

CT news

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



Clerical-Technical Union
of Michigan State University



A message from President Deb Bittner

Happy Labor Day, or close to it by the time you read this! And that means we are nearing the end of another Michigan summer, which, let's be honest, hasn't exactly been idyllic. This year's weather has been unusually hot, stretching back into spring, making it hard to get outside and enjoy this season, unless you get to live by a body of water! On top of that, our "indoor" work lives have been filled with stress over budget concerns, layoff and bumping worries, and the looming threat of more to come. It has not been easy for sure.

What has remained constant, however, is our contract because we are in a union. Our leadership has held firm on protecting our layoff and bumping language, really our job security controls, through every bargaining cycle. And this year, we have needed it.

This language isn't a magic wand that stops job losses or makes departmental changes go away. But it does provide structure and forces a "pause" that makes those responsible for layoffs or bumps stop and check their work. The process ensures proper notification, and most importantly, gives the employee and the union some time to respond and look for solutions. It isn't perfect but it introduces basic fairness and "common sense" to the effects of job losses.

Many at this University think that our process is too complicated, but it really isn't. The language simply means that people who have given their time and loyalty to MSU, those with longer service, should be the ones who remain employed when cuts must happen, and acknowledges that we work for MSU, not departments. I know that it can feel unfair if you are new and are the one being laid off or bumped. This is not easy, and I don't take it lightly. I do know how scary it is and I wish it didn't happen. But the seniority system is a time-honored one that's been hard-won by the labor movement, and it needs to be respected and upheld. [Jacquelyn Kane]

Speaking of time-honored systems, Labor Day is exactly that, a day to recognize and celebrate what organized labor has brought to the workplace. We all know the sayings such as "Like a 40-hour work week? Thank a labor union." Well, it is true. Before unions pushed for change, work weeks were often double that or more. Labor fought for a more balanced life with the slogan of "8 hours for work, 8 hours for sleep, and 8 hours for what you will." That idea was radical at the time. It completely changed the "business" model of work and allowed people the freedom to be involved in more than just work.

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Remember to search for your [Name] bracketed within the CTU newsletter. If you find your name in the CT News, you have won a union solidarity prize. To claim your prize, call the CTU office at 517-355-1903 or tiffany@ctumsu.org.

CT NEWS

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 CTU News is the voice of our union. It is our vehicle for communication, 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 view and action of the elected leadership for evaluation by the members.

The CTU 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 do 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 can be sent to Theresa Stevens.

CT Classifieds



If you would like to advertise to your colleagues in CT News, whether it's an item you would like to donate or have services you would like to share, send your ad copy to ctu@ctumsu.org. **Items will remain listed until we are notified to remove them.**

Please visit www.ctumsu.org/news/ct-classifieds to review the guidelines for submitting an ad.

Telephone Stand/Chair - Antique

It is over 50 years old with a little ding in the seat. Asking \$40 or BO. Call or text 517-303-9716 or email thomase@msu.edu.



Side Table - Antique (possibly 70 yo?)

Has shelves and doors on either side - brown wood. Asking \$40 or BO. Call or text 517-303-9716 or email thomase@msu.edu



2015 Shadow Cruiser 282 BHS Travel Trailer

Well-maintained RV offers a spacious layout with numerous features designed for comfort and convenience. Features living/dining area, kitchen, master bedroom, double bunk bed and convertible beds and full bath. \$15,500 OBO, located in Holt, MI.

For more details or to schedule viewing contact Rosario Garcia at 517-944-5437 or email garcia@msu.edu.



2007 Honda Shadow Motorcycle

Manual transmission, blue with multiple extra features. In good condition, very low mileage, new battery. \$5,000 OBO. Serious buyers please. Contact Rosario Garcia at 517-944-5437 or email garcia@msu.edu.



President's Message (cont.)

Labor unions fought to end child labor and keep youngsters from the horrors of factories and hard labor. Labor also fought for public schools so that all children could be educated, not just children of wealthy families. And labor fought for much more. When you name things you may take for granted in the workplace like sick leave, paid vacation days, health benefits, workers' compensation, retirement plans and, in our case, retirement contributions, to name a few, these all came from labor negotiations. And let's not forget that many of those benefits were given to non-union workers, not out of generosity but to discourage employees from forming unions!

Like any organization, unions have had their own struggles. But ultimately, it boils down to the people who make up unions: people who are willing to stand up for what's right; people willing to advocate for a better workplace; and people willing to fight for workers even if it doesn't benefit them directly. That is the heart of the union's collective power.

