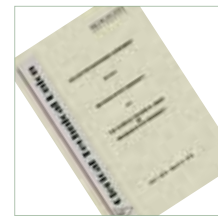




MLK Day
CT volunteers helped support MLK Day events, p. 5.



Board actions
What has our executive board been up to? p. 6.



Coming soon
The 2015-19 CTU/MSU contract will soon be in our hands, p. 7.

CTU **CT**news

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

February 2016

The power of participation

At our January Membership Meeting, the 65 members attending were able to make some significant decisions that will help determine the strength and direction of our union.

Mission Statement

One important decision was the unanimous reaffirmation of our mission statement with a few minor updates.

(The updated version can be accessed **Meeting continued on p. 4**



January 27—The sixty-five CTU members attending the Membership Meeting made significant financial decisions for the union.



From the Quilts and Human Rights Collection of the MSU Museum. As part of the ongoing conversation on human and civil rights, Project 60/50 is collaborating with the MSU Museum, The Office for Inclusion, the Residential College of Arts and Humanities and other community partners, including CTU, to produce the 2016 "60/50 Quilted Conversations: Materializing Civil and Human Rights."

CTU engages in the ongoing conversation



MSU's 60/50 project, launched in 2014 to commemorate historical milestones, started an important "year-long" conversation on our campus about human and civil rights. CTU stepped forward to become a partner in the conversation, both to support the promotion of human and civil rights and to emphasize the importance of labor and union rights in the equation. When 2015 rolled around, however, the conversation was not over. **Conversation continued on p. 5**

CTnews

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

PUBLISHED MONTHLY

2990 East Lake Lansing Road
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(517) 355-1903
www.ctumsu.org
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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.

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:

▼Quality Carpet and Upholstery

Cleaners: This winter has been too crazy, too long, too cold, and dirty. Quality Carpet and Upholstery cleaners would love to help you ease some of your winter cleaning burden—whether you would like to spot clean certain areas suffering from winter wear or deep clean those close-to-the-door spaces where boots, kids, and animals track in. We can also help you with your upholstery needs. Give Quality Carpet and Upholstery cleaners a call to meet all your cleaning needs. Reasonably priced, owner operated, free phone estimates. Please call to make your appointment, 517-694-0497.

▼Tom & Jerry's Nice Old Things

Estate Sales! A 3-part liquidation service. Insured. Bonded. For a free evaluation call 517-712-9811.

▼Ride share: Capital Area Trans-

portation 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:

▼Beachside Cottage: Drummond

Island. This 2-bedroom, 1-bath log cabin on the south shoreline has everything you need for a cozy getaway. Beautiful spot for swimming! RARE white sandy beach! Secluded, ranch style, waterfront cabin. VCR with some movies, DVD player, regular digital TV with local channels. Charcoal grill, and 2 kayaks. Launch from your private beach and explore one of Drummond's best kayak routes! Beds: 1 queen size in the main bedroom, 1 full in the second bedroom, and a pull-out couch in the living area. Located on Mackinen Bay, past Big Shoal Beach. Available May–October. Visit www.drummondislandvacationhomes.com/beachsidecottage.html for more information, and please scroll down to bottom of the page to access the Availability Calendar.

▼Suite or individual office: 2990

East Lake Lansing Road in East Lansing. Will work to meet your specifications. Contact the CTU, 517-355-1903.

Free:

▼CTU Conference Room: Avail-

able 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.

Membership Meetings

The remaining CTU Membership Meetings in 2016 will be held 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!

We're keeping our resolutions!

President Deb Bittner

It is the second month of the new year, which means we've had just enough time to forget our new year's resolutions, totally scrap them, or try for new, more "achievable" goals.

Or, perhaps, you are right on track in keeping your resolutions and feeling good about it. I certainly hope you're in this category.

And, I am happy to report, this is where CTU is this year! We are keeping our 2016 resolutions and feeling great!

