



### Take your vacation!

*Our president urges us to get away and return refreshed, p. 3.*



### Classifications

*We are using our new contract to make higher level CT positions a reality, p. 4.*



### Union Family Fair Day

*Discounted tickets available to members through CTU, p. 8.*



# CT news

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

June/July 2015



**Tuesday, July 14  
5:20 p.m.**

(doors open at 5 for socializing)  
**252 Erickson Hall**

### Agenda includes:

**Financial report**  
**Transfer of funds for negotiating expenses**  
**Election of director**  
**Update on classifications**  
**Discussion of union matters**  
**Door prizes**



*Contrary to forecasts, weather cooperates*

## CTU member picnic is a success!

**M**embers, along with our family, friends and co-workers, enjoyed the food, fun, prizes, solidarity and a break in the day's otherwise stormy weather at this year's union picnic on June 18. [Luz McClees]

We held the picnic at Patriarche Park, which provided playground equipment and lots of green space for games.

One of our traditional picnic favorites, Apples the Clown, made balloon figures

**Photos continued on p. 5**



## Get ready for the 2015 CTU Elections

**A**lthough our union's 2015 elections don't take place until Tuesday, October 27 (mark your calendars), preparation has

already begun. See the elections calendar on page 7.

This year, we will elect a president, treasurer and three directors, as well as a member

of the audit committee.

Watch future issues of the newsletter and check out our website at [www.ctumsu.org](http://www.ctumsu.org) for more information.

# CTnews

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

PUBLISHED MONTHLY

2990 East Lake Lansing Road  
East Lansing, MI 48823-2281  
(517) 355-1903  
[www.ctumsu.org](http://www.ctumsu.org)  
[ctu@ctumsu.org](mailto:ctu@ctumsu.org)



Organized and  
independent  
since 1974!

## CTU Executive Board

### President:

Deb Bittner [Deb@ctumsu.org](mailto:Deb@ctumsu.org)

### Vice President:

Kim Smith [Kim@ctumsu.org](mailto:Kim@ctumsu.org)

### Treasurer:

Jan Wallace [wallac12@msu.edu](mailto:wallac12@msu.edu)

### Secretary:

Tracy Rich [Tracy@ctumsu.org](mailto:Tracy@ctumsu.org)

### Directors:

Pamela Brock [brockp@msu.edu](mailto:brockp@msu.edu)

Rosario Garcia [Rosie@ctumsu.org](mailto:Rosie@ctumsu.org)

Willie Paulsen [paulsenw@msu.edu](mailto:paulsenw@msu.edu)

Walt Peebles [peeblesw@msu.edu](mailto:peeblesw@msu.edu)

Jeanette Robertson [robertso45@yahoo.com](mailto:robertso45@yahoo.com)

Pam Sloan [Pam@ctumsu.org](mailto:Pam@ctumsu.org)

Sierra VanDenHeuvel [vandenb8@msu.edu](mailto:vandenb8@msu.edu)

## CTU Staff

### Contract Administrator

Dan McNeil [Dan@ctumsu.org](mailto:Dan@ctumsu.org)

### Financial Manager

Patricia Shackleton [Patricia@ctumsu.org](mailto:Patricia@ctumsu.org)

### Organizational Manager

Barb Harris [Barb@ctumsu.org](mailto:Barb@ctumsu.org)

### Communications Specialist

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

## Editorial Policy:

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

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

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

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

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

# CTclassifieds

## For sale:

▼ **1998 Nissan Maxima GLE:** Four-door, V6, 166,000 miles. Dark green. Leather heated seats, power windows and doors, sun roof, Bose stereo system, a/c, cruise. New starter, muffler, and front tires within last six months. Brakes less than two years old. A few minor issues but runs good. Good on gas. Body in okay shape. Fun car to drive. Pictures available on request. \$1,300 or best offer. Please email Mindy at [mkmclouth@att.net](mailto:mkmclouth@att.net).