Every day, we can keep our contract strong by staying vigilant in making sure its language is followed, pushing back when our union is blamed unfairly or dismissed and by speaking up when you see things that can be improved. Your support matters and so does your awareness. You are on the front lines of all this so your eyes and ears are our best defense.

Here at MSU, the labor unions work hard to be strong partners and problem solvers. We all know that we succeed when MSU succeeds but that doesn't mean we won't argue or disagree. It means we are paying attention and are committed to holding the employer accountable and following the rules that we fought to put in place. You will see in the article following my comments that this partnership, with these rules and expectations, needs to be retaught. People at all levels of MSU administration need to understand that labor unions fought hard for these protections and rules and we are not going to stand by and allow them to be disrespected or ignored. [Kyle Davis]

Labor unions have a long history on this campus and we are not going anywhere.

Lastly, I hope you find some time to enjoy the last moments of summer and the three-day weekend that includes our special day. Labor Day is more than a day away from work. It is a reminder of what solidarity can achieve.

In solidarity,

Deb

Labor Talk by Jim Nash, Mike Weissman, and Sean Temple

CTU recently became aware of a situation where a member of the University's Executive Management Team falsely stated to a group of employees that the automatic progression level (APL) wage rates set forth in CTU's collective bargaining agreement prohibited the Unit from providing wage increases to employees. The University official also indicated that CTU was not representing the employees well enough with respect to pay and suggested that if the CT employees left CTU and joined a different union, wage increases could/would be forthcoming.

As an initial matter, CTU's contract specifically provides that the APL "does not limit additional base wage rates above the APL" and that the University "may grant a base wage increase or lump sum payment for merit or other reasons deemed appropriate by the University."

The University official's misstatement of the contractual provisions was disappointing, but not surprising. The remaining comments and their implications, however, were far more troubling. In Michigan, the relationship between public employers like the University and unions is governed by the Public Employment Relations Act (PERA). The Act provides in part, among other items:



Labor Talk (cont.)

- A public employer or officer or agent of a public employer shall not do any of the following:
 - (a) Interfere with, restrain, or coerce public employees in the exercise of their rights guaranteed in section 9.
 - (b) Initiate, create, dominate, contribute to, or interfere with the formation or administration of a labor organization....
- In addition to State law, Article 27 of the current CTU contract provides in part:
 - ...The Employer agrees it will not directly or indirectly discriminate against any employee with respect to hours, wages, or any terms of conditions of employment by reasons of the employee's membership in the Union....
 - The Employer will not aid, promote, or finance any labor group or organization which purports to engage in collective bargaining involving the employees covered by this Agreement...

CTU firmly believes that the statements by the University official constitute a violation of both State law and the current Agreement. The brazen statements and suggestions that CT employees leave the union coupled with the "promise" of wage increases violate the Act as well as the collective bargaining agreement. The statements depict CTU and the Agreement in a negative light, disparage union leadership, and undermine the ability of CTU to perform bargaining responsibilities and represent its members. [Denise Fullhart]

As such, CTU has contacted the Office of Employee and Labor Relations and voiced our serious objections to this behavior. We are prepared to file unfair labor practice charges and/or grievances should the coercion and interference continue or if the situation is not resolved to our satisfaction.

We also wanted to take this opportunity to remind you about "direct dealing," which also constitutes a violation of State law and the CTU contract. Direct dealing occurs when an employer bypasses the union and communicates directly with bargaining unit employees regarding terms and conditions of employment.

While unions want bargaining unit employees to be kept in the loop regarding issues affecting their employment, it is unlawful for an employer to circumvent the union and attempt to negotiate directly with the employees. Even situations where management seeks input from employees regarding budgetary decisions can cross the line.

Thus, while we encourage you to provide information to management regarding things like your workload and how layoffs could impact the ability to complete University work, it is inappropriate and unlawful for management to ask, for example, what you would be willing to "give up" in response to budget cuts. Such communications seek economic concessions directly from employees, and undermines the Union's role as exclusive bargaining representative. Please contact CTU if you become aware of any such communications.

CTU Welcomes Our New Union Representatives



Thank you for your service!

