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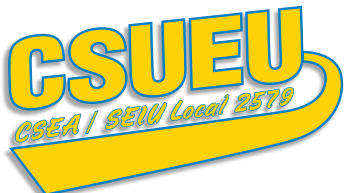
California State University Employees Union/SEIU 2579

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June 2010



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Please check the
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Layoffs Not Easy on Anyone

Process is daunting, complex by design

By Leanne Bowes, CSU Sonoma

Good news never starts with “We regret to inform you...” This is how layoff letters started for nearly 300 of our brothers and sisters at eight CSUEU chapters: Humboldt, East Bay, Fresno, San Jose, Bakersfield, Maritime Academy, Sacramento, and the Chancellor’s Office.

In past downturns, the Chancellor’s Office wrote the layoff letters, sending a template to impacted campuses. Campus personnel would then put it on their letterhead and send it out. This time around, however, campuses are writing the letters themselves. This became very apparent when the union was given letters from two different campuses. One followed the contract, while the other appeared to have put Article 24 in a bowl and mixed it up to try to make it work for them.

A few important things to remember about layoffs:

- Each campus’ administration determines if the campus is going into layoff, then it notifies the Chancellor’s Office, which in turn notifies the union.
- The campus president determines which classifications are to have layoffs.
- Layoffs are by classification, not by individuals. Management can’t just walk up to someone and lay him or her off.
- Temporary employees in the affected classifications are the first to be notified that their appointments will be terminated. Next, probationary employees are notified.
- Permanent employees with the least seniority points are next in line for layoff notification. The order of employees receiving a layoff notice is determined by seniority points, going from least to most. Full-time, 12-month employees earn one point for each month in the classification, or 12 per year. Part-time employees earn seniority points pro-rated according to their time base.

- Employees can have points in more than one classification if they have achieved permanency in other classifications.
- Employees can bump back into a previous classification if they have seniority there. Their current salary goes with them, regardless of the salary of the other classification.
- There are timelines: 60 days’ notice is required for a layoff determined by lack of funds and 90 days for lack of work

*CSUEU is
banding together,
standing with our
brothers and sisters
in their time
of need.*

If your campus has a layoff, don’t worry if you don’t remember all of this. Your bargaining team, campus CSUEU executive board, and labor relations representative will be there to help you through all of this. But you need to be educated, so read Article 24 of our union contract.

Unfortunately, temporary employees aren’t afforded much protection despite CSUEU’s efforts to strengthen their rights. Temps are, by contract, the most vulnerable employees. The CSU has remained steadfast in refusing to negotiate rights for temporary employees.

See “Layoffs Not Easy” on page 2

May Revise Retains Higher Ed Funding Increase

Budget battle intensifies

By Ray Finnell, CSU Bakersfield

In California, the weather typically heats up during May. So does the annual battle over the state’s budget, which is expected to be difficult again this year, perhaps more scorching than last year’s 18-round knock-down. The governor fired the opening salvo in January, with debate and potshots from both sides throughout the subsequent four months. In May, we typically find out more of what the governor is really thinking when he files his revision to the proposed budget. This year is no different, and now the battle royale over dwindling dollars begins anew.

The May Revise proposes \$366 million in funding to the CSU. This upholds Governor Schwarzenegger’s earlier vow to help restore the state’s higher education systems to their previous funding level.

*...we can no longer afford to cut
higher education (budgets) ...*

In January, the big surprise was Schwarzenegger’s proposed restoration of \$305 million to the CSU budget in a climate of gruesome funding projections. He cited the importance of higher education and seemed to have realized that California’s citizens support positive investment in the future.

“Because our future economic well-being is so dependent upon education, I will protect education funding in this budget,” he proclaimed. “And we can no longer afford to cut higher education either.”

Two months later, seeing popular opinion in action outside his door on March 4, he played it safe. “As I said in my State of the State address, I’ve also proposed a constitutional amendment that would reprioritize our funds by ensuring that never again would more taxpayer dollars flow to prisons than our classrooms. We need those increases; we need to provide the students with the opportunities.”

Schwarzenegger reaffirmed that stance in April at a ceremony commemorating the Master Plan for Higher Education’s 50th anniversary. “If anyone tries to tinker around with that particular area of my budget, I will not sign the budget.”

The proposed funding—a reversal from recent years of CSU budget cuts—seems to pit education against incarceration. But prisons are not the only contenders for general fund allocations. Numerous social programs and state agencies receive funding from the same pot that feeds classrooms and prison cells. The competition will be tough, and powerful political forces from both sides of the aisle will test Schwarzenegger’s resolve.

Two dynamics that set this year apart from last year are the upcoming election and Arnold Schwarzenegger’s last days as the state’s leader. Will he leave a legacy of support for education? Will the legislature agree that textbooks are more important than prison bars? Only the next few months will tell.

For now, suffice it to say that the lame duck governor has upheld his earlier proposal to restore at least \$305 million to the CSU. But it’s not over until the broad-shouldered man signs. Or sends it back to the legislature and says, “Try again.” Either way, higher education in California has been sorely wounded and will require years to recover. Whether the healing begins this fall or later depends on the former action hero’s ability to convince 67 percent of 120 lawmakers to follow his will. Input from voters may make the difference, so call your legislators.



President’s Message

From the desk of Pat Gantt,
CSUEU President

The May Revise released on May 14 proposes to restore up to \$366 million into the CSU budget. The Governor has stayed with this commitment throughout this spring, despite a fall-off in revenue into the general fund.

While the May Revise from the Governor appears to have a positive impact on the CSU and could restore some funds and stop the layoffs, there is a harsh reality in the rest of the May Revise: an almost total elimination of the CalWorks program, as well as crippling cuts into home healthcare.

Over the next few months, the challenge will be how the legislature grapples with developing a budget. It would be easier if there were new revenues to ease the

cuts and to avoid the elimination of social programs that add a safety net for many Californians.

It’s encouraging to note that new revenue proposals from the Democrats, unveiled at the end of May, also include the restoration of cuts to the CSU. For instance, on May 25, Assembly Speaker John Perez announced the California Jobs Budget, a new proposal to solve California’s budget deficit while creating private sector jobs and preventing cuts to schools. It includes \$900 million to restore recent education cuts and fully fund the UC and CSU. For its part, the Senate on May 28 unveiled its 2010-11 state budget bill, which likewise includes restoration of recent CSU cuts.

