



Union-made halloween

Sure to make all those little ghouls and goblins happy. p. 3.



Community Campaign

Together, we can make this a phenomenal campaign, p. 5.



School loans

Time to register for the Spring 2016 CTU Educational Loan, p. 12.



CT news

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

September/October 2015

Election Issue

October 27 elections

Members of the CTU go to the polls Tuesday, October 27, to choose a president, vice president, treasurer, four directors and a member of our Audit Committee.

Pages 6-11 of this issue provide statements by the candidates and other information to help us make our decisions and cast our votes.

Any questions, concerns, complaints or comments about the elections process should be addressed to a member of the Elections Committee.

According to our constitution, Executive Board officers and directors are elected to two-year terms, and the term of vice president ends in even-numbered years.

However, we lost our vice president earlier this year when Kim Smith took

a job outside the bargaining unit. The Executive Board then appointed Director Rosie Garcia to fill the position until an election could be held. Now we need to elect someone to fill the vice president position for one year—until October of next year—when the regular election will be held for the office.

Garcia's move into the vice presidency also opened up the remainder of her director term, which is why we have a one-year director position on the ballot.

Candidates

This election sees one candidate running for each of the officer positions (president, vice president and treasurer), four candidates for the three open two-

Elections continued on p. 6

Elections Committee



Liz Owen, Chair
owene@msu.edu
432-3721



Judy Redding
redding5@msu.edu
884-0811



Lori Thomas
thoma657@msu.edu
432-4347



Amanda VanKoevevering
vankoeve@msu.edu
884-9555

MEMBERSHIP MEETING OCTOBER

Agenda includes:

Swearing in of CTU election winners
Financial report / Negotiations expenses transfer
Report on implementation of new classifications
Update on other items relevant to CTU
Door prizes

Wednesday, October 28, 2015
252 Erickson Hall
5:20 p.m.

(doors open at 5, so come early to socialize)

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
ctu@ctumsu.org



Organized and
independent
since 1974!

CTU Executive Board

President:

Deb Bittner Deb@ctumsu.org

Vice President:

Rosario Garcia Rosie@ctumsu.org

Treasurer:

Jan Wallace wallac12@msu.edu

Secretary:

Tracy Rich Tracy@ctumsu.org

Directors:

Pamela Brock brockp@msu.edu

Sierra Matthews vandenh8@msu.edu

Willie Paulsen paulsenw@msu.edu

Walt Peebles peeblews@msu.edu

Jeanette Robertson robertso45@yahoo.com

Pam Sloan pamsloan@msu.edu

CTU Staff

Communications Specialist

Cherylee Finney Cheryl@ctumsu.org

Contract Administrator

Dan McNeil Dan@ctumsu.org

Financial Manager

Patricia Shackleton Patricia@ctumsu.org

Organizational Manager

Barb Harris Barb@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:

▼ **Pastured poultry (meat birds), pork & beef:** No hormones, steroids, etc. We use sustainable practices in order to have healthier animals, happier customers and a healthy environment. Visit our webpage at www.facebook.com/rockyoakfarms. Email rockyoakfarms@gmail.com. Call 517-490-3902.

▼ **60-gallon aquarium with stand:** Includes air pump and filtration system. \$100. For questions, please call Jimmy at 517-648-7457.

For rent:

▼ **Home:** One bedroom (newly

remodeled) home with laundry and washer for \$600 plus utilities, six to eight miles from campus, please email ncailloue@hotmail.com to make arrangements to see the place.

Services:

▼ **Fitness and nutrition for those over 40:** A retired 37-year CT with years of experience in teaching, coaching and exercising around sports injuries provides a common sense approach to fitness and nutrition. Private coaching and free group seminars. Call Greg at 517-655-3992.

Free:

▼ **Full-size mattress, box springs & bedframe:** Used, some wear & tear, but serviceable. Call Jane at 484-1221 or email jane1753@yahoo.com.

▼ **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.

