



That other election

President Bittner lays out why it is important for us to be involved, p. 3.



Union card

You must show your union card or picture ID to vote. Need a new card? p. 7.



Education loans

CTU provides education loans to members, p. 8.



CT news

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

October 2016

CTU members prepare for the future

We go to the polls
October 25 to elect
members who will help
lead us through some
major challenges just
ahead.



The CTU Elections Issue

Every October, CTs go to the polls to elect at least half the leadership team on the Executive Board and one or more members of the Audit Committee.

This year, we will be electing a vice president, secretary, four directors, and two Audit Committee members.

Please find statements from this year's candidates on pages four through seven along with the information you will need to cast an informed vote.

Although none of this year's races are contested, participation is still important and shows support for the union.

Also, in the races with only one candidate (vice president, secretary and Audit Committee), voters have the option of voting "no."

Don't forget the Membership Meeting the day after the elections, when winners will be announced and sworn in. We will also talk union business and get updates from across campus.

Election Day 2016

Tuesday, October 25
7:30 a.m. – 5:30 p.m.
MSU Auditorium

Rides to the polls &
absentee voting
available.

Fall Membership Meeting

The doors open at 5,
so come early to
socialize.

Wednesday, October 26
5:20 – 7 p.m.
252 Erickson Hall

A membership card or picture ID is required
to vote and attend Membership Meetings.

CTnews

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

PUBLISHED MONTHLY

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Organized and
independent
since 1974!

CTU Executive Board

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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:

▼ **Waterfront, Lake Huron:** 36530 E. Makinen Road, Drummond Island, Michigan 49726. This 2 bedroom, 1 bath retreat is just the gem you're searching for! With 100 feet of fabulous sand beach, you, your kids, and your pets will never want to leave. From coffee on the large deck each morning to bonfires and stargazing in the evening, this private setting will have you under its spell. Take the photo tour and call us for an appointment. Great rental history if you decide to keep it as an income property when you are not here to enjoy it. New roof and hot water heater 2016! Appliances: stove, refrigerator. Exterior features: small deck on back, large deck overlooking the water, SAND BEACH!!!!. Contact Suzanne Sasso Kuusinen at 906-440-3322.

▼ **Sleeper sofa:** Mid-size, perfect for apartment or dorm. Perfect condition, no stains or sags. Blue flower pattern. Asking \$200 but will negotiate. Contact Jane at jane1753@yahoo.com or 484-1221.

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.

1st & 3rd Tuesdays at 5:15
CTU Office

**Note: the only meeting in December
will be Thursday, December 1.**

Members welcome!

Services:

▼ **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.

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

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.

Why union members should be involved

President Deb Bittner

Imagine: Sending your 13-year-old child off to work instead of school. Working six 10-hour days a week with no minimum wage or overtime pay. Recovering from a workplace injury without protections that your job will still be there when you can work again. Facing termination, jail, and even death for joining with co-workers to advocate for change.

Historically, workers and their unions forced major improvements in many of the most horrific conditions. They did it through collective bargaining, by coming together to elect worker-friendly representatives, and by pressuring those lawmakers for change. They left us with a legacy of a much improved workplace—but that legacy is under attack.

We need only look at the overhaul of labor laws in Michigan during the past few years to see how quickly anti-worker politicians can tear down our legal protections when they get into power. We have been hit with laws that forbid local

jurisdictions from enacting better safety, wage, and benefit standards; an emergency manager law that allows the unilateral termination or alteration of union contracts; the infamous “right-to-work” laws; etc. Most of these laws interfere with our rights to freely bargain with our employer. And many more such laws have been introduced.

Rather than cowering or throwing up our hands in despair, workers and our unions are obligated to honor the sacrifices of those who went before us and to ensure that the next generation of workers is not thrown back to those days where workers truly were “human capital.” [Donna Maas]

How do we best protect ourselves? Besides having a strong contract, we get involved at the political level. As my friend and mentor, the late Professor Dan Kruger, always drummed into my head—unions must be engaged in all levels of the democratic process.

