



Labor's legacy
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Why we face a 0% raise
A few huge medical claims this past year means no raise in 2018, p. 4.



Board actions
What has our Executive Board been up to? Catch up on some of their activities, p. 4.



CT news

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

September 2017



Sierra Matthews,
Chairperson



Brenda Bailey



Rosie Garcia



Stacey Patton



Judy Redding

Meet the Elections Committee

The Elections Committee ensures that our elections are run fairly and democratically. Contact them with any questions or concerns about the elections.

▼ **Chairperson Sierra Matthews**, vandenb8@msu.edu, 353-3949

▼ **Brenda Bailey**, baileyb@msu.edu

msu.edu, 884-1058

▼ **Rosie Garcia**, garcia@msu.edu, 355-9672 x273

▼ **Stacey Patton**, pattons2@msu.edu, 432-0127

▼ **Judy Redding**, redding5@msu.edu, 884-0811

Additional elections information is on our website at www.ctumsu.org.

Call for volunteers

We need members to help at the polls, count ballots, etc. To volunteer, contact someone on the Elections committee or Office Manager Barb Harris at 517-355-1903 or Barb@ctumsu.org.

Mark your calendars:

The winners of the October 24 election will be announced the next evening at the Membership Meeting, Wednesday, October 25, 5:20 p.m., 1310 Anthony Hall. The winners will be sworn in at the meeting.



September 1, 2017—Deb Bittner (left) and Barb Harris (right) deliver CTU's contributions to the Fill the Bus project. Program Advisor K.C. Keyton of MSU's Center for Service Learning and Civic Engagement was part of the on-site crew accepting donations for the bus.

CTnews

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of Michigan State University

PUBLISHED MONTHLY

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Organized and
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 Cherrylee Finney.

CTclassifieds

For sale:

▼ **1990 mobile home:** Located in Cedar River Estates, Fowlerville, MI. 2 bedrooms, 2 bathrooms, central air, stove, refrigerator, washer and dryer included, new carpet in bedrooms, large deck built last fall, large yard in back of the park. Asking \$12,000 or best offer please e-mail sparky8552@yahoo.com for details and pictures.

▼ **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!

▼ **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 vehi-

cles and campers too. We can help you after your summer vacation to 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 Cherrylee 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!

Vice President's corner

A call for Union Representatives

Labor heritage

Vice president Rosie Garcia

My daughter came home a few weeks ago with a complaint about her boss, who is attempting to control what employees do on their own time. She told me that she did not want to mention it because she “knows how I feel.”

She's right. I am always advocating for union jobs, where workers have a say in setting the terms of their employment. Otherwise, we're “at will” employees who can be bullied, disciplined, or fired for any reason or no reason at all.

Some of the stories I hear about unorganized workplaces make me angry,

but I don't fault my daughter. Finding a union job is not easy. On the other hand, establishing and maintaining a strong and effective union isn't easy either. [Angela Clum]

A legacy of struggle & success

Although Labor Day will have passed by the time this newsletter is distributed, it is important to note its significance. The day is a yearly “national tribute to the contributions workers have made to the strength, prosperity, and well-being of our country” (Department of Labor).

Like all paid holidays, it is not a “given.” Many workers get paid for only the hours they work. Paid vacation, paid

holidays, paid sick time, these are not required by law. Organized labor worked both to enshrine this day as a holiday and to make payment for the day off “the norm” for most U.S. workers, even if they are not in a union. Union contracts, including CTU's, ensure we get this benefit regardless of

what our employer might find expedient.

On Labor Day, we remember the struggle of those who fought—and died—to make sure we could organize for safety, decent wages, health care, the 40-hour work week, and even the very right to talk with coworkers about workplace issues.

We didn't just “get” our benefits. And they aren't a “given” just because we have them now.

URs defend the legacy

Our union doesn't exist in a vacuum. One way to help my daughter and all the young people entering the labor force, especially those joining MSU, is by making sure CTU remains successful. Every successful union, including ours, helps strengthen the labor movement as a whole.

I thank my lucky stars that there were others who went before me who fought these great battles and fought hard. They

Garcia continued on next page

Districts in need of URs

3. Diagnostic Ctr for Population & Animal Health, Basell Bldg (MBI), Henry Center, Alliance Dr.
4. Biomed Physical Science, Planetarium
6. Baker, Geography, Snyder-Phillips, Mason-Abbot, Psychology Bldg, Kresge, Auditorium
8. MSU Grand Rapids Campus
11. Plant Biology Lab, Pesticide Research, Biology Research, Food Safety & Toxicology
12. Natural Resources, Packaging, Trout Bldg
15. Nisbet, Manly Miles, Spartan Village Comm Center
17. Grounds, Physical Plant, Wilson, Holden, Case, Wonders, Duffy Daugherty Football Bldg
19. MSU Macomb University Center Campus
20. Eppley, Owen, Shaw, N Bus College Complex
21. Holmes, McDonel, Hubbard, Akers, Conrad, IM East
23. Plant & Soil Science, Wharton Center
26. Student Services, Horticulture
27. Giltner, Natural Science
29. Olin Health Center, Berkey
30. Campbell, Central School, Gilchrist, Landon, Mayo, Human Ecology, Union, Williams, Yakeley, Wills House
31. N and S Kedzie, Bessey, Computer Center
33. Vet Medical Center-1
34. Agriculture Hall, Cook Hall
35. Olds, Museum, Music
36. Linton, Eustace, Chittendon, Marshall
38. Vet Medical Center-2

URdistricts

The following members have requested to be appointed UR in their respective districts. If no other members from these districts express interest in the position by 5 p.m. on September 26, they will be appointed.

