



From conflict to accord
Unions have a proud and celebrated history, p. 3.



Picnic 2017
We had a great time visiting with members, friends, and family. See the photos, p. 5.



CTU elections
The positions we'll be voting on in October and a calendar of election events, pp. 6-7.



CT news

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

July/August 2017

Health care win for MSU workers

After several meetings introducing the new health care tentative agreement (TA), CTs ratified it on Wednesday, July 26, 2017, by a vote of 337 to 5.

The four-year agreement, January 2018 through December 2021, was bargained by MSU and the eight unions in the

Contract continued on p. 4



June 29, 12:29 a.m.—MSU Employee Relations Director Jim Nash and CLO Chairperson and Chief Negotiator Joe Garza shake hands over the new tentative health care agreement. Melanie Waltz of APA (lower right) served as co-chief negotiator.

Nominations Notice:

Nominations for the offices of President, Treasurer, three (3) Directors, and one (1) Audit Committee member will be accepted September 5 through 12, 2017.

The President, Treasurer, and Directors will be elected to serve terms of approximately two (2) years, specifically, from their date of installation through the installation date of their replacements elected in the union's regularly scheduled election to be conducted in October 2019.

One person will be elected to the Audit Committee to serve a term of approximately three (3) years, until the regularly scheduled election to be conducted in October 2020.

Written nominations will be accepted by the Elections Committee or their designees, including CTU Organizational Manager Barb Harris, at the CTU office from September 5 through 12, 2017, by 5 p.m.

A nominations meeting will be held on September 12, 2017, at 5:30 p.m. at the

CTU office, 2990 E. Lake Lansing Road, East Lansing, Michigan 48823. Nominations can also be made from the floor of the nominations meeting if the nominee is in attendance. The nomination period will close upon the conclusion of the nominations meeting at 6:30 p.m.

In order to make a nomination, a member must be in good standing. Nominees have to have completed their probationary period and be in good standing at the close of the nominations period.

Self-nominations are permitted; seconds are not required. No member shall be allowed to accept the nomination for more than one position.

Every nominee will be required to indicate in writing, no later than the conclusion of the nomination period, whether she/he accepts or declines a specific nomination. The names of nominees who fail to accept their nominations will not appear on the ballot.

CTnews

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

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independent
since 1974!

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Editorial Policy:

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

The CT News is the voice of the membership. We welcome articles from members and stories about members.

While contributions are welcome, they should be constructive and contribute positively to the welfare of our union.

We will accept no attacks on any union leader or member. We will accept thoughtful discussion of all related issues in the letters section, and reserve the right to reply to those that seem to reflect a misunderstanding of the union and its policies.

Direct ideas, letters, questions and comments to Cherylee Finney.

CTclassifieds

For sale:

▼ **Moving sale.** Various household items, furniture: sofa, love seat, sofa chair, rugs, tables, queen beds, mattresses. Exercise equipment: Weider Pro 6900 Body Gym, Vision Fitness programmable tread mill, Pro Form Crosstrainer 970 stationary bike/ workbench with weights. Various gadgets, tools, etc. Basically most items in the house, mostly very sparingly used. All items big and small have to go. Please call 517-878- 5016 or email hajela@gmail.com for details, prices and to arrange a visit to inspect items.

▼ **CTU T-shirts:** Get your U.S.-made v-neck CTU tees in charcoal or heather charcoal. Only \$5 each while supplies last. Contact Organizational Secretary Barb Harris at 355-1903 or Barb@ctumsu.org.



Services:

▼ **Quality Carpet and Upholstery Cleaners:** It is a great time to clean your carpets and upholstery to have your home and furniture summer time fresh! Sandy beaches and summer vacations can take a toll on your vehicles and campers too. We can

help you before or after your summer vacation to either get you ready for or clean up after your fantastic trip! We are reasonably priced, owner operated, and will do a great cleaning job for you. Please give Quality Carpet Cleaners a call to set up an appointment today 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.

