



JOIN Our UNION!

RENEW Your Membership!

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## Contract Negotiations for Good Jobs 2022 Begins

Contract negotiations for [Good Jobs 2022](#) between our Union and the CSU officially kicked off this week when the two sides met virtually via video for orientation. Similar to 2020, we are using a hybrid method of "interest-based bargaining" and traditional bargaining with the hopes of reaching agreement by June 30, when the current contract extension ends.

Interest-based bargaining is a collaborative approach to bargaining that encourages each side's negotiating team to jointly solve problems. What does this mean in real terms? In the pandemic era, we saw that addressing labor-management issues with a more collaborative approach yielded better results for the larger CSU community. From issues such as COVID-19 vaccination requirements to a systemwide telecommuting policy, CSUEU and the CSU forged agreements that safeguarded campus safety and enhanced operational flexibility.

At the bargaining session on Wednesday (Feb. 9) both negotiation teams met and began the process of establishing ground rules for bargaining. There will be opportunities for

CSUEU members to participate in the bargaining process - be sure you are subscribed to receive [email and/or text](#) alerts for the latest bargaining updates. [>> Full article](#)

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## Union Joins CSU To Advocate for More State Funding

By Vicky McLeod  
Chair, CSUEU Legislative Committee  
Chapter President, CSU Fullerton

This week, I had the chance to represent our Union in meeting with California's top elected leaders as part of CSU's Joint Advocacy Day to seek additional funding to reduce equity gaps, provide fair and competitive salaries for faculty and staff, and meet the growing infrastructure needs of our campuses.



Gov. Gavin Newsom's budget proposal includes a multi-year compact with the CSU that offers predictable and more sustainable funding – but we need more.

Our delegation, comprising Chancellor Joseph Castro and representatives from the California Faculty Association, Academic Senate and the Cal State Student Association, asked for \$223 million to cover a 4% raise (July 2022) plus a separate amount to fund forthcoming recommendations based on a salary study underway. [>> Full Article](#)

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## Governor Signs Legislation for COVID Paid Sick Leave in 2022

Gov. Gavin Newsom on Feb. 9 signed [SB 114](#), which provides workers up to two weeks (80 hours) of supplemental paid sick leave for COVID-19 related reasons. California's COVID-19 Supplemental Paid Sick Leave policy expired on Sept. 30, 2021.

The new policy provides an initial 40 hours of leave usable for the above reasons. If a worker tests positive, or a family member they are caring for tests positive, they are entitled to an additional 40 hours of paid sick leave, with proof of diagnosis.

- The leave policy applies to all employers with more than 25 employees.
- The policy is retroactive to Jan. 1, 2022.
- The policy expires on Sept. 30, 2022.

This week, the CSU has proposed enhancements to SB114: a later expiration date (Dec. 31, 2022), and the elimination of any daily pay maximums.

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## In Other News

### **Title IX Problems at CSU Fresno**

CSUEU President Catherine Hutchinson was [interviewed by KSEE-TV](#) in Fresno regarding recent news reports that showed a former senior administrator from CSU Fresno had sexually harassed students and employees.

Here is what Catherine said in the interview: "The CSU failed to protect students and employees from an extremely abusive and hostile boss. The public is right to be angry that a senior University manager faced no accountability or consequences for his atrocious behavior. We see this as a unique opportunity for our Union members – the Support Staff of the CSU - to work with the Board of Trustees to assess and reform Title IX compliance systemwide. There must be mechanisms in place to better protect students and employees from predatory managers at the CSU. The reform must be statewide."

### **Six CSU Campuses Rank in the Top 10 Colleges Producing Most Economic Mobility**

Colleges that produce the most economic mobility are those that offer low-income students a quick return on investment and enroll a large percentage of low-and moderate-income students (Pell Grant recipients) as part of their overall student body, according to Third Way, a national think tank. [Forbes](#) magazine reported the group's latest study, which measures colleges based on their "economic mobility index" (EMI).

Of the Top 10, CSU Los Angeles and CSU Dominguez Hills took first and second place, respectively. The other CSU campuses that made the list were:

- California State University, Bakersfield
- California State University, Stanislaus
- California State University, Fresno
- California State University, San Bernardino

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## We Celebrate Black History Month



**OUR VOTE  
IS OUR VOICE**

In honor of #BlackHistoryMonth, let's continue to organize until we all have the freedom to vote, regardless of where we live or the color of our skin.

Voter suppression silences our votes and harms our democracy. We refuse to let self-interested politicians and greedy corporations silence our voices with Jim Crow 2.0 laws!

Make a plan to vote: <http://seiu.co/3GaRG8C>

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