



**Members Meet**  
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**Board decisions**  
*What has the executive board been up to? See an excerpt of its decisions, p. 6.*



# CT news

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

January/February 2018

## President's corner

# Campus climate

President Deb Bittner

**N**o one who works at MSU has escaped the impact of recent events precipitated by Dr. Larry Nassar's heinous acts.

CTs are fielding calls and threats from angry students and members of the public. Some of us have been confronted when it's discovered that we work at MSU. Even family and friends are talking to us about this all the time. We cannot escape it anywhere.

In fact, as I was walking on campus, I was yelled at by a student who said that all support staff should be fired if they don't agree with her opinions and with her way of expressing those opinions. She had been trying to get CTs to assist her in defacing public property. It seems like it is constant chaos.

Not only is it difficult to do our jobs, we are heartsick. We are all hurting so much for our students and for this institution to which many of us have given our adult lives. We, the support staff, didn't make any of this happen. But the ugliness and uncertainty of the situation make our jobs even more difficult.

"I'm a proud Spartan," said one brave CT, "but I'm a devastated Spartan, too."

Exactly. Most of us are proud to serve the citizens of Michigan through our work at MSU. Now, it feels like the name of our university is tarnished. We hope that those who deserve it are held accountable. But we also hope that there is due process, and not blind blame.

We are sad and angry for the women and girls who were assaulted, and we want to make sure that policies and procedures are put in place—and followed—that will prevent this from happening to anyone in the future.

And, of course, as a union we are fearful of what the appointment of a proven anti-worker politician as our interim president means for campus labor relations. We know that change is needed and we will do what we can to be part of that change. But we hope that it is done respectfully and with staff input.

### Here for each other

What we do need to remember is that not one of us is alone, a fact that can sometimes be forgotten in our isolated workplaces. We are all in this together and are there to support one another. This sentiment needs to become our mantra. This common thread was discussed at

**Climate** continued on p. 3



January 31—Patricia Shackleton cuts her retirement cake at the Membership Meeting.

## Patricia is retiring

**F**inancial Manager Patricia Shackleton is retiring after 19 years of being on staff at CTU.

In her current position, she works on finances and budgets, including oversight of the Gerry Olsen Educational Loan program.

Patricia wears many hats, most notably that of artist. She is recognized by the

**Shackleton** continued on p. 7

# CTnews

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

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Organized and  
independent  
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### Organizational Manager

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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

## Services:

▼ **Quality Carpet and Upholstery Cleaners:** This winter has been too long, and too cold, and too dirty. Quality Carpet and Upholstery Cleaners would love to help ease some of your winter cleaning needs, whether you would like to spot clean or clean your entire home. Give us a call to meet all of your cleaning needs. Reasonably priced, owner operated, free phone estimates. Please call us at 517-694-0497.

▼ **Skills assessment software:** The CTU makes the software and a work station available to members to 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:

▼ **Advertise** to your colleagues in the *CT News*. Send the ad to [Cheryl@ctumsu.org](mailto:Cheryl@ctumsu.org). We accept ads from CTU members for items and/or services provided by CTU members and/or their household family members. See the guidelines at [www.ctumsu.org/news/ct-classifieds](http://www.ctumsu.org/news/ct-classifieds).

# URdistricts

The following members have been appointed UR in their respective districts:

▼ **District 14** (Instructional Media Center, Urban Planning and Landscape Architecture, Audiology and Speech Science, Public Safety): Contact **Jeniffer Robinson** at 355-1855 or [robin996@msu.edu](mailto:robin996@msu.edu).

▼ **District 16** (University Housing, Food Stores, Laundry, University Services, Power Plant, Angell Building, Surplus and Recycling): **Angel Toth** can be contacted at 884-3583 or [loveall@msu.edu](mailto:loveall@msu.edu).

▼ **District 24** (International Center, Wells Hall, Central Services): Contact **Lori Thomas** at 432-4347 or [thoma657@msu.edu](mailto:thoma657@msu.edu).

▼ **District 31** (N and S Kedzie Hall, Bessey Hall, Computer Center): **Andrea K. Rafferty** can be reached at 355-8242 or [raffer24@msu.edu](mailto:raffer24@msu.edu).

