

# University Employee

## California State University Employees Union/SEIU 2579

The backbone of the CSU, representing Bargaining Units 2 (Health Care) • 5 (Operations) • 7 (Administrative) • 9 (Technical) 12 (SFSU Head Start) • 13 (CSULA English as a Second Language)

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## Stunning Election Victories: Now What?

By Ray Finnell, CSU Bakersfield



November 6 was a landmark date for CSUEU. In addition to voters electing 90 percent of the candidates we backed, all the ballot measures on which we took stances went the way the Board of Directors and the Legislative Committee recommended.

Voters passed Prop. 30, plugging a multi-million dollar hole that had threatened to swallow CSU jobs and further cut services. Much effort by CSUEU and other public unions paid off. Gov. Jerry Brown's plan to increase revenues and help stabilize the budget passed by a margin of nine percentage points.

Even with Prop. 30's success, CSU funding is not secure. Mid-year cuts are likely to be avoided, but the next fiscal year may still bring a CSU budget decrease, although smaller than the \$250 million projected for this year had 30 failed.

Voters' solid rejection of Prop. 32 was an important victory for all unions, which are able to continue collecting funds for their political action committees through automatic payroll deduction. Unions, including CSUEU, mobilized against the deceptively named initiative. In election cycles to come, however, we can expect other attempts to erode public employee unions.

Prop. 39 requires businesses that operate both in other states and here to pay taxes on their income from the Golden State. CSUEU backed the measure, which is expected to increase tax revenues. Skeptics project that businesses will leave the state, however. The net outcome should become apparent in coming months.

Prop. 31, a program to help stabilize the method by which state budgets are organized and how funding is allocated to local agencies which administer programs formerly provided by the state, also passed. Though loss of some state funds is expected, CSUEU backed the measure due to the anticipated outcome of increased stability in state funding.

Despite many millions of dollars donated by backers, Prop. 38 failed by a whopping percentage. The measure proposed alternative tax-generated funding for public schools but ignored higher education and wouldn't have become effective until next fiscal year. CSUEU opposed the measure, which competed with Prop. 30. Its defeat helped higher education: had both measures passed, the one that received more votes would have prevailed.

Prop. 40 upholds the Citizens Redistricting Commission's plans for state Senate redistricting. CSUEU supported the measure due to its estimated \$1 million in cost savings and because the plan generally evens out some Senate district inequities.

CSUEU Legislative Committee members scrutinized the propositions and candidates with extreme care before making bipartisan recommendations to the Board of Directors. The board, comprised of all chapter presidents, the chairs and vice chairs of the four bargaining units, and the four statewide officers, closely examined the recommendations before approving them. The primary criterion was what and who would help our represented employees the most.

The new Democratic supermajority in the legislature, which allows enactment of budgets without minority support, and a Democratic governor could mean increased support for

See "Election" on page 4

## CSUEU Statewide Elections Bring Changes

*Smoother process impresses all*

By Patricia Heath, CSU Chico



CSUEU's election cycle culminated with the races for statewide seats at the end of June. Two previously approved changes to the Policy File, which governs CSUEU elections, tightened the process considerably. Inspiring speeches from candidates punctuated an elections meeting of about 200 activists held in Millbrae on the weekend of June 30 and July 1.

On the evening of June 30, Elections Committee Chair Andrew Coile of CSU Monterey Bay (he's also chair of the CSUEU Legislative Committee) emceed a town hall-style event. All candidates for statewide officer took turns in a series of 15-minute, one-on-one sessions answering questions developed by the Elections Committee.

Mike Geck, who ultimately was elected VP for Organizing, stated, "When it was my turn to answer those tough questions, I felt like I was sitting down to have a pleasant chat with my extended family instead of being on stage trying to convince people that I should be a high-level leader."

On the morning of July 1, representatives from four bargaining units, all chapters, and all leadership levels elected the four statewide officers first, in one trip to the voting room. The entire process took place in record time, thanks to electronic electorate registration and simultaneous open-nominations periods for all four offices.

In the early summer, Coile and other members of the Elections Committee devised the registration system and barcoded ID badges to solve problems encountered in past elections. Coile developed the software as well.

