



Summer activities

Our union president discusses some summer plans, p. 3.



Tuition

How will tuition increases affect educational assistance for CTUs? p. 6.



Tickets

The CTU will sell discounted union family fair tickets to members again this year, p. 8.



CT news

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

June/July 2016



June 16—Union Representatives Sarah Carapellucci, Stacey Patton, and Rachel Iseler welcome members and our guests to the annual CTU picnic at Patriarche Park. See more photos on page 5.

October elections

How to take control of your union

Because participation is the only way to ensure that our union democracy succeeds, the CTU is organized to require member input and participation at many different levels of union governance.

This organization is run by its members, which leaves each of us with a huge responsibility. [Tobin Mellberg]

One of the most important ways we contribute to the success of our union is

Election continued on p. 7

Join your union for

CTU's Summer Membership Meeting and Ice Cream Social

Tuesday, July 14 ▼ 5:20 p.m. ▼ 252 Erickson Hall
(doors open at 5 for socializing)

Agenda includes:

- Financial report
- Discussion of upcoming CTU elections
- Discussion of union matters
- Door prizes



CTnews

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

PUBLISHED MONTHLY

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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.



"As part of your long-term financial planning, I'd recommend a carefully thought out union organizing drive."

CTclassifieds

Services:

▼ **Beginner and continuing yoga classes:** If it's been way too long since your last yoga class, come and join Jolene in exploring some of the fundamentals of traditional Hatha Yoga. New session starting in July. Come in and relax this summer! Studio is located just off the I-96 Williamston Rd. exit. Contact Jolene at rothjole@gmail.com or visit www.ourspaceyoga.com.

▼ **Dog daycare:** Let your dog run, play and wag while you are gone all day. Adam Scheidt, founder and dog enthusiast, has studied dog body language, play style, safe set-ups, fight

prevention and more so your pal can have a stimulating day free from stress! Only four minutes from campus. Visit www.facebook.com/MiMuttHut for more information and call 517-648-9244.

▼ **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.

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.

Membership Meetings

The remaining CTU Membership Meetings in 2016 will be held in 252 Erickson on Thursday, July 14, and Wednesday, October 26. 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!

Summer activities

President Deb Bittner

The weather has been pretty erratic so far this summer, with days of sweltering heat and humidity followed by a cool, fall-like day with a little rain or threat of rain thrown in to keep us off balance. And yes, I know I live in Michigan and this is summer. But this kind of uncertainty sure makes planning events stressful. However, plan we must.

While we are balancing vacation schedules here at the CTU office—like you are doing in your workplaces—your union certainly isn't taking "time off." It seems busier than ever, and on top of that we are planning for fall activities, which does not seem right!

Elections 2016

Our October elections are looming. CTU members will elect a vice president, treasurer, five directors, and two members of the Audit Committee. It may seem like October is far off in the future, but the preparation starts now. Please contact me if you wish to volunteer for any of the activities, and do consider running for office.

We are still researching ways to reduce election costs which could mean possible constitutional changes. If you have any feedback on how we run our elections, let me know.

Classifications

Your input is needed on another issue, as well. [Nikki Peterson]

With our new contract we won five higher level positions, and several CTs have taken advantage of these opportunities to promote while remaining in the CTU bargaining unit.

As part of the new contract, we also signed a letter of agreement in which "the Union and Employer agree to meet to review current, revised, and newly established position descriptions as they relate

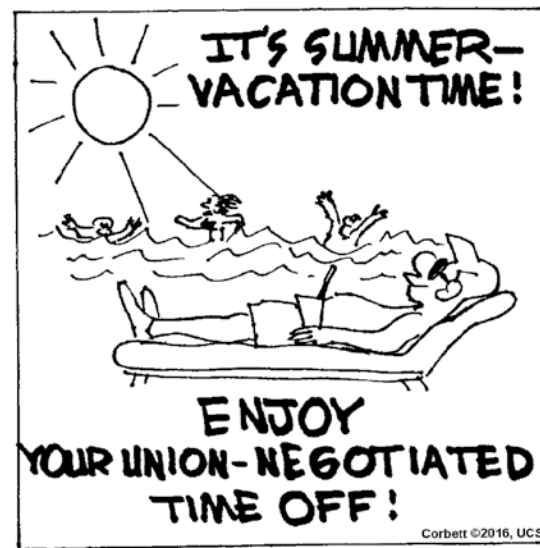
to the Fair Labor Standards Act (FLSA) exempt and non-exempt provisions."

