

Growing from change

President Bittner writes that challenge can mean opportunity, p. 3.



Service awards
Congratulations
and a big thankyou to our members for their years
of support, p. 4.



Annual picnic June 22

Time to start planning for the CTU picnic, p. 8.



April 2017

Goodbye, again — & hello

nother torch was passed at CTU when Meredith Place joined us at the beginning of April to become the new Contract Administrator.

Goodby Rondy

After what seems like a very short year, Contract Administrator Rondy Murray retired from the CTU effective April 1.

"It's been a great experience!" Murray said, referring to her work with the CTU.

Murray started working with us again last year after having retired from the Uniserv Director position with the Michigan Education Association.

Torch continued on p. 5



Contract Administrator Rondy Murray (left) retired from CTU at the beginning of April after a year of working with us. Meredith Place, former lead organizer and contract administrator for MSU's Graduate Employees Union will be our new contract administrator. The Clerical-Technical Union is currently accepting applications for a second contract administrator.



Tip: controlling drug costs

uring a recent health care meeting, we learned of a small way to save money for both purchasers of prescriptions and for our insurance plan.

That's win/win news for support staff members at MSU where saving money on health care can result in a bigger pay increase.

Senior Clinical Advisor Jerry Paruszkiewicz from CVS Caremark explained that purchasing free or near free generic drugs can benefit everyone. [Nancy Thoma]

In large part, the store

makes these "loss leader" offers in order to bring in customers who will purchase additional items.

If a drug is free, or costs less than the co-pay, Paruszkiewicz explained, the customer pays nothing or pays

Prescriptions continued on p. 2

CT news

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 vandenh8@msu.edu
Liz Owen owene@msu.edu
Stacey Patton pattons2@msu.edu
Walt Peebles peeblesw@msu.edu
Pam Sloan pamsloan@msu.edu
Stephen Stofflet stoffle1@msu.edu

CTU Staff

Communications Specialist

Cheryllee Finney Cheryl@ctumsu.org

Contract Administrator

Meredith Place Meredith@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.

Prescriptions continued from p. 1

a minimal amount at the counter *and* the insurance company is not charged, which benefits consumers.

However, he cautioned, it is still important to use a prescription insurance card with the transaction in order to avoid drugs that are contraindicated for a patient's medical condition or other medications. Having a record of prescriptions also helps in finding a patient if there is a recall or other important medical developments, he said.

Meijer offers several free prescriptions,

such as antibiotics, prenatal vitamins, Metformin for diabetes, and Atorvastatin Calcium for cholesterol control. Review their list (which is subject to change) under "Pharmacy" at www.meijer.com.

Other local merchants offer very low prices on an even greater list of prescription drugs. Those that didn't require a paid membership at the time this article was written include (but are not limited to) Target, RiteAid, Kroger, and CVS. For more information, contact the stores directly or check them out online.

CT classifieds

For sale:

▼ LuLaRoe with Kira and Emily:

www.KiraAndEmily.com or shop.kiraandemily.com. We are Air Force spouses who are currently geographically dislocated from each other. Emily is in Michigan and Kira is in Iowa. We are both wives, moms, fur baby lovers and most importantly, LuLaRoe Lovers! We are here to bring you LuLaRoe's most sought after styles and prints. We carry sizes XXS-3XL. Where fashion meets comfort!

Services:

▼Quality Carpet and Upholstery

Cleaners: Spring flowers are popping their heads out of the ground and soon we will be feeling warmer tempera-

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! tures. It is a great time now to schedule an appointment with Quality Carpet and Upholstery Cleaners to help you with your cleaning needs and give you a sparkling clean and fresh house to start the Spring season. We will be happy to help you with your carpet and upholstery cleaning needs. Owner operated, free phone estimates. Give Quality Carpet and Upholstery Cleaners a call at 517-694-0497.

▼ Skills assessment software: The CTU makes the software and a work station available to members so that they can practice for the university's skills assessment tests. This is the same software that Human Resources uses to evaluate skills in Word, Excel, PowerPoint, Access, and more. Call 355-1903 to make an appointment.

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.

President's corner

New approaches

President Deb Bittner

ews stories about organized labor can be disheartening. I won't even go into the litany of politicians' attacks on workers' rights in this message. You've heard it before, and it's not ending soon. Unions get a bad rap!