Many voters called the process the most efficient CSUEU election they'd ever experienced. The voting queue moved so quickly that most of the electors spent less than 10 minutes waiting to cast their vote. Election results were confirmed soon after voting ended.

Alisandra Brewer, who was elected VP for Representation, reflected, "The Elections Committee was amazing. All of the members showed a dedication and commitment to the process that should inspire us all. Voters got a chance to see all the candidates and never had to spend time just waiting around."

Loretta Seva'aetasi was elected to her second term as VP for Finance. Seva'aetasi, from San Francisco State, ran unopposed.

Pat Gantt, successful fourth-term candidate for statewide president, said, "Voter ID with barcodes made balloting go smoothly in our statewide elections, which were run by members with staff assistance."

Bargaining Unit Council voting was held after the statewide of

See "Statewide Elections" on page 4

## President's Message

From the desk of Pat Gantt, CSUEU President



### What Will Next Year Look Like?

I would like to thank every CSUEU member and indeed the entire community on every CSU campus for the passage of Proposition 30, which avoided a \$250 million budget cut in the current fiscal year. The margin of victory was 1,317,777 votes, and it is not improbable that the yes votes from across the CSU made the difference.

Of course, everyone is still affected by the increased workloads created by previous budget cuts and the lack of compensation increases over the past five years. These are ongoing problems, and I am hopeful that we have turned the corner.

On January 10, Governor Brown released his proposal for the 2013/14 fiscal year. His opening proposal, which included much-needed increases in CSU funding, was the starting point for development of the next state budget, and it's now the legislature's job to define and revise the proposed budget to satisfy the state's needs and send it to the governor for his signature or veto. The governor's proposed budget reveals his priorities, including a significant emphasis on education, indicating what he wants to see in the final budget that is sent to him for his signature.

At its November meeting, the CSU Board of Trustees requested an increase of \$371.9 mil-

lion dollars over the current baseline budget, but the governor's budget falls short of that amount. The CSU budget request information, including a three percent compensation pool, is outlined here: <http://blogs.calstate.edu/budgetcentral/?p=1832#more-1832>

The compensation piece, if funded, must be bargained with the CSU administration. Each of us must be ready to take action at key points in the budget process as needed, just as we did for Proposition 30 and against Proposition 32.

In the long run, we must make creating a stable funding source for the CSU a priority so our contracts are funded and we never have to suffer through a deep cuts budget cycle again.

In union,

Pat Gantt



# Representation on the Move



By Alisandra Brewer, VP for Representation

I am greatly honored and humbled to be your new vice president for representation. After five months in the position, I can tell you that the position is everything I'd hoped it would be and so much more.

This past half-year has been very busy, with so many things happening. I'm excited to let you know that we've finally been able to hold stewards' training again, with 10 trainings completed since July and about 100 new stewards trained! I look forward to working with them in the future. We have a few more trainings scheduled in 2013, and then I will change my focus to advanced training and a chief stewards' training next summer.

I'm very pleased to head up an excellent

bargaining team whose members have a great deal of experience. Although it seems as if the union just ratified our contract, we are only months away from starting work on the next one. Meanwhile, there are classification studies, meet and confers and side letters to the contract looming. Your team is always busy.

We have the option of opening the article on salary this spring, but we need to be careful, as the CSU is going to want to reduce our benefits, and we've heard you loud and clear: save our benefits.

If you have input into improving our contract, please send me your suggestions or talk to your bargaining unit representative.

I wish you all the best for 2013. Things have been really tough for everyone, but we'll continue to work to get you more of what you deserve.

## CSUEU Committee Reports

### Governance and operations at work

#### CLASSIFICATION

Last fall, the Classification Committee held its first meeting under a new structure calling for committees to meet about one month prior to each Board of Directors meeting. Members include Nancy Kobata (Fresno), Mario Mena (Chico), and Rose Greeff (East Bay), along with bargaining unit representatives Lori Williams, BU2; Frank Williams, BU 5; Dawn McCulley, BU 7; and Susan Smith, BU 9. Congratulations to all on their appointments!

Since most of the committee members were newly appointed, time was taken at this meeting to review classifications and how they are created. Members were brought up to date on the function of the Classification Committee, and the group also reviewed its charge under CSUEU's policy file and bylaws.

