

University Employee

California State University Employees Union/SEIU 2579

The backbone of the CSU, representing Bargaining Units 2 (Healthcare) • 5 (Operations) • 7 (Administrative)
9 (Technical) • 13 (CSULA English as a Second Language)

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President's Message



From the desk of Pat Gantt, CSUEU President

After so many years of challenges on the budget front, it's refreshing to note that this summer brought good news: for the first time in many years, the 2015-16 state budget finally included full funding for the CSU system.

It took spirited teamwork on all sides, but in the end the CSU received every penny that its trustees had declared they needed to keep everything running smoothly.

However, that hardly means that it's smooth sailing for CSUEU-represented employees across the CSU system from here on out. Far from it.

For starters, we've already begun the 2016-17 budget cycle, and, at its September meeting, the CSU Board of Trustees declared that it will need \$100 million-plus more state dollars than Gov. Brown has promised as part of his four-year supplemental funding plan that began in 2013-14.

As we've done through so many budget cycles, it's time once again to roll up our collective sleeves to argue for tens of millions more in state funding than the governor has seen fit to offer. Those efforts will begin in earnest early next year, starting with the governor's proposed 2016-17 state budget, to be unveiled in January.

More CSU funding doesn't equate to a living wage for all of us. Beyond the salary gains of our 2014-17 CSUEU/CSU contract, we must continue to press for campus equity programs that

bring all CSUEU-represented employees up to a competitive salary range.

Currently, only selected campuses have opted to implement equity programs. Every campus should have such a program to address the serious salary issues that have been created through the lack of a consistent statewide compensation policy.

And we must continue the gains we've recently made in bringing outsourced bargaining unit positions back to stateside and to union representation.

CSUEU will be expanding outreach efforts to make sure that all of our members are aware and engaged in the next year, particularly since there will be multiple issues on the November 2016 ballot requiring our attention.

The most problematic measures would eviscerate public employee pension plans. Former San Jose Mayor Chuck Reed and former San Diego Councilman Carl DeMaio have unveiled two initiatives that would undermine collective bargaining and reduce pension payments for new government employees throughout California. We will all have our hands full fighting back against this misguided measure.

Finally, we need to increase and mobilize CSUEU members to become as active as possible, carrying the torch on behalf of all their fellow represented employees. Only then can we face and overcome the many challenges that lie ahead.

In union,

Pat Gantt

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General Council Reinvents CSEA Once Again

Bylaws change reduces board, mandated delegate meetings



By Ray Finnell,
CSU Bakersfield

Following sometimes heated debate, delegates from CSUEU, along with their counterparts from SEIU Local 1000, the California State Retirees (CSR), and the Association of California State Supervisors (ACSS), voted on October 11 in favor of a major bylaws provision. The motion reconfigured the California State Employees Association (CSEA) Board of Directors and discontinued General Council meetings, which, until now, had been regularly mandated.

The CSEA affiliates ultimately thought it best to re-direct resources away from this historically important gathering of state employees, and a super-majority of delegates agreed.

According to the newly enacted Bylaws and Policy File 1, the 15-member CSEA Board of Directors is henceforth replaced by a board of eight directors, two from each affiliate, selected by a method of each affiliate's choosing, and the General Council delegates will no longer vote for statewide CSEA officers.

At its first meeting, the new CSEA board will select a chair and secretary/treasurer from among themselves. The board will oversee the CSEA general manager, who will run day-to-day service operations. At the CSEA board meeting held on the Friday before General Council, affiliate leaders signed an agreement to each take responsibility for a quarter of CSEA's basic yearly operating costs. Affiliates will still have General Council delegates, and those delegates will vote on important matters via mail ballot, or be brought together, as the board determines necessary. A two-thirds majority will continue to be required to pass bylaws changes.

Several decades ago, CSEA devised General Council as a means of self-government and as a way of coalescing state employee interests and energies. Originally the meeting took place every other year, but in recent years delegates have met every three years. The October 10-11 event

marked the 67th such meeting.

Over time, General Council delegates' duties had been reduced as the affiliates separately incorporated and began to independently provide or contract for services that previously derived exclusively from CSEA.

CSEA transformed into a service provider offering member benefits, IT, legal, accounting, and human resources services while eliminating its representation, communications, legislative, and printing operations, as well as reducing its legal office. Each affiliate independently assumed those eliminated services and programs. In recent years, CSEA's Member Benefits department has extended services to other public employee groups as well. What once was an advocacy organization has evolved into strictly a business entity.

