



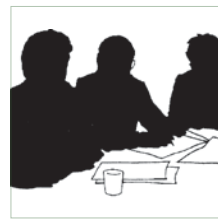
Benefits enrollment time

October 1-31,
p. 4.

1.9%

2016 general raise announced

How did we get to the 1.9 per-cent? p. 4.



Board decisions

What has our executive board been up to? p. 5.



CT news

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

September 2016

CTs help fill the bus

Whether at the office or through on-campus drop off sites, CTs donated generously to help “Fill the Bus” with supplies for children returning to school. The drive was sponsored by the Center for Service-Learning and Civic Engagement.

We want to give special recognition to UR Judy Redding. She made trip after trip to the CTU office with donations from members in her area. Thank you, Judy, and all those who participated through the Library and across campus!



Center for Service-Learning and Civic Engagement Program Advisor K.C. Keyton and President Deb Bittner unload CT donations to help Fill the Bus.

Elections in good hands



Brenda Bailey



Sierra Matthews

Our Elections Committee (pictured left) is committed to providing a fair and democratic process this October. Contact them with any questions or concerns about the election. Contact information for all of the committee members is on our website, www.ctumsu.org, under CTU Elections 2016.

Candidates had not been announced as of press time, but the Committee will host two “Meet the Candidates” forums:



Liz Owen



Pamela Sloan

Wednesday, October 19

11:30 a.m. – 1 p.m.

International Center
Spartan Room C

Food voucher provided by CTU

Thursday, October 20

11:30 a.m. – 1 p.m.

Brody Square Dining
Room 220

Meal ticket provided by CTU

The next issue of *CT News* will be devoted to information about the elections and candidate statements.

HOLD THE DATES

CTU Elections Day Tuesday, October 25

(Watch for candidate statements and other elections information in the October *CT News*.)

Membership Meeting

Wednesday, October 26

Election winners will be announced and sworn in.

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 garciar@msu.edu

Treasurer:

Jan Wallace wallac12@msu.edu

Secretary:

Tracy Rich Tracy@ctumsu.org

Directors:

Pamela Brock brockp@msu.edu

Sierra Matthews vandenb8@msu.edu

Willie Paulsen paulsenw@msu.edu

Walt Peebles peeblesw@msu.edu

Jeanette Robertson robertso45@yahoo.com

Pam Sloan pamsloan@msu.edu

Stephen Stofflet stofflet1@msu.edu

CTU Staff

Communications Specialist

Cheryllee Finney Cheryl@ctumsu.org

Contract Administrator

Rondy Murray Rondy@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 Cheryllee Finney.



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

CTclassifieds

Services:

▼Quality Carpet and Upholstery

Cleaners: Fall is a great time to start thinking about and scheduling an appointment, with Quality Carpet and Upholstery Cleaners, to get your carpets and upholstery cleaned. The holidays will be upon us before you know it and you can be one of the first to get a jump start on your Fall and holiday Cleaning. We are reasonably priced, owner operated, and will do a great job for you! Please give us a call today for your free phone estimate and to schedule your cleaning appointment: 517-694-0497.

▼**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. Come in and relax! Studio is located just off the I-96 Williamston Road exit. Contact Jolene at rothjole@gmail.com or visit www.ourspaceyoga.com.

▼**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. [Alaina Burghardt]

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 Cheryllee 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 final 2016 CTU Membership Meeting will be held in 252 Erickson on Wednesday, October 26. It starts 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!

Different time / Similar issues

President Deb Bittner

Reading Brad Raymond's message (lower right) brings back a lot of memories for me as well. I worked with many of the people he mentions, and still work with some of them. And I also remember the commitment of the members, leaders, and staff back in the day, including Brad, to making CTU a strong and successful union. These leaders laid the foundation of who we are today as well as the floor of our workplace. They fought and mentored and negotiated and forged the solid contract we have and the way our union is viewed in the community.

Back in the day

Brad started working with CTU in the early eighties when an outdated classification system was our big issue. Classification descriptions did not reflect the jobs most of us were actually doing. Many CTs were languishing in jobs where the levels were kept artificially low and the pay did not reflect the responsibilities of the position or the knowledge and skill levels required to do them.

Years of hard work, sacrifice, and commitment on the part of CTs resulted in a new system we could live with. Roughly 600 CTs received promotions and everyone got a hefty raise. Many members reported that there was a new respect shown toward them and the work they did once the "official" struggle was over.

History repeats itself

Of course, the struggle was not over. While some of the details are different, classifications are once again one of our biggest issues. There are simply too few promotional opportunities for CTs who reach higher levels. While some can "promote" out of the bargaining unit, it is often into job classifications that do not adequately describe their actual work and status.

In our most recent contract negotiations, we won five new higher-level positions. CTs are promoting into these positions. Some employees have even been reclassified from non-CTU jobs into the new positions that more adequately reflect their job status. And we say, "Welcome!"

But those five new positions address only part of the problem.

Our most recent contract also included a letter of agreement with our employer to: "review current, revised, and newly established position descriptions as they relate to Fair Labor Standards Act (FLSA) exempt and non-exempt provisions."

