Lack of a quorum at our April Membership Meeting meant we were unable to complete business essential to the running of our Union. As a result, a special meeting has been scheduled.

**June 3, 2008**  
**252 Erickson**  
**5:15 p.m.**

**Agenda:**  
▼ Transfer $200,000 from the Contingency Fund to Operations  
▼ Election of one director  
▼ Election of two Audit Committee members

April 28—CTs socialized before the April Membership Meeting was called to order. Although we needed to make crucial decisions, we did not achieve a quorum. Therefore, the Executive Board has scheduled a Special Meeting for June 3.

A disappointing turnout at the April Membership Meeting meant that necessary business of the union had to be postponed. [Kelly Zarka]

The most important issue we still need to address is the approval of a $200,000 transfer from the Designated (or Contingency) Fund to Operations. The transfer is required in order to continue the day-to-day activities of the Union.

Our Executive Board has scheduled a special meeting for June 3, in 252 Erickson Hall, at 5:15 p.m., to decide on the transfer as well as elect a director and two Audit Committee Members.

Unable to make formal decisions, the forty-one members in attendance on April 28 put the time to good use.

**2007 audit**

First was the presentation of our 2007 audit by Certified Public Accountant Jim Nyquist of Maner, Costerisan and Ellis.

As always, we received a “clean opinion” of our financial statements, meaning that our finances are presented fairly and conform to generally accepted accounting principles.

**Meeting continued on p. 5**
CT News

Clerical-Technical Union
of Michigan State University
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Communications Specialist
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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 Cheryllene Finney.

CT classifieds

For sale:
◆ Lansing home: 3-bdrm, 1.5 bath. Wonderful starter in convenient location! Fenced rear yard, deck, family room plus living room, informal and formal dining areas, arched doorways, hardwood floors, walk up attic, updated main bath and more! MLS # 172566. For showings, contact Chad Dutcher at 517-381-1760.

◆ Cottage-style drop-leaf table: pedestal base, 36” round top, solid alder hardwood butcherblock, needs assembly & finishing; brand new, still in box; paid $100, will sell for $50. Oster “Kitchen Center”: never used, still in box; paid $200, will sell for $100; includes 10-speed blender with motor base, mixer/doughmaker with beaters & dough hooks & glass bowl, salad maker with 3 blade types (shredder, slicer, French fry), food processor, ice cream maker, recipe book. Call Jane at 484-1221 or 505-5961, or email jane1753@yahoo.com.

◆ Nordic Track Classic Skier w/ LED: $100 or BO. Padded climbing tree stand: Paid $175, will sacrifice for $50. Call 517-795-9248 or email dellkim@gmail.com.

◆ TV: 35” 1987 Fisher, cabinet ready color console on wheels, $100 or BO.

Washer & dryer: Work perfectly, $50 each. Table: Small dark/heavy, octagon shaped, pedestal, seats 4, no chairs, $75. Antique settle: Trimmed in dark wood, $100. Component stereo cabinet: $10. Canaries: Yellow (red factor) or white singing males, $100 (sold at Pruess’s for $159). Yellow or white females, $75 (sold in other pet stores for $90+). Call 269-823-3739 or email millyshiraev@yahoo.com.

◆ Motorcycle: Blue 1982 Honda Custom 900, vintage (they don’t make them like this anymore) bike, 900cc, liquid cooled, shaft driven, 5-speed with high and low double gear range, quiet, ultra smooth, great highway bike. Turn transportation into recreation while saving gas! $1,650 takes it. Contact John, jk.2990@yahoo.com. May be viewed and/or test ridden by appointment at the CTU office, 2990 E. Lake Lansing Rd., East Lansing.

◆ Wedding dress: White satin; floor-length straight skirt; detachable train; off-shoulder sweetheart neckline; bodice decorated w/pearls, sequins, lace; worn once; dry cleaned & sealed for storage afterward; fits size 8 (ample) to size 10 (snug). Asking $100. Contact Kathy @ 517-676-0267. For photo, email donbethany@sbcglobal.net.

