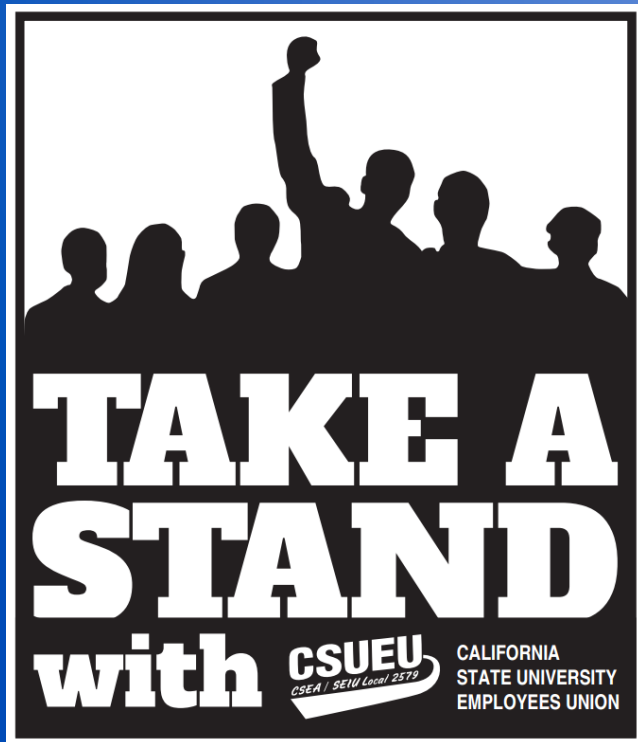


CSUEU Contract Ratification Meetings



September &
October 2014

Your Bargaining Team

Unit 2:

Tessy Reese, San Diego, Chair
Pam Robertson, Sacramento, Vice-Chair

Unit 5:

Mike Chavez, Stanislaus, Chair
Reggie Keys, Pomona, Vice Chair

Unit 7:

John Orr, Fullerton, Chair
Rocky Sanchez, Pomona, Vice Chair

Unit 9:

Rich McGee, San Bernardino, Chair
Susan Smith, Fullerton, Vice Chair

Alisandra Brewer, Sonoma, VP for Representation

Pat Gantt, Chico, CSUEU President

How We Got Here

2013:

Member surveys, workshops and meetings to identify key issues

January 2014:

CSUEU and CSU “sunshined” their bargaining intentions

February – August:

Fourteen multi-day bargaining sessions, caucusing and meeting with campus represented members and fee payers

August 26:

Final Tentative Agreement reached between CSUEU and CSU

Now:

Ratification!

Our Members Said: Two Major Goals

**We Need Raises!
&
Protect Our Benefits!**

Guaranteed Salary Increases

- Every CSUEU represented employee's salary will be increased more than 7% over the next 22 months.
 - 3% GSI retroactive to July 1, 2014
 - 2% GSI on July 1, 2015
 - 2% GSI on July 1, 2016
- You must be in active pay status, or on leave as of each date. No other requirement for eligibility.
- The top of salary range increases with each increase; the minimum will stay frozen.
- Salary increases are guaranteed, and not conditional on state funding levels.

Benefits

- **NO** changes to:

- Health care
- Dental
- Vision
- Life insurance benefits
- Rural health care stipend
- Retirement contributions
- Fee-waiver provisions

- Improved Controls on Parking Increases:

- Parking may only be raised a maximum of \$1 a month, per fiscal year.
- Never to exceed the monthly amount paid by students.

Health plan rate premiums are not individually negotiated. Some are increasing, while others are decreasing. Check your costs carefully each open enrollment period (September 15 — October 10, 2014).

Guaranteed Salary Increases

- No “reopeners” in any year, including benefits.
- Our “Me Too” Agreement provides a guarantee that if faculty (unit 3) reach an agreement on a larger percentage compensation pool, CSUEU will receive the equivalent, too.
- Remember: Your base salary is a factor in retirement calculations. Consult with CalPERS before retiring.

