

CSUEU ORGANIZING COMMITTEE REPORT – MARCH 2014

*“ORGANIZING IS THE PROCESS BY WHICH WE RECRUIT AND ENGAGE MEMBERS TO TAKE
COLLECTIVE ACTION IN SUPPORT OF AND TAKE OWNERSHIP IN, THEIR UNION.”*

Executive Summary

Building up our organizing capacity is job #1 for the Organizing Committee and it all starts with an active and engaged membership that will fight on their own behalf. We’re banking on the 2014 Contract Campaign as the mechanism to activate and engage our members on a much deeper and broader level. That won’t occur by happenstance, we have to make it our collective intention and put the in time and resources to make it so.

At the time of the writing of this report, according to our goal of wrapping up the contract in late June/early July, we’re about a third of the way through the campaign. We’ve bargained at the Chancellor’s Office and at Chapter 303 (Sacramento) and are heading to Chapter 306 (East Bay) in a couple of weeks. So far, discussions on *the big issue*, movement through the salary range, have been very high level and conceptual. Obviously, this is the issue our members care the most about and would be most willing to turnout in large numbers for. Until they hear details about what we’re actually fighting for at the bargaining table regarding movement through our salary ranges, we don’t foresee having a really strong issue to rally and organize around. Many of our members are worn down as a result of financial woes resulting from wage stagnation, workplace bullying and intimidation, increases in workload and an increase in draconian and heavy-handed policymaking and contract enforcement. They just don’t have it in them to be all “Go Team!” without something concrete to fight for that’s in their interest.

When we show our members strong leadership and give them the rallying cry, they will take a stand, literally. They did it at Chapter 303 during a member-bargaining team meet and greet chapter meeting. When rallied to *take a stand* by President Pat Gantt and VP for Organizing Mike Geck, they all got up and cheered. In that moment, those members took an important small step forward towards greater self-empowerment and self-determination. Little physical acts like these need to happen at every chapter meeting as we’re bargaining. Members taking a stand for themselves in a private union meeting, even if it’s just symbolic, will be more inclined to do so in public when it’s time for direct action. It’s up to us to get them prepared for the fight that may lay ahead.

Since the last Board of Directors meeting, organizing committee members have participated in: full contract bargaining support and actions, membership drives, benefits fairs, legislative visits, chapter and bargaining unit meetings, video production, working group/issue specific meetings and actions, benefit protections, charting, mapping and networking and much more. For all these juicy details and more, read below.

Member Recruitment

The numbers are in for 2013 and we successfully recruited 888 new members. Here's the breakdown chapter by chapter.



Chapter 305 (San Francisco) came in first with a whopping 119 new members, followed by Chapter 315 (Long Beach) with an outstanding 80, then Fullerton with impressive 71 and Chapter 321 (San Marcos) coming in with a strong finish at 65 to beat out Chapter 312's (Northridge) 59 new members, for fourth place. We commend each of you for your outstanding achievement and all chapters for their continued membership recruitment efforts!

According to our monthly Member/Non-Member summary report, in December 2013 we represented 14,491 employees, in December 2014 14,493 employees, in January 2014 14,554 employees and in February we're back down to 14,451. We gained 63 employees from December 2013 to January 2014 but ended up losing FORTY employees overall from December 2013 to February 2014. There are a few of scenarios that yield the bulk of these results: employees are retiring and quitting quicker than the CSU is backfilling their positions, our positions are being restructured/combined and eliminated all together, our positions are being absorbed by contracting out and non-state supported entities like foundations and university corporations. We successfully recruited 888 new members in 2013, yet we fell by 1.5% in overall membership between December 2013 to February 2014.

We're losing members faster than we're replacing them and there will be no serious net gains in membership until we catch them coming through door when they're hired, check membership status at every meeting sign-in table and do building walk-throughs and targeted non-member outreach throughout the year. This shouldn't be a surprise to anyone, it's tried and true member recruitment 101, yet we still have problems at most chapters executing all of these basic member recruitment tactics. While we have seen significant improvements from some chapters, others are falling farther behind.

