

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 and 14 (Cal State L.A. and CSU Monterey Bay English Language Program Instructors)

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President's Message

From the desk of Pat Gantt, CSUEU President



As Benjamin Franklin once said, "In this world nothing can be said to be certain, except death and taxes."

Well, in the CSU world too, nothing can be said to be certain, except unrelenting state underfunding and

never-ending right-wing attacks on all CSU unions.

As described in the state budget article below, Gov. Brown's proposed 2016-17 budget calls for some \$93 million less in CSU funds than the \$241 million that the CSU trustees have declared they need in order to keep the CSU system running smoothly. This is the same old-same old.

As described in the state budget article below, Gov. Brown's proposed 2016-17 budget calls for some \$101 million less in CSU funds than the CSU trustees have declared they need in order to keep the CSU system running smoothly.

We can be proud that our efforts last year resulted in full funding for the fiscal current year, but we can hardly rest on our laurels. This spring and early summer, we will once again need to roll up our collective sleeves to make the case for another big augmentation in the proposed CSU budget.

Simultaneously, we need to talk to our friends, family, and co-workers about the fundamental value of unions in creating safe working conditions and a livable wage.

Why? Because well-funded corporate interests are doing everything they can to undermine our ability to organize and unionize. Most notably, they're using the judicial process, often with great success, to overturn precedents that give workers the right to have unions in both the private and public sectors.

When we have personal, one-on-one discussions with those around us about the value of unions, it makes our entire community less susceptible to the anti-union rhetoric that, unfortunately, is making its way into our homes with increasing frequency.

Luckily, we have many resources to help guide those discussions. Most recently, the California Labor Federation has conducted sophisticated testing to develop language that explains the purpose and value of unions—language that has proven to strike a chord with union detractors.

The resulting text is the focal point of a new brochure, "What Is a Union?" that has been customized for CSUEU and is now available for download at our home page, www.csueu.org (look for the "About CSUEU" box on the right side of the page).

At the heart of the text is this passage:

What is a union? It's simple, really. Unions are workers who stand together to bargain with their bosses for better pay, safer working conditions and decent benefits. When workers stand together, we have power. And that power makes the American Dream more possible for everyone.

Working people standing together

I encourage you to review this outstanding brochure and to become familiar with its approach to explaining the value of unions. Its language is an indispensable addition to our arsenal as we fight for strong CSU funding and against further attacks on public sector unions.

In union,

Pat Gantt

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Text or call (951) 694-2350

Gov. Brown Proposes Small Increase in CSU Funding

Now the Work Begins to Gain Full Funding for the CSU

When Gov. Brown unveiled his proposed 2016-17 California state budget during a press conference in Sacramento on January 9, it was encouraging to see that he proposed approximately \$148 million in base funding for the CSU system.

Particularly heartening was the fact that this was even more than the amount called for in his four-year funding plan, which has provided gradual increases in CSU funding for the past three fiscal years.

However, in this budget, CSU funding still remains some \$101 million less than the CSU trustees requested last November in order to keep the CSU system running smoothly.

This type of shortfall has occurred year after year, and only once—last summer—has the gap been completely filled, in that case as the result of a strong legislative push, fueled by grassroots coalition campaigns across the state.

On January 21, Gov. Jerry Brown used his annual State of the State address to urge lawmakers to better balance the cyclical nature of success and setback that has dominated

state government for the better part of two decades. He made no mention of higher education funding.

“You are not going to hear me talk today about new programs,” he said. “Rather, I am going to focus on how we pay for the commitments we have already made.”

So, as has been the case year after year for the last decade or more, it’s now up to the entire campus community to knock on the doors of regional and Capitol legislative offices to make the case for full CSU funding. The optimal time for those discussions is now, in the early spring.

If those lobbying efforts have been successful, Gov. Brown’s annual revision of the budget, known as the May Revise, will include a bump in CSU funding. Even so, if past experience is any indicator, it won’t be a big enough bump to completely fill the budget gap.

Thus things will really warm up in May and early June, following that May Revise, when it will likely be necessary to apply even

more pressure on legislators and Gov. Brown to provide full funding for the CSU system.

“It’s clear that more resources will be needed in 2016-17 in order to meet the overall needs of the CSU system, and particularly to accommodate the thousands of students wanting to enroll in the CSU,” said CSUEU President Pat Gantt.

