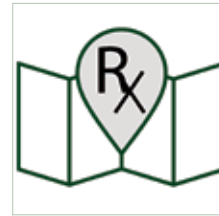




Board actions
Catch up on Board actions January through March, p. 4.



July 30 blood drive
CTU is partnering with the FRIB. Mark your calendars, p. 4.



For your health & your wallet
Don't wait for Open Enrollment to save health care dollars, p. 6.



CT news

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

June/July 2019

Member meeting

The April 25 Membership Meeting focused on our finances, beginning with a presentation of the annual audit from Sherrie Blankenship, CPA with Maner Costerisan, our auditing firm. (Our former CPA, Jim Nyquist, is retiring.)

The “union has an unmodified—or clean—opinion for the year-end audit,” Blankenship said in her review of our 2018 finances.

Treasurer Tracy Rich presented the 2019 budget with an explanation of projected expenses.

Principal Financial Advisor Luke Terry of Rehmann Financial presented a review of CTU’s investment policy and accounts.

President Deb Bittner announced that the lack of a quorum meant that we were unable to transfer funds from the designated account to operations in order to cover negotiating expenses. We will address this at a later meeting. Of the 50 members required for a quorum, 48 attended.

Bittner also spoke on the need to hire additional staff at the CTU office.

Flowers were distributed to acknowledge Administrative Professionals Day.

We discussed the upcoming picnic, new member orientations, the MSU Service Awards Ceremony, and an

Meeting continued on p. 1



June 6, Patriarch Park, East Lansing—Executive Board Director Jan Wallace took over the grill at this year’s 45th anniversary celebration picnic.



Hundreds of CTs, friends, and family members came together in Patriarch Park on June 6 to celebrate our 45th anniversary as a union.

We enjoyed union-made and locally sourced food and drink, including Better Made chips, Koegel hotdogs, TurkeyMan barbecue, Kroger baked and fried chicken, and Summertime Freeze slushies and popcorn. [Anslee Norris]

In addition to the great food and camaraderie, Looking Glass Photo Booth

Picnic continued on p. 5.

CT news

The voice of the Clerical-Technical Union
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 Cherylee Finney.

CTclassifieds

Services:

▼ **Quality Carpet and Upholstery Cleaners.** We can help check one more chore off your list of preparing for any special summer events you are having. Or you may just want to have your home clean and smelling fresh!! We would love to assist you with your cleaning needs. Give us a call at 517-694-0497. Owner operated and free phone estimates.

▼ **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.

Membership Meetings

The final CTU Membership Meeting of 2019 will take place Wednesday, October 23, in 1310 Anthony Hall. Meetings start at 5:20 p.m., but doors open at 5 p.m. so come early to socialize. Membership meetings are for making decisions about the Union, asking questions and receiving updates about Union activities.

Executive Board Meetings

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!

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*. 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.

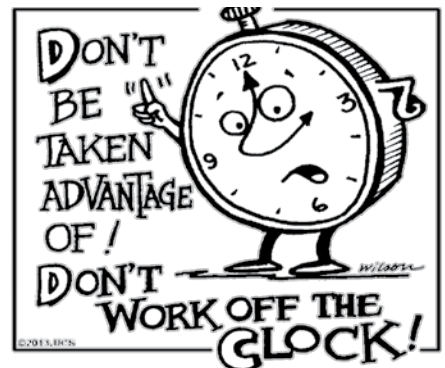
Meeting

continued from page 1
opportunity for individuals to help build a playground in southwest Lansing.

Door prizes: Rita Jenkins won \$50; Carmen Elliott won the Spring Prize; Stephanie Six, Karen Spitz, Ruth Blair, Tobin Mellberg, and John Garcia won CTU umbrellas; Christian Millan-Hernandez won Crossroads Food Court vouchers; Lucie McClees and Dimity Palazzola won CTU promotional items.



April 25, 2019, was also Take Your Child to Work Day, and one young lady attended the Membership Meeting to see how the union works.



Embracing change sustains success

President Deb Bittner

Where does the time go? I ask that a lot these days. I cannot believe it is July, which in Michigan means our summer is half over!

I also spend a good deal of time talking about changes—and with good reason—there are a lot of them, especially at CTU.