State employees came together to create CSEA in the early 1930s out of the need to pressure state agencies to pay into a retirement fund for their employees, since government employees at the time were excluded from the

newly created federal Social Security Insurance. Their efforts resulted in the creation of CalPERS, now one of the largest retirement benefits providers in the nation.

At that time, all four divisions (which later became affiliates) comprised one organization, but, after state rank-and-file employees earned the right to bargain collectively in the late 1970s (Dills Act, 1978; HEERA, 1979), and two of the four divisions (CSU and Civil Service) signed

up as SEIU Local 1000, there was a tension in CSEA that leaders couldn't resolve in subsequent years.

By the mid-2000s, CSEA had transformed into the entities that are now known as CSUEU/SEIU 2579, SEIU Local 1000, CSR, and ACSS, all

of which went from divisions to affiliates. That effectively shifted power from the CSEA board to the affiliates, turning what was left of CSEA into a service provider. This transition was not without its challenges, caused in part by the struggle of each affiliate to find its own identity while

representing an often diverse membership—for instance, four very different bargaining units in the case of CSUEU.

At the 2012 General Council, CSEA members made an attempt to change the governance structure to mirror the streamlining of CSEA services, but that initiative, needing a two-thirds margin, failed by 12 votes. At a General Council meeting previous to that, another major restructuring brought the CSEA board down from 35 to 15. The success margin of the delegate vote on Oct. 11 was much more narrow—only six out of the 477 votes cast.

As CSEA President Marilyn Hamilton announced the vote tally, delegates erupted in a chorus of cheers. But, some delegates remain unsatisfied, and even some supporters had their misgivings.

CSEA Vice President Russell Kilday-Hicks was one of these. "Of course some of the opposition was principled in their reluctance to let go of what was once a powerful advocate for state employees," Kilday-Hicks said. "But that ship sailed over 10 years ago, and bringing back something that is already gone is an uphill



CSUEU delegates to the 2015
CSEA General Council



continued from previous page

climb. As much as I will miss my limited vice president duties, it had to be done.”

Many supporters argued for the change purely on financial grounds. To participate in General Council, the cost to CSUEU alone has been about \$500,000 every three years, and over \$3 million overall. In the future, such funds will be available for programs advancing better wages, hours, and working conditions for current state employees and helping preserve our retirement security for our later years.

“This doesn’t remove democracy, as you can still vote in your affiliate. This is a business concern,” CSUEU Vice President for Representation Susan Smith said. “I’m proud that we did what was best for our affiliates and are moving forward to the future.”

Some maintain that this is not the end for CSEA, as many of the opposition argued.

“CSEA, as newly constituted, will not be going away any time soon,” said Kilday-Hicks, “because all the affiliates are chartered under CSEA, and there are savings derived from remaining associated, as well as both joint assets and liabilities, not to mention member benefits.”

CSUEU’s Steve Mottaz, chapter president at Humboldt State University Chapter 301, chairs CSEA’s Bylaws, Policy, Procedures, and Program Committee, the joint committee that crafted the language to restructure the CSEA board.



Delegates voting in favor of Bylaws and Policy File 1 in order to free up resources for core programs

“We worked very hard to create a compromise proposal that would work for all the affiliates,” he said. “This is an historic moment for an historic organization. Our goal was to honor CSEA’s illustrious history while moving the organization

into the 21st Century.”

Over its lifetime, General Council was often harmonious and sometimes contentious, and always an example of democracy in action. Ideas for legislation, calls to action for just causes, and inspiration for current and former government employees across the state came from it. And it was an adventure every time.

CSEA and its General Council, venerable institutions by all measures, have evolved with the times to allow greater efficiency and flexibility on the part of its affiliates.

According to some, it was past time. “I am glad that we finally came up with bylaw language that everyone could support and pass,” commented CSUEU President Pat Gantt. “This will allow us to focus more on workplace issues and a little less on governance.”

Kilday-Hicks explains that challenges to our common interests, including our pensions and healthcare, could well keep CSEA affiliates working in unity. “If the new board members want to take on a combined effort as in the old days, they can still do that,” he said.

The old CSEA and General Council served state employees well for many years.