◆ Darton scout bow: Used for target practice only; includes arm guard, case, quivers, broadheads, arrows, finger trigger, broad head case, and bow; great deal with everything to get someone started; excellent condition; asking $300 or best offer. Dining table with chairs: Glass top, seats four, padded beige seats, table 1.5 years old, bought new from Art Van for $500, great condition, no wear marks on chairs, from non-smoking home, asking $250 or best offer. George Foreman jumbo grill: Used a few times, instructions, 2 trays, cleaner, original box, retails for $70, asking $40 or best offer. Brand new mirror: Never installed, beautiful, covered bridge etching, retails well over $150 without etching, asking $80 or best offer. Interested

General Membership Meetings in 2008

Membership Meetings in 2008 will be held at 5:15 p.m. on July 29 and October 29. Locations will be announced. These meetings are for making decisions about the Union, asking questions and receiving updates about Union activities.

Executive Board Meetings
First and third Tuesdays.
5:15
CTU Office
All members welcome.

Classifieds continued on next page
By Deb Bittner

I am proud to say that the CTU is one of the most democratic organizations around. As members, we regularly elect our officials and representatives, we have plenty of opportunity for input, and we often make decisions that directly affect the day-to-day operations of the organization.

As in any democracy, there will always be disagreement and dissent. If everyone got to individually decide how their tax dollars were spent, for example, nothing would ever get done in our country. However, with all of the controversy we have weathered in our 34 years, the CTU stands as a testament to the democratic process. For the most part, we have been able to meet, respectfully air our ideas and differences, make decisions and move on.

But conflict isn’t the only potential internal threat to our union.

Our recent Membership Meeting, where we fell 9 members short of the quorum we needed to make decisions, got me thinking about the price of a strong democracy: vigilance and involvement.

Several times in past years we made the decision to keep our dues structure as is, with 75% of dues going to general operations and 25% going to a fund (the Designated Fund) that could only be used upon vote of the members.

We kept this structure knowing that operational costs were growing faster than income, that the number of members was shrinking, and that in most years the Designated Fund was growing more quickly from investment income than from new dues.

In my personal opinion, this is a fine way to do business, but it also means members need to stay involved to make the decisions. If we want to get together on a regular basis to have our leaders discuss finances before releasing additional monies for operations, then that is exactly what we will do—if we get a quorum of 50 members.

However, there is a price to be paid for direct, participatory democracy at this level—we need to participate.

Financially, we operate pretty close to the bone. Over the years, members have made suggestions about how to cut costs, many of which were implemented.

Democracy continued on p. 7
Congratulations and best wishes

Our congratulations and best wishes go out to the CTs who were honored this year for retirement and years of service at Michigan State University.

Forty years
Matilde Aguilar*
Ninfa Caillouette
Lillian Fox
Keitha Kasel
Connie Skidmore*

Thirty-five years
Mary Faloon
Joy Mulvany
Mary Rivera
John Schulz
Cathy Sparks

Thirty years
Jennifer Armstrong
Erlinda Colon
Kimberly Crain
Lillian Ann Damer
Julie Detwiler
Diana Eitniear
Cathy Estrada
Kathy Dawn Ganser
Debra Greer
Cecelia Highstreet
Sherry Johnson
Ann Lamar
Marcelle MacDonald
Elizabeth Martinez
Judy McManaman
Sherry Mulvany
Laura Murchison
Lou Ann Engle
Seabrook*
Lois Lynn Siefring
Nancy Smock
Richard Thomas II
Darleen Elizabeth Wirt