▼ **Pony cart rides near Sleepy Hollow State Park:** I have a double-seated pony cart that can fit three kids and two adults. About \$10 per person. Also, horseback riding at Sleepy Hollow State Park. Room for one adult and one child. About \$20 per person. Call 517-930-6440 for pricing. Ask for Cindy.

▼ **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 Cherylee Finney at Cheryl@ctumsu.org. The *CT News* accepts ads from CTU members on items for sale and/or services provided by CTU members and/or their household family members. See advertising guidelines at www.ctumsu.org/news/ct-classifieds.

Membership Meetings

The final 2017 CTU Membership Meeting is scheduled for October 25 in Room 1310 Anthony Hall. The meeting 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!

Collective bargaining Out of conflict . . . accord

President Deb Bittner

Shortly after signing our new Tentative Agreement on health care, I received a block of 1975 collector stamps that celebrate collective bargaining from an MSU colleague. A truly fun and special gift.

When the stamp was issued, the New York Times said:

[C]ollective bargaining [is] an instrument of economic statesmanship that has contributed immeasurably to bringing peace and stability to labor-



EL income tax

Employees who work in East Lansing, including MSU, could be taxed .5% of their income if a proposed ballot measure is approved by city residents in November.

Residents of the city would be taxed 1% of their income.

Workers who reside in cities that already have an income tax would have their home city income tax decreased by the amount paid to East Lansing.

East Lansing City Council voted June 20 to put the proposal on the November 7 ballot.

CTU is meeting with other organizations and individuals in an effort to understand the ramifications of the tax and consider possible actions.

Watch for more information.

management relations in the United States. . . . A creation of graphic symbolism, the stamp has two overlapping circles to represent the cooperative partnership between labor and management. Superimposed on the circles, in lower case, are 'collective bargaining' and, in smaller type, 'out of conflict . . . accord.'

—*New York Times*, Feb. 23, 1975

Apparently, unions and collective bargaining were not dirty words back then.

Collective bargaining is almost as old as the United States, according to research undertaken by the USPS.

"It is not a perfect instrument, but no more workable alternative to deal with the complexities of labor-management relations in a democratic society has yet appeared," NYT added.

On March 13, 1975, Republican President Gerald R. Ford made the following remarks at a dinner commemorating the stamp:

[O]ur American System of free collective bargaining is uniquely deserving of the special honor it is receiving through the issuance of this stamp. . . .

[H]istory has shown that only where there is free collective bargaining is there a free society.

The stamp's theme, 'out of conflict . . . accord' is one to which every citizen can subscribe. The fact that we have developed a strong, flexible collective bargaining system stands as a tribute to the millions of men and women of both labor and management who have devoted themselves to building a better America. . . .

[W]e need to build America today. We need courage, we need patience—courage to face the vital



issues before us and patience to work out just solutions.

Our people cannot live on islands of self-interest. We must build bridges and communicate our agreements as well as our disagreements. Only then can we honestly solve the nation's problems. . . .

One of the longest, sturdiest bridges in this land is collective bargaining.

—*Public Papers of the Presidents of the United States*. Gerald R. Ford. 1975. No. 134

As CTU celebrates the ratification of a labor-management tentative agreement on health care, the product of months and months of work, this stamp really has special meaning. [Terika Hernandez]

Both sides worked hard to meet the needs of both sides of the table—a fact that was not lost on members. As I met you in Macomb, Detroit Medical Center, Grand Rapids, in CTU's conference room and at the MSU Auditorium, you all expressed your understanding of this process, of wanting what is best for you and your families and MSU. You all appreciated the work of the labor and management teams and the collective bargaining system, CLO-MSU style. You don't have to agree 100% with the final product but you know the process works. You made the effort to come out, mostly in person, and overwhelmingly voted to support it.

The Collective Bargaining system still works. Now let's try to get others to remember the words of the late president from Michigan, Gerald R. Ford.