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

Membership Meetings

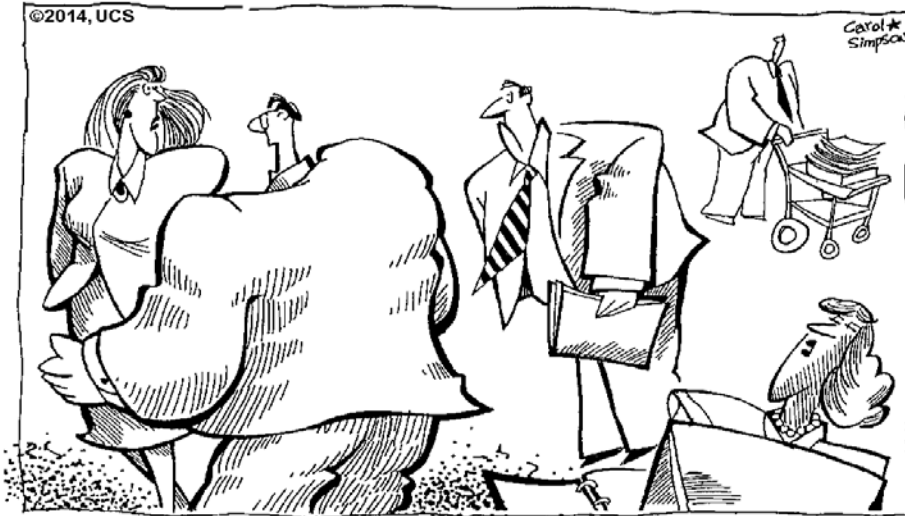
The final CTU Membership Meetings of 2015 will be held Wednesday, October 28. All meetings are held at 5:20 p.m. in 252 Erickson. Membership meetings are for making decisions about the Union, asking questions and receiving updates about Union activities.

Executive Board Meetings

1st & 3rd Tuesdays at 5:15

CTU Office

Members welcome!



"If you want paid holidays we can refer you to a temp agency on your days off."

URdistricts

The following CTs were reappointed to UR positions in their districts:

- ▼ **District 2** (Administration Building [Floors 2, 3, 4]): **Stacey Patton** can be reached at 432-0127 or pattons2@msu.edu.
- ▼ **District 14** (Instructional Media Center, Urban Planning and Landscape Architecture, Audiology and Speech Science, Public Safety): Contact **Jeniffer Robinson** at 355-1855 or robin996@msu.edu.

[Shona Key]

The following CTs have petitioned for appointment to UR positions. If no other CT in these districts comes forward by October 21, they will be appointed:

- ▼ **District 16** (University Housing, Food Stores, Laundry, University Services, Power Plant, Angell Building, Surplus and Recycling): **Angel Loveall**.

▼ **District 22** (Erickson): **Linda Brandau**.

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

▼ **District 37** (Clinical Center [A-Wing]): **Amanda VanEtten**.

Contact Vice President **Rosie Garcia** at 355-9672 x273 or Rosie@ctumsu.org for more information about becoming a UR in your district.

CTU members help fill the bus

Thank you to all of the CTs who participated in the 7th annual "Fill the Bus" initiative organized by MSU's Center for Service-Learning and Civic Engagement.

We helped fill 300+ bags of school supplies for school-aged children in and around the Greater Lansing community.

Sometimes you gotta laugh

We all deserve a raise

Sam walks into his boss's office.

"Sir, I'll be straight with you, I know the economy isn't great, but I have over three companies after me, and I would like to respectfully ask for a raise."

After a few minutes of haggling, the boss finally agrees to a 5% raise, and Sam happily gets up to leave.

"By the way," asks the boss as Sam is getting up, "which three companies are after you?"

"The electric company, water company, and phone company," Sam replied.

—from www.greatcleanjokes.com



Same-day, walk-in medical care

Effective October 1, 2015, Olin Student Health will no longer provide occupational health services, including care for same-day, walk-in (on-the-job) injuries. [Kristine McClintic]

Physical Therapy services at Olin Health Center will continue to be an option for employees.

Lansing Urgent Care has been contracted to take over these services. LUC has four locations and convenient hours:

Monday–Saturday: 9 a.m.–9 p.m.

Sunday: 9 a.m.–6 p.m.

Frandon: 505 N. Clippert St.
Lansing, MI 48912

Okemos: 2289 Grand River
Okemos, MI 48864

Westside: 4440 W. Saginaw
Lansing, MI 48917

Southside: 320 E. Jolly Road
Lansing, MI 48910

All treats / no tricks!

