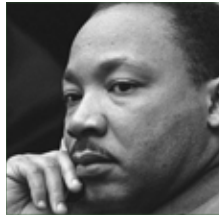




Come in from the cold

Join your CTU colleagues at the Jan. 29 Membership Meeting, p. 3.



MLK Day

Activities for commemorating the goals and practices of Martin Luther King Jr., p. 4.



CT notables

Congratulations to two CTs: Michelle Stewart and Maria Serrato, p. 5.



CT news

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

November/December 2018

Members lead

The CTU thanks everyone who stepped up in October to take on important union leadership roles. Because none of the seats were contested, all candidates were affirmed by acclamation of the members attending the October 24 Membership Meeting rather than in an election.

The Elections Committee steered us through the process and made sure we followed all the rules and regulations. Thank you, Elections Committee Chairperson Sierra Matthews and members Brenda Bailey, Deb Bittner, Judy Redding, and Tiffany Westendorf. We appreciate your work on our behalf.

Leaders continued on p. 5



October 24 Membership Meeting—Chosen by acclamation: Vice President Rosie Garcia, Secretary Michelle Jenkins, Audit Committee Members Shawn Rayon and Sarah Carapellucci, Directors Stacey Patton and Shirley VanDorp. Sworn in at a later date: Directors Stephen Stofflet and Pamela Brock.

President's corner

Next step: Bargaining

President Deb Bittner

With the CTU elections over, we are preparing to begin talks on our next collective bargaining agreement. The CTU/MSU contract expires on March 31, 2019, and talks with the university begin in late January.

Your union bargaining team is composed of the members of our Executive Board as well as the contract adminis-

trator, communications specialist, and our attorneys. Attorney Nancy Pearce is returning as our chief negotiator.

Members rule

In developing our priorities and strategy for upcoming negotiations, we are reading and tabulating your responses to the questionnaire and fielding other member input. We have

Bargaining continued on p. 3

Collective Bargaining



CTnews

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

PUBLISHED MONTHLY

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independent
since 1974!

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Editorial Policy:

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

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

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

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

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

CTclassifieds

For sale:

▼ **Patti Bakes:** Specializing in gourmet muffins, cookies, cupcakes and holiday treats. Pricing varies based on product and amount ordered. Delivery to campus Monday through Friday, no charge! Find us on Facebook at Patti-BakesAlot. Contact Pat Dunn at pattibakesalot@gmail.com or 517-927-7325.

Services:

▼ **Quality Carpet and Upholstery Cleaners.** Whether preparing for the holidays, cleaning up between celebrations, or getting things back in order once everyone goes home, this is the perfect time to schedule an appointment to clean your carpets and upholstery. The season can be exhausting, and Quality Carpet Cleaners would love to take this cleaning chore off your list. We are owner operated and reasonably priced. Please call us now to schedule your cleaning appointment, 517-694-0497.

▼ **Skills assessment software:** 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 *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.

Board committees announced

CTU chose its new Executive Board committees at the November 13 meeting.

Grievances, Appeals and Trials:

Chairperson Rosie Garcia, Pamela Brock, Michelle Jenkins, Pam Sloan, Jan Wallace

Finance:

Chairperson Tracy Rich, Carmen Elliott, Stacey Patton, Stephen Stofflet, Shirley VanDorp

Personnel:

Chairperson Deb Bittner, Rosie Garcia, Tracy Rich, Jan Wallace

CITY OF EAST LANSING

INCOME TAX

Effective January 1, 2019, MSU will begin withholding local income tax from employees who live and/or work in East Lansing. Directions for reviewing approving and changing your withholdings are available at www.br.msu.edu/ebs/help/localtax/. Access your withholding status through your EBS portal starting December 17. Direct questions to the Payroll Office at 517-355-5010.

Residents of East Lansing voted to implement the tax in August over the objections of CTU and many other parties. CTU opposed the tax mainly because our union has never favored balancing budgets on the backs of workers, and also because the proposal seemed short-sighted and bad for many East Lansing residents and businesses.

Membership Meetings

The January 2019 CTU Membership Meeting will take place Monday, January 28, in 1310 Anthony Hall. The meeting starts at 5:20 p.m., but doors open at 5 p.m. so come early to socialize. Attend to help make decisions about the Union, ask questions and receive 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!

