



SEIU Local 2579

Contract Negotiations NEWS

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#3 / MAY 12, 2009

CSUEU AND CSU REACH AGREEMENT ON FISCAL YEAR (FY) 2008/09 REOPENER

Due to the economic crisis facing California and the CSU, it has become clear during negotiations that no funds can or will be allocated toward employee raises. Several other unions are in negotiations with the Chancellor's Office for FY 2008/09. In a meeting on May 4, CSUEU and CSU agreed that, if any other union negotiates an increase to base salary in FY 2008/09, we would be able to reopen our Article 20 (Salary). This does not apply to such programs as in-range progression, extended performance pay, reclassifications, post-promotion increases, bonuses, or stipends, as they are not funded from systemwide dollars.

CSUEU AND CSU AGREE ON EXTENSION OF CONTRACT

CSUEU and CSU have agreed to extend the current 2007-2009 contract through June 30, 2011. We will be able to reopen Article 20 (Salary) with 30 days notice to the Chancellor's Office. All terms and conditions, including all of the negotiated side letters, remain in full effect. We will also have the ability to meet with the Chancellor's team in July, 2010, to discuss their request for funds from the legislature for FY 2011/12. The CSU must submit their budget request to the California Department of Finance by November, 2010, for the following fiscal year.

WHY EXTEND THE CONTRACT?

Most budget experts are predicting additional, more severe budgetary reductions in FY 2009/10 and FY 2010/11. Therefore, CSUEU believes that it is in the best interest of its members to extend the contract. CSUEU has the right to reopen Article 20 at any time during the two-year period, with 30 days notice to the Chancellor's Office.

All terms and conditions of the contract remain in effect and cannot be modified. Most notably, we have protected Article 21, Benefits, through June, 2011. There can be no increases in parking fees unless there is a general salary increase for all employees between 2009 and 2011, which is very unlikely. Employee-requested in-range progressions remain in place. In difficult economic times, it is imperative that benefits not be reduced or eliminated.

DO MEMBERS VOTE ON THE RATIFICATION AGREEMENT?

Member ratification is not required, as this is not a new contract. As in the past, the bargaining team has the authority to agree to this extension.

LABOR MANAGEMENT COMMITTEE ON COMPENSATION STRATEGY

The parties have agreed to the formation of a Labor Management Committee (LMC), charged with developing recommendations for a long-term CSU compensation strategy that meets the goals of both CSUEU and CSU. At the March, 2009, CSU Board of Trustees meeting, Vice Chancellor Gail Brooks broached the concept of CSU and CSUEU establishing such an LMC during her report to the Board of Trustees Committee on Collective Bargaining. CSUEU President Pat Gantt told CSUEU's bargaining team that "this is an opportunity to review the CSU's salary structure and philosophy and improve movement through the salary ranges." Vice Chancellor Gail Brooks stated that the CSU wants the compensation strategy to be "both clear and transparent." The union hopes to deal with such issues as salary lags, salary inversion, and joint efforts to secure adequate funding in the state budget for compensation. CSUEU is confident that the LMC will have sufficient time to develop a comprehensive plan. The Bargaining Team established language in the agreement that will set an aggressive meeting schedule to keep the LMC productive and on track. The LMC will be formed within the next three months and, by December, 2010, will develop a report to be presented to the Board of Trustees in January, 2011.

UNIT 2 / Health Care Support ■ UNIT 5 / Operations Support ■ UNIT 7 / Clerical/Administrative Support ■ UNIT 9 / Technical Support

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Chapter _____

Social Security No.	Last Name	First Name	Initial
Number and Street		City	Zip Code
Employed by	Department or Campus - work location		Room No.
Classification	E-mail	Business Phone	Home Phone
Recruiter Name			

I hereby apply for membership in the California State University Employees Union (SEIU 2579 - CSEA), an affiliate of CSEA, and hereby agree to abide by the CSUEU Bylaws and Policies, including those of the CSEA Policy File. In becoming a member I authorize CSUEU to establish with the appropriate agency the withholding from my pay or retirement allowance of dues and any benefit deductions. I understand that my membership rights are set forth in the Policy files of CSUEU and CSEA, which are subject to amendment, and are affected by applicable labor contract(s) ("A Memorandum of Understanding" or "MOU") between CSUEU and the California State University, and a copy of the Policy Files and applicable MOU are always available to me by contacting CSUEU Headquarters, 1108 'O' Street, 5th Floor, Sacramento, California 95814. Should an applicable MOU provide for the maintenance of membership, I understand that I must remain a member for the duration of the MOU, except that I may terminate membership during the last thirty (30) days of such MOU.

Unless instructed to the contrary below, CSUEU is hereby authorized to withhold from my pay an additional \$2.00 per month for CSUEU's non-partisan political activity.



CSUEU-0001/Rev. 08/08



By writing my initials in this box I instruct CSUEU NOT to withhold an additional \$2.00 per month for political activity.

Signature: _____

Date: _____