



“Teamwork” apron for sale
We have CTU aprons for sale, p. 2.



Congrats!
to 2019 Gliozzo award winner Thomi Chrisinske, p. 5.



MLK celebrated
Angelou’s poem, “Still I Rise,” is the theme of this year’s MLK events, p. 7.



CT news

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

Winter 2019/2020



September 13, 2019—CTU member Luke Zehr describes his role in a research project at the Kellogg Biological Station.

CT’s work helps provide climate change insight

Member Luke Zehr spends several months a year counting bugs at the Kellogg Biological Station in Hickory Corners. He counted over half a million aphids in 2019 alone.

A research technologist in the Department of Entomology, Zehr works with Professor Will Wetzel to simulate and measure heat wave impacts that could

Zehr continued on p. 5

Commemoration of Martin Luther King Jr

The focus of this year’s MLK commemoration at MSU will be on the contributions and accomplishments of women to equity, civil rights, and human rights.

This year’s commemoration marks several milestone events. It is the fortieth anniversary of the Dr. Martin Luther King Jr. Commemoration at MSU and the one hundred fiftieth anniversary of women students attending the University.

As we head into the 2020 election year, it is also worth noting that women won the right to vote 100 years ago when the U.S. Congress ratified the Nineteenth Amendment to the Constitution, prohibiting states and the federal government

from denying the right to vote to citizens of the U.S. based on sex.

Programs

Several MLK activities may be of interest to CTU members. More information and registration forms for the MSU events are available from the Office of Inclusion and Intercultural Initiatives at inclusion.msu.edu/awards/mlk-commemorativecelebration.



MLK Commemoration continued on p. 6

Know your contract

CT participation in MLK Day events

While January 20 is a work day at MSU, our contract includes a letter of agreement that mutually commits management and the union to “identify ways in which MSU can promote diversity and inclusion across campus.” Participation in MLK Day

events is specifically listed as a method of pursuing this goal.

The letter of agreement goes on to say, “The Employer agrees to encourage flexibility for employees who desire to participate in sponsored events to celebrate Martin Luther King, Jr. Day

MLK Events continued on p. 7

CTnews

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

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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:



▼ **CTU Teamwork Aprons:** Full length (24x34 inches), made in the USA. Easy-wash, stain-resistant, polyester/cotton twill with two pockets, long waist ties, and an adjustable neck strap. \$15 each. Available now. Call 355-1903.

Free:

▼ **File cabinet.** Large, green, with five drawers. Purchased from MSU salvage in the 1990s, so quite used. Good working condition. FREE for pickup. Call 331-4442.

Services:

▼ **Quality Carpet and Upholstery Cleaners:** If you did not schedule a cleaning appointment before the holidays you may want to think about scheduling

one for after your holiday parties and get-togethers. Winter and the holidays are wonderful and beautiful, but can be messy. Quality Carpet and Upholstery Cleaners will be there for you and be your partner in crime on grime. Call us now to schedule your appointment today, 517-694-0497. We are owner operated and will do a great job for you!!!! Happy Holidays and wishing you a wonderful and prosperous New Year !!!

▼ **Skills assessment software:** Make an appointment with your union (355-1903) to access the same skills assessment software used by HR to evaluate skills. 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 copy to Cheryl@ctumsu.org. See the guidelines at www.ctumsu.org/news/ct-classifieds.

New Executive Board Committees

The Executive Board reconstituted its committees at its November 5 meeting:

Finance Committee:

Tracy Rich, Chairperson
Andrea Parker
Stacey Patton
Kristen Rule
Jan Wallace

Grievance, Appeal and Trial (GAT) Committee:

Rosie Garcia, Chairperson
Carmen Elliott
Michelle Jenkins
Steve Stofflet
Shirley VanDorp

Personnel Committee:

Deb Bittner, Chairperson
Rosie Garcia
Michelle Jenkins
Tracy Rich

Membership Meetings

The CTU Membership Meetings in 2020 will take place Tuesday, January 28; Wednesday, April 22; Thursday, July 16; and Wednesday, October 28. Meetings will be 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!

"Find greatness through service"

President Deb Bittner

Happy 2020! Here we are, welcoming a new month, a new year, and a new decade. We are sad to see the holidays go, especially the paid time away from work. But (confession time) sometimes we secretly look forward to the routine starting up again.

Milestones

However, it is also a time to *break* the old routines. The promise of "new"—a new self, new eating habits, new resolutions to be more active or more involved, and maybe some fresh commitments to establish new be-good-to-ourselves habits—it all gets thrown into the new year mix.

