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RENEW Your Membership!

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Governor Signs Key Legislation

Governor Newsom took final action on thousands of legislative bills that arrived on his desk in recent weeks. A few bills of note – supported by CSUEU - are listed below:

Workers participating in an authorized job strike will now have their healthcare benefits protected. Under AB 237 (Adam Gray, Merced), it will be an unfair labor practice if an employer refuses to maintain an employee or their dependent's healthcare benefits or threatens to discontinue their healthcare coverage.

Legislation increasing paid family leave pay – AB 123 (Lorena Gonzales, San Diego) – was vetoed. Under existing law, an employee may take up to eight weeks off of work to care for a seriously ill child, spouse, parent or domestic partner, or to bond with a new minor child. The bill would have raised an employee's wage replacement from the current 60%-70% level to 90%. AB 123 was vetoed in response to its higher state costs.

AB 1126 (Richard Bloom, Santa Monica) establishes a state Hate Crime Commission to assist the state Dept. of Justice, Attorney General, Office of

Emergency Services, federal, state and local law enforcement and the public to report emerging trends in hate-related crime and issue an annual report.

Deadline Reminder: Vaccine Reporting & Exemption Requests Due Oct. 27

The CSU and CSUEU signed an [agreement](#) in August requiring all staff either vaccinate or declare an exemption by Oct. 27.

There are two types of exemption – medical or religious. There are no complicated requirements for either. Both physical and psychological conditions apply and religious exemption is not subject to **review** for acceptable beliefs. Vaccinated employees will be required to show proof of vaccination and vaccinated employees are not subject to regular testing.

In addition to screening for symptoms and indoor-masking, the vaccine mandate is simply one more level of protection for the campus community. Requirements for reporting vaccination or requesting exemption will go into effect eight weeks from signing of the MOU (Oct. 27). Read the [MOU](#).

UNION IN ACTION 

CSUEU Building Strength Through Stewards

The pandemic didn't stop CSUEU from continuing to build our power base. Since January 2021, Vice President for Representation Jessica Westbay and CSUEU staff, Brenda Brown and Stephen Green, have successfully trained more than 100 new stewards representing all 23 campuses and the Chancellor's Office. Basic Stewards Training classes offered via Zoom on Saturdays cover a comprehensive agenda from learning the rights, roles and responsibilities of a steward to filing grievances on behalf of our members.

The last class for 2021 was held on Oct. 16 with 24 attendees. We will be offering an Advanced Stewards Training in the near future – keep an eye out. The next Basic Stewards Training will begin when full contract bargaining is over in 2022. Stay tuned, stay active and together we will win!

"I signed up to be a steward because the CSUEU is our voice for advocacy and holds the power to make the CSU listen. From the steward training, I now have a better understanding of what our contract terms actually are. I also feel more empowered that my career path at the CSU is in my hands; I am advocate for my own success." - Mei Emerald Gaffey, Administrative Support Coordinator, Cal Poly San Luis Obispo

Contract 2022

Our contract with the CSU expires June 30, 2022. The CSUEU Bargaining Team is preparing for full contract bargaining which begins in January, when we submit the Union's initial bargaining proposals, also known as "Sunshine" proposals, for public comment.

Anticipating a challenging season, Bargaining Team members have been meeting for several months to discuss strategies and identify top issues, ranging from repairing the broken salary structure to strengthening health and safety protections in the workplace.

We will have a dedicated "Contract 2022" webpage set up introducing you to the Bargaining Team plus regular contract updates. Stay tuned for more information.

Higher Education Emergency Relief Funds

Our Union continues to track how CSU campuses are spending nearly \$3 billion in federal COVID-19 relief funds. We reported in September that campuses had nearly \$1.2 billion remaining from the Higher Education Emergency Relief Funds (HEERF).

With the release of quarterly reports through Sept. 30, we now have updated information on these expenditures:

- Campuses spent \$198 million in the past quarter and have more than \$975 million of their \$1.78 billion in institutional award money remaining (55%) to use by May of 2022.
- Through June 30, 2021, 45% of all funds used were campuses replacing lost revenues. This trend continued in the most recent quarter, as campuses spent an even smaller proportion on campus safety, staff, and students. 79% of all funds used in the last quarter were lost revenue, and 54% of money spent across all five reporting quarters has been used for lost revenue replenishment.
- Less than half of campuses used more than \$1 million on expenses other than Lost Revenue replacement this quarter.

See our [updated report](#). It is important that campuses use the funds to support students as well as Support Staff and faculty who worked through the pandemic and kept the CSU fully operational.

CSU Dominguez Hills Offers Graduate Certificate Program for Staff

The CSUDH Higher Education Administration and Leadership (HEAL) Graduate Certificate Program is an important opportunity for CSUDH staff who would like to enhance their learning about higher education, earn graduate credits as well as obtain a Graduate Certificate. The tuition can be covered through the CSU Tuition Remission benefit.

To complete the program, students take four courses that are relevant for higher education in general, but even more relevant during this challenging time of COVID-19. Classes starting in Spring or Fall are:

- GED 552: Higher Education Finance (Spring 2022)
- GED 553: Diversity and Inclusion in Higher Education (Spring 2022)
- GED 550: Leadership in Higher Education (Fall 2022)
- GED 551: Legal Issues in Higher Education (Fall 2022)

Find out [more information](#) about the program.

CSUEU Celebrates Filipino American History Month



In 1971, more than 300 young Filipino Americans gathered at Seattle University for the first Young Filipino People's Far West Convention, hailed as the beginning of the Filipino American Movement.

This year marks the 50th anniversary of the first convention, whose theme was, “A Quest for Emergence.” Filipino Americans are the second-largest Asian American group in the nation. In 2009, Congress recognized October as Filipino American History Month in the United States.

CSUEU is proud to honor and celebrate the significant role Filipinos have played in American history. Our Union has a broad diversity of [Constituency Groups](#), members of which are selected to serve on a statewide [Diversity, Equity and Inclusion Committee](#).

Learn more: <http://fanhs-national.org/filam/about/>

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