

University Employee

California State University Employees Union/SEIU 2579

The backbone of the CSU, representing Bargaining Units 2 (Healthcare) • 5 (Operations) • 7 (Administrative) • 9 (Technical) • 13 (CSULA English as a Second Language)

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BOARD OFFICERS

Statewide leadership

President

Pat Gantt.....530.570.5803

Vice President for Organizing

Mike Geck619.252.0282

Vice President for Finance

Loretta Seva'aetasi.....415.338.2389

Vice President for Representation

Alisandra Brewer.....707.477.1008

Bargaining Unit Officers

Unit 2—Health Care

Tessy Reese (C)619.301.4011

Pam Robertson (VC)916.278.6037

Unit 5—Operations

Mike Chavez (C)209.667.3211

Reggie Keys (VC)909.869.4138

Unit 7—Administrative/Clerical

John Orr (C)657.278.3082

Roxana "Rocky" Sanchez(VC)909.869.2683

Unit 9—Technical

Rich McGee (C)909.537.7275

Susan Smith (VC)657.278.3704

Committee Chairs

Classification

Nancy Kobata559.287.3378

Communications (UE editors)

Debbie Blair.....951.694.2350

Ray Finnell (VC)661.654.3123

Finance

Loretta Seva'aetasi.....415.244.7288

Legislative

Kim Harrington.....916.278-6327

Organizing

Mike Geck.....619.252.0282

Policy File

Steve Mottaz707.826.5658

Representation

Alisandra Brewer.....707.477.1008

President's Message

From the desk of Pat Gantt, CSUEU President



Last February, the California Budget Project published a Budget Brief pointing out that, under Gov. Brown's proposed 2014-15 budget, CSU funding would still remain nearly 25 percent below 2007-08 levels.

Their striking conclusions reinforce the CSU community's calls for the legislature to augment CSU's allocation by some \$95 million before the budget is finalized this summer.

Gov. Brown's proposed budget, presented last January, increases CSU funding by \$142.2 million—dramatically less than the \$237 million that the CSU Board of Trustees has requested. The trustees' budget focuses on funding for a modest compensation pool, among other important needs.

At press time, Gov. Brown had just released his May Revise of the state budget, and it appeared that there had been no change to that \$142.2 allocation.

We have gone some seven years without a raise, other than last year's agreement of a 1.34 percent augmentation based on salary reopener negotiations that were triggered when the CSU received slightly higher funding for 2013-14.

Seven years without a real raise has consequences. As CSU East Bay Chapter 306 President Diego Campos pointed out at a spirited Take a Stand! rally on April 3, stagnant wages lead to increasing difficulties in retaining experienced staff members. In a vicious cycle, employees who are left behind

face ever-greater workload issues, which in turn lowers staff morale even further.

The Take a Stand! campaign tackles these issues head-on.

At a time when our bargaining team is in full negotiations with CSU management for a fair contract, this campaign calls for everyone to stand up for CSU staff. It calls for CSU management to take real steps aimed at the retention of skilled, experienced employees—and that certainly includes the creation of a fair wage structure for CSUEU-represented workers.

The campaign calls on everyone to stand up for CSU students, who for too long have been required to pay ever-higher tuition and special fees to compensate for Sacramento's constant underfunding of the system.

And the campaign calls on all concerned citizens to stand up for the entire CSU community and for the future of California, because the state can thrive economically only when a fully funded, fully functioning university system creates a large, educated workforce.

Learn more about "Take a Stand!" at www.csueu.org/TakeAStand. I encourage you to get involved with the campaign and to work with your chapter to support the bargaining team and to make sure Sacramento knows how important it is to fully fund the CSU.

In union,

Pat Gantt

CSUEU TOLL-FREE:
PH: (866) 763-1452
FAX: (866) 977-7838

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dblair@csueu321.org
Text or call (951) 694-2350

CSU Budget Expected to Improve



By Ray Finnell, CSU Bakersfield

Keeping his word from one year ago, when he unveiled a four-year plan to incrementally increase CSU funding, Gov. Jerry Brown has proposed an increase to the 2014-15 CSU state budget allocation of \$142 million. This is \$95 million less than the Board of Trustees requested.