We need to have a discussion about how we wish to proceed in this area. Do you have suggestions for additional higher level CTU positions? The five we won recently were all clerical in nature. Perhaps you have ideas for some higher level technical positions. Contact me with suggestions on this too.

Fun, fun, fun

In the midst of intense preparation and activity, of course, we must plan to take time to relax and unwind. Otherwise, we won't have the energy to follow up on all of our planning, right? So be sure to claim some of your accumulated vacation time.

It's good to keep in mind that paid vacation is not a legal right. In Michigan it's defined as a "fringe benefit" that employers *can offer—or not*. It is the lan-



guage in your union contract that defines and secures the "right" to a paid vacation.

To end on a fun note, our annual summer kickoff, the 2016 picnic, was another success! Alas, the weather wasn't great all day until picnic time. It wasn't sunny but it wasn't raining either! We had over 200 attendees, lots of kids, lots of prizes, lots of food, lots of fun and lots of good company.

Negotiator of CTU's first contract dies

Harold Schmidt, hired in 1974 to negotiate CTU's first contract, died May 24, 2016. He was 88.

Schmidt served CTU as consultant and chief negotiator for almost 20 years until he retired in 1993. He was chief negotiator for our first eight contracts.

Upon his retirement, the CTU took up a collection and purchased a brick in MSU's 4-H Children's Garden to honor him and his years of service.

"Harold Schmidt was a tough negotiator and he didn't like to give an inch on anything. I learned a lot from Harold," said Brad Raymond, CTU's former attorney. Raymond assisted Schmidt in negotiating our 1991 agreement and went on

to negotiate our next four contracts.

"Believe me, Harold was a tough act to follow," he said.

Schmidt began his career in labor relations when he was elected president of a Western Electric local at the age of 19.

By the time he came to work with CTU, he was an expert in the field and helped us secure a firm foundation. He was our chief negotiator when we were forced by MSU to strike in 1988. That action, combined with his negotiating skills, helped win us major wage increases and a lot of respect.



Harold Schmidt, 1993



Board actions

January through March 2016

Board meetings are regularly scheduled twice a month, on first and third Tuesdays, 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 January through March 2016. All expenditure decisions are included, but the list does not represent meetings in their entirety. Members can receive copies of complete minutes through the mail or email by contacting the CTU office at 355-1903.

January 5

Tabled decision on advertising in the Labor Notes conference program.

Donated \$100 to the WKAR Radio Reading Service.

Donated \$100 to The Listening Ear Crisis Intervention Center.

Agreed to propose donations at the January membership meeting: Greater Lansing Food Bank, \$1,000; MSU Student Food Bank, \$1,000; and MSU Safe Place, \$500.

Agreed to purchase a \$320 table for eight members to attend the Greater Lansing Dr. Martin Luther King Jr. Holiday Commission luncheon.

Agreed to refund inappropriately deducted dues to a retired member.

Donated \$100 to support the Dr. Martin Luther King Jr. Student Leadership Conference.

January 19

Discussed CTU's upcoming leadership retreat.

Donated \$100 to Capital Area United

Way as part of the community labor contribution.

Received report from AUTTC representative.

February 2

Received report from the treasurer on the successful 2015 audit process.

Agreed to send up to three people at \$30 per person to AFL-CIO Community Services Activist Training classes.

