



Congrats, Jessica
This year's winner of the CT Recognition Award, p. 2.



Picnic 2022
After a two-year hiatus, CTU still knows how to picnic. Photos featured on p. 4.



Show union pride!
Get a CTU baseball shirt at a discounted price, p. 7.



CT news

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

Fall 2022

President's corner

The union factor

President Deb Bittner

Four additional holidays! Our union is pleased to enter into a letter of agreement accepting the employer's generous offer to extend our end-of-year paid holidays by three days and add a paid Martin Luther King Jr. holiday. For years, we have had members routinely prioritize additional paid time off (PTO) in our bargaining surveys. And we have advocated and bargained for additional PTO, espe-

cially MLK Day, for decades. So this is a much appreciated development. [Tammy Pike]

There may be more to come, too. According to the memo from former MSU President Samuel Stanley, the university is considering paid days off in addition to the four new holidays that were announced. We look forward to working out those details if that happens.

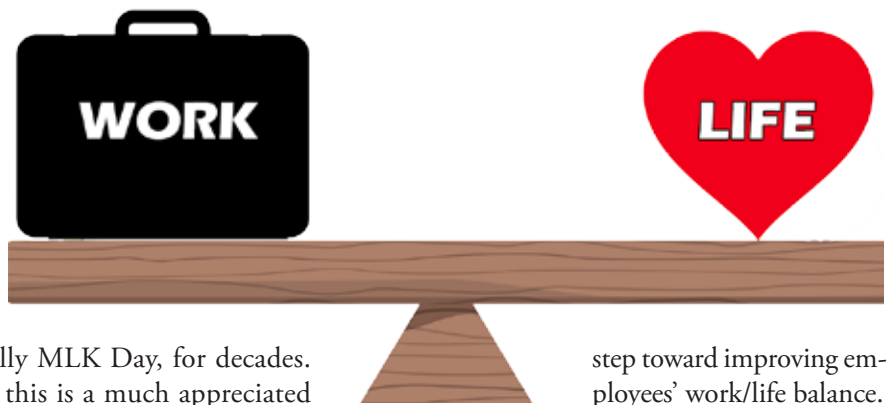
By recognizing our dedication and service in this manner, the university takes a

step toward improving employees' work/life balance.

The union factor?

We believe that our union's relentless push for additional PTO, both during bargaining and in other interactions with university officials, helped our employer understand the importance of this issue. CTs are valuable assets of MSU, not numbers on a balance sheet, and our union will continue to advocate

President's message continued on p. 3



Plan now to improve your work life balance with four new holidays: three in December and one on MLK Day in January.

Candidates chosen by acclimation at October Membership Meeting

Because we had only one member vying for each open position, this fall's candidates were chosen without a written vote—by acclimation—at our Membership Meeting on Wednesday, October 26.

The meeting was held via zoom. Each candidate provided a statement, all of which are available in this issue starting on page 5. Find out a little about their

background and why they volunteered to fill these critical union positions.

Bargaining team

The candidates for vice president, secretary and director join President Deb Bittner, Treasurer Tracy Rich, and Directors Andrea Parker and Jan Wallace on the Executive Board and on the

Meeting continued on p. 7

CTnews

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of Michigan State University

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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.



CTU President Deb Bittner, Recipient Jessica Thelen, Dr. Charles Gliozzo, and MSU's new Human Resources Vice President Christina Brogdon at this year's Gliozzo awards.

Congratulations!

Jessica Thelen wins 2022 CT Recognition Award

"An integral part of the team"—that's how Jessica Thelen's coworkers describe her. Thelen, a health care assistant in the Pediatric Hematology and Oncology clinic, is the recipient of this year's Clerical-Technical Recognition Award.

Thelen supports physicians, medical students, and other medical personnel treating children affected by cancer and

blood disorders. She works closely with patients and their families: gently administering immunizations and connecting families with resources such as Make-A-Wish Foundation and Children's Special Health Care Services.