Welcome our new staff

Our office is finally fully staffed.

Instead of immediately replacing a few of our recent vacancies, we first did our fiduciary duty and evaluated the organization's staffing needs. Although we were able to keep up with the work on a daily basis, the Executive Board realized that we might be hard pressed to respond to an unexpected crisis or to undertake some important projects that demand attention. So, we are now back to being fully staffed.

We have a new hire in the Financial Manager position, Angelica Garcia. She has been on staff full time for about a month.

We have a new contract administrator, Sean Temple, who has been on staff for two months.

Our organizational manager, Tiffany Westendorf, just had her one year anniversary. [Morgan Garner]

Meredith Place, the other contract administrator, is on maternity leave taking care of a new baby boy (talk about life changing!).

Our other staffing change is the addition of Jim Nash (yes, that Jim Nash). He retired from his position as director of MSU Office of Employee Relations in 2017. One of CTU's early representatives in the mid-seventies, Nash has returned to be our senior contract administrator. As such, he will provide expertise and perspective and help us with long-term planning

And CTU has big plans to put all of

this new talent to good use. We have several crucial projects in the works, and now that contract bargaining is over, we can focus on them with renewed vigor. Be sure to attend membership meetings, where we will share details as they develop.

A big change at the U

We all know there are big changes ahead at our university, most notably the installation of a new president starting August 1. It was an honor and a privilege to represent labor and support staff on the Presidential Search Committee. Everyone on the team, especially the two co-chairs from the MSU Board of Trustees, put in a lot of time and effort to make the process both as transparent as possible and respectful to everyone.

There was some controversy over the confidentiality of candidates, but we wanted to honor the candidates' requirements while having access to top talent. Most of us understand that we might not want our current employer to know we are looking at other job prospects, and we especially don't want them to know we are leaving until we actually are! Every CTU to whom I have spoken immediately understands this concept.

I have now been asked to participate on the Transition Team, and I will do all I can to welcome Dr. Samuel L. Stanley Jr.

to the MSU Family. That includes promoting labor's place at the table and making sure that our contributions to a strong, vibrant, successful MSU are not ignored. I know you, also, will do your best to help make sure this new chapter in MSU's story is a success.

What stays the same

As we move into all this change, some things stay the same, like rain when we don't want it, high humidity, and the CTU Picnic! It was a great success again this year as we celebrated our 45th anniversary. A big thank you to all who worked to make it so well organized and fun, especially our two clowns and our photo booth. The food ran out for the first time so it must have been extra tasty! And a heartfelt thank you to everyone who attended, who donated diapers, who chatted with old friends and new, who fought hard on the Cake Walk trail, and whose smiling faces make us remember how nice it is to be a part of the Clerical-Technical Union of MSU as a member or a friend.

Lastly, make sure you take time to use your hard earned vacation hours. Remember to enjoy summer. Winter is right around the corner. . . .



Angelica Garcia



Jim Nash



Sean Temple



Wilson / UC!

Board actions

January through March 2019



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 March 2019. 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 15

Agreed by consensus to recommend community donations, sponsorships, and/or participation to the membership for feedback and approval at the January Membership Meeting: Greater Lansing Food Bank, MSU Student Food Bank, MSU Safe Place, Walk for Warmth, Tri-County Office on Aging.

Donated \$250 to Greater Lansing Food Bank immediately because weather

problems and a federal worker furlough contributed to the depletion of its stock.

Agreed to send up to two individuals, at a cost of \$40 each, to the Greater Lansing Labor Council/UAW United Way/AFL-CIO Community Service Classes.

Agreed to renew \$199 yearly subscription to *HR Specialist*.

Agreed to renew \$149 yearly subscription to *HR Magazine*.

Donated \$240 to WKAR.

Agreed to purchase two iPads for up to \$2,000 each for use by the contract administrator and the president.

Discussed social media administration.

February 5

Received treasurer's update on account balances, 2018 audit, 2019 budget.

Donated \$250 to Capital Area Community Services Walk for Warmth. Because the January Membership Meeting was postponed until February, the planned recommendation to the members would not have been timely.

Received vice president's report that Brenda Franklin was elected by URs to the Union Representative Coordinating Committee.