If you want a Halloween of all treats and no tricks, make sure all your candy is union-made in America. The Los Angeles County Federation of Labor's resource site, Labor 411, has an extensive list of union-made candies (<http://labor411.org/product-spotlight/605-halloween-candy>).



Thursday, October 1, through Saturday, October 31, 2015

Open enrollment

Along with the rest of MSU employees, CTs will make choices in October about their 2016 health care plans and other benefits.

The premium contribution for those choosing Community Blue (CB) health care insurance will increase in 2016 (see chart below). 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.

[The employer's contribution is pro-rated for 1/2- and 3/4-time employees, so rates for part-time employees will be proportionately higher.]

Dental care

As a result of our recent negotiations, those choosing the Aetna Premium Plan will pay a monthly premium (see chart at right). However, copays are eliminated or reduced compared to last year's Aetna plan.

The Delta Dental option is unchanged.

Please consult the Open Enrollment guide and consider attending the Benefits Fair to help you understand all of your health care options.

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.

If you want the new Aetna Premium Dental Plan, you must go through Open Enrollment even if you were enrolled in the old Aetna plan.

You must also go through the Open Enrollment process if you plan to enroll or continue enrollment in an FSA.

Even if making no changes, staff members who wish to continue coverage for a spouse or OEI must participate by filling out the affidavit.

Open enrollment online

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

Consult MSU Human Resources' "Open Enrollment Guide" and other Open Enrollment information before making benefits enrollment choices:

hr.msu.edu/openenrollment

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

Attend a Benefits Fair if you have a chance for extremely helpful information and assistance.

Benefits Fairs

Attend one or more Benefits Fairs, all taking place at Breslin Student Events Center. Use the Ticket Office entrance on the southeast corner of the Breslin Center.

Tuesday, October 20

Noon to 6 p.m.

Wednesday, October 21

9 a.m. to 4 p.m.

Thursday, October 22

7 a.m. to 3 p.m.

Vendors will be available to answer questions. HR staff will be there, with computers, to help you work out problems and enroll on-site.

Flu vaccines will once again be available at the Benefits Fairs for eligible faculty, staff, retirees and their dependents. Consult the website at hr.msu.edu/openenrollment for details.

And take time out to enjoy a 10-minute chair massage.

Monthly Aetna dental plan rates in 2016 (full time)

Tier	Aetna rates	Aetna employee contribution
Single	\$23.38	\$3.14
2 person	\$44.30	\$5.75
Family	\$73.81	\$9.13

Monthly health insurance rates and employee contributions in 2016 (full time)

Tier	BCN rates	BCN employee contribution	CB rates	CB employee contribution	Caremark rates	Caremark employee contribution
Single	\$380.79	\$0.00	\$613.42	\$232.63	\$107.51	\$0.00
2 person	\$799.66	\$0.00	\$1,288.14	\$488.48	\$225.93	\$0.00
Family	\$932.99	\$0.00	\$1,502.82	\$569.83	\$272.82	\$0.00



MSU Community Charitable Campaign



Go Green by Giving Green

In keeping with our union's commitment to the community, the CTU supports and encourages members to participate in MSU's 2016 Community Charitable Campaign.

This campaign provides an opportunity to help the United Way and other local charitable organizations enrich our community.

CTs and other members of the MSU community take advantage of the Campaign to pool our resources and make a huge difference in the lives of children, families and others in need in our local communities.



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>.

Every year, 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.

Going for greater participation

Donations have been down in the last couple of years.

This may be due, in part, to the discomfort some people feel about using the electronic pledge form, but Jeff Brodie, co-chair of the Campaign, points to additional reasons such as a lack of understanding on the part of some newer employees about the importance of the Campaign.

Brodie said the Campaign needs to bring more young people into leadership, "so we can better reach out to their peers, and . . . replace legacy volunteers who have either retired or changed jobs so they are no longer active."

"This year we are committed to bringing not only donations, but also participation, to levels that existed before the Great Depression!" Brodie said.

It is true that 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. Our donations may be small, but if more of us give, our impact can be enormous. The important thing is just to participate and give what you can.