Leadership retreat

One of our goals was to hold a leadership retreat for union representatives, staff, executive board members, and others in our union who take on leadership roles, such as Liz Owen, the member who agrees to chair CTU elections year after year.

Because our union doesn't have contract bargaining on the agenda in 2016 (yeah!), we used the retreat as an opportunity to address pressing organizational issues and plan strategies.

We also updated and reaffirmed our union's mission statement in order to present it at the January Membership Meeting. Developed in 1992, our mission statement has served us well. I am happy to report that the members at the January meeting also reaffirmed it.

Walking the talk

Another goal was to continue our community presence and get more CTs involved. Wow! We really hit the ground running. [Devany Shaw]

This issue of the newsletter reports on

several members who stepped forward to fill a need, whether in the community or within the union. We had numerous volunteers for the events associated with MLK day. Also, one of our URs, Stacey Patton, agreed to serve on the CTU Audit Committee.

The article on January's membership meeting (p. 1) is full of examples of involved members. CTs are volunteering all over the place and spearheading collections for those in need. As always, I am proud to be part of this dynamic organization that really does "walk the talk," both collectively and individually.

In fact, some of the events and activities with which members are involved, such as the details of another blood drive being organized by Steve Stofflet, were too immediate to include in the newsletter, so we had to get the information



Happy Birthday, Barb! UR Barbara Christian (District 4) attended the Membership Meeting on her birthday.

out via our listserv or our website and Facebook page.

Quorum!

Another goal was to get a quorum at our first Membership Meeting of the year. As you know, we need a quorum of 50 members to do "official" business. Without that, we still have spirited discussions that are very instructive to the executive board, which acts on behalf of the membership between member meetings with a quorum.

Per our constitution, however, we do need a quorum to make certain decisions as an organization, such as transferring money from our contingency fund to reimburse operations for negotiating expenses.

We also prefer to leave decisions about major donations to the membership. Lacking a quorum, the executive board asks the members present at a meeting for input on large donations.

Whether or not we have a quorum, we always talk about current issues and formulate plans of action.

But to me, the most important part of our Membership Meetings is the solidarity. We are reminded that we are not alone in our workplaces, and we are not alone in our efforts to do our best to support students and the university. As CTs, we are part of a collective organization that backs us up with a strong contract, a strong organizational foundation, and a strong community presence. And, of course, we have the best people.

Sixty-five of us showed up for the January 27 Membership Meeting. We had a quorum and accomplished what we needed to do. It was a really good meeting, and I thank everyone who made it so.

Q **notes:** "The world is too dangerous to live in—not because of the people who do evil, but because of the people who sit and let it happen." —*Albert Einstein*

"I am only one, but I am still one. I cannot do everything but still I can do something. I will not refuse to do that something I can do." —*Helen Keller*

Meeting continued from p. 1

by clicking “About CTU” on our website at www.ctumsu.org.)

CTU President Deb Bittner read from the statement: “We believe unions are the vehicles by which ordinary people can achieve extraordinary things.”

Our mission statement is an important part of our union, Bittner said, and guides us in making decisions about policy and actions.

Transfer

We also voted to move \$71,802.13 from the contingency fund to operations in order to cover 2014-2015 negotiations expenses and litigation regarding the health care stipend law suit.



Member Ann Jones donated handmade scarves for the “Sock It” drive.

Community participation

The membership also voted to donate money to several community services and activities: \$1,000 to the Greater Lansing Food Bank, \$500 to the MSU Student Food Bank, \$500 to MSU Safe Place, and a \$500 labor donation to the Genesee County United Way to assist in the Flint water crisis.

CT Shawn Rayon said he was willing to put together a team for the “Race for the Place” April fundraiser for MSU Safe Place. Anyone interested in joining the team should contact the CTU office at 517-355-1903 or ctu@ctumsu.org.