As we return to the "real world" of every day work, there are a few milestones that 2020 brings. Some are being highlighted by this year's Dr. Martin Luther King Jr. celebration:

- 40th anniversary of the Dr. Martin Luther King Jr. Commemoration, at MSU,
- 100th anniversary of the 19th amendment, providing women the right to vote,
- 150th anniversary of women students attending Michigan State University.

Labor, hope, and progress

These amazing historical facts rightly deserve to be in the spotlight. King continues to be an inspiration to all citizens, particularly to those of us in the labor movement. He supported labor unions because he understood that organized workplaces can be great vehicles for furthering inclusion and one of the best ways to ensure financial security.

"The labor movement was the principal force that transformed misery and

despair into hope and progress," he said, and unions still strive to arm working women and men with the tools to provide for their families and improve their communities. Now, as we fight both attacks on unions and growing income inequality in the United States, it is a quote that continues to reverberate.

Becoming "illumed"

"Find greatness through service and not just wait to be served," is another of King's famous quotes. At an MLK Lansing luncheon many years ago, a young speaker asked the audience these three simple questions:

- 1) "What are you doing?"
- 2) "Who do you represent?" and
- 3) "Why should anyone take you seriously?"

Even today, these questions humble me. I ask you to reflect on them in the new year, too, and contemplate what can be done to make 2020 a better year and a great beginning to the decade. *[Share your ideas with your union!]*

The focus of an MLK Community Dinner several years ago was "The Vote: A Right, Privilege or Obligation?" Again, a simple question with huge implications. Speakers pointed out that many Americans are squandering their right to vote and are turning their backs on the sacrifices made to win, expand, and secure that right. One speaker challenged us to become "illumed citizenry" by educating ourselves and inspiring others.

As we celebrate the 100th anniversary of women's right to vote and move into a big election year, it is critical that we take our responsibility to vote very seriously.



Will we take the time to be educated on issues that affect our rights as workers? affect us as a community? etc.? Will we be "illumed citizenry?"

Lots of questions and challenges lie ahead in the near future. What I do know is that there are also lots of opportunities. We can start with the activities included in this year's MLK commemoration at MSU. The theme is "Still I Rise" from Maya Angelou's famous poem. (If you haven't had the chance to read it, take a moment to do so. It is powerful.) This theme perfectly describes the opportunities brought by the new year.

There are many events that support staff can attend during lunch times, the weekend before, and after hours. One morning activity takes only a little time away from work. Another is scheduled during the standard lunch hour.

Please talk to your supervisor about attending events that occur only during work hours. Let CTU know if we can help secure time for you to participate. There are a few programs that are "streamed" so you can watch from your workplace if you cannot get away. Check out what is offered and plan ahead to participate.

YOUR UNION: Another way to engage

One more opportunity for engagement is your union! King understood the importance of unions, not only because

Greatness continued on p. 8



Board actions

July through September 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 July through September 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.

July 2

Meeting canceled due to the holiday and vacation schedules.

July 16

Agreed to sponsor one \$100 hole at the Old Newsboys 16th Annual Golf Scramble.

Decided to purchase webinar access with the DVD, “Student Disability Rights in Higher Ed: Lessons Learned from Ten Schools,” for \$399.

Received president’s report on classifications and reclassifications, the College of Law merge, personnel files, and a wage re-opener for CTU’s organized staff.

Received vice president’s report on new union representatives, district reorganizing, and union training.

Discussed several upcoming projects: cosponsorship of a blood drive with the MSU FRIB and the American Red Cross, participation in the Martin Luther King Jr. Day in January, assistance with the upcoming MSU Police symposium on best practices along with being one of the sponsors.

Discussed the July 11 Membership Meeting.

Received report from CTU’s representative to the President’s Advisory Committee on Disability issues.

August 6

Meeting canceled due to the local election.

August 20

Received report on Joint Health Care Coalition activities.

Received vice president’s report on 1) activities of the Union Representative Coordinating Committee and 2) efforts to update districts.

Received report on the blood drive CTU co-sponsored with MSU FRIB.

Received update on upcoming CTU elections.

Discussed the upcoming October Membership Meeting.

Received vice president’s report on negotiations with CTU’s unionized staff.

Decided to have minutes distributed via email before board meetings so that board members can arrive prepared to discuss them.

Discussed upcoming MSU convocation, first football game, Labor Day, Crosstown Showdown baseball game, CTU elections, and union training.