It is our contention that many CTs

whose positions are transferred outside our union do not meet the appropriate FLSA standards, a situation I will discuss in more detail at a later time.

Suffice to say that we are gearing up to continue our work on this issue, and you will be hearing a lot more about it.

A call for input

Fortunately, our committed membership is not just a memory. We still get the work done, just as we always did. Right now, your union needs assistance in identifying jobs in need of higher classifications within our bargaining unit. To join your union in these efforts, please contact me.

A note from former CTU Attorney Brad Raymond

The story about Harold Schmidt's passing in the June/July issue of the CT News definitely brought several tears to my eyes. And it reminded me of how long it has now been since I left my law practice in Michigan, and my favorite client (CTU), to become General Counsel for the Teamsters.

It also made me remember being interviewed by Geri Olson and, I think, Barbara Reeves about becoming CTU's lawyer, back in I think 1983. After that, I had the privilege of working with Harold, Cheryl Mostosky, Mark Phillips, and a long list of wonderful people who have served CTU in various capacities. These folks include Barbara, Becky Hicks, LeAnn Slicer, Rondy Murray, Josselyn Miller, Laura Sager, Cheryllee Finney, Wendy Booth and, of course, Deb Bittner. Anyone I omitted was inadvertent and the product of fading memory and age. The article also caused me to pause and remember some of the early matters I worked on with Harold, including a long running dispute with the University

over implementation of a classification study, many grievances and arbitrations, several contracts along the way and the early days of the MSU labor coalition. Without exception, these are very fond memories.

It has now been more than 10½ years since I left Michigan. Although I have certainly enjoyed the challenges here in Washington, D.C., I still miss Michigan and continue to believe that I have never worked with more committed trade unionists than the sisters and brothers at CTU.



Brad Raymond started working for CTU in 1982 and became our regular attorney from 1983 until he left in 2006 to become General Counsel for the Teamsters in Washington DC.

It's *that* time . . . **Benefits OPEN Enrollment**



October 1 through 31 is when we make choices about our health care plans and other benefits.

Good news

Premium numbers don't look as bad this year as in some recent years. Those choosing Blue Care Network (BCN) health insurance—the majority of CTs—will continue to pay nothing toward premiums in 2017. Premium contributions for those choosing Community Blue (CB) health care insurance will increase less than in recent years (up 3.4% for 2017). Employees will have no premium contribution toward prescription coverage under Caremark. See the chart at the bottom of this page for clarification.

(The employer's contribution is prorated for 1/2- and 3/4-time employees, so rates for part-time employees will be proportionately higher.)

Dental care

Single subscribers to the Aetna Premium Plan will pay slightly less (down from \$3.28 last year to \$3.15 in 2017). Aetna Premium Plan rates rose slightly for two-person subscribers (from \$6.01 to \$6.23) and family subscribers (from \$9.58 to \$10.68).

The Delta Dental option is unchanged.

Who needs to enroll?

You **MUST** participate in Open Enrollment if you are making any changes in coverage—which includes adding or removing a dependent, switching health or dental care plans, and changing life insurance or voluntary benefits options.

You must also go through the Open Enrollment process if you plan to enroll or continue enrollment in a Flexible Spending Account.

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

More information

For essential information about open enrollment and information about your benefits options, consult the Open Enrollment guide distributed by Human Resources, visit the site at www.hr.msu.edu/openenrollment, and consider attending the Benefits Fair. The Benefits Fair will take place at the Breslin Center:

October 11, Noon to 6 p.m.

October 12, 9 a.m. to 4 p.m.

October 13, 7 a.m. to 3 p.m.

To enroll, log in to the EBS Portal October 1 through October 31.

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

2017 general raise: 1.9%

Our April 2017 general raise will be 1.9%, based on increases in the cost of health care over the past year. [Lisa Goforth]

For many years, the CTU has worked with other unions and HR to keep health care costs down and quality high. That action, combined with employees' smart health care decisions, kept health care increases to 5.9% this past year, resulting in the 1.9% salary increase.

Health care cost / wage matrix

Health Care Cost Experience			Base Wage Factor Average
0.0%	-	1.0%	2.60%
1.01%	-	2.0%	2.50%
2.01%	-	3.0%	2.30%
3.01%	-	4.0%	2.20%
4.01%	-	5.0%	2.00%
5.01%	-	6.0%	1.90%
6.01%	-	7.0%	1.70%
7.01%	-	8.0%	1.5%
8.01%	-	9.0%	1.30%
9.01%	-	10.0%	1.20%
10.01%	-	11.0%	1.00%

Our success in this area becomes clear when we compare our experience with national trends. For example, the most recent national five-year average trend in health care cost increases was about 5 to 6%, but we were able to keep our costs to 1.8% during the same time period.

Monthly health insurance rates and employee contributions in 2017 (full time)

Tier	BCN rates	BCN employee contribution	CB rates	CB employee contribution	Caremark rates	Caremark employee contribution
Single	\$380.79	\$0.00	\$634.27	\$253.48	\$124.86	\$0.00
2 person	\$799.66	\$0.00	\$1,331.94	\$532.28	\$262.39	\$0.00
Family	\$932.99	\$0.00	\$1,553.92	\$620.93	\$316.85	\$0.00



Board actions

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 April through June 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.