Ratification Process

- Only CSUEU members may vote.
- Fair Share Fee payers may NOT vote.
- For instance, if you earn \$3,000 per month, your membership dues would be just 6 pennies more per month, or 72 cents more per year.
- Join the Union as a member and vote!

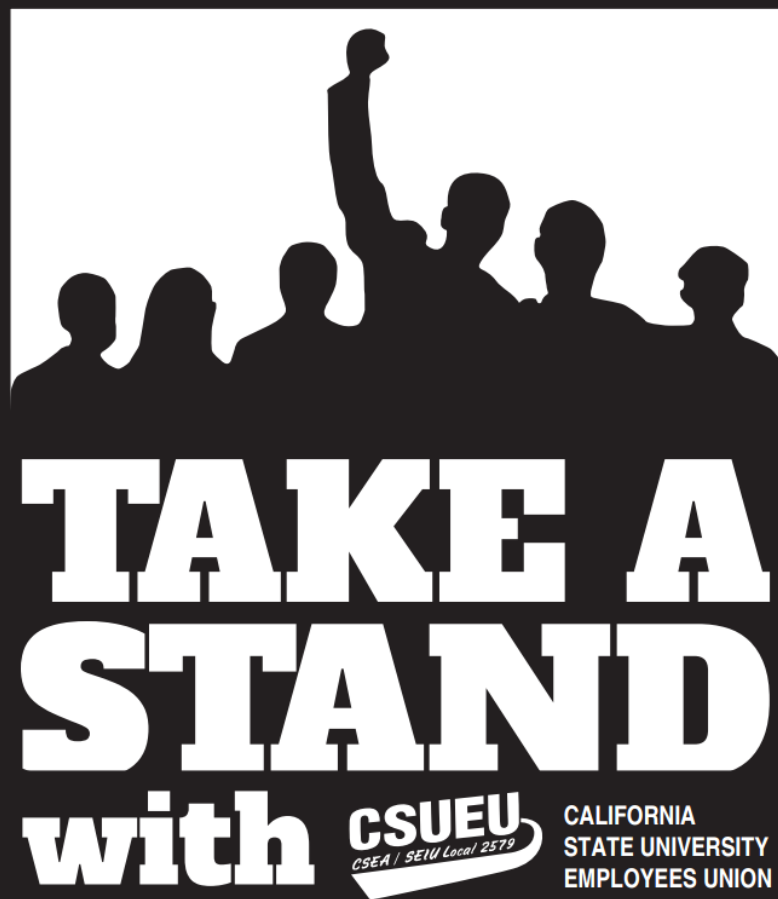
Ratification Timeline

- Ballots mailed to addresses on-file by September 26.
- You can update your address online at CSUEU.org
- Ballots must be received at CSUEU headquarters by 5 p.m. on October 24.
- Any ballots received after that deadline will NOT be counted.
- The U.S. Postal Service recommends that you put your ballot in the mail by October 18 to ensure timely delivery.
- Ballots will be counted on October 25 at CSUEU headquarters.

Provisional Ballots

- If you did not receive a ballot in the mail by late **September**, request a provisional ballot.
- If you are a fair-share fee payer and want to join the Union, request a provisional ballot and return with a membership card.
- You can request a provisional ballot from either calling CSUEU HQ or from your local Chapter President.

The Take A Stand Campaign was a HUGE SUCCESS thanks to YOU!!



More than 15,000 staff, student and community signatures delivered to the Board of Trustees.

Informational pickets and meetings throughout the state.

But Wait...
There's More!

In-Range Progression (IRP) Improvements

- Management initiated IRPs may cover more than one employee (i.e. an entire campus, department, classification, etc.)
- Campus IRP guidelines must be consistent with the Collective Bargaining Agreement (CBA).