The Organizing Committee is responding to these issues in specific ways designed to improve the situation immediately and on going. With regard to New Employee Orientation (NEO), we've developed a brand new NEO PowerPoint template that has been posted to the Activist library and the Organizing Committee section of the Activists, <https://activist.csueu.org/Organizing/JointCommitteeonOrganizingandBargaining/tabid/154/Default.aspx?topic=Campus+Cookbook#NEO> We're also assessing the state of NEO at each chapter to determine whether:

- The campus does not allow you to participate in NEO at all
- The campus does allow you to participate but doesn't give you nearly enough time to do a thorough presentation
- The campus does allow you to participate and gives you enough time to do a thorough presentation

These are the most frequent scenarios that I've heard of but I'm sure there are a few others I'm not aware of. Depending on the response received from each chapter, the Organizing Committee will work with each chapter to develop the most reliable and effective system that will ensure we meet with the vast majority of new CSUEU represented employees at least once, but hopefully several times throughout their first year of service. We're also looking to identify best practices, trouble spots and any issues related to NEO. Chapters like the Chancellor's Office have utilized NEO very, very effectively to maintain high membership. We need to better understand the challenges that many other chapters are experiencing with NEO and how we can work to overcome them, chapter by chapter. Headquarters is also putting together new New Employee packets, which should be available very soon.

Checking membership status at every meeting sign-in table should be a no-brainer but in practical terms, it's still quite a challenge for most chapters to pull off on a consistent basis. The one chapter that is consistently doing a great job at this is Chapter 315 (Long Beach). They're able to do this effectively because they have about a dozen volunteers working the sign-in and member recruitment tables. Chapter 315 president, Janine Lucausi, and chapter activists developed their vision of an effective sign-in process and actively recruited volunteers needed to employ the process.

As for the future sign-in process, we're still planning on issuing barcoded membership cards that will be used during the check-in process, which will significantly speed things up for card-carrying members. For those without the new membership card, member status will need to be identified in a separate line that allows members to pass through to the function and non-members guided to a member recruiter before entering.

As a stopgap measure, CSEA IT has been emailing chapter presidents monthly sign-in spreadsheets with represented employees' member name, bargaining unit, member status, email address (if it's in our system) and a blank signature column. The spreadsheet, in its raw form, seems to work out better for smaller chapters due to the sheer size of the printed document. For larger chapters, breaking up the document into 2-6 sections, by last name, works best and keeps the line moving quick enough (especially if there's a line for food). Regardless you're going to want 1-2 good member recruiter volunteers on hand to give the non-members the membership pitch.

On the building walk-through and targeted non-member outreach front, we've got a lot of room for improvement. At this time there is only one chapter that we're aware of that has done this to completion and that's Chapter 321 (San Marcos). Chapter 321's President, Pete Rauch, did a fantastic job and recruited well over 10% of the chapter represented employee population in one month. The basic process for this type of venture is to:

- Ensure that you have member and non-member email lists

- Target your messaging accordingly. Ask members to recruit their non-member friends and acquaintances and inform non-members that they aren't members and invite them to join.
- Chart and map member locations
 - This has been the most challenging aspect of the process, as most chapters are not getting this information from their campus HR/administration. We are attempting to address this in two ways, get it in the contract that the campus *shall* provide us our represented employees' physical location (and email address) and/or via a statewide information request our Executive Director, Brian Lee, is heading up via staff channels.

This information will be stored and updated in our new Customer Relationship Management (CRM) software and database set to roll out any day now. The member location fields in the member profile are being added to CRM as of the writing of this report and should be available by the March 2014 Board of Directors meeting. Once this is operational, canned reports will be developed that will allow chapters to download member location charts on demand for member recruitment and event/action outreach.

- Create a plan of attack
 - Put your recruitment team together and develop your goals and timeline; set how many members you want to recruit and when you want to do the walk-throughs, then plan your way back from the walk-through day(s). Ensure that you're informing the chapter that you're doing a member recruitment drive and give those non-members the opportunity to sign up before the walk-throughs as they're the lowest of the low hanging fruit (offer to swing by and pick up their completed application).

Ensure that all team members are kept in the loop regarding the timeline and are ready to go when walk-through day comes.

- Execute the plan
 - This is where the shoe leather meets the pavement. Break up the recruitment team into pairs and assign each pair a set of buildings to recruit in. Optimally, you want to give each team as close to the same number of non-members to recruit, as possible. You'll find that some buildings have much higher concentrations of our members than others do and as a result, dividing the campus up into quadrants (for example) may not be the most equitable way to go.