Despite California's economic recovery, including significant increases to the state's revenues, Brown's proposal would force the nation's largest state university system to stay below pre-recession funding levels.

There's a popular theory that government agencies trail economic upswings but lead in times of downturn. This theory will be proven if Brown's 2014-15 proposal becomes reality. For the CSU, it will be yet another disappointing year of unfilled need in repairing staffing, infrastructure, and equipment deficiencies.

Brown's overall budget plan includes paying down the state's debt and creating a reserve fund for future economic dips. He has required a freeze on CSU and UC tuition increases, greater

accessibility to higher education, and graduation timelines.

Though any CSU funding increase is welcome, we can only say to students, the public, and each other, "Sorry, we're still not back to 2007. Can you wait another three years?"

Some members of the legislature seem to understand our point. Assembly Speaker John Perez has proposed an allocation to higher education that would top Brown's proposal. Perez and Brown are both Democrats, which demonstrates that disagreements over managing the state's money permeates Sacramento lately, even between members of the same party.

As the budget process plays out, the next key date will be when the governor issues a revision to his January initial proposal. The May Revise, as it has come to be called, is an opportunity to save face (sometimes in a bid to get re-elected) while admitting mistakes, to make a mid-course correction based on new information about

tax revenues, or to bow to various influences. This year, all three scenarios could be at work.

Considering the state's roller coaster budget history, Brown's plan to save for a rainy day is admirable. His plan to pay off loans is noble as well. It's apparent that he's being prudent. While we applaud his foresight and common sense, we need to make sure he and legislators feel our influence and give back more of what they took away in recent years.

The CSU is a major economic, social, cultural, and scientific force in the state. Its influence spreads through the country and the world.

Adequate funding is key to rebuilding what the recession hurricane swept away. We are a major part of the CSU's success, and we need to be compensated fairly for our contributions. We need our benefits and retirement to be preserved, at the very

least. This isn't 2007, and we can't wait another three years.



Brian Lee Joins Staff as Executive Director

On first meeting Brian Lee, CSUEU's new executive director, some things about him might not be apparent.

Particularly surprising is that one of his two Bachelor of Arts degrees is in Women's Studies.

Why did he choose to pursue a second undergraduate degree, and why in that subject?

"I wanted to study something I wasn't familiar with and that would require me to hone my research techniques," he states, recalling his experience studying at the University of Nebraska.

One hurdle was learning how to present and defend his viewpoints to a frequently hostile audience, a far cry from his smoother experience pursuing an earlier degree in economics at Brown University in Providence, Rhode Island.

"It could have happened in any unfamiliar subject," Lee continues. "What intrigued me was the challenge of keeping my composure while getting my points across rationally. Economics didn't lead to that type of adversarial situation."

The experience was excellent training for the future labor leader and practicing attorney, who went on to earn a law degree from the McGeorge School of Law in Sacramento.

Lee comes to CSUEU from SEIU Local 1021, representing more than 54,000 employees in city governments, healthcare venues, schools, counties, courts, and related agencies. In 2007, Local 1021 united SEIU members from 10 locals in Northern California, from San Joaquin County in the central valley to Del Norte County on

the Oregon border. As Area Field Director, Lee worked with nearly 40 chapters on representation, organizing, contract bargaining, and lobbying. That experience serves him well in his new role with CSUEU.

Challenges are not new to Lee, nor is labor activism. While pursuing his economics degree, he organized graduate student assistants for the first time at a private East Coast university. The effort hit a brick wall when the National Labor Relations Board ruled the union illegal. That ruling, however, was overturned, and Lee's work ultimately paid off.

Why is he devoted to the labor cause? "Individual workers can't advocate for themselves against management. Their only voice is a union," he says. "The #1 right of management is to be stupid."