Her support for children and the community includes helping to contact donors for snacks and supplies to make the clinic more comfortable for children. And she participates in community events, such as Teddy Bear Picnic, to raise community awareness for children with life-threatening diseases.

The CT Recognition Award was established by MSU Professor Charles and Marjorie Gliozzo in honor of his parents, immigrants who recognized the importance of education.

The winner is profiled in MSU's Source and other campus publications. A monetary award of \$1,000 is included in this recognition of outstanding service.

Membership Meetings

Membership Meetings in 2023 are scheduled for January 31, April 27, July 11, and October 25. Meetings start at 5:20 p.m. We anticipate all meetings to be available via Zoom. 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 twice a month on first and third Tuesdays, but changes in dates, times and locations may occur. Call about attending.

Members welcome!

CTclassifieds

▼ **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.

President's message continued from p. 1

on our behalf in any conversations with the employer.

We congratulate the administration on recognizing the fundamental role that support staff play in achieving the university's mission. Our dedication to the success of MSU—even during very difficult times—has been proven, as has our willingness to partner with the employer in ways that strengthen us all.

Administrative changes

The announcement of the four new holidays came from former President Stanley during his last days in office. We appreciate his attention to the needs of the community and his acknowledgment of workers' contributions. We thank him for his leadership during some pretty dark days and his efforts to keep everyone safe during the pandemic.

I believe that Interim President Teresa Woodruff recognizes the contributions of MSU labor and respects the collective bargaining process. Soon after her appointment, her office called to discuss our issues and ask about our concerns with the transition—a positive sign. We look forward to working with her.

I've talked to many of you in the last few weeks, and I share your dismay at the seeming chaos in the administration building. What I take from all this is that our struggle to maintain a strong union has been worth every dues dollar and every bit of our participation to have employment under a union contract.

In our 48 years as a union, we have seen many administrative changes at all levels of the university, and some have been quite troublesome. But CTs have a legal contract that protects our interests, a dedicated staff, and an educated membership. Our employer was party to establishing that contract and cannot unilaterally deviate from it. We are always willing to discuss how we can partner with the university, but not every new (or recycled) idea is good for CTs or for MSU. Our contract and our ability to enforce it are our greatest workplace

Do you know a CT who is not a dues-paying member of the union—

▼ perhaps a coworker with opinions about bargaining issues and priorities?

▼ or someone who wants a vote on the benefits and working conditions covered under the CBA?

Please refer them to the CTU office. We are ready to sign them up.

protections regardless of who is running the university.

Upcoming negotiations

Which brings me to the next topic: our collective bargaining agreement (CBA) with MSU expires March 31, 2023. This means that we will be in talks with the university by February at the latest. It also means that we are starting to prepare now. Watch for a negotiations survey later this year. It is your opportunity to help set bargaining priorities. You can also contact your Union Representative, Board members, or the CTU office.

Only dues-paying CTU members have input into union affairs, including the establishment of bargaining priorities and voting on whether to accept union contracts. [Raven Arnett]

MSU Shares / Jeff Brodie

Many of you may already know about the passing of a great Spartan, and my friend, Jeff Brodie.

You might remember him as the jovial man who co-chaired MSU Shares/MSU United Way, our workplace community charitable campaign. He encouraged campus labor unions to be active in the campaign and

recognized the efforts of the support staff, whose donations may be smaller but are just as impactful. He supported my labor nomination to the board of the Capital Area United Way and was personally supportive over the years. I am proud to have co-nominated him for the Jack Breslin Distinguished Staff Award, which he won in 2016.

Jeff worked for Human Resources and sat across the table from us in every contract negotiations in which I have participated. As Senior Human Resources and Budget Analyst, he was an asset to both labor and management as we worked together in the Joint Health Care Committee to control health care costs while protecting high quality benefits and salary increases.

Considering his significant contributions to MSU and the community, I would be remiss if I did not encourage you to make a donation through MSU Shares this year. You can donate now through March 1, 2023.

