

"If not us, then who?"

This year's MLK Day theme applies to labor, p. 3.



Know your contract

What our contract says about diversity, discrimination and inclusion, p. 4.



URs can help

Consider serving your union by volunteering for this important role, p. 5.



CT news

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

January 2016

**DON'T JUST STAND BY
AND WATCH, GET
INVOLVED!!**

**Wednesday
January 27
5:20 p.m.
252 Erickson
(doors open at 5)**

Winter Membership Meeting

Agenda:

- ▼ Motion to transfer funds from the Contingency Accounts to the Operations Saving Account
- ▼ Election of Audit Committee member
- ▼ Constitutional changes discussion
- ▼ Union updates
- ▼ Door prizes



R. FLORES
LABOR CARTOONS

Identification required at the door.

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 peeblew@msu.edu

Jeanette Robertson robertso45@yahoo.com

Pam Sloan pamsloan@msu.edu

Stephen Stofflet stoffle1@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:

▼ Acreage on Drummond Island in Michigan's Upper Peninsula:

Johnswood Road, 6 acres +/- on paved county road. Lot dimensions 1286 x 628 x 1321. Close to trails, beach and state land. Call 517-290-2058 or email moserk6@gmail.com.

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.

▼ **Skills assessment software:** The CTU makes the software and a work station available to members so that they can practice for the university's skills assessment tests. This is the same software that Human Resources uses to evaluate skills in Word, Excel, PowerPoint, Access and more. Call 355-1903 to make an appointment.



Membership Meetings

CTU Membership Meetings in 2016 will be held Wednesday, January 27 (252 Erickson); Thursday, April 21 (Erickson Kiva); Thursday, July 14 (252 Erickson); Wednesday, October 26 (252 Erickson). All meetings start at 5:20 p.m., but doors open at 5 p.m. so come early to socialize. Membership meetings are for making decisions about the Union, asking questions and receiving updates about Union activities.

Executive Board Meetings

1st & 3rd Tuesdays at 5:15

CTU Office

Members welcome!

▼ **Ride share:** Capital Area Transportation Authority offers a ride sharing service called Clean Commute. Options include carpooling and vanpooling with emergency rides home if needed. Contact Clean Commute at (517-393-RIDE), or get additional information on their web page (under "CATA Services" at www.cata.org/).



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.

Discounts:

▼ **Employee discounts:** Discounts on everything from arts and entertainment to phone plans, food and automobiles are available to MSU employees with a valid I.D. See if you want to take advantage of any of the offerings by clicking on "Employee Resources" at www.hr.msu.edu/benefits/.

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.



▼ **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 www.ctumsu.org/news/ct-classifieds.

"If not now, then when? If not us, then who?"

President Deb Bittner

MLK Day is January 18, 2016.

Please note that it is *not* a paid holiday for MSU employees. Classes will be canceled but we are expected to report to work.

A day "on"

For decades the union has tried to bargain a paid holiday at MSU to acknowledge the formal commemoration of the birthday of Martin Luther King Jr.

We have been unsuccessful so far.

Instead, we have won our employer's written agreement to encourage departments to let employees participate in events that foster diversity and inclusion, including events associated with MLK Day. (See "Know your contract," p. 4.)

Rather than a "day off," this arrangement creates a "day on"—an opportunity to contribute to and seek inspiration for making our university a place that truly respects, values, supports, and benefits from our differences, an organization that is committed to protecting civil and human rights. [Ernestina Lamb]

If you are denied a reasonable request to participate in an event associated with MLK Day, contact the CTU for support in working out a mutually agreeable arrangement.

"From misery and despair" to "hope and progress"

MSU's theme this year—"If not now, then when? If not us, then who?"—is an especially poignant sentiment for organized labor these days as we watch rights for which workers fought and died dismantled across the country, especially here in Michigan.

Make no mistake, King supported

workers and advocated for strong unions. He understood that it was through unions that workers had a voice on the job and the ability to negotiate decent working conditions and wages that would keep us out of poverty.

In fact, King was in Memphis to support AFSCME sanitation workers the day before he was assassinated in 1968.

In his 1965 speech to the State Conventions of the Illinois AFL-CIO, he said:

"The labor movement was the principal force that transformed misery and despair into hope and progress. Out of its bold struggles, economic and social reform gave birth to unemployment insurance, old-age pensions, government relief for the destitute and, above all, new wage levels that meant not mere survival but a tolerable life."

If not us, then who?

The CTU shares King's belief in the importance of unions, both for members and for society, and we affirm our commitment in our Mission Statement:

"The Clerical-Technical Union of Michigan State University (CTU) is committed to the empowerment and dignity of the individual; democracy; diversity; and social justice through pursuit of fair wages, safe and humane working conditions; and the right to have a voice in decisions that affect CT's lives. CTU's mission is to empower its members to exert control and choice over their own

"... the labor movement did not diminish the strength of the nation but enlarged it. By raising the living standards of millions, labor miraculously created a market for industry and raised the whole nation to undreamed of levels of production."



lives. . . . These aims are based on a foundation of values which include the affirmation of human dignity, respect for diversity, and promotion of social justice."