As part of its charge, the committee periodically reviews position classifications to assess if there is a need to update classification standards. This year, the committee will start the review process for the IT and administrative series, along with the payroll clerk classification. Members affected by these reviews will have an opportunity to provide input during the process and are encouraged to contact their chapter bargaining unit representative for more information.

#### COMMUNICATIONS

Communications Committee Chair Debbie Blair wishes to thank recent past members Leanne Bowes (Sonoma), Annel Martin (San Bernardino), and Steve Sloan (San Jose) for their dedication and service. We welcome Pat Heath of CSU Chico as well as continuing members Donna Melendez (Los Angeles) and Vice Chair Ray Finnell (Bakersfield). Congratulations to all on their appointments!

The newly appointed committee met for two days in October, with one day dedicated to such committee projects as the development of the CSUEU 2013 calendar and this edition of *University Employee*. The second day brought all the committees together to plan and prepare strategies for the November election.

This year, in addition to fulfilling its charge, the committee will be discussing new technologies to enhance delivery of information to our members. A series of recent Board of Directors workshops yielded potential new methodologies which the committee will explore and report back on. The committee looks forward to another busy year serving CSUEU.

## 2012 Elections: We Can Do Great Things Together!

### 2014 Contract: What Will Be Our Next Great Achievement?



By Mike Geck, VP for Organizing

The past four months have been quite a ride for all of us. The stakes were high for CSUEU in the 2012 elections: another potential cut for the CSU totaling \$250 million and an attempt to silence the voice of the working class in California. We helped make sure those threats to our interests didn't succeed. We informed our members, we got them registered to vote, we made sure they knew what was at stake, and we ensured they knew how important it was to show up at the polls.

We did this! Yes we can! ;*Si se puede!*

So who was this *we*? It was all of us in CSUEU who did *something* to generate one of the most awesome election outcomes in a long, long time. *We* are the members who showed up to the chapter meetings, asked questions, and took stacks of flyers to pass out. *We* are the members turned activists, getting involved in a campaign for first the time, tabling and signing up new voters. *We* are the chapter and statewide leaders who put in countless hours to disseminate information, organize events, recruit activists, and get out the vote.

*We* are the *union*, and *you* are the *union*. The union isn't some abstract concept or just the elected leaders, stewards, and activists. The *union* is everyone it represents. We have tremendous potential energy in our rank and file. This election campaign showed us that we are capable of achieving great things when we come together in a united cause with determination.

This begs the question: what is the next great thing we want to accomplish?

The results from just about every member survey show that the three most important things to our members are: get me a raise, protect my benefits, and protect my job. When we look at this mandate from a statewide perspective, it's in the context of the next round of contract negotiations. Our contract expires on June 30, 2014, only one and a half years from now.

Is this the next great thing we want to accomplish?

For me, the answer is an emphatic yes!

The next questions we need to ask ourselves are: what do we need to start doing now to get a raise, protect our benefits, and protect our jobs, and to what lengths are we willing to go to achieve those objectives?

finalized Organizing Committee appointees last September. VP for Organizing Mike Geck welcomes a full complement of new and returning committee members, all of whom have strong commitments to union principles, CSUEU, the committee, and its charge. Members include Joseph Dobzynski, Jr. (Channel Islands), Rosa Jones (San Luis Obispo), Kenneth Castillo (Los Angeles), Janet Gonzales (Long Beach), Gina Voight (Sonoma), Neil Jacklin (Stanislaus), and Julia Hubbard (Monterey Bay).

One of the most important changes to this committee is the full implementation of chapter assignments; committee members are now assigned to both their home chapter as well as chapters in their geographic region. Chapter assignments serve as a conduit between statewide and chapter organizing, fulfilling one of the committees' primary goals—to build trust and a stronger commitment at every chapter. It is the committees' belief that the union will become stronger and more capable when chapters are stronger and more capable.

To find out which Organizing Committee member is assigned to your chapter, please visit: <http://www.csueu.org/Organizing/OrganizingCommittee/tabid/1685/Default.aspx>

#### POLICY FILE

This past year, the Policy File Committee was very productive and successful. It was challenged with serious election questions from many campuses and successfully answered them for all chapters and members.

