



Social media

CTU has a new Social Media Committee and it is already making a difference, p. 3.



CTs Walk for Warmth

We are aware of four CTs who participated and more who gave, p. 4.



Mark your calendars

Spring Membership Meeting, April 25, 5:20 p.m., p. 8.

CT news

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

March 2017

Health care talks start

Members address a range of topics during lively January meeting

At our January 31 Membership Meeting, President Deb Bittner announced the opening of health care talks between the Coalition of Labor Organizations at MSU (CLO) and MSU's management team.

Our current health care contract expires December 31, 2017.

"As always, the priority is to keep



January 31—Members socialize before the quarterly Membership Meeting begins.

affordable, high quality health care for CTs and all support staff members," Bittner said at the meeting.

Since 1996, CTU has worked with other MSU support staff unions in bar-

gaining health care through the CLO. With the 2002 agreement, union members acknowledged the impact of health care costs on our "total benefits package"

Meeting continued on p. 4

March is Women's History Month



From CTU's archives: 1988.

Women have been the backbone of the labor movement since its inception—and not only as supporters on the sidelines.

In 1824, 102 women workers in Pawtucket, Rhode Island, walked out in protest of wage reductions and

long hours. They were joined by men and children who worked in the area mills as well as by local farmers. It was the first factory strike in the United States and the first strike of any kind involving women.

Women have helped lead the struggle for respect,

equality, and fairness in the U.S. workplace ever since.

CTs at MSU contributed our own footnote to history when we organized in 1972 and when we waged a successful two-week strike in 1988. The men and women of our union (over 90%

History continued on p. 5

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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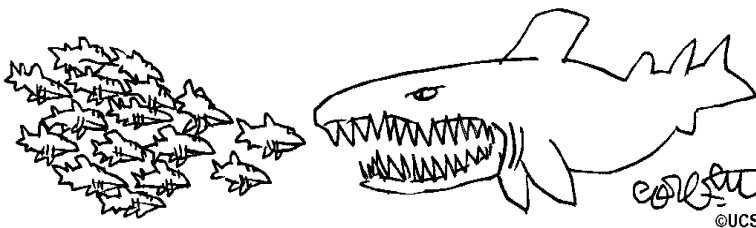
The CT News is the voice of our union. It is our vehicle for communicating, on a regular basis, the issues that confront us as workers. Through this newsletter we explain union policies, show how dues are spent, and explain the views and actions of the elected leadership for evaluation by the members.

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.



"You don't need a union. Ill take care of you!"

CTclassifieds

Services:

▼ **Quality Carpet and Upholstery Cleaners:** This winter has been too long, too cold, and too dirty. Believe it or not Spring is coming—as well as all those Spring cleaning chores. Quality Carpet and Upholstery Cleaners would love to help ease some of that cleaning burden for you. Whether you want to spot clean certain areas from winter wear or begin your Spring cleaning early, give Quality Carpet and Upholstery Cleaners a call to meet all your cleaning needs. Reasonably priced, owner operated, free phone estimates. Please call us at 517-694-0497.

▼ **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).

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

CTU Membership Meetings in 2017 are scheduled for April 25, July 13, and October 25 in Room 1310 Anthony Hall. 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!

History & inspiration

President Deb Bittner

In recognition of Women's History Month, I'd like to share the following from the National Women's History Project:

**Our History is Our Strength!
Writing Women Back into History!
Honoring Trailblazing Women in
Labor and Business**

www.nwhp.org/womens-history-month/2017-honoree-nominations

The 2017 theme for National Women's History Month honors women who have successfully challenged the role of women in both business and the paid labor force. Women have always worked,

but often their work has been undervalued and unpaid. The 2017 Honorees represent many diverse backgrounds and each made her mark in a different field. Additionally, the Honorees' work and influence spans three centuries of America's history. These women all successfully challenged the social and legal structures that have kept women's labor under-appreciated and underpaid.