▼ **District 40** (Sparrow Building, Breslin Cancer Center, Lansing Medical Office Center, Downtown, Miscellaneous): Contact **Shirley VanDorp** at 267-2465 or [vandorp@msu.edu](mailto:vandorp@msu.edu).

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## Interested in becoming a Union Rep?

Contact Vice President **Rosie Garcia** at 355-9672x273 or [garciar@msu.edu](mailto:garciar@msu.edu) for more information.

\*\*\*\*\*

We are sad to announce the death of former Union Representative **Debbie Carpenter**, who passed away on December 18, 2017, at age 59. Carpenter served as UR for Districts 14 and 18 during the 1980s and 90s. As a member of the "flying squad" during our 1988 strike, she lent support to picket lines across campus. She published articles in our newsletter about parking while employed by the MSU Police Department in the 1990s. She volunteered for many union activities such as elections. She retired from the university in 2010.

## Membership Meetings

The remaining 2018 CTU Membership Meetings will take place in Room 1310 Anthony Hall on Tuesday, April 24; Thursday, July 12; and Wednesday, October 24. 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.

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## Executive Board Meetings

Although the constitution requires at least one executive board meeting per month, they usually are held twice a month on first and third Tuesdays.

**CTU Office**  
**5:15 p.m.**  
**Members welcome!**

# Membership Meeting

**O**ur January 31 Membership Meeting allowed us to wish Patricia Shackleton the best in her retirement, weigh in on some financial decisions, and discuss issues facing us on campus.

“Last year was a good one for our investments,” said Treasurer Tracy Rich in presenting details of our current financial situation.

The members in attendance recommended that the executive board make the following donations:

- ▼ \$1,000 to the Greater Lansing Food Bank drive,
- ▼ \$500 to cosponsor Race for the Place, the MSU Safe Place fundraiser,
- ▼ Matching pledges for members participating in this year’s Walk for Warmth.
- ▼ \$500 to the MSU Student Food Bank,
- ▼ \$600 to cosponsor three Tri-County Office on Aging events including the

5k Run for the Ages to benefit the Meals on Wheels program.

“Does the law require an employer to provide meal breaks or paid rest periods?” asked Contract Administrator Meredith Place.

Many of us were surprised to learn that the law doesn’t provide either for workers who are 18 years old or older. Our lunch period and paid breaks are negotiated, Place said.

Several members reported on negative experiences in recent days due to the Nassar fallout.

“How we deal with this is that we continue doing the good work we have always done,” said President Deb Bittner.

“Good people need to be part of the conversation going forward for as long as it takes,” she added. “We are going to be part of solution in getting MSU back on track.”



*January 31 Membership Meeting—First time attendee Megan Spaulding won a CTU lunch bag.*

Door prize winners. Tobin Mellberg won \$50; Rosie Garcia won the winter meeting prize; Jean Leopard won a denim CTU shirt; Susan Chalgian and Cynthia Collings won CTU hoodies; and Carmen Elliott, Lucie McClees, Andrea Parker, Andrea Rafferty, Tracy Rich, Audrey Smith, Megan Spaulding, Lori Thomas, and Sally Zetzer won assorted CTU promotional items.

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## Climate continued from p. 1

our January 31 Membership Meeting, through emails and calls, and in our campus discussions. We need to be thoughtful and supportive of each other. We need to hear each other’s stories and perspectives. We, through our union, are here for one another and we are a strong community.

### Our voice

At our meetings, we discussed what CTU can do to be a positive, proactive influence. [Lisa Schupach]

Trusting CTU to be our voice in the workplace, some members want to see the union take a public stand on several issues that have arisen in the wake of Nassar’s crimes. Others do not want CTU to further politicize the atrocities and try to write ourselves into the story.

Members as a whole do want the union to advocate for more resources to be allocated to several of the support programs on campus. It was reported that some offices, such as the Office of Institutional Equity (OIE) and the Employees Assistance Program (EAP),

are being “slammed” by a recent surge in students and staff seeking assistance. It is important that these resources be able to function efficiently during these difficult times.

We also want the administration to include the union’s input in making future decisions about who leads the university. Labor needs to have a voice at the table as MSU works to improve its image and processes.