Director Willie Paulsen collected donations for the third annual “Sock It” drive, including several scarves made by a CTU member. Paulsen is accepting donations of socks, gloves, hats, and coats through the end of February and can be contacted at paulsenw@msu.edu.

Bittner said that the 60/50 conversation on civil rights and inclusion initiated in 2014 continues. She highlighted the 60/50 Quilted Conversations project (see p. 1) and encouraged members to participate. She added that a quilting group that meets at our office regularly is going to make a panel for the project.

Saying goodbye



“After nearly 17 years representing CTU and the great CTU membership . . . , I have decided to retire as of April 1,” announced CTU Contract Administrator Dan McNeil. He added that he has agreed to consult and assist as needed.

Several members thanked him for his contributions and said they were sorry to see him leave.

Bittner said that the Personnel Committee has started to look for candidates for the position.

Health care savings disbursement

In further discussion, Bittner congratulated the APA on winning its recent arbitration. Two other MSU unions have filed a similar arbitration.

Bittner explained: Support staff on the payroll on January 1, 2014, and/or January 1, 2015, received disbursements of savings accumulated under our previous health care contract. The university withheld a portion of the disbursements because of a lawsuit filed by a retiree. The arbitrations seek the release of a portion of the monies withheld.

CTU did not file for arbitration, she said. While we agree that the University did not have the “right” to withhold the money, the CTU chose to forgo the cost of an arbitration and allow employees’ money to accumulate interest while waiting for the lawsuit to work its way through the legal system. We figured that having the university force CTs to

repay the money (on the off chance of an unfavorable legal outcome) would be the bigger hardship, she said.

“We join the other MSU unions and the University in our belief that the lawsuit is without merit,” Bittner said. She added that we fully expect our savings to be distributed in the near future.

She pointed out that only employees who were on the payroll on January 1, 2014, and/or on January 1, 2015, are affected. [Rosemary Shubeck]

Audit Committee

UR Stacey Patton stepped forward to run for the Audit Committee and was elected unanimously. She joins Heather Dover and Shawn Rayon on the committee.



Other business

Bittner reminded us of the 1% general increase we will receive as of April 1 and said that individuals’ participation in Best Doctors helped secure it by saving on health care costs.

Bittner addressed the new Performance Excellence evaluations and advised CTs to take the online training. She added that CTs should contact the union office if they have problems setting time at work to do the training. McNeil said that the self-evaluation piece of the new process is meant to be a tool for the employee and is not supposed to be part of the personnel file.

Bittner said that the right to work law leaves us with some concerns about the CTU constitution and asked for volunteers to participate in a committee to review it.

Door prizes: Jan Wallace and Katie Shelton, \$50 each; Judy Redding and Cathy Garavaglia, CTU jacket; Shawn Rayon, laptop bag; Jean Lepard, lunch bag; Marlinda Lowery, coffee and CTU cup. Stephen Stofflet won the quorum gift. [Patricia Schultz]

Conversation

continued from p. 1

And it's still not over.

One way to join the conversation is to participate in some of the many events connected with the project. CTU is adding a 60/50 tab to the drop-down menu on our website (www.ctumsu.org) that will connect visitors to the 60/50 calendar and other useful information. There are many interesting, fun, and informative events and projects from which to choose. More are being scheduled all the time, so check back often.

For example, one project invites us to be part of creating a community quilt.

Simply submit a 12x12 inch square on a civil or human rights issue important to you and it will be stitched with others to create three large quilts. The deadline is March 25 and the deadline for a children's quilt project is April 22.

"Why quilts?" asks a flier for this project. "Quilts carry culture. Traditionally made by many hands, from scraps that each hold a story, the quilt is an art form that reflects history—both personal and communal."

With conferences, presentations, movies, a video website, museum exhibits, public "common table" meetings, a newsletter, and service opportunities, Project 60/50 provides scores of ways to participate in the conversation.

Project 60/50 was launched at MSU in 2014 to acknowledge the 1954 *Brown vs. Board of Education* decision and the passage of the 1964 Civil Rights Act.