Received president's report on bargaining and on preparations for the forty-fifth anniversary picnic.

Received reports on events commemorating Martin Luther King Jr.

Received report from representative to the President's Advisory Committee on Disability Issues (PACDI): updated website and bylaws.

February 21 (e-mail conference)

Agreed to sponsor the Meridian Township Recycling Event at \$150 level.

March 5

Witnessed oath of office administered to new Audit Committee Member

Andrea Parker.

At the direction of members attending the February 18 Membership Meeting, donated \$1,100 to Greater Lansing Food Bank, \$1,000 to the MSU Student Food Bank, \$500 to the Tri-County Office on Aging.

Donated \$535 to Mystic Lake YMCA Camp, which covers a one-week scholarship for a child to attend summer camp.

Received president's report on activities of the Coalition of Labor Organizations including an upcoming reception with the MSU Board of Trustees.

Received secretary's report on new member orientation: large turnout, plans for regular orientations in the future.

Received vice president's report that several members are interested in becoming URs.

Received president's report on participating in Walk for Warmth: organizers were very grateful for our donation and had great things to say about CTU.

Discussed preparations for ratifying the 2019-2023 contract.

March 19

Approved the 2019 operating budget as revised.

Agreed to send up to four attendees to Labor Notes at \$25 a person and travel expenses. [Joellen Seida]

Received PACDI report: meeting with Satish Udpa about the RVSM policy.

Received report from representative to the Employee Assistance Program. Several student and staff initiatives are underway. The WorkLife Office is looking at workplace bullying, sick leave bank, tools to help supervisors make subjective decisions, trust building. Counseling and Psychiatric Services is now fully staffed and better able to keep up with student demand. Health4U reported increases in anxiety and workplace stress issues.

Save your blood
for July 30!

CTU is cosponsoring another
blood drive with the FRIB on
July 30.

More details will be announced.

Save the date



GIVE
THE GIFT
OF
life

July 30, 2019

Picnic continued from page 1

provided us with some photographic memories, and two local clowns were kept very busy with painting faces and making balloons for the kids (and more than a few adults).

As always, the cake walk was the biggest hit with young and old alike.

Without the help of all of our volun-

teers, the picnic would not have been possible, so our heartfelt thanks goes out to everyone who assisted in making this year's celebration such a success. That includes the many members who attended and all of our MSU and community friends and colleagues.

Here's to another 45 years of unity!



Clowns Toothpick and Apples provided balloon animals and face painting.



UR Rachel Iseler (left) and Director Shirley VanDorp (below) help with the setup.



Looking Glass Photo Booth



Above: URs Cammy Nelson, Judy Redding, and Brenda Franklin prepare the food line.



Senior Contract Administrator Jim Nash, President Deb Bittner, and Attorney Nancy Pearce.



Members received door prizes of credit card protection sleeves and M&Ms with the CTU logo.

Above: The cakewalk continues to be one of our most popular events.

Right: We also collected a load of donations for the United Way "No Child Wet Behind" drive.



Retired CT Kristine McClintic was on site with her Looking Glass Photo Booth. She and her partner Mark provided several of the photos on this page.



Looking Glass Photo Booth

Left: Our VP sells tickets for the 50/50 raffle. We collected \$280 for the Ingham County Animal Shelter, Capital Area Humane Society and the Pet Food Bank.



Looking Glass Photo Booth

CTU's staff: top row—Contract Administrator Sean Temple, Communications Specialist Cherylee Finney, Organizational Manager Tiffany Westendorf; bottom row—Contract Administrator Meredith Place, President Deb Bittner, Financial Manager Angelica Garcia.

TELADOC

REQUEST. VISIT. RESOLVE.
Speak to a licensed doctor by web, phone or mobile app in minutes. Quality care is available 24/7/365.

Doctors can send you a prescription anywhere in the U.S.A.

Average wait time for a benefits-eligible employee, their spouse or dependent to talk to a doctor.

