

CT news

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



CTU Celebrates 50 Years in Style

On October 12, 2024, the Clerical-Technical Union of Michigan State University celebrated a significant milestone, marking its 50th Anniversary. This celebration highlighted five decades of union solidarity, strong contracts, and community achievements. [Bailey Mae Weber] Attendees enjoyed a welcome reception featuring a photo booth and history displays while connecting with new and former work colleagues. Following the reception, prepared remarks were presented, and dinner was served with the night rounded out by our attendees hitting the dance floor courtesy of Jump Start DJs. [Taylor Ballard]

Photos of the event can be found at the following link: tinyurl.com/50CTUGala.

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50th Anniversary Gala



CT NEWS

The voice of the Clerical-Technical 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 send to Theresa Stevens.

CT Classifieds



Welcome back Classifieds! [Danielle Griffin] After a short hiatus, the CT Classifieds have returned. 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. [Angie Kimmel]

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

Bunn Coffee Pot Still Available

CTU has a Bunn Coffee Pot available to a good home. If you are interested, please send an email to ctu@ctumsu.org.

We are welcoming back "Find Your [Name] Bracketed" within the CTU newsletter. To commemorate our 50th anniversary, this issue has 50 names! 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.



Membership Meetings



Membership meetings are for making decisions about the Union, asking questions, and receiving updates about union activities. [Jan Wallace]

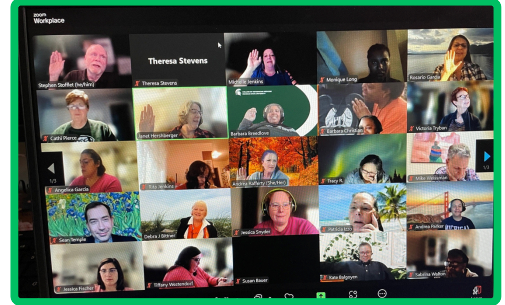
The membership meeting dates for 2025 have been tentatively set by the Executive Board..

Pre-registration is required. Look for an email with the link. Members are welcome! [Trystyn Dersch]



October 2024 Fall Membership Meeting Highlights

The Fall Membership Meeting was held on Wednesday, October 23, 2024, via Zoom. [Tabatha Lynde] There was a quorum so official union business could be conducted. The meeting quorum is 50 members. The 2024 candidates for the open officer positions were presented. [Drew Hill] A formal election was not held this year due to only one candidate for each open position. The candidates were then confirmed by acclamation as provided by the CTU Constitution. Each candidate provided statements about their background and why they volunteered to fill these critical union positions. [Allyssa Cappiello] Those statements can be viewed at <https://www.ctumsu.org/about-the-ctu/directory/executive-board/>. [Donna Bridgemen]



There was one vacancy that was announced at the Membership Meeting. [A'Shonti Stedman] The candidate for the three-year Audit Committee withdrew due to personal reasons on the morning of the meeting. President Bittner called for self-nominations and one CT, Kate Fandrick, stepped forward. Fandrick is 7-year CT who works in the Biomedical Laboratory Diagnostics Program. After Fandrick introduced herself, members asked questions. Fandrick was elected by consensus. [Megan Bowen]

In addition to the candidates taking the oath of office, union and financial updates were reported including the debrief on the 50th Anniversary Gala. [Lori Dunivon] One important item that should be noted is that the bargaining for our next successor agreement or Memorandum of Understanding for our health care was discussed. [Karen Stowell] CTU joins other unions in the Coalition of Labor Organizations in negotiating our health care agreement and wage matrix. The current agreement expires December 31, 2025. [Maria Fox]

2024 CTU Election Results

The fall membership meeting was held on Wednesday, October 23, 2024, via Zoom (highlights below). [Julie Torok] Candidates for the open positions were presented in addition to union updates and announcements. A formal election was not held due to the exact number of candidates for open positions and were chosen by acclamation. [Skylar Clymer]



Andrea Rafferty
Vice President



Michelle Jenkins
Secretary



Kate Fandrick
Audit Committee



Barbara Breedlove
Director



Rosario R. Garcia
Director



Janet Hershberger
Director



Stephen Stofflet
Director

I have a dream
 that one day this nation
 will rise up and live out
 the true meaning of its creed:
 "We hold these truths to be
 self-evident, that all
 men are created equal."