“As the budget process unfolds over the next few months,” he added, “CSUEU is determined to work closely with our allies in the legislature and with the governor to increase the resources invested in—and to fully fund—the CSU.”



Update on CSUEU's Financial Matters



*By Loretta Seva'aetasi,
VP for Finance*

This coming November, we're going to elect a new president of the United States. That means elections will be held not just at the national level, but at the state and local levels, too. It also means a busy year for our Political Action Committees, or PACs, which are funded by our members, with opt-in contributions that go above-and-beyond fees and dues. Members can request that any amount be withheld from their paychecks for this purpose each month.

CSUEU has two PACs:

The first is termed an “issues PAC.” CSUEU

officers will spend the coming months talking with other unions, researching the issues coming up on the ballot, and making decisions about which statewide issues are the most important to our represented employees. Ballot initiatives that will have a direct or indirect impact on working conditions within the CSU system will get special attention, and the union will decide whether to support passage or defeat of all propositions. The union can also decide to be neutral. Tabling, voter registration, get-out-the-vote campaigns, and legislative visits will play key roles in these efforts.

The CSUEU's other PAC is for candidates. California implemented term limits for all

statewide offices several years ago, and as a result there are now contested seats in every election. Union leaders will spend many hours becoming familiar with the candidates and determining how much they support the CSU system. Then the union will decide which candidates to support and which races to remain neutral on.

Success at the bargaining table starts with robust state funding of the CSU system. Unions such as the CSUEU play a key role in educating both our current legislators and those running for office on the importance of full funding for the CSU. A strong CSU budget means not only better working conditions for our represented employees, but also more opportunity for our students.

You may see your CSUEU chapter activists at information tables on campus this election season, advocating for a particular ballot initiative or candidate. If you see them, drop by and find out what your union is recommending.

Notes from Your New VP for Organizing



*Neil Jacklin,
VP for Organizing*

Last November, I was honored to learn that the CSUEU Board of Directors had confirmed my appointment to the position of statewide vice president for organizing.

After 23 years of involvement with the union, primarily with the CSU Stanislaus chapter, I appreciate the challenge of strengthening our union statewide, particularly at this crucial time, when attacks on public sector unions are coming from all sides.

My first order of business: visiting all our chapters and listening to chapter leadership and our members.

What better opportunity than an already-existing campaign to make as much personal contact as possible with CSUEU-represented employees in order to provide information about the union. The program began late last year at a variety of campuses, including Long Beach, San Francisco, San Jose, and East Bay, and now I'm helping to expand it further, including Chico State, San Bernardino, Sonoma State and CSU Stanislaus.

We've had great success so far in connecting with our members, and now we're continuing

the process as a way of educating, engaging, and empowering our employees in their workplaces.

CSUEU members and staff are visiting employees to ensure that they are informed about the benefits of union membership, including strength at the bargaining table, the ability to vote in union elections, representation for disciplinary issues, California State Employees Association discounts, and more.

These conversations will also help the bargaining team as it prepares for the next contract cycle. We are less than a year away from starting negotiations for the 2017-20 contract, and in-depth outreach to our members is helping us identify the issues we collectively face so we can bring those concerns to the bargaining table.

I'm working hard to strengthen our existing network of chapter organizing chairs and activists so that we can organize effectively in support of our bargaining team when negotiations begin in earnest a year from now.

Though I've been involved with the union since 1993, most recently as president of the Stanislaus chapter for the four years leading up to my November appointment, this is the first time I've assumed statewide leadership duties.

Immediately after arriving at CSU Stanislaus as an instructional support technician in the Biology Department, I signed up to join the union. That should be no surprise, since I

came from a union family while growing up in Niagara Falls, New York; my dad, who was a Union Carbide welder and lifelong union member, knew the value of being a union member and the power it provided to working people. Also, at a prior non-union job in the electronics industry, my co-workers and I tried to unionize, but our efforts were stymied by management's hire of several very effective union busters. So I was more than glad to join up when I got hired at CSU Stanislaus.

Several years later, then-President Frank Borrelli convinced me to run for chapter BU 9 rep and simultaneously to complete steward training. I became very involved with our chapter organizing committee, and I also began participating in the statewide Organizing Committee under then-VP for Member Engagement Joseph Dobzynski. In 2012, I was elected chapter vice president, and, soon after, Frank unexpectedly moved on, so I stepped in as chapter president.