Although I remain hopeful that the legislature and

governor will ultimately come to some agreement that will restore funding to the CSU, I will not venture a guess as to when and what else may be involved in the final budget. A budget process with a lame duck governor in an election year has all the makings of a hit reality TV show—one in which we all have a huge stake.

So, what can you do? Contact your legislators and remind them of the positive impacts of the CSU. The message over the past few years has sunk in with the governor and many legislators. We must constantly remind them so they do not forget and must encourage them to find solutions that can restore the funds to the CSU and can Stop the Cuts!



Cutting Expenses While Increasing Coordination

What is a state budget task force, anyway?

By Joseph Dobzynski, Jr., CSU Channel Islands

CSUEU has faced a number of challenges in the past few years, most of which have revolved around money. Whether it is the state not providing enough of it or the campuses not allocating it to their employees, funding for education and for the workers who make it happen remains a vital part of the success of the CSU. Funding for education is also indirectly tied to the ability of our union to administer, organize, represent and communicate to our membership, since we are funded primarily through fee-payer and member dues. The CSUEU Board of Directors has sharpened its focus on our budget, especially in the wake of the dues reduction that it passed for the duration of the furlough agreement.

Late last year, the CSUEU executive officers established the State Budget Task Force (SBTF), a unique, cost-effective approach to respond to the state budget. The SBTF includes the executive officers and representative CSUEU staff and Organizing, Communications and Legislative Committee members. This innovative group began meeting in January, after the governor submitted his initial proposal to the state budget, which included a proposed restoration of \$305-plus million to the CSU. While the initial reaction to the news was positive, the SBTF dug beneath the surface, while rumors of layoff circulated at the campuses.

The group’s unique make-up allows it to bring in information from a variety of sources and to incorporate that information into statewide actions. One example was the union’s participation in the March 4th Day to Defend Education. The Legislative Committee put forth an endorsement; the Communications Committee crafted the messages and materials; and the Finance Committee kept expectations well within our budget. The event was planned and executed within a month.

“Luck is when preparation meets opportunity”

— Seneca

The group reviewed the issues extending from the proposed state budget, including potential CSU furlough and layoff responses. In order to gauge union members’ sentiments about the current furlough agreement, the SBTF distributed a survey to the membership through the campus presidents and bargaining unit chairs. It helped identify which campuses were being faithful to the negotiated agreements and highlighted specific cases where the furlough agreement needed enforcing.

The stewards from participating campuses were notified of any follow-up that was necessary.

The SBTF stayed in contact with chapter presidents as the layoff notices began to surface and began laying the groundwork for the current organizing plan to respond to layoffs and to restore the full budget for the CSU. The group was also responsible for an email campaign to the campus presidents during the March Board of Trustees meeting, a tactic which has been subsequently used during layoff bargaining. The SBTF continues taking in information related to the state budget and proposing steps for the union to respond in an effective way.

The SBTF increases interactions among the various committees of our union while also reducing costs for travel and planning. This model accomplishes goals quickly in a member-run organization. It places everyone in the same room to protect our jobs and respect our rights. Pairing this model with monthly teleconferences and coordinated committee meetings between Board of Directors meetings will radically transform our governance structure and reduce costs.

As Seneca stated so eloquently, “Luck is when preparation meets opportunity.” The SBTF prepares us to react to external pressures and to take advantage of future opportunities.



Campuses Outsource E-mail Services

By Steve Sloan, San Jose State University

As the state budget is tightening, the CSU is looking for ways to save money. One of those ways appears to be outsourcing to supposedly free application providers. Various campuses in the CSU system are outsourcing, or planning to outsource soon, employee and/or student e-mail to Google and/or Microsoft.

Reportedly the vendors are going to be doing this for free. But, are their services really free? According to *Wired* editor Chris Anderson, who also wrote the book, Free: The Future of a Radical Price, “All forms of free boil down to shifting monies around...cross-subsidies.” In other words, if they give something away, they must be making money elsewhere off the gift. How are Google and Microsoft making money on this? And what do we do if this outsourcing plan fails?

If a deal appears too good to be true, it usually is.

It is amazing that such a big scheme is being executed without a back-out plan. One of the basic principles of change management is the need to plan for the unexpected. This includes the ability to back out if the plan fails and the need to define the criteria on which a decision to back out will be made. So, what is the back-out plan? That question has not been adequately answered as of yet.

A mystery also surrounds the issue of displacement. San Jose State University has already outsourced its student e-mail to Microsoft and is in the process of outsourcing faculty and staff e-mail to Google. Administrators also recently announced the layoffs of 73 staff members, 21 of whom are from unit 9. In a meeting early this year, SJSU Chief Information Officer William Maguire said, “One hundred techs at SJSU support e-mail.” If each tech on average supports legacy e-mail 10 percent of their time, that’s the equivalent of 10 positions supporting e-mail. Few may actually be supporting e-mail 100 percent of the time but when the work is contracted out or reassigned to a provider who doesn’t charge for service and positions are cut, it’s hard to argue there is no impact.

The classification of the people doing the work also comes into question. Typically, the top-level people running e-mail servers are operating system analysts. When there is a problem with an e-mail server, an operating system analyst fixes it. When that work is contracted out, someone will still have to report problems to the vendor, but it is not likely that that person will be an operating system analyst.

Security and privacy is yet another major concern. A lot of information sent via e-mail between students and faculty is very sensitive. On April 19, privacy and data-protection officials from 10 countries, including Germany, Canada and France, sent a letter to Google CEO Eric Schmidt chiding Google for “too often” forgetting privacy rights as it rolls out new technologies.

According to a recent post by *Network World*’s Ellen Messmer, cloud computing makes IT access governance messier. As she put it, “IT professionals are finding it harder than ever to set up access controls for network resources and applications used by organization employees, and cloud computing is only adding to their woes, a survey of 728 IT practitioners finds.”

Not everybody is finding outsourcing to Google to be the slam-dunk it appears to be in the CSU system. According to a March 30 article by David Tidmarsh of the *Yale Daily News* at Yale University, “Information Technology Services has decided to postpone the University’s move from the Horde Webmail service to Google Apps for Education.” Deputy Provost for Science and Technology Steven Girvin said, “There were enough concerns expressed by faculty that we felt more consultation and input from the community was necessary.” Closer to home, UC Davis recently abandoned a test of Gmail due to a lack of adequate security. “The appropriate safeguards are neither in place at this time nor planned for in the near future,” stated a letter from UCD officials who had studied the service.