What doesn't kill you

On a brighter note, I'd like to point out that as members of the CTU we are building a force that provides the highest quality of representation and advocacy in the workplace. We are cementing our reputation as a partner in the community. We are building solidarity. We are working to become stronger.

Some unions may have thought that these things had already been accomplished, that we could pat ourselves on the back for a job well done and coast to retirement with the union at our backs. That has never been the case for our union, or for that matter, any vibrant, resilient, and successful organization. But our union is strong only to the degree that our members are involved.

And we know how hard it is to stay involved and participate, especially in the ever changing world around us that seems to just get more complicated and difficult every day. And changes, no matter good or bad, can really throw a person, or family, or organization, off course.

So, how do we as CTU weather change? Well, we build a strong organization (\checkmark). We prepare through savings, education, networking, etc. (\checkmark). We secure a strong foundation in a good contract (\checkmark). We partner with our employer when we can; we work with other labor unions for all campus employees; and we are active in our community (\checkmark).

Another thing we need to do is embrace change and make it work for us.

While we are obliged to stand up for ourselves and fight attempts to bring

down workers and our unions, we must also be willing to turn unwelcome change to our advantage. For example, right to work is wrong and is intended to harm unions. However, these and other political attacks can result in

greater solidarity amongst workers who realize they must become involved and protect the organizations they built years ago. Another example: Unions that have become complacent could become more responsive to members' needs. These are the kinds of changes that, if embraced, can make a union stronger.

CTU embraces change

Here at the CTU office, the hiring of Contract Administrator (CA) Meredith Place is one change that we are embracing. We all see Rondy Murray's retirement as a loss of experience, knowledge, and perspective. We will miss her. But now we have Meredith, who has all of the qualifications needed for an excellent CA as well as a great deal of experience in union organizing and member recruitment, skills we need right now.

The CTU has operated with only one CA since 2014. Understanding that we cannot provide the same level of member support and do some necessary internal organizing with only one CA, the CTU is in the process of hiring a second CA. So, more change, but it will be an added benefit to our organization for sure.

Bargaining health care

Negotiating a new contract always means entertaining change and uncertainty, and CTU and other MSU support staff unions recently began talks with the university over a new health care agreement.

Our health care negotiations have

When the winds of change blow, some people build walls, others build windmills.

—old Chinese proverb

always been innovative, from the establishment of the multi-union bargaining coalition, to the tying of wages and health care costs in a total compensation matrix, to the payout of money saved over the course of one contract period to workers during the next contract period. The unions will fight to maintain quality, affordable health care insurance, *and* we will be looking, again, for innovative ways to improve the package.

Thirty years

As CTU embraces more new chapters, it is time for reflection: How did CTU become the success we are today? More importantly, how do we take our past success and make it work for us as we face today's challenges? How can we prepare for future threats and possibilities?

We have a lot of opportunities. The important thing is to not feel crushed by the attacks and threats. Instead, we need to see the challenge and turn it to our advantage.

One last bit of reflection, though, on a personal note: There is the saying that the more things change, the more they stay the same. To prove this point, I received my notice from MSU this week informing me that I am eligible for an award for 30 years of service. Thirty years? Where did that time go? How can that be possible? I am still only in my 20s like the day I was hired, right?!

Congratulations to all of us who are being recognized for our MSU service. It is something to be proud of.

Congratulations and best wishes

ur congratulations and best wishes go out to the CTU members being honored this year for retirement and years of service to Michigan State University. The awards program will be Monday May 15, 2017, at the Kellogg Hotel & Conference Center, beginning at 4:30 p.m.

Fifty-five years

June Messner

Forty years

Margaret Barkman Karol Frv* Sandra Kuchta Patricia Peterson Sharon Ruggles Catherine Vaughn Marsha Walsh

Thirty-five years

Nancy Ashley Kristine Baclawski Robin Borowski Jacqueline Guyton Elaine Harrington Sklar Linda Krcatovich Patricia Naeole Sue Ann Pung Vanessa Rengstorf **Emily Rodriguez** Nora Sleasman Carolyn Suddeth Patricia Wolff

Thirty years

Carol Aho* Annette Bacon Debra Bittner Linda Brandau* Anne Brooks Diana Bushre* Tracy Carey Nicole Ebert Stanley Fedewa Isabel Garcia Theresa Grover Linda Hartwig Severo Hernandez Diane Hernandez-Woida