Update on CSUEU’s Financial Matters

*By Loretta Seva’aetasi,
VP for Finance*



A lot has changed since I was first elected as CSUEU VP for Finance.

Two of the biggest changes occurred first in 2009, when we established a Candidate Political Action Committee (PAC), and subsequently in 2012, when we created our Issues PAC.

Labor unions can establish PACs to provide support for legislation or for state and/or local candidates. CSUEU developed its PACs to comply with current Internal Revenue Service and Fair Political Practices Commission regulations. CSUEU sets aside 50 cents each month per represented member for political activity, but, beyond that, any additional funds to support legislation or candidates are entirely separate from fees or dues. Represented employees participate in PACs on a purely voluntary basis. As a PAC contributor, you can donate as little as \$2

per month. Contact your chapter leadership for an application to join CSUEU’s PACs.

During each election cycle, the union makes endorsement decisions based on the records and platforms of individuals running for office and on an assessment of how propositions on the ballot might affect our employees. Discussions take place at local chapters, in statewide meetings, in union-sponsored town hall meetings with candidates, and among leaders from various unions throughout California. Just as individual unions are most effective when they have many members, union endorsements are most effective when they are made by a broad coalition.

That was the case three years ago, when CSUEU used its Issues PAC to support the passage of Proposition 30, a temporary state income and state sales tax increase that ultimately supported public higher education. Many unions—both inside and outside of education—supported the measure. CSUEU PAC funds were used to gather signatures,

educate the public, and get out the vote. The proposition at first didn’t have a great deal of support among voters, but, by election day, it passed by a wide margin. Its passage and the related defeat of Proposition 32 illustrated how unions working together can secure funding for higher education, which in turn helped the CSUEU negotiate guaranteed salary increases for our represented employees in our current contract.

Since 2012, CSUEU’s PACs have supported a number of issues and candidates, with much success. The CSU system is enjoying full state funding for the first time in over seven years, and I believe that the outreach, education, and lobbying of our PACs have been key to achieving that milestone.

It is my hope that, over time, we’ll be able to accomplish even more, including better contracts with protected benefits and retirement plans for our members, and, most importantly, a public higher education system that is accessible to all in California.

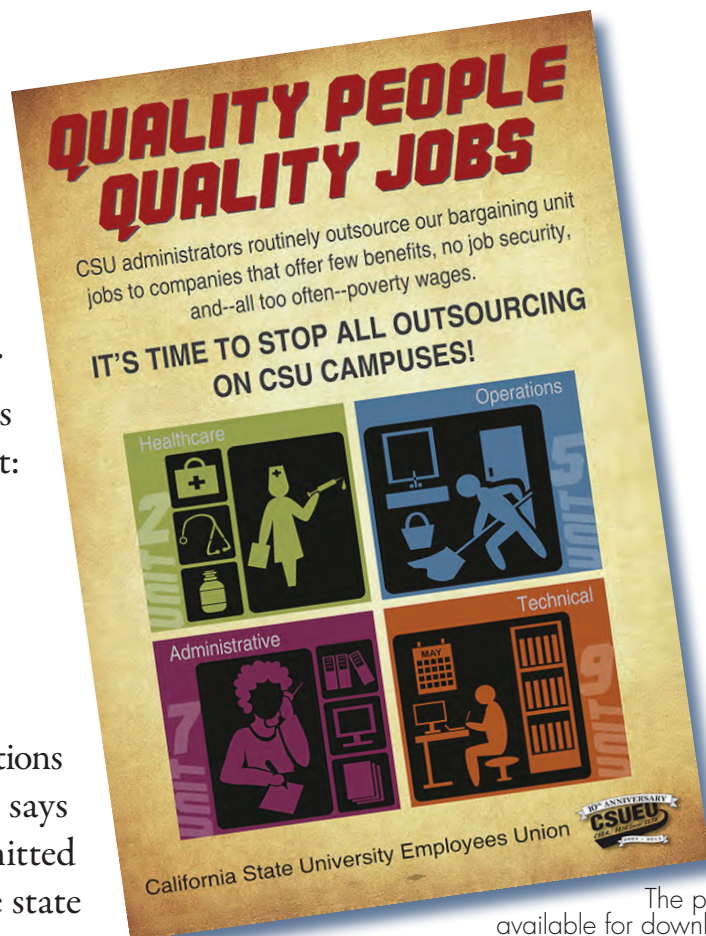
Quality People Quality Jobs!