▼ **Super cute basset hound puppies:** AKC registered. Pick out now—ready to go home with you on July 16. Two brown and white; five black, white and tan. \$600. Call Mark at 517-243-0816.

## Services:

▼ **Jamberry Nail Wraps:** The newest way to express yourself through your nails. No dry time, no chemicals, just fabulous nails. Choose from over 300 designs! You can visit my website at <http://ericabockstanz.jamberrynails.net/> or email [Jammin1nails@gmail.com](mailto:Jammin1nails@gmail.com).

## Free:

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

## Membership Meetings

CTU Membership Meetings for the remainder of 2015 will be held Tuesday, July 14, and Wednesday, October 28. All meetings will be held at 5:20 p.m. in 252 Erickson. 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!

▼ **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. See advertising guidelines at <http://www.ctumsu.org/news/ct-classifieds>.

# URdistricts

**Karen Spitz** was reappointed to the Union Representative (UR) position in **District 17** (Grounds, Physical Plant, Wilson, Holden, Case, Wonders, Duffy Daugherty Football Building). Contact her at [spitzka@msu.edu](mailto:spitzka@msu.edu) or 884-5483.

If no CT from one of the following districts expresses an interest in their UR positions by July 17, the current URs will be reappointed.

▼ **District 7** (East and West Fee, Hannah Technology and Research Center): **Stephanie Six**.

▼ **District 24** (International Center, Wells, Central Services), **Lori Thomas**.

## Looking for your Union Rep?

If you wish to contact your UR, please refer to the UR District List located at <http://www.ctumsu.org/about-the-ctu-directory/union-representatives/>.

If you don't see a UR listed for your area, contact the CTU office directly at 355-1903 or [ctu@ctumsu.org](mailto:ctu@ctumsu.org).

You might also consider taking on this crucial union position. To talk about what becoming a UR entails, contact Vice President **Kim Smith** at 355-3784 or [Kim@ctumsu.org](mailto:Kim@ctumsu.org).





# President's corner SUMMER!

President Deb Bittner

Summer's here!

For those of us on the main campus, parking might be easier to find than in fall and spring—if we can navigate the numerous construction detours. Check out the Infrastructure Planning and Facilities website (<http://ipf.msu.edu>) for a map and schedule of planned projects that will affect routes. This helpful site even has information about construction in Lansing, East Lansing and Ingham County in general.

## Take some time

Be sure to take some time over the next couple months to refocus, recharge and r-e-l-a-x. TAKE YOUR VACATION! (I can't shout it loudly enough.) Our vaca-

## ***If CTU can manage to work around vacations for staff, so can MSU departments and units.***

tions are protected by our contract (Article 11., Section II.). Yes, our work places can be busy, but chronic under staffing is a management issue. Anyone having trouble using vacation hours should contact his or her UR ([www.ctumsu.org/about-the-ctu/directory/union-representatives](http://www.ctumsu.org/about-the-ctu/directory/union-representatives)) or call the office at 355-1903.

Just like in most of our MSU work sites, summer is a time when those of us working out of the CTU office struggle to balance vacations and family demands with urgent and essential work. We are finishing up our editing of the new contract, representing individual CTs, developing new CT classifications at higher levels, meeting with MSU management on union-related issues, filing and cleaning the bargaining box, planning solidarity activities, etc., etc., etc.

But if CTU can manage to work around vacations for staff, so can MSU

**Q**uote: "Rest is not idleness, and to lie sometimes on the grass under trees on a summer's day, listening to the murmur of the water, or watching the clouds float across the sky, is by no means a waste of time."



—John Lubbock, 19th century statesman, banker, scientist and writer

departments and units. While being cognizant of the work flow and other's rights to a vacation, we need to use our hard-earned time away. Not every worker gets paid time off so we should never waste this negotiated benefit because of coercion or neglect. These benefit hours

represent real dollars and are earned through our collective bargaining agreement. It's hard to "work smarter

and harder" and be a "high performing" worker when we are burned out, so take the time to get refreshed away from the stress of work.