In Lee's view, organizing and representation are two parts of the same effort. When a problem arises, workers have three options: ignore it, change their views, or solve it. "Organizing can solve things the easy way," he believes. "Representation, or contract enforcement, is more confrontational."



Brian Lee

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Organizing, he says, is the preferred method, ranging from informational flyers all the way to walkouts.

SEIU Local 1021 required a strong organizing plan. Under Lee's direction, the local brought onboard more than 600 new members in a short period of time, strengthening its voice.

"Getting members to own their issues is empowering," he says.

This ethic translates to a grassroots approach. "Representation means meeting members and identifying their issues. Letter writing, petitions, and visibility can work to solve management problems and improve labor's power."

What about the nuts and bolts of running CSUEU's operations and supervising its staff? "I am working with chapter leaders to identify their needs and assign resources accordingly," he says. "Any member or activ-

ist can contact me directly with concerns."

Summarizing his union philosophy, Lee says, "The worst place you can be is alone. "Every single Bargaining Unit 2, 5, 7, 9, and 13 employee is a CSUEU member. We've crossed a bridge in becoming a union that's centered on both organizing and representation, and there's no turning back."

Under his calm demeanor, fires burn intensely. It's a good thing Brian Lee is on our side.

Take a Stand with CSUEU!



By Mike Geck, VP for Organizing

A little over a year ago, I wrote a blog titled "Taking a Stand" aka the blog post I've been working on for over a week... Little did I know that our 2014 contract campaign theme would be "Take a Stand!"

Here are a few excerpts from that post that still ring true today:

We're not unique in facing threats to our jobs and benefits, coupled with serious challenges in the workplace; in fact, it's all too common for the working class in America these days. How you respond to the threats and challenges is what really counts, and CSUEU is, in fact, unique in how we can and do respond. We're a truly member-run union, and our members are in a unique position to have a significant impact in our union. History has shown that we usually achieve some measure of success when we take a stand in numbers. The problem is, we don't take a stand in numbers often enough.

"Taking a stand" usually involves some kind of grassroots organizing to be successful..."

Our *Take a Stand!* campaign is predicated on grassroots organizing involving more than just sending e-mails and holding meetings. We do more than focus on the needs of our union and our struggles.

The three main tenets of the *Take a Stand!* campaign are:

- Stand up for Students
- Stand up for Staff
- Stand up for our State

Our fates are intertwined. When our state is in decline, students, staff, and faculty suffer. When staff members are marginalized, overworked, underpaid, bullied, and disrespected, morale and productivity drop, and students and faculty suffer along with us. When students face ever-increasing costs, capped enrollment, and not enough seats in the courses they need to graduate, they suffer, and so does all of California.

At some point, students, staff, and faculty all need to come together and say enough is enough. We're hoping that the *Take a Stand!* campaign will serve as a big step forward



While negotiations for a new CSUEU/CSU contract were taking place on campus at San Jose State University in early May, the community rallied to "Take a Stand!" for staff, students, the CSU community, and the future of California.

in our journey of solidarity and unity that turns things around for higher education in California. Standing together, students, staff, and faculty are unstoppable.

To that end, the Organizing Committee has been busy supporting chapters at whose campuses contract bargaining either has or

is scheduled to take place.

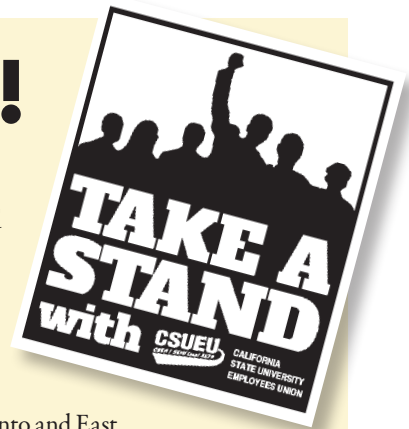
At the Office of the Chancellor and at the Sacramento and East

Bay campuses, we organized bargaining observers and witnesses. Witnesses gave powerful first-hand testimony on both the failure of the In-Range Progression system and their experiences with bullying.

