

CT news

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



Clerical-Technical Union
of Michigan State University



2025 Election Edition

If ever there was a time to step up and lend your voice to the decisions and direction of your union, that time will begin October 24, 2025. That's the date that members will exercise one of our most important responsibilities: to choose from amongst ourselves the members who will complete the CTU leadership team.

Up for office are the positions of President, Vice President, Treasurer, three directors and one member of the Audit Committee.

The duties for the open positions on the Executive Board and Audit Committee are laid out in Article 4 of our constitution (www.ctumsu.org/about-the-ctu/constitution-of-the-ctu). In order to fulfill those duties, elected officials are expected to take on many responsibilities. Those expectations are outlined on page 3. Especially during these trying times, it is important that we consider and choose our leadership wisely. This special elections issue of CT News contain statements from the candidates running for office listed on page 4. The 2025 CTU Elections will be held online beginning Friday, October 24 starting at 8am and ending at 5pm on Tuesday, October 28. Votes will then be counted and announced at the Membership Meeting on October 29. Please be sure to vote and then join us on October 29 on Zoom at 5:30pm to hear the results!

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CT NEWS

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Union of Michigan State University

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Organized and
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.



Election Information Page

The terms of our President (two-year term), Vice President (one-year term), Treasurer (two-year term), 3 Directors (two-year term), and one Audit Committee member (three-year term) are scheduled to start this year. To help us decide who to support, 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.

The 2025 CTU Elections will be held online beginning Friday, October 24, at 8am and ending at 5pm on Tuesday, October 28.

Meet the candidates at one of the Candidate Forums

Wed., October 22, 11:30am - 1pm, IN PERSON
International Center, Spartan Room

Wed., October 22, 5:30pm - 6:30pm
Virtual via Zoom (link will be sent day of forum)

Thurs., October 23, 11:30am - 1pm
Virtual via Zoom (link will be sent day of forum)

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.

Candidates Statements

President: *Deb Bittner*



It is October. It is CTU election time. And it is time for me to talk to you about another term to continue serving you, the members, as CTU president. During this last two-year term, I have been proud to serve you and help us get through a lot change at MSU as well as at CTU. MSU has had leadership changes and CTU has had staff changes too. We also celebrated 50 years which brought back a lot of memories of all our milestones. Through it all, we worked hard together and kept our union on course, standing strong. I continue to be amazed at the loyalty of our members and how hard you all work to help MSU's students succeed and the institution look good. It is not hard to brag about you and to represent you to the MSU especially all the new people who don't know CTU and you. Even after all this time, I continue to learn more about your workplaces and all you do. I respect our diversity and strengths. And I do not grow tired of explaining why unions and our contract matter; why it is better to work with us to solve workplace issues; and why I still want to be a part of the CTU Leadership Team. I am proud to be at the helm of such good people and such a great organization. But that doesn't mean I can rest on our past accomplishments. There is constant work that has to be done and continued education. This was quite apparent as I kept explaining to all who asked or questioned why we bargain healthcare as a Coalition. The answer is it works for both the University and for us! But it needs to keep being repeated and protected. I am still very proud that we still have a fully-funded health care option and I continually correct all who say health care costs are increasing by double-digits. Not ours. We work hard to keep costs down and you work hard to be good health care consumers. Saying otherwise makes me a hot ticket! Unions are constantly being threatened so there is always more work to be done. I am still willing to do that work and keep working with you and for you. This is why I am seeking another term as president. This next term will see another round of collective bargaining. I look forward keeping up the fight to keep our contract strong and to work with our team to stand firm on our contract language while trying to enhance it even more. I will continue to be a voice in our community to keep resources available for us and continue to show the value of union members. I also look forward to working with members and to grow and mentor our leadership team. Together, we can continue CTU's legacy.

