used to treat chronic or rare conditions. The therapeutic categories include Auto-immune, Growth Hormone, Fertility and Multiple Sclerosis.

Current users of specialty medications will see no change, but *new users* are subject to step-therapy, meaning they must try other effective treatments before graduating to the newer, more expensive and frequently less established medications.

New PACDI Rep

MSU President Lou Anna Simon selected Tracy Rich to represent CTU on the President's Advisory Committee on Disability Issues. Rich's name was submitted by the CTU Executive Board.





Board actions

July through September 2014

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

July 1

Voted to transfer \$20,000 from the operations savings account to the operations checking account.

Discussed CTU's concerns and plans regarding changes in the HR Solutions Center. [Lori Mann]

Received report on union training and solidarity lunches from the CTU vice president.

Heard report on CTU's successful fortieth anniversary member picnic.

Received update on parking lot repairs.

Agreed to cancel the September 2, 2014, board meeting.

Announced that the July 17 membership meeting will include the annual ice cream social.

July 15

Heard report on the MSU Community Charitable Campaign.

Discussed lack of progress in the lawsuit that has delayed the payout of a portion of our health care savings.

Considered a review of our elections processes in order to decrease expenses while increasing efficiency and participation. Decided to open up the discussion at a membership meeting and ask for a volunteer committee to investigate alternatives.

August 5

Declined to attend Sparrow's Children Center fundraiser because the CTU recently donated to the organization.

Agreed to send up to four people to the Michigan State AFL-CIO Community Services Fall Seminar for \$75 each.

Decided to renew the \$275 annual graphics subscription to Union Communications Services.

Donated \$50 to the Fowlerville Relay for Life, American Cancer Society, at the request of a CT and board member who participates in the event.

Heard report that MSU health care costs continue to decline due to the ongoing work of the Joint Health Care Committee.

Received report that the Coalition of Labor Organizations (CLO) will pay for refreshments at a Project 60/50 staff event.

Considered the possibility of a CTU sponsored blood drive in which CTs volunteer to staff the event and earn service hours toward "What's your 110?" Will investigate.

Discussed the need to begin preparing for upcoming CTU contract negotiations.

Discussed issues with turnaround time for printing the *CT News*. Alternatives being investigated.

Received report that the vegan potluck (cosponsored by CTU and held at our facility) was in the local news and CTU was mentioned several times.

August 19

Agreed to transfer \$20,000 from operations savings to operations checking. Arbitration costs have significantly increased—\$27,000 this summer alone.

Decided to place a \$50 business card-sized advertisement in the program for the annual Capital Area Cesar Chavez Commemorative Dinner.

Discussed our participation in the Project 60/50+40 "Fill the Bus Event." We will open donations to members.

Received report from CTU president and vice president on the annual Labor Arbitration Institute fall conference

Heard report from CTU vice president on union training.

Received report on a meeting between CTU president and financial manager with our insurance adjuster to discuss current coverage and liability reduction.

Received report that a request for proposals was sent to local union printers.

September 16

Voted to donate \$100 to the Michigan Labor Legacy Restoration Project.

Declined to donate to the Walk to Cure Arthritis.

Agreed to donate \$100 to the organized labor portion of the United Way Campaign.

Agreed to a \$30 purchase from Made in the Mitten for a door prize at the October Membership Meeting. *[Editor's note: the company went out of business before purchase.]* [Josette Pashkowsky]

Received report on the CLO's meeting with management to discuss the new MSU Misconduct Hotline. Agreed to remind members that the CTU contract is not changed by new management policies and that we would be wise to contact the union before reporting misconduct or if involved in an investigation.

Received report that CTU took third place in the Project 60/50+40 "Fill the Bus" event. The donations of school supplies will help local children who cannot afford to buy these supplies themselves.

Accepted appointment of the 2014 Election Committee: Liz Owen (Chairperson), Kelly Miller, Judy Redding, Lori Thomas, and Sierra VanDenHeuvel.

Received report that Jeanette Robertson resigned as CTU's representative to the All University Traffic and Transportation Committee.

CT notables

CT pursues respect for her field

Pharmacy Technician Lori Mann worked 15 years to help get legislation passed in Michigan that would recognize the professionalism of her field.

Senate Bill 92 was signed into law on September 25, 2014, by Gov. Snyder. The new bill makes “pharmacy technician” a licensed occupation in Michigan, one of only six states that did not previously require licensing.

“Our profession at one time could be learned on the job . . . but over the years the growing need for experience and attention to detail has demanded greater training and specialization,” Mann said.