Martin Luther King, Jr.
 delivered 28 August 1963,
 at the Lincoln Memorial, Washington D.C.

DID YOU KNOW?

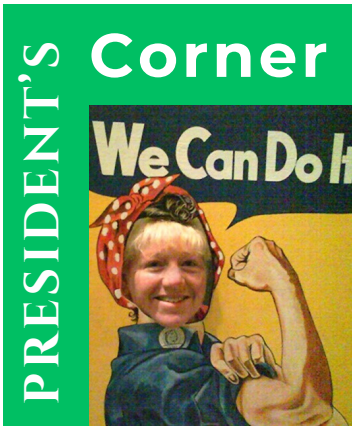
Martin Luther King Jr.
 1929 - 1968

- 'I have a dream' speech was improvised
- His birth name was Michael King
- King decided at college to become a preacher
- He was admitted to Morehouse College at the age of 15
- He wrote five books
- His mother, Alberta, was also assassinated six years after his death

MLK Holiday 2025 Calendar of Events

A variety of exciting and educational opportunities will be offered in celebration of the legacy of Dr. King and historical events that took place in our nation and on our campus. [Sarah Evans-Cain] Events are being added so be sure to check out the calendar of events for this holiday at tinyurl.com/MSUMLK25. [Norma Ruiz]

Dr. Martin Luther King Jr. Community Unity Dinner	Thursday, January 16, 2025 Kellogg Center 5:30 - 7pm
MLK Student Leadership Conference	Friday, January 17, 2025 TBD
MLK Commemorative March	Monday, January 20, 2025 Beaumont Tower 9am
Movie Talk Night	Tuesday, January 21, 2025 TBD



A message from President Deb Bittner

December 2024. The last month of the year and the last month of our big 50th year as a union! December always brings a lot of joy but a lot of stress too as we worry about getting our work done in our workplaces and close out the semester. [Kara Richardson] Then when we get home, we worry about how we are going to get “it” all done there too. We just seem to hurry from one item to the next on the “to do” list. We worry about getting the right presents while worrying about being able to afford those presents and adding any extra special foods and celebration. We worry about schedules to be with our loved ones, about remembering those special to us who are with us now and those who are not. And we worry about trying to find time to appreciate all the beauty of this special month too. [Lynne Lievens]

So December is indeed a stressful month! But December is also a really good month to look back over the year. [Catherine Zdunic]

For CTU, December 2024 feels even more important to take a moment to reflect on the year. Our golden anniversary preparations had us looking at tons of pictures and reviewing fifty years of events. [Christy Campos] We have had tremendous successes and had so many good people involved over the years. It was sad to realize how many are not with us but it is good to know what a difference they made by being involved. [Marsha Ackley] Our founding mothers and fathers laid an incredible foundation for us. I believe we have continued our legacy by building upon that ground work and becoming an even stronger union.

The highlights of the year were our member celebrations. [Brenda Lippincott] We had a “family” event in the community by celebrating at the Lansing Potter Park Zoo. [Nancy Rison] It was a huge success with over 350 attendees. We capped off the celebrations with our “adults only” Gala where current and past members and staff joined the CTU Leadership along with our union friends, labor officials and university guests. [Ashley Overbeck] We were honored to have MSU President Emeritus Lou Anna K. Simon join us too. She provided a letter for me to read during my remarks. Our special guest speaker was past CTU President Rondy Murray who regaled us with many memories. [Brian Vreibel] We had lots of good food, great company and a “fun walk of history” for all to peruse. Overall, it was a glittery, special night for all involved! [Elizabeth Stanton]



Over the years, CTU has been proud of our community involvement and our partnerships with not only our employer, MSU, but with many organizations in the community. [Daniel Burk] I know I shared the full letters but I want to highlight a few key points from those who also recognized our special year. [Cody Prater] The first one is from Governor Gretchen Whitmer who said:

“On behalf of the State of Michigan, I would like to offer my warmest greetings and recognition to you on the 50th anniversary of the Clerical-Technical Union of Michigan State University. I am truly grateful for all the contributions you have made to our state. Michigan is great because of the work, diversity and grit of the people in it. Your accomplishments remind me how immensely proud and humbled I am to represent a state so full of heart, determination, and resilience. I have no doubt that you will continue to make a positive difference in your community and serve as an inspirational example to countless others.