Electronic giving or paper

Electronic donations save thousands of dollars and reams of paper.

For various reasons, however, some employees do not want to give electronically via EBS.

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.

Labor's leading role

Labor has always made a big difference in the community through service and donations. [Kim Garrison]

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.

Elections continued from p. 1

year director positions and one person for the one-year director position.

Audit Committee positions are for three years, and one person is running for the Audit Committee.

We may need to fill a one-year position on the Audit Committee after the elections. Stephen Stofflet, currently serving on the Audit Committee (term to expire October 2016), is running for the one-year director spot. If elected to the Board, the remainder of his Audit Committee position will be available.

Director Willie Paulsen, having served one year of a two-year directorship (term to end October 2016), is running for a director position that ends in two years. If elected, we will need to fill the final year of her current director position.

Although only one person is running for most positions, we still have a choice because our constitution requires the option of a “no” vote under such circumstances. [Kendra Deyarmond]

Voting made easy

While retaining one-day, on-campus polling, the Elections Committee works to make voting as accessible as possible. Polls are open at 7:30 a.m. until 5:30 p.m. Absentee voting is available to any member who does not work on the East Lansing campus or who will be unavailable on Elections Day. We also provide rides to individuals and groups. The “CTU Express” vans zip around

Candidates 2015

President (two-year term)

Deb Bittner

Vice president (one-year term)

Rosie Garcia

Treasurer (two-year term)

Jan Wallace

Director (two-year term)

(three open positions)

Sierra (VanDenHeuvel) Matthews

Willie Paulsen

Walt Peebles

Pam Sloan

Director (one-year term)

Stephen Stofflet

Audit Committee

(three-year term)

Shawn Rayon

campus all day taking members to and from the polls.

We have every opportunity to make an informed vote. Candidates can be contacted directly. Candidate forums will be held. Members can also send questions to candidates through the Elections Committee and the responses will be shared online.

President

*Two-year term to end
October 2017*

Deb Bittner



It is unbelievable that two years have gone by and here I am asking you to support me again in my bid to continue serving you as CTU president. I have a bit more experience under my belt and lots of work references that hopefully show my leadership abilities. I have worked hard to serve our organization and you. I remain optimistic for our continued strength and solidarity. We have so much to be proud of at CTU. I would like to continue our work.

But there are two particular items that I am most proud of—CTU’s commitment to labor and the community and our new collective bargaining agreement.

Together, we have worked to improve our campus work life and our community. We have volunteered in many, many activities like the Dr. Martin Luther King Jr. Day Memorial March, Project 60/50, Summer Circle Theatre, the Greater Lansing Food Bank, MSU Safe Place, Fill the Bus, and MSU’s Big Event. By supporting these events and other charities, we show the value of unions and union members. Together, we “walk the talk.” We strengthen our organization and our community. I continue to be impressed as CTs step up to the plate to assist their union, their workplace and their community. Your support and commitment makes the bragging part of my job so much fun!

The other major accomplishment we did together that has a tremendous impact on our lives is our new contract. Securing another four-year agreement

Bittner continued on page 8

See you at the polls!

**MSU Auditorium
Tuesday, October 27
7:30 a.m. – 5:30 p.m.**

Picture I.D. or CTU membership card required.

Contact Patricia Shackleton (Patricia@ctumsu.org or 432-5665) for a ride from your work site to and from the polls.

Vice president

One year, term to end October 2016

Rosie Garcia

I was raised in a family that did not believe in Unions, but I married a man that is pro-union. In those early years, I learned how important those union wages and contract security are for a family.

So, when I became an MSU employee, I signed my CTU Union Card immediately and became involved. I attended our membership meetings so I could find out what was going on and learn how I could be more involved.

I believe that being a union member is about participation. I take that responsibility seriously and started volunteering to help in as many events as I could. When a union representative position became available in my building, I stepped up and took on that role. During my time as UR, I worked with many members and served on the Union Representative Coordinating Committee which also gave me a more “behind the scenes” look at what our union does to help members. Becoming a UR eight years ago gave me a better understanding of what great benefits, wages and security that CTU brings to our workplace.