Pharmacy technicians provide crucial support for the pharmacist, Mann explained, including filling and processing prescriptions, mixing IVs, insurance billing and accounts receivable, assisting patients with durable medical equipment, receiving medication for the Drug Take Back Program, maintaining drug inventory and waste management, and maintaining compliance with Pharmacy Standards and Practices. The consequence of error is quite high.

“Pharmacy Technicians play an increasingly important role in public safety,” Mann added, and must exhibit “an assurance of dedication, skill, and

quality within their scope of practice.”

“As you can see, we have to be on our game and focused,” she said. “That means keeping up on the latest drugs and laws and being able to adapt to change at any given moment.”

Mann is applying for Licensure in December 2014 and hopes to apply and serve on the Governor Appointed Michigan Board of Pharmacy in June 2015. She is also working to make sure that the professionalism of her field is recognized at MSU.



MSU Certified Pharmacy Technician Lori Mann



October 31—Anne Simon (left) receives the 2014 Clerical-Technical Award from Sharon Butler, MSU's assistant vice president for Human Resources.

Congrats Anne!

Congratulations to Anne Simon, this year's winner of MSU's Clerical-Technical Recognition Award.

A 29-year employee, Simon was nominated by her supervisor, David Rayl, with support from colleagues and students.

“She came to work for the College of Music in the fall of 2005 and quickly established herself as dedicated and diligent worker, a wonderful colleague and a fantastic resource person for students, especially international students,” wrote one supporter.

“Wow!” was Simon's response to hearing she had won the award. She thanked her supervisor and the others who nominated her.

This annual award was established by Dr. Charles and Marjorie Gliozzo to recognize outstanding clerical-technical employees at the university. It honors Dr. Gliozzo's parents, Thomas and Concetta Gliozzo, immigrants who became U.S. citizens and recognized the importance of education.

CTcomment

Asincere thank you to all union members that placed their confidence in me by voting to allow me to continue serving our membership on the CTU Executive Board. I consider your vote to be one of trust, which I truly appreciate, and I pledge that I will con-

tinue to work diligently in this position. I consider it vital that members' treatment in the work place, benefits and fiscal investments be kept at a priority level, and I will do the best I can to ensure that it continues in that manner.

Solidarity forever!

—Willie

Member Tip: Why Grieve?

One of the most frustrating experiences in the life of a union representative is to hear an employer say, “That's just you complaining; none of the people you say you represent even cares.” Sometimes it takes a grievance filed by an employee—or two or three or more—to get the employer to acknowledge that a particular problem is real and needs to be addressed.

—Adapted from *The Union Member's Complete Guide*, by Michael Mauer



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EAST LANSING, MI 48823-6219

CHANGE SERVICE REQUESTED

CTcalendar

December 2 and 16. Executive Board meeting, C-T Union Hall, 5:15 pm. Members welcome.

December 2. "Brown Bag Series: Elders and Financial Exploitation." Far too often, fraudsters and scam artists target our elderly population for exploitation. Come join the 60/50 Project for a discussion of elder abuse and financial exploitation sales practices targeted at elders. The panelists will provide information about steps elders and those who care for them may take to reduce their risk of falling victim to financial exploitation. The panel will include Doug Chalgian, an elder law attorney certified by the National Elder Law Foundation and Benjamin Edwards, Director of the Investor Advocacy Clinic at Michigan State University College of Law. Sponsored by the MSU Family Resource Center. 250 Nisbet Building, Noon.

December 3. Recipe for Health Cooking Series: Pecans. MSU Chef Kurt Kwiatkowski will demonstrate how to prepare a recipe featuring pecans. Buy your lunch with cash or meal plan, select your lunch from the vast array of options that Brody Square has to offer, and then

watch the demonstration. Brody Square, 12:10–12:50 p.m.

December 4. Emotional Wellness: Relaxing Under the Stars. Remember when you were a kid, when you would lie on the grass on a clear night and just look up at the stars? There is something about staring up at the night sky that is peaceful and relaxing, allowing us to forget about any stress that we may be experiencing. Join Health-4U and Abrams Planetarium for "Relaxing Under the Stars" to re-capture that feeling of relaxation and wonderment. Abrams Planetarium, 12:10-12:50 p.m.

December 7. Vegan Potluck. Sponsored by VegMichigan and CTU. Bring a vegan dish to pass and a copy (or three) of the recipe to share. First Sunday of every month. C-T Union Hall (2440 E. Lake Lansing Rd.), 6-7:30 p.m.