Few answers to these questions and issues have been forthcoming about these so-called free solutions. There is an old saying: if a deal appears too good to be true, it usually is. As CSU appears on the verge of leaping into free e-mail, maybe we should be looking a little more carefully beneath the surface.

Quotable

“366 million.” —Amount proposed by Gov. Schwarzenegger to be restored to the CSU budget for 2010-11.

Layoffs Not Easy...

Continued from page 1

In most cases, as little as two weeks’ notice is all that’s required for termination of temporary employees. The temporary employee is usually neither placed on the re-employment list nor granted seniority points. Recently, though, there have been encouraging reports of some temporary employees being elevated to permanency prior to the contractually mandated deadline (48 continuous months in a single classification).

Workers at the campuses under layoff often ask about targeting of employees for layoff. Layoff is by classification, then by reverse seniority in that classification. If an individual is targeted for layoff, and 20 people in his or her classification have less seniority, 21 layoff notices must be sent. Targeting is possible but is difficult in heavily populated classifications and for those higher up the seniority ladder. When investigating layoff notices, CSUEU leaders and staff look closely for targeting and all other facets surrounding individuals’ situations to be sure that the contract is being followed.

If you get a layoff letter, is it certain you will lose your job? No, but it is a distinct possibility. What should you do in those 60 or 90 days until the layoff date? If there are deadlines that need to be kept, make sure you meet them. Get a calendar to help you. If you have to inform human resources within 30 days that you want to bump or accept a position in another department, make sure you meet the 30-day requirement.

We experience many emotions when we get a layoff letter. Anger, fear, sadness...just to name a few. It pays to remember that, should funding be restored to the CSU, many notifications of layoff and contract termination may be rescinded. A number of scenarios are possible by which that could happen,

including salary savings from voluntary programs.

Article 24 of our contract mandates voluntary programs to mitigate the situation when a layoff is declared. One of the required programs is Voluntary Work Time Reduction (VWTRP), which must be announced to all CSUEU-represented employees on the campus concurrently with the layoffs. Theoretically, the salary savings from employees who reduce their work week or their annual schedule could help save positions. In the CSU’s interpretation, though, that’s not the case. More than one campus has declared it is not required to apply the savings from such programs to layoff mitigation in the affected bargaining units. CSUEU has fought this bitterly, to no conclusion on any of the campuses as to date. VWTRPs are taking different shapes at the affected campuses. These programs are an opportunity for us to show our concern for one another through self-sacrifice. In one poignant instance, a permanent employee has volunteered to resign in order to save the job of a young mother whose husband has been laid off for several months.

CSUEU has been firm in its resolve to mitigate layoffs and will continue to fight them as long as they threaten us. The organization has been working countless hours, days, weeks, and months to prevent, avoid, and now mitigate layoffs. Enforcing Article 24 of the contract is just one line of defense against the CSU’s act of desperation. It’s a strong barricade, and we will use it mercilessly to ensure our members’ rights.

CSU, “We regret to inform you...” that CSUEU is banding together, standing with our brothers and sisters in their time of need. Effective immediately.

Layoff Update *Hundreds Affected Statewide*

At press time, layoffs and release of temporary employees had been announced at seven campuses and the Chancellor’s Office. Chronologically, the affected sites and the number of employees notified are: Chancellor’s Office (one employee from Unit 7); East Bay (86, Units 5, 7, 9); Humboldt (48, Units 7 and 9); San Jose (73, Units 2, 7, and 9); Fresno (54, Units 7 and 9); Bakersfield (7, Units 7 and 9); Maritime Academy (two, Unit 9); and Sacramento (8, Units 7 and 9).

The total number of employees affected to date is 279. The effects ripple throughout sites, though, due to reassignments, bumping, and

redistribution of workload (which CSUEU stands against). Additionally, the morale is significantly impacted on those campuses, as well as noticeably depressed throughout the system.

In addition to the layoffs, hundreds of temporary employees statewide have been notified that their appointments will not be renewed. By contract, these are not defined as layoffs, but the impact on the individuals is the same.

Employees in Bargaining Units 7 and 9 have been hit hardest, with very few in Unit 2 and several in Unit 5. Unit 2 positions are typically funded by student fees and all positions were exempted from furloughs partway through the

program. Unit 5 has historically been understaffed at most campuses.

Negotiations continue and will do so for some time, with CSUEU seeking to mitigate layoffs. The union has filed at least one Unfair Labor Practice and several grievances. Layoffs can be extremely complex due to bumping rights and having to study seniority in every classification affected, whether bumping is involved or not. CSUEU also studies performance evaluations to ensure that layoffs aren’t being used as a means of weeding out “undesirable” employees.

In order for layoff due to lack of funding to be effective prior to July 1, the beginning of the

new fiscal year, CSU would have had to notify affected employees prior to May 2. However, the Bakersfield, the Maritime Academy, and Sacramento were hit after that date, putting CSUEU on alert that layoffs can be announced at any time regardless of fiscal or calendar year dates.

The Legislature and the Governor hold the keys to the CSU budget. Voters putting pressure on them could turn the situation around. Contact your legislators.

Updates are sent as part of CSUEU’s bi-weekly *E-News*. Stay tuned to those reports for details as they develop.



Job Merging Grows

One plus one still equals two

By Donna Melendez, CSULA

Due to California's continued fiscal shortfalls, even more layoffs are looming like a cold, grey cloud. How are those who remain employed with the CSU going to provide today's quality services without the necessary support to perform even menial tasks? One option that must be considered is job merging.

What is job merging? What is its impact, and what might it imply for our members as we push forward into uncertain times? What rights do employees have in the face of job merging? And does job merging actually work?

As I began looking into these questions, I discovered that job merging isn't some theoretical abstraction. In fact, it's been happening for quite some time. Its practice is becoming more evident as more staff retire or leave without their positions being filled. The duties from those vacant positions are being spread among remaining staff.

Job merging, then, is keeping the status quo with fewer people, but not necessarily maintaining the prior quality or quantity of service. It's the practice of *permanently* merging duties from two or more positions into a single position.