Deborah Hettinger* Elizabeth Hoover Joseph Kulikowski Mary Lilly Melinda McLouth Cvnthia Mejorado Angela Penner Denise Rabi Janet Reynolds Sandy Riebow

Nicholas Roach

Lisa Schupbach Karen Smith* Nancy Smith Annette Sonier Fayelene Spencer* Penny Unger-**Brookens** Cynthia Wallace

Debra Wilson* Mary Witchell Carol Wood

Twenty-five years

Francine Allen Ruth Blair Roberta Brandt Donna Carncross Connie Crew Neerja Hajela Tamara Hicks-Syron Kathleen Joseph Marian Matiyow Lorie Neuman Melanie Parish Marcia Pung Iean Robinson* Nancy Russell

Michelle Strickler Donna Sweet Kathryn Walicki Kathleen Walker* Teri Walters Suzanne Watson Kimberly Wright

Twenty years

Kimberly Baker Deborah Barratt Michele Beltran Pamela Bower-

Rheaume Pamela Brock E. Donaldson Marsha Edington John Gordon Rachel Iseler Tracy Lee Monique Mataya-Trevino Hung Nguyen Alice Nobis Ethel Oberlander Willie Paulsen

Debra Peabody



Jacqueline Riley Candie Sanchez Margaret Selasky Nancy Spitzley Yvonne Squiers Nancy Stark Sheila Teunissen Nancy Thoma Angel Toth Christine Tolfree Marlena Vertrees Pearl Wong

Fifteen years

Marcia Baar Brenda Bailey Martha Bernath Jill Black Linda Clark* Linda Clifford Sharen Cork

Congrats continued on next page

Political roundup

pight to work bills were **P**proposed in four states since the beginning of the year. Anti-union politicians in two states, Kentucky and Missouri, rushed the measures through, making those states the 27th and 28th rightto-work states. Workers in New Mexico and New Hampshire, on the other hand, effectively beat back right-to-work legislation.

On the federal level, legislation that, if passed, would make right to work the law of the land was introduced in February.

Several cases are winding their way through the court system, pretty much guaranteeing that the Supreme Court will weigh in on right to work in the near future.

Unions, including the CTU, have traditionally opposed right to work laws because they ensure that non-union workers at a particular company or institution will receive—for free —the same wages, benefits, and union representation that dues-paying members earn through their unions. Such laws serve to make unions weaker and less able to stand up to employers.

Michigan passed its own right to work law in 2012.

—Various sources

Inemployment fraud has been in Michigan news of late, and not because

workers broke the law. A computer system, purchased from out of state, falsely accused tens of thousands of Michigan unemployment insurance claimants of fraud and also improperly exposed the names, social security numbers, and other personal information of up to 1.9 million claimants.

As a result of the errors and additional fees and penalties, some workers had their credit

Roundup continued on next page

Congrats continued from previous page

Jill Cruth Melinda Peggy Donahue Robin Ellsworth Tammy Endsley Sarah Erickson Dietz Barbara Etapa* Joanne Flynn Kellie Neal Ian Hettich **Julie Norton** Geraldine Jennifer Olney **Jennings** Elizabeth Owen Angela Kimmel Carrie Pearson

Janet Ream Kochenderfer Kristen Rule Cheryl Luick Amanda Aileen McTaggart-Elizabeth Moore

Scharnweber Julie Schmidt Pamela Sloan Valerie Thompson Beatrix

Vankampen Sabrina Walton Connie Wetzel*

Retirees

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

Kathie Ayers Diana Bautista Cynthia Brewbaker Esther Burruss Jean Cochrane Debra Conway Sue Gessler Anne Ginther Richard Hamilton Haila Hayner Gail Hebert

Phyllis Kacos Sherri Kleinhardt Pamela Kramer Connie Lazarus Jane Lott Lynn Luttrell Judith Madsen Barbara Monroe Marcia Paterna Ann Rebman Diane Redenius Kathy Riel

Joyce Scepka Susan Schaefer Carolyn Schein Maureen Shinsky Wendy Tsuji Karen Vanatta Amanda Vankoevering Robin Walter **Judith Ward**

Andrea Withers

Continue to receive the CT News in retirement. Email Cheryl@ctumsu.org or call 517-355-1903 to request a subscription. Copies are also available at www. ctumsu.org, and you can like us on facebook at www. facebook.com/CTUofMSU.