Donated \$100 to Recycle Rama 2016, the Meridian Township recycling event.

Agreed to send up to two people at \$50 per person to the Ingham County Animal Control and Shelter fundraiser, Save a Life Soiree.

Received president's report on the Coalition of Labor Organizations and the Joint Health Care Committee.

Debriefed on the leadership retreat and Membership Meeting.

Announced that this year's member picnic will be at Patriarche Park. The Picnic Committee consists of Deb Bittner, Pamela Brock, Rosie Garcia, Barb Harris, Patricia Shackleton, Pam Sloan, and Jan Wallace.

Received report from the president about a scheduled meeting between the Personnel Committee and Teamsters, the bargaining agent of our office managers.

Received report from the secretary on the success of new member orientations and plans for future orientations.

February 16—Canceled

March 1

Received budget update from the treasurer. [Bethany Boehmer]

Agreed to apply \$40 refund from the

Greater Lansing Dr. Martin Luther King Jr. Holiday Commission to an ad in next year's program.

Agreed to donate a \$150 scholarship to cover registration for a labor union member to attend the Labor Notes Conference in Chicago.

Renewed our \$149 annual subscription to *Motivational Manager*.

Donated a \$490 scholarship for a child from a union member's family to attend one week of the YMCA Mystic Lake camp.

Agreed to spend up to \$350 for new membership cards.

Received President's report on the activities of the Coalition of Labor Organizations and the Joint Health Care Committee.

Agreed to donate \$300 to an education fund for the daughter of Charlie Heckman, the recently deceased MSU labor leader.

Received vice president's report on the Union Representatives Coordinating Committee. URCC elected new leadership: Kelly Kolasa (one-year term), Angel Loveall and Karen Spitz (two-year terms). They will join Wendy Winston and Judy Redding on URCC.

Received updates on the annual picnic, the Red Cross blood drive, and new member orientation.

Received report from CTU's representative to the President's Advisory Committee on Disability Issues.

March 15

Agreed to transfer \$25,000 from Operations Savings to Operations Checking.

Received updated 2016 budget draft.

Agreed to send up to two people to the Detroit Labor and Employment Relations Association dinner for \$40 per person

In honor of its 10th anniversary, agreed to increase donation to the Greater Lansing Food Bank by \$100 for a total of \$1,100.

Donated \$150 to the Summer Circle Theatre Fund Gala.

Discussed options for replacing retiring contract administrator.

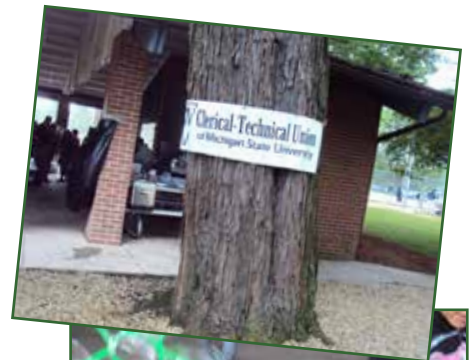
CTU's 2016 Picnic

In spite of a gloomy weather forecast, this year's picnic was a huge success, with a couple hundred members, family, and friends attending. A warm and heart-felt "thank you" goes out to everyone who volunteered and participated. We're already looking forward to next year's event. See more photos on our Facebook page at www.facebook.com/CTUofMSU.



Above: Directors Pamela Brock and Pam Sloan, along with Organizational Manager Barb Harris, help keep the food coming.

Below: Apples the Clown entertained the children (and some adults) with face painting, balloon animals, a creativity station and more.



Above: Latanya Morgan won the 50/50 Haven House raffle. Kelli Kolasa won a CTU flower arrangement created by Vice President Rosie Garcia and UR Wendy Winston. And Cindy Martin won a gift basket of products made in Michigan and the USA. In addition, attendees could win door prizes and baked goods. [Anne Ginther]



Above: Director Stephen Stofflet talks with retired Contract Administrator Dan McNeil, who returned by popular demand to grill hot dogs for the picnic.



