



E Lansing tax

The EL income tax proposal returns to the ballot in August. CTU still opposes it, p. 7.



URs

Consider serving your union by becoming a UR, pp. 8-9.



Membership meeting

Solidarity, union news, and winners, p. 10.



CT news

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

Summer Edition 2018

Food, families, friends & fun

This year's picnic provided a great time to meet with coworkers from across MSU, including a few members who drove in from sites outside of East Lansing and some of the MSU administrators with whom we do business. We were able to partake of Michigan- and union-made picnic food and drinks while sitting back and socializing. We caught up with each other's families and expressed amazement at how much the kids have grown since last year.

Unfortunately, we also said goodbye to some of our longtime supporters. Retired Director Jeanette Robertson,

Picnic continued on p 10



Face painting and balloon sculptures by Apple the Clown, Patriarche Park's playground, and snow cones and popcorn from Summertime Freeze helped make this year's picnic especially fun for our families and friends.

Nominations Notice:

Nominations for the offices of Vice President, Secretary, four (4) Directors, and one (1) Audit Committee member will be accepted September 4 through 11, 2018.

The Vice President, Secretary, 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 2020.

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 2021.

Written nominations will be accepted by the Elections Committee or their designees, including CTU Organizational Manager Tiffany Westendorf, at the CTU office from September 4 through 11, 2018, by 5 p.m.

A nominations meeting

will be held on September 11, 2018, 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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Organized and
independent
since 1974!

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Contract Administrator

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Financial Manager

To be announced

Organizational Manager

Tiffany Westendorf Tiffany@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 Cherylee Finney.

CTclassifieds

For sale:

▼ **Four bedroom house:** Custom built (2001) 2,100 sq. ft. ranch with fully finished 2,100 sq. ft. basement just south of campus, 3600 Observatory Lane, Holt, MI 48842 (https://www.realtor.com/real-estateandhomes-detail/3600-Observatory-Ln-Holt_MI_48842_M43598-89642). Various household items like freezer, exercise equipment, U shaped desk and chair. Contact: hajela@gmail.com or 517-878-5016 for price and details.

▼ **Young Adult and Kid's Books:** CTU member Lori Alden Holuta is the author of a young adult novel, three short story books for kids (Grades 4-6) and a cookbook, all available on Amazon. Her books are set in a Victorian-esque world filled with fantastical inventions, technology, adventure, and comedy. Signed paperbacks can be purchased directly from her. Email lori@ceejaywriter.com for more information or to purchase a signed book. Lori's Author Page at Amazon: <https://www.amazon.com/Lori-Alden-Holuta/e/B00QZ9E4CA>.

Services:

▼ **Quality Carpet and Upholstery Cleaners:** It is a great time to clean your carpets and upholstery to have your

Membership Meetings

The remaining 2018 CTU Membership Meeting will take place on Wednesday, October 24. Room to be announced. 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

Board meetings are regularly held in the CTU Office twice a month on first and third Tuesdays, but changes in dates and times may occur. Call before attending.

Members welcome!

CTnews

Congratulations to the two CT winners of this year's Jack Breslin Distinguished Staff Award:

▼ Nancy Creed is an Office Assistant IV in Agricultural, Food, and Resource Economics.

▼ Sharon Ruggles is an Academic Program Coordinator in Geography, Environment, and Spatial Sciences.

The Breslin Award is granted for overall excellence in job performance, supportive attitude and contributions to the unit or university that lead to improved efficiency or effectiveness, and valuable service to the university.

home and furniture summer time fresh! Sandy beaches and summer vacations can take a toll on your vehicles and campers, too. We can help before or after your summer vacation to either get you ready or clean up after your fantastic trip! We are reasonably priced, owner operated, and will do a great cleaning job for you. Free estimates. Please give Quality Carpet Cleaners a call to set up an appointment today 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:

▼ **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 *CTNews*. Send the ad to 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.

Bad & good news for workers

President Deb Bittner

Happy Summer CTs! I hope you have or will have a chance to enjoy some summer fun and time away from work. It was a tough winter so we all need some of that summertime leisure mode and rest. But it is hard to come by. I'm sure your workplace seems to be as busy as ever. I know CTU is. Then on the labor front, it just never stops and the attacks keep coming.

Attacks

After years of attacks on labor, the last few months have been particularly brutal.