Last June, the CSUEU Communications Committee created this poster demanding a stop to outsourcing of bargaining unit positions.

We've had many recent wins! CSUEU has won the return of outsourced custodial jobs at:

- **Fresno State**
- **CSU Northridge**
- **San Francisco State's
Romberg Tiburon Center**

"Outsourcing occurs not only in custodial positions but across many of our job classifications," says CSUEU President Pat Gantt. "We are committed to ensuring that all bargaining unit jobs are state positions represented by the union."



The poster is available for download at www.csueu.org/outsourcing-poster.

Jumping in with Both Feet



*By Susan Smith,
VP for Representation*

Anyone who's stepped into a new chapter or statewide position can tell you: there are few, if any, manuals spelling out how to get things done. Just dive in by the seat of your pants, get guidance where you can, and do your best.

Certainly I've re-learned that lesson over these last few weeks, since having the honor of being elected to the statewide VP for Representation post last June.

All those bargaining, representation, steward training, and related issues aren't going to wait while I get up to speed. So, as the headline says, I've jumped in with both feet, dealing with current concerns while also planning for representation initiatives that are sure to emerge over the course of my term, which ends in mid-2018.

Luckily, I've been immersed enough in the union culture in recent years that I've had a relatively smooth time adjusting. I am a 15-year employee from two CSU campuses, originally working at Dominguez Hills and now at Fullerton. In addition to my current full-time job as an administrative analyst/specialist II, I maintain a small part-time law practice.

I became involved with the union by becoming a steward in 2009 and vice chair of the statewide Bargaining Unit 9 Council in 2012. I decided to run for VP for Representation this past summer because I wanted to increase my level of responsibility, leadership, and service to the members of CSUEU.

My goals for my term of office include revamping steward trainings and offering advanced steward training. I am hopeful that we will eventually be able to institute online training segments as well. We recently held a final round of steward training at CSU San Marcos and will soon be holding training at

a yet-to-be-determined location in Northern California.

And I'm busy planning a chief steward meeting in Sacramento on December 12-13, a highlight of which will be the unveiling of a new grievance database that should serve as a tremendous resource for all CSUEU stewards.

Most of all, I look forward to working with the entire bargaining team to negotiate the next CSUEU/CSU three-year contract. Preparations will begin in earnest next year, and the bargaining itself will take place during the first half of 2017. Needless to say, I have every intention of continuing our mission of bargaining contracts that are advantageous to our represented employees.

This has been an exciting time and a wonderful opportunity for me to grow as a union activist. There's still so much to learn! I look forward to the challenges before us and I am grateful I have this opportunity to make a contribution to CSUEU's future.

Full Funding: Recognition at Last

But other attacks confront us



By Ray Finnell,
CSU Bakersfield

Following years of massive and devastating cuts, the CSU budget is finally on a solid track to recovery. This year's state allocation falls short of where the largest university system in the country needs to be, but, for the first time in recent memory, it matches the CSU Board of Trustees' request.

When he tested the budgetary waters in January, Governor Jerry Brown proposed allocating \$119 million above last year's funding, in keeping with a four-year plan he unveiled three years ago featuring gradually increasing allocations to the CSU. But that figure was merely a bit more than half of the \$216 million increase that the CSU Board of Trustees had requested last fall, well in advance of Brown's proposal. Ironically, Brown holds a seat on the board.

Sacramento saw maneuvering, cajoling, calling in of favors, and the usual other procedural operations during the winter and spring months. Stakeholders, including CSUEU during its annual Lobby Day and other activities, brought pressure on decision-makers, which resulted in two significant changes.

First, in his May budget revision, Brown increased his proposed allocation to the CSU to \$157 million above last year. Still cautious about spending the state's increased revenues, Gov. Brown nonetheless now offered the first

such boost in quite some years. Advocates for higher education weren't satisfied, though, and kept working on legislators and the governor.

Second, the legislature amended Brown's May proposal by increasing the CSU allocation to \$216 million above last year's figure—and, in a surprising and much-appreciated breakthrough move, Brown agreed.

The deal was inked before the June 30 deadline, also a notable departure from sometimes months-long delays during the depth of the recession.