Since November, I've been asked many times about my priorities as the new VP for Organizing. I can sum it up best by saying that I want to build and strengthen the union through our members. I want to educate all our more than 15,500 represented employees about the value of being in the union and the value of being a member. Our members are our chapters, and our chapters are our strength.

I hope to lead by example with the passion that I have for the union!

CSUEU E-News

Distributed every other Thursday
...Chock full of the latest union news!

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News from Your Bargaining Team



*By Susan Smith,
VP for Representation*

The CSUEU bargaining team has been busy laying the groundwork for 2017-20 contract negotiations, which are set to begin in earnest early next year. These behind-the-scenes activities can make all the difference when it comes to negotiating a strong contract that protects all our represented employees.

A first order of business is working with CSUEU Bargaining Unit Councils (BUCs) to develop our next bargaining survey. For each contract cycle, it's crucial for us to engage with members to gauge levels of concern about pressing issues, and this survey is a key tool enabling us to learn about issues that might not otherwise come to our attention.

At the same time, we're coordinating with the statewide Organizing Committee to engage

all our represented employees and increase our membership. After all, representation and organizing go hand in hand.

Bargaining team members are actively participating in Organizing-led campus outreach programs, called "blitzes," to meet with all members in person while obtaining valuable "on the ground" information regarding their issues on their campuses. Our participation in these blitzes allows us to meet with—and gain personal insight from—those who may not be willing to participate in surveys or polling.

We're also working closely with our BUCs as we augment our basic steward trainings and related trainings with online options.

Additionally, we have finally implemented a comprehensive grievance database, long in the works, and now have all Level 3 grievances in the system.

All of this goes on in the larger context of

well-coordinated, well-funded conservative attacks on public sector unions nation-wide, including the Supreme Court's current deliberations on the Friedrichs case, whose ultimate goal is limiting the ability of public workers to organize. Other such cases are now moving through the court system pipeline and will likely bring the threat of weakened public sector unions to the forefront time and again in the coming months and years.

Our challenge is to be focused, remain on task, and build the strength of our union through increased membership, which in turn will bring us greater strength against attacks on unions.

Most importantly, with more members behind us, the bargaining team has stronger opportunities to win a new contract that will sustain our members through increased salaries, enhanced benefits, and better working conditions.

CSUEU Committee Reports

Governance and operations at work

Note: Committee members are generally listed in order of chapter number

CLASSIFICATION

The Classification Committee consists of one at-large member from each of the four Bargaining Unit Councils, appointed by their respective BUC chair. The current term's appointees are:

- Unit 9 – Matthew Kay Chapter 303, Sacramento
- Unit 5 – Don Moreno Chapter 306, East Bay
- Unit 7 – Claudia Tercero Chapter 307, San Jose
- Unit 2 - Lori Williams Chapter 316, San Luis Obispo

Three additional members are recommended by the statewide president and are confirmed by the CSUEU Board of Directors. Appointed for three-year terms at the November Board of Directors meeting were:

- Jessica Verardi – Chapter 302, Chico
- Gina Voigt – Chapter 304, Sonoma
- Dawn McCulley – Chapter 308, Stanislaus

Committee members recently attended Bargaining Unit 2, 5, 7,

and 9 Council (BUC) meetings in order to solicit assistance and guidance in reviewing CSU classification standards. Since committee members received such positive responses from all four BUCs, they decided to continue with this proactive approach in the future.

COMMUNICATIONS

Committee appointments were finalized at the November Board of Directors meeting. The Communications Committee currently includes:

- Kathleen Bruno – Chapter 305, San Francisco
- Janine Licausi – Chapter 315, Long Beach
- Jeff Nadel – Chapter 316, San Luis Obispo
- Robert Garcia – Chapter 320, San Bernardino
- Chair Debbie Blair – Chapter 321, San Marcos

Long-time activist and former Communications Committee Chair Ray Finnell stepped down from the communications committee last fall. We thank him for his service. He will be truly missed, and we all wish him well.

At its most recent meeting, the committee discussed 2016 editions of *University Employee* and planned several important projects to

Continued on page 5

be completed this year. As an election year, this will prove to be a very busy time for the committee and for CSUEU as a whole.

