
Candidates Statements

Vice President: *Andrea Rafferty*



My name is Andrea Rafferty, and I am an Office Coordinator in the Biomedical Laboratory Diagnostics Program (BLD) within the College of Natural Science. I have worked at MSU for over 15 years and have worked in a few departments prior to landing in BLD. In 2010, I was one of several employees who were bumped from their positions, which was hard, but I eventually landed in BLD where I have been for the past 13+ years.

CTU has helped me many times over the years, and I am dedicated to its success. I became a Union Representative (UR) in 2018 prior to being elected to the Executive Board. I have worked in the education field for 24 years from K-12 schools to higher education and have experience working in different fields and with diverse cultures. I believe the experiences I have gained throughout my life have prepared me to be in leadership in our Union. I have learned so much by being a UR and serving on the Board and wish to continue working to serve the members of CTU. I am proud to serve a second term as a Vice President on the Executive Board. Thank you.



Secretary: *Michelle Jenkins*



I have served as the Board Secretary for the last seven years and as a UR for several years prior. Growing up in a union household, I knew my place was somewhere within CTU when I joined campus. It has been an honor to be a voice for our members both within the board room and outside of it. I'm proud of the work we have accomplished and look forward to what is still to come. Not only am I proud to be a member of the CTU, but I'm proud to represent us across campus and in the greater community.



Director: *Barbara Breedlove*



Greetings. My name is Barbara Breedlove, and I have served on the CTU Board as a director for the last couple of years. I have also lived in the Lansing area almost all my life. Next May, I'll be celebrating my 25th year at Michigan State University, which is hard to believe. I started at Academic Computing & Technology Services, now IT Services, and worked there for over six years. After being laid off from that position, I have been at the College of Osteopathic Medicine for over 18 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've enjoyed working as a Director in the Union and being able to help people.

I just recently got one of my co-workers to become a paid member, and it is such a good feeling. I am deeply grateful for the support and opportunities CTU has provided me, and this gratitude fuels my dedication to the union.

Helping people is what I love to do. My life experiences, particularly growing up in a single-parent household and being the oldest of four girls, have deeply influenced my work ethic and drive to advocate for others. These experiences have instilled in me a strong sense of empathy and a commitment to fairness. With much determination, I also succeeded in becoming a first-generation college graduate. I have a loving husband of almost 27 years and three children, ages 26, 22 & 14. My strong work ethic has helped me consistently balance professional, personal, and community responsibilities. I am very active at my church, serving in multiple capacities. I also support the Associate Dean of Diversity and Campus Inclusion to lead Inclusive Excellence efforts in our college, the university, and the state of Michigan. I am also currently in the process of finishing up my MBA at Davenport University.

As this political climate becomes more interesting every day, 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 university staff are struggling like never before. It's time for us, as a union, to come together and do something that'll make a difference in the years ahead.

All my life, I've had a passion for fighting for the voiceless, and through this position, I'll continue the fight. I'm so happy to have been a part of CTU negotiations last year and to be able to fight for the union members. I would like to do what I can to keep the legacy of those who have paved the way before me.

Candidates Statements cont.

Director: *Rosario R. Garcia*



In the past, I have also served as on the Executive Board of Directors and as a Union Representative. We still 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 the right to bargain for our healthcare, retirement, and many other benefits. Because of our Union, we were protected during the pandemic which caused budget shortfalls and decreasing workloads in some areas of the university. Unfortunately, we still see this happening today after 2 years back to work at our workplaces.

Instead of balancing the largest part of the problem on the backs of some of the lowest-paid employees, our union required the employer to bargain with us. As a result, our Union came together and voted. Part of my duties as Board of Directors is to work with other boards of directors and look at policies that the department wants to place in the workplace that contradict our contract. Make sure our voices are heard. I am proud to be an active Union Member since 1997.