This differs from cross-training, through which employees are trained to take over duties to *temporarily* mitigate a drop in staff support. Cross-training acts like a bandage when employees are on vacation or sick, and, just like a bandage, it is a temporary solution. If we use the analogy of care for the human body, a bandage is for scratches and abrasions (sick leave, vacation time). But you need more drastic fixes for severe injuries (retirement, termination, resignation, transfer).

In today's economic climate, severe injuries are becoming more and more prevalent. And the need for permanent cures for these injuries is more evident than ever.

So what rights do we have when faced with job merging? When we are hired, we are given a job description with a list of duties relating to our specific classification. The job description speaks to the majority of our daily tasks, with the remainder going into the grey area of "other duties as assigned." Management often takes liberties with this grey area, requiring employees to perform tasks unrelated to their classification. When staffing is permanently reduced and the duties from the lost positions are passed to other employees, the increased workload is often justified by quoting the "other duties as assigned" clause. The union works hard to support employees whose managers expect them to work out of their classification.

As the workplace evolves, the task of managing that new, downsized environment will become more important. Machines complement human staff; however, they can never replace them. Employers should not engage in the practice of replacing employees with lower-paid interns or student workers; under our contract, displacement of CSUEU employees is not permitted.

Job merging looks great on paper, but, in practice, the extra stress that it places on the individual outweighs any potential savings gained by reducing the payroll. Money is important, but one should never forget that it is the employees who make an organization successful.

2, 5, 7, 9: Bargaining Unit News

Items of statewide interest

The following reports from the Bargaining Unit Councils address issues and current news items from our diverse membership. After dealing with reduced paychecks and now layoffs at some campuses, the impact of furloughs on workload seems to be the primary concern for most of us.

BU 2

Tessy Reese, Bargaining Unit Chair, reports that Unit 2, with just over 500 represented employees, has just been hit with its first layoffs. Two dedicated members at San Jose are among those affected. The Union and the San Jose Chapter will do everything in their power to keep these positions, just as they will for all positions that are hit with layoff notices. Unit 2 will fight to keep services available to our students who pay a health fee to use the Centers. Reese asks Unit 2 employees to continually keep their ears open to any discussion of contracting out or limiting required services to students.

BU 5

Sharon Cunningham, Chair, relays news of intense efforts to mitigate the layoff notices issued at the East Bay campus. Sixteen Unit 5 employees are affected in both custodial and grounds positions. At CSU Northridge, negotiations are proceeding over the non-renewal of temporary appointments for several employees. We are filing a grievance and ULP on behalf of them. To date, Unit 5 employees are not affected at any other campuses. This is perhaps due to recognition by the CSU that these departments are already operating at bare minimum staffing. In fact, Bakersfield reports that a handful of temporary employees have been brought back after being released last fall, and that custodial contractors' employees have been laid off.

BU 7

Michael Brandt, Chair, reports that April Webster stepped down from the position of Bargaining Unit Vice Chair, and that John Orr, Unit 7 Representative at Fullerton, has filled the position quite capably. With layoff bargaining, the two have had their schedules filled, crisscrossing the state from session to session, as well as attending to the other functions of their positions. Unit 7 employees have been hit hard at all the campuses under layoff, meaning many individual cases have to be examined for procedural or factual faults, possible mitigation, and review of bumping rights. Additionally, Bargaining Unit leaders are continually on the watch for job merging and other contract violations, working with chapter representatives to prevent further erosion of our rights.

BU 9

Unit 9 leaders Rich McGee, Chair, and Alisandra Brewer, Vice Chair, have been traveling to the affected campuses to advocate on behalf of the numerous Unit 9 people who have been notified of lay-off. In most cases, the situation has been particularly complex, sorting through classifications, job descriptions, seniority points, specialized skills, and hands-on tasks. At the same time, repelling the attack tactics of job blending and dumbing-down of position announcements for the purpose of saving salary expenses requires constant vigilance and investigation. Another threat to Unit 9 job security is a disturbing trend toward cloud computing with off-campus providers, including e-mail systems. All Unit employees should report violations to their campus representative.



Keep the pressure on your legislators to fund the CSU!

Click on the "Contact Your Legislators" button at www.csueu.org

Election Cycle Adjustment

GC, CSUEU officers' terms will sync if members approve

By Ray Finnell, CSU Bakersfield

Three years ago, the foundation was laid for a potential problem that will affect CSUEU next year. The snag was a hiccup in the CSUEU election cycle: a decision at the 2007 General Council to streamline operations and save money by holding General Council (GC) meetings every three years rather than every other year. This plan went into effect in 2009.

CSUEU is affiliated with the California State Employees Association (CSEA), whose other affiliates are the state civil service union (SEIU Local 1000), state retirees, and state supervisors' association. GC is the statewide event at which CSEA business is conducted and CSEA officers are elected.

Under CSUEU bylaws, some chapter and statewide officers automatically become GC delegates when elected. In past years, the two-year terms of office

for seats in both organizations coincided. This schedule saved money by requiring only one election every other year.

The GC delegates of 2007 decided to implement the new schedule last year, which meant that the CSEA election of 2009 would be for a three-year term of office. The problem is that CSUEU terms of office were still two years. Therefore, CSUEU officers' terms would expire in 2011, while their terms for CSEA would expire in 2012.

At CSUEU's November Board of Directors meeting, union leaders agreed that shifting to a three-year election cycle would be advantageous for the cost savings. They voted to implement the new cycle in 2012 and then decided to poll members at the local level to ascertain their preference for handling the 12-month gap.

A number of choices arose for dealing with that period. We could:

- hold an election in 2011 for CSUEU officers whose terms would last only one year
- hold an election in 2011 for a four-year term
- extend the 2009-2011 term for one year without an election

Arguments against the first choice were strong. Elections for all CSUEU officers cost at least \$50,000, so the expense of electing officers whose terms would be only one year was rejected as irresponsible. In addition, a problem could arise if any officers who were also GC delegates didn't run or weren't re-elected: the new officers would have to be installed as GC delegates. Rank and

See "Election Cycle" on page 6

Quotable

"Because our future economic well-being is so dependent upon education, I will protect education funding in this budget. And we can no longer afford to cut higher education either."

Gov. Schwarzenegger, State of the State address, January 6, 2010.



The Challenge Is BIGGER

Opinion from Russell Kilday-Hicks, VP for Representation

While it's true that the CSU has budget difficulties from many years on end of shrinking public support, our challenges go much deeper.

