



Thank you!
Thank you for your membership, solidarity, and support, p. 4.



CTU picnic
Mark your calendars—our picnic is Thursday, June 6, p. 5.



Board notes
Board actions in the second half of 2018, p. 6.



CT news

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

Spring 2019



March 21, 2019—MSU Employee Relations Director Rick Fanning and President Deb Bittner reach across the table just after 1 a.m. to seal the deal on our new four-year contract. Seated at the table to the right of Bittner are Co-Chief Negotiator and CTU Attorney Nancy Pearce and Contract Administrator Meredith Place.

Members in action

Congratulations! We have a contract! Thanks to all the CTU members who participated over the last several months, we ratified our four-year, April 1, 2019 through March 31, 2022, contract. The vote, 322 yes to 3 no, was tallied on March 29, just two days before our previous contract expired.

Since ratification, we've had a couple

members ask if we are preparing for the next round of negotiations. Sure, but let's catch our collective breath first.

In a way, we are always preparing for our next round of negotiations. We listen to members' comments and concerns, we pay attention to problem areas that might be addressed, and we note anything that could be resolved by nego-

tiating new language the next time we bargain. [Lisa Backus]

But it's after our October elections before the expiration of the contract that we really get down to business. We solicit information from members through polls, meetings, and conversations. We compile our collective information, seek

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CT news

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

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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

For sale:

▼ **House:** Okemos Road, East Lansing. Three bedroom ranch, all newly remodeled. 1,060 sq. ft., two pole barns, one shed, one-half acre lot with mature trees. \$139,900. Contact Shelly (smithsh1967@gmail.com) or text 517-521-4402).

Services:

▼ **Quality Carpet and Upholstery Cleaners.** Our winter weather this year was "unique" and left us with a lot of spring cleaning. Quality Carpet and Upholstery Cleaners is here to help. We would love to come out and make your home sparkle cozy clean as we head into summer. Give us a call at 517-694-0497 to schedule your appointment today.

▼ **Skills assessment software:** CTU makes the software and a work station available to members to practice for the university's skills assessment tests in Word, Excel, PowerPoint, Access, and more. Call 355-1903.

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.

Membership Meetings

Membership Meetings for the remainder of 2019 will take place Thursday, July 11, and 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. 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!

▼ **Advertise** to your colleagues in the CT News. Send the ad to Cheryl@ctumsu.org. See the guidelines at www.ctumsu.org/news/ct-classifieds.



Charles and Marjorie Gliozzo at the 2008 Clerical-Technical Recognition Award Ceremony.

CT award deadline

In preparing to announce the nomination deadline for this year's Clerical-Technical Recognition Award, we were saddened to learn of the passing of Marjorie Gliozzo, one of the award's founders. [Rose Jerome]

In 2002 Marjorie and Professor Emeritus Charles Gliozzo, established an endowment to fund an annual recognition of outstanding MSU clerical and technical employees.

Nominations for the 2019 award are due Monday, June 17. The criteria for nominations as well as the nominating form is available on the Human Resources website at hr.msu.edu/recognition/support-staff/index.html. Individuals may be nominated by any member of the MSU community. The winner receives recognition and a monetary award of \$1,000.

Professor and Mrs. Gliozzo established the endowment to honor Professor Gliozzo's parents, Thomas and Concettina, who became U.S. citizens and recognized the importance of education.

Selection criteria include respect and concern for all members of the campus community, diligence in daily work, significant contributions to the community or public service, and innovative thinking.

It's been a lot of work— now, let's celebrate

President Deb Bittner



Forty-five years! That's how long ago CTs voted to pool some of their time and resources in order to protect and secure their jobs, compensation, benefits, and workplace rights.

We owe those CTs—a dwindling number of whom still work alongside us—our gratitude. What an incredible legacy! And it is our job to nurture our union so that it continues to work for current CTs and those who are hired after us.