Some of the prizes offered to winners of the Cake Walk.

In addition to providing an opportunity to socialize with CTU members from across MSU's various campuses, the picnic offers an opportunity to introduce our friends and families to our union. It also gives us a chance to host friends, allies, and adversaries in an informal setting.



Above: CTU President Deb Bittner, UNTF Organizer Whitney Dziurka, and MSU Employee Relations Director Jim Nash.

Know your contract

Education benefits

Tuition increases are in the news. MSU announced a 3.9% increase in the maximum undergraduate tuition rate, raising the cost per credit hour to \$523.25 starting in the fall. The local Lansing Community College announced a 12.5% increase.

MSU's increase is important because Article 14, II, B, 1 of our contract (page 31) uses it to determine the amount of educational assistance the employer is required to provide in many instances. The good news is that the change will have minimal impact on CTs taking classes.

For classes completed successfully at MSU

- ▼ *Our contract requires the university to waive the entire cost of credits for CTs taking undergraduate credit courses at MSU (up to 14 credits per year).*
- ▼ Graduate credits will be \$698.50 this fall, a 4% increase, which impacts CTs taking courses at this level. The university waives *half* of the maximum cost of an undergraduate credit, \$261.63, toward the cost of a graduate credit (up to 14 credits per year). The end result is that, starting with fall semester, CTs will pay \$436.87 out of pocket for a core program graduate credit, an increase of \$16.87 per credit over last year.

Off campus

Our contract also provides reimbursement for the successful completion of off-campus courses, requiring the employer to apply *half* of MSU's maximum undergraduate credit fee toward the cost of approved credit courses taken at Michigan-based institutions.

One of the most popular off-campus educational institutions for CTs is Lansing Community College. Although LCC's 12.5% increase is significant, CTs using educational assistance will not feel the hit because half of MSU's undergrad-



uate rate, \$261.63, covers LCC's new tuition rate of \$99 for students from one of the 15 in-district areas and \$198 for other Michigan students.

The importance of Article 14

According to our contract, the purpose of educational assistance:

is to provide employees an opportunity to gain knowledge and develop skills which will improve proficiency on the present job and/or enhance promotability to higher level jobs which are available within the University" (Article 14, I B [page 29]).

Article 14 is crucial to our ability to improve our skills, keep up with technology, and further our careers. It covers eligibility requirements, application processes and deadlines, definitions of job-relatedness, released time, employer initiated training, Lifelong Education, waivers, reimbursements, non-credit courses, etc.

Portions of Article 14 can be complicated or confusing. In general, address inquiries to the MSU Benefits office at 517-353-4434. A guide to applying for educational assistance is available at <https://hr.msu.edu/prodev/EdAssist.htm>.

However, if you have any problems or questions for which you want union advice and assistance, don't hesitate to talk to your UR, email your contract administrator, or call 517-355-1903.

URdistricts

District 39 (Communication Arts and Sciences Building): **Rachel Iseler** has petitioned for reappointment to the UR position. If no CTs express interest in the position by July 15, she will be appointed.

If you are without a Union Representative in your district, please consider coming forward to fill this important position. 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.



"You get minimum wage, food stamps, and subsidized health care. What more do you want?"

CTU's Gerri Olson Educational Loan

Yes, our contract requires the employer to reimburse CTs for the successful completion of eligible off-campus classes. But raising the tuition up front can be difficult.

So, the CTU provides a loan to members to cover tuition until the class is over. Members are then required to pay back the union and usually do so with their MSU reimbursement check.

Contact Patricia Shackleton (432-5665, patricia@ctumsu.org) July 12 through 18 in order to participate in the loan program.

Registrations received after July 18 will be considered as space permits.



2016 CTU elections schedule

August 2016. Nomination notice distributed through the CT News.

September 6 through September 13. Nomination period.