CTs assist MLK efforts



CTs at the Greater Lansing Area Luncheon commemorating Martin Luther King Jr. Standing: Sierra Matthews, Deb Bittner, Stacey Patton, April Moore, and Janet Taylor (retired CT). Seated: Jan Wallace and Pamela Brock.

CTs joined the MLK Commemorative March on MSU's East Lansing campus. Deb Bittner, Heather Dover, and Stacey Patton carried our banner.



CTU members Sierra Matthews, Jeanette Robertson, and April Moore helped register attendees at the MLK Community Dinner at Hubbard Hall. Pamela Brock, Cherylee Finney, Michelle Jenkins, and Jan Wallace also assisted at the dinner.

URdistricts

District 9 (Life Sciences): **Sarah Carapellucci** has petitioned to be UR. If no other CTU members from **District 9** express interest in the position by February 25, she will be appointed.

District 8 (MSU Grand Rapids Campus): **Amber Feasal-Bartling** has terminated her employment with the university and resigned her UR position. We are grateful for her service to

CTU and wish her the best in her future endeavors. Members interested in the **District 8** UR position should contact Vice President **Rosie Garcia**.

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@ctumsu.org for more information about becoming a UR in your district.

[Kimberly Hambleton]





Board actions

October through December 2015

Board meetings are regularly scheduled twice a month, on the first and third Tuesday, and members are welcome to attend starting at 5:15. The CTU constitution requires the Executive Board to meet at least once a month.

The following Board actions took place October through December 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.

October 6

Discussed management's inconsistent approach to reclassifying CTs.

Agreed to publicize the opportunity for CTs to assist a member with a difficult family medical situation.

Received report from CTU's representative to the All University Traffic and Transportation Committee (AUTTC): Retirement parking issue has been dropped.

Received report from CTU's representative to the President's Advisory Committee on Diversity and Inclusivity (PACDI): 1) year's focus will be web accessibility, and 2) PACDI will help coordinate celebrations commemorating the 25th anniversary of the Americans with Disabilities Act.

Received treasurer's financial report.

Decided to purchase three computers at a total cost of approximately \$3,362.48. Current computers are well over 10 years old and unable to accommodate updates and current software.

Agreed to send up to two directors, at \$135 per person, and the president, at the \$75 judge rate, to the Michigan

Women's Hall of Fame Induction Dinner for a total of \$345.

Agreed to donate a \$125 item for the Tri-County Office on Aging Annual Dinner and Silent Auction.

Received President's report on benefits Open Enrollment and the "shared services" pilot program.

October 20

Received vice president's report on the URs' "walk through" of their districts.

Discussed new member procedures.

Received report that the October Detroit area LERA meeting was canceled.

Received information that tickets are available for the Fraternal Order of Police "Country Music at its Best" festival.

Discussed the agenda for the upcoming Membership Meeting.

Discussed executive board meeting schedules for November and December.

Robertson donated a quilt painting to CTU. It will be placed in the small conference room or in the lobby.

Received a report on finances from the president in the absence of the treasurer.

Renewed subscription to the Lansing State Journal for \$407, including a \$61 gratuity for the delivery person.

Tabled decision to purchase additional cyber security insurance for \$1,000 per year until more information is available.

Received president's report, which included an update on the impact of right to work on new memberships. We are tracking inconsistencies in new member information sent by the university.

November 3

Received treasurer's financial report.

Discussed the need to print new mem-

bership cards.

Donated \$100 to the Old Newsboys and an additional \$10 for mailing a copy.

Donated \$100 to Salvation Army of Lansing for warm clothing purchases.

Agreed to send up to two people, at \$50 person, to MSU Labor Education's program: The Affordable Care Act and Its Impacts on Health Care Plans and Bargaining.

Received president's report that our April 2015 raise is projected to be 1%.