## Friends and family

Even with our busy schedule, the CTU also took some time out this summer as we do most years, for a union picnic. Although it takes a lot of effort to plan, organize, present and clean up, our picnic gives us an opportunity to celebrate our success and recharge for future challenges.

And this year our picnic committee chose a location in nearby Patriarche Park rather than at the CTU building, which took some of the pressure off our staff. Many thanks to the Picnic Committee—Pamela Brock, Rosie Garcia, Kim Smith and Jan Wallace—for a lot of hard work.

It was wonderful to have the opportu-

nity to spend some time with each other and our families. We had a great time.

## The Big Event

Also, this summer, MSU President Lou Anna Simon has invited us to "The Big Event" on August 15, to recognize the extraordinary impact of MSU employees.

"It is my privilege to invite you and your family members to participate in 'The Big Event'—a celebration of our employees that marks the University's 160th birthday," she wrote in her invitation.

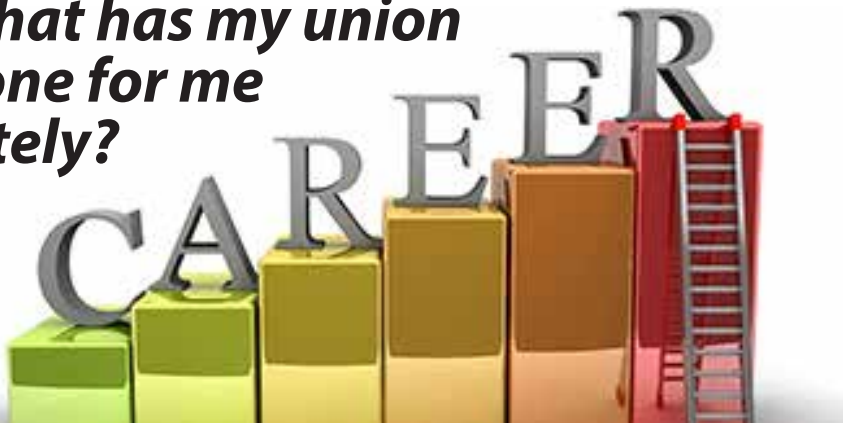
"Without your commitment to quality, inclusiveness and connectivity, Michigan State University would not be advancing knowledge and transforming lives. You play an integral role in our university's international acclaim for its academic programs, services and research.

"Thank you for your dedication and hard work! We look forward to seeing you on this special day."

The Big Event will have a variety of free, family friendly events to engage people of all ages, including swimming, ice skating, concerts and fireworks. We will post updates to the schedule on our website at [www.ctumsu.org](http://www.ctumsu.org) as they become available.

CTU has been asked to assist with this event. If you want to help, please contact me at [Deb@ctumsu.org](mailto:Deb@ctumsu.org). I will know more details later. This should be a really fun occasion.

## What has my union done for me lately?



**W**orking with Human Resources, the CTU has developed formal descriptions for the five new CTU classifications won in our most recent negotiations:

- Office Assistant IV, Grade 10
- Office Coordinator, Grade 10
- Unit Services Assistant, Grade 10
- Academic Program Coordinator I, Grade 11
- Office Coordinator II, Grade 11

The new descriptions are active and a few of the positions are being filled. However, because HR's website is undergoing reconstruction, they were not yet listed

on the site at the time this newsletter went to press. In the meantime, we are making the descriptions available on the CTU site ([www.ctumsu.org](http://www.ctumsu.org)).

If, after viewing the new descriptions, you believe one of them accurately describes your current position, please contact CTU Contract Administrator Dan McNeil ([Dan@ctumsu.org](mailto:Dan@ctumsu.org) or 355-1903). The union has developed a process to identify and assist CTs seeking reclassification consideration.