September 13. Deadline of 5 p.m. for written nominations. Submit written nominations to the CTU office secretary or a member of the Elections Committee. That night, nominations will be accepted from the floor during a nominations meeting at the CTU office from 5:30 to 6:30 p.m. The nominations period will close upon the conclusion of the meeting. Candidates will be given an opportunity to speak at this meeting. Upon submission of their nominations, candidates will be given a list of rules and guidelines for the election process.

September 20. Deadline of 5 p.m. for candidates to submit a campaign statement (up to 500 words, electronic format preferred) to Organizational Manager Barb Harris for publication in *CT News*. Photo arrangements must be made at this time: contact Cheryllee Finney at 432-9580 or Cheryl@ctumsu.org.

October 14–21. The membership list will be available for inspection by the candidates between 8 a.m. and 5 p.m., Monday through Friday. Arrangements to inspect the membership list must be made by contacting a member of the Elections Committee or CTU Organizational Manager Barb Harris.

October 10. Week of publication for the special elections edition of *CT News*.

October 17. Candidate forums begin.

October 19. Deadline to request absentee ballots from Barb Harris (355-1903, Barb@ctumsu.org) by 5 p.m.

October 24. Absentee ballots must be at the Post Office box by the end of the day.

October 25. Polling 7:30 a.m. to 5:30 p.m. Official vote count begins at 6 p.m.

October 26. Officers installed at the Membership Meeting.

November 2. Deadline for receipt of election protests.

November 15. Runoff election if required.



Get involved!
And remember, every vote in our general election is a "yes" vote for our union.

Election continued from p. 1

by educating ourselves and communicating our priorities within the organization. And what better way to do so than by taking part in our yearly officer elections as a voter, volunteer or, perhaps, candidate?

CTU members will be asked on October 25 to choose our vice president, treasurer, and four directors. Because one of the members of the Audit Committee took a promotion out of the bargaining unit recently, we will also have two open positions on that committee.

Please see the 2016 CTU elections schedule above.

Not running for office?

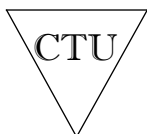
The union will need plenty of volunteers to help with the activities that go into making the elections a success.

The August issue of *CT News* will provide more election details, including volunteer opportunities and a list of duties associated with the elected positions. The duties are also available on the union's website at www.ctumsu.org/about-the-ctu/elections. Review them for assistance in choosing between the candidates or for help in deciding whether or not to run for office.

Quote: Democracy is a device that insures we shall be governed no better than we deserve.

—George Bernard Shaw

June/July 2016 **CTnews** 7



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

CHANGE SERVICE REQUESTED

CTcalendar

July 14. Membership Meeting. 252 Erickson Hall. Meeting starts at 5:20 but doors open at 5 p.m., so come early to socialize. See page 1 for details.

July 19, August 2. Executive Board meetings, C-T Union Hall, 5:15 p.m. Members welcome. First and third Tuesdays. [Bradley Williams]

July 21. Relax with a free lunch-time concert at Abrams Planetarium. The cinematic guitar poetry of Hiroya Tsukamoto, 12:10 until 12:50 p.m. More information at <http://health4u.msu.edu>.

August 4. Union Family Fair Day. See announcement on this page.

August 20. Labor Night 2016 at Cooley Law School Stadium, 7:05 p.m. Lansing Lugnuts vs. Southbend Cubs. Let's go Nuts together! Sit together in a block of reserved seats held for mid-Michigan union members and their families! Tickets just \$11 each for box seats. Free player autographs before the game! Contact Nick Brzezinski (517) 485-4500 x284 for tickets.

October 1. Deadline to submit quilt squares for the 60/50 Quilted Conversations Fall Quilt. Read about the project at <http://project6050communityquilt.squarespace.com/>.



Wilson / UCS



THURSDAY, AUGUST 4, 2016

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

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

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

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

Advance tickets available to CTU members until Thursday, July 28, from Deb Bittner at Deb@ctumsu.org or 355-1903.

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