8 MINUTES

Treat a Range of Conditions:

- ✓ GENERAL MEDICAL
Cold/flu, bronchitis, allergies, pink eye
- ✓ DERMATOLOGY
Acne, skin rash, moles, warts, abrasions
- ✓ BEHAVIORAL HEALTH
Depression, anxiety, grief counseling, addiction

Don't wait for open enrollment

You can sign up for several useful, cost-saving medical benefits **RIGHT NOW**

The Coalition and management work hard to make sure that support staff employees and our families have the necessary tools and resources we need for our health care. The choices we make as individuals, however, greatly impact our health, our out-of-pocket expenses, and our salaries. Don't wait until Open Enrollment to think about your health care options. Here a few ways to positively address all three.

Teladoc

You wake up feeling ill. You consider going to urgent care but don't want to spend the time or money, and you just don't have the energy. You know that your doctor won't see you for hours, maybe days. Ugh!

This is one of many scenarios where Teladoc can help. Make the call or contact Teladoc online. The Teladoc doctor calls you back and conducts a diagnosis. You can send the doctor photos or video if you think it might help. Let's say you're diagnosed with a sinus infection, in which case the doctor may prescribe an antibiotic that you can pick up on your way to work. If you have a bad cold or

the flu, perhaps the doctor advises you to stay home.

For serious and/or immediate problems, you likely would be directed to visit your local physician or emergency room.

A physician's note from a Teladoc doctor is as valid as one from a conventional doctor visit and will be accepted by supervisors at MSU.

On top of the convenience for you and eligible family members, Teladoc visits are free. Because Teladoc consultations cost so much less than conventional doctor and urgent care visits (and certainly

less than emergency room visits), the labor unions and management at MSU have agreed to offer it for free as we measure how much it saves money to our overall health care plan. Implemented in the fall of last year, Teladoc saved us over \$181,000 in the first four months of this year.

Teladoc doctors can prescribe non-narcotic medications and treat a range of conditions, including dermatology and mental health.

To enroll in Teladoc, go to hr.msu.edu/benefits/healthcare or www.teladoc.com to fill out your health care profile.

Livongo for Diabetes Management

This incredible new benefit for anyone suffering from diabetes provides a connected meter, unlimited testing strips, and coaching—at no charge to you!

You or any benefits-eligible family member can sign up at any time. Get your questions addressed and/or sign up at welcome.livongo.com/MSU# or call 800-945-4355. The registration code is: MSU.

As with Teladoc, the unions and management at MSU expect the cost of the program to be more than offset by the improved health of participants and the overall savings to our health care plan—another “cha-ching” toward our raises.

Best Doctors

Best Doctors has been available for several years, but this is a good time to outline

Health continued on next page

LIVONGO

SAVE MONEY
Unlimited FREE test strips and lancets whenever you need them.

GET HEALTHIER
Members feel empowered to take control of their health and the results show:

- 7.1% Average member HbA1c* reduction
- 16.4% Decrease in hyperglycemia experienced by members
- 18.4% Decrease in hypoglycemia experienced by members

*HbA1c = average blood glucose level for previous 2-3 months.

A free diabetes management program for benefits-eligible employees, their spouse and dependents. Sign up to receive the Welcome Kit.

FREE WELCOME KIT INCLUDES

- Unlimited test strips and lancets
- Lancing device
- Connected glucose meter
- Carrying case
- Optional coaching from a specialist

Health

continued from the previous page

the merits of the program once again.

Most importantly, the benefit gives you a second opinion on your medical diagnoses, which can provide great peace of mind when making health care decisions. Discussing serious or problematic health care issues with Best Doctors is always a good idea. Under our health care contract, such consultations are required before you have back surgeries, joint replacements, or bariatric procedures. However, the final health care decision is always yours. Both management and the unions are satisfied that our contract with Best Doctors provides an important tool for managing our health care in addition to saving money for the plan.

In fact, we are offering two new services through Best Doctors: Treatment Decision Support and the Medical Records eSummary.

Treatment Decision Support service gives you access to coaching and interactive online educational tools about your specific condition, which can help you make more educated, confident decisions about your health.

Medical Records eSummary allows Best Doctors, with your permission, to collect and organize your medical records for you and provide them on a USB drive. You will also receive a personal Health Alert Summary based on the records collected, giving you a total snapshot of your medical wellness.

Contact Best Doctors at 866-904-0910 or bestdoctors.com.

TruHearing

Not open to the general public, TruHearing is a hearing aid discount program offered only to employees and retirees (and up to four dependents) who are enrolled in an MSU health plan.