We are also soliciting member input on developing additional classifications that meet the parameters established in our new contract.



## Congratulations GEU!

**A**fter months of grueling negotiations, on May 20, the Graduate Employees Union ratified a four-year contract with MSU management that increases wages and improves tuition benefits. On health care, one of their major concerns, they kept current coverage including affordable health care for dependants.

"We appreciate all of the support we received from the other unions in the CLO," said GEU Contract Administrator Meredith Place in announcing the new contract.

Above, GEU members rally for a fair contract in front of the MSU Administration Building during the May 1 Board of Trustees meeting.

## CTcomment Kudos CTU!

**T**o the CTU Negotiating Team and Staff:

I just read the write-up of your latest contract in the *CT News*, and congratulations are definitely in order. Considering the ultra-conservative trend in Michigan at present, your successful defense of a strong, employee-friendly contract is to be commended, as is the fact that you've proven to members that ignoring the insidious right-to-work law is in their best interests. CTs' continuing support of their work insurance, as they have done, shows that you've educated them well—they're not being fooled by the forces that are trying to undermine them; they are backing the organization that protects their jobs and works for them.

We have always struggled with the fact that many employees think the benefits they enjoy were "given" by management or have always been there. It's obvious that members of the CTU know better. They understand that the union they support (as well as those who came before it) fought hard to obtain and preserve the benefits that make their work lives easier. By continuing to support that union, CTs vote for their own best interests.

Congratulations for your accomplishments! May the CTU continue to thrive and be a strong, vibrant union!

—Barbara A. Reeves  
CTU Past President





# Photos continued from p. 1

and painted the faces of the children—and some adults.

The delicious food (it always tastes better when eaten outdoors) was locally and/or union sourced. CTU Contract Administrator Dan McNeil was, once again, master of the hotdog grill.

We want to thank the Picnic Committee—Pamela Brock, Rosie Garcia, Kim Smith and Jan Wallace—as well as the CTU staff and other member volunteers who helped make this year's event a success.



Above, URs Barbara Christian, Brenda Bailey and Julie Detwiler greeted members and guests at the check-in table.



Above, CTU Director Rosie Garcia and her husband, Angel. Rosie was a member of the Picnic Committee.



Left, MSU Senior HR and Budget Analyst Jeff Brodie and CTU President Deb Bittner.



Above, our ever popular cake walk. Left, the first winner of a cake.



With raffles and door prizes, many of the picnic attendees were winners. Right, CT Andrea James receives a basket of CTU goodies.



Above, Apples the Clown paints children's faces while bubbles float throughout the pavilion.



Many members brought along friends, family and co-workers to share the fun.



Above, CTU Director Pamela Brock and Treasurer Jan Wallace served on the Picnic Committee.

For more photos from our union picnic, please visit our facebook page at [www.facebook.com/CTUofMSU](http://www.facebook.com/CTUofMSU)



## Board actions

### January through March 2015

**T**he following CTU Executive Board discussions took place January through March 2015. All expenditure decisions are included, but the list does not represent meetings in their entirety. Members can receive copies of complete minutes through the mail or email by contacting the CTU office at 355-1903.

#### January 6, 2015

Donated \$120 to WKAR Reading Radio program, which supports CTs who work for the unit and provides a service that benefits members and their families.

Agreed to recommend CTU donations at the January membership meeting: (1) the MSU Safe Place 21st Race for the Place, \$500, and (2) the Greater Lansing Food Bank Empty Plate Fundraiser, \$1,000.

Decided to spend up to \$30 each to send two people to the United Way Community Services Activist Training.

Agreed to donate \$100 to start a CTU Team to participate in the 25th Annual Walk for Warmth or to donate to the fundraiser if a team isn't formed.

Received president's report on classifications, legal action on defaulted educational loans, personnel issues, and the upcoming MLK activities.

Discussed upcoming union training series on member engagement.