CSU East Bay Chapter 306 had a strong turnout for its April 3 rally and San Jose State Chapter 307 for its May 8 rally in support of the *Take a Stand!* campaign and the bargaining team. Members of the Organizing Committee and the bargaining team joined CSU Fullerton Chapter 317 activists on April 16, collecting over 500 signatures during an Earth Week/farmers market event on the Fullerton campus.

Here's how you can *Take a Stand!* with CSUEU:

- Sign our petition and ask your coworkers, students, faculty, family, and friends to sign it. Please turn in your signed petitions to your chapter president, who will be hand-delivering them to the Chancellor and the Board of Trustees.
- Display a Take a Stand! table tent, placard, and petition in your office.
- Lobby your legislators to augment Gov. Brown's proposed 2014-15 CSU funding by the \$95 million that the CSU Board of Trustees has requested.



Update on CSUEU's Financial Matters

By *Loretta Seva'aetasi, VP for Finance*



The Finance Committee is happy to report that 2013 ended with a healthy reserve of funds. That good news enabled us to hire new Executive Director Brian Lee, who came to the CSUEU with a wealth of experience and knowledge that has already been tapped for a variety of projects. We were also able to open a couple of senior labor relations representative positions that went unfilled when we lost staff to retirement. One SLRR position has already been filled. Our labor reps serve our members in critical ways, so filling vacancies benefits the organization.

CSUEU's 2014 budget includes support for our bargaining team. Full contract bargain-

ing began in February and will involve team travel to locations all over the state. We pay the team's expenses. We like to have stewards and members from local campuses observe bargaining. The team benefits from members support, and management can see that we're united and engaged in the team's work.

CSUEU has two Political Action Committees, or PACs. One supports issues that are beneficial and fights detrimental ones. The other supports candidates who are pro-CSUEU and CSU.

The CSUEU PAC for issues supports CSUEU Lobby Day each year in Sacramento. Leaders from every campus meet with members of the California Senate and Assembly or their staff to advocate for better working conditions and pay for CSU staff and for more

funding for the CSU in general. Our issues PAC provided full funding for Lobby Day 2014 at the end of April, and we hope to see growth in our PACs during the coming year.

The advocacy funded by our PACs has become increasingly important as California emerges from its long budgetary crisis. We need to be in touch with our legislators to let them know what is important to staff at our campuses.

PAC funding is entirely voluntary, coming from members' contributions. CSUEU PACs are your advocates at the capitol.

Finally, all chapters have provided data needed for the annual audit, which is currently underway and will be completed soon. I will report on the results in the next issue of *University Employee*.

Representation on the Move

By *Alisandra Brewer, VP for Representation*



We are more than halfway through the four-month schedule of full-contract bargaining. The team has spent a great deal of time on issues identified in the past year in surveys and workshops with all CSUEU committees, all bargaining unit councils, and the Board of Directors. The bargaining team sent out a 45-question survey in September to all CSUEU-represented employees. All chapters reached at least a 12 percent response rate, and our final figure was over 24 percent. Bakersfield, Northridge, and Channel Islands all broke the 40 percent mark, and Fullerton was right behind at 37 percent. Way to go, guys!

The team sent an additional survey to all board members, chief stewards, and advanced stewards. It asked for very specific suggestions to contract language. Participants sent dozens of detailed ideas to the team.

We have seen quite a few changes in CSUEU staff during the past few months. Our new executive director, Brian Lee, hit the ground running and has really helped everyone get focused. We were sad to lose former Senior Labor Relations Representative (SLRR) Lois Kugelmass, but we know she's enjoying her retirement. Interim SLRR Jo Ann Juarez-Salazar stepped up temporarily as our chief negotiator, but she recently left us to pursue her career closer to her family. She did a wonderful job for us, both as labor relations representative and SLRR, and her departure is a great loss to CSUEU. Joseph Jelincic III also stepped up as SLRR, originally to focus on meet and confer issues. With the departure of Juarez-Salazar, he was suddenly thrust into the chief negotiator seat. Judging by his composure and mastery of the contract, you

might think he'd been there a long time already.