September 3

Meeting canceled due to the holiday.

September 17

Agreed to purchase a \$150 quarter-page program ad for the Capital Area United Way (CAUW) 100th Anniversary Gala.

Agreed to pay for up to eight individuals to attend the CAUW 100th Anniversary Gala at a cost of \$75 per ticket.

Voted to purchase two \$50 tickets for the Greater Lansing Food Bank Garden Project Harvest Party.

Agreed to spend up to \$250 to support UAW strikers.

Agreed to sponsor a CT participant in the “Out of the Darkness” walk for \$100. Out of the Darkness raises awareness about suicide and funds research and prevention programs.

Received president’s report on staffing issues, the classification project, and Joint Health Care Committee activities.

Received vice president’s report on district meetings, interest in UR vacancies, and upcoming training workshop on domestic violence.

Received report on the Crosstown Showdown.

Received update on elections: the withdrawal of one director candidate means that candidates for every position will be running unopposed. Therefore, candidates will be affirmed by acclimation and no election will be necessary.

Discussed the possibility of using Zoom for membership meetings.

Discussed the need to update the CTU website.

September 26 (via email)

Agreed to donate \$100 to assist the family of the late Glifford Sloan, a director’s brother, in lieu of flowers.



Winter Membership Meeting 2020

Meetings start at 5:20 p.m., but doors open at 5 p.m. so come early to socialize.

Tuesday, January 28
1310 Anthony Hall

The agenda will include a report on union finances, recent and current union activities, workplace reports, other union related issues, and door prizes.

CT notable

2019 winner of the Clerical-Technical Gliozzo Award

Congratulations Thomi Chrisinske!

Member Thomi Chrisinske became the eighteenth recipient of the MSU Clerical Technical Recognition Award at a ceremony on November 12, 2019.

As secretary for Communication Arts and Sciences, Chrisinske handles a number of different tasks, including oversight of social media and chairing the equipment and space committee for her department. Coworkers describe her as “highly organized,” “a team player,” and “the heart and soul of our department.”

The award includes a ceremony, recognition in MSU’s staff newsletter, a plaque, and \$1,000. It was established by Dr. Charles Gliozzo, Director Emeritus

of MSU’s Study Abroad program, and his late wife Marjorie to recognize outstanding CTs.

Before presenting this year’s award, Associate Vice President of Human Resources Sharon Butler paid tribute to Marjorie Gliozzo who died earlier this year.

“As someone who has made extraordinary contributions to her community, it is fitting that we honor Marjorie’s memory by recognizing a clerical and technical employee that is described by her colleagues as having an extraordinary impact on their lives,” Butler said.

“Thomi is a terrific example of the kind of MSU employee this fund was established to recognize,” she added. [Jenny Brimley]

CTU President Deb Bittner, a member of the selection committee for the award, congratulated Chrisinske and said it was a pleasure to select a candidate who scored high in each area of qualification: 1) respect of peers and continuous diligence in attending to daily responsibilities, 2) concern for students, faculty, staff, and colleagues, 3) extraordinary or significant contributions to the community or public service, and 4) innovative thinking in facilitating unit tasks and responsibilities.

In accepting the award, Chrisinske said that she felt very honored to be selected.”



November 12, 2019—College of Communication Arts and Sciences Dean Prabu David, MSU Clerical Technical Recognition Award winner Thomi Chrisinske, and CTU President Deb Bittner at the awards ceremony.

Zehr continued from previous page occur due to climate change.

“We want to understand how brief but extreme changes in the climate, such as heat waves, have the potential to impact plants and insects,” Zehr said. “Such events are becoming more intense and more severe, and we need to understand the impact.” His work with aphids is helping with that understanding.

Professor Wetzel is a theoretician, Zehr explained, and it is up to Zehr and other research techs to help devise and monitor the experiments that provide data.

“Luckily, I do love counting things,” Zehr laughed. “And I like to see how everything works and develops over time.”

Now that aphid season is over, Zehr is back working on the East Lansing campus. [Mary Pease]

Although Zehr’s work may seem atypical compared to many CTs’ jobs, it is actually representative of the variety of work done by the dedicated employees in our union, including the almost 500 technical workers that we represent.

“I had no clue it was coming,” she said. She thanked Dr. Gliozzo, his late wife Marjorie, and the selection committee for providing recognition of this nature to CTs.

She described many CTs (secretaries, research assistants, and other support staff) as “ducks.”