Considered holding town hall meetings during negotiations for bargaining updates and input from members. [Denise Dunham]

#### January 20

Received financial report: the 2014 audit has begun and the Finance Committee is preparing the 2015 budget.

Received president's report on personnel issues, MSU Board of Trustees meeting, January's healthcare stipend payout, and our unfair labor practice (ULP) on dental benefits.

Received vice president's report on the election of Wendi Winston, Amber Feasal-Bartling and Judy Redding to the Union Representative Coordinating Committee where they join members Stephanie Six and Angel Loveall.

Received report on CTU's participation in MLK activities.

#### February 3

Received financial report that the 2014 audit is complete.

At the direction of members attending the January 28 membership meeting, donated \$1,000 to the Greater Lansing Food Bank Empty Plate fundraiser. The program benefits the community as well as CTU members and their families. CTU will receive publicity in the event's promotional materials and four tickets to attend.

At the direction of members at the January 28 membership meeting,



"I love it here. Unfortunately, I work for the non-union shop across the street."

donated \$500 to MSU Safe Place "Race for the Place" fundraiser. CTU will receive publicity in the event's promotional materials.

Agreed to send four additional people, at \$20 per person, to the Labor and Employment Relations Association (LERA) luncheon on right to work.

Received president's reports on a presentation by MSU Human Resources Vice President Sharon Butler and the postponement of our dental ULP.

#### February 17

Received progress report from the Finance Committee on the 2015 budget.

Received report on AFL-CIO Community Activist Training, including services provided by the Financial Empowerment Center.

Received president's report on the Tobacco Free Campus Committee.

Discussed CTU's efforts to help resolve issues concerning management's new snow policy and its impact on the February 2 suspension of campus activities.

#### March 17

Discussed problems with newsletter delivery.

Reviewed Finance Committee's draft of 2015 budget.

Agreed to pay \$180 for a June 18 reservation at Patriarche Park for the annual CTU membership picnic.

Renewed OPEC software license for \$295. Software is used by members to practice the Microsoft Office skills testing used by Human Resources.

Donated \$100 to the 5th Annual Shinsky Orphanage Golf Classic Benefit. CTU will receive a great deal of local recognition for the donation. [Isabel Garcia]

Received report on LERA lunch meeting about voluntary compliance by international manufacturing plants with labeling/safety regulations.

Received president's report on Tobacco Free Campus Committee.

Received report on Town Hall membership meetings: good turnout and discussion.





# 2015 CTU elections schedule

**August 2015.** Nomination notice distributed through the CT News.

**September 1 through September 8.** Nomination period.

**September 8.** Deadline of 5 p.m. for written nominations. Submit written nominations to the CTU office secretary or a member of the Elections Committee. That night, nominations will be accepted from the floor during a nominations meeting at the CTU office from 5:30 to 6:30 p.m. The nominations period will close upon the conclusion of the meeting. Candidates will be given an opportunity to speak at this meeting. Upon submission of their nominations, candidates will be given a list of rules and guidelines for the election process.

**September 15.** Deadline of 5 p.m. for candidates to submit a campaign statement (up to 500 words, electronic format preferred) to CTU Organizational Manager Barb Harris for publication in *CT News*. Photo arrangements must be made at this time by contacting Cheryllee Finney at 432-9580 or [Cheryl@ctumsu.org](mailto:Cheryl@ctumsu.org).

**October 12–23.** The membership list will be available for inspection by the candidates between 8 a.m. and 5 p.m., Monday through Friday. Arrangements to inspect the membership list must be made by contacting a member of the Elections Committee or CTU Organizational Manager Barb Harris.

**October 12.** Week of publication for the special elections edition of *CT News*.

**October 19.** Candidate forums begin.

**October 21.** Deadline to request absentee ballots from Barb Harris (355-1903, [Barb@ctumsu.org](mailto:Barb@ctumsu.org)) by 5 p.m.