Eight chapters are in layoff (seven campuses and the chancellor's office, for a total of about 300 affected employees so far), and it could get worse, especially if the governor's proposed \$300 million plus doesn't survive the process.

As bad as all that sounds, we are dealing with much more than just layoff due to budget shortfalls. Budget problems not only create difficulties but also opportunities. A budget crisis can be a time to do some things not possible under normal circumstances.

Consider this: one way to lessen the impact of layoffs, using contract articles 24 and 16, is for un-affected employees to take voluntary time reductions. Any savings from these voluntary acts is to go to save jobs, with local LMCs monitoring the process. However, we are hearing from more than one campus that no matter how many volunteers they see, not

all the cuts, reassignments, and pay-plan reductions that are occurring will be reversed. In other words, we are dealing with management taking advantage of the crisis to work other agendas. We may be seeing more of this as proposals to combine colleges or departments across campuses, or even regionally, play out in the system. All in the name of cost savings due to the budget crisis.

On yet another campus we were told that the benefits we get are too costly. So they have devised a plan to let go 16 temporary custodians and contract out that work. They don't really want to do this, they said, but are being forced to due to a mandate to cut operating costs. You see how this works? The work that managers do (looking for "efficiencies" and "cost reductions") doesn't come at the expense of their own jobs. They want to pick on the powerless, the expendable toilet cleaners, etc.

At a time like this, we need to be on the lookout for corporate buzzwords like "efficiency" and "synergy," and save our work from all the management schemes out there, including:

hiring more students, transferring our work to managers, rehiring retirees (they can hire them just as long as they are not doing bargaining unit work), contracting "out" and contracting "in" with "special consultants," auxiliaries, and foundations.

The governor recently said he would veto a budget that didn't have the restored funds in it, which is probably a reflection of the public pressure coming from all areas of the very large CSU community. We need to bring another public pressure to the governor, the legislature, and the CSU management: pressure to save our work and to stop the slide toward "junk jobs" in the name of whatever corporate buzzword is popular at the moment. We need to make the case that a quality education for California's students depends on a quality workforce. And remember, eternal vigilance is the price of freedom. We need to have our eyes and ears tuned to this larger challenge so we can face it together and save our work, our sisters and brothers, and the CSU. Peace.



Past, Present, Future: Tense

What course is being charted for the CSU?

By Ray Finnell, CSU Bakersfield

The CSU rose from humble beginnings in San Jose 139 years ago. As recently as 2008, it proudly enrolled the largest number of students in the country. Today, it's struggling for survival on many levels. What's around the corner for this institution?

"Less ability to serve California and society," answered CSUEU President Pat Gantt. The labor leader has a 30-year involvement with the CSU, progressing from student through graduate, employee, to top officer of the second-largest collective bargaining agency in the system, and parent of students in the CSU. During that time, he has seen "drastic changes in funding versus needs, workload, and the ability of students to be admitted and graduate."

John Burdett, another longtime CSUEU activist at Cal Poly San Luis Obispo, said, "Public colleges and universities provide affordable opportunities for students who are dedicated to their field. Private institutions accept all students who can afford the tuition."

Russell Kilday-Hicks, CSUEU Vice President for Representation, said the CSU is at a crossroads of deciding whether it wants to continue the Jeffersonian philosophy of public education or move to a privatization model. "Jefferson saw education as an opportunity for the non-moneyed populace to improve their chance of success. He founded the University of Virginia with government funding as an equalizer for the less than wealthy."

The CSU was founded on a similar model, but now it's clearly in transition and increasingly more students are being denied enrollment. The result, Kilday-Hicks warned, will be erosion of public universities' ability to "carry on the legacy of Martin Luther King, Jr.: advocacy for all, independent of wealth."

Money rules nearly all

Clearly, adequate funding is at the core of the ailing system's most urgent needs. Governor Schwarzenegger's January budget proposal addressed the problem after years of neglect. That budget dream has not been adopted yet, though, and the plan's success depends on many factors.

Public image is crucial to the CSU returning to a position of strength. "Success stories, no unjustifiable administrators' salaries, and admission of mistakes when they are made" could make a major difference to the public's perception of the CSU, according to Gantt. "The system and campuses need to regain the trust of students, faculty, and staff. They need to serve students better with more faculty and staff."

Kilday-Hicks, also a 30-year veteran of the CSU, agrees. "Recent polls show the majority of the public support higher education," Kilday-Hicks said. He suggests a solution to the funding problem: "If all of them [supporters] voted, higher education advocates would be elected to office," he said.

History in the making

The CSU arrived at this juncture not overnight, but following decades of losing ground slowly. Burdett cited 1978's Proposition 13 as a major attack. "Student fees were \$100 per quarter in the 1960s. That changed in the '70s and gradually increased." Californians may have supported the concept of accessible public higher education, but they didn't always pony up at the voting booth. Campuses' survival became more and more dependent on fundraising from non-public sources.

In recent history, the financial tsunami hit the Golden
See "Future: Tense" on page 5

CSUEU Committee Reports

Governance and operations at work

CSUEU committees work year-round to keep things running smoothly, develop and implement plans to make things even better, and advocate for all 16,000 represented employees. Highlights of recent committee activities are reported here.

Classification

The Classification Committee, chaired by Nancy Kobata of Fresno State, has been updating job merging workshop information. Committee members, who reside throughout the state, are ready and able to present this workshop to any campus without incurring major leave and travel expense. The committee recently presented updated job merging workshop information to the Labor-Management Council on compensation at the Chancellor's office. Committee members also hosted a webinar for more than 150 geographically dispersed attendees via Elluminate Live, and the presentation was subsequently posted to the CSUEU web site.

Since the arrival of layoffs and increased job merging, position description workshops have become even more crucial. The committee has decided to refurbish the "Writing Your Position Description" workshop to educate members on correct classification. Committee members hope to be able to host more webinars and archive them on the website. The committee is also planning to work with San Francisco State's stewards to request and review position descriptions and classification standards for all represented employees at that campus, as it appears that many of them are improperly classified.