Bargaining Unit 13, comprised of English Language Program instructors at Cal State L.A., wrapped up its full contract last fall, but it has an opportunity to reopen on salary and schedules this spring. From now on, BU 13 members will be appointed by academic year, rather than term-by-term. However, in order to mesh with the fiscal year, members' first appointments were only six months in duration.

As of last July, all CSUEU-represented employees received the 1.34 percent increase that had been promised by the chancellor. Unfortunately, the State Controller's Office (SCO) was tremendously backlogged and did not disburse our raises until February.

A few days after the retroactive checks got to the campus, some of you raised the battle cry that various payroll departments had decided to hold onto the paper checks and distribute them with the March warrants. We just happened to be in bargaining at the Office of the Chancellor when that news rolled in. We took the matter to CSU chief negotiator John Swarbrick, and, by the very next morning, all payroll departments had received a strongly worded e-mail from the Office of the Chancellor ordering them to distribute checks immediately. That was less than 24 hours later. Good job, everyone!

There were glitches with a small percentage of raises, but we believe that almost all have been rectified by now.

We are using the SCO's long delay of distribution to pressure the CSU Board of Trustees and Chancellor White to bring all payroll services in-house. Since handling payroll is our bargaining work, assigning such services to CSU personnel certainly would serve our interests.

Stay tuned, stay active, and take a stand!

CSUEU's Day at the Capitol

Our ambassadors to Sacramento tell our story

By Kathleen Bruno, San Francisco State University



Each spring, CSUEU leaders from throughout the state gather in Sacramento for Lobby Day. The day consists of meetings with members of the California Senate and the Assembly or their staffs, providing us with the opportunity to tell them about issues on CSU campuses that affect us. Perhaps you've seen a group photo or two taken in front of the Capitol. Lobby Day is much, much more than photos, though. It is the culmination of meticulous attention to detail during months of planning and preparation by the statewide Legislative Committee, chaired by Sacramento State University Chapter 303 President Kim Harrington.

Barely one week after each Lobby Day, planning for the next one starts. Committee members assess what worked, what didn't, and how the next event can be improved.

THE MESSAGE

Lobby Day meetings are one way we can be sure that our legislators know our concerns. We can sit with them face-to-face and tell them. A unified message that fairly represents members' concerns is critical. Legislative, Organizing, and Communications Committee members and Bargaining Unit Councils spend hours and hours over the course of months focusing on Lobby Day messaging. We want our legislators to know who we are, what we do for the CSU, and how our working conditions have changed over time.

LOGISTICS

Once the date is set, CSUEU staff and members of the Legislative Committee begin scheduling appointments with legislators and their staff members. There are 40 Senators and 80 members of the State Assembly, and we attempt to get CSUEU on the calendar for at least 15 minutes at each office,



making sure that appointments don't overlap and that enough time is allowed for CSUEU members to arrive at the next appointment on time. Perseverance is required, since one phone call or e-mail almost never is enough to get on the calendar at an office. Weeks of e-mails and phone calls may be needed to work out a single meeting.

Each participant arranges his or her own travel to Sacramento, and CSUEU staff members reserve hotel space. Hotel meeting rooms for Lobby Day training need to be reserved for the day prior to the legislative visits. A temporary office needs to be set up at the hotel to organize all the paperwork for the event.

The committee and CSUEU staff work

together on arrangements for group photos, group meals, purchase of Lobby Day attire, and scores of other details.