Discussed agenda for the upcoming CTU leadership retreat: Review board policies and educational loan charter, plan organizational direction; develop a process to update the constitution.

Established dates for 2016 membership meetings: January 27, April 21, July 14, October 26.

Established executive board constitutional committees for 2016. Finance: Treasurer Jan Wallace (chair), Pamela Brock, Sierra Matthews, Walt Peebles, Jeanette Roberts. Grievance, Arbitration, and Trial: Vice President Rosie Garcia (chair), Willie Paulsen, Tracy Rich, Pam Sloan, Steve Stofflet.

Established the Personnel Committee: President Deb Bittner (chair), Rosie Garcia, Pam Sloan, Jan Wallace.

Discussed the scheduling and logistics of CTU's new member orientations.

November 17

Received treasurer's financial report and discussed the need to postpone purchase of computers until funding is secure—probably December.

Agreed to purchase a \$40 business card-sized ad in the Greater Lansing Area MLK Holiday Commission program.

Donated \$250 to the Capital Area United Way Labor Challenge. With our donation, we help support essential programs and services in the area (some of which are used by our members and their families) and get our name listed in the program.

Received president's report on the new employee evaluation form. Member organizations in the Coalition of Labor

Board continued on next page

Board continued from previous page
Organizations have scheduled a special meeting with management for clarification. [Kara Richardson]

Received report that the blood drive went well: Goals exceeded.

Received vice president's report on efforts to increase the number of union representatives.

November 20 (email)

Agreed to transfer \$10,000 from the CTU operations savings account to the CTU operations checking account.

December 1

Received treasurer's financial report.

Received report that new computers have been ordered.

Donated \$100 to the Capital Area Literacy Coalition.

Donated \$90 to WKAR. Discussed possibility that members at the January membership meeting might want to consider donating more.

Agreed to take Tri-County Office on Aging donation request to the January membership meeting.

Decided to forgo a request for donation from the Ronald McDonald house of Mid-Michigan.

Received president's report of complaints that CTs are not being referred for positions because HR analysts are overlooking skills and experience. An automated system is planned that might eliminate this problem.

Received president's report on arbitration brought by other unions against the university. Although subpoenaed, Bittner did not get called as a witness.

Received vice president's report on CTU's updated requirements for union representatives.

Received report from CTU's representative to the AUTTC: Launching a "safety website" for pedestrians, drivers, and bikers.

Received report from CTU's representative to PACDI: Presentation on teaching assistant training.

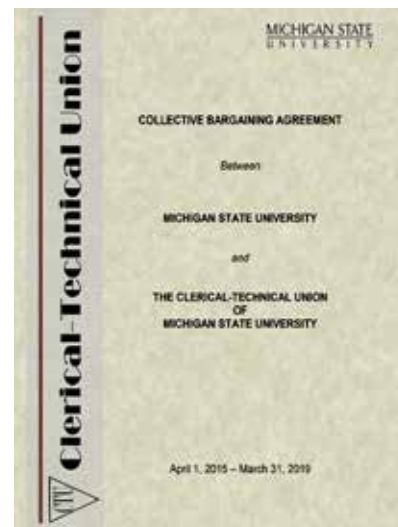
Announced that April's membership meeting will be held in Erickson Kiva.

Know your contract

Latest edition at the printer

The new agreement has had a final proof and is at the printer.

When copies are received, which should not be long, our employer will mail one out to each CT. In the meantime, you can access it on our website (www.ctumsu.org) under "Contracts."



Article 24. Communications

V. The Employer shall provide each employee in the bargaining unit with one (1) copy of the Agreement. The Employer shall provide the Union with 100 copies of the Agreement. Each newly hired employee in the bargaining unit shall be given a copy of the Agreement.