I then decided that I could do more, so I ran for the Executive Board and was elected as a Director. This experience has opened my eyes to how hard our Board works to keep our union strong. During my time on the Board, I also got to participate on the negotiation team which



Garcia continued on next page

Treasurer

Two-year term to end October 2017

Jan Wallace

As a CT with 30 years on campus, I have had the opportunity to work in several different units. This has allowed me to observe and understand multiple processes and some of the complexities of the university. I have experienced the stress of layoff and I'm grateful for my Union's strong contract language that protects us in a layoff/bypass or bumping situation. It also provides us with the opportunity to change jobs campus-wide without sacrificing our seniority. I am proud to have helped advance and strengthen our contractual protections by participating twice in negotiations in 2012 and 2015.

I am asking for your support to continue in the position of Treasurer for the CTU. A position I have held for the past four years, having previously served as a director and a Union Representative. My experience helped me obtain more of a working knowledge about our members and our Union and my service proves both my level of commitment and my qualifications for the position in which I wish to continue.

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



Wallace continued on next page

Director

One year, term to end October 2016

Stephen Stofflet

The CTU is our collective voice regarding employment issues; an important voice that has constructively worked with the administration on many issues.

Most recently, these efforts resulted in the successful creation of five new classifications for higher-level CTs—developed to more accurately represent your work skills/talents, ensure you are properly compensated, and also allow you to grow professionally within the union.

I have been a proud member of the CTU for almost seven years. For almost four years, I have served as the Union Representative for District 9 at the Life Sciences Buildings A&B, as well as the new Bott Nursing building. I also served on the union's Audit Committee.

I am now seeking election for the one-year Director position that has opened up on the union's board, as a way for me to express my gratitude and commitment to an organization that has done so much for all CTs here at MSU, through its innovation and dedication to its membership.

Prior to joining the MSU family, I owned and operated a couple of businesses, served as the communications specialist for the Episcopal Diocese of Western Michigan, and also served on the boards of a number of different non-profit organizations. I am married (to Kathleen Gibson-Stofflet), and have three incredible step-children; Alyssa, Genevieve, and Jonathan.

The CTU has provided me with

Stofflet continued on next page



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 at the MSU Auditorium will be coordinated through the CTU office. Just call 432-5665 or email Patricia@ctumsu.org on or before Tuesday, October 27, 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!

The Elections Committee has also made arrangements for CTU members who will need absentee ballots (page 11).



Tracy Rich chauffeurs CTs to and from the polls during a previous year's election.

Officers continued from pp. 8 and 9

Bittner

was one of the most important hurdles of 2015. We not only got a new contract but together we carried out a long-standing goal of getting higher level classifications. It is not an accident that we have such a good contract. It is the result of a lot of people doing amazing work. I am proud to have worked on this with you.

As always, however, our challenges continue. We are overcoming the right-to-work hurdle but we still have many other areas that need to be addressed. There is always room to improve as an organization. We cannot afford to stagnate but we must look at adjusting, adapting, and changing. We need to keep ourselves valuable and useful. We need to keep our union the strong foundation that it has been for the last 40-plus years in our workplace and make sure it is still here for future CTs. I am willing to make the commitment to keep our "ship" steering in the right direction.

So, I am grateful for the opportunity to have served you this last term and ask you for another term. I will continue to face the challenges and draw on you for the creativity and strength that makes CTU work. By working together, we can thrive in these trying times. I am ready to continue plugging away.

I ask for your vote on October 27. Please feel free to contact me at 353-3514 or bittner@msu.edu.

Garcia

took a lot of preparation and hard work but was such a learning experience. I am proud of our new contract and what we have accomplished.

I believe these experiences have helped prepare me for this next role of vice president. I will work hard to be a Vice President you can count on. I hope that I can count on your vote in the CTU Election.

Wallace

ing together to obtain the best workplace for all of us.

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

I am asking for your support and your vote for Treasurer on October 27, 2015. With your help, I will be able to continue my goal of obtaining the best that I can for members!

[Marvletta Olsen]



Stofflet

continued from previous page

effective representation in difficult times, bringing a sense of order to a chaotic situation. This has allowed me to participate in supporting fellow union members who faced challenges in their departments.