Bargaining

continued from p. 1

kept track of your suggestions and concerns from our meetings, and we have noted problems during the past four years that might be addressed by changes to the contract.

As you can see, bargaining a new contract is one of the most important tasks we undertake as a union. And we all need to be involved: Which is why I want to heartily thank everyone who came to a town hall meeting, emailed or called the union, or completed the negotiations questionnaire. As members of the union, you have a say in how our organization operates and what issues we pursue. You are sending your team in well-armed with knowledge of the union's priorities and goals.

We have a several individuals on our team who are new to negotiations, but most of us have experience sitting on CTU's side of the table.

Those of you who have been around for previous negotiations know that our team is not at liberty to share a lot about ongoing talks. Prematurely releasing information in a public manner can hinder the free exchange and collaborative development of proposals between the parties. However, we can share more when speaking with members in person. Often we need to get ongoing feedback and input from members, which we are able to do at our membership and district meetings. [Catherine Zdunic]

Be sure to attend the January 28 Membership Meeting.



MLK commemorations

One question on the survey concerned recognition of Martin Luther King Jr.'s Birthday and other ways we might promote diversity and inclusion at MSU. See page 4 for information about MLK commemorative events in January.

Please consider how our participation reflects the importance of this issue for CTs. Ask your supervisor for time (ask for university released time!) to attend an event, and let us know the response. Your team needs to know if supervisors are honoring their contractual responsibility to "encourage flexibility for employees to participate in sponsored events to celebrate Martin Luther King, Jr. Day as well as other opportunities to increase

sensitivity to diversity and inclusion."

MSU Shares

Also, there is still time to contribute to the community through the MSU Shares Program. The pledge form is available through EBS under "My Personal Information," or you can download the form from www.msuccc.msu.edu if you don't want to make the transaction on line.

As the year winds down, I want to thank you all for your support and involvement. I wish you the best in the coming holidays and look forward to seeing you in the new year.

Enjoy this special time with family and friends, and as always, try to get some rest!



Stuck? Don't go it alone!

IT'S CONTRACT TIME!

Attend your **JANUARY MEMBERSHIP MEETING** to see how CTU members are working together for mutual support & positive changes in the workplace.

Solidarity is our strength!

Monday, January 28, 2019 ▼ 1310 Anthony Hall ▼ 5:20 p.m.
(doors open at 5 p.m. so come early to socialize)

Constitutional right vs. respectful discourse

Free speech

The theme of this year's Dr. Martin Luther King Jr. Commemorative Celebration at MSU is "Free Speech: Constitutional Right vs. Respectful Discourse."

Understanding that labor rights are human rights, King opposed right-to-work laws and advocated for public employees' right to organize. Many of the recent political power grabs hamstringing unions obviously are meant to silence and destroy organized labor. Commemorating King's commitment to free speech is especially timely for a labor movement that continues to be under assault.

Many departments and units are offering opportunities to commemorate King. Check under "Awards and Programs" at www.inclusion.msu.edu. Here are a few that might be of interest to CTs.

Jazz: spirituals, prayer & protest concert

A commemorative concert will celebrate the birth of Martin Luther King

This event provides opportunities to:

- ▼ Learn about local organizations that use free speech to serve others.
- ▼ Participate in an on-site service project.
- ▼ Contribute to a guided discussion about how we use speech in service.

March for Justice

Members of the Alpha Phi Alpha Fraternity, Inc. will lead the MSU community in a symbolic march for social justice on Monday, January 21. Faculty, staff, students, and community members are welcome to participate. This event will be streamed live for those who are part of MSU Support Staff on Facebook.

There will be a short program at 3:15 p.m. in the Kellogg Center, Room Big Ten A. The March proceeds from the Kellogg Center at 3:30 p.m. to Beaumont Tower.

The CTU will march with our banner again this year. Let us know if you wish to participate so that we can arrange to meet

"The labor movement was the principal force that transformed misery and despair into hope and progress."

—Dr. Martin Luther King Jr.

Jr. with performances by Jazz Orchestra I directed by Rodney Whitaker, and special guests. Two performances will be offered on Sunday, January 20, starting at 3 and 7 p.m., Fairchild Theatre, MSU Auditorium. FREE. Tickets required for admission: Call (517) 353-5340 to order.