CTU, as an organization and through individual members, has a rich history and heritage of caring about human needs, justice, fairness and opportunity. We give resources—talents, time and dollars—to improve our community and help others. Many of these resources are available, in large part, because of the success of our union.

In that spirit of giving, I urge you to join your fellow CTU members and give to the MSU Community Charitable Campaign. Simply choose "MSU CCC" under the University Information tab after logging into EBS. If each of us gives a little, it can add up to a lot.

Also, please consider participating in some of the MLK commemoration activities addressed on the next page—especially the commemorative march.

In addition, we have an important membership meeting on January 27 (see

Meeting continued on next page

MLK 2016 Events

A strong and historical advocate for diversity and fairness, especially in our workplace, the CTU encourages members to participate in local events commemorating the legacy of Dr. Martin Luther King, Jr.

The conversation continues

MSU's theme for this year's commemoration, "If not now, then when? If not us, then who?" continues the conversation about civil rights and human rights that was launched as part of the 60/50 project in January 2014. The 60/50 project recognized the major impact on our society of two legal milestones: 1) The Supreme Court's 1954 Brown v. Board of Education decision that ended "separate but equal" 60 years ago, and 2) the passage of the Civil Rights Act 50 years ago in 1964. [Deanna Hubbell]

Noting that 2014 was also the 40th anniversary of the founding of CTU—and recognizing King's union advocacy—the CTU took special care to make sure that labor rights were part of the civil and human rights discussions.

Although the 60/50 project was set to culminate with MLK Day in January 2015, the conversation was not over (and, really, should never be over), and people have continued to come together to listen, discuss, and take action.

Plenty of opportunities will be available to join in the conversation and participate in events during the 2016 MLK Day and throughout the year.

Events

This year's MLK Day events include jazz concerts, a commemorative march,

Meeting

continued from previous page p. 1). We have to choose a member of the Audit Committee. We also need to have a vote on transferring money from the contingency fund to operations to cover last year's negotiating expenses. I hope to see you at the meeting.

And I hope the new year is a good one!



Last year's January 19, 2015, MLK Memorial March on the MSU campus. CTU participates in the march every year. Join us! Please check out the website at www.ctumsu.org for more information about the march and other activities. The Community Dinner will be served at Hubbard Hall directly after the march.

a film and discussion, a special tour of a human rights exhibit, and a community dinner. Many of the events take place on MLK Day, Monday, January 18, but

some will be scheduled outside of regular working hours and on weekends. Complete details about MSU's events

MLK continued on next page

Know your contract

MLK Day—a day on

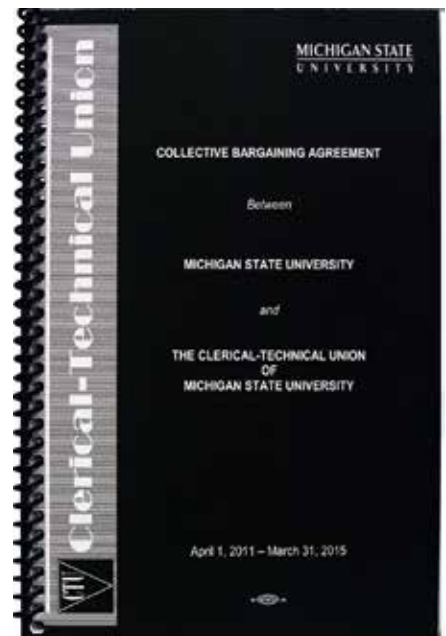
From the letter of agreement between CTU and management (p. 73 of our contract):

"The Union and the Employer share the goal of identifying ways in which MSU can promote diversity and inclusion across campus. Support of participation in Martin Luther King, Jr. celebration activities is one way to meet this goal.

"The Employer agrees to encourage flexibility for employees who desire to participate in sponsored events to celebrate Martin Luther King, Jr. Day as well as other opportunities to increase sensitivity to diversity and inclusion."

So, contact your union if you are denied a reasonable request to participate in an event associated with MLK Day.

Since we are discussing diversity and inclusion, it's important to point out



another relevant section of our contract. From Article 4, Fair Employment Practices:

- I. The Employer and the Union are committed to a policy of non-discrimination on the basis of race, color, sex, religion, creed, national origin, age, political persuasion, sexual orientation, gender identity, marital status, and disability."

MLK

continued from previous page

will be available at www.inclusion.msu.edu/Outreach/MLK.html. Be on the lookout for new information by visiting this website frequently.

Since CTs have enjoyed marching together under our banner in the MLK Day commemorative march in the past, we will coordinate our participation and post details on our website. We will also have an opportunity to sit together at the community dinner in Hubbard Hall after the march.

