



JOIN Our UNION!

RENEW Your Membership!

Happy Holidays 

Year-End Message from CSUEU President

Greetings, Everyone:

As we close the door on 2021, I would like to take a moment to highlight all that we have accomplished together this past year as union members of CSUEU.

We began Year Two of the pandemic with no systemwide COVID-19 testing or telecommuting agreements, and no Emergency Pay for frontline employees who supported University operations through the initial March 2020 outbreak.

Through union advocacy and thoughtful collaboration with the CSU, we were able to: Protect the [health and safety](#) of everyone who accesses campus (with one of the first COVID-19 employee testing agreements in the nation); Reach a systemwide [telecommuting agreement](#) that campuses may opt in to participate; and Adopt a \$5 million settlement to award [Emergency Pay](#) for employees who physically worked

on-site from March to May 2020.

>> [Full Message](#) from **President Catherine Hutchinson**

UNION IN ACTION

CFA Reaches Tentative Agreement

Congratulations to our sisters and brothers at California Faculty Association for reaching a Tentative Agreement with the CSU this week! If ratified by CFA members, faculty will see a salary increase and a number of improvements in their contract. As fellow CSU employees, we are pleased to see the University recognize and reward good work; as a sister union, we are encouraged to see year-long member mobilization produced a fair and decent contract for faculty!

CSUEU Emergency Pay Settlement Timeline

Following CSUEU members' ratification of the [Emergency Pay](#) settlement agreement, which was signed on Dec. 13, our Union has 90 days to identify amounts for awards to **non-exempt employees** by March 20, 2022 and certify the amounts jointly with the CSU. After that, the CSU has 75 days to issue checks, no later than June 3, 2022.

CSUEU is currently collecting [personal attestations](#) from **exempt employees** through Jan. 12, 2022. CSU will then have 30 days (Feb. 11, 2022) to link the attestation list with data that will allow the State Controller's Office to issue pay. Checks should be issued within 75 days, reaching employees no later than April 27, 2022.

Salary Study Underway, Focus Groups Identify Worker Issues

More than 5,000 Support Staff from CSUEU, Teamsters, APC and other unions participated in virtual focus groups conducted by Mercer, the consultant hired to perform a comprehensive [salary study](#) for the CSU. Questions addressed employees' perception of pay, opportunity to advance through In-Range Progression, what incentives would keep them at the CSU, and other issues.

Union Activist Retires After 30 Years of CSU Service



After three decades working at CSU Los Angeles as a Physician Assistant, Lisa Bush will be retiring the end of December, gratified by years of working with students and providing guidance for co-workers new to CSUEU.

Lisa was the first member to lead the Union's healthcare bargaining unit on her campus. As she recalled: "I showed up to a union meeting and was told, 'Congratulations, you are our Bargaining Unit 2 Chair!'"

A lot has changed since 1991. Because the CSU did not have a Physician Assistant job classification back then, Lisa was hired as a Veterinarian II. (No, she never worked with animals.) Representing the Union, Lisa led the reclassification work that resulted in the creation of the Physician Assistant, opening the door for other PAs to be hired. [>> Full Article](#)

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