▼ **District 7** (East and West Fee, Hannah Tech Building): **Stephanie Six** (reappointment).

▼ **District 29** (Olin Health Center, Berkey): **Lucy McClees**.

Interested in becoming a Union Representative? As you can see from the box on the left side of this page, we have 22 open districts. Contact Vice President **Rosie Garcia** at 355-9672 x7-7273 or garciar@msu.edu for additional information.



Open enrollment

Open Enrollment for 2018 health care benefits will take place October 1 through October 31 of this year. Watch for information from Human Resources, and direct Open Enrollment questions to MSU Human Resources at SolutionsCenter@hr.msu.edu or call 517-353-4434 (toll-free 800-353-4434). [Martha Duarte]

Open Enrollment is a great time to review your benefit selections and choose what you want to do for the next year, such as switching health and dental plans, signing up for or changing your flexible spending accounts, or adding or removing dependents.

Note: You *must* complete the health care affidavit if you are adding *or continuing* coverage for a spouse or Other

Eligible Individual. Another campus union reported that, last year, a member neglected to submit the affidavit and had to purchase a year of insurance through COBRA when he lost coverage for his spouse. Don't let this happen to your family! Read all of the materials carefully in order to make the best choices.



0% raise

For a few months now, we've been discussing how a handful of very expensive medical claims are likely to have a huge impact on our 2018 wage increases. [Amy Cole]

Now it's official. Health care cost increases for the 2016-2017 plan year came in at a whopping 16.4%. As per the health care agreement that we ratified in 2014, this means the general raise for CTs will be 0% in April 2018.

Other unions covered by the health care contract will receive a 0% raise in their last year of raises under the current health care contract as well.

As difficult as this is to swallow, the news is not all bad.

The rewards

Nobody's in it for the money, but I have been a UR myself, and I can tell you that it does offer its rewards:

- ▼ URs are usually the first to know of developments with the CTU.
- ▼ URs are frequently asked to help the Executive Board strategize about the direction of the Union.
- ▼ Much of the training and experience URs receive can also be applied to other areas of their lives. [Christine Lynn Caster]
- ▼ URs provide a network for CTs to tap into regarding workplace and personal issues.
- ▼ URs find great satisfaction in knowing they've helped coworkers and built a better future for themselves and all CTs.

See the box on page 3 for a list of districts without URs. I urge every member to consider becoming a UR, especially if you are in a district without one. To discuss it, please contact me, Rosie Garcia, at 355-9672 x7-7273, garciar@msu.edu or the CTU Office at 355-1903.

- ▼ Tying raises to increases in the cost of health care resulted in 0% raises for 2018, but we still have a fully funded, high quality health care plan. We need only look around to understand that good, affordable health care cannot be taken for granted.
- ▼ The huge health care increase appears to be an anomaly. It hasn't happened before. On a positive note, it sets a new base, meaning that it is highly unlikely that next year's increases can be as high.
- ▼ This past summer we negotiated and ratified a new agreement that guarantees additional money regardless of how high health care costs soar. Although salary increases will continue to be tied to health care costs, we will not experience a 0% raise.
- ▼ The new agreement also changes the matrix and how health care costs are calculated, both of which favor higher raises.

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fought out in the labor movement, and they fought here on MSU's campus.

Now we owe it to those who went before, to those just entering the workforce, and to ourselves to preserve it.

We "fight" for our protections and benefits every contract cycle, and we uphold them every time we insist on our rights and benefits under the contract.

Which brings me to my call for new Union Representatives. CTU is a success to the extent that members support it, and there are many ways to participate in and assist your union. Stepping forward to be a UR is one of the most important.

Being a UR can be a difficult job, and it's not one for which everyone is ideally suited. URs can be called on to offer comfort, provide information, and support coworkers, possibly in times of stress, fear or injury. The role requires patience and determination in the face of setbacks. And anyone who takes on the responsibility must be able to maintain confidentiality. A UR must always remember that she or he is an advocate for the members of the Clerical-Technical Union, not for supervisors or managers.



Board actions

April through June 2017

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 April through June 2017. All expenditure decisions are included, but the list does not represent meetings in their entirety. Members can receive copies of complete minutes through the mail or email by contacting the CTU office at 355-1903.

April 4

Agreed to present the 2017 budget at the April 25 Membership Meeting.

Donated \$100 for the PAC-MAC Spelling Bee at the request of a CT.