Luncheon in Lansing

Former United Nations Ambassador Andrew Young will be the keynote speaker at the 31st Annual Celebration Luncheon in the Greater Lansing Area on MLK Day. [Rebekah Polzin]

This event, hosted by the Lansing Area Dr. Martin Luther King Jr. Holiday Commission, is held downtown at the Lansing Center beginning at 11 a.m. This year's theme is "True Peace is not Merely the Absence of Tension, but the Presence of Justice."

Visit www.lansingmi.gov/MLK for more information.

Although not part of MSU's activities, several CTs have enjoyed attending these luncheons over the years. This year's luncheon looks especially interesting.

Ambassador Young worked alongside Dr. Martin Luther King Jr. and was a key strategist and negotiator during the Civil Rights Campaigns in Birmingham and Selma that resulted in the passage Civil Rights Act of 1964 and the Voting Rights Act of 1965.

He was elected to the U.S. Congress in 1972, the first African-American elected from the deep South since Reconstruction, and served two terms as mayor of Atlanta starting in 1981.

In 1977, President Carter appointed him to serve as the nation's first African-American Ambassador to the United Nations, where he negotiated an end to white minority rule in Namibia and Zimbabwe and brought Carter's emphasis on human rights to international diplomacy.

President Jimmy Carter awarded him the Presidential Medal of Freedom and France awarded him the Legion d'Honneur, the greatest civilian honor in each nation.



Andrew Young. Public domain photo credit: "DIG13465" by Lauren Gerson.

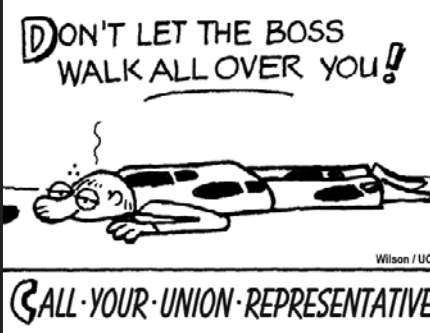
URdistricts

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

▼ **District 35** (Museum, Music, Olds): **Amanda VanKoeve** can be reached at 884-9555 or vankoeve@msu.edu.

▼ **District 40** (Sparrow, Breslin Cancer Center, Lansing Medical Office Center, Downtown, Misc): Contact **Shirley VanDorp** at 267-2465 or vandorps@msu.edu.

URs are given training, support and released time to help them fulfill their duties. Contact Vice President **Rosie Garcia** at 355-9672 x273 or Rosie@ctummsu.org for more information about becoming a UR in your district. [Jennie Nerkowski]



Labor "water cooler" talk

Mythopedia

Launched by Media Matters for America, Mythopedia provides fact-based rebuttals to anti-union rhetoric. Check out the site to arm yourself for the next time a colleague, relative, or misinformed friend tries to tell you that \$70/hour autoworkers destroyed Detroit. Check it out at [www.mythopedia.mediamatters.org/tags/Labor Unions](http://www.mythopedia.mediamatters.org/tags/Labor%20Unions).



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

CHANGE SERVICE REQUESTED

CTcalendar

January 5 & 19. Executive Board meets first and third Tuesdays, C-T Union Hall, 5:15 pm. Members welcome.

January 13. It's a great month when Health4U's featured "recipe for health" is **Dark Chocolate**. Purchase your lunch at Brody Hall with cash or meal plan from the vast array of options that Brody Square has to offer. Then join the lively presentation by MSU Chef Kurt Kwiatkowski in the Brody Square Demonstration Kitchen. 12:10-12:50 p.m. (Taro Root will be featured February 10.) To register, complete a registration form at www.health4u.msu.edu/registration/H4U_Registration_Form.pdf, or email health4u@msu.edu, or call Health4U at 517-353-2596

January 18. Martin Luther King Day. CTs and other MSU employees report to work. Classes canceled. Check the CTU web-

site (www.ctumsu.org) and the MLK Calendar on the website of the Office of Inclusion and Intercultural Initiatives (www.inclusion.msu.edu/Outreach/MLK.html) for more information.

January 25. "Building the Other UAW: the Allied Industrial Workers

in Michigan and the Midwest." John Revitte, MSU School of Human Resources and Labor Relations. An Our Daily Work/Our Daily Lives Brown Bag Presentation from MSU's Labor Education Program. MSU Museum Auditorium, 12:15-1:30 p.m. Free.

January 27. CTU Membership Meeting, 252 Erickson Hall, 5:20 p.m. (Doors open at 5 so come early to socialize.) I.D. required. See page 1 for more information. [Theresa Preisinger]

February 19. "A Thread Woven Through Our Lives: Music and Family, Work and Labor." Sheila Kay Adams, songwriter/performer. An Our Daily Work/Our Daily Lives Brown Bag presentation from MSU's Labor Education Program. Green Room, fourth floor of the MSU Library, 12:15-1:30 p.m. Free.