The average savings range from 30 to 50 percent off the retail price of top-of-the-line digital hearing aid models from five of the industry's leading manufacturers. TruHearing has negotiated a discounted rate of \$75 for the first office visit that includes testing, a full evaluation, rec-

BEST DOCTORS

Expert medical advice for informed medical decisions. Best Doctors is committed to helping employees enrolled in an MSU health plan make the right choice with confidence.



Experts review your medical case.




Get a custom report and medical opinion from top doctors



Ask questions or get help locating the best doctor near you.

TRUHEARING

TruHearing is a hearing aid discount program offered only to employees and retirees (and up to four dependents) who are enrolled in an MSU health plan. To learn more and/or to schedule a hearing exam, contact TruHearing at 800-334-1807 or visit truhearing.com.



IMAGING SERVICES



Did You Know? Imaging services at hospitals are 5x to 10x more expensive than the same services at free-standing facilities.

MSU Radiology offers imaging services – MRI, x-ray, CT scan and more – on campus at the Clinical Center or the Eyde building. Save time by staying on campus! Save money to our health care plan for a positive impact on our wages!

ommendation, and three follow-up visits with your purchase at no additional cost.

You will also receive a copy of your test for future reference.

Each hearing aid purchase comes with extra benefits like 48 free batteries per aid, a 45-day trial period with a money back guarantee, and a three-year manufacturer's warranty.

To learn more and/or to schedule a hearing exam, contact TruHearing at 800-334-1807 or visit truhearing.com.

MSU imaging services

Another way to save the plan money is to ask your doctor to refer you to a free-standing facility like MSU Radiology—rather than to a hospital setting—for non-emergency imaging services.

For the sake of convenience alone, you might want to check out MSU Radiology for MRIs, X-rays, CT and PET scans, bone densitometries, digital mammographies, ultrasound/vascular ultrasounds, etc. A full listing of services is available at patient.rad.msu.edu.

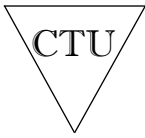
In addition to adhering to strict standards for protecting patient confidentiality, MSU Radiology has pioneered research and clinical applications in radiology and established a world-class reputation for excellence in quality patient care.

Services are available on campus at the Clinical Center on Service Road and the Eyde Building on Hagadorn Road.

As an MSU employee, you can always park in the lots across the street from the Clinical Center. As a patient, you also have access to the lot in front of the Clinical Center (just pick up a validation when leaving). At the Eyde Building, you can park on either side of the building. [Stephanie LeBeau]

Choose from a wide range of hours including early mornings, nights, and weekends. X-ray services are available on a walk-in basis at the Clinical Center. Although most procedures require an appointment, you can typically get in the same day.

Get more information or make an appointment at 517-353-5053.



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

CHANGE SERVICE REQUESTED

CTcalendar

July 18. Watermelon! Recipe for Health Cooking Series: Summer 2019. Brody Square Demonstration Kitchen, 12:10 p.m.–12:50 p.m. Entrance fee to Brody Square, \$10. Buy your lunch with cash or a meal plan. Register at health4u.msu.edu/courses.

July 20, 21, 27, 28, Stop by the MSU Broad for free docent-led tours. Discuss the intersections of art and activism while being led through the Oscar Tuazon: Water School and The Edge of Things: Dissident Art Under Oppressive Regimes exhibitions. Offered at 1 p.m. and 3 p.m. More information at <http://broadmuseum.msu.edu>. [Catherine Illman]

July 25. Studio (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 guidance to start creating. Children 10+ are welcome with adult supervision. MSU Broad Art Lab, 6 p.m. to 9 p.m. More information at <http://broadmuseum.msu.edu>.

July 30. CTU is cosponsoring a blood drive with the FRIB. Hold the date and watch for more information.

August 6 & 20. Executive Board meetings, 5:15 p.m., 2990 East Lake Lansing Road. Members welcome.

August 15. Green Beans. Recipe for Health Cooking Series: Summer 2019. Brody Square Demonstration Kitchen, 12:10 p.m.–12:50

p.m. Entrance fee to Brody Square, \$10. Buy your lunch with cash or a meal plan. Register at health4u.msu.edu/courses.