In solidarity, Deb Bittner

Vice President: *Leslie Fernandez-Lopez*



My name is Leslie Fernandez-Lopez, and I have proudly served the CTU since November 2019, when I first became an active union representative and served District 14 for 5 years. In May 2024, I was honored to be elected to the CTU Executive Board as a Director. Both opportunities have allowed me to stand alongside my colleagues, defend their rights, and work toward building a stronger union. Today, I am running for Vice President because I believe in the power of solidarity, fairness, and protecting the rights of every member. Our union is strongest when every voice is heard, and I am committed to ensuring that all members feel supported, valued, and empowered. I deeply believe in justice and the importance of collective action. Since October 2016, I have worked at Michigan State University as an Academic Program Coordinator. In that role, I have seen firsthand how critical it is for employees to feel supported and protected. My union work has become an extension of that passion—ensuring that members are never alone when facing challenges, and that they always have an advocate who will fight for them. I also bring a personal perspective to my work. My husband and I have a blended family of four boys, two currently attending MSU and two in high school. Like many of you, I balance the responsibilities of work, family, and community. This balance has taught me the importance of listening, understanding, and finding solutions that benefit everyone. It has also strengthened my commitment to protecting not only our workplace rights but also the stability and well-being of our families and communities. I have prepared to serve in this next role for CTU. I have completed extensive union training, including internal trainings that have helped me understand our contract better as well the resources available on campus like EAP, Resource Center for Persons with Disabilities and Americans with Disabilities Act (ADA) processes. I have also taken outside classes that include investigations, Weingarten and Due Process, Seven Tests of Just Cause, Steward Training and other leaderships courses. This preparation helps me to represent members effectively and confidently in difficult situations. It also ensures that I can contribute to the union's broader policies, direction and campus partnerships. Most importantly, this preparation lays a foundation for assisting the president of CTU with the daily work of our union. At the heart of everything I do is a simple goal: to help our union grow and ensure it is protected. Whether that means guiding a member through grievance, supporting someone facing a layoff, or helping clarify contractual rights, I approach each situation with compassion, integrity, and determination. I am proud of the work I have done, but I know there is always more to do. I am committed to continuing to serve with transparency, fairness, and dedication to lifting every voice within our union. I humbly ask for your vote and your trust as we continue this important work—together.

Candidates Statements cont.

Vice President: *Angel Toth*



My name is **Angel Toth**, and I am proud to announce my candidacy for Vice President of the Clerical-Technical Union (CTU). For nearly 30 years, I have dedicated my career to serving Michigan State University in various roles, and I currently work as an **Accounting Clerk** for **Rivertrail Facilities**. My commitment to our union runs just as deep-I have served as a **Union Representative (UR)** for **25 years**, contributed to the **URCC Committee** for **10 years**, and participated in the **Audit Committee** for **6 years**. I am also certified in **Mental Health First Aid for Higher Education** and have completed extensive **Steward Training**. These experiences have shaped my understanding of the challenges we face and the strength we possess when we stand together. I am running for Vice President because I believe in the power of collective action, and I want to be a stronger voice for our members in the rooms where decisions are made.

If elected, I will:

- Advocate fiercely for **fair contracts** and **transparent negotiations**
- Work to **protect and enhance our benefits**
- Ensure that member concerns are heard, addressed, and prioritized
- Promote **mental health awareness** and support across our workplaces
- Help navigate the complex changes happening at MSU with clarity and compassion

We are facing uncertain times, but I believe that with experienced, dedicated leadership, we can rise to meet every challenge. I am ready to serve, to listen, and to lead-with integrity, empathy, and unwavering commitment. **Let's move forward together-with strength, unity, and purpose. I ask for your vote, your trust, and your partnership as we build a better future for all CTU members. In Solidarity, Angel Toth**

Treasurer: *Tracy Rich*



Since becoming a union member in 2005, I've had the honor of witnessing its evolution firsthand. The journey has been marked by meaningful experiences, challenges, and countless opportunities for both personal and collective growth. Having served as the Secretary of the union since 2012 and taking on the role of Treasurer in 2017, I have had the opportunity to play a unique role in the union's operations and financial management. I would be honored to continue serving as your Union Treasurer and remain committed to making sound financial decisions that benefit our members. In addition to financial stewardship, I am deeply committed to fostering a culture of inclusivity and

engagement within our union. I believe that effective communication and transparency are essential in building trust among our members. I strongly encourage every member to participate in the quarterly membership meetings. These meetings provide a chance to become more acquainted with your Union, interact with fellow CTs and the CT leadership, discuss matters relevant to your area, share thoughts, and present suggestions. In conclusion, my years of experience within the union, my dedication to responsible financial management, and my passion for the betterment of our organization make me a strong candidate for the position of Union Treasurer. I am committed to making informed, forward-thinking financial decisions that will empower our union to thrive and continue serving our members effectively. I am excited about the opportunity to continue serving our union in this capacity and am grateful for your consideration. Together, we can build a stronger, financially sound union that is well-prepared to meet the challenges and opportunities of the future.