Communications

While responsible for overseeing most CSUEU messaging vehicles and publications, the Communications Committee is largely focused on proposing and administering the new communication tools available for CSUEU. The roles and responsibilities of our members within the Activist—a secure, online portal for stewards and activists—and for our online calendar are being clarified as the union continues to enhance this portal. Additionally, the committee is establishing and reviewing social networking media, such as Facebook and Twitter, to be aligned with our overall communications strategy. Chair Ray Finnell of CSU Bakersfield reports that the committee is currently looking at ways to increase the range of media we use (video, podcasts) and to understand support methods for the overall structure for effective communications within the union. And of course, the committee will continue to publish the bi-weekly *CSUEU E-News* and three annual issues of *University Employee* as well as to help manage the website.

Finance

With decreased revenues due to furloughs and the abnormal need to bargain layoffs, this is not a normal year, according to Finance Committee Chair Loretta Seva'aetasi of San Francisco State. The projected loss in revenue from January to June, 2010, is a little over \$300,000. As layoffs are still being announced as this edition of *University Employee* goes to press, it is still too soon to tell what the impact of those budgetary pressures will be. "Layoffs are a good opportunity to organize," said Seva'aetasi. "That means buttons, T-shirts and other ways to organize members."

Unfortunately, it also means increased travel and leave costs for the bargaining team and chapter leaders at the affected campuses. Before layoffs were announced, CSUEU's financial situation looked good. In the Finance Committee's report for the period through December, 2009, CSUEU showed a net loss of \$544,271 versus a budgeted loss of \$615,765, a positive variance of \$71,000. Because of these unexpected costs, we have to be careful how we use our funds, according to Seva'aetasi.

Our union is hopeful our financial issues can be helped by a possible rebate of our Unity Fund by the Service Employee's International Union (SEIU). The national Unity Fund is intended by SEIU for joint strategies and mutual support between SEIU-affiliated unions.

Legislative

This being an election year, Legislative Committee activities are at an intense level. Research into the various initiatives, resolutions, committee actions, bills, and candidates takes immense amounts of time. Chair Natalia Bremer, from San Francisco State, provides a heads-up on several things to watch out for through election day, November 2. The big one, of course, is the state budget as it progresses through the give-and-take battle between legislators and the governor, with special interest advocates pressuring all sides intensely. One or more attacks on public employees' retirement plans may arise in one form or another. To date, there are no measures on the June 8 ballot that bear directly on labor unions. However, since that's a primary election, the top candidates for governor will be of intense interest to labor organizations. The outcome of the governor's race in November will affect us for at least the next four years. One initiative for that ballot could have direct impact on CSUEU: if marijuana usage becomes legal and taxable, the revenue could be a boost in the arm for CSU funding.

See "Committee Reports" on page 6

Quotable

"As I said in my State of the State address, I've also proposed a constitutional amendment that would reprioritize our funds by ensuring that never again would more taxpayer dollars flow to prisons than our classrooms. We need those increases; we need to provide the students with the opportunities."

—Gov. Schwarzenegger, March 4, 2010

CSEA Foundation Announces New Leadership and 2010 Fundraising Campaign

CSUEU's Joan Kennedy elected president

Behind every great union is a great fundraising organization. CSEA incorporated the CSEA Foundation in 1984 to establish and create charitable programs, fund scholarship programs, and provide interest-free loans to CSEA members, affiliates and their dependents.

The Foundation held its first board meeting of the new year last March. Cal Poly San Luis Obispo Chapter 316 President Joan Kennedy was elected to serve as CSEA Foundation president, making her the first-ever CSUEU member to serve in that role.

"I am excited to serve as president of this important foundation," said Kennedy. "In these tough economic times, everyone is looking for ways to avail themselves of help that may be available. CSEA members are especially fortunate to have a dedicated team working to strengthen the CSEA Foundation so we can help even more students and those in need."

"Joan's passion and energy will greatly help the CSEA Foundation with its fundraising efforts," said CSUEU President Pat Gantt.

The Foundation also elected Carol Bowen (CSEA Retirees) as vice president; Donna Snodgrass (CSEA Vice President) as secretary; Richard Latimer (CSEA Retirees) as treasurer; and Peter Horn (CSEA Retirees) and Emily Nicolai (CSEA Retirees) as members at-large.

The group has begun setting goals right away. One objective is to explore starting a fund to assist members with furloughs, layoffs, or other severe personal financial difficulties. This goal is timely, given current conditions for state employees and retirees.

Another goal is to coordinate a fundraising campaign with CSUEU and ACSS. Chapters from both affiliates will be competing to raise funds for scholarships and financial hardship assistance. Donna Snodgrass will be coordinating CSUEU's efforts at the chapter level.

An immediate goal is raising at least \$10,000 by this fall to pay for 2011 scholarships and grants. The fundraising campaign has been dubbed SOCKS, short for Send Our CSEA Kids to School, and it's already raised over \$3,000 in just the last few weeks.

The Foundation will soon be sending SOCKS information to all CSUEU chapters.

"CSEA affiliates are being asked to make donations, as are businesses and organizations throughout the state," explained Kennedy. "During these difficult financial times, our kids' ability to receive a top education depends on generous contributions to such scholarship programs as SOCKS."

Last year, the foundation granted 38 scholarships, totaling \$47,000 to dependents in all CSEA affiliates. The goal for 2011 is to exceed that amount. Scholarship and grant applications for next year will be made available soon. University Employee and csueu.org will publish the details.

If you're searching for a favorite charity, consider the CSEA Foundation! Visit the CSEA Foundation website at <http://www.calcsea.org>, then click on the CSEA Foundation icon. Your tax-deductible contribution can be sent to: CSEA Headquarters, Attention: Gae Van Wagoner, 1108 O St., Sacramento, CA 95814.

Our children's' futures depend on your contributions!



CSEA Foundation: (l-r) Treasurer Richard Latimer, Secretary Donna Snodgrass, President Joan Kennedy, and board member Peter Horn kick off the new fundraising campaign

Future: Tense

Continued from page 4

State harder than many other states. Though there are clear signs of recovery in the private sector, the state funding structure is slower to react. One result is the current situation of furloughs, layoffs, larger and fewer classes, fewer students, and a system in peril.

Burdett offered some ironic hope, though. "The CSU's bond rating was increased recently and is now four levels above that of the state. The university can levy student fees, which are more reliable than the state's ability to raise taxes." Students who struggle to come up with tuition will find little solace there.