When we engage in politics, he said, we “serve as a countervailing force to the legislative agenda of businesses and other special interest groups.”

And the most powerful reason that we must be engaged, he said, is that “POLITICAL ACTION BY UNIONS GIVES WORKERS A SEAT AT THE SOCIAL NEGOTIATING TABLE.”

“Political action is part and parcel of a free democratic society,” Kruger said, “and unions, as part of the democratic community not only do engage in political action, but are obligated to do so on behalf of their members and their interests.”

In that spirit, we must elect the leaders who listen to us and represent our interests as workers. Our jobs, our total compensation, our contracts are all at stake. It couldn't be clearer at the state

How workers lose elections:



**STAY INFORMED. MAKE YOUR VOTE COUNT.
VOTE ON NOVEMBER 8.**

level considering all of the laws that have been passed against us in the last few years. And for workers at Michigan's top three universities—Michigan State, Wayne State, and Michigan—we have a unique opportunity to elect the specific individuals who govern our workplaces. We want leaders who understand our contributions and sacrifices, leaders unwilling to address problems by shifting additional financial burdens onto working families. And we need to make sure the “Big 3” have each others' backs in this fight. Sure these are issues that impact us as university workers, but they also impact the economic health and future of the state and its communities.

So I'm asking for you to vote for those who have been identified as “labor friendly” in these races.

Please consider the following: For the State Board of Education—John Austin and Ismael Ahmed; for UM's Board of Regents—Laurence Deitch and Denise Illitch; for our MSU Board Trustees—Dianne Byrum and Diann Woodard; and for Wayne State's Board of Governors—Mark Gaffney and Yvette Anderson.

We are in the “education business” but we are also a major part of this state's economy. We are a valuable asset and we need to remember that as we vote.

CTU's uncontested election

In light of our current uncontested election, the leadership of CTU is considering a proposal to forego the expense and time-consuming effort of a general election under such circumstances in the future. Instead, we might consider affirming the placement of the candidates in uncontested “races” at a Membership Meeting. The change would require a constitutional amendment, which can only succeed with a 2/3 vote of the members. If the Executive Board decides to advance the proposal, Members will receive notice of it at least 20 days before the October 25 election.

Vice-President

Two-year term ends October 2018

Rosie Garcia

I have had the pleasure of serving as a Vice President for slightly over a year and it has been amazing. I have learned so much about the process and how much more we still need to accomplish. We still have districts without a union representative (UR) and one of my goals for the next two years is to have many more districts if not all with a UR. One of the key items

I have found is that our union does not let us wander the hall without help. We have monthly training for all our union leadership, which means we work hard to assure you are not alone. As a VP I have served as Chair of the Grievance, Appeals and Trials Committee (GAT) and I work along-side our CA and board members. I have been with CTU since 1997 and have

been an active member of our union in different roles.

I have served as a UR, been a committee member for the URCC, was voted onto the Executive Board and I now ask that you continue to consider me for Vice President.



Voting absentee

If you will be away from your worksite on October 25, or unable to get to the polls at the MSU Auditorium for some other reason, you can still vote absentee!

All CTU members with work assignments outside the East Lansing campus also may vote via absentee ballot.

Absentee ballots must be requested from CTU Organizational Manager Barb Harris (355-1903 or Barb@ctumsu.org) by **5 p.m. on Wednesday, October 19.**

Absentee ballots need to be returned to CTU's Post Office box by **5 p.m. on Monday, October 24.**

Secretary

Two-year term ends October 2018

Tracy Rich

I have served on the CTU Executive Board as Board Secretary since 2012 and have been an active, dues-paying member of the union since I started on campus in 2005. I'm proud to represent the members of the Clerical-Technical Union. I would like to continue serving the membership for the next two years

by fighting to keep our contract strong to ensure our members are

treated with respect and dignity. I will continue to promote unity and solidarity among our members and do the best I can to make sure decisions positively affect our members.