My involvement has resulted in the creation of an outstanding network of professionals on campus, and the inspiration to commit myself to continue supporting the important work that the CTU has done, is doing—and will continue to do—for all of us.

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

Demonstrate the unity of our organization by visiting the polls, and casting your vote. In these times of income disparity, right-to-work laws, and vanishing benefits, your support has never been more important. Your vote doesn't just indicate your support of an individual—it speaks volumes about the strength of our organization.

Director

Two-year terms to end October 2016, three open positions

Willie Paulsen

My fellow C T members. My personal goal is to ensure that CTU continues to provide the highest level of education, protection and benefits possible for our membership.

Our newly negotiated contract includes higher levels of CT Classifications. This is a huge accomplishment! We now must continue to work to ensure that what we have negotiated is being followed through on, not only for the new classifications, but the entire contract. Are employees being subjected to hostile work environments—feeling threatened while working to perform their job duties—experiencing dispar-

Paulsen continued on next page



Walt Peebles

Iask for your vote of support because I believe in the labor movement.

This country was founded on the principle that people have an inherent right to govern themselves, to protect equally their own interests while respecting the rights of everyone else. We left behind societies governed by kings and queens, dukes, and earls, enjoying inherited titles and privilege, and living off the labor of the rest of society.

In their place, a system was set up in which “all men are created equal” and considered endowed with certain “inalienable rights.” Sounds pretty good. In spite of some colossal mistakes in

Peebles continued on next page



Pam Sloan

Iwould like to take this opportunity to again ask for your vote for Executive Board of the Clerical Technical Union of Michigan State University.

The CTU has become a powerful force in the labor community. This did not come overnight. It was thru the solidarity of our members that we achieved this and it is thru that solidarity that we will continue to be strong

I came to MSU in April 2002 after successfully organizing McLaren Medical Management and ratifying their first contract. Since then I have actively involved myself with the CTU, serving as a Union Representative in several

Sloan continued on next page



Sierra (VanDenHeuval) Matthews

Shortly after I graduated with a Bachelor of Arts Degree in 2008, I was fortunate to start working for MSU full time in the Office of Senior Associate Vice President for Research and Graduate Studies. After three years in the Administration Building, I moved on to the College of Education, where I was urged to start attending CTU meetings by some wonderfully supportive CTs. As time progressed, I became more involved with the Union and started volunteering for events such as the Summer Circle Theater



Gala Fundraiser, the annual member picnic and the annual officer election. I liked being involved so I volunteered to serve as an “out of district” union representative for District 20 which includes the buildings of Epply, Owen, Shaw and the North Business Complex.

I left the College of Education three years later to join the team at Biochemistry but I continued to serve as UR. I learned a lot about CTU and the leadership skills our union needs at the monthly trainings and from talking with our members. I knew I wanted to continue to be as involved with the CTU as I could. When an Executive Board Director position became vacant, I was ready for this next step. I volunteered for the position and was appointed by the Board. I have held that position for the

VanDenHeuval continued on next page

Audit Committee

Three-year term to end October 2017

Shawn Rayon

It is expected that I will use this space to tell you why I am the best candidate for the open slot on the audit committee. As I have never served on an audit committee, I could not tell you what qualities I have that would make me a good fit for this position. I have a degree



Rayon continued on page 11

Paulsen

ity in treatment? We must remain ever vigilant to ensure that ALL members are treated in a professional manner according to our contract. Remember, our contract is an agreement on both sides to operate in the manner set forth per negotiations. However, we need to assume a portion of the responsibility as a union to ensure that it operates in the manner decided upon.

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

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

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

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

Peebles

interpretation along the way, which are always more easily seen in hindsight, we continue to make progress towards including everyone beneath the umbrella of those ideals.

Our union brothers and sisters before us fought, and some died, too, for our right to have a place at the table when the exchange rate for our labor is being decided. This is as fundamental a right as those our ancestors fought and died for, now enshrined in our Constitution. It is as fundamental as that of the resi-

dents of a town, city, state or nation to govern themselves.

Only a hundred years ago, most of our membership would not have been eligible to vote. Many would have been working fifty or sixty or more hours a week, children too, with no overtime, no weekends, no job security, no sick leave, no employer paid healthcare, and no voice in our places of employment. So how did all these things come about?