Whether or not we agree on everything, the CTU is the collective voice of all the members, which means that each member is free to speak her or his opinion. [Denise Copen]

The union also advocates for CTs to be able to express their opinions in the workplace. Your input and opinions should count and be valued. CTs facing retaliation for voicing their opinions or participating in one or more of the many campus activities should contact the union. I advise you to make sure your opinions are expressed respectfully and legally.

## Helping students

Many CTs have one-on-one contact with students. During our meetings, several members said that they are assisting students who are fearful and distraught because of recent events. They asked about available resources for students, coworkers, and themselves. Help students by referring them to <https://oie.msu.edu/resources>.

A reminder: we, as employees of MSU, are all mandatory reporters. We are required to report incidents of sexual harassment, sexual violence, sexual misconduct, stalking, and relationship violence if we learn of them in our capacity as university employees. To brush up on training for mandatory reporters and learn more, visit <http://titleix.msu.edu>.

At this time we need to take care of ourselves and each other. Take time to do this and use the resources available to you, including our hard-fought for and won health insurance. And please do not hesitate to call your union with your concerns.



# The FMLA & you

Contract Administrator Meredith Place

**D**id you know that the Family and Medical Leave Act (FMLA) is not just for maternity leave?

FMLA is often misunderstood by both the employees who can benefit from it and by the supervisors and employers who administer it.

## What is FMLA?

FMLA is a federal law allowing eligible employees 12 weeks of unpaid, job-protected leave each year for specified family and medical reasons. Once an employee qualifies, the employer cannot discipline or retaliate against the employee for taking time covered by FMLA.

A qualified employee may take the time consecutively, intermittently, or on a reduced schedule depending on what is required by the situation.

In addition to protecting the job of a covered worker, FMLA also requires the employer to maintain the health benefits of the qualified employee during the leave.

**Note:** When you are ready to return to work, FMLA states the employer must either return you to the same position or an equivalent position with the same benefits, conditions, and responsibilities.

Like many labor laws that apply to both union and nonunion workers,



American labor unions spearheaded the fight that resulted in the passage of FMLA in 1993.

It's a great law, in that it protects workers' jobs during serious medical situations—whether or not paid sick time is available. However, unlike all other

industrialized countries, medical leave under the FMLA is not paid leave.

## How does FMLA work with our union contract?

Under our contract, CTs accrue sick time hours. When you qualify for FMLA leave, your sick leave accrual offsets the unpaid leave according to the terms of our contract. In other words, if you are on FMLA leave because of your own medical condition, you will be paid out of your sick leave accrual until your accumulated sick time is exhausted. If you take FMLA to care for a family member, you will receive sick leave pay until your family sick leave hours (64 hours in a fiscal year) are used up.

At your discretion, MSU allows you to use accrued vacation and personal time

*Contract continued on next page*

## Initiating FMLA leave at MSU

- ▼ If your need for FMLA leave is foreseeable (e.g., elective surgery), provide your department at least 30 days advance notice before the leave is to begin. Failure to give timely advance notice may delay FMLA coverage until 30 days after the date of notice.
- ▼ If the leave was not foreseeable, give notice as soon as practicable. Follow your department's call-in procedure or provide notice in person. If you are unable to give notice in person, a member of your family may do so.
- ▼ When planning medical treatment, work with your department to minimize disruption of the department's operations, subject to the approval of the health care provider.
- ▼ Contact Human Resources (517-353-4434) to initiate a request for FMLA and to receive the required certification forms.
- ▼ Return the certification forms within 15 calendar days of the date that they are distributed. Failure to do so may result in denial of the condition being certified as FMLA.
- ▼ If you have been on FMLA leave as a result of your own health condition, Human Resources requires certification from your health care provider stating that you are able to resume work and perform the essential functions of your job.
- ▼ If circumstances change and you no longer need the amount of leave originally anticipated, give reasonable notice (a minimum of two days) to the employer when you expect to return early or need an extension.
- ▼ You must recertify intermittent FMLA every six months, although that can be waived, and you must renew it every twelve months. Human Resources may require that recertification be presented less frequently than every six months.