Facing stark inequalities in the workplace (lower wages, poor working conditions, and limited opportunities), they fought to make the workplace a less hostile environment for women. They succeeded in expanding women's participation in commerce and their power in the paid labor force. As labor and business leaders and innovators they

Lilly Ledbetter

Lilly Ledbetter won a major gender discrimination suit after over a decade of struggle, only to have it overturned by the U.S. Supreme Court.

President Obama's first new law in 2009 was the Lilly Ledbetter Fair Pay Act, which made pay discrimination unlawful at the federal level.

Ledbetter, who retired, will never receive restitution from her employer, but she is okay with that.

"I'll be happy if the last thing they say about me after I die is that I made a difference," she said.



defied the social mores of their times by demonstrating women's ability to create organizations and establish their own businesses that paved the way for better working conditions and wages for themselves and other women.

They proved that women could succeed in every field. While each Honoree is extraordinary, each is also ordinary in her own way, proving that women business and labor leaders can and should be considered the norm. Most importantly, the 2017 Honorees paved the way for generations of women labor and business leaders. The labor leaders being highlighted are:

- ♦ Kate Mullany, (1845–1906) Organized First All-Female Labor Union
- ♦ Lucy Gonzalez Parsons, (c. 1853–1942), Labor Organizer and Socialist Leader
- ♦ Lilly Ledbetter, (1938), Equal Pay Activist [Chantal McWillie]
- ♦ Barbara "Dusty" Roads, (1928), Flight Attendant's Union Leader
- ♦ Yvonne Walker, (1959), President, Service Employees International Union (SEIU) Local 1000
- ♦ Addie L. Wyatt, (1924–2012), Labor Union Leader and Civil Rights Activist

CTU social media

Our new Social Media Committee is off and running with a photo tagging contest that began March 1 and ends April 21 at noon.

The goal of the contest is to show off CTU swag in a photo on Facebook. Sound fun? We hope so!

Post a picture to the **Clerical-Technical Union of Michigan State University** Facebook page wall showing some sort of CTU of MSU swag: a CTU shirt, water bottle, jacket, or even your contract or newsletter! Be creative! Take a selfie while drinking coffee from your CTU mug during your union-bargained break time! OR take CTU with you on vacation and send in a photo! OR find a beautiful spot on campus to sit and read your newsletter during your lunch hour.

A winner will be chosen at random

from the contest entries and will receive a prize at the Membership Meeting on April 25, 2017.

Only CTU members in good standing are eligible to enter contests.

See all of the rules and regulations on our Facebook page.

Have an idea for a fun Facebook contest or event? Contact one of the members of the

Social Media Committee: Sierra Matthews, Liz Owen, and Stephen Stofflet.

The committee has also introduced CTU Spotlight, which will allow people to meet

some of our unique CTs and learn about the different rolls they play across campus. March highlights one of our remarkable URs, Judy Redding.

Please Note: The CTU does not encourage members to use Facebook during working hours.



Meeting

continued from p. 1

and tied raises to increases in the cost of health care. Wages have remained a part of CLO bargaining since.

"It has served us well," said Bittner, "both employees and management." The agreement allowed unions to preserve a quality plan without premium sharing while providing raises throughout some very troubling economic times.

"And it also worked for the university," she added. "Their health care costs ended up being lower than if they simply had relied on premium sharing to shift the increases to us."

"This was possible because the unions know that there is strength in numbers and partnering to solve problems," she said.

She added that the members of each union that bargains health care through the Coalition will have the opportunity to review and decide whether or not to accept a final agreement.

Bittner said that *all* the unions have recognized the importance of unity in negotiating health care. While she hopes all of the support staff unions will bargain together, every group determines its own actions based on its own priorities.

[Editor's note: The APA has rejoined the CLO for the purposes of bargaining health care, and health care negotiations are underway.]



The need here at home

Poverty was a major topic at January's meeting. Although agriculture helps feed Michigan's economy, we are home to many hungry families.