Then it's all about being prepared for the day and the ABC's (Always Be Closing) of getting a signed card. As teams complete their assignments, they will join other teams in the field until all assignments completed or a majority of our employees have left for the day. During the walk-throughs, we'll employ a simple 0-5 evaluation for all represented employees encountered:

- 1-Strong Supporter who recruits others to the Union
- 2-Supporter of the Union
- 3-Assessed member who neither supports or is against the Union
- 4-Anti-union

5-Strong Anti-union who recruits others against the Union

0-Not-assessed

Regroup at the end of the day to discuss what worked and what didn't and PDF all new member cards to be store on secure media. Secure new member cards for delivery to headquarters. You'll also want to ensure that the member/non-member email lists are updated (all those members you signed up will need to be removed from the non-member list and added to the member list). Submit union supporter evaluation data to CSUEU headquarters for entry into CRM.

As of the writing of this report, Organizing Committee members Mike Geck and Russell Kilday-Hicks have partnered up with Pete Rauch, Chapter 307 (San Jose) activists and staff to form the first experimental *Member Recruitment Strike Team*. Our goal is to increase Chapter 307's membership percentage from 57.3% in February 2014 to 75% by conducting a building-by-building walk-through over two days. Depending on the outcome of the targeted member recruitment drive at Chapter 307, we may offer other chapters with low membership the opportunity to partner up with the Organizing Committee and Pete for a targeted member recruitment drive.

The Organizing Committee would to acknowledge and thank Pete Rauch for his leadership and determined efforts to increase CSUEU's membership, not only on his chapter but on others as well. Pete reached out directly to Chapter 307 and got the ball rolling. He then approached Mike with the idea and began partnering with the Organizing Committee. Pete joined the Organizing Committee meeting in February where the partnership was formalized and enthusiastically embraced by the Organizing Committee. Pete has done an outstanding job coordinating with Chapter 307 activists and setting the stage for what's shaping up to be one heck of a member recruitment blitzkrieg. He has put in many hours planning and communicating with the chapter and developing their building lists, going far above and beyond the call of duty for a chapter president. This is what union solidarity looks like.

Member recruitment is one of our Contract Campaign Strategic Plan goals, specifically, we've set a long-term goal for 85% membership in three years, beginning in 2014. Since we're currently at about 65%, that equates to about 7% per year. Our contract campaign membership increase goal is 10%. In November 2013 (when we adopted the Contract Campaign Strategic Plan), our membership percentage was 64.5%, we need to be at 74.5% by July 1st or when we ratify our contract (whichever is the latter). Being able to vote on the contract is always a good recruitment message.

In the next few months, our goal is to add member recruitment resources along with adding charting, mapping and networking resources to the Activist Organizing section
<https://activist.csueu.org/Organizing/JointCommitteeonOrganizingandBargaining/tabid/154/Default.aspx?topic=Campus+Cookbook#ChartingMapping>

2013 Salary Reopener

We finally got our money in the bank, yay. If that sounds anticlimactic to you, it's supposed to.

2014 Contract Campaign

The Contract Campaign is in full swing and as of the writing of this report and we finally have a slogan, *Take A Stand!* In coming up with a slogan, we wanted to ensure that there was ample input from our leaders and activists. In hindsight, we should've picked a slogan much sooner and done some crowd sourcing at the Board of Directors meeting in November. After the Board of Directors meeting in November, the next opportunity to crowd source from a broad spectrum of leaders and activists was at our all committee meeting in February and that's just what we did. We posted the crowd-sourced list in the Activist and invited input from all

who have access to the Activist.

Taking into consideration all the input given, VP for Organizing, Mike Geck, met with our Bargaining Team and came to consensus on the following theme, "Take a Stand!" and slogans, "Stand up for Students!", "Stand up for Staff!", "Stand up for the CSU!" and "Stand up for our State/CA!". The "Take a Stand!" theme is an affirmative statement, it has an internal locus of control and it combats fears our members may have that we're going to rollover this round of negotiations. The "Take a Stand!" theme also pairs up nicely with the three/four slogans we'll be employing. We believe we have a strong theme and slogans that our activists and members can get behind as well as public higher education supporters too. As of the writing of this report, a logo is being finalized and theme/slogan materials are being developed.