The good news has to be put into perspective, however. CSU Chancellor Timothy White has directed the system to enroll another 10,000 students by Fall 2016. Plans for commensurate staffing to handle the increase aren't clear.

Demands on campus infrastructure multiply daily as buildings, equipment, and systems age and are pushed to usage extremes. The drought puts pressure on landscaping, irrigation systems, and the personnel who plan and maintain them.

Some CSUEU-represented staff members are seeing their workloads easing due to long-vacant departmental positions being filled. But many other areas are still short of vital personnel, and duties are increasing.

Outsourcing of our jobs continues despite some recent significant union victories. Positions that should be performed by CSUEU-represented employees instead of contractors can be found at every campus.

Some supervisors and managers still think they can violate our contractual rights with impunity. Know your rights, and, if you see a

violation, report it! This is everyone's battle.

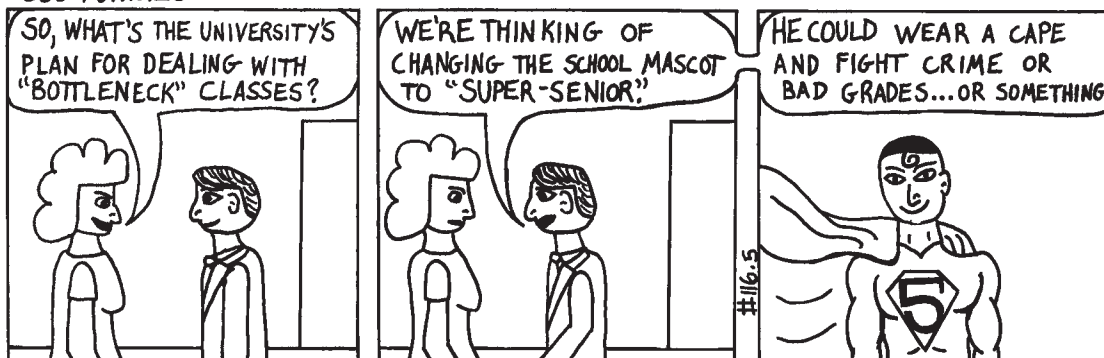
Additionally, we face challenges on other fronts. Former San Jose Mayor Chuck Reed and former San Diego Councilman Carl DeMaio are co-sponsoring a proposed ballot measure that would attack retirement benefits, eviscerating retirees' monthly checks. At press time, it was expected that sponsors of this misguided pension reform measure would soon begin collecting signatures. CSUEU will follow and report on this assault and any others that appear.

State funding for the CSU is in a category of programs that are considered discretionary under state law. In a nutshell, many other agencies and programs must be funded first. Any money left over can be distributed to higher education as lawmakers and the governor see fit. The situation puts us in competition with not only the UC system, but also community colleges.

In actuality, all allocations are fluid until the annual budget is signed. So we're really in conflict with state firefighters, the CHP, prisons, the DMV, and hundreds of other state-funded agencies and programs. Activists, including all CSU unions and the CSU trustees, must continue to convince the purse string holders of the CSU's importance.

Gov. Brown's plan for economic recovery and stability in state revenues seems to be working. If prosperous years continue and more much-needed budgetary acknowledgement comes our way, the CSU system may someday be funded at an appropriate level. Until then, allocations from state coffers are only one of the battles we face.

CSU FUNNIES



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Member Keith Churchill is an accounting technician at San Francisco State University

CSUEU in Action



The San Francisco State University chapter held an informative picnic meeting last April



In late September, CSUEU President Pat Gantt was a featured speaker at a conference devoted to saving the California Master Plan for Higher Education



Sen. Richard Pan got a kick out of wearing a CSUEU t-shirt at a training session for Lobby Day last April



VP for Representation Susan Smith, San Diego State Chapter 318 Organizing Chair Ivan Castro, and Sr. Labor Relations Representative Magali Kincaid were among the attendees at a SEIU State Council Organizing Conference in Long Beach in early September



Last spring, the CSU Monterey Bay chapter held a festive lunch to bid farewell to activist George Ball (center), who retired last April



At CSUEU Lobby Day last April, CSU Fullerton activists met with Assemblymember Young O. Kim



The CSU East Bay chapter held a picnic lunch to say goodbye to Rose Greef (seated, center) who retired last summer



At CSUEU Lobby Day last April, San Francisco State University and CSU East Bay activists met with Tomasa Duenas of Assemblymember Bill Quirk's office

CSUEU Committee Reports

Governance and operations at work

CLASSIFICATION

Committee members recently attended meetings of Bargaining Units 2, 5, 7, and 9 to garner ideas for future collaborations. By the end of the day, the committee had developed a list of classification issues for future meeting agendas.