Because CTU did not have a quorum at the meeting, members were not able to vote and take action on issues or finances. While this leaves the Executive Board to make the decisions, attendees provided feedback requesting that the Board:

- ▼ Raise CTU's annual donation to the Greater Lansing Food Bank by 10%

to \$1,100. This amount makes us a Dessert Plate sponsor and places our name on GLFB publications and advertising.

- ▼ Donate \$500 to the MSU Student Food Bank.

- ▼ Donate \$1,000 to the MSU Safe Place for its Race for the Place fundraiser. This request increased the Board's recommendation for a \$500 donation. The MSU Safe Place assists victims of domestic violence. [Jolene Roth]

Union Representative Kelly Kolasa volunteered to put together a team to march in the annual "Walk for Warmth" that takes place on February 25 in several local communities.

Housekeeping

Treasurer Jan Wallace presented our current financial situation. Wallace said that the 2016 audit was just completed. The Finance Committee will present the audit report and a 2017 budget at the April 25 Membership Meeting.

Bittner reported that the flood in the basement cost approximately \$9,000, which will be covered by insurance.

Members agreed to June 22 as a tentative date for our annual picnic.

AUTTC

Executive Board Director Pam Sloan reported on the All University Traffic and Transportation Committee. Sloan is the CTU representative to the AUTTC. She said that we will see greater enforcement of moped regulations in the near future.

Door prize winners

In keeping with an Executive Board decision about the way cash door prizes will be awarded at Membership Meetings, only one \$50 door prize was given out. An additional \$100 door prize will be awarded at meetings with a quorum.

Becky Sullivan won the \$50 door prize at the January meeting.



February 25, 2017, Walk for Warmth: Kelli Kolasa and Rosie Garcia joined the walk in Mason (top). Deb Bittner (bottom photo) and Cheryllee Finney participated in Lansing. CTU walkers appreciated their warm union apparel on the cold, windy day. Altogether, CTs raised over \$600 for the event.

Walk for Warmth is a statewide fundraiser to help families in need through the cold winter.

In addition, Julie Robinson won an embossed CTU shirt and Andrea James, Julie Stoner, Mary Seeger, Nancy Bieber, Lynn Farabaugh, and Stacey Patton won CTU scarves.

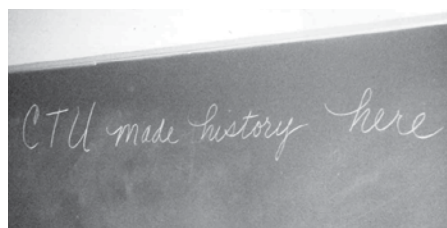
The next CTU Membership Meeting will take place April 25 in 1310 Anthony Hall. Meetings start at 5:20 p.m., but doors open at 5 p.m. so come early to socialize. [Corey Vowels]

History continued from p. 1

female) won a classification and compensation system that made great strides in adequately recognizing the value of our contributions—in our paychecks.

We argued at the time that we were unfairly compensated because we were in fields comprised primarily of women. Both the men and women in our union suffered this discrimination, of course, and our success benefited all of our members, women and men alike. And the men in our union stood right beside the women on the picket lines. It almost goes without saying that the higher wages benefited all of our families as well as the local economy.

The end of the strike did not end our fight for fair and equal compensation. Those types of struggles are ongoing.



Sept. 26, 1988—Message left on an MSU chalkboard when CTs were forced to strike for fair and equitable compensation as well as respect. Approximately 600 CTs received promotions up to four grade levels. Everyone received a substantial raise.



The annual celebration of Equal Pay Day reminds us that we share this fight with all other workers.

The next Equal Pay Day is Tuesday, April 4, 2017. This date symbolizes how far into the year women must work to earn what men earned in the previous year. Red is worn on this day as a symbol of how far women and minorities are “in the red” with their pay. For statistics, history and more information on Equal Pay Day, visit the National Committee on Pay Equity at www.pay-equity.org.