Our sixteenth contract

In the last few months, we have proven we are up to the task of keeping our union going as we celebrate our sixteenth contract with MSU. The negotiating team thanks everyone for your support, input, participation, and solidarity during negotiations and ratification. With continued vigilance, our new contract will allow us to protect our working conditions, seniority rights, and job security; maintain our wage structure; and advance our work/life balance for four more years. We have kept our voice in the workplace, which is still a big deal in these anti-labor days.

We won a good contract and we emerged from the process stronger and more unified as a union.

Our families and community

Because of our efforts, and those of the labor movement in general, we enjoy better wages and benefits as well as the 40-hour work week, which allows us to be better parents, friends, and family members. And it enables us to give back to our communities.

From our union's inception, we recognized the importance of supporting

community services and activities—both on and off campus—that align with our values as organized labor. We also understood how critical these services can be to CTs and our family members in times of need. Recognizing that our involvement in our local areas also promotes a positive view of organized labor, our union continues to work for strong communities and good working family resources.

In recent months, CTs have supported many community activities: Martin Luther King Jr., commemorative events, both by attending and by volunteering to staff registration at the MSU Community Dinner on campus; Walk for Warmth; Meridian Township recycling events; the Greater Lansing Food Bank and the MSU Student Food Bank; and many more where we know our collective resources make a huge difference.

I also have the honor of representing labor on both the MSU Presidential Search Committee and the Capital Area United Way Board, where I make sure our hard work and contributions are well known, and our voice is heard.

New CTs

One of the biggest “perks” of my job is the opportunity to meet and talk with many of the new CTs who are joining

our union through our monthly “new member orientation” dinner meetings. These new union members are interested in their union and excited to participate. We also welcome any member who is interested in knowing more about their union. We have been having great discussions and based on the individuals I have been meeting, I believe our union will have the spirit and the leadership it needs as we move forward.

Anniversary picnic

So, what do you do after 45 years of hard work? When you've just successfully negotiated and ratified the latest four-year contract? When you are staring in the face of several critical and urgent projects? [Susan Campbell]

You take some time to party! Okay, in our case, it is a picnic!

Please join us at CTU's 45th Anniversary Picnic on June 6 (p. 5). It will be a celebration of our decades as a successful union as well as a much needed couple of hours to reconnect and rejuvenate for the struggles ahead.

It is a great opportunity to say thank-you to those who ensured our success: our co-workers who faced the same uncertainties; the members who gave feedback, kept the team on track, and recognized and voted for a good contract; our friends and family who supported us; community members who cheered us on; even management representatives who sat on the other side of the table (who may have been wrong but treated our team and the process with respect). All are welcome. It is something to be proud of and to celebrate indeed!





Thank you and best wishes

Our congratulations, our best wishes, and our gratitude go out to the CTU members being honored for retirement and years of service to Michigan State University.

We appreciate your membership and participation. Working together in a union of employees, we strengthen our ability to advocate for the interests and security of the clerical and technical employees who help maintain the standards, values, and mission of our university.

This year's MSU Retirement and Service Recognition Awards Program will take place at the Kellogg Center Big Ten Rooms on Monday, May 13, at 4:30 p.m.