I would like to encourage each member to attend the quarterly membership meetings. These meetings are an opportunity to learn about your Union, meet other CTs and the CT leadership, talk about issues in your area, exchange ideas, and make proposals. Member input is essential for the Union to continue to grow and move forward in positive directions. If you ever have questions or concerns, please contact me personally. When you become an active member, you can learn how to effectively use your power in your workplace.

As unions in general continue to face obstacles and criticism, it's crucial we come together to keep our own Union strong and carry on as an example for others. Please allow me to continue to represent the Clerical-Technical Union as Board Secretary.



Elections Committee

Three members* are overseeing CTU's October 25, 2016, elections process. Direct questions, concerns, or comments about the elections to members of the committee.

▼ Brenda Bailey, 884-1036,

baileyb@msu.edu

▼ Sierra Matthews, 353-3949,

vandenh8@msu.edu

▼ Pamela Sloan, 353-8670,

pamsloan@msu.edu

The deadline for receipt of election protests is November 2, 2016.

*Liz Owen resigned from the Elections Committee in order to run for director on the Executive Board.

Directors

Two-year terms end October 2018 / Four candidates / Choose four



Pamela Brock

I am running for CTU Board Member because I am committed to our members and our Contract language. My contributions to the Clerical Technical Union and the members include serving as UR, presently being a CTU Board Member, past secretary of the Board, participating in Contract negotiations, and numerous CTU sponsored activities. I have gained invaluable experience in defending our members to assure they are protected under the language of our Contract. I feel it is my duty and responsibility to the membership to stand in solidarity and defend our right to bargain for equitable

Brock continued on next page



Liz Owen

Once again, I am very pleased to have the opportunity to run for a position on the CTU Executive Board. I have previously served CTU as a union representative, board member and chaired multiple elections. All of these experiences have given me a unique perspective on how extraordinary our union is.

I know how our union has made a difference in the lives of our members and the community at large. I feel that now, more than ever, our union has an even bigger opportunity to make an impact. And I want to have a role in this process and work toward solutions.

Owen continued on next page



Stacey Patton

Hello all, I am Stacey Patton and I am running for one of the Director positions on our CTU Executive Board.

I have worked in the clerical field for more than 30 years now. And throughout my years, for the most part, I have always been a part of a union and an active dues paying member. Unions keep us from being mistreated, undervalued and underpaid by the employer.

For the last 10 years, I have been a member of the CTU here at MSU. For the last three of those years, I have served as a union representative for the 2nd, 3rd & 4th

Patton continued on next page



Stephen Stofflet

My first year as a board member was a busy and productive one.

The five new classifications added to our contract were a result of hard work from a cohesive team of CTU members, and I'm happy that I can count myself among them.

I've been a proud member of CTU for almost nine years now, and have supported the union's efforts via serving as a Union Representative for District 9 (Life Science A & B, Bott Nursing), a member of the union's audit committee, and most recently as a Board Member for the past year.

After such a positive experience, I've decided that I would

Stofflet continued on next page

Audit Committee

Three-year term ends October 2019

Barbara Heyser

My skills and aptitude for numbers will be an asset to the Audit Committee. I have worked at MSU for thirty years and have been an active member of the CTU the entire time. I even used my skills as a photo tech to help CTU during the strike so long

Heyser continued on p. 7



One-year term ends October 2017

Lynn Foltz

I started my MSU career in RHS Payroll and currently work as an office assistant at FRIB. I currently oversee the daily operations of the reception area and building access. I have over 15 years of experience with managing budgets and also manage my own direct sales business where I lead a team of over 500 women.



Brock continued from previous page and fair wages and benefits. I experienced my first contract negotiations in 2012 and I was very proud to be a part of the CTU bargaining team. In the coming year, it is going to be extremely important that we stand together and protect our contractual rights! Now more than ever we need strong and solidarity minded leadership. I shall remain committed to moving our Union forward in a positive and strengthening manner. It is worth the time, commitment and hard work to make sure we stay strong and united. Every day that we go to work, use our health care, take a paid vacation, use a sick day, or take advantage of one of our many benefits, we are exercising rights that were won by the members we elected to represent us at the bargaining table; rights we defend each and every time we enforce our contract. It has been an honor to serve my co-workers in our union. With your support I will continue to do so.