April 5

Accepted the budget with corrections.

Agreed to send up to nine people to Capital Area United Way Women's Leadership Council's 15th Annual "Lighting the Path" luncheon at \$25 per person.

Agreed to send an additional four people to the Labor and Employment Relations Association lunch meeting where Michigan Supreme Court Justice Richard Bernstein is to speak.

Donated \$175 to the Cristo Rey Community Center "Golf Fore Giving" Fundraiser.

Donated \$100 to the Michigan State Labor Council for Latin American Advancement for high school scholarships.

Renewed the annual subscription for the *Detroit Free Press* for \$262.69.

Agreed to send up to two people to the Labor Law and Arbitration Conference in Detroit at \$275/person, plus two rooms at \$109 each plus meals and mileage. [Editor's note: Attendance was postponed.]

Renewed the annual subscription to the OPAC testing software for \$295. This software is used by CTs to help prepare for Human Resources tests.

Received Personnel Committee report

on the financial details of the contract administrator's retirement.

Received reports from our representatives to the All University Traffic and Transportation Committee (AUTTC) and the President's Advisory Committee on Disability Issues (PACDI).

April 19

Renewed the \$39 annual subscription to *The Nation*.

Postponed decision on donating to the Tri-County Office on Aging.

Received AUTTC report: CTU representative was one of two members who voted against recommending a five percent increase in the parking fee.

May 3

Donated \$100 to Mid-Michigan Children's Miracle Network Hospital (CMNH). [Rebecca Young]

Donated \$100 to Meals-On-Wheels through the Tri-County Office on Aging.

Renewed \$75 annual membership in the Michigan Women's Historical Center Hall of Fame and Museum.

May 17 canceled

June 7

Agreed to send up to four people to the Doug Griffith Community Service Award Labor Breakfast for \$25/person.

Donated \$90 to WKAR.

Postponed decision to advertise with Midwest School for Women Workers.

June 21

Agreed to send up to two people to the Midwest School for Women Workers in Chicago at \$650 per person plus any additional travel expenses.

URdistricts

District 22 (Erickson): **Carmen Elliott** has petitioned to become a UR. If no other members from **District 22** express an interest in the position by October 4, **Elliott** will be appointed.

District 35 (Olds, Museum, Music): The UR position is open because of **Amanda VanKoevering's** recent retirement. We thank **VanKoevering** for her many years of service to the union, and we wish her the best in her future endeavors. Anyone wishing to fill the vacant position should contact **Vice President Rosie Garcia**.

If you are without a Union Representative in your district, please consider volunteering for this important position. URs receive training, support and released time to help them fulfill their duties. Contact **Garcia** at 355-9672 x273 or garcia@msu.edu for more information about becoming a UR.

Jack Breslin Distinguished Staff Award

Nominations for the annual Jack Breslin Distinguished Staff Award are due October 26. Criteria for selection of recipients are overall excellence in job performance, supportive attitude, and contributions to the unit or University that lead to improved efficiency or effectiveness, and valuable service to the University. For a nomination form and information about the award, visit www.hr.msu.edu/recognition/supportstaff/DistStaff.htm.

Each of the six yearly recipients receive a \$2,500 award as well as a reception in their honor.

The award is named in honor of the late Jack Breslin, a student leader, honored athlete, former University Vice President, and steadfast advocate of MSU. [Betty Champagne]



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

CHANGE SERVICE REQUESTED

CTcalendar

September through December. Fifteen-minute chair massages coming to an area near you. Times, locations, and on-line registration forms can be found at <http://health4u.msu.edu>.

September 28. “Living History,” a documentary featuring interviews with a dozen Michiganders, aged 85 years and older, providing a rich perspective into Michigan’s history, followed by Q&A. Cosponsored by MSU School of Journalism and the MSU Libraries Diversity Advisory Committee. 6–8 p.m., Main Library Green Room (4 West).

September 30. “The Grand Industrial Band: The Wobblies as a Singing Union,” Charlie King,

Magpie, and George Mann—a wonderful set of folk singers. An “Our Daily Work/Our Daily Lives” brown bag luncheon presentation hosted by the Labor Education Program. 12:15–1:30 in the MSU Library, Room 449W.

October 1-31. Benefits Open Enrollment. See page 4.

October 4 and 18. Executive Board meetings, C-T Union Hall, 5:15 p.m. Members welcome.

October 19 and 20. Meet the CTU Candidates Forums. See page 1. [Arthur Villafranca]

October 25. CTU Election Day.

October 26. Fall Membership Meeting, 252 Erickson Hall. Winners from the previous day’s election will be announced and sworn in. The meeting starts at 5:20, but doors open at 5, so come early to socialize.

October 26. Nomination deadline for the Jack Breslin Distinguished Staff Award. See page 5.



"Why didn't you catch my mistakes when you had the chance?"