Torch continued from p. 1

Murray has a long history with the CTU. She became a member starting in the 1970s, a director in 1983, and president in 1989. She was first hired as a contract administrator in 1997 and left that job to work first for MSU and then for MEA.

"She has a great history with our organization," said President Deb Bittner, "and she brought a wealth of knowledge and experience to the job."

"We will miss her and we certainly wish her the best," Bittner said, adding that Murray has agreed to assist our union on special projects if we need her in the future.

Hello Meredith

Our new contract administrator brings knowledge and experience with her to the job. Most recently, Place was an internal union organizer and contract administrator with the Graduate Employees Union at MSU.

"She knows the lay of the land and has experience with management at MSU," Bittner said.

Place has also been employed by the National Association of Letter Carriers in Washington, DC, and the AFL-CIO in Royal Oak, Michigan, and Green Bay, Wisconsin.

Our Personnel Committee currently is receiving resumes for a second contract administrator.

Political roundup continued from previous page

ruined and were forced to file for bankruptcy. Michigan's 400 percent fine for unemployment fraud is one of the highest in the nation, exacerbating the problem for those who were falsely accused.

Many workers continued to suffer from wage garnishment even after an internal state review showed a 93 percent computer error rate and after a federal court settlement in which the Michigan Unemployment Insurance Agency

agreed to fix the problem, review the cases, and if warranted, reverse the penalties.

-Bridge Magazine, Detroit Free Press, Lansing State Journal

wo destructive tax proposals failed in the Michigan House of Representatives in February. The first would have eliminated totally Michigan's income tax over a number of years, and a second, replacement proposal would have lowered the income tax by 3.9 percent a year for four years. There were no proposals to replace the revenue. Most of the seven states currently without an income tax make up for the loss with higher sales and property taxes.

Opponents argued that the cuts would not have much impact on the taxes paid by middle income workers but would threaten safety, roads, education, etc. MSU President Lou Anna K. Simon joined the opposition, lobbying against the proposed income tax cuts because of their potential to further harm higher education.

The bill failed in the House 52 to 55.

The House reserved the right to reconsider the income tax vote at some point in the future, so we are likely to see a return of this fight.

> —Detroit Free Press, Detroit News

^{*}Members whose names are marked with an asterisk, along with those listed below have officially retired.