Fifty years

Carol Fosburg

Forty-five years

Patricia Downing

Barbara Sweeney*

Forty years

Janene Bailey

Catherine Baird

Ruth Barber

Pat Daughenbaugh

Mary Ehmann

Royal Fader

Cherylee Finney

Marlene Green

Cheryl Lowe

Kathy Paradise

Dennis Pettee

Otty Turrentine

Barbara Ward-Austin*

Kevin Wyatt

Thirty-five years

Judith Belanger

Chris Decker

Paula Fossum

Connie Jordan

Cindy McCormick

Amy Peebles

Cynthia Shidaker*

Michelle Sidel

Lanette Stevens

Bonnie Sturdivant*

Jeanine Whipple

Marlene Wilkins

Thirty years

Lisa Bosman

Karen Brown

Elfrieda Cruel

Rita Jenkins

Bunny Lane-Patenge*

Rhonda Miller

Mary Mroz

Theresa Sattazahn

K Springsteen

Elizabeth Thomas

Ruth Vanderwaals

Twenty-five years

Leticia Briones

Betty Miller*

Susan North

Elvira Shaw

Twenty years

Susan Blonde*

Delynn Bunch

Kelli Cicinelli

Lisa Croze

Morene Dickman

Toni Douglass

Daniel Drolett

Carmen Elliott

Sheryl Genawese

Anita Hernandez

Janet Hershberger

Randa Hughes

Adrian James

Robin Marsh

Margarita Matice*

Michael McCune

Tara Miller

Tracy Montgomery

Cammy Nelson

John Oswald

Judy Redding

Victoria Reynaga

Julie Rorick

Gary Schrock

Jade Scott

Jacqueline Smith

Zachary Smith

Patrice Solomon

Angela Tenney

Mark Yager

Fifteen years

Elizabeth Chomic

Fifteen continued on next page



Retirees

In addition to the CTU members being recognized for their years of service, we also want to wish the best to the members who retired in the past year:

Patience Adibe	Marcelle
Karen Battin	MacDonald
Jane Brimacombe	Marian Matiyow
Sue Buck	Kristine
Karen Deford	McClintic
Julie Detwiler	Barbara Meyers
Harriette Devall	Lisa Myers
Nicole Ebert	Sonia O'Connor
Laura Eichorn	Susan Platte
Michon Felton	Patricia Ploch
Velma Ferguson	Nicholas Roach
Joanne Flynn	Debra Scherer
Lillian Fox	Dolores Snyder
John Gordon	Yvonne Squiers
Linda Gibson	Cynthia Stone
Debra Greer	John Stone
Neerja Hajela	Donna Sweet
Ronald Hanson	Valerie
Paula Hodge	Thompson
Jan Hettich	Sharon Tyree
Kimberly Hurley	Beatrix
Kathleen Joseph	Vankampen
Keitha Kasel	Suzanne Watson
Cheryl Luick	Sally Zetzer

Fifteen

continued from previous page

Molly Conley	Susan Myers
Denise Crowl	Lori Nichols
Jammie Gulick	Janice Querubin
Rebecca Heim	Nancy
Rebecca Ives	Schrauben
Tracey Jegla	Mary Seeger
Joseph Konesny	Alaina Snider
Monica Krentz	Nansie Strobel
Meagan Kroll	Stephanie Terry
Molly Lazar	Judith White
Rebecca Lugten	Catherine Zdunic

*These CTs also retired during the year.



Retiring?

Keep in touch with your union

Because of your participation over the years, the CTU is well positioned for a successful future.

CTU is your legacy, and as you head into retirement, we want to express our heartfelt "thank you."

Continue to receive the CT News by emailing Cheryl@ctumsu.org or call 517-355-1903 to request a subscription. Copies are also available at www.ctumsu.org, and you can like us on facebook at www.facebook.com/CTUofMSU.





Board actions

July through December 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 July through December 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.

July 17

Received president's report on upcoming discussion with representatives from our accounting firm to discuss software recommendations and staffing needs.

Agreed to donate \$100 for Migrant Appreciation Day.

August 7

Consented to contract with Paychex in order to access payroll software after receiving a report on CTU's current need to update to QuickBooks financial software. QuickBooks does not include the necessary payroll software.

Renewed annual membership in Michigan Woman Forward for \$75.

Agreed to buy an ad for the Michigan Woman Forward Hall of Fame Induction Dinner for \$150.

Agreed to renew WKAR radio membership for \$150

Received report on the CTU-cosponsored blood drive at FRIB.

Received report from CTU's representative to the President's Advisory Commit-

tee on Disability Issues that the university is creating an executive level position to handle issues related to Relationship Violence and Sexual Misconduct.

Received report from CTU's representative to the All University Traffic and Transportation Committee (AUTTC) that the position will soon be vacant.

August 21

Agreed to renew annual ClipArt subscription for \$69.97.

Agreed to send two staff members to Excel training for \$128 per person.

Received president's report that she agreed to participate on MSU's Presidential Search Committee.

Received Personnel Committee report that the vacant financial manager position will be filled with a part-time temporary employee while the position is being reorganized.