As of the writing of this report, two real bargaining sessions have occurred, one at the Chancellor's Office and the other at Chapter 303 (Sacramento). We organized bargaining observers at both chapters, bargaining witnesses gave testimony on the failure of the IRP system and bullying at Chapter 303 and we also participated in a member-bargaining team meet and greet chapter meeting (described in the executive summary above). We are currently working with Chapter 306 (East Bay) and Chapter 307 (San Jose), the next two chapter bargaining sites, to develop bargaining support activities and actions on their chapters.

During our committee meeting in February, our new Executive Director, Brian Lee, joined us for our discussion on the contract campaign. We all agreed that the campaign is off to a slow start and that we can correct course with a rapid escalation approach. We revised the 2014 Contract Campaign Strategic Plan campaign tactics arc and are actively planning for each escalation.

Brian reported that the recruiting allies has begun, op eds are being prepared and that we are communicating with our brothers and sisters in California SEIU locals.

We also came up with a revised time line:

March/April

- Member recruitment (ongoing throughout the campaign), petition and messaging development
- Visibility: buttons, placards, communications poster, tabling
- Petitions, unity breaks, plan actions (flash mobs, info pickets)
- Lobby Day (April 28-29, 2 weeks before May revise) focus on funding, contracting out, and staff trustee
- Commitment cards for actions
- Collect meeting dates for every chapter

May/June

- Board of Trustees (BoT) rally, e-mail actions, rallies, deliver petitions to campus presidents at BOT
- Campus actions
- Escalating direct actions

Chapters will have a menu of options to pick from; doing nothing is not an option. We are still developing statewide actions, some of which will only be effective if every campus participates. The Organizing Committee and our staff will be there to help chapters every step of the way. We suggest that each chapter

have smaller campaigns on issues specific to their chapter membership, especially when the Bargaining Team is bargaining at the chapter. Brian and Mike are working on goals and timelines, revising benchmarks and developing methods to measure progress.

Legislative Support

Most, if not all, of our committee members and many of our chapter organizing chairs have helped organize and/or participated in district office visits. The Organizing Committee has committed to continue working with the Legislative Committee on a Political Action Campaign (PAC) membership drive that we'll incorporate into our membership drives during the contract campaign.

Chapter Assignments

In one way or another, each of our committee members has helped at least one chapter (if not all) that they're assigned to, further its organizing goals and program. Some committee members have long established relationships with the chapters they're assigned to and while others are still getting to know each other. We're happy to report that we're seeing positive outcomes on several chapters resulting from our chapter assignment experiment. Here's the chapter assignments chart to the right.

First Name	Last Name	Chapter	Campus
Kenneth	Castillo	311	Los Angeles
Nadine	Mendoza	320	San Bernardino
Nadine	Mendoza	319	Pomona
Ken	Castillo	313	Chancellor's Office
Ken	Castillo	314	Dominguez Hill
Nadine	Mendoza	317	Fullerton
Rosa	Jones	316	San Luis Obispo
Joseph	Dobzynski	324	Channel Islands
Rosa	Jones	310	Bakersfield
Rosa	Jones	312	Northridge
Julia	Hubbard	322	Monterey Bay
Stephanie	Bradshaw	309	Fresno
Renee	Giannini	308	Stanislaus
Julia, Stephanie, Russell		307	San Jose
Russell	Kilday-Hicks	305	San Francisco
Russell	Kilday-Hicks	304	Sonoma
Russell	Kilday-Hicks	306	East Bay
Russell	Kilday-Hicks	323	Maritime Academy
Mike	Geck	321	San Marcos
Mike	Geck	318	San Diego
Jennifer	Moran	315	Long Beach
Joseph	Jelincic		
Joseph	Jelincic	302	Chico
Joseph	Jelincic	303	Sacramento
Joseph	Jelincic	301	Humboldt

Committee Changes

Due to JoAnn Juarez-Salazar's resignation from CSUEU, Joseph Jelincic is the staff member assigned to the Organizing Committee as of the writing of this report. We would like to thank JoAnn for all her hard work, dedication and great advice as the staff member assigned to the Organizing Committee. We are a better committee and better organizers because of her participation and guidance. You will be missed, JoAnn.