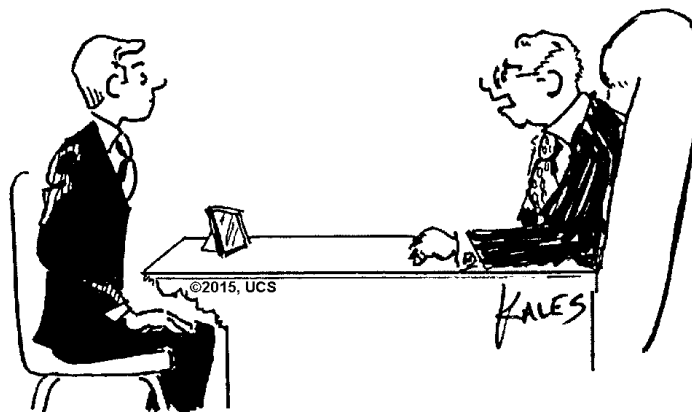
Sometimes you gotta laugh

You won't believe what my boss said this time!

- ▼ We are going to continue having these meetings, every day, until I find out why no work is getting done!
- ▼ What you see as a glass ceiling, I see as a protective barrier.

- ▼ I know that's how it's supposed to be done, but do it my way.
- ▼ I didn't say it was your fault. I said I was going to blame it on you.

—Email



"Great idea, Stanley! Good enough to call my own."

Quote: "Silence never won rights. They are not handed down from above; they are forced by pressures from below."

—Roger Baldwin, a founding member of the ACLU



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

CHANGE SERVICE REQUESTED

CTcalendar

February 25. CTU Blood Drive. Details on our website (www.ctumsu.org).

February 25. MSU alumnus Ernest Green, a member of the Little Rock Nine, will speak at the annual College of Osteopathic Medicine lecture series, Slavery to Freedom—An American Odyssey. Kellogg Center Auditorium, 5 pm. Free.

February 29. Happy Leap Year Day!

March 1 and 15. Executive Board meets first and third Tuesdays, C-T Union Hall, 5:15 pm. Members welcome.

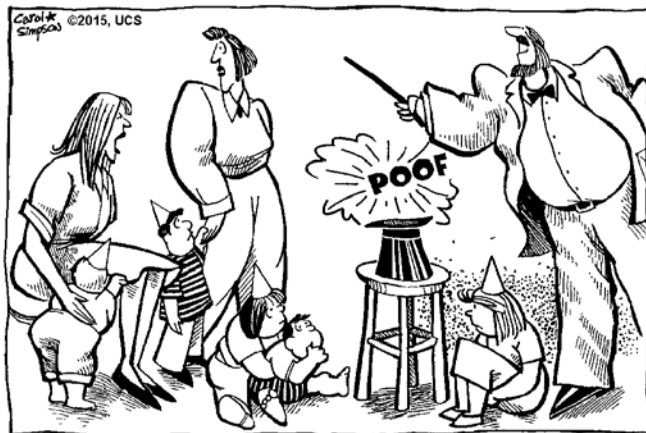
March 1. Deadline to submit nominations for the Be Spartan Green Outstanding Awards. Awards are given to staff, students, faculty and campus partners who have demonstrated their support of sustainability on campus. Visit www.bespartangreen.msu.edu.

www.ctumsu.org for information.

March 16. Health4U's featured "recipe for health" is **Peanut Butter**. 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 pm. To register, complete a registration form at www.health4u.msu.edu/registration/H4U_Registration_Form.pdf, email health4u@msu.edu, or call 517-353-2596.

March 23. "WorkLife Balance: Fantasy or Reality?" Choose one of two sessions (8:30–10 am, Chittenden Hall, Room 110, or 3:30–5 pm, MSU Union, Mosaic: Multicultural University Center). Life can blend into work and work can overlap with life, sometimes in ways that make us feel unbalanced. Join an honest discussion with the new Executive Director of the MSU WorkLife Office, Dr. Barbara Roberts. Leave with tips for success and a better understanding of how to strike a "balance" that will work for you.



"That's nothing. I can make my whole paycheck disappear just by standing in the supermarket checkout line."