MSU Shares is an open campaign, which means you can designate your contribution to specific community causes and organizations. Go to msuccc.msu.edu for information about how your donation helps the community and instructions for donating. As an MSU employee, an easy way to donate is through EBS, but several methods are available.

It was great to see you!

I want to thank everyone who helped with September's picnic: volunteers from the board, union representatives, staff, and other helpers. Throwing a celebration of this magnitude is a big job that can't be done by only a few people.

Personally, I enjoyed getting together in September instead of July. Temperatures weren't so high that baked goods melted. And seeing all of you, along with your friends and families, was a joy.

While we are also getting a good turnout at our zoom Membership Meetings, it was really good to see everyone in person! And good to get all those hugs!



2016 — Jeff Brodie, hearing that he won the Distinguished Staff Award.

Picnic 2022

Our first picnic in three years did not disappoint. Families, friends, coworkers, and retirees who joined CTU members at Patriarche Park on September 15 had a great time. We took selfies at the Capital Area Photobooth and enjoyed great tacos from La India Mexicana Cocina along with traditional picnic fare. Local clowns Apples and Toothpick entertained the children with balloon creatures and face painting.

We thank the volunteers and helpers who assisted. And, of course, we thank everyone who came to spend some time with us. It was great to see you!



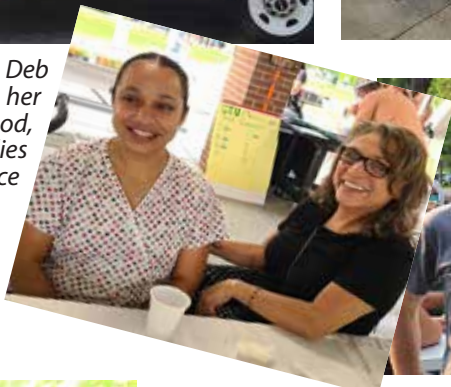
Above: With clowns, crafts, and the playground, children have a great time at our picnics.

Left: Michelle Jenkins and Janet Hershberger take a well-earned break.



Above: President Deb Bittner rolled up her sleeves and hauled food, decorations, and supplies to and from the office and the park.

Right: Members Sierra Canady and Mary Kennedy Hernandez.



Former CTU Contract Administrator Greg Harris (left) talks with Chief Negotiator Nancy Pearce and Labor Consultant Jim Nash.



Left: Coalition Chairperson and APSA President Joe Garza with MSU's Executive Vice President for Administration Dr. Melissa Woo.

Right: Retired CTU Board Members Jackie Botsford and Lois Siefring.



Cakewalk!

Candidate statements

Vice President Kristin Rule

My name is Kristen Rule and I have been with the University for 21 years, currently working in the Neurology/Ophthalmology clinic. As an active participant in the union, I have served as a union representative, executive board director, finance team member, and now as vice president. I find satisfaction in participating in the decisions that affect us and in advocating for all CTs. I believe in our Union's fight for good jobs, benefits, and quality service for our communities. I look forward to being involved in a new way.



Computing & Technology Services, which is now IT Services, and worked there for over 6 years. After being laid off from that position, I have been at the College of Osteopathic Medicine for over 15 years. I am thankful to the CTU union for this smooth transition. My union has stood behind me during the hardest times in my life. I believe that is what unions are for. I love where I work now. That is why I am a dues-paying member and have been throughout my employment with the university.

I believe I am qualified to serve in union leadership for several reasons. My life experiences inform my work ethic and drive to advocate for others. I grew up in a single-parent household as the oldest of four girls. With much determination, I also succeeded in becoming a first-generation college graduate. I have a loving husband of almost 25 years and three children, ages 24, 20 & 12. My strong work ethic has helped me consistently balance professional, personal, and community responsibilities. I am very active at my church, where I serve in multiple capacities. I also support the Associate Dean of Diversity and Campus Inclusion to lead Inclusive Excellence efforts in our college, across the university, and in the state of Michigan. In addition, I support the director of Alumni Engagement in our college. However, this would be my first time working in leadership on behalf of the union.