“We are calm, cool, and collected as we’re swimming across that lake,” she said, “but man, underneath we are paddling like there’s no tomorrow”

The award is sponsored by the Thomas and Concettina Gliozzo Endowment Fund. The fund was established by Dr. Charles and Marjorie Gliozzo to honor his parents, immigrants who became U.S. citizens and recognized the importance of education.

Information about the annual Clerical Technical Award and other awards and recognition programs sponsored by MSU can be found at hr.msu.edu/recognition/support-staff.

MLK Commemoration continued from page 1



MLK Commemorative Celebration Films

Saturday, January 18. Two films, "On the Basis of Sex" and "Hidden Figures," will show simultaneously at 5:30 and 8 p.m. at the Campus Center Cinema, 117 and 119 Wells Hall. The films also will be shown **Sunday, January 19** at 5:30 p.m. and 8 p.m., and **Monday, January 20** at 11:30 a.m. and 5:30 p.m.

"On the Basis of Sex" portrays Ruth Bader Ginsburg as a struggling attorney and new mother who takes on a groundbreaking tax case that changes the direction of her career and the way the courts view gender discrimination.

In "Hidden Figures," three brilliant African-American women at NASA—Katherine Johnson, Dorothy Vaughan, and Mary Jackson—serve as the brains behind one of the greatest operations in history: the launch of astronaut John Glenn into orbit.



Jazz: Spirituals, Prayer and Protest Concerts

Sunday, January 19, 3 p.m. and 7 p.m. shows, MSU Fairchild Theatre. Free, but tickets required. Obtain tickets

in Room 102, Music Building or by calling 517-353-5340. Sponsored by the College of Music and the Jazz Studies Program. Contact: Cookey Whitaker, 517-432-6449, whitak48@msu.edu.



Commemorative March for Social Justice

Monday, January 20, 3 p.m. Meet in the main lounge on the first floor of the Union Building. Join students, staff, faculty and community members in a symbolic march for social justice, equity, civil and human rights. CTU members are encouraged to call the office at 355-1903 so that we can make arrangements to meet and march together.



Some of the CTs who volunteered at the 2019 MLK Community Dinner.

MLK Community Scholarship Dinner

Monday, January 20, Hubbard Hall Dining Room, 5 p.m. (doors open at 4:45 p.m.). *Reservations required.* Hosted by Residence Education and Housing Services, the Community Dinner was designed to provide staff who work on the national holiday the opportunity to join in the celebration of the life and legacy of

Dr. King. It is free, family-friendly and faculty, staff, students, and off-campus communities are invited to join President Stanley, Director Paulette Granberry Russell, Vice Presidents, Deans, Board members, and others in the celebration. This year's keynote speaker will be Brenda Nelson, Culinary Services Manager, and the 2018 recipient of the Inspirational Woman of the Year Award in the Professional Advancement category by the MSU Center for Gender in Global Context.



Coffee and Conversation

NEW: Tuesday, January 21. 8:30-10:30 a.m. MSU Union, Room 337 (Lake Huron Room). This event will honor and acknowledge the contributions of historically underrepresented professionals at MSU. Invited guests (currently Paulette Granberry Russell, Naoko Wake, Denise Maybank, Emily Sorroche, Kelly High McCord, and Danielle Flores Lopez) will share their experiences and contributions to our university. Faculty and staff are invited. Hosted by the MSU IDEA Coordinators' Committee and the Office for Inclusion and Intercultural Initiatives. Coffee, tea, and a light breakfast provided. Please RSVP.



Health and Wellness Service Projects

Monday, January 20; Tuesday, January 21; & Wednesday, January 20, Linton Hall, Room 113, 11 a.m.–1:30 p.m.) Room 113 Linton Hall. Faculty, staff, and postdocs are invited to vol-

Commemoration continued on next page

Commemoration

continued from previous page

unteer together to write cards, decorate placemats, create a craft, provide inspirational quotes, and donate in an effort to provide health and wellness packages for Haven House, Child and Family Charities, MSU Safe Place, MSU Center for Survivors, and the Women's Center of Greater Lansing. Many donation boxes can be found throughout campus to accept donations for personal items. Check the CTU website at ctumsu.org for more information as it becomes available.

Off campus: Day of Celebration

Georgia Rep. **John Lewis** is the scheduled speaker for the annual "Day of Celebration" luncheon sponsored by the Dr. Martin Luther King Jr. Commission of Mid Michigan. The event takes place **Monday, January 20**, from 10:30 a.m. until 2 p.m. at the Lansing Center. Tickets are \$50 each and can be purchased at mlkmidmichigan.com.