Director: *Janet Hershberger*



Dear Fellow CTs,

In this 50th anniversary year for Clerical-Technical Union, 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! Last year, your bargaining team negotiated a very hard-won contract with the university management, in which we were finally able to obtain paid parental leave for our members. In addition, your union was able to maintain our important bypass provisions in the contract, which management would love to see go away. We were able to preserve valuable existing benefits and add a new one! I appreciate the support of all of you. I am proud to be part of this union, and glad to be of service to it.

Director: *Stephen Stofflet*



I am excited to serve again as a Director on the Executive Board of the Clerical-Technical Union at Michigan State University.

Back in 2013 I discovered, first-hand, the benefit of being a union member. Due to a very unpleasant series of events in my department at the time, the CTU stepped in - and up - for me. Without them, I would have been at a complete loss - no idea of how to defend myself against false statements made by a supervisor. This could have taken a very dark turn if not for the light shown on the true issues at play - a light provided by a strong union representative that stood up for me and helped me to challenge and defeat the falsehoods that had been spread about me.

I immediately investigated becoming a Union Rep and spent a couple of years assisting co-workers in their challenging interactions with their departments. A strong union is the foundation of fair treatment for workers - they can provide you with the knowledge, the solidarity and the strength to ensure you are treated fairly and equitably in the workplace.

One of my areas of concern today is the potential for employees who are at (or past) their primary retirement age, being pressured to move on. The advent of new technology and the potential effect on older workers is a large area of concern for me; with the plethora of new systems in play at the university (Campus Solutions/ SIS, Slate, new financial aid software and more) I've seen instances where these advances in technology may be providing an opening to apply pressure to older workers.

Personally, by the time this is distributed, I will have become a grandfather for the 3rd time (Bryn-3, Monroe-1, and the new girl as of 10/05 or so). Grampa day-care isn't something I ever saw myself doing: now, I can't imagine not doing it. I'm married to Katie Gibson-Stofflet, located in Fee Hall/ COM Emergency Medical Specialties - who is an amazing partner that makes me thank my lucky stars every day.

Candidates Statements cont.

Audit Committee: *Kate Fandrick*



I have worked in the Biomedical Laboratory Diagnostics Program as an office assistant for almost seven years. I perform the capital asset audits in my unit as well as keeping track of some of our expenses. When an opening came up for the Audit Committee, I knew it would be a chance for me to serve my union, even in small way.



Candidates chosen by acclamation at October Membership Meeting

Because we had only one member vying for each open position, this fall's candidates will be chosen without a written vote—by acclamation—at our Membership Meeting on Wednesday, October 26. Please mark your calendars to join the meeting and acclamation vote.

The meeting will be held via zoom. Each candidate provided the statements above for us to find out a little about their background and why they volunteered to fill these critical union positions.



Gerri Olson Educational Loan Program

General Information	How it Works
<ul style="list-style-type: none">• Eligibility for the loan follows the Educational Assistance (Article 14) in the Clerical-Technical Union of Michigan State University contract.• The educational loan is for tuition only.• We will work only with institution for which MSU will reimburse.• We may assist a member who wants to attend a school of higher learning but is not eligible for reimbursement from MSU. Make an appointment with CTU for more information.• If a loan is not paid by the original deadline, the member will not be eligible for assistance at any other time. Appeals must be made to the Executive Board.	<ul style="list-style-type: none">• Eligible CTs may sign up at the CTU office or by phone, fax, or email. Please contact our Organizational Coordinator, Tiffany Westendorf, at 517-355-1903 or at tiffany@ctumsu.org for more information.• The CT will sign a Promissory Note and will receive a copy for record-keeping.• An authorization letter is sent to the college/university for CTU to be 'Third-Party Billing' agent.• The college/university will then invoice CTU. A confirmation letter is sent to CTU with a copy of the invoice.• CTU sends payment to the college/university.• CTU fully replays the principal amount of the loan on or before sixty (60) days after the last day of class of the semester.

Questions? Contact Tiffany at 517-355-1903 or tiffany@ctumsu.org