Expanded Employee Rights

- You may now use existing family care and bereavement/funeral leave programs for any step-parent, aunt, and uncle, as these family members have been included in the definition of “immediate family” in Article 15.
- You now may request an extra five days to review a draft performance evaluation, for up to two weeks total.
- You now have the right to a Union Representative in classification appeal meetings.

New protections against the loss of positions

- ⦿ “*Intermittent employees*” and “*per diem employees*” are not intended to replace temporary, probationary, or permanent employees.
- ⦿ New cap of 1000 hours on intermittent employees, per fiscal year.

Faster Responses to Vacation Requests

- Your appropriate administrator must respond in writing to your vacation request as soon as possible, but no later than 14 days.
- If you do not receive a response, you may elevate the request. Elevated request must be responded to as soon as possible, but no later than 7 days.

Quicker Informal Grievances

- ◉ Informal Grievance meeting is now held within 14 days, rather than 21 days.
- ◉ Clarifies that a Union Representative may be present at the informal meeting.
- ◉ Written response is now required no later than 14 days.
- ◉ Clarifies that the same administrator may not hear the informal and level I grievance.

Additional Improvements

- Changes that allow for more flexibility in scheduling meetings over long-term contracting out.
- New ability for CSUEU to request an office on campus.
- Grievance filing by email allowable at all levels.
- Campus position vacancies must have primary duties listed. Outside applicants may be appointed for specialized skills only if those specialized skills are actually specified in the vacancy announcement.

Additional Improvements

- A special standing arbitrator (called an Umpire) created to quickly hear rejection on probation appeals. (Previous language was no longer relevant.)
- Temporary employees may be granted permanent status by the president after one year, rather than two years.
- No more 10% cap on salary stipends.
- Classification reviews are submitted to the campus HR office at the same time the request is made, reducing the total amount of time for the response.

Additional Improvements

- CSUEU and the CSU will meet about a single systemwide performance evaluation form.
- Restructured contents of some articles for better readability.

**The Bargaining Team and the
CSUEU Board of Directors
Unanimously Recommend:**

A “YES” Vote

Questions?

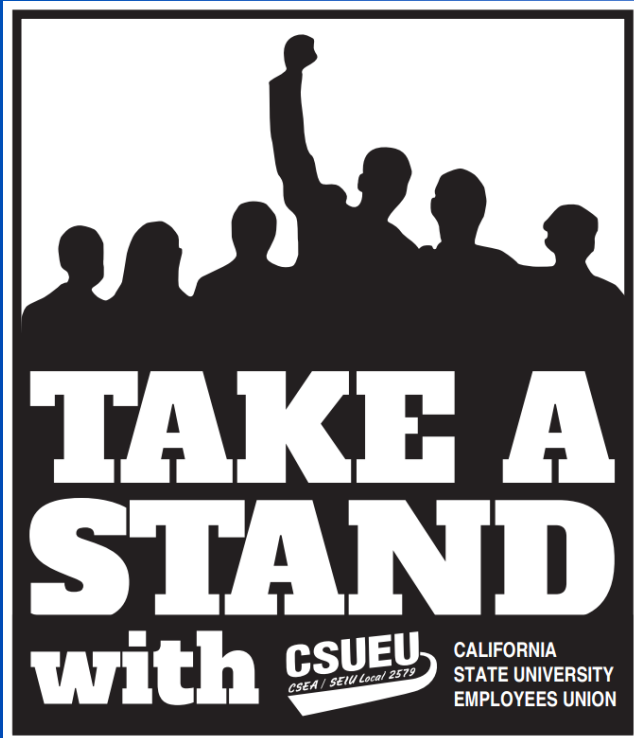
Request a Provisional Ballot:

CSUEU Headquarters (866) 763-1452

**See full text of the Tentative Agreement
or read FAQ:**

www.csueu.org

CSUEU Contract Ratification Meeting



Questions & Answers