BACK BY POPULAR DEMAND

CTU at the Zoo

September 28, 2025
12pm - 4pm



Clerical-Technical Union
of Michigan State University



POTTER PARK ZOO



Free to members and
their families up to
6 people

Register at
<https://ctuathethezoo.eventbrite.com>

For questions, call the CTU office
at 517-355-1903

Registrants may have to join a waitlist but please
do so we can figure out accommodations

**CTU
SUMMER SALE**

\$5 TSHIRTS

\$5 LUNCH BOXES

\$5 BRIEFCASES

\$10 BASEBALL SHIRTS

\$15 HOODIES

\$7 EACH FOR GLASS MUGS OR 2/\$10

ALL PROCEEDS WILL GO TO
FEED PETS AT INGHAM
ANIMAL SHELTER AND
CAPITAL AREA HUMANE
SOCIETY

PAY VIA CASH,
CHECK OR
CASH APP

CTU Office
2990 E Lake Lansing Road
East Lansing, 48823
8a-5p, M-F
We accept cash,
check and CashApp
[https://cash.app/\\$CTUofMSU](https://cash.app/$CTUofMSU)

Summer sale of CTU
swag is currently going
on until sold out.
Proceeds benefit the
Ingham County Animal
Shelter and the Capital
Area Humane Society.

**Summer Sale
Available Items**

\$5 T-Shirts

\$5 Briefcases

\$10 Baseball Shirts

\$15 Hoodies

**Glass Mugs
\$7 each or 2/\$10**

\$5 Lunch Boxes

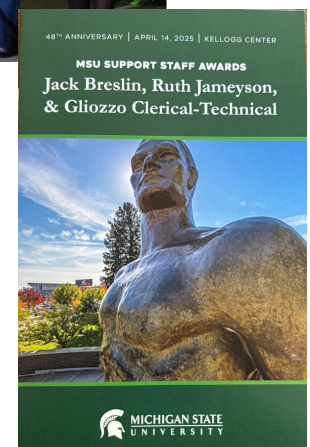
Limited sizes and colors
5m - 6x

Jack Breslin, Ruth Jameyson, Clerical-Technical Gliozzo Awards Support Staff Awards

It's time to start thinking about collecting nominations for support staff awards – the Clerical-Technical Gliozzo Award is awarded to CTs exclusively. The current purposed date for the 2026 event will be either May 12 or 13 and **the nomination deadline is October 24.**

The Clerical-Technical Gliozzo Recognition Award is presented annually to a Michigan State University support staff member performing clerical-technical duties. The recipient is selected from nominations received by the CT Recognition Award Selection Committee. The award is sponsored by the Thomas and Concettina Gliozzo Endowment Fund to recognize outstanding MSU Clerical-Technical employees. Thomas Gliozzo is director emeritus of MSU's Study Abroad program. Thomas and Concettina Gliozzo were immigrants 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. The winner will be profiled in Source and receive a monetary award of \$1,000 in recognition of their outstanding service. [McKenna Elise Purves]

Last year's recipient was **Patty Gregory**, Office Coordinator for Pharmacology and Toxicology. To learn more about the award and download the nomination form, visit the web page, Clerical-Technical Recognition Award at <https://tinyurl.com/Gliozzo>.



Summer Membership Meeting Highlights

The Summer Membership Meeting was held on Tuesday, July 22, 2025, at the CTU office. There was a quorum so official union business could be conducted. The meeting quorum is 50 members.

Meeting highlights:

- Minutes from the April 29, 2025 membership meeting were presented and approved.
- Treasurer Tracy Rich presented the financial update and overview of CTU finances. President Bittner pointed out the work that has been done to CTU building – sidewalks, islands and new trees. As the building ages, more work needs to be done.
- Contract administrators Sean Temple and Mike Weissman answered questions from the membership regarding layoffs, bumping and workplace questions. For more information, membership is encouraged to revisit last month's issue of CT News or visit the CTU website.
- Congratulations to Vice President Andrea Rafferty on her retirement from MSU on July 25. Thank you for your service to CTU!
- There will be the annual officer election on October 28. Information on the open positions are listed on Page 7. Mark your calendar now for the fall membership meeting on October 29. It will be a Zoom meeting.
- Summer sale of CTU swag is currently going on until sold out. Proceeds benefit the Ingham County Animal Shelter and the Capital Area Humane Society. You can come to CTU, 2990 East Lake Lansing Road, East Lansing, 48823 (the northeast corner of Hagadorn and Lake Lansing Roads) to shop. Our office is open from 8a-5p, M-F, but we can be here later if you ask us. We are accepting cash, check and CashApp [https://cash.app/\\$CTUofMSU](https://cash.app/$CTUofMSU)
- We will be having another member event at Potter Park Zoo on September 28 from 12pm – 4pm. This will be free to members with 5 additional people. Look for the registration and signup to be shared this month. [Amber Joseph]
- Thank you to 517 Picnic Truck for providing delicious meals to our members for the membership meeting.
- A special thank you to Tucker Nash, therapy dog, and his assistant Jim Nash for joining us! Jim reminded members that therapy dogs can be requested by departments for student event, and he is happy to assist.