TRAINING

Whether participants are Lobby Day novices or veterans, they require several hours of training before meetings with legislators can begin. They need to learn the current talking points, become familiar with pending legislation that could affect our members, and understand how this might fit in with their own personal story. A participant who says, "My five-person CSU office has lost two full-time staff members who haven't been replaced in three years," can be much more effective than someone who says, "Staffing is down by 25 percent in the CSU." During training, Lobby Day veterans and legislative experts lead slide shows, discussions, and role-playing exercises to help prepare participants for legislative visits.

Lobby Day is funded entirely by your donations to CSUEU's two Political Action Committees (PACs). One PAC supports issues, while the other supports candidates who are pro-CSUEU and CSU. If you don't already contribute, please sign up for a small amount each month, to be deducted from your paycheck. That investment could pay off well in the form of future beneficial legislation and policy decisions that favor CSUEU.

You've seen the photos. Now you know some of what goes into planning and preparing for Lobby Day, and what its purpose is. Our voices in Sacramento speak for you.



CSUEU Committee Reports

Governance and operations at work

CLASSIFICATION

The committee elected new leaders at its February meeting. Lori Williams of Cal Poly San Luis Obispo is the new chair, and Matt Kay from CSU Sacramento now holds the vice chair seat. Committee members thanked Nancy Kobata, who recently stepped down as chair, for her leadership.

Bargaining Unit 5 Council Chair Mike Chavez asked the committee to assist in collecting and analyzing job descriptions of laborers and window washers from each campus. The effort is aimed at correcting any discrepancies between various campuses.

The committee is working on several projects to solve classification problems and to increase members' understanding of the importance of being classified properly.

COMMUNICATIONS

Communications Committee Chair Debbie Blair reports that the committee is working on a number of projects. In addition to having published this edition of *University Employee*, the committee has developed a spring poster supporting the bargaining team during its current contract negotiations. Copies will be arriving at your chapter soon, so be sure to ask your chapter president how you can get one.

At its most recent meeting, the committee scheduled the topics for the "Know your Contract" series, a monthly CSUEU E-News column. Because late spring/early summer is the traditional evaluation period for all staff, the committee found it important to review Article 10 of our contract. Be sure to look at upcoming issues of E-News for this important information.

FINANCE

The Finance Committee met in March and is pleased to report that CSUEU ended 2013 with a surplus of \$332,705. That equals an 11-month reserve, according to Finance Committee Chair and statewide VP for Finance Loretta Seva'aetasi.

The California State Employees Association (CSEA) is currently beta-testing a new CSUEU member database that it plans to fully implement in the near future. CSUEU Executive Director Brian Lee is testing a grievance tracking component of the database.

No chapters are currently in forfeiture status.

Profits from CSEA Member Benefits will be used to finance indirect costs associated

with the 2015 CSEA General Council. As a CSEA affiliate, CSUEU will be responsible for financing travel, accommodations, and per diems for our delegates. Planned reductions in the number of General Council delegates will help reduce costs as well.

The Finance Committee gratefully acknowledges four years of service by Chapter 304's JoAnn Dapiran, who resigned her position on the committee after leaving her bargaining unit position. Chapter 305 Treasurer Pat Hanson has graciously accepted the position.

LEGISLATIVE

During this reporting period, the Legislative Committee welcomed three new members:

- Catherine Hutchinson, Chapter 324
- Nancy Kobata, Chapter 309
- Pete Rauch, Chapter 321

The addition of these chapter presidents fulfills a committee goal to have representation from throughout the state.

As recently reported in CSUEU E-News, CSUEU is sponsoring two bills. Assembly Bill 2721, authored by Assemblymember Richard Pan, would create a staff seat on the CSU Board of Trustees. Senate Bill 943, which Senator Jim Beall authored and which is co-sponsored with AFSCME and UAPD, addresses contracting out.

Lobby Day, which took place on April 28-29, was the most successful ever. A highlight was CSU Chancellor Tim White's talk at the April 28 dinner. Through upcoming district office visits, Lobby Day participants will continue to build relationships with our legislators and advocate for our sponsored bills and for a stable CSU budget.