In May, the U.S. Supreme Court abolished the right of groups of workers to collectively sue their employers (*Epic Systems*). The workers in this case—which was about wage theft—had been forced to sign contracts requiring one-on-one arbitration in violation of the National Labor Relations Act of 1935. While workers in a union can still act collectively, this decision undermines nonunion workers and hands even more power to company bosses.

In a blow at home, Michigan legislators repealed Michigan's Prevailing Wage law two weeks later. Prevailing wage required companies bidding for state jobs to provide a certain level of wages and benefits to workers under the contract, meaning that companies had less ability to bleed their workers to underbid each other or increase their profits. The law passed in spite of universal acknowledgment that Michigan already has a severe shortage of skilled trades workers.

Then the Supreme Court overturned its own precedent and decreed that workers who benefit from their unions' collective-bargaining efforts are not obligated to financially support those efforts (*Janus*). By imposing right to work for public employees on a national level, the Court threw out previously settled law leaving this decision to the states.

Now the good news

In spite of all that, unions are growing in even as the anti-worker attacks increase.

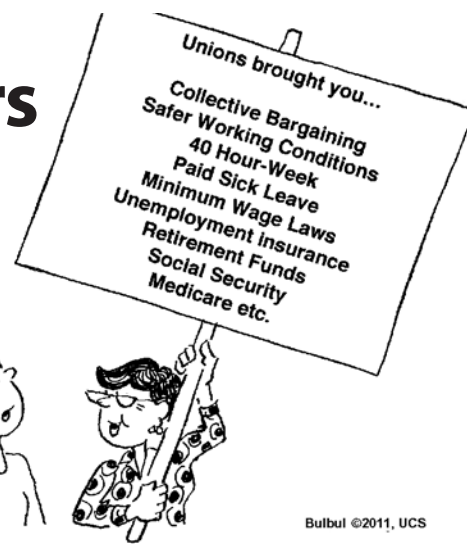
Not to underplay the impact of the years-long attack on labor, but it's worth noting that, according to data released by the Bureau of Labor Statistics in January, labor unions in Michigan added 52,000 members last year, with membership increasing from 606,000 employees in 2016 to 658,000 in 2017. The percent of wage and salary workers in Michigan who were members of unions increased from 14.4 percent in 2016 to 15.6 percent in 2017.

Nationally, the number of union members rose by 260,000 in 2017.

Significantly, young workers continue to drive union growth. Since 2012, union membership among workers under 35 has continued to rise. Last year, they made up three quarters of new members.

Labor is fighting back. It seems that every day we read about workers standing up for themselves: teachers, drivers, graduate student employees, hospital workers, etc. One of many ways we can stand up for labor and register our disgust with the *Janus* decision is by appealing to our lawmakers to pass the Public Service Freedom to Negotiate Act of 2018. This law would reinstate basic labor rights for working women and men in the public sector. To join this cause, visit aflcio.shpg.org/48/189104.

Here at MSU, we are sticking together to improve and secure health care and other benefits, defend our voice on the job, and demand dignity and respect. Next year, we will be negotiating a new CTU contract and I am certain our membership will be a strong force behind our team. Several campus unions are in bargaining now so if you have the opportunity, please



Bulbul ©2011, UCS

"Did I hear you question the need for unions?"

offer them your support. We know we are better when we stand together and we know there is power in numbers.

Elections, elections, elections! Another way to stand with labor is to make sure you use your vote. Use the primaries and all election opportunities to vote pro-worker and pro-labor at the polls. Voting still matters and your voice needs to be heard.

It is imperative that we vote for our interests as workers. Talk to your candidates. Research their records, vote, and help save the middle class. Call on elected leaders to stand beside us and make it easier to join together in a union, not harder. If you need any assistance, check out our website for pro-labor voting resources.

And...

We were sad to hear of the death of former MSU Trustee Diane Woodward, a Detroit native who served as president of the American Federation of School Administrators and member of the AFL-CIO Executive Council. She died on Sunday, May 6, 2018, after a long illness.

CTU, SEIU, and other labor union members and friends attended the "Labor on the Terrace" event at the Mike Sadler Foundation Lugnuts Game on May 3. In memory of former MSU punter Mike Sadler, the Foundation raises money to support programs and awards that emphasize a combination of academic

Summer continued on p. 12



Board actions

January through June 2018

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 January through June 2018. 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.

January 9

Received vice president's report announcing a new union representative (UR) in District 31 and plans for upcoming reorganization of UR districts.

