



Congrats!
and thank you to
all our members
retiring and receiv-
ing awards for years
of service, p. 4.



Finally!
The balance of the
health care stipend
payouts of 2014
and 2015 are
distributed, p. 6.



She's baaack!
Rondy Murray hits
the ground run-
ning in her first
few weeks back
with CTU, p. 7.



CT news

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

April/May 2016

Save a Life Soiree

CTU Vice President Rosie Garcia and Member Tamara Hicks-Syron represented our union at the Save a Life Soiree, the annual gala that benefits the Ingham County Animal Control and Shelter.

The organization has established an Animal Care Fund and is working to build a much-needed shelter.

Check out their services and see how you can assist Ingham County Animal Control and Shelter at <http://ac.ingham.org>. Keep updated on their activities at



www.facebook.com/Ingham-County-Animal-Control-and-Shelter-74319042960.

The above photo was taken at the

Soiree by Looking Glass Photo Booth, a company owned by CTU member Kristine McClintic.

Spring Membership Meeting report

A report on the 2015 audit was the first order of business at our April Membership Meeting. After copies of the audit were distributed, Certified Public Accountant Jim Nyquist of Maner Costerisan explained the report to the members in detail.

He described the CTU audit as a process in which an independent third party—Maner Costarisan—examines

our financial records to make sure they are accurate, complete, and reported appropriately.

Nyquist reported that, once again, CTU has achieved a “clean” audit.

“In our opinion, the financial statements . . . present fairly, in all material respects, the financial position of

Clerical-Technical Union of Michigan State University as of December 31, 2015 and 2014, and the changes in its net assets and its cash flows for the years then ended in accordance with accounting principles generally accepted in the United States of America,” he said,



CPA Jim Nyquist presents CTU's 2015 audit to members at the April 21 meeting.

reading from the audit report.

This finding mirrors previous years' reports and reflects the highest assurance possible that an auditor can give.

Members can pick up a copy of the audit by stopping by the CTU office.

Coalition update

President Deb Bittner updated members on activities in the Coalition of Labor

Members continued on page 6

CTnews

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

PUBLISHED MONTHLY

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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:

▼ **Gently used office attire:** Dress pants, skirts, dresses, tops, dress jackets. All size 8 and medium. I am retiring and no longer need work clothes. Prices \$5 to \$15 range. If interested please call 517-582-0014 or email judyward1980@gmail.com.

exit. Contact Jolene at rothjole@gmail.com or visit www.ourspaceyoga.com.

▼ **Quality Carpet and Upholstery Cleaners:** This winter has been too long, too cold, and too dirty. Quality Carpet and Upholstery Cleaners would love to help you ease some of your Spring cleaning chores and start Spring with

fresh, clean carpet and upholstery. Give Quality Carpet and Upholstery Cleaners a call. We are reasonably priced and owner operated. For free phone estimates and to make an appointment, please call 517-694-0497.

▼ **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, Power-Point, Access and more. Call 355-1903 to make an appointment.

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.

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.



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Services:

▼ **Beginner and continuing Yoga classes.** New session starting in May. Come in and relax this summer! Studio is located just off the I-96 Williamston Rd.

Membership Meetings

The remaining CTU Membership Meetings in 2016 will be held 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!

President's corner

Solidarity

President Deb Bittner

I have written frequently on this page about the necessity of union solidarity—amongst CTU members, between our campus unions, with outside labor groups, and with like-minded community organizations. As we enter a new season, as another school year ends, and politics both in our state and nationally continually cause us to shake our heads, I feel the need to talk about this important topic again.

The Coalition continues

Our solidarity efforts at MSU bring us benefits that are important to us in both the workplace and in our personal lives. Most all of us labor people are the recipients of the success of the Coalition of Labor Organizations at MSU. It is one of our most successful collective efforts.

So recent rumors that the CLO is breaking up are troubling.

I want to take this opportunity to respond that the CLO is strong, and through the Joint Health Care Committee with the University, will continue to protect and strengthen our Memorandum of Understanding (MOU) on health care through December 31, 2017, when the agreement ends.

It is true that one union has expressed its intent to withdraw from the CLO, and we are looking into what that will mean as we move forward.

However, it is clear that our current agreement stands, and the University has expressed its intent to continue our partnership. The MOU, which was ratified in 2013 by CTU members and the members of each of the other unions it covers, identifies the CLO as the representative of the unions in issues of health care and wages throughout the term of the agreement. While a union may withdraw from the CLO, it must still “honor and maintain the terms” of the current MOU.