As the economy is making life more difficult, we need the union to act on behalf of its members more than ever. Families are having a hard time making ends meet. Employers are losing workers left and right. Even staff at the university are struggling like never before. It's time to do something different.

All my life I've had a passion to fight for the voiceless, and through this position I'll continue the fight. I would like to do what I can to keep the legacy of



those that have paved the way before me. [Tamara Hicks-Syron]

Director Rosie Garcia

I am proud to be an active union member since 1997, and it has been a privilege serving as your vice president (VP) for the past seven years. I decided to not run for VP again, but I still want to serve CTU members. Therefore, I submitted my nomination to become a director on our board. I have also served as a union representative in the past.

We live in a world that continues to change, and our union continues to grow stronger and more committed to our members. Without our union to protect us, we would each be considered an "at will" employee, meaning that we would not have rights to bargain for our healthcare, retirement, and many other benefits. In a time of uncertainty, it is more important than ever to have our union backing us.

For example, our union protected our jobs and advocated for our rights during the pandemic. MSU workers faced the fallout of budget shortfalls and decreasing workloads in some areas of the university. Due to the actions of CTU and other campus unions, the university was unable to enact knee-jerk responses that would have balanced the largest part of the solution on the backs of its workers, including some of the lowest paid employees. Instead, our union joined others in demanding that the employer sit down, talk to us, and bargain a plan. Because we have a union, CTs were given the opportunity to vote on that plan.

Part of my duties as director will be to work with other members of the board to develop solutions that protect and promote the interests of CTs. This is especially important now because we will soon start negotiating with the university



Secretary Michelle Jenkins

Five years, that's how long I've served in my role as Secretary for the Executive Board for CTU. It amazes me how quickly that time has gone, how much has changed and how much we have accomplished as an organization.



As someone who was raised in a very active union home, it surprises me that it took as long as it did for me to find myself a position that was union protected. Once landing here at MSU, it was a natural move to become a member of CTU's leadership. Looking back at the knowledge I have gained in these last five years; I know that I am able to be more and do more for our membership.

CTU has a great reputation both on campus and within the surrounding communities, and I'm proud to say I'm a part of that! Thank you for being a part of the Clerical-Technical Union of Michigan State University.

Director Barbara Breedlove

Greetings, my name is Barbara Breedlove, I have lived in the Lansing area for pretty much all my life. I started at MSU in 2000. I started out at Academic

Candidates continued on next page

Candidates

continued from previous page

on our next collective bargaining agreement. Solidarity and hard work will be necessary if we are to protect our contract and secure benefits that we need for our families and our futures.

Director Janet Hershberger

Dear Fellow CTs,

I am honored to again be able to serve you in the position of director in our union. The past two years have brought many changes to MSU.

I am excited to be able to work with my fellow board members and officers to help all of us CTs as much as possible!

In the past two years, the CTU, along with other unions, was able to re-negotiate a healthcare contract. We, along with other unions, were able to diminish the time that our TIAA-CREF contributions were reduced. Your union, working with other unions in solidarity on campus, has preserved valuable benefits for us! I am proud to be part of this union, and glad to be of service to it.



Director Stephen Stofflet

Greetings! My name is Stephen Stofflet, and I am celebrating 15 years at MSU. I serve as the Academic Program Coordinator for the Department of Pharmacology & Toxicology in the Life Sciences Building.

I am excited to continue my work with our union on a variety of important issues. I initially joined the union as a UR many years ago, after a challenging incident within my department. The support, empathy, and encouragement I received was pretty amazing. I felt I had to pay this back, and that's why I'm here today.

We all want to enjoy our professional lives—but there can be challenges—and I appreciate it very much when a member trusts me and opens up about those challenges they have faced in their workplace environment. Often,



we must negotiate a difficult path of diverse (and sometimes inconsistent) supervisory leadership styles, debatable departmental personnel decisions, and poor disciplinary structure while pursuing our goal of a pleasant and supportive work environment. I appreciate the trust people have placed in me, by bringing these issues to my attention and working with our union to resolve them.