Discussed CTU's participation in upcoming commemoration of Martin Luther King Jr.'s life and contributions.

Reviewed financial manager's retirement announcement and discussed filling both that position and the open contract administrator position.

Agreed to donate \$300 to Michigan Women's Hall of Fame to sponsor a reception for Women's History Month.

Agreed to donate \$200 to Michigan Women's Hall of Fame to sponsor "Family Saturdays."

Received a handout on the history of raises under CLO bargaining.

January 23

Heard report on recent MSU accessibility conference from our representative to the President's Advisory

Committee on Disability Issues (PACDI).

Received report from our representative to the All University Traffic and Transportation Committee (AUTTC): 1,186 scooters currently registered at MSU but 2,500 believed to be in use; on-campus ticket prices to rise.

Received report on events commemorating Martin Luther King Jr.

Discussed upcoming January leadership retreat.

Agreed to donate fifty 4GB flash drives, at a cost of \$4.19 each, for United Way Community Services classes. The classes are offered by Michigan State AFL-CIO, which has been cooperative with and supportive of CTU goals.

Voted to send up to four members to United Way Community Services class at \$40 per person.

Agreed to purchase 100 flash drives with the CTU logo for use by the union.

February 6

Discussed campus climate and the scheduling of on-campus meetings to discuss the situation with members.

Received reports on January Membership Meeting, Personnel Committee progress, January leadership retreat.

Received social media report: looking into possible uses of Facebook Live.

Heard report on plans to revive the CTU Game Night.

Discussed plans to sell CTU hoodies to members for \$20 (originally \$42 to \$45).

At the direction of the members who attended the January Membership Meeting (no quorum), agreed to the following donations:

▼ \$1,000 to Greater Lansing Food

- Bank's "Empty Plate" fundraiser;
- ▼ \$500 to the MSU Safe Place Race for the Place fundraiser;
- ▼ Up to \$250 to match donations raised by CTUs participating in 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.

Voted to send up to four members to Labor Notes' Ypsilanti Troublemakers School in February at a cost of \$15 each.

Agreed to donate \$250 to Meridian Township Recycling Event.

Agreed to donate \$160 to WKAR.

Renewed \$137 annual subscription to HR Specialist.

Renewed \$149 annual subscription to Motivational Manager.

February 20

Agreed to donate \$250 directly to Walk for Warmth after no one came forward to request matching funds.

Heard report on the completed first phase of gutter work on the building. [Denise Chase]

Received president's report on campus meetings regarding Nassar and MSU and discussed whether CTU should hold more member-only conversations.

Received president's report on the personnel committee's work.

March 6

Agreed to renew annual subscription to Detroit Free Press for \$319.55.

Agreed to pay a \$100 deposit for the labor event at the May 3 Lansing Lugnuts "Mike Sadler" night and an additional \$6 towards each ticket purchased by a CTU.

Decided to purchase \$175 ad in the program of the IAFF Local 421 Lansing Firefighters Union 12th Annual Detroit Lions Basketball Fundraiser.

Agreed to spend up to \$995 to send the president to the MSU Executive Management Program (Succession Planning Conference) in March. If available,

Board continued on next page

Board continued from previous page

educational assistance will be used to offset the cost. *[Editor's note: Educational assistance of \$800 was applied.]*

Received a report on our building: parking lot entrance lighting is inadequate, kitchen faucet needs replacement.

Received PACDI report: last meeting focused on sexual harassment and individuals with disabilities.

March 20

Received president's report on meeting with Maner Costerisan about utilizing their financial services until we hire someone to perform these duties.

Agreed to investigate and install parking lot lighting for up to \$7,342.

Voted to spend up to \$500 to replace faulty kitchen sink faucet.

Agreed to sponsor two to four individuals to attend 25th Annual Dia de la Mujer Conference at MSU at \$35 per person

Announced that CTU will be hosting game night on Saturday, April 14. *(Editor's note: Canceled due to weather.)*

March 29 (email conference)

Approved the 2018 Operations and Building budgets to be presented at the April Membership Meeting.

April 3

Received report that president and treasurer continue to process paychecks, pay bills, and keep up with financial obligations with assistance from a CPA from Maner Costerisan

Agreed to send up to eight people to the Capital Area United Way annual "Lighting the Path Luncheon" at a cost of \$30 each.

