



June 3, 2019

John Swarbrick, Chief Negotiator & Sr. Labor Relations Advisor
The Office of the Chancellor
The California State University
401 Golden Shore
Long Beach, CA 90802

RE: CAMPUS SAFETY AND SURVEILLANCE

Dear Mr. Swarbrick:

It was bitter irony that the day you walked out of our bargaining on campus security, twelve people were killed at a government center in Virginia. That tragedy illustrates how important safety is for the people who serve the public. This is why from day one, CSUEU has supported the use of security cameras on campuses to protect the campus community.

Safety is our first concern, which is why we as a Union are troubled by your insistence to impasse on a subject that has nothing to do with safety – the use of surveillance as a tool of supervision and discipline. We have always agreed with the placement and use of security cameras by campus police. Law enforcement officers are the proper custodians of public order and we trust them to do their jobs with visibly located and monitored video cameras.

This has nothing to do with the issues you are demanding in our bargaining – supervisor and manager access to camera footage to discipline employees. A supervisor watching a subordinate clean a hallway or process student registration has nothing to do with safety. Management's extension of audio and video capabilities into break rooms and custodial closets has no value in preventing violence. Police security is not augmented by supervisory surveillance.

CSUEU has no problem separating safety concerns from privacy concerns. We have negotiated multiple CSU campus agreements which permit campus police the right to place and monitor surveillance cameras. You are the one insisting on dismissing these agreements as precedent and replacing them all with surveillance plus supervision. You portrayed these as sweetheart deals which were always intended to be junked in favor of a more aggressive system policy. We saw these same negotiations as the opportunity to bargain safety first and put the campus security paramount.

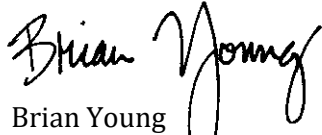
Your team walked out no more than ten minutes after the Union presented our last proposal on safety. We worked hard on that proposal to include changes your bargaining team made from negotiations with other unions. We will continue to work toward a settlement of the issues but we cannot do that when you walk away from the table. We will not abandon negotiations by a premature declaration of impasse in order to allow unilateral action by the employer.

CSUEU will continue to bargain on safety surveillance at both the campus and system levels. We will notify those campuses where bargaining is underway – Los Angeles and San Bernardino – and we are available to meet on a systemwide policy. The Union expects management to meet and confer in good faith and to avoid unilateral actions in this area. We must be noticed on the placement or replacement of surveillance cameras and their intended use at every campus.

Please let us know when you would like to meet and confer on the systemwide surveillance policy. CSUEU is ready, willing and able to make proposals and counter-proposals on the subject.

Thank you for your attention to this matter.

Sincerely,



Brian Young
Senior Labor Relations Representative

Cc: Neha Shah
CSUEU Bargaining Team
CSUEU Board of Directors
CSU Labor Council
David Balla-Hawkins
Kahn Weinberg