## Contract

continued from previous page

to continue your salary while on FMLA.

While still on paid status with the university, you continue to accrue additional sick, vacation, and personal hours. Once you move on to unpaid status, FMLA will continue to protect you, but your accruals won't increase.

## Absentee policies

All too often, the first mention of FMLA is when I show up to represent a CT facing a discipline for absenteeism.

In the past several years, a number of units have implemented their own attendance "guidelines," sometimes referred to as "policies." These can result in discipline if a CT exceeds a certain number of absences for which she or he did not have prior approval in a given period of time.

The CTU takes issue with many of these rules, and we wage a vigorous defense when they run afoul of the contract we negotiated with the university.

# Family & Medical Leave Act Rights at a Glance

## FMLA provides:

- ▼ **Medical Leave:** Up to 12 work weeks of consecutive *or* intermittent leave in a one-year period as a result of a serious health condition which makes you unable to do your job.
- ▼ **Family Leave:** Consecutive or intermittent leave up to 12 work weeks per year to care for a spouse, parent, or dependent child with a serious health condition.
- ▼ **Childbirth Leave:** Up to 12 consecutive work weeks off for incapacity due to pregnancy, prenatal medical care, or childbirth; or to care for your child after birth, adoption or foster care placement.
- ▼ **Military:** To address urgent situations related to a call to active military duty of a spouse, child, or parent under qualifying circumstances.
- ▼ **Military Illness:** To care for a covered service member or veteran with a serious illness or injury incurred in the line of active military duty who is a spouse, parent, child, or next of kin of the employee. FMLA leave in this category is for 26 weeks in a year.

## What's a "serious health condition"?

- ▼ A condition which requires inpatient hospital care (i.e. an overnight stay);
  - ▼ An injury, illness or other condition lasting **more than three consecutive calendar days** that involves continuing treatment by a health care provider (Examples: pregnancy, prenatal care, pneumonia, tonsillitis, broken bones);
  - ▼ A chronic serious health condition (Examples: migraine headaches, severe arthritis, colitis, asthma, diabetes, back injuries, epilepsy, cancer, lupus);
  - ▼ A long-term or permanently disabling health condition for which treatment may not be effective (Examples: severe stroke, Alzheimer's);
  - ▼ A condition requiring multiple treatments to prevent a period of incapacity of **more than three consecutive days** (Examples: chemotherapy, radiation).
- [Susan Needler]

Of special concern are those cases in which an employee faces discipline for an FMLA-qualified situation.

When you tell an MSU supervisor that you need to take medical leave to care for yourself or a family member, that is sufficient notice. The employer has a duty to direct you to Human Resources or to provide information on how to obtain FMLA. The employee does not need to say "FMLA" or provide a specific diagnosis. For example, an employee might simply say that his or her doctor said to stay home and take antibiotics for four days. The supervisor should then direct the employee to HR to request FMLA.

Because FMLA does not seem to be well understood on campus, however, I

would advise CTs to contact HR directly if they believe they may have an FMLA qualifying condition. Be sure to follow specific instructions and time lines.

If you have any problems, contact me at 517-355-1903 or [Meredith@ctumsu.org](mailto:Meredith@ctumsu.org).

## FMLA means my supervisor has to leave me alone?

Not exactly.

While you are on FMLA leave, your employer cannot ask or require you to work. [Elizabeth Bushon]

However, your employer must notify you each time a certification is required. Your employer also can request recertification if you need an extension of

FMLA continued on p. 7



# Board actions

## October through December 2017

**B**oard 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 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.*

### October 3

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

Decided to purchase a \$112.50 ad to be placed in 50 Annual Safety Pup Handbooks distributed by the City of East Lansing Police Department

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

Agreed to send up to eight people to the Governor Blanchard Public Service Forum, "A Conversation with Civil Rights Leader and U.S. Congressman John Lewis" at \$25 each. *[Note: Only two people attended.]*

Received president's report on the growing use of our conference room by members for various events.

Announced AFSCME Local 999's ratification of the health care agreement after originally rejecting it.

Received report from our representative to the All University Traffic and Transporta-

tion Committee (AUTTC): Current policies require mopeds to be registered on campus even though they are licensed through the State of Michigan.