"The California Dream has become a nightmare," said Kilday-Hicks. Gantt agrees: "Opportunities are being curtailed by budget cuts. There's growing concern that quality is much worse now due to increased student to faculty and staff ratios and less funding."

Don't Mess with Texas

What do Longhorns have that Gold Rushers don't? Oil revenue gushing into universities, for one thing. The University of Texas is investing over \$3 billion in its research institutions and grants, funded largely by oil severance taxes, to raise the ratings of its two Tier 1 research campuses, boost others to Tier 1 status, and challenge the six Tier 1 UC campuses' status as first-rank research institutions.

How does a state improve its universities, other than by pumping money into them? By hiring frustrated and underpaid faculty and staff talent away from other institutions, such as our employer. CSU campuses by law are not Tier 1, but the funding threat looms ominously over all higher education here. California's petroleum industry crippled the Torrica initiative, AB 656, that would have instituted a Texas-style oil production tax in the nation's only state that doesn't tax black gold extraction. Without widespread support of major and permanent change to its funding structure, California higher education will remain hamstrung.

Quality is Job 2

CSU leaders state repeatedly they want to retain quality in programs despite budget reductions. But enrollment reduction and declining course offerings are inherently contrary to the mandate of providing opportunity to students from all socioeconomic bases. Add to that the effect that larger class sizes and the twice per month closure of support offices are having on the quality of learning opportunities, and the recipe is for mediocrity. The loss of thousands of lecturers has also had an enormous impact, as will the layoff of staff. Senior faculty are now teaching huge introductory classes instead of providing the frequent, one-on-one guidance that students need and the more advanced classes they want. Many talented lecturers are now looking for employment in other fields.

Death blow for the CSU?

No new funds, take-aways from current meager funding levels, brain-drain, caps on enrollment, massive student fee hikes: will the CSU become a tumbleweed in the next budget dust storm?

"The Master Plan for Higher Education is working. It just isn't funded," said Kilday-Hicks. That plan, formulated 50 years ago, is a roadmap for success and envisions higher education as integral to the state's viability as a social engine. One of the plan's keystones is that higher education should be available to all academically qualified students, regardless of economic means.

Budget cutbacks to UC, CSU, and community colleges put the state in violation of its own mandate. For example, even in 2005, the Legislative Analyst's Office found that the CSU was falling short of the plan's directive to draw incoming students from the top 33% of high school students by 4.5%. If a course correction plan had been developed then, subsequent storms have blown us completely off the intended compass heading. The worst gale so far shattered our mast last fall. Now we are threatened

with being dashed against the rocks.

Gantt said, "The CSU didn't create the budget mess, but it bore the brunt of it. The CSU creates much of the state's workforce; it's a high return on a low investment."

All is not lost

The straits may be dire, but it seems few would be pleased to see public universities privatized or buried. Despite a whopping 32% increase in student fees during 2009 and 2010, enrollment caps, fewer course offerings, and larger class sizes, first-time student applications increased throughout the CSU system. This could be interpreted as a wry commentary on the laws of supply and demand. Want to get the customers to mob your store? Curtail a service, drop its quality, and make it more expensive.

One disturbing trend is a marked shift toward lower state support and higher student fee support of the system. Despite higher education's turmoil, though, it is projected that in 15 years demand for baccalaureate degrees will outstrip supply by more than 2 million jobs. Currently, CSU graduates occupy large percentages of key industry positions, ranging from 44% in Life Sciences to 65% in Business. More than 90% of the state's licensed architects went through CalPoly San Luis Obispo's widely recognized and respected program.

The statistics tell a tale somewhat contrary to many insiders' fears about the CSU's fate. But the other fact of nearly inestimable importance is that voters need to be informed of the story they don't know and they need to act on it by contacting their legislators.

Political action a must-have

Traditionally, education has not needed to enter the political arena. The importance of adequate funding has become crystal-clear in recent decades, though, and it's absolutely imperative that leadership and grassroots activism on behalf of the CSU be employed to help move the system back from the tipping point.

Last year's Alliance for the CSU was a major leap forward by the hitherto unheard-of alliance of all the CSU's constituents: students, faculty, administration, and staff. Some gains in budget restoration and the public image of the CSU were likely attributable to Alliance advocacy. Schwarzenegger's January budget proposal may be one indication of victory on that front.

"The governor has not indicated if he wants to establish a legacy. Nor have legislators who are up for election or terming out," said Gantt. "Higher education seems to be on the front burner of the budget discussion, though."

"The struggle needs to be brought to the voters, like Jarvis' Prop. 13," Kilday-Hicks added. "The difficulty of taxation is that taxes can be cut by a simple majority of the Legislature, but an increase requires the 2/3 majority."

Activism by and on behalf of the CSU is of utmost importance from now until the funding base is improved permanently. Contact your legislators. Talk with your neighbors, your friends, your barber, your grocery clerk, your sister-in-law.

Tell them how the CSU can change a 17-year-old who flips burgers into a hotel manager through the state's only hospitality management master's program at Cal Poly Pomona. Or how a 15 year-old-girl could become manager of 100 orange groves due to a degree in crop management from Chico, instead of staying a harvester who must go on work-related disability at age 43. Don't forget the young man living under a bridge who someday could hold a PhD, chair an Academic Senate and preside over faculty, chair a department, and progress to an administrative position, all due to the chance public education gave him.

What kind of future do Californians want California to have? What price are we willing to pay for being able to live a new California Dream and offer it to others? What price are we willing to pay if the dream evaporates at sunrise?

"The majority of the public support higher education. If all of them voted, higher education supporters would be elected to office."

—Russell Kilday-Hicks

Know Your Rights

Review your contractually provided protections under layoff in the Know Your Rights flyer, available in both English and Spanish versions at the CSUEU website.

English:

<http://www.csueu.org/LinkClick.aspx?fileticket=mXReNL8iKx4%3d&tabid=902>

Spanish:

<http://www.csueu.org/LinkClick.aspx?fileticket=HJSqssf2A0%3d&tabid=902>

You are protected against workload violations. See this flyer on reasonable workload:

<http://www.csueu.org/LinkClick.aspx?fileticket=dUoIS%2fBxFTw%3d&tabid=902>

For more KYR flyers, click on the plus sign to the left of "On the Job—Know Your Rights" at:

<http://www.csueu.org/Library/tabid/625/Default.aspx>

Quotable

"366 million."