After the last statewide elections, the committee lost veteran committee members, including Kathryn Plunkett (CSU Bakersfield), Richard Duarte (CSU Long Beach), and Andrew Heller (CSU Sonoma). CSUEU would like to thank them for their dedication and service. With the recent restructuring, the committee membership was cut to four members. Our newest member is Susan Baur from the Office of the Chancellor Chapter 313, who joins Chair Steve Mottaz (Humboldt), Joan Kennedy (San Luis Obispo), and Cyndi Olvera (Monterey Bay).

In November, the committee sent several

items to the Board of Directors for action, including:

- Increased authority for the executive officers to request information from the Policy File Committee
- Longer response time for hearing panels on member vs. member grievances
- Removal of policy file language that incorrectly identifies hearing panel pools as a standing committee
- Clarification of policy file requirements for being a hearing officer
- Clarification of policy file language regarding the Legislative Committee's responsibility for keeping tabs on the CalPERS Board's activities

Mottaz and the committee remain committed to reviewing and improving CSUEU's main governing documents. Our 2013 goal is to review the election procedure and statewide committee structure as we strive to ensure that all areas of governance are addressed.

#### REPRESENTATION

Fresh from CSUEU's statewide elections last June, the Representation Committee met on October 5 and 6 in Sacramento. Newly elected Vice President for Representation Alisandra Brewer welcomed two new committee members, Bargaining Unit 7 Vice Chair Rocky Sanchez and Bargaining Unit 9 Vice Chair Susan Smith, along with continuing Bargaining Unit Council 2, 5, 7, and 9 chairs and vice chairs.

At the meeting, Alisandra reviewed steward re-certification as well as new stewards' training. With updated training materials, a number of campuses have gone through new stewards' training, and many more are on the schedule.

The committee is exploring holding advanced steward's training at the campus level. Another important goal is finalizing the Stewards' Code of Conduct.

The committee needs to schedule a large number of meet and confers. Alisandra is working with Communications Officer John Watson and CSEA IT to set up a master calendar on the Activist to help facilitate the scheduling of meet and confers.



# Chapters Take Action for Prop. 30 and against Prop. 32





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## Election

*continued from page 1*

public agencies and public employee unions. But some observers fear that officeholders will abuse the situation, causing a backlash from conservatives.

So while November 6 was celebrated by many CSUEU members, the future is only less uncertain rather than completely sound. Until healthy budgets and bipartisan support for higher education are established, the future of the CSU system will be an unsure proposition.



## Statewide Elections

*continued from page 1*

ficer elections. Chairs were elected first and vice-chairs next. Once the winners of those contests were identified, elections for the six at-large positions were held simultaneously. The top six vote-getters won those seats.

CSUEU's statewide officers and bargaining unit chairs sit on the Board of Directors, along with presidents of each chapter. All are elected for three years. Following are results of this year's statewide elections:

### President

Pat Gantt, Chico

### Vice-President for Organizing

Mike Geck, San Marcos

### Vice-President for Finance

Loretta Seva'aetasi, San Francisco

### Vice-President for Representation

Alisandra Brewer, Sonoma

### Bargaining Unit 2 Council

Chair: Tessy Reese, San Diego

Vice Chair: Pam Robertson, Sacramento

### Bargaining Unit 5 Council

Chair: Sharon Cunningham, San Diego

Vice Chair: Mike Chavez, Stanislaus

### Bargaining Unit 7 Council

Chair: John Orr, Fullerton

Vice Chair: Roxana "Rocky" Sanchez, Pomona

### Bargaining Unit 9 Council

Chair: Rich McGee, San Bernardino

Vice Chair: Susan Smith, Fullerton

In addition to Andrew Coile, the Elections Committee was comprised of Jeff Nadel of Cal Poly San Luis Obispo, Susan Baur of the Office of the Chancellor, and Gilbertea Mikel of CSU Dominguez Hills.

*Congratulations to all the winners!*

# 2, 5, 7, 9, 12, 13: Bargaining Unit News

## Items of statewide interest

### BU 2

Chair Tessy Reese reports that the BU 2 council is working to create a listserv for unit members. Chapter presidents and Unit 2 representatives will be contacting health center employees soon to be sure they're on the list.

The council is exploring how to update classification standards for some health center clerical staff.