Twenty-five years
Janice Andersen
Karla Bellingar
Rose Binkley
Carrie Demyers
Karen Ellerhorst
Joseph Gallante*
Cindy Garrison
Mary Lou Jenkins
Barbara Ann Lehman
Daurice Lewis
Melody Ann Lundeen
Marie McNutt*
Darlene Mennare
Cathy Morrison
Karen O’Connor
Joann Peterson
Ann Marie Reiman
John Stone
Dennel Tegethoff
Irene Unkefer
Patricia Walters
Debra Jayne Waters
Constance Williams
Lori Ann Young
Linda Gardner
Nancy Marie Genco
Nancy Gillespie
Deborah Gillett
Karen Gray
Steven Grice
Karla Hague
Donna Henning
Lori Hoisington
Lisa Hurley
Renee Sue Irer
Quintella Jackson
Linda Jacques
Andrea James
Katherine Jernigan
Trudy Jodway
Phyllis Jean Kacos
Christine Keyes
Debra Diane Kolk
Pamela Sue Lamb
Donna Kay Landon*
Kathleen Luce
Janice Kay Masarik
Mary McAuliffe
Tonya McFadden
Deborah Ann
McMillan
Judith McNeil
Christine Marie
Medeiros
Vivienne Merriott
Laurene Jane Meyer
Alana Miller
April Moore
Kristine Mulder
Kathy Anne Mullins
Linda Oesterle
Nancy Jean Perkins
Patricia Phelps
Debra Pizzo
Lisa Pline
Pamela Pope
Ophelia Powell
Julie Ann Pozega
Phyllis Pryor-Taylor
Lisa Adele Riel
Bessie Robinson
Mary Rosner
Cynthia Lynn Sanford
Julie Ann Schafer
Phyllis Shance
Pamela Lynette Sieb
Anne Simon
Nancy Jean Smith
Dianne Kay Smith
Bonnie Stewart
Elaine Striler
Maria Struck

continued on next page
Congratulations continued from previous page

Cindy Lou Taphouse
Deborah Tessman
Patti Toivonen
Lisa Vanwelsenaers
Victoria Walker
Robin Sue Walter
Martha Jean Wheaton*

Fifteen years
G. Dannette Bogle
Roberta Bolig
Sukie Carter*
Reva Lee Coats
Jean Cochrane
Colleen Drake
Paula Harris
Sondra Higbee
Mary Ruth Hill
Mary King
Pat Thelen
Linda Anne Trimble
Sally Zetzer

Retirees
In the preceding list of CTs who are being recognized for their years of service, an asterisk (*) denotes a CT who has also retired this past year. We also want to wish the best to the following retirees:

Amylou Davis, 41 years
Sharlene Smalley, 41 years
Yvonne Kelley, 39 years
Clara Hanna, 29 years
Alice Parr, 28 years
Inez Joan Lamport, 26 years
Sharon Lee Baker, 25 years
Margene Burnett, 24 years
Georgia Morris, 24 years
Kandace Byington, 23 years
Richard Edly, 21 years
Carol Comar, 20 years
Patricia Pierson, 20 years
Bobbie Slider, 19 years
Linda Marie McCoy, 18 years
Marian Lois Stoll, 18 years
Greta Marie McVay, 16 years

Meeting continued from p. 1

Nyquist said we have an exceptionally good balance of assets to liabilities.

The only complication, he said, is that the cost of running the union continues to be higher than the 75% of dues earmarked for operations, requiring members to make ongoing decisions about how to cover the cost of doing business. [Colleen Drake]

“When money is needed for necessary expenses, it has served us well to come back to the membership for approval,” said CTU President Deb Bittner. “Of course, tonight we don’t have a quorum and that makes the process less efficient.” [Mary C. Moening]

Copies of the audit were made available at the end of the meeting. Copies are also available to members who stop by the CTU office and sign for one.

Thank-you from GEU

GEU Contract Administrator Jacqueline Lloyd was given time to talk about the teaching assistants’ recent negotiations and new contract.

Lloyd said she thinks GEU had the shortest walk out in history.

“We were on the street at 5:30 a.m. and we settled by 5:50,” she said.

She thanked CTs for their support.

“Our members always express their appreciation for the support of CTs,” she said. “We appreciated the support during negotiations, but also the help we get from CTs every day in our units.”

2008 budget

Treasure Jeannine Lee gave a thorough explanation of, and answered questions about, the 2008 budget.

She said that the Board is asking for a $200,000 transfer from the Designated Fund to Operations in order to cover the expected shortfall for the coming year.

Lee stated that 91% of expenses are fixed costs, such as personnel, taxes and utilities, and we can’t decrease those costs. Wages, taxes, and benefits comprise 68% of the budget, which is below the standard percentage range for personnel costs for other organizations in the same category as CTU.