And . . . thank you to all who took the time to vote and to all who made the ratification process so smooth and July 26 such an enjoyable day.

July Membership Meeting

Forty-four members attended the July 13 Membership Meeting, including those attending via Polycom from Macomb, Detroit Medical College, and the College of Human Medicine in Grand Rapids.

Treasurer Jan Wallace reported on the union's finances, and Contract Administrator Meredith Place reviewed layoff procedures and how to respond to a layoff notice.

"Basically, call the union!" Place said after outlining CTU's strong but sometimes complicated layoff protections. [Julia Perrone]

Unit reorganizations have caused some disruptions recently, Place said, but only



July 13 Membership Meeting—Members socialize before the meeting begins.

a few CTs have been laid off.

Since this meeting took place before members ratified the new health care contract, President Deb Bittner spent

time explaining the Tentative Agreement, and several members expressed approval.

Bittner provided information on the East Lansing Income Tax proposal, and a recap of the June 22 union picnic.

Door prizes: The \$50 prize went to Jan Wallace. Additional CTU prizes went to Wendi Winston, Shawn Rayon, Brenda Franklin, Jean Lepard, Barb Sweeney, Simone Jennings, Andrea Parker, Elizabeth Lyons,

Shirly VanDorp, Mary Fukagawa, Susan Mireles, Lucy McClees, Ruth Blair, Tobin Mellberg, Andrea James, and Brenda Brown.

Contract continued from p. 1

Coalition of Labor Organizations at MSU who are covered by the health care Memorandum of Understanding (MOU).

One union votes "no"

As we go to press, three unions have joined CTU members in ratifying the new agreement. The members of three of the remaining unions covered by the MOU have scheduled votes, and they are expected to vote in favor of ratification.

One union, however, AFSCME 999, voted against the TA. CTU and the other unions in the CLO are investigating the repercussions of this decision.

A successful agreement

"With this agreement, we accomplished our four main objectives," said CLO Chairperson Joe Garza. Garza, who is also president of the APSA, served as chief negotiator.

"One, it maintains a fully funded, high quality health care plan. Two, it introduces a new method of calculating health care costs that is likely to increase wages. Three, it increases the matrix for the first time since we started tying increases in health care costs to pay raises. And

four, it guarantees us additional money in each of the four years covered—to our base wages and/or in lump sum payments."

"We still take a risk," said CLO and CTU President Deb Bittner. "Raises are still tied to health care costs—we still need to work to keep costs down, but under this new matrix, we are guaranteed an increase to our pay every year."

0% raise in 2018

All the numbers are not in, but a handful of cases increased our health care costs significantly in the year ending June 30, 2017. Under our current contract (2014-17), Bittner reported, these huge increases in medical costs are expected to result in a 0% general wage increase for all MSU employees represented by the MOU. CTs will experience our 0% in April 2018.

What isn't in the TA

Bittner said that what isn't in the new TA is as important as what is. She said that the unions were able to successfully fight back against employer proposals that would have provided for a high-



July 26, 2017—CT Ronald Hanson was one of 342 CTs who voted on ratifying the new 2018-2021 health care agreement.

deductible health care plan, outrageously large premium shares for our current plans, a reduced matrix, and other harmful measures.

She said that the process, overall, was respectful, with both sides committed to the success of the university.

"We acknowledged the pressures on our institution while recognizing the contributions and sacrifices of employees," she said.

Bittner pointed out that the unions began planning for negotiations in November 2016 and worked together to make sure every union's concerns were addressed. [Katrina Conley]

This were the last negotiations at MSU for Employee Relations Director Jim Nash, the university's chief negotiator. He officially retired on July 7.

CTU PICNIC 2017

With our coworkers, friends, and family, CTU members celebrated our union and the summer at our annual picnic on June 22. While feasting on hot dogs and other picnic fare, we had a chance to relax and socialize. The kids seemed to love Apple the Clown's balloon characters and face painting, not to mention the very cute playground at Patriarche Park. And, of course, our infamous cake walk was a big hit.