"Learn Before You Speak: An Interactive Service Event"

The Center for Service-Learning and Civic Engagement is planning to provide on-site service opportunities for faculty, staff, and students at the Kellogg Center, Centennial Rooms A, B, C, from 11 a.m. until 2:30 p.m. on Monday, January 21.

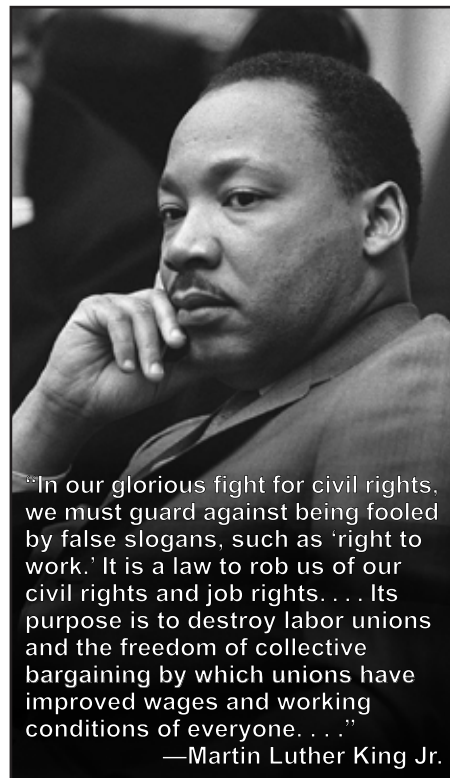
before the march. The more members we have, the bigger the banner we can carry.

MSU Community Dinner

Act fast to reserve your spot for the MLK community dinner that brings together people from MSU and the greater Lansing area on Monday, January 21, from 5 until 6:30 p.m. at the Hubbard Hall Dining Café (2nd Floor, Room C200).

Guests are invited to donate to the MLK Endowed Scholarship and MSU Food Bank.

Parking is available in lots 29, 30, and 32 near Hubbard Hall. Violations will be waived by MSU Police.



"In our glorious fight for civil rights, we must guard against being fooled by false slogans, such as 'right to work.' It is a law to rob us of our civil rights and job rights. . . . Its purpose is to destroy labor unions and the freedom of collective bargaining by which unions have improved wages and working conditions of everyone. . . ."

—Martin Luther King Jr.

Lansing holiday luncheon

Off campus in downtown Lansing, the MLK, Jr. Holiday Commission will hold its 34th annual luncheon starting at 11 a.m. on Monday, January 21, at the Lansing Center.

This year's theme is: "Be the Change You Wish to See in the World."

[Andrea Gray]

The guest speaker is Governor L. Douglas Wilder, who was the first African-American to be elected governor in U.S. history, leading the Commonwealth of Virginia from 1990 to 1994. He was also the first African-American state senator in Virginia since Reconstruction and served five terms. Governor Wilder persisted in sponsoring legislation that eventually led to establishing a state holiday honoring Dr. Martin Luther King Jr. Governor Wilder is a Distinguished Professor at Virginia Commonwealth University, a newspaper columnist, and the driving force for establishing a national Slavery Museum in Fredericksburg, Virginia.

Tickets are \$50 per person, and can be purchased by following the directions at www.lansingmi.gov/942/MLK-Jr-Holiday-Commission.

CTnotables

2018 Gliozzo Award winner

Congratulations to CTU Member **Michelle Stewart**, winner of this year's MSU Clerical-Technical Recognition Award. [Whitney Smith]

An Office Assistant III in the Electrical and Computer Engineering Department, Stewart is the assistant to Department Chairperson Dr. John Papapolymerou.

"Michelle embodies the qualities that the Gliozzo award is about," said Papapolymerou in a video about Stewart that was played at the October 29 reception in her honor.

"The staff here in this department works as a team," Stewart said, "and I feel honored and special that I would be recognized for the role that I play in that team—in making it a success."

This annual CT recognition is based on criteria that include respect and concern for all members of the campus commu-

nity, diligence in daily work, significant contributions to the community, public service, and innovative thinking. The award is sponsored by the Thomas and Concettina Gliozzo Endowment Fund to recognize outstanding MSU clerical-technical employees.