Three weeks later, on Tuesday, April 25, Michigan supporters will rally on the Capitol Steps in Lansing for proposed pay equity legislation (see box).

**Wear RED for Equal Pay
Tuesday, April 4**

Working women's history links

For more information on women's contribution to the labor movement, check out these links:

- ♦ zinnedproject.org/materials/women-in-labor-history
- ♦ www.labor-studies.org/category/other-resources/womens-labor-history

Check out the history of CTU's first 25 years at www.ctumsu.org/about-the-ctu/history.

MI fair pay rally

Local organizers are planning an event to rally supporters of proposed pay equity legislation:

**Michigan Equal Pay
Legislative Day Rally**
Tuesday, April 25
Capitol Steps, Lansing
12:30 p.m.

For more information and to register, visit the website of the American Association of University Women of Michigan at aauwmi.org/equal-pay-day.

URdistricts

District 2 (Administration Building, floors 2, 3, 4): **Cammy Nelson** has been appointed UR. Contact her at nelso128@msu.edu or 484-4211.

The following Union Representatives have applied for reappointment to their respective districts. If no member from these districts expresses interest in the position in her or his district by March 30, the following URs will be reappointed:

▼ **District 5** (MSU Detroit Medical Center Campus): **Wendi Winston**.

▼ **District 32** (Library): **Judy Redding**.

District 37 (Clinical Center A-Wing): **Amanda VanEtten** has withdrawn from her UR position. We thank her for her service and wish her the best in her future endeavors. Any CT in **District 37** who is interested in the UR position should contact the CTU.

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.





Board actions

October through December 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.

This article includes Board actions that took place October through December 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.

October 4

Discussed upcoming Martin Luther King, Jr. Day events.

Agreed to publish a \$145 ad in the Meridian Township's 175th Anniversary Special Event Guide. The CTU office is located in Meridian Township.

Donated \$50 to the Walter Reuther Library and \$100 to the Detroit Labor History Society, both of which hosted CTU representatives and staff during a union history tour.

Agreed to become a member of Restaurant Opportunities Centers United for an annual fee of \$100.

Decided to donate an item valued up to \$125 for the silent auction fundraiser of the Capital Area Literacy Coalition.

Heard president's report on MSU plans to comply with new Fair Labor Standards time reporting rules.

Received vice president's report on September district meetings, labor history training tour, and upcoming training.

Discussed constitutional amendment to streamline elections.

Received report from the union's rep-

resentative to the President's Advisory Committee on Disability Issues.

Received report on the reception for Union Edge Radio.

October 14 [email vote]

Agreed to language for a proposal to amend the constitution.

October 18

Received reports from Rehmann Financial advisors on the status of our investments and reviewed our Investment Policy Statement.

Agreed to send up to six people to the MSU Labor Education Programs conference, "Election 2016: State and National Impacts on Bargaining, Health Care, Employment and Labor Law," for \$50/each.

Agreed to place a \$175 ad in the Drug and Alcohol Safety Handbook for the Capitol City Fraternal Order of Police Annual Country Music Show.

Decided to augment a previous gift of \$175 with an additional \$75 for a \$250 total to the Cristo Rey Community Center Thanksgiving dinner.

Renewed the \$399.13 annual subscription to the Lansing State Journal.

Donated \$120 to WKAR.

Accepted adjustments to the allocation of funds as recommended by Rehmann Financial advisors.

Decided to order sixty 2017 CTU calendars for up to \$1.25 per calendar.

Received report from the president on the healthcare certification special meeting with the university.

Received report from the vice president about union training and new URs.

Received report from the president about MSU's Employee Advisory Com-

mittee (EAP): stress is up across campus.