We still have a gap in the Organizing Committee's Northern California (Humboldt, Chico, Sacramento) regional chapter assignment. **We are actively seeking an Organizing Committee member from one of these areas and ask that you inform anyone interested in joining the Organizing Committee to contact VP for Organizing, Mike Geck @ (619) 252-0282 or mgeck@csueu.org.**

New Employee Orientation (NEO)

With regard to NEO, please refer to the *Member Recruitment>NEO* section earlier in this report for the most recent update. In addition, we will be providing consistent and useful information to all chapters on how to identify new fee-payers, engage them at orientation and contact them regularly throughout their probation period to provide support and assistance. We've already uploaded the NEO PowerPoint template to the Activist <https://activist.csueu.org/Organizing/JointCommitteeonOrganizingandBargaining/tabid/154/Default.aspx?topic=Campus+Cookbook#NEO> and will be uploading welcome and follow-up email/conversation templates and best practices documentation, all gathered and aggregated from our chapters.

In addition to developing consistent and comprehensive NEO "packets", we will be developing a "surviving probation" workshop that provides new employees with an overview of the probation process and answers common questions.

Below is the comprehensive NEO training package outline suggested by the committee last year:

- Initial Contact – How to make the initial contact with a new employee
- New Employee Orientation – Getting invited to orientation and how to discuss the importance of a union within the workplace
- Surviving Probation – A workshop for new employees to answer questions about the probation process.
- Know Your Contract – A workshop for new and current employees to learn more about the contract.
- Probation Party – A small event to congratulate employees who have made it through probation. Maybe a quarterly or bi-annual event for all employees that passed during the last 4-6 months.
- Probation Assessment – How to contact post-probation employees to have them assess the union's role in assisting them through probation.

Organizing Plans

To date, only a handful of chapters have submitted chapter organizing plans. We'll continue to assist chapters with developing and submitting chapter organizing plans that contain specific goals and timelines, along with strategies and tactics to achieve those goals. Chapter organizing plans help chapters focus on what they want to achieve on their chapter beyond hosting chapter meetings and governance related tasks. It gets us to think long range and more strategic about what we're trying to accomplish and how we go about getting it done. It also helps the assigned Organizing Committee member understand where they can be most helpful in relation to the chapters' goals and priorities.

An organizing plan is critical to "planning the work and working the plan", tracking progress, figuring out what works and what doesn't and understanding where you need to make adjustments along the way. Please

reach out to your Chapter Organizing Chair and Committee, assigned Organizing Committee member, your E-Board and LRR to begin working on your 2014 plan right away (if you haven't already done so).

Chapter Organizing Highlights

Every chapter is doing a pretty good job of holding regular chapter meetings and most are doing a pretty good job of holding bargaining unit meetings, workshops, unity breaks, tabling and other member engagement/organizing activities. We want to highlight a few chapters that have utilized organizing as an effective tool for change in the workplace. We could highlight something on every chapter but that would make this long report way longer so we'll just focus on a few chapters we've heard about.

In late November 2013, **Chapter 318** (San Diego) was given notice that parking fees will increase by \$3.00 on March 1, 2014. Talks with management proved fruitless leading into the winter break and upon returning from vacation, the situation was no better. Unless the members fought back, they'd be \$36 poorer each year. The chapter held a member meeting on January 10th and when the parking fee issue was raised, the members got fired up!

There was an endorsement for escalation at the meeting and soon thereafter chapter leaders and activists and Organizing Committee member assigned to the chapter, Mike Geck, began drawing up plans. Flyers were developed, the members were informed about the issue, a petition was developed and a deadline of January 28th was set. Either the campus would cancel the fee increase or petitions would be delivered to President Hirshman at the Board of Trustees meeting on January 28th. Plans to escalate beyond petitions were also being drawn up.

The petition was officially launched on Friday, January 17, 2014 at 4:23 PM and by Wednesday morning, Chapter 318 President, Robert Yslas, got word from the President Hirshman's office by way of HR, that the fee increase had been rescinded, completely and unequivocally. SDSU was one of the first campuses to pursue a parking fee increase (as allowed in our contract) and if the members didn't fight back and put a stop to it, there probably would've been other campuses who would followed their lead and raised parking fees too.

Chapter 318 also had a three-day *IRP Fairness Unity Break* tabling event with coffee and donuts and plenty of information on the current fiasco that is IRPs at SDSU. The third day got rained out, so the chapter invited members to the chapter office for a get your questions answered and get involved open house.