FINANCE

Vice President for Finance and chair Loretta Seva'aetasi finalized the committee appointments at the November board meeting. The Finance committee for the next three-year term includes:

- Chair Loretta Seva'aetasi – Chapter 305, San Francisco
- Pete Greeff – Chapter 306, East Bay
- Kathleen Hidalgo – Chapter 308, Stanislaus
- Shirley Staton – Chapter 309, Fresno
- Sherry Velthuysen – Chapter 318, San Diego

At their meeting, the committee reflected on CSUEU accomplishments over the past year. Treasurer training was completed last March. CSUEU also hosted six steward trainings on the new contract at various campuses across the system. The CRM Member Database officially rolled out with field and senior staff receiving training in the use of the system to track grievances. Chapter elections were held throughout the state in compliance with the Policy File, and State-wide Officer Elections were held in June. Finally, in September, the Finance Committee was pleased to report that CSUEU reflected a budget surplus of \$63,231.00 with a eleven month reserve.

LEGISLATIVE

The Legislative Committee is busy with final preparations for this year's Lobby Day, taking place in Sacramento on Monday and Tuesday, April 11-12. Last year's event focused on full funding for the CSU system, and the committee was pleased that 2015-16 marked the first time in seven years that the CSU received full funding! This was a victory not just for CSUEU, but for the system's students and faculty as well. For Lobby Day 2016, the committee will once again work on full funding for the CSU, which is not yet included in the governor's budget.

The committee will also be developing strategies to have the legislature pass an outsourcing/personal services bill. We continue to pursue this important bill, which would restrict outsourcing whenever there are no cost savings to the state, bringing the CSU in line with other state agencies.

Chair Kim Harrington finalized committee appointments at the November Board of Directors meeting. Legislative Committee members for the next three-year term are:

- Chair Kim Harrington – Chapter 303, Sacramento
- Terrance "Terry" Wilson – Chapter 309, Fresno
- Vice Chair Vicky McLeod – Chapter 317, Fullerton
- Pete Rauch – Chapter 321, San Marcos
- Charles Constantine – Chapter 323, Maritime Academy
- Catherine Hutchinson – Chapter 324, Channel Islands

ORGANIZING

Last fall, newly appointed Vice President for Organizing Neil Jacklin recommended two appointees to the Organizing Committee, both of whom were approved by the Board of Directors at its November meeting. The committee currently includes:

- Chair Neil Jacklin – Chapter 308, Stanislaus
- Renee Giannini – Chapter 308, Stanislaus
- Nancy Kobata – Chapter 309, Fresno

More appointments will be forthcoming at the next board meeting. Jacklin has hit the ground running in his new position. At the committee's most recent meeting, he reviewed strong progress on a campaign of person-to-person membership outreach, called "blitzes," that CSUEU has been conducting at chapters across the state in recent months. The committee also reviewed attacks on public sector unions, particularly the Friedrichs case, which is currently under review by the Supreme Court.

POLICY FILE

At the committee's most recent meeting, Chair Steve Mottaz led a discussion of projects that committee members would like to tackle over the next three years. The committee continues to review the Policy File for sections that need language clean-up and clarification. Members prepared three introductory motions for the board to consider at its next meeting, covering such topics as vacancies and concurrent offices.

Chair Mottaz finalized committee appointments at the November Board of Directors meeting. Committee terms run until summer 2018. The appointments include:

- Chair Steve Mottaz – Chapter 301, Humboldt
- Sandee Noda – Chapter 305, San Francisco
- Susan Baur – Chapter 313, Office of the Chancellor
- Cynthia Jones-Hunter – Chapter 314, Dominguez Hills
- Vice Chair Joan Kennedy – Chapter 316, San Luis Obispo
- Cynthia "Cyndi" Olvera – Chapter 322, Monterey Bay

REPRESENTATION

The Representation Committee is made up of the Bargaining Unit 2, 5, 7, 9 Council chairs and vice chairs, along with Susan Smith, state-wide Vice President for Representation and chair of the committee.