ORGANIZING

The Organizing Committee has been busy supporting chapters at whose campuses contract bargaining either has taken place or is scheduled for future sessions. VP for Organizing and committee chair Mike Geck reports that the committee organized bargaining observers at both the Office of the Chancellor and the Sacramento campus. Witnesses gave first-hand testimony on the failure of the In-Range Progression system and their experiences with bullying.

The CSU East Bay chapter had a strong turnout for an April 3 rally in support of the

bargaining team. The committee has been working with San Jose State members to develop their support activities and actions for bargaining at their campus, May 6-8.

The committee helped develop a *Take a Stand!* campaign petition that is circulating at chapters, urging people to stand up for CSUEU employees, students, and California.

The Organizing Committee needs your help! If you are interested in speaking at one of the bargaining sessions, please contact your chapter president or the committee member assigned to your chapter.

POLICY FILE

At its most recent meeting, the Policy File Committee prepared several motions for the Board of Directors to deliberate at its meeting last March.

Among these important changes to the CSUEU Policy File was a motion to modify the timeline for chapter elections, reports Chair Steve Mottaz. Last November, the Board of Directors discussed moving chapter elections to the fall, preceding the CSUEU statewide election. The directors tasked the committee with determining the feasibility of such a change.

As a result of the committee's motion, in March the timeline was modified. Chapter elections will now start in October with the formation of chapter election committees, and new chapter officers will be in place by the end of each February, thus completing the process. This change will allow newly seated chapter officers the opportunity to attend at least one board meeting and training session before the CSUEU statewide election in June.

REPRESENTATION

On top of contract negotiation responsibilities, the Representation Committee continues working to protect our rights in the workplace. Among other issues, classification and contracting out are of major importance. Surveillance cameras pose a significant threat to our rights as well. Members are reminded to contact their chapter stewards if they become aware of any of these or other problems.

The current CSUEU/CSU contract ends on June 30. The new collective bargaining agreement that the bargaining team is currently working so hard to negotiate will become our bill of rights for the life of the contract. For complete details, visit the bargaining section at www.csueu.org.

Member support—in the form of petitions, rallies, and tabling—strengthens the bargaining team and shows management that we care about our rights. When your chapter holds an event in support of the team, please show up and speak up!

2, 5, 7, 9, 13: Bargaining Unit News

Items of statewide interest

BU 2

Chair Tessy Reese reports that the BU 2 classification cleanup is complete, except for notification from the Public Employees Relations Board about which classifications have been abolished. The council continues its discussions about excessive work hours and continuous workday requirements for athletic trainers, plus cases of inappropriate classification.

At least at one campus, the meet and confer process continues regarding healthy, safe workplace issues.

CSUEU has prevailed in another meet and confer regarding the after-hours nurse phone line being open during regular hours at San Francisco State University.

Reese and Vice Chair Pam Robertson are also busy serving on the bargaining team during current contract negotiations.

On her exit, At-Large Member Pauline Clanton received a thank you from the council for her service. The council is now recruiting two unfilled at-large seats.

BU 5

At the Bargaining Unit 5 Council meeting in February, CSUEU President Pat Gantt led a discussion about contracting out of CSUEU work, since this issue has had a major impact on BU 5. Legislation currently before the state Assembly would limit contracting out in the CSU, among other state agencies.

In April, longtime BU 5 Chair Sharon Cunningham stepped down upon taking a position outside of the unit. Former Vice Chair Mike Chavez has stepped up to chair the council. The council thanks Sharon for

her many years of service to CSUEU.

Chavez reports that, as a direct result of the union's campaign on contracting out, several campuses either already have or soon will return contracted-out custodian positions to the ranks of the CSUEU. Those campuses include San Diego State, CSU Long Beach, Fresno State, and the Office of the Chancellor.

BU 7

Chair John Orr reports that the council is working with representatives from the Office of the Chancellor to assess whether the Buyer classification accurately reflects current duties, with an eye to updating the description as needed.