Did legislators come up with these ideas for the benefit of the vast majority of their constituents—working people? Did Chambers of Commerce meet with employers to promote new forms of compensation that must be offered to workers? Did business owners gratefully turn profits into higher wages, workplace safety, and paid vacations for their employees? How about the so-called “job creators”? No?

All of these advances originated with folks like you and me standing up for what they knew was right and against what they knew was wrong. They spoke up and stood firm and sat down to advance and protect the interests of working people. We must continue their work. We cannot afford to squander the gains they made. Solidarity forever!

Today these ideals and benefits are under attack from a very small, well-funded, and thus influential, group of millionaires and billionaires intent on molding society for the advancement and protection of their own wealth, at our expense. How will this change? They have the money, so right now they have the loudest voice. But they only have one vote each.

It has been my privilege to have served my co-workers as a member of the Executive Board for most of the 21 years I’ve been a CT, all spent as a tech in the Department of Art. I would be honored to accept your support once again.

Sloan

districts and more recently as a director on the board. Earlier this year we

negotiated and ratified one of the most amazing contracts in years. We gained additional classifications along with higher pay levels.

We show our solidarity each time we vote in a CTU election. Show the MSU community that we will continue to be powerful. Join me this October and vote for our union leadership.

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

VanDenHeuvel

past six months. My time as a Director has been an amazing experience and a priceless opportunity to serve my fellow CTs and my Union.

During my time on the Board, I have found it is important to stay up to date with employment and labor issues within the University and the community. I feel it is important that the “up and coming” generations of MSU employees are represented and take an active part in the Union. Getting new employees involved would help make the voice of the Union stronger and could also provide beneficial insight on how to keep the CTU current and relevant in today’s workplace environment.

I would like to continue serving as a Director on the CTU Executive Board. I will continue to work hard to learn more about our contract and our Union so I can better represent our members and the labor community. I am confident my problem-solving skills and ability to work in a team, as well as my love of organization, would be an asset to the CTU. I hope to receive your vote to serve my Union as a Director.

Candidate forums

International Center
Spartan Room C
Wednesday, October 21
5:30–6:30 p.m.

International Center
Spartan Room C
Thursday, October 22
11:30 a.m.–1:30 p.m.

Meet the candidates and get your questions answered. We have two forums this year, one during lunch and one in the evening. Members are welcome to attend either or both of them.

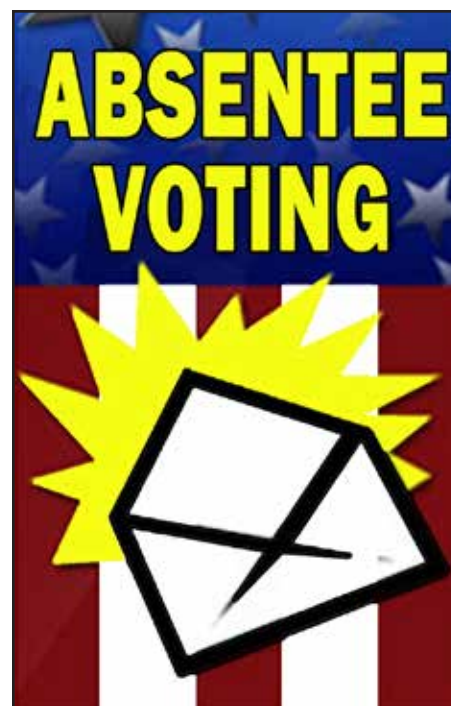
Food vouchers will be provided by CTU for both events.



Volunteers needed for 2015 CTU Elections

Member volunteers are needed to help make our elections a success by staffing the polls, driving the vans, counting the ballots, etc.

Contact anyone on the Elections Committee (see p. 1) or CTU Organizational Manager (355-1903 or Barb@ctumsu.org) to sign up.



Voting absentee

If you will be away from your work site on October 27, or unable to get to the polls at the MSU Auditorium for some other reason, you can still vote absentee!

All CTU members with work assignments outside the East Lansing campus also may vote via absentee ballot.