Thanks go out to all of the hard-working volunteers and staff members who, once again, pulled off a great celebration. And it couldn't have happened without all of the members who came out for a good time.



Leadership duties

The terms of our president, treasurer, three directors and one Audit Committee member are scheduled to end this October.

To help us decide who to support, or whether or not to run, it's important to know the duties of the positions.

The duties of officers on the Executive Board are laid out in Article V of our Constitution (www.ctumsu.org/about-the-ctu/constitution-of-the-ctu or call the office at 355-1903 if you don't have internet access).

In order to fulfill those duties, elected officials are expected to take on many responsibilities. The expectations of officers and directors are detailed on this page.

The 2017 CTU Elections will be held Tuesday, October 24.

President

The President of the CTU is expected to fulfill all of the responsibilities listed for directors and officers. In order to fulfill the Constitutionally mandated responsibilities of the Office, the President also is expected to:

- keep the Executive Board and organization on track between meetings;
- structure Board meetings;
- provide a long-range view of the organization;
- act as official spokesperson for the CTU, internally and externally;
- remind people of deadlines;
- balance a 40-hour week through the use of flex and comp time, and report to the Board if work demands overload status;
- report activities to the Board and members; [Jonathon Backus]
- use full-time released time from MSU position;
- chair Executive Board meetings and

Directors and officers

In order to fulfill the Constitutionally mandated responsibilities of any position on the CTU Executive Board, those elected are expected to:

- carry out and honor the oath of office;
- commit the time required to serve the Union including some day, evening or weekend hours;
- support unionism;
- uphold the Union mission and direction as set by the Executive Board and the CTU Constitution;
- make decisions and create policy;
- use input/data from membership, experts, and staff when time permits;

- serve on either the Grievance, Appeals and Trials or Finance Committee;
- represent the CTU at all times;
- attend some labor functions as a CTU representative;
- attend Board meetings, UR meetings, regular and special membership meetings (attendance mandatory);
- when possible, work in conjunction with URs on membership issues;
- keep URs informed and in the loop;
- be able to work as part of a group of people;
- honor issues of confidentiality;
- control rumors/misperceptions.

Treasurer

The Treasurer of the CTU is expected to fulfill all of the responsibilities listed for directors and officers. In order to fulfill the Constitutionally mandated responsibilities of the Office, the Treasurer also is expected to:

- oversee fiduciary responsibilities, pay bills, cooperate with the auditor, research community solicitations,

report on the financial impact of decisions;

- chair the Finance Committee;
- prepare the budget with the Finance Committee;
- make quarterly reports to the membership;
- use 25% released time from MSU position in order to fulfill duties.

Audit Committee

This description of the Audit Committee and the duties of its members is taken from Article VI of the Constitution:

- The Audit Committee shall consist of three members. They shall be elected for staggered three-year terms with said election held at the same time and under the same rules as apply to the Executive Board. Members of the Audit Committee may not be members of the Executive Board.
- The Audit Committee shall make

or cause to be made at least a yearly audit of the Union's finances and shall report to the membership the result of such audit.

- The Audit Committee shall monitor normal operating expenses and shall serve as an independent communications channel between the members of the Union and the custodians of the Contingency Fund for verification of withdrawals from that fund.

negotiations, and sit as *ex officio* member on all internal committees;

- supervise staff;
- chair the Personnel Committee and

report personnel issues to the Board for decision-making;

- vote only to break a tie in an Executive Board vote.



2017 CTU elections schedule

August 2017. Nomination notice distributed through the CT News.

September 5 through September 12. Nomination period.

September 12. Deadline of 5 p.m. for written nominations. Submit written nominations to the Organizational Manager Barb Harris or a member of the Elections Committee. That night, nominations will be accepted from the floor during a nominations meeting at the CTU office from 5:30 to 6:30 p.m. The nominations period will close upon the conclusion of the meeting. Candidates will be given an opportunity to speak at this meeting. Upon submission of their nominations, candidates will be given a list of rules and guidelines for the election process.