Unit 7 employees continue to deal with problems related to overtime, workload, and lack of knowledge on the part of supervisors of what's permissible per our contract. Unit 7 employees should report violations to their chapter stewards and/or Unit 7 representatives.

Orr and Vice-Chair Rocky Sanchez continue to participate in contract negotiations as part of the statewide bargaining team.

The council thanked At-Large Members Christine Hall and Elizabeth Tellez for their service as they stepped down. New At-Large Members Angela Corral and Vera Flores have filled the vacated seats.

BU 9

At its last meeting, the BU 9 Council discussed an important issue that impacts all staff. The "Identity Finder" software, marketed as a way for large organizations to find and protect confidential data, will be installed on CSU-owned workstations to check for sensitive data, such as social security numbers, phone numbers, and home and e-mail addresses.

The council signed an agreement in Feb-

ruary regarding the implementation of this software. Following are some important details members should know.

- Your campus Information Security Office (ISO) will train employees on the software
- There is a 30-day "amnesty" period during which employees can use the software to find forgotten files and delete them without penalty
- After the amnesty period, the software may be triggered remotely to examine files on your machine and send any files of concern to the campus ISO. Sensitive data from those files will be masked when sent.
- You will be able to run the software yourself at any time to check for files with sensitive data

Please contact BU 9 Chair Rich McGee at csueu.unit9@gmail.com if you would like more information on Identity Finder or on any other BU 9 issue.

BU 13

VP for Representation Alisandra Brewer reports that a long-awaited contract provision regarding BU 13 appointments was finally implemented last fall. The ESL instructors in the unit at CSU Los Angeles will now be appointed by academic year, rather than term-by-term. This year, due to the lateness of the agreement, appointments are for six months only; full-year appointments will begin in the fall.

CSUEU is working on concerns from unit members that management is circumventing the evaluation process. Brewer and Staff Attorney Nancy Yamada are meeting with members to gather information and assess their issues.

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And be sure to "like" us!



CSUEU Shoots Down Parking Fee Increase Proposal at SDSU

By *Debbie Blair, CSU San Marcos*

Last year's holiday season brought an unwelcome announcement to staff members at San Diego State University in the form of a proposed increase to parking fees. The \$3 per month hike would have started this past March and would have affected CSUEU-represented employees who park on campus.

Our contract prohibits parking fee increases if no General Salary Increase (GSI) is implemented. If a GSI is given, parking fees cannot increase more than \$3 per month, and only one increase per year is permitted. The proposed parking fee increase would have coincided with the 1.34 percent GSI that was negotiated last September as part of our contract reopener.

In late November, management gave the chapter notice of the increase, and subsequent talks made no headway. SDSU chapter activists questioned whether the increase was justified and why the university would propose the maximum fee increase when the GSI was so small.

Campus presidents ultimately control the decisions made on their respective campuses, and SDSU President Elliot Hirshman listens to employees. Keeping that in mind, CSUEU activists, including Chapter 318 President Robert

Yslas and the chapter's executive board, along with Labor Relations Representative Brian Young and CSUEU VP for Organizing Mike Geck, held a chapter meeting to inform members of the situation. At that meeting, members endorsed starting a campus petition drive. In addition to distributing petitions online, CSUEU activists took paper forms and visited employees all over the SDSU campus to ensure everyone's voice was heard.

Employees overwhelmingly opposed the increase. They rallied to let Hirshman know that a \$3 per month increase did matter and that this was not the time to raise parking fees.

The petition was launched on January 17. Just three work days later, Yslas received word from President Hirshman's office: "The University will not pursue a parking fee increase at this time".

In a note to chapter members, Yslas thanked the SDSU community, including his chapter's executive board. He recognized Geck for his leadership in pursuing this important issue and thanked President Hirshman for acknowledging the concerns of the SDSU community in his decision.

In San Diego, success is spelled "CSUEU."



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