Since this was their last meeting for this term, Chair Lori Williams thanked the committee members for their dedication and hoped they would continue their service. She also put out a special thank you to the Policy File Committee and the CSUEU Board of Directors for their commitment to retaining the Classification Committee.

COMMUNICATIONS

Members of the Communications Committee have been working on the 2016 wall calendar, *University Employee*, *CSUEU News*, and the next CSUEU poster. Chair Debbie Blair notes that a number of important topics and events need to be reported to members, including campus equity salary programs and potential 2016 ballot measures that could affect us.

As next year's elections approach, the committee will increase reports on issues that have potential impacts on the union. Committee members will also be working with the Organizing and Legislative Committees to develop messaging that supports their work.

FINANCE

Vice President for Finance Loretta Seva'aetasi and the committee are happy to report that CSUEU current financials reflects approximately a 12-month reserve.

At their last meeting, committee members worked on a number of projects, including finalizing procedures for the California State Employees Association (CSEA) General Council, which took place in Sacramento in early October.

At each General Council, held every three years, the four affiliates of CSEA (CSUEU, Association of California State Supervisors, California State Retirees, and SEIU Local

1000) come together to conduct business. This year, each CSUEU chapter sent two or more delegates to vote on the adoption of a CSEA budget, to elect CSEA statewide officers, to review and establish policies, and to make changes in CSEA bylaws. For more information, see the article on p. 1.

LEGISLATIVE

At the most recent committee meeting, Chair Kim Harrington led a discussion recapping last April's CSUEU Lobby Day. Over the two days of Lobby Day, CSUEU participants had full agendas, including enhanced training focusing on the legislative process in order to better advance bills that CSUEU supports, along with an overview of the state budget process, highlighting our advocacy for full CSU funding. In one day, CSUEU representatives completed over 115 appointments at the Capitol, making this Lobby Day very successful. The committee agreed that the positive results of this year's event will help in planning the next CSUEU Lobby Day, scheduled for April 2016.

Since this was the last meeting of the current Legislative Committee, Harrington thanked members for their service to the committee and hoped that they would continue into the next term.

ORGANIZING

The 2012-15 Organizing Committee wrapped up its last couple of quarters by leading a heavy member recruitment push and laying the groundwork for success for the next Organizing Committee. Training our chapter leaders and organizing activists has been one of the committee's primary focal points over the last year, and it will continue to be a priority for the 2015-18 Organizing Committee. Committee members have also endeavored to continue and improve campus organizing on issues such as bullying, In-Range Progressions/campus-based raises, and a living wage. Rest assured the new Organizing Committee will be in a secure position to continue our trend of increasing our organizing capacity.

POLICY FILE

The committee spent its last two meetings dealing with chapter and statewide elections, primarily making preparations to "Policy File Division 601: Elections," an introductory item for presentation to the CSUEU Board of Directors. Responding to issues reported during chapter elections, the committee reorganized the entire section to separate statewide from chapter elections. The item also included amendments covering standardizing of chapter nomination periods and clarifying of the terms of office.

August 27 marked the last meeting of the committee this term. Chair Steve Mottaz thanked the members and hoped they all would continue their committee service.

REPRESENTATION

Newly elected VP for Representation Susan Smith, who comes from the Fullerton campus, takes the helm of the committee enthusiastically. Smith, a practicing attorney, has broad experience dealing with management. The committee is already looking into issues to be negotiated during full bargaining for the 2017-2020 contract.

Committee members continue reviewing contract violation cases for possible elevation to State Personnel Board hearings, the highest level of arbitration that CSUEU can seek. Such cases, along with input from stewards, chief stewards, chapter presidents, and CSUEU staff, help identify contract issues that need to be addressed during negotiations.

Susan and the committee members warmly thank former VP for Representation Alisandra Brewer for her service to the organization.

In addition to Susan, the committee's current roster includes: CSUEU President Pat Gantt; BU 2 Chair Tessy Reese; BU 5 Chair Mike Chavez; BU 7 Chair Rocky Sanchez; BU 9 Chair Rich McGee; BU 2 Vice Chair Pam Robertson; BU 5 Vice Chair Sergio Roldan; BU 7 Vice Chair Carolyn Duckett; and BU 9 Vice Chair Ricardo Uc.