Owen continued from previous page

I hope to continue to cultivate member interest and involvement in our organization, to solidify the bridge between membership and leadership, and to continue to serve the membership using my past experience. I will uphold the rights of the contract we so fiercely fought for and look forward to



Call for elections volunteers

To help make our elections a success, volunteers are needed to staff the polls, drive vans, count ballots, etc. Contact the Elections Committee or CTU Organizational Manager Barb Harris (355-1903 or Barb@ctumsu.org) to sign up.

Candidate forums

**International Center
Spartan Room C
Wednesday, October 19
11:30 a.m. – 1p.m.
Food voucher provided**

**Brody Square Dining
Room 220
Thursday, October 20
11:30 a.m.–1 p.m.
Meal ticket provided**

Meet the candidates and get your questions answered. We have two lunchtime forums this year. Members are welcome to attend either or both of them.

the new experiences the next two years will bring. I look forward to the challenge and would like your vote.

Thank you.

Patton continued from previous page floors of the Administration Building. I have also participated in the many activities that our union sponsors especially our work with the MSU Department of Theater and our annual member picnic.

My passion has always been to fight for the rights of the underdog, the over-worked and the underappreciated. I feel it is my duty to speak up for the ones that cannot or are just too afraid to speak up for themselves. Or sometimes people just need a listening ear and I can listen. Knowing that we may not always be able to solve every problem or situation, but sometimes just allowing them to vent can ease a person's stress. As a strong union member, I feel it is my job to motivate and support and that can be something as simple as a smile or hello. A pleasant word or a hug can make a difference in the life of a member that may be struggling with everyday life challenges.

I am dedicated to be the betterment and treatment of all employees but especially those of the CTU. This university

offers a lot of ways a person can grow and I was surprised to find that not everyone is provided the same opportunity, even though it is offered to all MSU employees. Every single person has a role on this campus and the role of a CTU member is more important than most (in my opinion), since I believe we are the backbone of this University. CTs keep the wheels greased so that this University runs like a well-oiled machine.

I look forward to continuing to serve our members and the University but in a new role on the Executive Board. I would like your vote to help make that happen.

Thank you for your consideration.

Stofflet continued from previous page like to continue serving as a board member, and am submitting my name for consideration in this year's election and would appreciate it very much if you would consider supporting me in my continuing efforts to ensure that these new classifications become fully realized by the university at large, and among our membership. [Mary Witchell]

Prior to joining the MSU family, I owned and operated a couple of media-based businesses, served as the commu-

Stofflet continued on next page



Need a ride?

Parking issues? Disability? Whatever makes it difficult for you to get to the polls, have no fear—the CTU Elections Express is on the way.

Van rides to and from the polls will be coordinated by CTU Financial Manager Patricia Shackleton. Call her at 432-5665 or email Patricia@ctumsu.org on or before October 25 to schedule a ride.

Rides are scheduled on a first come/first served basis, so register early.

Want even more fun? Reserve the whole van and come with a group of coworkers!

Stofflet continued from previous page
 nications specialist for the Episcopal Diocese of Western Michigan, and also served on the boards of a number of different non-profit organizations; one of these as chair to an organization that created and staged events for mentally and physically challenged adults in my hometown area.

I am married (to Kathleen Gibson-Stofflet), and have three incredible step-children; Alyssa, Genevieve, and Jonathan.

I've had the good fortune to develop an outstanding network of professionals on campus, due to the many team efforts spearheaded by the CTU on behalf of its members.

I would appreciate your supporting me in this election; but most of all—I encourage all of you to visit the polls and cast your vote.

Demonstrate the strength and unity of our organization.

In these times of income disparity, right-to-work laws, and vanishing benefits, your support has never been more important.