Received report on the Michigan Migrant Appreciation Day

Discussed the schedule of October CTU elections.

September 4 (email vote)

Agreed to donate \$100 in honor of deceased former Union Representative Stephania Ford to the Sparrow Foundation. The donation will be made through Bradley's Legacy, a fund set up to honor Ford's late son.

October 16

Donated \$100 to the Capital Area Literacy Coalition.

Agreed to spend up to \$600 on reception and obituary for past CTU President

Barbara Reeves' Memorial Service.

Received president's report on the need to prepare for upcoming negotiations, including solicitation of feedback from members.

November 13

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

Witnessed the oath of office administered to re-elected director Pamela Brock.

Reconstituted executive board committees: **Grievance, Appeal and Trial:** Chairperson Rosie Garcia, Pamela Brock, Michelle Jenkins, Pam Sloan, Jan Wallace. **Finance:** Chairperson Tracy Rich, Carmen Elliott, Stacy Patton, Stephen Stofflet, Shirley VanDorp. **Personnel:** Chairperson Deb Bittner, Rosie Garcia, Tracy Rich, Jan Wallace.

Set dates for 2019 Membership Meetings: January 30, April 9, July 11, October 23. [Editor's Note: The April meeting was subsequently moved to April 25 because of a scheduling conflict.]

December 4 (email vote)

Agreed to purchase three \$25 (\$75 total) gift cards/certificates from local vendors for the 2019 MSU Student MLK Leadership Conference prize winners.

December 11

Approved purchase of ad in the 34th Annual Dr. Martin Luther King Jr. Holiday Luncheon Celebration program for \$100. [Kate Parrish]

Agreed to purchase eight tickets at \$50 each for the Lansing Dr. Martin Luther King Jr. Holiday Luncheon Celebration.

Witnessed the oath of office administered to re-elected Director Stephen Stofflet.

Received EAP Report: November discussion centered on increasing levels of mental health staffing and counseling to meet higher demands.

Received president's report on recent town hall meetings.

Received Personnel Committee report: increase in the cost of staff health care plan; recommendation for filling the open financial position.

Members continued from p. 1

additional data, and strategize about how to present our concerns and proposals.

Such preparation requires a lot of work and sacrifice on the part of the negotiating team, most of whom hold down full-time jobs at MSU in addition to their union responsibilities. Some of the work must take place during work hours, meaning that team members are in the position of balancing union and work responsibilities. But the job also includes many late nights and weekends. So, if one of the team works in your area, be sure to offer your recognition and thanks.

Until the new contract is published, the ratified changes are available on our website at www.ctumsu.org.

We also want to thank President and Co-Chief Negotiator Deb Bittner, CTU Attorney and Co-Chief Negotiator Nancy Pearce, the staff of CTU, and every single member who voted, filled out a bargaining survey or provided other feedback, staffed the polls, set up or attended an informational meeting. This was OUR success. We weathered a lot through the process, but we got there.

New Audit Committee member



March 5, 2019—Andrea Parker was sworn in as a member of the Audit Committee.

that is part of another bargaining unit. We wish him all the best and look forward to working with Parker.

Please welcome Andrea Parker to the Audit Committee. Parker was appointed to the position, which ends October 2019, when Shawn Rayon left to take a job

Polar vortex

Let's start with the actual weather. January's polar vortex, which caused the governor to declare a state of emergency and closed campus, created a lot of work for the union because instructions to many CTs were unclear or contradictory.

Our own January Membership Meeting had to be rescheduled until February 18 and the union office closed for one afternoon (although we were checking voice mail messages in case of emergencies). [Andrew Tluczek]

We also had to work around the weather in order to prepare for negotiations. Some working meetings had to be postponed and at least one took place over the phone.

MLK commemoration

The polar vortex also impacted Martin Luther King Jr. Day activities, turning the commemorative march into a commemorative bus ride.

In spite of the bitter weather, the gatherings in Lansing and at MSU allowed the community to come together to celebrate our advances and recognize our connected struggles for justice and equality.

We thank the members who donated time to staff registration tables for the MLK Commemorative Dinner.