CTunion representatives ———

1. Administration Bldg (Floors B, 1)	April Moore (3/18), 2-3956, mooreap@msu.edu
2. Administration Bldg (Floors 2, 3, 4)	Cammy Nelson (2/19), 4-4211, nelso 128@msu.edu
3. Diag. Center for Population & Animal Health,	No UR, contact the Union office at 5-1903
Basell Bldg (MBI), Henry Center, Alliance Dr. 4. Biomed Phys Sci, Planetarium	No UR, contact the Union office at 5-1903
MSU Detroit Medical Center Campus	Wendi Winston (4/19), 313-578-9624, winst106@msu.edu
6. Baker, Geography, Snyder-Phillips, Mason-Abbot,	Julie Detwiler (4/17), 3-5258, detwiler@msu.edu
Psychology Bldg, Kresge, Auditorium	Julie Detwilet (4/1/), 3-5250, uetwier@msu.eau
7. E and W Fee, Hannah Tech Bldg	Stephanie Six (7/17), 3-1998, six@msu.edu
8. MSU Grand Rapids Campus	No UR, contact the Union office at 5-1903
9. Life Sciences, Bio Engineering Facility	Sarah Carapellucci (2/18), 4-8954, carapel1@msu.edu
10. Farrall, Chem, Biochem, Cyclotron	Brenda Franklin (12/18), 5-9715, frankl78@msu.edu
11. Plant Biology Lab, Pesticide Rsch, Biology Rsch, Food Safety & Toxicology	No UR, contact the Union office at 5-1903
12. Natural Resources, Packaging, Trout Bldg	No UR, contact the Union office at 5-1903
13. Anthony, Meats Lab, Engineering	Michelle Jenkins (10/16), 2-9183, jenki285@msu.edu
14. Instr Media Ctr, Urban Plan & Landscape Arch,	Jeniffer Robinson (08/17), 4-8731, robin996@msu.edu
Audiology & Speech Science, Public Safety	,
15. Nisbet, Manly Miles, Spartan Village Comm Center	No UR, contact the Union office at 5-1903
16. U Housing, Food Stores, Laundry, U Serv,	Angel Toth (10/17), 4-3583, loveall@msu.edu
Power Plant, Angell Bldg, Surplus & Recycling	
17. Grounds, Physical Plant, Wilson, Holden, Case,	No UR, contact the Union office at 5-1903
Wonders, Duffy Daugherty Football Bldg	
18. Kellogg Center, Brody Complex	Karen Spitz (3/18), 4-6542, spitzka@msu.edu
19. MSU Macomb University Center Campus	No UR, contact the Union office at 5-1903
20. Eppley, Owen, Shaw, N Bus Col Comp	No UR, contact the Union office at 5-1903
21. Holmes, McDonel, Hubbard, Akers, Conrad, IM East	No UR, contact the Union office at 5-1903
22. Erickson	Carmen Elliott (10/18), 3-4912, caguirre@msu.edu
23. Plant & Soil Science, Wharton Center	No UR, contact the Union office at 5-1903
24. Int'l Ctr., Wells, Central Services	Lori Thomas (7/17), 2-4347, thoma657@msu.edu
25. Spartan Way, IM West, Dem Hall, Jenison, Circle IM,	Brenda Bailey (1/17), 4-1036, baileyb@msu.edu
Breslin, Munn Ice Arena	
26. Student Services, Horticulture	No UR, contact the Union office at 5-1903
27. Giltner, Natural Science	No UR, contact the Union office at 5-1903
28. Clinical Ctr (B,C,D Wings), Engn Res, Radiology	Becky Sullivan (4/17), 4-3374, sulli306@msu.edu
29. Olin Health Center, Berkey	No UR, contact the Union office at 5-1903
30. Campbell, Central School, Gilchrist, Landon, Mayo,	No UR, contact the Union office at 5-1903
Human Ecol, Union, Williams, Yakeley, Wills House	N
31. N and S Kedzie, Bessey, Computer Center	No UR, contact the Union office at 5-1903
32. Library	Judy Redding (4/19), 4-0811, redding5@msu.edu
33. Vet Medical Center-1	No UR, contact the Union office at 5-1903
34. Agriculture Hall, Cook Hall	Kelli Kolasa (1/17), 2-7685, kolasa@msu.edu
35. Olds, Museum, Music	No UR, contact the Union office at 5-1903
36. Linton, Eustace, Chittendon, Marshall	No UR, contact the Union office at 5-1903
37. Clinical Center (A-Wing)	No UR, contact the Union office at 5-1903
38. Vet Medical Center-2	No UR, contact the Union office at 5-1903
39. Communication Arts	Rachel Iseler (7/18), 2-3676, rachel@msu.edu
40. Sparrow Bldg, Breslin Cancer Center, Lansing	Shirley VanDorp (12/17), 267-2465, vandorps@msu.edu
Medical Office Center, Downtown, Misc	

URs: CTU's daily presence in the workplace

Vice President Rosie Garcia

e can improve our working conditions with a strong union presence, which includes a union representative (UR) in every district.

URs are members of the union; they are our coworkers (also true of the CTU president and other board members), and they understand that a strong and united union benefits every CT.

URs are a face-to-face union presence in the widely disconnected workplaces of Michigan State University. They are the first to know what is happening in their areas, and they are able to funnel that information to the union. Likewise, they are the first in line to provide information, support, and expertise to CTs on the job.

Employees need a voice on the job, and URs help provide it. If you are interested in volunteering to become a UR—or you know a coworker who you think would be great at the job—I want to hear from you! As CTU's vice president I serve as the Executive Board's liaison to the UR Coordinating Committee.

Just check the list on the opposite page. If your area does not already have

a UR, please consider running for the position. If more than one person in an area is interested in becoming a UR, we will hold an election. Otherwise the volunteer may be appointed to the position.

If you are wondering if you are ready for such a commitment, please know that no UR is thrown into the fray without preparation. The union provides regular educational sessions and informational updates to help URs fulfill their roles. In addition, we have staff who provide direction, assistance, and support every step of the way. With the backing of the union structure, our URs are well prepared to represent their coworkers, protect their rights, and help resolve issues between management and staff.