Chapter 316 (SLO) plans on agitating over surveillance cameras being used for discipline (~~Big Brother~~ Cal Poly SLO is Watching You!) and having the lowest average salary in the CSU system (according to an analysis of the PIMS list done by Organizing Committee member Rosa Jones). They're gearing up for a battle.

Organizing Committee member Rosa Jones visited **Chapter 310** (Bakersfield) and spoke at their February chapter meeting (for the second time) where they picked up 5 new members. The chapter is also doing monthly "meet in the street" flash mobs, held two IRP workshops and is working on charting/mapping the chapter.

Chapter 312 (Northridge) is working on getting access to their bulletin boards and getting them assigned to chapter activists. Their Org Chair, Sylvia Freiberg is developing a chapter organizing plan.

Chapter 324 (Channel Islands) has a new org chair who's off to a great start from what we hear. They also submitted a detailed chapter org plan and are working a methodical and comprehensive member recruitment plan.

Chapter 311 (Los Angeles) is going through a transition as long time activists retire or plan to retire soon. On the positive side, 5 new activists/stewards have been recruited. They'll also be agitating around a "secret shopper" issue that's popped up.

Chapter 309 (Fresno) is adjusting to their LRR, JoAnn, leaving. Organizing Committee member and Fresno State employee, Stephanie Bradshaw, worked with film students to create a video of testimonials from about 6 members at the chapter detailing their financial hardships resulting from wage stagnation. The powerful video was shown at the all committee meeting in February and had many in the audience teary eyed. The video was very professionally produced and the members who participated are some really brave souls for putting their intimate story out there. We're hoping to secure releases from the participants and publish the video on our CSUEU YouTube channel. It really is an amazing video, kudos to Stephanie, Nancy, our members who participated and those talented students on a job well done. They're also organizing housing employees on the chapter.

Chapter 321 (San Marcos) has a great BU 7 working group called, Connect 7. It's BU 7 members coming together to try tackle issues facing the bargaining unit.

Chapter 305 (San Francisco) recently held a successful outdoor educational event and had a little fun in the process. The chapter has an org plan and is working it effectively. Their next step is to chart and map the chapter. **Honorable mention goes to Chapter 305 for recruiting more members than any other chapter in 2013!** We hear it was a real team effort and Organizing Committee member, Russell Kilday-Hicks, was a key player on that team.

Unfinished Business

Is Organizing a Priority for CSUEU?

Our Organizing Program has been at the bottom of the budget allocation list for years, accounting for about 1% of the total CSUEU budget. As Russell Kilday-Hicks is famous for quoting, "Show me where you spend your money and I'll show you where your priorities are." As Organizers, of course we deeply believe in the amazing and transformative power of organizing, but the committee does not determine the priorities for CSUEU, the Board of Directors does. The Organizing Committee needs to know, in clear and in no uncertain terms, exactly what kind of a priority organizing is for CSUEU. The Board of Directors must also have reasonable expectations with regard to the resources it is willing to allocate to the program. The committee is stocked with energized, talented and capable volunteers but if the resources aren't there for us, we can't be expected to produce a feast with the ingredients for stone soup.

Resource Requests to the Board of Directors

One Day per Month Release Time

The committee agreed that we would like to obtain 1 day of release time per month for each committee member to develop organizing at his or her assigned chapters. This time will be used to: visit, develop relationships and help assigned chapters develop an organizing plan and reach the goals and objectives contained therein. Implementing the strategy and plans to reach the goals outlined earlier in this report

is going to require more time and energy than any one of us is capable of volunteering. We are starting from scratch at several chapters when it comes to organizing and it's going to take a lot of energy to get some momentum moving forward. We can't continue to do the same thing the same way and expect different results. The change that will have the most impact on the Organizing Committee's ability to further our union's organizing objectives is more time to organize.

In solidarity,

Mike Geck

CSUEU Vice President for Organizing

CSUEU Organizing Committee Chair

CSUEU Organizing Committee: Stephanie Bradshaw - Chapter 309, Kenneth Castillo - Chapter 311, Julia Hubbard - Chapter 322, Rosa Jones - Chapter 316, Russell Kilday-Hicks - Chapter 305, Nadine Mendoza - Chapter 320, Joseph Jelincic - Staff Assigned

CSUEU Organizing Committee At-Large Members: Renee Giannini – Chapter 308, Joseph Dobzynski Jr. – Chapter 324 and Jennifer Moran – Chapter 315