Absentee ballots must be requested from CTU Organizational Manager Barb Harris (355-1903 or Barb@ctumsu.org) by 5 p.m. on **Wednesday, October 21**.

Absentee ballots need to be returned to CTU's Post Office box by **5 p.m. on Monday, October 26**.

Rayon

continued from p. 9

in Accounting from MSU. I currently work as an Accounting Clerk for the Department of Teacher Education. I like math and I'm pretty good with finances. I am relatively certain that something there will serve me well when (if) it comes time for me to do audit committee business. Since I haven't done it, though, it would be insincere of me to claim to be certain. However, as I am the only candidate for the position, I am by default the best candidate, so really I am only trying to convince you that you shouldn't *not* vote for me.

See, if there were other candidates, and I thought that one of them were a better choice than I, I would encourage you to vote for them. If I, upon seeing my name amongst others, thought I was the worst candidate, I would withdraw from the election. I sincerely believe that this position, and in fact *any* position, should go to the best person for the job, and I stand by that even when the person is not me. And the thing is, even though I am the only candidate, I still would not do it if I didn't think I would be any good at it. But I guess none of this is doing anything to convince you that

you should vote for me, huh?

So what about me? I am 30 years old, and I have lived in East Lansing since I was 18. I came here for college, worked as an on-call for Facilities immediately after graduation, then became a temp, and finally started as a full-time employee December of 2008. I have been a member of this Union for seven years, but I honestly was never very active until I started working in the building that the quarterly meetings are held in. I enjoy reading, knitting, baking, video games, and home improvement projects. I like to think I am honest, but I'd be lying if I said I never lie. I also like to think I am a good person, but how exactly does one measure that?

The real question, though, is would I be good on the audit committee. I'm sure there is someone out there who would be absolutely amazing in this position. I hope that that person is reading this, and will, when another position opens up next year, nominate themselves for it. For now, should I be voted in, I'm pretty sure I can do a decent job, and I'll look forward to being joined by this person next year.



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

CHANGE SERVICE REQUESTED

CTcalendar

October 1–31. Benefits Open Enrollment for plan selections effective from January 1 through December 31, 2016. See page 8 for details including activities, contacts and on-line enrollment.

October 6 and 20. Executive Board meets first and third Tuesdays, C-T Union Hall, 5:15 pm. Members welcome.

October 21, 22. CTU candidate forums. (Details on p. 11.)

October 23. Nomination deadline for “Inspirational Woman of the Year Award.” Nominate an inspirational woman you believe should be recognized for her commitment to MSU and the community. Get nomination packets from the MSU Women’s Resource Center website at: <http://wrc.msu.edu>. Submit nomination packet as a PDF to the MSU Women’s Resource Center at wrc@msu.edu or via mail to: MSU Women’s Resource Center, ATTN: Lydia Weiss,

49 Abbot Road, 332 Union Building, East Lansing, MI 48824-1029.

October 27. CTU Elections. MSU Auditorium, 7:30 a.m. until 5:30 pm. (Details on p. 1, and pp. 6–11.)

October 28. CTU Membership Meeting, 252 Erickson, 5:20 pm. (Details on p. 1.)

October 30. “Capturing the Iron Hulls from the Inside: Worker/photographer, Photographer/worker.” Speaker: James Brozek, photographer and former lake boat repair laborer. (In conjunction with Brozek’s MSU Museum photo exhibit, “Iron Hulls and Turbulent Waters,” which runs through January 24, 2016). An LEP brown bag Our Daily Work/Our Daily Lives presentation. 12:15 p.m.—1:30 pm. MSU Museum Auditorium.

November 3 and 17. Executive Board meetings, C-T Union Hall, 5:15 pm. Members welcome.



It’s time to register for the CTU Gerri Olson Educational Loan Program for spring semester 2016.

To register for a loan, call Patricia Shackleton at 432-5665 or email her at Patricia@ctumsu.org starting November 2, 2015, through November 13, 2015. Registrations received after November 13 will be considered as space permits.

The union makes these loans available for CTU members to pay for classes. The member is then responsible for paying the loan back to CTU after receiving reimbursement from MSU under Article 14.II of our contract. Contact Shackleton with any questions.