Chair Smith finalized committee appointments at the November Board of Directors meeting. Members include:

- Pam Robertson – BUC 2 Vice Chair, Chapter 303, Sacramento
- Mike Chavez – BUC 5 Chair, Chapter 308, Stanislaus
- Carolyn Duckett – BUC 7 Vice Chair, Chapter 313, Office of the Chancellor
- Ricardo Uc – BUC 9 Vice Chair, Chapter 316, San Luis Obispo
- Chair Susan Smith, Chapter 317, Fullerton
- Tessy Reese – BUC 2 Chair, Chapter 318, San Diego
- Rocky Sanchez – BUC 7 Chair, Chapter 319, Pomona
- Sergio Roldan – BUC 5 Vice Chair, Chapter 320, San Bernardino
- Rich McGee – BUC 9 Chair, Chapter 320, San Bernardino

In addition to its busy schedule of representing members in meet confers and arbitration cases, the committee continues to prepare for full contract bargaining, which begins in earnest early next year.

2, 5, 7, 9, 13 & 14: Bargaining Unit News

Items of statewide interest

BU 2

At Bargaining Unit 2 Council's most recent meeting, Chair Tessy Reese reviewed the council's roles and responsibilities to protect wages, hours, and working conditions of the members we represent. Any management violation of those protections could lead to a meet and confer. The council also reviewed current meet confers, which deal with such issues as the use of cameras, smoking policies, and outsourcing at several campuses.

During a roundtable discussion about issues at campus health centers, the biggest concern was attrition and increased workload. Unit 2 has seen decreases in staffing due to retirement and employees leaving for better-paying jobs. Positions are left unfilled, or, at best, management is slow to replace them.

The council discussed the lack of support by management to address these and other issues, such as bullying.

If you have questions about any Unit 2 issues, please contact Chair Reese at csueunit2.tessyreese@gmail.com.

BU 5

At the most recent BU 5 Council meeting, statewide Chair Mike Chavez detailed a long list of meet and confers scheduled for the end of 2015. Subjects included the Council's tenacious fight to eliminate the outsourcing of Unit 5 jobs, as well as video surveillance, drones, free speech at work, and policies related to grant funding. The meeting ended with a roundtable discussion about ongoing staff shortages at several campuses and the

need for additional training, especially when employee safety is involved.

BU 7

At its most recent meeting, Bargaining Unit Council (BUC) 7 discussed meet and confers in depth. All agreed that these meetings positively impact Unit 7 members. The use of surveillance cameras was the hot topic for meet and confers over the past year. CSUEU has met with management at a number of campuses, reaching several agreements that the cameras should not be used as time clocks or for discipline. However, management at four campuses still feel they should be able to monitor employees through the use of cameras.

With CSU having recently changed from OfficeMax to Staples as the systemwide office supply vendor, a number of Unit 7 members who formerly ordered supplies for their offices have now been assigned to order and reconcile purchases for their department or college. State-issued purchasing cards are normally held by just one employee within the department, typically a Unit 7 worker. The council is exploring potential impacts of this change.

BU 9

With a full agenda, the BU 9 Council last met during the November Board of Directors meeting. Members discussed progress on their gender equity study. Last August, the California legislature passed the Pay Parity Act, requiring that women must be paid the same as men for similar work. Gover-

nor Brown signed the bill into law just a few weeks before the council meeting. The council obtained data they believe will tell them how this affects women in BU 9. Chair Rich McGee will lead a sub-group to analyze the data for further discussion at the committee's next meeting.

If you have questions regarding any Unit 9 issues, please contact Chair McGee at csueu.unit9@gmail.com.

BU 13 & 14

Bargaining Units 13 and 14 include approximately 30 CSUEU-represented English Language Program instructors at Cal State L.A. and CSU Monterey Bay.

As the result of a bargaining reopener (separate from the unit's full contract), Unit 13 and the CSU Board of Trustees ratified an agreement late last year enabling dramatic healthcare cost savings for BU 13 members. Effective last January 1, eligible employees now pay the same healthcare premium costs as workers in BUs 2, 5, 7, and 9; prior to this change, employees were responsible for fully 20 percent of the monthly premium. That change means that an eligible employee who was paying \$344 per month for a Kaiser family plan in 2015 pays zero for the same coverage in 2016.

The unit's full contract is set to expire this June 30. Sunshining, the process by which both sides exchange their proposed contract changes, took place at the end of February, and full negotiations begin this month.

Unit 14 is currently negotiating its first-ever contract. Bargaining is scheduled to continue later this month and in early April.

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