Professor Emeritus Charles Gliozzo (the son of Thomas and Concettina Gliozzo) with CT Award Winner Michelle Stewart and CTU President Deb Bittner.

CT named a Top Latina in Michigan

Earlier this year, CTU member **Maria Serrato** was named one of the Top 50 Michigan Latinas for 2018 by the Hispanic/Latino Commission of Michigan.

Serrato is a Michigan State University program assistant for the Master's in Educational Technology program at MSU.

She was honored for founding and directing Capital Area Latina Youth, or CALY, an organization dedicated to fos-

tering empowerment, education, cultural advancement, leadership, and mentorship among Latina youth in middle and high school. [Kimberly Lum]

For more information about CALY, go to www.facebook.com/caly2017.

The CTU learned of Serrato's recognition from Director Carmen Elliott who also works in the College of Education. If you know of a member who deserves a shout-out, let us know.

Leaders continued from p. 1

A quorum of 63 members witnessed Matthews administer the oath of office to Vice President Rosie Garcia, Secretary Michelle Jenkins, and Directors Stacey Patton and Shirley VanDorp. (Directors Pamela Brock and Stephen Stofflet were not available and were sworn in at a later date.) They join President Deb Bittner, Treasurer Tracy Rich, and Directors Carmen Elliott, Pam Sloan, and Jan Wallace on the board.

Newly affirmed Audit Committee Members Shawn Rayon and Sarah Carapellucci, were also sworn in. They join Stephanie Six on the Audit Committee. [Lindsay Metiva]

After witnessing the swearing in of the newly affirmed candidates, we received a financial report from Treasurer Rich and a presentation by Contract Administrator Meredith Place. Place addressed questions she has received recently about vacation. Because there is no contractual or university-wide policy on assigning vacation time, she said, departments

are free to develop their own (based on seniority, first come-first served, taking turns, etc.). She added that she is available to assist anyone who is in danger of losing vacation time because of their department's reluctance or refusal to schedule the time off.

President Bittner discussed open enrollment, the MSU presidential search committee, and the MSU "Shares" Campaign (previously the Community Charitable Campaign). She also received ideas on how to get member input on priorities for upcoming negotiations.

Door prize winners: Lois Siefing won the \$100 quorum prize. Luke Zehr won \$50. Lucie McClees won the Fall gift bag. Debbie Pintarich won a CTU denim shirt. Cynthia Collings and Christina Hodges-Chakrani won copies of *Wild Women of Michigan*. Stephanie Six, Mary Mroz, Brenda Brown, Mary Firdawsi, and Helen Farr won various CTU solidarity items.



Director Pamela Brock was sworn in at the November 13 Executive Board meeting.



Director Stephen Stofflet was sworn in at the December 11 Executive Board meeting.



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

CHANGE SERVICE REQUESTED

CTcalendar

December 24, 25, 31, 2018. January 1, 2019. Paid holidays secured by your union contract.

January 15. Executive Board meeting will begin at 8 a.m. at the CTU office. Members welcome.

January 17. Motor City Pop Culture: 111 Years of Mixing, Bottling and Trucking Faygo on Detroit's Near East Side. Speaker Joe Grimm, MSU School of Journalism and author of *The Faygo Book*. Labor Education Program's Our Daily Work, Our Daily Lives Brown Bag Series. 12:15 to 1:30 p.m. MSU Museum Auditorium, Free.

January 18. Lunch 'n Learn: Flexible Work Arrangements How-To. The program offers to help you develop a plan and

propose a flexible work arrangement with your supervisor. Noon to 1 p.m., Linton Hall, Room 113. Feel free to bring your lunch! Free and open to all. To register and get information about attending via

Zoom or phone, visit the MSU WorkLife Office at worklife.msu.edu.

January 21. Martin Luther King Jr.'s Birthday. Although classes are canceled, CTs and other support staff should report

to work. Attend an event commemorating King's contributions. A few events are listed on page 4. For more, go to the website of the Office of Inclusion and Intercultural Initiatives at MSU: www.inclusion.msu.edu/awards-programs/king.

January 28. Membership Meeting, Monday, January 28, 1310 Anthony Hall. Meeting starts at 5:20 p.m., but doors open at 5 p.m. so come early to socialize. Attend to discuss negotiations and other union issues. Membership card or picture ID required.