URdistricts

These members have been appointed Union Representative in their respective districts:

- ▼ District 5 (MSU Detroit Med. Ctr.): Reach Wendi Winston at 313-578-9624 or winst106@msu.edu.
- ▼ District 32 (Library): Reach Judy Redding at 884-0811 or redding5@msu.edu.

The following URs have applied for reappointment. Other members interested in these specific positions should contact the union by May 5:

- ▼ **District 6** (Auditorium, Baker, Geography, Kresge, Mason-Abbot, Psychology, Snyder-Phillips): **Julie Detwiler.**
- ▼ District 13 (Anthony, Engineering, Meats Lab): Michelle Jenkins.

- ▼ District 25 (Breslin, Circle IM, Dem Hall, IM West, Jenison, Munn Ice Arena, Spartan Way): Brenda Bailey.
- ▼ District 28 (Clinical Ctr. [B,C,D Wings], Engineering Research, Radiology): Becky Sullivan.

District 4: (Biomed. Phys. Sci., Planetarium): **Barbara Christian** resigned due to changes in her job status. We are happy to report that she is still employed as a CT and plans to remain an active member. Her former UR position is now available.

Interested in becoming a UR? Contact Vice President **Rosie Garcia** at 355-9672 x273 or *garciar@msu.edu* for additional information. [Susan McCormack]

Agile Recruiting & Onboarding Launches in April

he Agile Recruiting and Onboarding (ARO) project will golive on Wednesday, April 26.

The ARO project is an initiative to strengthen hiring, recruiting and onboarding processes and systems. This change is necessary because the current hiring software will not be supported after 2017.

Planned outcomes of the project include automating candidate evaluation and selection, addressing the time it takes to fill positions, delivering more robust system functionality, enhancing

reporting measures and metrics, offering new onboarding tools and improving the overall applicant experience.

The ARO project will implement the new PageUp People applicant tracking software in place of PeopleAdmin, also known as MAP or COMPASS. Additionally, it will create new job posting websites called Careers @ MSU, with sites for internal and external applicants.

Internal applicants will access job postings via the Careers @ MSU tile in the EBS Portal. The internal

site displays internal-only postings, along with postings open to all applicants. The benefit to applying to a posting through the internal site is employee preference over external applicants. It also takes into consideration seniority ranking and eligibility. [Anita Garza]

To ensure a smooth transition to the new system, job postings will only be added on an emergency basis on April 12 and April 19 within PeopleAdmin. Job postings will return to the regular support staff posting sched-

ule within Careers @ MSU beginning on Wednesday, April 26.

More information can be found on the ARO project website.

Questions about the ARO project can be directed to MSU Human Resources at 517-353-4434 or *Solutions Center@hr.msu.edu*.

[Editors note—this article was submitted by MSU Human Resources and published to assist members in navigating the new application process.]



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

CHANGE SERVICE REQUESTED

CT calendar

Now through July 9. Quilted Conversations: Materializing Civil and Human Rights includes two quilts made from quilt blocks submitted by community members participating in last year's Community Quilts project. MSU Museum: Weekdays 9 to 5, Saturday 10 to 5, and Sunday 1 to 5. Admission is free.

May 2 & 16. Executive Board meeting, 5:15 p.m., CTU office. The Board meets first and third Tuesdays. Members welcome. [Denise Bakker]

May 10. Pre-enrollment information session for the Summer 2017 Breathe Easy program. The free nicotine and tobacco cessation classes are scheduled for Wednesdays from 1:30 to 3:30 p.m. at Olin Student Health Services. See the schedule and information about enrolling at www.health4u.msu.edu.

June 19. Deadline to nominate a colleague for Human Resources' Clerical-Technical Recognition Award. Sponsored by the Thomas and Concettina Gliozzo Endowment Fund, the annual award recognizes outstanding clerical and technical employees. Nomination information can be found at *www.hr. msu.edu* under "Pay, Rewards & Recognition." [Ashley James]

Gerri Olson Educational Loan Program

t's time to register for CTU's Educational Loan Program for Summer Semester 2017.

Contact CTU Financial Manager Patricia Shackleton April 24 through May 8. Registrations received after May 8 will be considered on a space available basis.

Save the date

Annual CTU Picnic

Thursday, June 22 4–7 p.m. Patriarche Park, East Lansing