Congratulations to attendee participation winners!

Kiaya Geohagan - \$100 Quorum
Andrea Rafferty - \$50
Michelle Jenkins – Summer Prize
Scott Isham - CTU Swag
Mary Canady-Hernandez - CTU Swag
Rob Sumbler - Tinker Lab Kid Toys

Meeting Notice



Happy Fall! This will be our last meeting of 2025.



Election Information Page

The terms of our President (two-year term), Vice President (one-year term), Treasurer (two-year term), 3 Board of Directors (two-year term), and one Audit Committee member (three-year term) are scheduled to end this October. To help us decide who to support, or whether or not to run, it's important to know the duties of the positions. The duties of officers on the Executive Board are laid out in Article V of our Constitution (www.ctumsu.org/aboutthe-ctu/constitution-of-the-ctu or call the office at 355-1903 if you don't have internet access). In order to fulfill those duties, elected officials are expected to take on many responsibilities. Those expectations are detailed below.

Nomination period is September 2 through September 9, 2025. Deadline for written nominations is 5pm to Tiffany at tiffany@ctumsu.org. The 2025 CTU Elections will be held online beginning Friday, October 24, at 8am and ending at 5pm on Tuesday, October 28.

President

- Keep the Executive Board and organization on track between meetings.
- Structure Board meetings.
- Provide a long-range view of the organization.
- Act as official spokesperson for the CTU, internally and externally.
- Remind people of deadlines.
- Balance a 40-hour week through the use of flex and comp time, and report to the Board if work demands overload status.
- Report activities to the Board and members.
- Use full-time released time from MSU position.
- Chair Executive Board meetings and negotiations, and sit as ex officio member on all internal and external committees.
- Supervise staff.
- Chair the Personnel Committee and report personnel issues to the Board for decision-making.
- Vote only to break a tie in an Executive Board vote.

Board Members

- Expect to serve the Union during some days, evenings, and weekends.
- Make decisions, create policies.
- Use input/data from membership, experts, and staff when time permits.
- Serve on committees, both CTU and MSU-appointed
- Represent the CTU at all times.
- Attend some labor functions as CTU representative.
- Attend Board meetings, union trainings, regular and special membership meetings.
- When possible, work in conjunction with UR(s) in the district on membership issues.
- Keep URs informed and in the loop.
- Be able to work as part of a group of people.
- Honor issues of confidentiality.
- Control of rumors/misperceptions.
- Support unionism.
- Uphold the Mission and Constitution of the Union, as well as the duties of one's office.
- Carry out the oath of one's office.

Vice President

- Serve as liaison to the Union Representatives.
- Substitute for the President, as necessary.
- Chair the Grievance, Appeals and Trial Committee.
- 25% released time.
- Serve as authorized signatory of the Union.
- Perform all functions of Executive Board member.

Treasurer

- Oversee fiduciary responsibilities: including to make sure all bills are paid and the organization is making its financial obligations; pay bills, cooperate with auditor, research community solicitations, report on the financial impact of decisions.
- Chair the Finance Committee.
- Prepare the budget with the Finance Committee and Financial Coordinator.
- Make Quarterly reports to the membership.

Audit Committee

- The Audit Committee shall be the oversight of the organization to ensure that the annual audit is completed.
- The Audit Committee shall monitor normal operating expenses and shall serve as an independent communications channel between the members of the Union and the custodians of the Contingency Fund for verification of withdrawals from that fund.



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

Clerical/Technical Union
of Michigan State University

CHANGE SERVICE REQUESTED



Important Dates



Fall Classes Begin	Monday, August 25
Labor Day	Monday, September 1 CTU Office and University Closed
Nomination Period	Tuesday, September 2 - Tuesday, September 9 5:00pm Deadline for Nominations to Tiffany at tiffany@ctumsu.org
Membership Meeting	Wednesday, October 29 5:30pm via Zoom Preregistration is required
Halloween	Friday, October 31