September 19. Deadline of 5 p.m. for candidates to submit a campaign statement (up to 500 words, electronic format preferred) to Harris for publication in *CT News*. Photo arrangements must be made at this time: Contact Cherylee Finney at 432-9580 or Cheryl@ctumsu.org.

October 5-13. Requests for absentee ballots accepted. Requests must be received by noon on October 13.

October 9. Week of publication for the special elections edition of *CT News*.

October 13-20. The membership list will be available for inspection by the candidates between 8 a.m. and 5 p.m., Monday through Friday. Arrangements must be made by contacting a member of the Elections Committee or Harris.

October 16. Candidate forums begin.

October 18, 19, 20, 23. Walk-in, absentee voting available at CTU (specific times not yet set). On-site voting days for Detroit Medical Center, Grand Rapids, and Macomb sites will be announced.

October 24. Polling 7:30 a.m. to 5:30 p.m. Absentee ballots must be received at the CTU office by 5 p.m. Official vote count begins at 6 p.m.

October 25. Officers installed at the Membership Meeting.

November 1. Deadline for receipt of election protests.

November 14. Runoff election if required. [Tricia Bradford]



URdistricts

District 37 (Clinical Center [A wing]): **Lois Sieftring** was appointed Union Representative. She can be contacted at sieftring@msu.edu or 884-2949.

Interested in becoming a Union Representative? Contact Vice President **Rosie Garcia** at 355-9672 x273 or garcia@msu.edu for additional information.

Calling election volunteers!

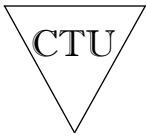
To help with the preparation, election, counting, etc., for the October 24 elections, please contact the CTU office at 355-1903 or Barb@ctumsu.org.

Member Tip: What is a Union Representative?

The heart and soul of any union is its members, and they are pulled together by a network of first-line union representatives, often called stewards. Your union may use a different title for this position, such as department rep or representative spokesperson [CTU uses "Union Representative"], but the functions will be the same. Stewards are the "eyes and ears" of the union, keeping track of what's happening on

a day-to-day basis. An effective steward functions as a two-way pipeline: passing information along to higher-ups in the union, so that they can formulate plans to respond to employer actions, and making sure that the union members in their areas are kept informed about what's going on within the union.

—Adapted from *The Union Member's Complete Guide*, by Michael Mauer



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CHANGE SERVICE REQUESTED

CTcalendar

August 15, September 5 & 19. Executive Board meetings, 5:15 p.m., CTU office. The Board meets first and third Tuesdays. Members welcome.

August 27. "A Long Way Home" by Saroo Brierley is this year's choice for One Book, One Community. Brierley, who was adopted by an Australian couple when he was a child and found his way back to his family in India 20 years later, will discuss his experiences at East Lansing Community Center, 819 Abbot Rd., at 7 p.m. Admission is free, but it is first come, first served. Doors open at 6:30 p.m. The event will also be streamed live via an on-demand playback at www.onebookeastlansing.com/166/2017-Calendar-of-Events.

August 28. Saroo Brierley (see August 27 above) will address MSU's incoming class on Monday, August 28, at 9 a.m. at

the Jack Breslin Student Events Center. The event is open to the public.

August–September. Several One Book, One Community events have been planned, including a couple screenings of "Lion," the movie based on "A Long Way Home." Find details at www.onebookeastlansing.com/166/2017-Calendar-of-Events.

Educational Loan Program

You are invited to register for CTU's Gerri Olson Educational Loan Program for Spring Semester 2018.

Contact CTU Financial Manager Patricia Shackleton November 6 through 17. Registrations received after November 17 will be considered on a space available basis.

September 12. Submission deadline of 5 p.m. for nominations to run for CTU positions. See page 7.



Monday, September 4, 2017

PAID HOLIDAYS: Another union won & secured benefit.