

To President Ochoa and the Cabinet:

We, the staff and faculty of CSUMB, are disappointed with how the Administration has handled the layoff process at CSUMB. First, the Administration's actions were in direct opposition to the Mission and Values of the University. Layoffs should be the last resort. Second, communication of the layoffs was poor, ineffective, insensitive, and added unnecessary pain and confusion. The University did not follow best practices in handling the layoffs and did not follow guidelines laid out in multiple collective bargaining contracts.

Our campus is not an island; we are a part of a wider community with mutual interests and shared goals. The CSU provides quality higher public education to students, and quality stable employment for workers. If this round of layoffs is truly due to lack of work and not a budget issue, we urge you to reassign the staff to the areas within the University that are understaffed and struggling to serve students effectively.

Our students need more, not less, support during a pandemic. Creating temporary reassignments to each understaffed department allows employees to continue working as a community while supporting the students of CSUMB. We should do everything within our power to retain our employees because this situation is temporary. From our understanding, student enrollment numbers are not down substantially so the reduction of faculty and staff supporting them is not needed nor required.

As a direct result of how layoffs were handled and communicated, employees have lost trust, faith, and confidence in the administration at CSUMB. Layoff notices were released, rescinded, and redrafted without knowledge of supervisors, managers or appropriate staff. At this time, we call for:

- The immediate resignation of Associate Vice President of University Personnel, Natalie King
- The layoff notices be immediately rescinded

The lack of trust the employees have is a direct result of the ineptness behind how the Administration handled this process. There is now a significant University-wide morale problem which will have a long-term impact. This will adversely affect the delivery of promises we've made to our students.

Acting with haste and with inadequate planning, the campus has lost credibility as a respectable and stable employer in the area. It will be difficult to recruit future employees because of this great loss. The assumption that laid-off staff and faculty will return is a faulty, expensive, and dangerous assumption. We will be required to re-recruit and retrain talent for these positions when the short-term situation ends. Not to mention the insurmountable loss of institutional knowledge.

The human spine has ~33 vertebrae. We have been told by the Administration that we are the backbone of the University, and if this is true, the loss of 29 employees will cripple this University. We will no longer shoulder the weight of the Administration's lack of knowledge and concern for how to best run this University, or how to treat its own labor force.

We will no longer stand for this.

In solidarity,

CSU Employees Union Chapter 322 - Monterey Bay

CFA Chapter at CSU Monterey Bay

Teamsters Local 2010 Skilled Trades - CSU Monterey Bay

Academic Professionals of California (APC) - CSU Monterey Bay