Director: *Scott Isham*



Hello – I am seeking election to the union's Board of Directors. I have been an employee of Michigan State University (MSU) for the past six years, serving as a biotechnician at the MSU Bioeconomy Institute. For the last four years, I have also proudly served as a union representative, advocating for my fellow members. Growing up in a union household, I learned the importance of solidarity and collective action from my father, who consistently stressed the strength found in workers sticking together. I am committed to building on the positive work the union is currently doing and continuing to fight for the rights and interests of all members.

Candidates Statements cont.

Director: *Andrea Parker*



This month, I celebrated 25 years at Michigan State University! I work at IPF in Stores and Logistics, formerly part of University Procurement and Logistics. During my time at MSU, I have found great satisfaction in being part of CTU leadership by supporting the faculty, staff, and students at our outstanding university. It is rewarding to see the impactful outcomes when providing crucial services and support to the campus. CTs play a vital role in creating the ultimate Spartan experience, and for that, I am proud. During my time with CTU, I have gained a wealth of knowledge in labor law, university policy, and contract negotiation. I participate in continuous training and am actively involved in various campus

activities that impact CTU staff. As a board member, the training I have received during my time with the union has been critical in guiding CTs. As part of the Executive Board, I am prepared to continue working diligently to support and protect the rights of CTU members. As an active community volunteer, it has been wonderful to witness CTU members generously give back. The compassion and dedication that members show to the community have had a powerful impact on those who need it most. CTs recognize the needs of both the campus and the local community, and they act! As a CT, I am proud to be part of something much larger. My goal is to continue strengthening trust, camaraderie, and solidarity across the membership and the university. I am honored to continue supporting CTU members and to be a strong voice for CTU!

Director: *Jan Wallace*



As a CT with 40 years on campus, I have had the opportunity to work in several different units. This has allowed me to observe and understand multiple processes and some of the complexities of the university. I have experienced the stress of layoff and I'm grateful for my Union's strong contract language that protects us in a layoff/bypass or bumping situation. It also provides us with the opportunity to change jobs campus-wide without sacrificing our seniority. I am proud to have helped advance and strengthen our contractual protections by participating in Six negotiations in 2012 and 2015 and 2019 once again in 2024. I am asking for your support as I take on a Director position on the Executive Board for the CTU. Previously, I served as the Treasurer for over six years and as a Union Representative. My experience helped me obtain more of a working knowledge about our members

and our Union and my service proves both my level of commitment and my qualifications for the position in which I wish to continue. For the majority of my life, I have been involved with unions. My father was involved in a union, and now my daughter and I myself are union members. We truly realize the importance and benefits of being involved in organized labor! I am so proud to be a member of CTU. It is my goal to see it thrive and increase in strength. I believe whole heartedly in the concept of solidarity and our CTU membership working together to obtain the best workplace for all of us. I will continue to work hard and be as effective as I can to improve the quality of employment for all CTs. It is worth the time commitment and all the hard work to make sure we stay strong and united. Every day that we go to work, use our health care, take a paid vacation, use a sick day, or take advantage of one of our many benefits, we are exercising rights that were won by the members we elected to represent us at the bargaining table, rights we defend each and every time we enforce our contract. I am asking for your support as our union moves into the future. With your help, I will be able to continue my goal of obtaining the best that I can for members! Show your support and vote for me Director position on the Executive Board for CTU 2025 Let's GO CTU