Born the son of sharecroppers in 1940, Lewis became a leader of the 1960's Civil Rights Movement. He has dedicated his life to protecting human rights, securing civil liberties, and building what he calls "The Beloved Community" in America. He was elected U.S. Representative of Georgia's Fifth Congressional District in November 1986 where he continues to serve. His dedication to the highest ethical standards and moral principles has won him the admiration of many of his colleagues on both sides of the aisle in the United States Congress.


Lewis is the author of several notable and best-selling books as well as the recipient of numerous awards

from eminent national and international institutions, including the highest civilian honor granted by President Barack Obama, the Medal of Freedom.

A friend of labor, his efforts include support for increasing the minimum wage, strengthening workplace safety laws, expanding health care opportunities, and providing for workers' benefits such as vacation and sick leave. He has also supported anti-poverty initiatives and the rights of workers to organize collectively. [Joyce Hengesbach]

"... no matter how hard a person works, unless they earn a livable wage and can maintain their assets, anyone and everyone is at risk of being impoverished overnight," he wrote.


On December 29, 2019, It was announced that Lewis is suffering from advanced pancreatic cancer.



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

—Dr. Martin Luther King, Jr.

The Clerical-Technical Union of Michigan State University honors the dream and the memory of civil rights leader Martin Luther King, Jr.



The CTU ad placed in the 2020 luncheon program of the Dr. Martin Luther King Jr. Commission of Mid Michigan.

MLK participation

continued from page 1

as well as other opportunities to increase sensitivity to diversity and inclusion."

If you receive a negative response to participating in such events, please call your Union Representative or the CTU office (517-355-1903).

CTs usually do not have very flexible schedules, so contractual support and acknowledgment of the importance of our participation in events promoting diversity and inclusion is very important.



Maya Angelou reciting her poem "On the Pulse of Morning" at President Bill Clinton's inauguration in 1993.

Still I Rise

The celebratory theme of MSU's 2020 Martin Luther King Jr. commemoration is Maya Angelou's poem, "Still I Rise," used to highlight the accomplishments of American women and their struggle for equal rights.

You may write me down in history
With your bitter, twisted lies,
You may trod me in the very dirt
But still, like dust, I'll rise.

Does my sassiness upset you?
Why are you beset with gloom?
'Cause I walk like I've got oil wells
Pumping in my living room.
Just like moons and like suns,
With the certainty of tides,
Just like hopes springing high,
Still I'll rise. . . .

— Excerpt from "Still I Rise,"
Maya Angelou, 1928-2014

Please note that several of the events take place outside of the usual work day. For example, you can participate in the Health and Wellness Service Project during one, two, or three lunch hours.



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CHANGE SERVICE REQUESTED

CTcalendar

January 19 begins a week of activities surrounding this year's MLK commemoration. See pages 1, 6-7 for detailed information, or visit the Office of Inclusion and Intercultural Initiatives website at inclusion.msu.edu/awards/mlk-commemorativecelebration for information about MSU activities.

January 28. Quarterly Membership Meeting. See page 4 for information. [Kimberly Ann Davis]

February 4, 11, 18, 25. Mindful Self-Compassion series, instructor Lisa Laughman, LMSW, ACSW. Participation is available online via ZOOM and in-person from 12:10 through 12:50, Rm. 338 Olin Health Center. Free. Register at health4u.msu.edu.

February 4, 18. Executive Board meetings. Members are welcome and

should call 355-1903 for more information before attending.

February 7. First time home buyers have an opportunity to hear a presentation on home selection, securing a loan, and insuring a home purchase at "From

Love at 1st Sight to Closing the Deal," an educational session sponsored by the MSU WorkLife Office. Linton Hall, Rm. 113, 12 p.m. to 1 p.m. More information and registration at worklife.msu.edu/events/1st-time-home-buyers.

Greatness

continued from p. 3
they allow organized workers to bargain for better wages and treatment for themselves, but because they give us a voice and a vehicle that ultimately promotes the rights and interests of all workers and our communities.

As a part of the labor movement, CTU knows collective action is the key. Our organization is strong and active, and that is solely the result of member participation. Which means that, as members,

we must recommit ourselves to "finding greatness through service and not just waiting to be served."

Make 2020 the year where you actively do one more thing to support your union and your fellow members. Make a vow to be an "illumed citizen" and participate in something new. Make a vow to make 2020 a great year and a great beginning to an incredible new decade. [Yolanda Flores]