What happens when the MOU expires?

The CTU has always, and will always, choose the best path available for promoting our members’ interests.

We believe other campus unions will continue to recognize the importance of a multi-union labor force united to fight the transfer of budget shortfalls onto the backs of MSU workers. And we believe that the University will continue to see the benefit of working with the unions to keep increases in health care costs at a minimum, to solve workplace problems, and to bring our diverse viewpoints to the table. We have a process that has succeeded for almost two decades, and the CTU remains committed to seeing it continue.

However, the CLO was never intended to replace its member unions or even stand in for them. It is a tool, a unique and highly effective tool, that the unions use to keep our voices strong and heard. We use it to keep health care costs low and quality high. In recent years, we have even used it to help secure wages in a faltering economy.

But each campus union decides through its own processes whether or not to continue working through the CLO.

Operating as a coalition is not always easy. Each of the unions, including the CTU, has its own culture, interests, and democratic mandates. Just from working within the CTU, we know that not everyone will always be happy with every decision an organization makes or every goal it pursues.

So, we communicate even if it is a tough conversation. We listen even when we disagree. We remind ourselves of the bigger picture of all of campus labor and what that means. And we compromise.

Compromise is not failure

I’m talking here about compromise with organizations that share most of

the same goals and values, even if they have differences.

I’m talking about organizations that are, basically, *on the same side*.

So we compromise for the greater, long-term good, because we know that we are stronger together and will achieve more by pooling our resources, knowledge, and numbers.

We compromise because it works. It works. Just look outside our “borders” to others in the community who have been forced to accept diminishing health care coverage and escalating premium shares. [Stephanie Samek]

We only have to look at the political arena to see what isn’t working, where the ideas of compromise and working together have become synonymous with “defeat” in an increasingly polarized world. But we know that working together is not the opposite of success. When we listen to each other, understand each other’s concerns, and reevaluate our own interests and priorities, compromise can result in stronger positions and even greater success.

That has been our union’s experience in the CLO.

I want to end by saying that the CTU is as committed as ever to the CLO and our solidarity with the other MSU unions, especially to our work on health care. We are committed to it because it works. The CTU is a resilient organization, and as always, will respond to any challenge by pursuing what is in the best interest of our members. And we continue to believe that our best interest is the continuation of the CLO and the Joint Health Care process.



Congratulations & best wishes

Our congratulations and best wishes go out to the CTU members being honored this year for retirement and years of service to Michigan State University. The awards program will be Monday, May 16, 2016, at the Kellogg Hotel and Conference Center, beginning at 4:30 p.m.

Forty-five years

Nancy Creed

Carmen Thayer
Duferia White

Forty

Karen Battin
Jacquelyn Mussell
Janeen Rouse
Karen VanAtta

Twenty-five

Carol Adado
Patience Adibe
Denise Bakker
Max Thomas Brauer
Debbie Conway
Helen Farr

Thirty-five

Karen Deford
Rhutelia Deloney
Monica Klaver
Irene Marie Luna
Juli Kay Mack
Kristine McClintic
Susan McCormack
Barbara Sue Meyers
Amy Pollok
Rosemary Porter
Audrey Smith

Jane French
Lisa Ann Fuentes
Patti Ann Kalil
Colleen Kavanagh
Rosanne Krueger
Randie Jo Lotridge
Kelly Nurenberg
Ingrid Odell
Julie Anne Reynolds
Pratiksha Trivedi
Brian Vreibel
Darcie Ann Zubek

Thirty

Alena Dollarhite
Sue Ann Gessler
Elizabeth Gorecki
Barbara Heyser
Kathie Susan Kirby
Sherri Kleinhart
Pamela Kay Kramer
Jane Opal Lott
Tammy Madden
Ellen Maher
Kristine Mae Mikek
Mike Nila
Deborah Patterson
Susan Schaefer
Ellen Schueller
Diana Shank
Maureen Shinsky
Joni Kay Smith
Shelly Lynn Smith
Karen Ann Stowell

Twenty

Patricia Cooper
Julia Czerwinski
Heidi Rae Dalton
Kimberly Ann Davis
Tamra Deary
Lisa Devon Fruge
Linda Gibson
Haila Hayner
Gail Lynn Hebert
Heather Lenartson-Kluge
Patricia McPherson
Ruth Patino
Dani Jo Peterson
Christine Renae Phipps
Jillene Pohl
Ricky Rosebury
Rosa Soliz