### October 13 (email vote)

Approved and authorized the dissemination of a resolution in opposition to the East Lansing Income Tax Proposal.

### October 17

Donated \$200 to the Capitol Area United Way as part of the labor community. [Dyan Seehase]

At the request of a member, donated a \$50 gift basket of items made in Michigan or with the CTU logo for the MSU Registrar's Office Holiday Bazaar "Toys for Tots" raffle.

### November 7

Welcomed new board members Carmen Elliott and Michelle Jenkins, and congratulated returning board member Jan Wallace.

Formed constitutional committees:

- **Grievance, Appeal and Trial:** Rosie Garcia (chair), Carmen Elliott, Michelle Jenkins, Liz Owen, Stacey Patton.
- **Finance:** Tracy Rich (chair), Pamela Brock, Pam Sloan, Stephen Stofflet, Jan Wallace.

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

Set Membership Meeting dates: January 31, April 24, July 12, and October 24. All will be held in 1310 Anthony Hall.

Agreed to hold one board meeting in December and one in January because

of the holidays.

Agreed to schedule an all-day leadership retreat in January with union representatives, staff, and board members.

Received report on most recent new member orientation.

Discussed reported discrepancies concerning new members who sign membership cards that are not being received by the union.

Donated \$250 to the Old Newsboys of Greater Lansing.

Decided to send two people to a financial conference offered by our accounting firm, Maner Costerisan, at a cost of \$75 per person.

At the request of a member, donated \$100 to provide socks for victims of Hurricane Harvey through labor organizations in Texas.

### December 5

Received vice president's report: \$250 was raised for the Ingham County Animal Shelter at the December union training event; a recent district meeting was well attended and more are being planned.

Received report on Maner Costerisan conference: helpful information including Excel tips and cyber security audits.

Received report on lighting upgrades in the parking lot.

Received report from AUTTC representative: New pricing for campus parking tickets on campus as well as a shortened amount of time to pay.

Received treasurer's report: Finance Committee to discuss the 2018 budget.

Donated \$50 to Georgetown Harmony Home in memory of the mother of former president and contract administrator Rony Murray.

Agreed to purchase an ad in the 33rd Greater Lansing MLK Holiday Commission Luncheon program for \$100.

Decided to buy a table (8 seats) for \$45 each for the MLK Holiday Commission Luncheon for a total of \$360.

Received president's report: Heavy-handed disciplines on the rise. CLO and Human Resources met with the Women's Advisory Committee for Support Staff to explain joint health care bargaining.



**Shackleton** continued from p. 1  
MSU Museum's apprenticeship program as a master artist in birch bark cutout work, and has educated over 2,500 Michigan school children in her methods.

She is also apprenticed as a traditional story teller and stone carver and has served as executive director of Anishinaabegamig for 15 years.

Regardless of what Patricia chooses to do in her retirement, we know that she will remain very busy.



Example of Patricia Shackleton's birch bark cutout art.

In the near future, CTU will be hiring a new Financial Manager.

The position will be open to CTs as well as others. If a CT is chosen for the position, she or he could opt to be "re-assigned" under our contract (Article 25. X. [p. 59]). Individuals reassigned to the union have their MSU benefits and wages reimbursed by CTU, they continue their MSU seniority status, and they have return rights to the university.

### **Position to be announced**

CTU is hiring a full-time financial manager. Job duties include day-to-day bookkeeping, payroll, bill paying, account reconciliation, and budgets. This position works closely with the Treasurer and President. Requirements include working accounting knowledge and Excel spreadsheets along with basic record keeping. Ability to handle multiple tasks a must. Please see [www.ctumsu.org](http://www.ctumsu.org) for more details and timelines.

## **FMLA** continued from p. 5

your leave, if your circumstances have changed, or if your employer doubts that your leave is valid under the Family and Medical Leave Act.

**MSU requires that you recertify your need for ongoing FMLA intermittent leave every six months**, although that can be waived. Your initial notification of FMLA approval notifies you of the date your certification ends. MSU will not follow up by reminding you that your coverage period is ending. It is up to you to contact HR to take steps to extend FMLA.