Received AUTTC report: light attendance at meetings to discuss scoot-

ers on campus might be due to other concerns at MSU.

Received positive report from attendee of United Way Community Services classes along with an offer to set up a CTU committee to help members in crisis find resources they need.

April 17

Agreed to send up to four individuals to the 23rd Annual Doug Griffith Community Service Award breakfast at \$25 per person.

Agreed to purchase eight tickets to the 6th Annual Labor Council for Latin American Advancement Scholarship Dinner Fundraiser at \$15 per ticket. Proceeds go to help local high school students with college scholarships.

Voted to send the president and contract administrator to Detroit in May for the Michigan Labor-Management Association Conference for \$99 each plus lodging.

Received reports that MSU President Engler will be meeting with both PACDI and EAP.

May 15

Agreed to donate \$520, the price of a

full scholarship, for local union members' children to attend the YMCA Mystic Lake Camp.

Voted to donate \$100 in diapers to the United Way's "No Child Wet Behind" campaign.

Agreed to hold only one board meeting in July.

Agreed to purchase a sign for \$175 to be posted at the Christo Rey Community Golf Fundraiser.

Approved the \$295 renewal of the service plan for the computer testing program (OPAC) that the union makes available to members.

Agreed to send up to four people to attend an arbitration conference in Southfield for \$275 each.

Voted to donate \$100 to Footprints in Michigan to provide shoes for veterans.

Agreed to purchase a new computer at a cost of up to \$3,000. *(Editors note: actual cost was \$2,298.39.)*

June 5

Agreed to transfer \$30,000 from the operating savings account to checking in anticipation of staffing expenses.

Received vice president's report on an upcoming team building event, district meetings, and a blood drive sponsored by FRIB and the CTU.

Received announcement that a U.S.-made faucet has been installed in the kitchen.

Announced that the July 12 membership meeting will be combined with our annual ice cream social.

June 21 (email conference)

Agreed to hire Deb Bittner to act as building manager. The pay will start at \$50 per week and rise to \$75 in 2019 and \$100 in 2020.

NOMINATE YOURSELF!

Consider running for the Executive Board as an officer or director.



Elections are in October. See articles in this newsletter about running for office.

Leadership duties

We will be electing a vice president, secretary, four directors and one Audit Committee member this October.

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

The duties of officers on the Executive Board are laid out in Article V of the 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. Those expectations, along with the duties of Audit Committee members, are detailed on this page.

Vice president

The Vice 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 Vice President also is expected to:

- serve as the Executive Board liaison to the Union Representatives and the Union Representative Coordinating Committee;
- substitute for the President, as necessary; [Emily Rodriguez]
- chair the Grievance, Appeal and Trial Committee;
- serve as authorized signatory of the Union;
- use 25% released time from MSU position in order to fulfill duties.

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.

Secretary

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

- oversee maintenance of the current

- membership list;
- stay informed of new members, including information they receive from the Union;
- conduct New Member Orientations;
- take minutes at Board and membership meetings.

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.



Elections materials, information, and updates will be posted under "Elections 2018" on our website at www.ctumsu.org.

And be sure to check out and "like" the CTU facebook page at www.facebook.com/CTUofMSU.



2018 CTU elections schedule

September 4 through September 11. Nomination period.

September 11. Deadline of 5 p.m. for written nominations. Submit written nominations to Organizational Manager Tiffany Westendorf 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 18. Deadline of 5 p.m. for candidates to submit a campaign statement (up to 500 words, electronic format

preferred) to Westendorf for publication in *CT News*. Photo arrangements must be made at this time: Contact Cheryllee Finney at 432-9580 or Cheryl@ctumsu.org.

October 5-17. Requests for absentee ballots accepted. Requests must be received by noon on October 17.

October 8. Week of publication for the special elections edition of *CT News*.

October 15-19. 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 Westendorf.

Week of October 15. Candidate forums begin.

October 17, 18, 19, 22. 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 23. 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 24. Officers installed at the Membership Meeting.

October 31. Deadline for receipt of election protests.

November 13. Runoff election if required.

Vote NO in East Lansing, Tuesday, Aug. 7!

The income tax proposal defeated in November 2017 will be back on the ballot for East Lansing residents in August, a time when many of those who worked and voted to oppose the tax are out of town.

Under the proposal, the incomes of all East Lansing residents and non-residents who work in East Lansing will be taxed.