Fifteen

Tammy Bachert
Tricia Bradford
Sue Buck
Tina Burkholder
Luann Carlisle
Hsiang-Ping Cha
Susan Chalgian
Mary Clewley
Barbara Conklin
Marianne Dell
Lori Dunivon
Ivette Duynslager
Brenda Franklin
Stephanie Goodrich
Ragine Hanson
Michelle Helmer
Jacquelyn Hohenstein
Jerry Horn
Sally Hoshield
Angela Hyde
Ann Jones
Kimberly Kersten
Kimberly Kurtz
Kismet Lock
Jane Love
Roxanne Moran
Sonia Oconnor
Andrea Parker
Karen Peterson
Wendy Poulin
Shawna Prater
Judy Reginek
Hortencia Reynaga
Kenneth Richmond
Pamela Robinson
Charleen Rogers
Carolyn Schein
Joellen Seida
Joy Skutt
Krista Smith
Dolores Snyder
Estrella Starn



Jennifer Sysak
Pavani Tumbalam
Penni Vandecar
Amanda Vanetten

Laraine Walton
Adam Winans
Jennifer Wood
Debra Wright

Retirees

In addition to the CTU members being recognized for their years of service, we also want to wish the best to the members who retired in the past year:

Rebecca Appleton
Cynthia Arntz
Cynthia Braun
Jill Bullis
Charlotte Byers
Nadia Cochrane
Betty Crowell
Kathleen Delaney
Christina Drewyor
Sherrie Duncan
Karen Ellerhorst
Betty Elliott
Laura Gonzales
Opal Hansen
Patricia Hogarth
Darlene Howe
Katherine Jernigan
Nancy Kelly
Thomas Kinney
Mary Korrey
Jeannine Lee
Judith Lentz-Bishop
Philip Lienhart

Joyce Lockwood
Sharon Mauro
Rebecca McMahon
Kyoko Melton
Jeffrey Mitchner
Mary Moening
Susan Monroe
Felicita Moreno
Karen Patterson
Cherie Perkins
Sue Poxson
Deborah Ray
Patricia Resler
Jamie Ruff
Brenda Siefert
Janet Taylor
Pat Thelen
Ruthann Thulin
Theresa Walker
Sue Welch
Peter Wilson
Nancy Wing

CTcomment

Dear CTU—

I am sad to have to write this email. I have accepted an offer for a position that falls under the APA bargaining unit. While I'm excited about my new position, I very much wish it could have been a CT position. I've been with the CTU for close to 13 years. I feel that the CT Union is the strongest on campus, and that the value that comes of being a CTU member is very high. I appreciate each person that works at the CTU office—everyone has always been helpful, kind, and positive. Your hard work is so important, and it is evidenced by our strong contracts that you care deeply about each CTU member.

Thank you very much for all that you have done for me and for each member of our union.

—Jenelle Wildbur



Editor's reply:

How bittersweet. First, congratulations on your promotion, and thank you for your words of support and solidarity. Second, we are sad to say goodbye to you, too.

Although it might not have applied in your case, other CTs in line for promotions should check out the new, higher level CTU positions that we established with our current contract. View the positions under "Tools" on our website at www.ctumsu.org.

We also negotiated the ability meet with management to discuss establishing additional higher level positions. Please contact your union if you have input or would like to participate on this issue.

2016 CT Award

submitted by CT Jacquelyn Mussell

Is there an outstanding CT in your unit who deserves special recognition for his or her skills, abilities and dedication to excellence?

Nominate that special person for the 2016 GlioZZo Clerical Technical Recognition Award! [Lisa Croze]

The winner will be profiled in Source and will receive the award at a special recognition reception.

The winner also will receive a monetary award of \$1,000 in recognition of her or his outstanding service.

The deadline is 5 p.m. on June 20.

Criteria for the award and nomination information can be found at: www.hr.msu.edu/recognition/supportstaff/CTrecognitionAward.htm.



Members of the Clerical-Technical Union who are approaching retirement don't need to worry about losing contact with the union they helped build. Just email Cheryl@ctumsu.org with a request for a free newsletter subscription or call 517-355-1903. Include your name and the address where you want your newsletter sent. We're also available on line at www.ctumsu.org. And be sure to like us on Facebook at www.facebook.com/CTUofMSU.