Workers Memorial Day

The meeting took place on Workers Memorial Day, so we took time to remember workers who have been killed or injured on their jobs.

Members attending the meeting also voted on a resolution presented by CTU Health and Safety Chair Willie Paulsen to reaffirm support for Workers Memorial Day.

A lively conversation took place at the end of the meeting, with members discussing concerns and reporting on issues and events of interest to the union. We talked about a local food drive, the CTU game night that takes place on the second Saturday of every month, the CTU president’s salary, upcoming legislation, and pay inequity.

Willie Paulsen and Lois Seifring won the $50 drawings. Liz Owen won a coffee break for her unit. Amy Peebles won a Tastefully Simple gift donated by Colleen Drake.
Board actions

January 2008—March 2008

The following CTU Executive Board discussions took place January 2008 through March 2008. All expenditure decisions are included, but the list does not represent meetings in their entirety. CTUs can receive copies of complete minutes through the mail by contacting the CTU office at 355-1903.

January 8
Purchased a $70 business card sized ad in the Labor Notes program booklet.
Agreed to have GEU attend the January CTU Membership Meeting to discuss the TAs’ negotiating campaign.
Agreed to help sponsor the April 24 “Cross Town Show Down” fundraiser for the Green and White PAC.
Discussed the upcoming promotional article in the CT News about the MSU Bakery, an on-campus, unionized facility.

January 22
Received reports on the Michigan Education Association’s conference on the importance of unions to the middle class, MLK events and the action to stop “Right-to-Work (for less)” petitioners at the polls.
Listened to a member’s concerns about the importance of timely availability and distribution of Executive Board Minutes, grievances, the budgetary process and Board appointments. [Ann Marie Reiman]
Agreed to send two people to the Union Community Services Activist Training sponsored by the Greater Lansing Labor Council and the United Way at a cost of $30 each. [Editor’s note: only one individual attended.]

February 5
Received a report from a CT who attended the Michigan Republican Convention. Anti-worker “Right-to-Work (for less)” and “Paycheck Protection” clauses were included in the State Platform in spite of the objection of several union members who were present.
Decided to request a special conference with the University on issues concerning the reporting of hours.
Discussed complaints CTU is receiving about the size of the type in our newly printed Contracts.

February 19
Received a member’s report on the merger of IMC with the ACNS.
Agreed to send two individuals to the Labor Notes conference at a cost of approximately $750 total, covering registration, lodging, vehicle rental, and meals. [Ed. note: only one individual registered and attended.]
Decided to send up to five participants to the Labor Education Program’s Labor Law Conference at a cost of $125 each if Educational Assistance cannot be used.

March 4
Transferred $40,000 from Operational Savings into checking to maintain a level to meet our financial responsibilities.
Agreed to pay our $100 annual dues to the Coalition of Labor Organizations.
Decided to send two people—$55 each for registration plus the cost of mileage—to the AFL-CIO Educational Labor Conference to be held during the National Trade Show in Detroit. [Ed. note: only one individual attended.]
Purchased $75 business card sized ad in the program of the Lansing César Chávez program book.
Agreed to spend up to $300 for materials to create a CTU Timeline to be hung in the office as a permanent display.

March 18
Authorized up to $625 for the purchase of a digital camera.
Donated $100 to the Capital Area Literacy Coalition.
Donated $100 to the Mystic Lake fund to help cover summer camp for the child of a union family.
Declined to help sponsor the Greater Lansing Women’s Center’s Dream Girl fund raising event.
Denied a request to donate money to help the family of a deceased Teamster 580 member.
Discussed details of the upcoming April Membership Meeting.
Teenagers on the job

School will soon be out for summer. And so will our teenagers, many of whom will be looking for summer jobs—some, their very first.

Approximately 2.3 million adolescents aged 16 to 17 years worked in the U.S. in 2007, according to the National Institute for Occupational Safety and Health (NIOSH). [Kimberly Croel]

Often eager and enthusiastic, but inexperienced and untrained, these young workers face dangers of which they are unaware.