My position on the board has also allowed me to participate in outreach across campus. For instance, for the past four years I have served as a member of the President's Advisory Committee on Disability Issues (PACDI) (two of those years as chair) representing labor unions on campus. PACDI is currently on hiatus for fall semester as it is being reviewed/assessed by the office of Dr. Jabbar Bennett for his insights on "how the committee may be positioned to best serve MSU today, tomorrow, and beyond."—President Stanley letter; with a goal of resuming activities in the beginning of 2023.

We have another contract negotiation approaching, and I look forward to working with my colleagues on the board as we prepare for what is sure to be an eye-opening process. Solidarity will be so vitally important as we fight to protect our jobs, benefits, and families. If you work in an office where someone is qualified but has not yet joined CTU—encourage them. There is safety in numbers.

On the personal side: I have 3 adult children, a new grandbaby (who's just turned 1), 3 dogs, 4 cats and will be celebrating 20 years of marriage with my wife Kathleen Gibson-Stofflet (who works at Fee Hall) early next year. I am a passionate vinyl record collector (over 1,500 so far), and Katie and I love to travel / thrift on our time off.

"The benefits that unions win don't just go to the union members, they become the standard. When labor won the fight for an 8-hour day and 40-hour work-week with overtime pay, that became the

standard. When labor fought for minimum wages, that became the standard, when labor fought for workplace safety, that became the standard. Labor's fight is a fight to set the standard for the rest of us."

—Dave Johnson

Audit Committee—Three years Angel Toth

Greetings fellow CT's.

My name is Angel Toth, and I have worked on campus for 26 years. Having grown up in a union family, I looked



into being more involved in our union as soon as I got a job on campus. I have served as a union representative for 20 years and on the Union Representative Coordinating Committee for 15.

I absolutely love being involved in the CT Union and wish to deepen my involvement. As a result, I signed up to be a part of the Audit Committee. I look forward to my new role and learning more about the union. I am happy that I will be able to continue serving as a UR and remain on the URCC to further help and guide our CTU members when needed.

I am currently an Accounting Clerk II, and I have worked in previous accounting clerk and cashier positions. I believe these experiences will help me as I grow into my new role on the Audit Committee. I want to help make sure our union thrives as we move into the future.

Always in Solidarity, Angel Toth

Audit Committee—Two years Katie Shelton

I am Katie Brandstatter Shelton and am proud to be serving on the Audit Committee.

As a dues-paying union member and a strong believer in labor rights, I fully value CTU for its strength, teamwork, and support of our membership and each individual CT.

In my past, I was a manager at local



Candidates continued on next page

Meeting continued from page 1

bargaining team. Staff members Cheryl Finney, Jim Nash, and Sean Temple will also be part of the team along with Chief Negotiator Nancy Pearce.

Our current contract

At the meeting, President Deb Bittner reminded members that our current contract with MSU expires March 31, 2023. She asked what members would like to see addressed during our next bargain. Bittner announced that a negotiations survey will also be distributed later this year, which will provide

Candidates

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retail food shops and a cashier at MSU. I also worked football and basketball games for both MSU Concessions and a local food shop. Each job involved balancing the books by making sure accounts payable and accounts receivable equaled out. I believe these experiences will be useful to my work on the Audit Committee.

I have just passed the 15-year mark in working on campus as a Clerical-Technical Union member, and I may not have made it without their/your support. I am thankful for this opportunity to be more active in our union by serving on the Audit Committee.

Audit Committee—One year Brenda Bailey

My name is Brenda Bailey, and I have been on campus for 20 years in University Advancement. I also have been a CT union representative for District 25 for that same amount of time. Within those 20 years, I have served on the Union Representative Coordinating Committee and as a co-chairperson on the CTU Elections Committee. I look forward to now serving on the Audit Committee as I see this as another opportunity to do my part and help my Union.



guidance for setting priorities and planning strategies.