URdistricts

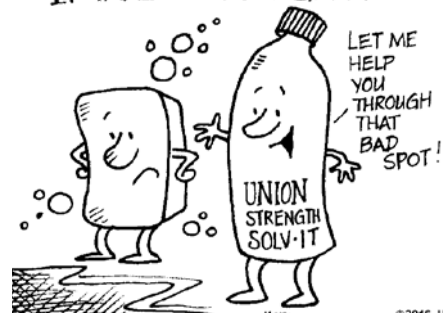
The following CTs have been reappointed to UR positions:

▼ **District 1** (Administration Bldg. [Floors B, 1]): Reach **April Moore** at 432-3956 or mooreap@msu.edu.

▼ **District 18** (Kellogg Center, Brody Complex): Contact **Karen Spitz** 884-5483 or spitzka@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@ctumsu.org for more information about becoming a UR in your district.

NOT ALL PROBLEMS CAN BE CLEANED UP WITH SOFT SOAP. IT TAKES UNION GRIT!



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Membership

continued from p. 1

Organizations at MSU (CLO), including an announcement that Joe Garza, president of the Administrative Professionals Supervisors Association, was appointed CLO chairperson in April after the unexpected death of the former chairperson, Charlie Heckman.

As chairperson, Bittner said, Garza will join university officials in meeting and vetting health care vendors and insurance companies, in investigating various health care options, and in reviewing the numbers that impact our wages. He will make sure that labor union representatives have the information necessary to move forward in their mission of keeping health care costs low and quality high.

AUTTC

Director Pam Sloan, CTU's representative to the All University Traffic and Transportation Committee, reported that the AUTTC is recommending a 5% increase in parking fees for the coming year. Sloan said that she and the other labor representative on AUTTC voted "no" on the increase.

Smoking cessation

Bittner, one of the labor representatives on the MSU Tobacco Free Task Force, reminded members that the no-smoking ban goes into effect August 15.

She said that the policy has been modified in an effort to assist employees who wish to quit smoking. The modification allows individuals full released time to attend MSU's smoking cessation program, but only until the end of the year (see information on this page).

Bittner added that CTs who experience problems as a result of MSU's tobacco and nicotine free policy should contact the union. [Heather Rouse]

Activities

Bittner urged interested members to join her, along with several other CTs and friends, in participating in the Lansing Color Run the evening of May 21.

CLOMSU



Finally: Health care stipend

The lawsuit regarding our health care stipends has ended, and the balance of the January 2014 and January 2015 payout should have appeared in your April 29 paycheck.

Including interest, the additional amount should be \$264.21 for 2014 and \$93.71 for 2015, a total of \$357.92 (pro-rated for part-time employees). This amount reflects the payout before taxes.

Only CTs on the payroll on January

2014 and/or January 2015 will receive this money.

If someone left the university but was due a payment, the university will attempt to deposit the amount in the account of record. If you know of someone who was on the payroll as of January 2014 and/or January 2015, someone who left MSU employment and did not receive this final payout, encourage that person to contact the university. [Dyan Seehase]

Information and registration is available at <http://thecolorrun.com/night/locations/lansing-mi>. Sign up for the team: Clerical-Technical Union of MSU (Bittner).

She said that she has done the color run before: "It's a blast."

Bittner reported that our recent New Member Orientations have been quite successful. She invited interested members to attend one if they haven't in the past. (See p. 7 for information.)

Bittner reminded the group that the

CTU Picnic is scheduled for June 16 at Patriarche Park. Please join in.

Door prizes

- ▼ Sierra Matthews and April Moore, \$50 each;
- ▼ Karen Spitz, "Administrative Professional Day" gift bag;
- ▼ Janice Sheffey, CTU computer bag;
- ▼ Kelli Kolasa, CTU mug and coffee; and
- ▼ Shirley Vandorp, CTU lunch bag.

Smoke free campus

MSU goes tobacco free starting August 15, 2016. The new ordinance applies to all MSU property, including personal cars parked in MSU lots.

In addition to traditional tobacco products such as cigarettes and chewing tobacco, the ordinance prohibits e-cigarettes and vaporizers.

All FDA-approved nicotine replacement therapy products are permitted for cessation use.

The policy and other information is available at <http://tobaccofree.msu.edu>.

Modification: The policy has been modified to allow individuals full university released time to attend MSU's free Breathe Easy Tobacco and Nicotine Cessation Program. This offer is good only through 2016.

Should a person miss two sessions during the program, all remaining sessions of that program or enrollment in a future program will require the use of accumulated time to attend.

Attendance will be tracked.