In October 2017, CTU opposed the flat tax because of the financial burden it would place on our members and other workers, especially those with lower paying jobs. We were also wary of the harm the tax could cause to the economy and community of East Lansing.

The CTU Executive Board has not withdrawn its original opposition to the tax.

Facing the problem

CTU's leadership understands that, like most cities in Michigan, the City of East Lansing is facing the fallout from past budget decisions and a state legislature that is not living up to revenue sharing commitments.

To solve its budgetary deficit, East Lansing has proposed an income tax of 1% for East Lansing residents and 0.5% for income earned in East Lansing by non-residents.

Ignoring solutions

East Lansing ignored several alternative solutions for dealing with its budget shortfall in 2017 and has yet to adequately address its massive redevelopment—and associated tax breaks—that are further escalating the city's infrastructure costs.

Instead, MSU is portrayed as a blight in the community, and the contributions that MSU already makes to East Lansing and the local economy are ignored.



CTU: a voice for workers

The CTU opposes efforts to balance budgets on the backs of workers—whether orchestrated by a private employer, public employer, or governmental body. Asking for such sacrifices should be a last resort and part of a balanced approach to budgetary problems.

Therefore, CTU urges our members who live in East Lansing to vote NO!

CT union representatives

1. Administration Bldg (Floors B, 1)	April Moore (5/20), 2-3956, mooreap@msu.edu
2. Administration Bldg (Floors 2, 3, 4)	Cammy Nelson (2/19), 4-4211, nelso128@msu.edu
3. Diag. Ctr for Population & Animal Health, Basell Bldg (MBI), Henry Center, Alliance Dr., 4000 Collins Rd.	Jeremy Herring (4/20), 2-5837, herrin59@msu.edu
4. Biomed Phys Sci, Planetarium	No UR, contact the Union office at 5-1903
5. MSU Detroit Medical Center Campus	Wendi Winston (3/19), 313-578-9624, winst106@msu.edu
6. Baker, Geography, Snyder-Phillips, Mason-Abbot, Psychology Bldg, Kresge, Auditorium	No UR, contact the Union office at 5-1903
7. E and W Fee, Eyde Bldg, Hannah Tech Bldg	Stephanie Six (9/19), 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 (1/19), 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	No UR, contact the Union office at 5-1903
14. Instr Media Ctr, Urban Plan & Landscape Arch, Audiology & Speech Science, Public Safety	No UR, contact the Union office at 5-1903
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, Power Plant, Angell Bldg, Surplus & Recycling	Angel Toth (12/19), 4-3583, loveall@msu.edu
17. Grounds, Physical Plant, Wilson, Holden, Case, Wonders, Duffy Daugherty Football Bldg	No UR, contact the Union office at 5-1903
18. Kellogg Center, Brody Complex, 1855 Place	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	No UR, contact the Union office at 5-1903
23. Plant & Soil Science, Wharton Center	Lisa Goforth (4/20), 3-0364, goforth@msu.edu
24. Int'l Ctr., Wells, Central Services	Lori Thomas (12/19), 2-4347, thoma657@msu.edu
25. Spartan Way, IM West, Dem Hall, Jenison, Circle IM, Breslin, Munn Ice Arena	Brenda Bailey (5/19), 4-1036, baileyb@msu.edu
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 (5/19), 4-3374, sulli306@msu.edu
29. Olin Health Center, Berkey	Lucie McClees (9/19), 4-6559, mcclees@msu.edu
30. Campbell, Central School, Gilchrist, Landon, Mayo, Human Ecol, Union, Williams, Yakeley, Wills House	No UR, contact the Union office at 5-1903
31. N and S Kedzie, Bessey, Computer Center	Andrea Rafferty (12/19), 5-8242, raffer24@msu.edu
32. Library	Judy Redding (3/19), 4-0811, redding5@msu.edu
33. Vet Medical Center-1	No UR, contact the Union office at 5-1903
34. Agriculture Hall, Cook Hall	No UR, contact the Union office at 5-1903
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)	Lois Sieftring (7/19), 4-2949, sieftring@msu.edu
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 Medical Office Center, Downtown, Misc	Shirley VanDorp (12/19), 267-2465, vandorps@msu.edu

Your union needs you!

It's that time of year: time to start considering what attributes we want in the candidates running in our October election *and* time for each of us to decide, "Is this the year I throw my own hat into the ring to take on the duties of a union officer, director or Audit Committee member?"