Agreed to pay for two more \$275 registrations, plus lodging of \$109 if needed, for individuals to attend the August 3 labor arbitration conference in Dearborn. CTU already had credit for two registrations. [Editor's note: Only two people attended.]

Discussed free upcoming Labor Notes workshops in Detroit on April 8. Topics are on organizing and social media. [Patricia Schultz]

Renewed annual Detroit Free Press subscription for \$269.82 per year.

Renewed HR Employment Law subscription for \$97. The cost is \$478.90 but we got an 80% discount.

Agreed to send up to two individuals to the April 7 Diversity Workshop sponsored by the MSU student chapter of the Labor and Employment Relations Association at a cost of \$10 each.

Agreed to hold the April 18 board

meeting if necessary but otherwise to cancel it.

April 18 (canceled)

May 1 (Email discussion and vote)

Agreed to send up to six people to the Capital Area United Way "Lighting the Path" lunch and fundraiser at a cost of \$25 each.

Agreed to donate \$100 on behalf of labor for the high school scholarship program offered by the Michigan AFL-CIO Labor Council for Latin American Advancement.

May 9

Agreed to sponsor a union member's child at the YMCA Mystic Lake Camp at a cost of \$520.

Donated \$90 to support programming on WKAR radio.

Decided to purchase four \$25 tickets to the Doug Griffith Children's Miracle Network Labor Breakfast.

Agreed to send up to two individuals to the May 25 Michigan Labor Management Association spring conference at a cost of \$129 each. [Editor's note: One person attended.]

Received committee reports: our representative to the President's Advisory Committee on Disability Issues is up for renewal, the All University Traffic and Transportation Committee is dealing with student concerns and moped issues.

Discussed CTU building concerns: replacement of conference room chairs, gutter repairs and covers, internal and external lighting.

Received report from the Social Media

Committee: Spotlight post went up, and is popular, contest in conjunction with the April Membership Meeting may have contributed to our having a quorum.

May 23

Declined to purchase a sponsorship for the House of Promise 2017 Beauty for Ashes Gala due to the high cost.

Agreed to send up to two individuals to the Midwest School for Women Workers in Wisconsin at a cost of \$650 each, including room and board, plus transportation.

Donated \$100 to the local Muscular Dystrophy Association at the request of a CT.

Received report on the Doug Griffith Children's Miracle Network Labor Breakfast.

June 6

Agreed to give Jim Nash, director of the Office of Employee Relations at MSU, a retirement gift on behalf of CTU for a value up to \$100.

Renewed the Society for Human Resource Management membership for \$190 per year.

Received vice president's report on district meetings, UR placements, and training.

Chose to submit Stephen Stofflet's name to represent CTU on the President's Advisory Committee on Disability Issues.

Received Personnel Committee report: Phone interviews for the new Contract Administrator have been conducted. Face to face interviews will be scheduled.

Received Picnic Committee report that the hot dog cart was too expensive. A volunteer will grill the hot dogs and volunteers will serve them along with other food.

Received Social Media report that the Committee will provide photo frames for selfies and other social media activities at the picnic.

Received president's report that several difficult topics have been proposed by management in health care negotiations.

June 20 (canceled for picnic planning)

CTcalendar

September 19. Health4U sponsors free chair massage samplers on Tuesdays from 11:30–1:30 at various places on campus. The September 19 massages will be at Nisbet, October 3 at Life Sciences, and October 10 at Natural Resources. For additional sessions and registration, see health4u.msu.edu.

September 25. “I Don’t Do This for Love, I Do This for Love: New Songs of Working and Not Working,” Singer/Songwriter Nathan Bell. Green Room, MSU Library, Room 449W, 12:15–1:30 p.m. Free. Our Daily Work/Our Daily Lives Brown Bag Series.

October 2. “Race and Radiation: The Object of Labor in the Global Nuclear Industry,” Mark Auslander. MSU Museum. 12:15–1:30 p.m. Free. Our Daily Work/Our Daily Lives Brown Bag Series.

October 3, 17. Executive Board meetings, 5:15 p.m., CTU office. The Board meets first and third Tuesdays. Members welcome.

October 11. “The Changing World of Work.” Understand how work has changed over time and tips and tricks for accommodating those significant changes. 8 a.m.–12:30 p.m., University Club, Heritage Room, Free. Registration and information at <https://worklife.msu.edu/events/changing-world-work-work-life-office-annual-conference>.

October 24. CTU Elections, 7:30 a.m. to 5:30 p.m., Auditorium lobby.

October 25. Membership Meeting and installation of officers in 1310 Anthony Hall. The meeting starts at 5:20 p.m., but doors open at 5 p.m. so come early to socialize.

Distinguished Staff Award

Nominations for the 2017 Jack Breslin Distinguished Staff Award are due October 25. Criteria for selection of recipients are overall excellence in job performance, supportive attitude, contributions to the unit or University that lead to improved efficiency or effectiveness, and valuable service to the University. Find nomination forms at www.hr.msu.edu/recognition/supportstaff/DistStaff.htm.

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

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