November 1

Constituted the Executive Board committees:

▼ **Grievance, Appeal and Trial Committee** (GAT): Rosie Garcia (chair), Tracy Rich, Pam Sloan, Stephen Stofflet, and Liz Owen

▼ **Finance Committee**: Jan Wallace (chair), Sierra Matthews, Walt Peebles, Stacey Patton, and Pamela Brock

▼ **Personnel Committee**: Deb Bittner (chair), Rosie Garcia, Jan Wallace, and Tracy Rich

Agreed to keep the Constitution Committee: Deb Bittner, Rosie Garcia, Tracy Rich, and Cherylee Finney

Chose June 22 as a tentative date for our annual picnic.

Discussed Board retreat to be held January 24.

Discussed the role of the Union Representative Coordinating Committee and its relationship to the Executive Board.

Received report from our representative to the President's Advisory Committee on Disability Issues: web accessibility is still a focus of the university.

Renewed CTU's membership in the Mid-Michigan Labor and Employment Relations Association (LERA) for \$65.

Donated \$150 to the Old Newsboys of Greater Lansing.

Agreed to donate \$100 worth of supplies to MSU Student Parents On a Mission (SPOM) and promote a drive for donations.

Directed president to get an estimate from RM Electric to work on the light posts at the rear of the parking lot.

Discussed building signage.

Received president's report on new FLSA reporting requirements and their implementation by MSU management.

November 15

Postponed decision on request for donation from WKAR Radio Reading Service. [Rosemary Shubeck]

Postponed decision on donation

Board continued on next page

Board continued from previous page

request from Salvation Army.

Agreed to distribute a list of items needed by MSU SPOM.

Received report from the president on EAP: 1) EAP has hired an additional counselor to work exclusively with staff, 2) Health4U will merge with the Physician's Office, 3) EAP hopes to offer more after-hours training to accommodate staff with rigid lunch hours.

Received report from AUTTC. New moped policies and enforcement will start being introduced in January.

Discussed the City of East Lansing's recent talks about an income tax.

December 1

Agreed to purchase a table for eight at the Greater Lansing Area Dr. Martin Luther King, Jr. Holiday Commission

Luncheon for \$320.

Subscribed to the New York Times for up to \$97.76 per year.

Received report from the vice president about union training programs and union representative issues.

Agreed to lump sum merit payments for individual staff members.

Discussed OER's request to begin CLO health care bargaining.

Know your contract

Disability leave

What would happen if an illness or accident left you unable to work for a long period of time?

Our contract provides Long-Term Disability (LTD) "for all regular full-time employees with at least twelve (12) FTE service months" (Article 13, Section II, A [p. 25]).

To be eligible for LTD an employee must meet the medical requirements and must be totally disabled for 180 days from the last day of work.

While on LTD, the employee will receive sixty percent of her or his salary. In addition, the employer will pay both the employee's normal contribution and the employer's contribution to the Base Retirement Program.

EDL bridges the gap

But someone disabled is disabled now. How do the bills get paid in the 180 days before LTD kicks in?

The union has negotiated Extended Disability Leave (EDL) as an option for long-term CTs with 60 continuous FTE service months. Disabled CTs who are expected to be approved for LTD at the end of the 180 days are eligible to apply for EDL (Article 11, Section VI of our Contract [p. 19]).

EDL is intended to bridge the 180-day gap. It extends the pay of a totally disabled CT who exhausts sick, vaca-

tion, or personal time until he or she is eligible for LTD.

Here's the catch—

If, in the end, you are NOT approved for LTD, *you have to pay back the money* you received while on Extended Disability Leave.

Yes, that's right.

(Note: You won't need to pay back money received from using your accruals, just additional money you received through EDL.)

EDL should not be confused with short-term disability insurance, which

is not available to CTs or other support staff at MSU.

EDL is meant only to assist a totally disabled employee who is expected to qualify for LTD at the end of 180 days.

If it sounds like a gamble, that's because it can be.

CTs are cautioned to be aware of their rights and responsibilities when considering EDL. Unfortunately, our union has experience with a member being forced to pay back EDL when she did not qualify for LTD. On the other hand, some individuals are grateful to have had access to this benefit.