Audit Committee: *Nicole McKenzie*



I am seeking the opportunity to serve as Auditor for the Clerical Technical Union because I believe this role aligns perfectly with my strengths and professional experience. As an FO Assistant, I regularly print and review monthly operating statements for two departments, which has sharpened my skills in financial analysis and attention to detail. Numbers and money have always been my strong suit, and I take pride in my ability to quickly identify discrepancies and ensure accuracy. My connection to the labor movement runs deep—I was born and raised in Flint, Michigan, where the union has always held a significant place in my life. My grandfather was one of the sit-down strikers in the "hole" in Flint, and his legacy instilled in me a lifelong respect for the power of collective

action and the importance of union representation. I thrive in team environments and understand the value of collaboration, especially within diverse groups. I believe my work ethic, precision, and commitment to fairness would make me a strong asset to the Union and its members. I am eager to contribute to the integrity and transparency of our operations and help uphold the standards that protect and empower our workforce. Thank you for considering my candidacy. Nicole McKenzie



MSU's Open Enrollment for Benefits

Sign up for 2026 benefits October 1-31, 2025

A reminder that open enrollment for benefits begins October 1 and ends October 31. If you have questions about your benefits options for 2026 plan year, make plans to attend the Benefits Fair on October 21 from 11 a.m. to 6 p.m. at the MSU Breslin Student Events Center. The MSU Health Care Pharmacy will be offering flu shots during the fair by appointment only from Noon to 5:00 p.m. For questions about flu shots and appointments call 517-353-3500. For more information on the Benefits Fair, visit <https://hr.msu.edu/open-enrollment/benefits-fair.html>

MSU HR will also be hosting HR Site Labs during the month of October to help answer questions and assist you in enrolling in your benefits. For more information on the HR Site Labs, visit <https://hr.msu.edu/open-enrollment/site-labs.html>

HR Site Labs

- **October 8** | 9 a.m. to Noon | Virtual
- **October 10** | 11 a.m. to 5 p.m. | In-person
MSU Union, 49 Abbot Road, Room UB55,
East Lansing, MI 48824
- **October 13** | 2 to 5 p.m. | Virtual
- **October 17** | 9 a.m. to 3 p.m. | In-person
International Center, 427 N. Shaw Lane,
Spartan Rooms B and C, East Lansing, MI
48824
- **October 23** | 7 to 10 p.m. | Virtual
- **October 31** | 8 a.m. to 5 p.m. | In-person
HR Building, 1407 S. Harrison Road, Room
125, East Lansing, MI 48823



The MSU Shares. MSU's United Way campaign will kickoff this month, giving our MSU community an opportunity to give back and help others who are struggling. In keeping with our union's commitment to the community, CTU supports and encourages members to participate in this year's campaign, no matter what level of giving. MSU Shares is an open campaign dedicated to raising money for local charities through the assistance of the United Way of South Central Michigan-Capital Area. Your donation, no matter the amount, will make a huge difference in the lives of children, families and others in need. This can include our CTU members and their families especially when one of us falls on hard times or has an emergency need.

Labor has always made a big difference in the community through service and donations. Labor and the United Way have worked in unity to help those in our community who need assistance and help provide many valuable grants to fund a multitude of resources.

Be on the lookout for official communications on how you can participate and make a donation to the campaign.

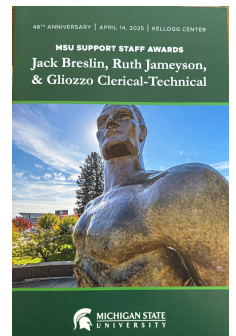
To learn more about United Way, visit unitedforscmi.org.

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

The nomination deadline for the Clerical-Technical Gliozzo Recognition Award is October 24.

This 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.

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>.





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EAST LANSING MI 48823-6219

Clerical/Technical Union
of Michigan State University

CHANGE SERVICE REQUESTED



Important Dates



Benefits Open Enrollment	Wednesday, October 1 - Friday, October 31
2025 CTU Election Voting	Friday, October 24 - Tuesday, October 28
Membership Meeting	Wednesday, October 29 5:30pm via Zoom Preregistration is required
Halloween	Friday, October 31
Remember to Vote	Tuesday, November 4 Election Day