—Amount proposed by Gov. Schwarzenegger in the May Revision to the 2010-11 budget.

Election Cycle

Continued from page 3

file opinion mirrored that of the board by opposing this option.

A four-year term was perceived by some to be disrespectful of members' wishes. Some board members did not want to commit to four-year terms and wanted to avoid the appearance of appointing themselves to longer terms. This idea, too, found little support from the board and rank and file members.

The last option seemed a compromise. Local polling showed that most members were in favor of it.

Under this provision, if ratified, members will need to approve of candidates enough to elect them to office for three years. CSUEU bylaws offer a

provision for recalling an officer as a potential solution to officer performance problems.

Anyone considering running for office will need to think of committing to three years of service rather than two. Most board members, however, have expressed their desire to serve regardless of term lengths.

The issue was resolved at the board level during the March meeting, when the Board of Directors voted to recommend extending the terms of all CSUEU officers by one year, to end in 2012. If eligible members statewide ratify the measure by popular vote, the CSUEU election cycle will coincide with that of CSEA once again.

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Master Plan for Higher Education Penned 50 Years Ago

Current reviews find implementation deficiencies

By Ray Finnell, CSU Bakersfield

The California Master Plan for Higher Education has been mentioned frequently in recent months, usually in the context of how it's not being lived up to. So now that we know what the plan isn't, a question arises: "What is the Master Plan?"

The Master Plan was adopted in 1960 to be what its title implies. It is a roadmap that tells legislators, governors, and educational leaders what the basic mission is for the UC, the CSU, and the California Community Colleges (CCC), what portion of the general population each system is able to admit, and what some general goals are that the three are expected to achieve. It is not just legislation, although some portions of it are statutory. Some portions are guidelines. Additions have been made, both legislative and non-statutory.

The plan was developed with the purpose of keeping higher education effective. Distinct and separate missions were set for the three systems, as were requirement for admission. UC campuses were to be the primary research institutes, awarding

baccalaureate, master's, and doctoral degrees plus professional degrees. The top 12.5% of high school graduates were to be eligible for admission. The CSU system was planned as a liberal arts and sciences system, awarding baccalaureate and master's degrees, admitting students from the top 33% of high school graduates. Any person at least 18 years old who could benefit from instruction was entitled to admission to CCCs.

All three systems are required to offer accessibility to high-quality education at a reasonable price. They must also be accountable, due to public funding. That also makes them more vulnerable to lawmakers' and voters' moods and can thwart the plan's intent.

The plan and its implementation are reviewed periodically. An evaluation is underway now and the tentative results are not encouraging. Independent interest groups agree that higher education in California is in trouble. The major downfall is that funding is inadequate to support the education intended 50 years ago.

The intent for the Master Plan was based on genuine and well-considered concern that California's education beyond high school serve the individuals and the state well in developing young minds for leadership and service to the populace's needs for generations to come. The current review is appropriate, as is action to see that the past 50 years can teach us how to guide the next 50 years.

The Legislative Analyst's Office report can be read at: http://lao.ca.gov/2009/edu/master_plan_intro/master_plan_intro_111209.aspx

The Public Policy Institute of California's analysis: <http://www.ppic.org/main/publication.asp?i=916>

The full text of the original plan can be found here: <http://www.cpec.ca.gov/CompleteReports/ExternalDocuments/MasterPlan1960.pdf>

The Assembly Committee on Higher Education's report was released just prior to press time. It can be found at: <http://www.csueu.org/LinkClick.aspx?fileticket=0PIB8KN5M4Q%3d&tabid=53>



At the May CSU Board of Trustees meeting, CSUEU President Pat Gantt urged the CSU Board of Trustees to rescind layoffs.

Committee Reports

Continued from page 4

Organizing

The Organizing Committee, chaired by Ronnie Grant of CSU Northridge, is shifting into high gear to meet the challenges of campus layoffs and CSU budget cuts. Organizing Committee members are being assigned to the other statewide committees to identify organizing needs and to ensure support for the statewide organizing plan. The remaining open seat on the committee has been filled by Communications Committee member Joseph Dobzynski, Jr., of CSU Channel Islands to solidify the relationship between the two committees. Joint meetings with the other committees are planned throughout the year to strengthen organizing activities during these unsettling times.

Policy File

The Policy File Committee continues pursuing its charge of ensuring that CSUEU bylaws and policy file language is both in legal compliance with the California Corporation Code and adaptive to our needs. The bylaws and policy file is a living document and periodically requires alteration to reflect the needs of the organization. As issues are presented to the committee, its members research and discuss them, then determine the proper course of action.

Recent changes include a major revision of statewide and chapter elections to streamline and improve the process for voters. Additionally, committee members have developed and instituted a code of election ethics.

Chair Christine Thomas of Cal Poly Pomona will be retiring in June after a long and distinguished career of service to CSUEU in a variety of positions. Her profile will be included in a future edition of *University Employee*.

Representation/Bargaining

Representation has been working diligently to mitigate layoff notices, ensure that contractual rights of those who have received notifications are enforced, and strive to prevent further layoff notices. Chair Russell Kilday-Hicks of San Francisco State and other bargaining team members have been shuttling across the state to work with chapter leaders and negotiate with management to retain positions with as little impact on the affected employees as possible. To some degree, efforts have been successful in most situations. Progress has been relatively quick in some areas but slow in others, forcing CSUEU to file at least one Unfair Labor Practice charge and several grievances. Negotiations are intense and timeline-driven, with the goal being to mitigate all layoffs before they become effective, thus avoiding gaps between paychecks and benefits coverage for the affected employees. In addition to layoff bargaining, the committee has been handling the routine flow of grievances in addition to an increase in workload grievances due to furloughs.

Quotable

"This proposed restoration of \$305 million is certainly a better starting point than last year, boding much better for the CSU than for many other state agencies. But the budget process is a long one; in previous years, we have seen such scenarios as \$80 million being cut from the CSU budget in the very final draft of the budget act and quickly signed by the Governor."

—Pat Gantt, January 8, 2010.

Every union's success is dependent upon member involvement.



CSUEU needs YOUR help to Stop the Cuts to the CSU budget and to our members. Please take a moment to fill out our online commitment card for the *Stop the Cuts* campaign. Even if you can only donate an hour or two, we need your help to strengthen our union during these troubling times.

Go online now: www.csueu.org/commitment