Contact your union!

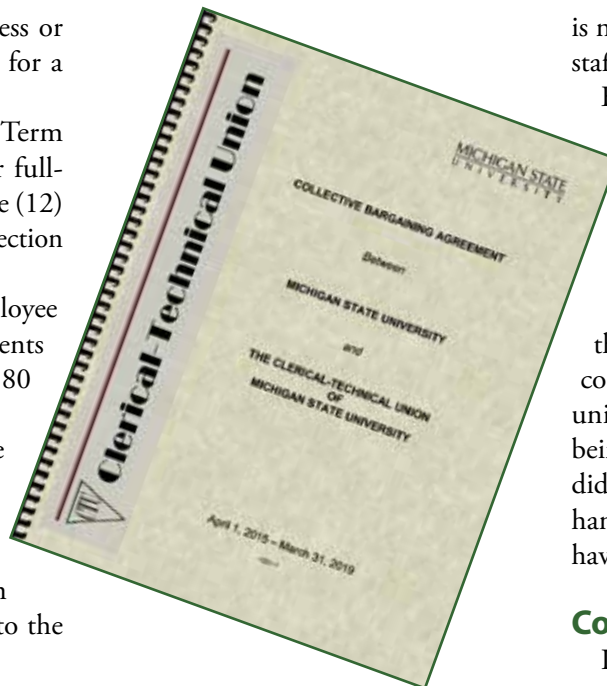
Imagine facing overwhelming personal, financial, and work-related problems while coming to terms with a total medical disability.

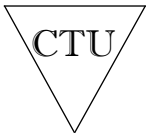
And this article touches on only some of the issues you might face.

You are highly advised to seek the assistance of your union if you ever find yourself in such circumstances. The union will explain your options, provide guidance, and fight for your interests throughout the process.

Do not go into this alone.

Our thanks to HR Analyst Kendra Culham for assistance with this article.





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

CHANGE SERVICE REQUESTED

CTcalendar

April 4 & 18. Executive Board meeting, 5:15 p.m., CTU office. The Board meets first and third Tuesdays. Members welcome. [Cheryl Garrison]

April 6. "Negotiating Taste: Consumers and Workers in the Changing Poultry Industry, 1970–1990." Speaker: Patrick Dixon, Kalmanovitz Initiative for Labor and the Working Poor, Georgetown University. Our Daily Work/Our Daily Lives brown bag series. MSU Auditorium, 12:15–1:30. Free.

April 13. "Adult Children Caring for Aging Parents." An opportunity to understand many of the issues and terms adult children face. MSU Federal Credit Union on Farm Lane Branch Community Room, 4825 E. Mt. Hope Road, East Lansing, 6–7 p.m. Presented by Chalgian & Tripp Law Offices. Register

at www.msufcu.org/events.

April 20. Culinary Cooking and Concepts: Italian Homemade. 12–1 p.m. University Club Ballroom. Cost \$15.25. The meal features a tour of Italy through time-honored Italian dishes demonstrated by chefs John Findley and Katie Chapman. Join them for a Napoleon salad, stop in Milan for one of Italy's most renowned braises, move on to Rome where fettuccine Alfredo originated, and finish in Trevino with a tiramisu parfait. (Vegetarian options are available upon request.) Check out other Health4U courses and register at health4u.msu.edu.

April 25. CTU Membership Meeting. Room 1310 Anthony Hall. The meeting starts at 5:20 p.m., but doors open at 5 p.m. so come early to socialize.

Spring Membership Meeting

April 25
1310 Anthony Hall
5:20 p.m.
(doors open at 5 p.m. so come early to socialize)



Agenda includes:

- ▼ 2016 Audit report
- ▼ 2017 Budget report
- ▼ Health care negotiations update
- ▼ Member issues
- ▼ Questions and concerns
- ▼ Door prize drawings

Picture ID or Membership Card required