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

Items of statewide interest

BU 2

At their most recent meeting, council members continued their evaluation of the athletic trainer survey results. At their previous meeting, the council had decided to extend the survey deadline, resulting in over 52 percent of athletic trainer employees participating in the survey. The data have highlighted a number of issues that the incoming council members will address in their next term.

Statewide BU 2 Council members who were recently elected for the 2015-18 term:

- Tessy Reese, San Diego – Chair
- Pam Robertson, Sacramento – Vice Chair

At-Large:

- Lisa Bush, Los Angeles
- Guy Johnson, San Bernardino
- Debra McGee-Smith, Fullerton
- Caitlyn Ratcliffe, Dominguez Hills
- Edward Romero, Fresno
- Lori Williams, San Luis Obispo

In the works is a meeting with CSU Channel Islands Health Center representatives to discuss bringing the center's services in house. These services have been outsourced since the campus opened in 2002.

BU 5

Bargaining Unit Council 5 is continuing its efforts to stop and reverse the outsourcing of custodial jobs throughout the chapters, and many gains have been made across the state. CSUEU and CSU Fresno recently signed a Memo of Understanding (MOU) that maintains current custodial staffing levels and agrees to bring more custodial services stateside, should certain budgetary milestones be met. CSU San Marcos is meeting with CSUEU this month about transitioning to stateside custodial services. CSU Fullerton

has signed an MOU that ensures the maintenance of current custodial staffing levels, and campus management will additionally endeavor to hire 14 probationary custodial positions through open recruitment in coming months. Although CSU San Luis Obispo is currently outsourcing its street sweeping services, CSUEU is providing research regarding the cost-effectiveness of bringing these services stateside.

Statewide BU 5 Council members who were recently elected for the 2015-18 term:

- Mike Chavez, Stanislaus – Chair
- Sergio Roldan, San Bernardino – Vice Chair

At-Large:

- Reggie Keys, Pomona
- Jason Kitzrow, Humboldt
- Jenifer Monarrez, Office of the Chancellor
- Don Moreno, East Bay
- Teddy Woods, Fresno

BU 7

Last summer, seasoned activist Roxana "Rocky" Sanchez was elected to take over as chair of the Bargaining Unit 7 Council, following former chair John Orr's decision to step down. Sanchez, from the Pomona campus, has served on the council for several terms. Carolyn Duckett was elected to fill the vice chair seat. Other statewide council members include Martinique Baker, Angela Corral, Rosa Jones, Stacey Schaaf, and Elizabeth Tellez.

Representation issues abound for the council, and members are diving in vigorously to solve workload, classification, salary, and fair treatment problems not only at individual campuses but statewide.

BU 9

Council members spent their last meeting reviewing not only ongoing cases related to

Bargaining Unit 9 employees but also their accomplishments over the past three years.

Chair Rich McGee led a discussion on the solicitation of new contract language. Although the start of bargaining for the 2017-2020 contract is more than a year away, McGee believes that it is never too early to start those discussions.

With their three-year terms having ended in June, members agreed that notes about their past meetings should be forwarded to current Bargaining Unit 9 Council members. Last summer, chapter bargaining unit representatives elected the following 2015-18 council chair, vice chair, and at-large council members:

- Rich McGee, San Bernardino – Chair
- Ricardo Uc, San Luis Obispo – Vice Chair

At-Large:

- William Bateman, Humboldt
- Ken Jones, Fresno
- Matthew Kay, Sacramento
- Gus Leonard, Monterey Bay
- Saul Sanchez, San Diego
- Steve Sloan, San Jose

If you have questions about any Unit 9 issue, contact McGee at csueu.unit9@gmail.com.

BU 13

The bargaining team met in September on the Cal State L.A. campus for a benefits-only reopener for Bargaining Unit 13. Among CSUEU's proposals was the extension of health benefits to core instructors who are on family, medical, or parental leave. Another proposal would change core instructors' health plan payments from an 80/20 ratio to a 90/10 ratio, bringing Unit 13 in line with the Bargaining Units 2, 5, 7, and 9 health-care plans. As of press time, the CSU had not responded.



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