If you're taking intermittent leave, you still have to follow your unit's rules about calling in.

### **Who is eligible?**

To be eligible, you must (1) be an active employee, who has been employed at MSU for at least 12 months and (2) have worked at least 1,250 hours during the 12-month period immediately preceding the commencement of the leave.

### **Workers comp and ADA**

MSU requires you to use up your FMLA concurrently with workers compensation or any leave time that may be granted as an accommodation under the Americans with Disabilities Act (ADA).

However, if an employee is eligible for workers compensation, an employer cannot require the employee to take time off under FMLA instead of workers comp.

Workers compensation provides for health care and, unlike the unpaid leave available under FMLA, replaces 80 percent of your weekly salary (up to \$900). These benefits can extend past the 12-week protection of FMLA.

The ADA is a law that prohibits dis-

crimination against individuals with disabilities, including in the workplace.

Employees who have used up FMLA leave may still have rights under the ADA if they meet the ADA definition of a person with a disability.

The ADA often provides for accommodations for individuals returning to work after an FMLA leave. Accommodations can include additional leave (beyond the worker's FMLA leave), making existing facilities accessible, job restructuring, modifying work schedules, acquiring or modifying equipment, providing qualified readers or interpreters. At MSU, the Resource Center for Persons with Disabilities (RCPD) oversees such accommodations. Accommodation requests should be communicated to the employee's immediate supervisor. Supervisors needing assistance with these requests may contact the RCPD.

### **Call your union!**

Maneuvering through the maze that is FMLA can be difficult. Call your union immediately if you face any of the following:

- ▼ You are given a different position when you return from FMLA leave, especially if you are displeased with the new assignment.
- ▼ You are denied FMLA leave to care for yourself or an ill family member;
- ▼ You are denied a reduced schedule or accommodation in order to return or remain at work;
- ▼ You face negative or retaliatory comments and/or actions for using FMLA

## **CORRECTION**

**T**he December 2017 issue (p. 3) incorrectly reported the amount that members voted to transfer from the contingency account to operations. The actual transfer was for \$28,273.21.

**Quote:** "Let us be enraged about injustice, but let us not be destroyed by it."

—Bayard Rustin,  
Leader in the Civil Rights  
& Gay Rights Movements



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

**CHANGE SERVICE REQUESTED**

## CTcalendar

**February 27.** Estate Planning presented by Attorney Melissa Allen. At this seminar you will learn about the myths and realities of estate planning. 12–1 p.m. MSUFCU Farm Lane Branch, 4825 E. Mt. Hope Road, East Lansing. Free.

**February 28.** Reflect & Connect: Working Together to Interrupt Rape Culture. An exploration of how rape culture impacts the campus community. Includes identifying strategies to interrupt systems of power and control and strengthen support systems. 11:30 a.m.–1 p.m. Room 10 Chittenden Hall. Free.

**March 2.** Reflect and Connect: A facilitated conversation among MSU employees related to current events and the campus climate. Attendees will discuss where they see the university

community now and ideas for moving forward. 8:30–10 a.m. Room 138 Akers Hall. Free.

**March 6, 20.** Executive Board meetings are held regularly the first and third Tuesdays of the month starting at 5:15 p.m., 2990 E. Lake Lansing Rd. Members welcome.

**March 13, 27.** Health4U still has reservations available for a Chair Massage Sampler from 11:30 until 1:30 at Anthony Hall and 1855 Place, respectively. Massages are from 11:30 a.m. until 1:30 p.m. Free. Register at [health4u.msu.edu](http://health4u.msu.edu).

**March 27.** *Dolores*. If you missed the February advanced screening of the documentary about the life Dolores Huerta, labor leader, feminist, and champion of the oppressed, you can

catch the broadcast premiere at 9 p.m. on WKAR HD 23.1.

**March 31.** Deadline to contribute to the 2018 Community Charitable Campaign. Your pledge to the campaign helps support more than 120,000 people yearly in the Tri-county area, raising more than \$6 million in the past 14 years. Visit <https://www.msuccc.msu.edu> for information about how to contribute.

**YOU ARE ENTERING A  
SOLIDARITY  
ZONE  
PROCEED WITH RESPECT**