I look forward to continuing to work with you to build a bright future in our state. Again, congratulations. I send my best wishes for your continued success in every endeavor.”

President's Message cont.

We received this letter from MSU President Kevin Guskiewicz:

“On behalf of the entire University Administration, I want to offer congratulations on your 50th anniversary representing clerical and technical employees at MSU. It is quite an achievement of longevity and stability.

Although I have only been at MSU for several months, I have already witnessed the many contributions made by CTs across the entire university and appreciate CTU's longstanding partnership with MSU. I look forward to continuing that partnership and believe that together we can make the University the best institution for our students and employees throughout our state, the country and the world. Together, we will help MSU achieve even greater heights of excellence through partnership and collaboration.”

CTU has a lot to be grateful for. [Brenda Hodge] While we do not know what the next fifty years will bring, I do know that we will continue to serve our members and their families, the MSU and local community, as well as the labor movement as a whole. [Whitney Patterson] We still believe “Unions are the vehicles by which ordinary people can achieve extraordinary things.”

On behalf of the CTU Leadership Team (Executive Board, Union Representatives and Staff), thank you for your support and valuable assistance in helping us reach this milestone. [Alexis Redfern] I wish you lots of laughter, love, peace and rest during this wonderful time of the year. May 2025 be a year of good things for you. [Jill Simon]

Deb

More 50th Gala Memories



Family Sick Time Quota Balance



As the colder weather has arrived and we are spending more time indoors, have you found yourself wondering how MSU's family sick time balance works? [Cody Beebe] How is your sick time balance related to your family sick time balance? Here is the break down from the MSU HR webpage.[Jennifer Powers]

First, what is family sick time? Your benefit provides paid time that you can take to care for a family member or someone in your home. Exactly how much time and what qualifies varies depending on your union contract. [JoEllen Seida] CTs get 80 hours of family sick time to use during a fiscal year, July 1 – June 30. [Samantha Tissue]

Is this separate from your sick time balance?

Technically, no. When you enter time in EBS, it appears separately, but any time you take for family sick will be deducted from the family sick balance AND your sick time balance. [John Dover] This means if you want to take eight hours of family sick time, you must have eight hours available in BOTH the sick time balance and family sick time balance. [Noah Croasdill] Think of it this way – you earn sick time every pay period and of that sick time, you can use a set number of hours as family sick time. Your sick time can be used when you personally are sick or when you go to the doctor or dentist. [Kimberly Lum] If you use up all your family sick time, you should not be using any remaining personal sick time to cover times when you're away from work to care for a family member or someone in your home. [Karla Hague] Instead, you may need to use your personal or vacation accruals. [Molly Lazar]

Here is an example: Sue Spartan's Time Balances

Sue Spartan gets paid bi-weekly. She earns four hours of sick time every two weeks, and this time is added to her sick time balance.[Adam Winans] On July 1, Sue gets 80 hours of family sick time to use through June 30 of the next year. [Karla Cody] She has accumulated a sick time balance of 100 hours. Sue's son, Sam, gets sick one day and she wants to take time off work to stay home and care for him. [Ruth Patino] Sue will enter eight hours of time taken from her family sick time balance. Her updated balances will show 92 hours of sick time and 72 hours of family sick time remaining. [Gini Larson]

For the full disclosure of MSU's Family Sick Time policy, visit https://hr.msu.edu/news_feeds/family-sick-time. [Hortencia Reynaga] Call the CTU office to discuss options with a contract administrator if you are running low on family sick or your own accruals. [Paige Potter]

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 contact. • 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



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CHANGE SERVICE REQUESTED



Important Dates



Holiday/Winter Break	Tuesday, December 24, 2024 - Wednesday, January 1, 2025
MLK Holiday	Monday, January 20, 2025 Paid Holiday
Valentine's Day	Friday, February 14, 2025
Spring Break	Sunday, March 2, 2025 - Sunday, March 9, 2025