These are important decisions. Our union's continued success depends on getting it right.

But running for the board or Audit Committee is not the only way members can contribute to our union.

Other ways include: staying informed on issues that affect us as union members, providing feedback and input, looking for opportunities to promote the union in the workplace and in the community, voting in union elections, and participating in union activities.

Union Representatives

One very important way to support the success of our union is to become a Union Representative in your area.

The list on the left shows the areas that do not currently have a UR. If your area does not have a UR, if you are interested in representing the union in your area, if you just want to know about what the position entails, contact Vice President **Rosie Garcia**.

CTU's front line

URs are the "face" of CTU in the work place. They inform us of our rights and encourage us to play an active part in the union. URs act as a conduit for information between the executive board and the members and become our confidantes and front-line advocates. URs help put policy into practice.

This is a big, diverse campus, and our network of on-the-job, union-trained URs insures that the union is with us on the work site *and* that the executive board knows about our concerns. [Stephanie Goodrich]

If your area already has a UR, make

sure you get to know the person who is doing this job for you and make her or him your ally. Offer your support and assistance. This is one of the ways we make our union work.

Serving as a UR

Being a UR can be a difficult job, and it's not one for which everyone is ideally suited. URs provide information and can be called on to offer comfort and support to 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 is always an advocate for *members*, not for supervisors or managers.

Being a UR requires a commitment of time which varies from day to day as well as a commitment to the principles of CTU. A UR should be the example of a dedicated employee willing to go the extra distance to improve the working environment for everyone.

Not "sink or swim"

If it sounds a bit rough, remember that URs have the backing of the entire union. We want our representatives knowledgeable and skilled, so we provide a great deal of training. No one is thrown into a UR position to sink or swim.

Additionally, URs can rely on the president, vice president, directors, and our hired staff to provide assistance and a wealth of knowledge and skills. The CTU sets the highest standards when it comes to representing members, and the CTU leadership works side-by-side with URs.

WHAT IS A Union Representative?

Union Representatives are a key to building our union's strength



The rewards

Nobody's in it for the money, but there are rewards that come with the position:

- ▼ URs are usually the first to know of developments with the CTU.
- ▼ URs are frequently asked to help the executive board strategize about union policies and directions.
- ▼ Much of the training and experience URs receive can be applied to other areas of their lives.
- ▼ 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.

URdistricts

District 14. (Audiology and Speech Sciences, Instructional Media Center, Public Safety, Urban Planning and Landscape Architecture): **Jeniffer Robinson** has resigned her UR position. We thank her for her service and wish her well in all future endeavors.

Members in **District 14**, or members in any of the empty districts, are encouraged to consider becoming a UR in their respective area. Contact Vice President **Rosie Garcia** at 517-908-7273 or garciar@msu.edu for more information.

PICNIC

continued from page 1

a CTU member since 1975 and director since 2000, joined us. Robertson also served as a Union Representative and participated in several union committees during her years at MSU. We are always sad to lose some of our institutional memory.

Speaking of which, former Union Representative Ron Hanson, one of our original URs back in 1974, also took time out of his retirement to visit with his union.

And, of course, we said goodbye to former Organizational Manager Barb Harris. Harris, who began working with us in 2000, now resides in Texas.

On a positive note, we also met some new CTUs at the picnic, and the future looks pretty bright.

We want to thank everyone who helped make our picnic such a success: the volunteers, staff and other workers, and vendors. You all made it look so effortless. And, of course, we thank the members, families and friends who showed up to help us celebrate another successful year of building the union.

See more photos from the picnic on the opposite page and even more on our Facebook page at www.facebook.com/CTUofMSU.



Former Financial Manager Barb Harris and her husband, Rich. Barb's last day with us was June 8, the day following the picnic.

July Membership Meeting

Because of construction at our scheduled site, CTU members met in the Administration Building Board Room on July 12. Feedback about

the venue has been so positive that we are checking to see if we can access the technology that would allow offsite members to participate in future meetings held there.

President Deb Bittner started the meeting by welcoming our new organizational manager, Tiffany Westendorf, and the several new members in attendance.

Contract Administrator Meredith Place cautioned members to let the union know when they have questions or concerns about anything in the workplace. She said that we have discovered several long-standing issues in various units only when investigating other matters.

"When in doubt," she said, "say something." [Anne Brooks]

Bittner asked members to volunteer if a UR position is open in their area.