**October 26.** Absentee ballots need to be at the Post Office box by the end of the day.

**October 27.** Polling 7:30 a.m. to 5:30 p.m. Official vote count begins at 6 p.m.

**October 28.** Officers installed at the Membership Meeting.

**November 6.** Deadline for receipt of election protests.

**November 17.** Runoff election if required. [Julie Green]

## Political update

**N**ot satisfied with undermining our voice, protections and pay checks by enacting right to work laws, our state legislators have continued their slash and burn tactics.

One of the nastier pieces of proposed legislation is Senate Bill 280, which would prohibit public employers from

negotiating union contracts that allow for released time for union officials.

Currently, our contract permits limited, paid released time for URs and other union leaders to promote members' interests during working hours (Article 25). Both parties agree to this standard practice in recognition of the fact that

almost all of our problems happen on the job, and solutions and negotiations are hammered out during working hours. (Elected CTU officials also do plenty of additional—uncompensated—union work on their own time.)

The repercussions of the proposal are unclear. Perhaps supervisors and HR officials would meet with us at night or on weekends. Or we could be forced to use dues money to reimburse the wages and benefits of our elected union advocates. And it's a bit much to expect people to use their vacations to do this work. However it plays out, this proposal does not fix an existing problem and appears, instead, to be one more arrow aimed at weakening unions and undermining our working families.

## New director appointed

**U**R Sierra VanDenHeuvel was appointed to the Executive Board at its May 5 meeting to replace retiring Director Norma Teague.

A UR in district 20, VanDenHeuvel is appointed until our July 14 Membership Meeting if we have a quorum. If not, she remains appointed until our October elections.

Our best wishes go to former Director Teague in her retirement and future endeavors.



Sierra VanDenHeuvel

CHANGE SERVICE REQUESTED

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



## CTcalendar

**July 14.** CTU Membership Meeting. Meeting starts at 5:20 but the doors open at 5 for socializing. Room 252 Erickson Hall. (See page 1 for details.)

**August 4 & 18** (first and third Tuesdays). Executive Board meeting, C-T Union Hall, 5:15 pm. Members welcome. [Susan North]

**August 15.** Save this Saturday in August for **The Big Event**, a celebration of MSU employees that marks the university's 160th birthday. We will provide additional information and updates about the event on our website ([www.ctumsu.org](http://www.ctumsu.org)) as available.

## MSU outstanding supervisor award

**M**embers of the MSU community are invited to nominate a supervisor/administrator who consistently supports the work/life (professional/personal) needs of their employees/staff through positive leadership and managerial practices. The deadline is July 14.

Go to the Family Resources website at [www.frc.msu.edu/Worklife/OutstandingSupervisor.htm](http://www.frc.msu.edu/Worklife/OutstandingSupervisor.htm) for a nomination form and more information. Questions? Contact the MSU Family Resource Center, 517-432-3745, Suite 225 Nisbet, [frc@hr.msu.edu](mailto:frc@hr.msu.edu).



**THURSDAY, AUGUST 6, 2015**

Bring the family to a day of  
**CARNIVAL FUN ♦ FOOD ♦ RIDES**

\$15 Ride Bands good for ALL DAY  
1 p.m. – Close

Entry donation: \$3 per person (does NOT include Grandstand) if purchased in advance. \$6 at the gate. Children 3 and under are free.

Ride Tickets: \$15 per person if purchased in advance. \$22 at the fair.

**Advance tickets available to CTU members until Thursday, July 30, from Deb Bittner at [Deb@ctumsu.org](mailto:Deb@ctumsu.org) or 355-1903.**

Tickets are sold on a first come/first served basis so order yours early.

## CTU Educational Loan

**I**t's time to register for CTU's Gerri Olson Educational Loan Program for fall semester 2015. Call or email Patricia Shackleton (432-5665,

[Patricia@ctumsu.org](mailto:Patricia@ctumsu.org)) July 10 through 24 to register for a loan.

Registrations received after July 24 will be considered as space permits.