Finances

Treasurer Tracy Rich then gave a summary of our account balances. Expenses have been lower than expected this year due a position vacancy created by the departure of one of our contract administrators. [Sally Anne Hoshield]

MSU administrative woes

Bittner led a discussion on MSU's administrative issues. Several CTs have expressed dismay and disappointment at recent infighting amongst top officials.

"As always, CTs will continue doing the work, holding our heads high, and taking pride in our work," she said. "We may be disappointed in some of the leadership, but we need to maintain our high standards."

Modified operations

Contract Administrator Sean Temple talked about MSU's inclement weather policies. He told members to talk to supervisors *before* an emergency disrupts normal university operations, be it weather or some other unexpected circumstance.

This is the time, he said, to find out if you are considered an essential or nonessential employee. While your supervisor should share that information with you, it is in your best interest to follow up if you do not know. Request your status and your supervisor's expectations during modified operations.

Expectations and protocols differ for essential and nonessential workers during an emergency, Temple said. Regardless of whether you are deemed essential or nonessential, you are expected to follow your unit's protocols.

Non-essential employees should not report to work, whether remotely or in person, but will be paid for the day.

Essential employees are expected to report for work (on-site, remote, or hybrid) and will be paid for the day as well as receiving alternative hours off at a



Get your CTU baseball shirt

Only \$10 gets you a 3/4-length t-shirt with the CTU logo on front and back. Green with white sleeves, lettering and trim, the shirt is available at the CTU store.

Get a CTU shirt & show your solidarity!
517-355-1903 or Tiffany@ctumsu.org

later date. An essential employee who is unable to report to the work site because of safety concerns, unexpected childcare issues, etc., may be able to work remotely or make other arrangements. If not, you will need to use vacation, personal, or compensatory time to cover the absence. He added that safety comes first. Using accrued time is worth the sacrifice if it prevents an accident.

Temple said that CTs should contact their union representative or the office with any concerns or questions. Director Rosie Garcia warned against outright *refusing* to report when conditions are unsafe. If you are in this position, she said, CONTACT THE UNION immediately after you finish communicating with your supervisor.

Other topics included the September picnic, union efforts to get additional recognition for MSU workers, and negotiations.

Door prize winners: Mary McAuliffe—\$100 quorum prize; Rosie Garcia—\$50; Katie Shelton—Fall prize of CTU cooler, \$25 Meijer gift card, Empty Plates bowl; Laura Duarte, Richard Thomas, Ashleigh Wilson—CTU baseball shirts.



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CHANGE SERVICE REQUESTED

CTcalendar:

November 24-25. Thanksgiving paid holidays.

December 6. Executive Board Meeting. Members are welcome to attend via zoom. Call the office at 517-355-1903.

December 23, 26-30 and January

1 and 2, 2023. Eight winter break paid holidays. This includes the four new holidays.

January 16. Martin Luther King Jr. paid holiday.

Gayle Cain: a final goodbye

We are sorry to report the death of Gayle Cain, a founding member of CTU (originally named MSU Employees Association). She passed away on July 31, 2022, at age 82.

Soon after MSUEA signed its first contract with MSU in 1974, Gayle became a Union Representative. She was later elected to the Executive Board and served as Treasurer until 1989. She

retired from MSU in 1999.

Gayle had a lot of stories about how CTs were treated before the union signed its first contract in 1974. She felt that organizing a union earned us more than just better wages and working conditions. It brought us respect.

Thank you, Gayle, for your sacrifices in helping create this incredible union. It is a legacy we continue to strengthen and cherish.

A note on holidays

The new holidays are processed the same as our traditional holidays.

Holiday pay is payment for the day on which the holiday falls. Those who do not work are paid for this day. Those who are required to work also are paid for this day.

CTs *working* on the holiday will be paid for the day and receive **additional** pay of time and a half for hours worked on the official holiday.

By mutual agreement, the supervisor and CT can opt to substitute compensatory time for the additional pay. Like additional pay, comp time is given at time and a half for hours worked on the official holiday. In other words, a CT opting for comp time would be paid for the day *and* receive 12 hours off later for working eight hours on an official holiday. [Maria Fox]