In addition, she announced CTU's October elections. She urged members to consider running for office and asked for volunteers to help with the election process. [Virginia O'Connor]

Bittner discussed the East Lansing income tax proposal that will impact every university employee if passed (p. 7). Unlike a similar proposal that was voted down in November, she said, MSU is not getting involved in the issue. CTU still opposes the tax.

The Joint Health Care Committee,

composed of labor representatives and management, has introduced several health care tools in recent months. Bittner asked that people contact us if they have begun using the Livongo for Diabetes Program or copay assistance discounts for specialized drugs offered via Caremark. These programs provide important services to members and are expected to save money for our health care plan, she said. A telemedicine program is scheduled to be introduced in the fall.

Vice President Rosie Garcia announced that the executive board has hired Deb Bittner to fill the role of building manager for the CTU. The action recognizes the fact that Bittner has been managing our building needs since 2005. She will be paid \$50 per week to start, an amount that will rise to \$75 in 2019 and \$100 in 2020.

Forty-five members attended the meeting. Door prize winners: \$50 to Judy Redding; summer prize to Christian Millan-Hernandez; CTU denim shirt to Susan Mireles; assorted CTU items to Ninfa Caillouette, Carol Christofferson, Brenda Franklin, Crissy Hodges-Chakrani, Andrea James, Rita Jenkins, Sandy Kuchta, April Moore, Cammy Nelson, Stacey Patton, and Lois Siefring.



New member Christian Millan-Hernandez won a Spartan cooler filled with Michigan products.



Former UR Ron Hanson retired after 49 years working at MSU.



UR Brenda Bailey preps watermelon before the picnic.



Left: the playground equipment at Patriarche park helped work up appetites and use up energy.



Former Director Jeanette Robertson started working at MSU in 1975.



We really appreciate how the food crew kept all the plates full and the line moving. Left to right: Reyna Estrada, Michelle Jenkins, Brenda Franklin, and Austin Jenkins.



Right: Taking time for a union break!



Our ever-popular cakewalk. A mighty big thank you goes out to everyone who provided the baked goods and prizes



When music for the cake-walk failed, Director Stacey Patton began belting out the tunes—until the Summertime Freeze vendor stepped up to lend us his sound system.



Michigan-made Koegel hotdogs being cooked by UR Angel Toth and her spouse.



We welcomed our colleagues from Human Resources and other MSU units.



Director Pamela Brock enjoys a snow cone from Summertime Freeze.



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

CHANGE SERVICE REQUESTED

CTcalendar

August 7 and 21. Executive Board meets. 5:15 p.m. CTU Conference Room. Members welcome.

August 7. VOTE! Visit <https://webapps.sos.state.mi.us/MVIC/> to view your sample ballot for the upcoming election, track the status of your absentee ballot, and verify your voter registration information.

Thursdays. Studio (in)Process! The studio is (in)Process! Drop in on Thursday evenings to experiment with different art materials and processes in this hands-on art-making experience. \$8 at the door gets you the material and instruction to start creating. This event will be held at the Art Lab, located directly across the street from the MSU Broad Museum at 565 E Grand River Ave., East Lansing, MI 48823. RSVP on Facebook at www.facebook.com/msubroad.

Summer *continued from p. 3*

excellence, athletic achievement, character strength and leadership. The night was great until a torrential downpour stopped the game. But the storm was short; the teams returned to field; and the Lugnuts won!

We have a new union at MSU. The former AFSCME Local 999 is now the independent Spartan Skilled Trades Union. SSTU remains in the Coalition of Labor Organizations at MSU, and we look forward to continuing our work with them.

As the summer days count down until fall, please take your hard-earned paid vacation time and enjoy some leisure activities. Also, remember that if you are having a difficult time actually using those paid-days, either because your work schedule is too busy or you are not getting supervisor approval, CTU can help. Call us.

Welcome Tiffany Westendorf

We are pleased to welcome new Organizational Manager Tiffany Westendorf to the CTU.

Westendorf is a graduate of MSU and has experience with numerous computer programs and social media platforms. Her work history includes employment as an educational blogger as well as stints at MSU, Lansing Community College, and both Amnesty International and the Senate Agriculture Committee in Washington D.C.

“I’m happy to be here,” she said, “and I look forward to working with the members of the CTU.”



Organizational manager, Tiffany Westendorf.