



November 19, 2019

Neha Shah  
Manager of Systemwide Labor Relations  
The Office of the Chancellor  
401 Golden Shore  
Long Beach, CA 90802

RE: IMPASSE LA-IM-4035-H (SURVEILLANCE BARGAINING)

Dear Ms. Shah:

The California State University Employees Union is in receipt of your request for a fact-finding panel in connection with bargaining over the California State University's systemwide surveillance policy. We recognize your appointment of Marc Mootchnik, Assistant Vice Chancellor and Chief Counsel-HR, as your fact-finding panel member. CSUEU appoints Andrew Heller, Labor Relations Representative, as our panel member.

Let me take this opportunity to again implore the CSU to desist from this unwarranted intrusion into the work lives of university staff. The Union has repeatedly supported the use of police-monitored video surveillance for safety and security purposes. This impasse is the result of the Chancellor's Office insistence on including policy investigations and discipline to the use of video cameras, using for those purposes cameras located in break rooms and offices, and allowing technology which includes high-definition audio and facial recognition.

CSUEU and several CSU campuses have already signed campus agreements which would protect employee privacy and prioritize safety. Your proposal would also revoke those campus agreements.

This showdown over privacy is unnecessary and any unilateral imposition of employee surveillance will result in legal challenges. More importantly, it will signal a prison-monitoring mentality into a workplace that should be about excellence and service. Please reconsider your position and return to the bargaining table. The parties have several acceptable agreements to use as models, including the one signed for the Chancellor's Office site itself last year.

We remain willing to return to bargaining at any time. If you insist on using the fact-finding process, we will bring to bear the facts and sentiments of our members and the community in support of a safety-centered policy.

Thank you for your consideration of these matters.

Sincerely,

Brian Young  
Senior Labor Relations Representative

Cc: CSUEU Bargaining Team