Membership meeting

Our postponed Membership Meeting took place February 18. After introducing the union's staff members, Bittner discussed recent and upcoming new member orientations and requested CTs contact her if they have not attended a union orientation or are interested in learning more about their union.

Contract Administrator Meredith Place discussed the fallout from January's bad weather and the closing of



February 18, 2019—Members socialize before the Membership Meeting.

the university.

Place also encouraged members to view their personnel folders. To do so, call Human Resources at 353-4434.

Forty-two members attended the rescheduled Membership Meeting and provided input on several activities being considered by the Executive Board.

Treasurer Tracy Rich presented the Board's recommendations for donations to the community and solicited feedback from the members in attendance:

- ▼ \$1,000 to the Greater Lansing Food Bank "Empty Plate" fundraiser and an additional \$100 for the United Dairy Industry of Michigan's 'Milk Means More' matching incentive.
- ▼ \$1,000 to co-sponsor the MSU Safe Place "Race for the Place" at the Silver level.
- ▼ \$500 for the MSU Student Food Bank. "If it weren't for students," said a member, "we wouldn't be here."
- ▼ \$500 to the Tri-County Office on Aging.

Membership Meeting door prize winners:

April Moore won \$50; Christian Millan-Hernandez won a CTU denim shirt; Angel Toth won a union hoodie; Tricia Bradford won a CTU umbrella; Andrea Rafferty and Carmen Elliott won electronic thermometers that can be used with Teladoc; Audrey Smith won a union t-shirt; and Stephanie Six, Jalen Smith, Jessica Snyder, Brenda Franklin, and Z amie Malone won assorted union promotional items.



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CHANGE SERVICE REQUESTED

CTcalendar

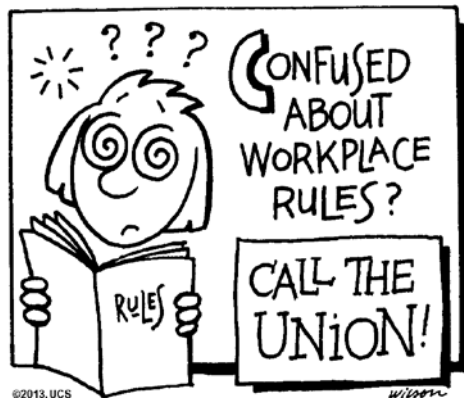
May 7. Executive Board Meeting, 5:15 p.m., CTU Building. Members welcome.

May 8, 15, 22, 29. Mindful Self-Compassion. Self-criticism and shame-based perfectionism can keep us from being our best selves. Self-Compassion is a hidden factor in our ability to provide sustainable high performance in our work and personal lives. Wednesdays from 12:10 – 12:50 p.m. in Room 338 Olin Health Center. Free. You can join the conversation in person or participate in the group process on-line via Zoom. Register at health4u.msu.edu.

May 13. MSU Retirement and Service Recognition Awards Program, Kellogg Center Big Ten Rooms, 4:30 p.m.

June 5. Kitchen Skill Drill: Herbs

& Teas with Corporate Executive Chef Kurt Kwiatkowski and the Bailey Greenhouse Staff. Chef Kwiatkowski will partner with the Bailey GREENhouse and Urban Farm. Bailey Greenhouse, 12:10 p.m. – 12:50 p.m. Free. Register at health4u.msu.edu.



June 6. The 45th Anniversary Annual CTU Picnic. Patriarche Park in East Lansing, 4-7 p.m. (page 5).

Thursdays through October. MSU Student Organic Farm Stand on Farm Lane & Auditorium Road next to the Rock. 11 a.m. – 5:30 p.m. Now selling eggs, asparagus, spinach, lettuce, salad, chard, kale, radishes, turnips, peas, strawberries, and much more.

What will the kids do this summer? Spartan Youth Programs offers programs and activities for children K-12. Visit spartanyouth.msu.edu to see the full range of programs, everything from art, language, writing, sports, and dance programs to 4-H, science, technology, engineering, and math. Scholarships are available for some of the offerings.