Thirty workers under 18 died from work-related injuries in 2006 and an estimated 52,600 were injured on the job severely enough to be treated in hospital emergency departments. Only one-third of work-related injuries are seen in emergency departments, therefore it is likely that approximately 157,000 youth sustained work-related injuries. (NIOSH)

While it may be the responsibility of the employer to make sure teens are adequately trained, supervised, and kept from harm, parents and young workers are well advised to know some of the potential hazards as well as the protections that are available.

Several internet resources provide information on health, safety, work hours, pay, rights on the job, etc. If your teenager is entering the workforce, check out some of the following resources:

▶ The U.S. Department of Labor
  • For parents: www.dol.gov/dol/topic/youthlabor/ParentsOfYoung.htm
  • For teen workers: www.osha.gov/SLTC/teenworkers/
▶ NIOSH: www.cdc.gov/niosh/topics/youth/
▶ FEDNET: A federal network for young worker safety and health: www.cdc.gov/niosh/fednet
▶ State of Michigan Wage and Hour Division: www.michigan.gov/dleg/0,1607,7-154-27673_27679---,00.html

Democracy

continued from p. 3

Democracy is threatened. Even combined, however, all of the suggestions, a few of which would arguably weaken our union, don’t come close to solving the shortfall. And there has never been large membership support for weakening the CTU.

Right now, we are running out of money in operations. Therefore, the Executive Board has scheduled a Special Membership Meeting for June 3 at 5:15 p.m. in 252 Erickson to transfer $200,000 from the Designated Fund to operations. This amount is expected to cover the shortfall for the next year.

We need to see you at the meeting in order to keep CTU in business and democracy in action.

Congratulations to Betty Walther in her election to represent District 31 (Kedzie, Computer Center). We thank challenger Tina Drewyor for her interest in the position. Walther can be reached at 432-5335 or walther@msu.edu.

We have eleven districts without a UR. Interested in becoming a UR? Know of a coworker who would make a great UR? For more information, contact URCC Chairperson Colleen Drake (432-6123 x162 or drakec@msu.edu) or Vice President Nancy Gray (353-8632 or grayn@msu.edu).

Problem on the job?

CALL THE UNION

Call or email your UR or call CTU at 355-1903

UR district news

District 1 (Administration Bldg, Floors B, 1): Renee Irer recently resigned her UR position when she was promoted out of the CTU bargaining unit. We thank her for her years of service and wish her the best in her future endeavors.

Tina Drewyor has resigned from her UR position in District 19 (IM West, Demonstration Hall, Jenison, Circle IM, Breslin, Munn Ice Arena). We are grateful for her service to the union in this critical position and wish her the best with her current pursuits.

It was announced in the April CT News that Renee McLaurine had petitioned to be appointed UR in District 29. McLaurine has since taken a position outside the University. We thank her for her interest in the UR position and her service to the union while she was with us. We wish her all the best in her future pursuits.
Calendar

**June 2** Deadline to nominate your outstanding supervisor for an award. Detailed information is available on the Family Resource Center’s website at [www.frc.msu.edu/awards/outstanding-supervisor-award/](http://www.frc.msu.edu/awards/outstanding-supervisor-award/).

**June 3** Special CTU Membership Meeting, 252 Erickson, 5:15 pm. See page 1 for details.

**June 16** Deadline to submit articles, letters, ads, etc. for publication in the July CT News.

**June 17** Exec. Board Mtg., C-T Union Hall, 5:15 pm. Members welcome.

**June 26** CTU Solidarity Picnic, C-T Union Hall, 4:30–7 pm. See ad on this page for details.

**August 1** Deadline to donate kitchen and household items for the yard sale to benefit the Mildred B. Erickson Scholarship for nontraditional MSU Students. Call the MSU Union Building Sales Office at 517-355-3464 for details. The sale will be held August 26.

Ask a working woman survey

The AFL-CIO wants feedback on things like equal pay, sick day benefits, health care coverage, pensions and flex time. What are the most challenging issues for women in the workplace? They will forward what working women have to say to the politicians with the power to make it better. The survey is open to all and will be available online until June 20 at [www.askaworkingwoman.com](http://www.askaworkingwoman.com).