For program information and to register, visit <http://health4u.msu.edu/breathe>.



C-T Union Hall, March 31, 2016—Rondy Murray (left) with CTU's arbitration attorney, Mike Weissman, our former CA, Dan McNeil, and our legal counsel, Nancy Pearce. The photograph was taken at Dan McNeil's retirement party.

Welcome home, Rondy

"New" CA hits the ground running

Having worked with former Contract Administrator Dan McNeil for about a week before his retirement, Rondy Murray grabbed the torch and joined us in the race to successfully protect our union's interests.

"I really do feel like I hit the ground running," she said.

She has already helped members on a variety of issues including discipline, classification, and workplace hostility.

Murray also participated in a new member orientation on April 6 and led the April 21 union training on grievance handling. [Allan McDaniel]

Murray is not new to the work of a contract administrator, having served CTU in that capacity in the past.

As a CTU member starting in the late 1970s, Murray became an Executive Board Director in 1983, was elected president of CTU in 1989, and was hired as a Contract Administrator in 1997.

She returned to work with MSU for a short while before becoming a UniServ Director (similar to our contract administrator position) for the Michigan Education Association where she worked for



April 21, 2016—CA Rondy Murray leads training on grievance handling at the CTU office.

13 years before taking early retirement last year.

Many CTs with whom she worked in the past have gone out of their way to welcome her back, Murray said, "But the university has undergone a great deal of change and there are *a lot of* new faces."

However, "most of the issues seem similar," she said: "some bad work sites, challenging workloads, classification issues."

"One thing that's amazing is the degree to which technology has changed CTs' jobs and how much technical expertise is now required," she added.

Murray said that the experience she gained during her involvement in the classification study in the 1980s is proving to be valuable and that she is excited to be able to continue with that work.

New member orientations

As the CTU Executive Board secretary, Tracy Rich is responsible for arranging New Member Orientations, and she has held quite a few of them in the last couple months.

At these meetings, new members meet the union staff and some of the leadership, receive information about how the union runs, and learn about important campus and union resources. And it's a great place for new members to let the union know about any concerns.

The goal is to invite all new members to an orientation, but sometimes we miss someone. If you became a member within the previous two years and haven't had the opportunity to attend a New Member Orientation, contact us at 355-1903 or Barb@ctumsu.org. You are welcome to sign up even if you've been here (much) longer but haven't made it to an orientation.

We have held pretty successful New Member Orientations over dinner at Brody Hall Cafeteria at 5:30 p.m., so we plan to do more of that. Watch our website calendar for announcements.

Back to school with your union

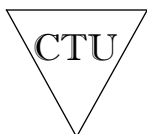


It's time to register for CTU's Gerri Olson Educational Loan for summer semester.

Under this program, CTU pays the tuition up front. Members are responsible for reimbursing the union after the class is completed.

Contact Patricia Shackleton (432-5665, patricia@ctumsu.org) May 2 through 10 in order to participate in the loan program.

Registrations received after May 10 will be considered as space permits.



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

CHANGE SERVICE REQUESTED

CTcalendar

May 17. Executive Board meeting, C-T Union Hall, 5:15 p.m. Members welcome. First and third Tuesdays.

May 19. How to Eat Orientation. The course runs every Thursday through June 30. A six-week group program for men and women for whom eating and weight is a major issue in life. How to Eat teaches normal eating. In the process, it helps resolve conflict and anxiety about eating. For people doing satisfactorily in life who simply want to mend their relationship with food and eating. Olin Health Center, Room 338, 12:10–12:50 p.m. Registration and information about this program and others can be found at Health4U (<http://health4u.msu.edu>).

May 20. Project 60/50 will present the final Common Table Meeting of the academic year, featuring the quilts in the MSU Museum's Civil Rights Collection and a discussion with the artists of the

quilt panels submitted to the Quilted Conversations Project earlier this year. MSU Union Building, Mosaic: The Multicultural Unity Center (2nd floor), 10-11 a.m.

May 21. Join CTs and our friends in the Lansing Color Run. Information and registration is available at <http://thecolorrun.com/night/locations/lansing-mi>. Sign up for the team: Clerical-Technical Union of MSU (Bittner).

June 16. Hold the date for CTU's annual picnic. (See announcement on this page.)

June 20. Deadline to nominate your CT coworker for the Gliozzo Clerical Technical Recognition Award. Information on page 5.

Need a district meeting in your area? Contact your Union Representative or call the union at 517-355-1903.