Supporting your union supports your family, friends, and community: treasure this resource and use it wisely.

Heyser continued from p. 5
 ago! For the last seventeen years, I have worked at Spartan Linen Services, a unit of MSU Culinary Services as an Office Assistant. My duties include fiscal officer

duties, invoicing for services, approving expenses, requesting purchase orders, and reconciling all accounting activities.

For the last two and a half years, I have been working towards a Bachelors of Business Administration degree from Davenport University which will be completed by the end of this year. I also have a photography degree from Lansing Community College. My leadership skills include president of the MSU Business Women's Association and chair of their Membership Committee.


In my private life, I have raised two wonderful children. I belong to Mid-Michigan Genealogical Society where I have held the office of president, newsletter editor and, currently, the treasurer. I love researching my family history and genealogy and found out that my mother's side of the family came from England in 1646. Someday I would love to travel to the different places my ancestors come from.

I would love to give back to the union that has helped me many times over the past 30 years. CTU is a great organization to be a part of, and they are not afraid to fight for your rights. Recently they are the reason that I am getting paid correctly for the job that I do. I tried for three years to get a pay raise for the Fiscal Officer duties with no avail. Then I involved the union and my pay was raised within six months. So I learned to make sure to involve CTU in getting what is due you and I encourage you to do the

same. Because of my experiences over the last 30 years, I am seeking a position on the CTU Audit Committee. I hope to use my skills to give back.

URdistricts

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 Vice President **Rosie Garcia** at 355-9672 x273 or garciar@msu.edu for more information about becoming a UR. [Angela Tenney]



MEMBERSHIP CARD
Clerical Technical Union
 of Michigan State University
THIS MEMBERSHIP CARD IS VALID ONLY WHILE A MEMBER IS IN GOOD STANDING WITH CTU.

Union Member

SIGNATURE

0001

DATE 4/4/1974

MUST BE PRESENTED AT MEMBERSHIP MEETINGS AND WHEN VOTING BY SECRET BALLOT.

You must be able to show your membership card or a picture I.D. at the polls or when attending union meetings.

Misplaced your card? Send an email to Barb@ctumsu.org for a replacement.



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

CHANGE SERVICE REQUESTED

CTcalendar

October 1-31. Benefits Open Enrollment through EBS. For information about your options, visit www.hr.msu.edu/openenrollment.

October 4 & 18, November 1 & 15. Executive Board meetings, C-T Union Hall, 5:15 p.m. Members welcome. (Please note that the only Board Meeting in December will be **Thursday, December 1.**) [Kelly Oppenlander]

October 14. "Brotherhood: Fiction and the Communion of Labor," James De Monte. Date and room to be announced at hr.msu.edu/laborEd.

October 19 and 20. Meet the CTU Candidates Forums. See page 6.

October 25. CTU Election Day.

October 26. Fall Membership Meeting, 252 Erickson Hall. The meeting starts at 5:20, but doors open at 5 so come early to socialize.

CTU's Gerri Olson Education Loan



It's time to apply for the spring semester 2017 loan. Call or email Patricia Shackleton (432-5665, Patricia@ctumsu.org) **November 1 through 14** to register for a loan. Applications received after November 14 will be considered as space permits.

October 26. Nomination deadline for the Jack Breslin Distinguished Staff Award: www.hr.msu.edu/recognition/supportstaff/DistStaff.htm.

November 17. A Trio of Chefs for the Holidays. Get three chefs' advice for your holiday inspiration and planning; Special appetizers, easy garnishes and dessert techniques. University Club Ballroom, 12-1 p.m. Register at health4u.msu.edu/course. \$15.25 includes lunch.

Ruth Jameyson Above & Beyond

This annual \$2,500 award recognizes one support staff member who is pursuing a post-baccalaureate degree while also performing "Above and Beyond" in the scope of their duties at MSU. Nominations are due by January 27, 2017. Contact Ray Gasser at 517-884-0647 with questions.