Unit 2 members should contact their chapter's labor representative about any problems they might be having obtaining permission to keep their licenses and certifications current, including problems with release time as provided by the contract.

Reese urges members to report increased workload due to unfilled vacancies without a salary increase. Similarly, athletic trainers need to report abuses of their time.

### BU 5

Bargaining Unit Council 5, chaired by Sharon Cunningham, met in Sacramento on October 7 to discuss the most recent developments in this unit. The overriding topic was contracting out, a practice that has become pervasive system-wide and threatens the future of Unit 5.

Despite the union's best efforts to prove that Unit 5 employees at San Diego State can do the work more efficiently and cheaper, management's move to hire contractors is proceeding with the use of short staffing and unfilled vacancies as an excuse to bring in contractors. They've even tried to sell our members on the idea that outside contractors will help alleviate workload issues.

At the meeting, Sharon discussed student assistants assigned to leads. Inconsistencies across the state include students carrying state keys and leads given responsibility to hire and fire students. Unit 5 Vice Chair Mike Chavez pointed out that leads at CSU Stanislaus are given temporary reclassifications during the summer to supervise student crews.

The question of who should apply pesticides was also dis-

cussed. Sharon will review custodial job classifications and qualifications standards at the next Unit 5 meeting as part of a larger discussion about the appropriateness of Unit 5 employees applying certain pesticides.

### BU 7

Bargaining Unit Council 7, chaired by John Orr, met in Sacramento on October 7. John welcomed new BU 7 Vice Chair Rocky Sanchez as well as new At-Large Members George Ball, Carolyn Duckett, and Elizabeth Tellez.

The council was informed that At-Large Member Michael Brandt (San Luis Obispo) has stepped down and that Gilbert Villareal (San Jose) has been appointed to take his place.

The council discussed recent updates to the accounting series. Although there is no change to compensation, progress was made in better defining the Classification and Qualification Standards. This will assist incumbents to achieve reclassifications.

The council also discussed a CSU proposal to create synergy between the dispatch centers at CSU Bakersfield (CSUB) and CSU San Bernardino. These changes could remove any overtime opportunities, force shift changes, and eventually eliminate the need for dispatchers at CSUB. Meet and confer sessions with the CSU to discuss potential negative impacts on our employees are ongoing.

### BU 9

The Bargaining Unit 9 Council, elected last June, held its first meeting last fall under a new meeting structure that increased the meeting time from 90 minutes to four hours. Everyone in attendance agreed that the longer meeting enabled them to focus on more complex Unit 9 issues. They also agreed that the practice of longer meetings should continue.

One of the many important topics discussed was the CSU Data Center Initiative, which would shut down about 90 percent of CSU's many data centers by 2015 and would leave only two within the system. Concerned about this mandate's potential impact on CSU staffing, statewide officers, SLRRs

and Unit 9 Chair Rich McGee have started discussions with CSU Chief Technology Officer Mark Crase. When asked about the impact, Crase told the group that there will be no layoffs and that all staff impacted by this decision would be retrained. The group will continue to discuss its concerns with management and will keep members updated.

### BU 12

Bargaining Unit 12 consists of approximately 80 Head Start teachers, assistants, family advocates, IT workers and clerical support working throughout San Francisco under a federal grant to San Francisco State University. Positions include not only Early Head Start and Head Start teachers but also such job titles as family advocates and health and nutrition coordinators as well as administrative and fiscal positions, all vital to the success of the program.

The union and management negotiated a new contract last summer, and members voted 100 percent for ratification. But, last fall, SFSU announced that it would no longer be the Head Start grantee (and therefore the employer) after May 31, 2013.

"We are working with other SEIU locals that represent Head Start programs as well as SEIU International to address the impact of this development on our members," commented Senior Labor Relations Representative Lois Kugelmass. "We stand firm in our support of these hard-working members, who contribute so much to the well-being of our community's children."

### BU 13

One of CSUEU's newest additions, this bargaining unit consists of approximately 25 CSUEU-represented English Language Program instructors at Cal State L.A. The units' representation began in 2006, and BU 13 members ratified their first agreement in late 2010, after nearly four years of deliberations.

Their current contract just ended, and, as of press time, successor negotiations are in the works.